*Review*

# Supporting the mental wellbeing of aged care workers: A systematic review of factors and interventions

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**Supplementary File 1.** Preferred reporting items for systematic reviews checklist.

| Section and Topic | Item # | Checklist item | Location where item is reported |
|---|---|---|---|
| **Title** | | | |
| Title | 1 | Identify the report as a systematic review. | p. 1 |
| **Abstract** | | | |
| Abstract | 2 | See the PRISMA 2020 for Abstracts checklist. | p. 3/ Appendix 1 |
| **Introduction** | | | |
| Rationale | 3 | Describe the rationale for the review in the context of existing knowledge. | p. 6 |
| Objectives | 4 | Provide an explicit statement of the objective(s) or question(s) the review addresses. | p. 6 |
| **Methods** | | | |
| Eligibility criteria | 5 | Specify the inclusion and exclusion criteria for the review and how studies were grouped for the syntheses. | p. 7 |
| Information sources | 6 | Specify all databases, registers, websites, organisations, reference lists and other sources searched or consulted to identify studies. Specify the date when each source was last searched or consulted. | p. 7 |
| Search strategy | 7 | Present the full search strategies for all databases, registers and websites, including any filters and limits used. | p.7/ Appendix 2 |
| Selection process | 8 | Specify the methods used to decide whether a study met the inclusion criteria of the review, including how many reviewers screened each record and each report retrieved, whether they worked independently, and if applicable, details of automation tools used in the process. | p. 7/8 |
| Data collection process | 9 | Specify the methods used to collect data from reports, including how many reviewers collected data from each report, whether they worked independently, any processes for obtaining or confirming data from study investigators, and if applicable, details of automation tools used in the process. | N/A |
| Data items | 10a | List and define all outcomes for which data were sought. Specify whether all results that were compatible with each outcome domain in each study were sought (e.g. for all measures, time points, analyses), and if not, the methods used to decide which results to collect. | p. 8–9 / Appendix 3 |
| | 10b | List and define all other variables for which data were sought (e.g. participant and intervention characteristics, funding sources). Describe any assumptions made about any missing or unclear information. | N/A |
| Study risk of bias | 11 | Specify the methods used to assess risk of bias in the | p. 8–9 |

| | | | |
|---|---|---|---|
| assessment | | included studies, including details of the tool(s) used, how many reviewers assessed each study and whether they worked independently, and if applicable, details of automation tools used in the process. | |
| Effect measures | 12 | Specify for each outcome the effect measure(s) (e.g. risk ratio, mean difference) used in the synthesis or presentation of results. | p. 9 |
| Synthesis methods | 13a | Describe the processes used to decide which studies were eligible for each synthesis (e.g. tabulating the study intervention characteristics and comparing against the planned groups for each synthesis (item #5)). | p. 8/9 |
| | 13b | Describe any methods required to prepare the data for presentation or synthesis, such as handling of missing summary statistics, or data conversions. | p. 8/9 |
| | 13c | Describe any methods used to tabulate or visually display results of individual studies and syntheses. | p. 8/9 |
| | 13d | Describe any methods used to synthesize results and provide a rationale for the choice(s). If meta-analysis was performed, describe the model(s), method(s) to identify the presence and extent of statistical heterogeneity, and software package(s) used. | p. 8 |
| | 13e | Describe any methods used to explore possible causes of heterogeneity among study results (e.g. subgroup analysis, meta-regression). | p. 9 |
| | 13f | Describe any sensitivity analyses conducted to assess robustness of the synthesized results. | N/A |
| Reporting bias assessment | 14 | Describe any methods used to assess risk of bias due to missing results in a synthesis (arising from reporting biases). | p. 9 |
| Certainty assessment | 15 | Describe any methods used to assess certainty (or confidence) in the body of evidence for an outcome. | p. 9 |
| **Results** | | | |
| Study selection | 16a | Describe the results of the search and selection process, from the number of records identified in the search to the number of studies included in the review, ideally using a flow diagram. | p. 9–10 |
| | 16b | Cite studies that might appear to meet the inclusion criteria, but which were excluded, and explain why they were excluded. | p. 10–11 |
| Study characteristics | 17 | Cite each included study and present its characteristics. | Appendix 4 |
| Risk of bias in studies | 18 | Present assessments of risk of bias for each included study. | p. 11 |
| Results of individual | 19 | For all outcomes, present, for each study: (a) summary | p. 12–13 |

