

Medical-Surgical Nurses Holistic Well-Being

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ABSTRACT

Medical-surgical nurses are humans that care for humans. However, their holistic well-being is not considered in data collection about nurse burnout. The variable of emotional exhaustion has nine questions on the MBI HHS (MP). Hence, medical-surgical nurses are emotional exhaustion impacts them at work and home. Human resources managers, patients' advocates, and their families must consider nurses holistic well-being as humans caring for humans. Patients need the nurturing human touch and interaction of the medical-surgical nurses to heal.

Keywords

Medical-surgical nursing, Nurse burnout, Emotional exhaustion, Maslach Burnout Inventory (MBI-HSS), Holistic well-being.

Medical-Surgical Nurses Holistic Well-Being Matters

Medical-Surgical Nurses provide inpatient care, which is a vital part of each patient's recovery. Patients' healing requires medical-surgical nurses' nurturing and caring interactions [1]. Nonetheless, medical-surgical nurses are experiencing nurse burnout which does impact their well-being. Even though their well-being is an important component in their ability to care for their patients it is usually only addressed within their workplace. There is a connection between their professional and personal life. Their holistic well-being must include their whole daily human experience because patients require human touch and nurturing for their recovery.

Hence, the data collection instrument used by researchers for nurse burnout is the Maslach Burnout Inventory (MBI) for human services medical personnel survey (MBI-HSS MP) and is centered around personnel not their personal needs [1]. It is a 22-question survey that is the most reliable survey for measuring nurse burnout [2]. It consists of nine questions to measure Emotional Exhaustion (EE), five for Depersonalization (DP), and eight questions for Personal Accomplishment (PA) [2]. It is an amazing data collection instrument for nurse burnouts. Unfortunately, it does not holistically address the well-being of the medical-surgical

nurses as humans not just hospital employees [1]. Hence, there will be sections within this article about the following daily life variables of parenting, marriage, and interpersonal relationships. Consequently, the holistic well-being of medical-surgical nurses should be included in hospitals' human resource management policies.

Daily Life Variables

Medical-surgical nurses are humans caring for humans and are not just employees. Thus, an interrelationship exists between the impact that their work has on their families and the impact of their families on their daily work [3]. Consequently, daily life variables, parenting, marriage, and interpersonal relationships have an interrelationship that influences medical-surgical-nurses holistic well-being that their employer must consider. Moscu et al. [4] used the Maslach Burnout Inventory Human Services for Medical Personnel with sociodemographic variables of age, sex, marital status concurring that the emotional exhaustion (EE) of medical-surgical nurses will vary according to their home life [4]. Hence, the EE of medical-surgical nurses differ when their ages, sex, and marital status is connected to their family responsibilities.

Hence, medical-surgical nurses' daily life variables of parenting, marriage, and interpersonal relationships may impact their EE. Medical-surgical nurses EE is measured by nine questions in the MBI-HHS (MP) which is the greatest variable that causes nurse burnout [3,4]. Consequently, the EE of medical-surgical nurses is aligned with their holistic well-being so parenting, marriage, and

interpersonal relationships influence nurse burnout.

Parenting

Medical-surgical nurses with parenting responsibilities may have a higher measurement of EE because it is an interrelationship between work and home [1]. Nonetheless, anyone that interacts with children under the age of 18 can understand the impact of parenting on medical-surgical nurses' EE. In addition, the reasons for medical-surgical nurses who are parents EE may vary according to the age(s) of their child(ren), health, and maturity. Younger children, disabled children, and younger teenagers' needs are greater because the needs intensify according to the dynamic and definite complexities per child. Consequently, if a medical surgical nurse has a child that have multiple definite complexities such as newborn, disabled, or extracurricular activities this impacts their EE [1,4]. Medical-surgical nurses who have children EE do vary according to the needs of their children.

Even though sociodemographic variables are not work variables they do impact nurses' emotional exhaustion (EE) [1]. In addition, medical-surgical nurses with children EE are influenced by the dynamic complexities of marriage and interpersonal relationships positively or negatively [5]. Medical-surgical nurses with good supportive marriages or interpersonal relationships could still have EE from work but have lower EE than a medical-surgical nurse with negative situation outside of work [1,4]. Hence, medical-surgical nurses could have higher EE if they have negativity at home and work.

Marriage and Interpersonal Relationships

Medical-surgical nurses with a supportive spouse, partner, are not exempted from the negativity of work causing high EE. Medical-surgical nurses' marital status and interpersonal relationships status when it is positive increase their EE rate [5]. Unfortunately, these sociodemographic variables from outside of the workplace could be used negatively by an organization instead of to support the holistic well-being of medical-surgical nurses. Nonetheless,

this is currently a sad reality for medical-surgical nurses as they care for others no one fosters their holistic well-being.

Conclusion

Medical-surgical nurses are the human touch patients need. However, employers, patients, and their advocates do not consider that the nurses human touch is a spiritual factor that is necessary for proper recovery. Nonetheless, medical facilities human resources managers should interpret the MBI HHS (MP) EE scores the most to reduce nurse burnout [4]. In conclusion, as a parent of a disabled child, advocate, and labor relations advocate the human touch of medical-surgical nurses is a healing energy for patients that is irreplaceable. Hence, medical-surgical nurses' holistic well-being matter.

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