



The 65th ASH Annual Meeting Abstracts

ONLINE PUBLICATION ONLY

901.HEALTH SERVICES AND QUALITY IMPROVEMENT - NON-MALIGNANT CONDITIONS

Research on the Relationship between Nurses' Compliance with Standard Precautions, Servant Leadership and Emotional Exhaustion: a Cross-Sectional Survey in ChinaXin Du¹, Huan Wang², Wen Chen³, Wang Lei⁴, Xue Feng⁵, Xi Zhang, PhD⁶, Caiping Song⁷¹ Medical Center of Hematology, Xinqiao Hospital, Medical University, Chongqing, China² Development and Planning Department, Chongqing Medical University, Chongqing, China³ School of Medicine and Health Management, Tongji Medical College, Hangzhou, China⁴ Orthopedics Department, The Second Affiliated Hospital of Army Medical University, Chongqing, China⁵ Medical Center of Hematology, Xinqiao Hospital, Army Medical University, Chongqing, China⁶ Army medical University affiliated Xinqiao Hospital, Chongqing, China⁷ President Office, The Second Affiliated Hospital of Army Medical University, Chongqing, China

Background: To prevent and control nosocomial infections, it is important to improve nurses' compliance with standard prevention techniques. Nurses' emotional exhaustion has increased in the context of the COVID-19 pandemic. It is crucial to pay attention to the impact of emotional exhaustion on compliance with standard prevention compliance from the perspective of organizational leadership.

Objective: This study aimed to analyze the effects of service-oriented leadership on nurses' emotional failure and compliance with standard prevention and to explore the moderating effect of individual resilience.

Methods: A convenience sampling method was used to collect questionnaire data from 924 clinical nurses in a third-class general hospital in Chongqing, China. A linear mixed model in SPSS 25.0 was used for multilevel regression analysis of the mediating role of emotional exhaustion on servant leadership and standard preventive compliance. PROCESS was used to further test the moderating role of individual resilience.

Results: The emotional exhaustion score (27.42 ± 11.77) was at the general level, and standard preventive behavior compliance (11.41 ± 5.01) was at the general level. Servant leadership mediated by emotional exhaustion had a significant positive predictive effect on standard prevention compliance, and the indirect effect accounted for 23.8% of the total effect. Personal resilience played a negative moderating role in the relationship between servant leadership and emotional exhaustion. For nurses with low resilience, servant leadership had a greater impact on emotional exhaustion. **Conclusion:** The current standard prevention compliance for clinical nurses is not high due to emotional exhaustion. The level of servant leadership can alleviate nurses' emotional exhaustion and improve compliance with standard prevention. Especially for nurses with low personal resilience, the care and support of department leaders are needed.

Key Words: Compliance with standard precautions by nurses, Servant leadership, Emotional exhaustion, Resilience

Disclosures No relevant conflicts of interest to declare.

<https://doi.org/10.1182/blood-2023-189019>