| | | | |
|---|---|---|---|
| studies | | statistics for each group (where appropriate) and (b) an effect estimate and its precision (e.g. confidence/credible interval), ideally using structured tables or plots. | |
| Results of syntheses | 20a | For each synthesis, briefly summarise the characteristics and risk of bias among contributing studies. | p. 10–22 |
| | 20b | Present results of all statistical syntheses conducted. If meta-analysis was done, present for each the summary estimate and its precision (e.g. confidence/credible interval) and measures of statistical heterogeneity. If comparing groups, describe the direction of the effect. | N/A |
| | 20c | Present results of all investigations of possible causes of heterogeneity among study results. | N/A |
| | 20d | Present results of all sensitivity analyses conducted to assess the robustness of the synthesized results. | N/A |
| Reporting biases | 21 | Present assessments of risk of bias due to missing results (arising from reporting biases) for each synthesis assessed. | p. 11 |
| Certainty of evidence | 22 | Present assessments of certainty (or confidence) in the body of evidence for each outcome assessed. | N/A |
| **Discussion** | | | |
| Discussion | 23a | Provide a general interpretation of the results in the context of other evidence. | p. 22–26 |
| | 23b | Discuss any limitations of the evidence included in the review. | p. 25–26 |
| | 23c | Discuss any limitations of the review processes used. | p. 25–26 |
| | 23d | Discuss implications of the results for practice, policy, and future research. | p. 27 |
| **Other information** | | | |
| Registration and protocol | 24a | Provide registration information for the review, including register name and registration number, or state that the review was not registered. | p. 7 |
| | 24b | Indicate where the review protocol can be accessed, or state that a protocol was not prepared. | p. 7 |
| | 24c | Describe and explain any amendments to information provided at registration or in the protocol. | N/A |
| Support | 25 | Describe sources of financial or non-financial support for the review, and the role of the funders or sponsors in the review. | p. 28 |
| Competing interests | 26 | Declare any competing interests of review authors. | p. 28 |
| Availability of data, code and other materials | 27 | Report which of the following are publicly available and where they can be found: template data collection forms; data extracted from included studies; data used for all analyses; analytic code; any other materials used in the review. | N/A |

**Supplementary File 2.** Search strategy.

**Medline:**

1  geriatrics/ or assisted living facilities/ or homes for the aged/ or nursing homes/ or intermediate care facilities/ or skilled nursing facilities/ or Long-Term Care/
2  (Aged care or elderly care or residential care or residential facilit* or long-term care or nursing care facilit* or old age home* or nursing home* or assisted living facilit* or home* for the aged or housing for the elderly or residential aged care or residential aged care facilit*).ti,ab.
3  or/1–2
4  stress, psychological/ or burnout, psychological/ or Psychological Well-Being/
5  ((mental or emotional or psychological) adj1 (wellbeing or health or wellness)).ti,ab
6  (mental health or wellbeing or burnout or anxiety or stress or distress or fatigue or depression).ti,ab.
7  or/4–6
8  health personnel/ or nurses/
9  (Health personnel or health* workers* or nurses or care worker or professional carer*).ti,ab.
10  (aged care adj1 (staff or worker* or nurse* or personnel)).ti,ab.
11  health personnel/ or allied health personnel/ or nursing assistants/ or physical therapist assistants/ or Physical Therapists/
12  or/8–11
13  and/3,7,12
14  limit 13 to yr="2014-Current"

**Embase:**

1  geriatrics/ or assisted living facility/ or home for the aged/ or nursing home/ or intermediate care facilities/ or skilled nursing facilities/ or long term care/
2  (Aged care or elderly care or residential care or residential facilit* or long-term care or nursing care facilit* or old age home* or nursing home* or assisted living facilit* or home* for the aged or housing for the elderly or residential aged care or residential aged care facilit*).ti,ab.
3  or/1–2
4  mental stress/ or burnout/ or professional burnout/ or psychological well-being/
5  ((mental or emotional or psychological) adj1 (wellbeing or health or wellness*)).ti,ab.
6  (mental health or burnout or anxiety or stress or distress or fatigue or depression).ti,ab.
7  or/4–6
8  health care personnel/ or nurse/
9  (Health personnel or health* workers* or nurses or care worker or professional carer*).ti,ab.
10  (aged care adj1 (staff or worker* or nurse* or personnel)).ti,ab.
11  health care personnel/ or paramedical personnel/ or nursing assistant/ or physiotherapist assistant/ or physiotherapist/
12  or/8–11
13  and/3,7,12
14  limit 13 to "remove medline records"
15  limit 14 to conference abstract
16  14 not 15
17  limit 16 to yr="2014-Current"

**PsychINFO:**

1 geriatrics/ or assisted living facilities/ or residential care institutions/ or nursing homes/ or intermediate care facilities/ or skilled nursing facilities/ or Long-Term Care/
2 (Aged care or elderly care or residential care or residential facilit* or long-term care or nursing care facilit* or old age home* or nursing home* or assisted living facilit* or home* for the aged or housing for the elderly or residential aged care or residential aged care facilit*).ti,ab.
3 or/1–2
4 psychological stress/ or burnout/ or well being.mp. [mp=title, abstract, heading word, table of contents, key concepts, original title, tests & measures, mesh word]
5 ((mental or emotional or psychological) adj1 (wellbeing or health or wellness*)).ti,ab.
6 (mental health or burnout or anxiety or stress or distress or fatigue or depression).ti,ab.
7 or/4–6
8 health personnel/ or nurses/
9 (Health personnel or health* workers* or nurses or care worker or professional carer*).ti,ab.
10 (aged care adj1 (staff or worker* or nurse* or personnel)).ti,ab.
11 health personnel/ or allied health personnel/ or nursing assistants/ or physical therapist assistants/ or Physical Therapists/
12 or/8–11
13 and/3,7,12
14 limit 13 to "remove medline records"
15 limit 14 to yr="2014-Current"

**Scopus:**

(TITLE-ABS-KEY (("Health personnel" OR "health* workers*" OR nurses OR "care worker*" OR "professional carer*")) OR TITLE-ABS-KEY (("aged care") PRE/1 (staff OR worker* OR nurse* OR personnel)) AND TITLE-ABS-KEY (("mental health" OR burnout OR anxiety OR stress OR distress OR fatigue OR depression)) OR TITLE-ABS-KEY ((mental OR emotional OR psychological) PRE/1 (wellbeing OR health OR wellness)) AND TITLE-ABS-KEY ("Aged care" OR "elderly care" OR "residential care" OR "residential facilit*" OR "long-term care" OR "nursing care facilit*" OR "old age home*" OR "nursing home*" OR "assisted living facilit*" OR "home* for the aged" OR "housing for the elderly" OR "residential aged care" OR "residential aged care facilit*")) AND PUBYEAR > 2013 AND PUBYEAR < 2025 AND ( LIMIT-TO (LANGUAGE , "English"))

**CINAHL:**

1 (MH "Geriatrics") OR (MH "Assisted Living") OR (MH "Residential Facilities") OR (MH "Nursing Homes") OR (MH "Skilled Nursing Facilities") OR (MH "Long Term Care")
2 TI {[("Aged care" or "elderly care" or "residential care" or "residential facilit*" or "long-term care" or "nursing care facilit*" or "old age home*" or "nursing home*" or "assisted living facilit*" or "home* for the aged" or "housing for the elderly" or "residential aged care" or "residential aged care facilit*")]} OR AB {[("Aged care" or "elderly care" or "residential care" or "residential facilit*" or "long-term care" or "nursing care facilit*" or "old age home*" or "nursing home*" or "assisted living facilit*" or "home* for the aged" or "housing for the elderly" or "residential aged care" or "residential aged care facilit*")]}

3  (MH "Stress, Psychological") OR (MH "Burnout, Professional") OR (MH "Psychological Well-Being") OR (MH "Psychological Well-Being (Iowa NOC)+")

4  TI {[(mental or emotional or psychological) W1 (wellbeing or health or wellness)]} OR AB {[(mental or emotional or psychological) W1 (wellbeing or health or wellness)]}

5  TI [("mental health" or burnout or anxiety or stress or distress or fatigue or depression)] OR AB [("mental health" or burnout or anxiety or stress or distress or fatigue or depression)]

6  (MH "Health Personnel") OR (MH "Nursing Home Personnel") OR (MH "Gerontology Nurses") OR (MH "Long Term Care Nurses") OR (MH "Nurses") OR (MH "Physical Therapists") OR (MH "Certified Nursing Assistants") OR (MH "Physical Therapist Assistants") OR (MH "Occupational Therapy Assistants")

7  TI {[("Health personnel" or "health* workers*" or nurses or "care worker*" or "professional carer*")] OR AB [("Health personnel" or "health* workers*" or nurses or "care worker*" or "professional carer*")]}

8  TI [("aged care") W1 (staff or worker* or nurse* or personnel)] OR AB [("aged care") W1 (staff or worker* or nurse* or personnel)]

9  1 OR 2

10  3 OR 4 OR 5

11  6 OR 7 OR 8

12  9 AND 10 AND 11

13  Narrow by Language: - English

14  Limit by Publication Date: 20140101–20241231

**Supplementary File 3.** Coding framework.

**Micro-level factors:**

**1) Personal Factors**

| | |
|---|---|
| • Demographics | age, gender, marital status, race |
| • Personal attitudes and values | ageism, self-endangering cognitions/behaviour & altruistic values, PE meaning, aversion to residents, nurse attitudes |
| • Physical and emotional health | self-esteem, health status, insomnia/sleep, exercise/nutrition, health-related resources |
| • Work-life balance | work-family culture, work Interference with family, work/family conflict |
| • Relationships and social support | loneliness, support from family/friends, social support – outside of work, marital status |
| • Personal/family stress | personal/family stress |

**2) Work engagement and satisfaction:**

| | |
|---|---|
| • Job satisfaction | satisfaction with working hours, job satisfaction, job dissatisfaction, satisfaction with working hours |
| • Organizational commitment | organizational identification, organizational commitment, work engagement |
| • Satisfaction with care quality | care quality perception, satisfaction with quality of care |
| • Satisfaction with salary | perceived fair pay, perceived financial position |

## 3) Skills and abilities:

- Work competency / experience    years of experience, professional experience, months of employment, confidence in geriatric care, knowledge about aging, skills and knowledge, seniority
- Coping skills    adaptive coping, coping resources, experiential avoidance, resilience
- Life orientation    sense of coherence

## Meso-level factors:

## 1) Job demands:

- Physical and emotional demands    physical demands, social pressure from work, job demands, emotional demands, psychological demands, occupational stress, mental stress, job strain
- Workload    workload stress, job-level workload, workload, work overload, work intensity
- Resident-related factors    patient behavior, agitation/aggression, verbal abuse, physical safety
- Time pressure    tight work schedule, rushed care, time pressure, enough time to care for patients, missed care
- Working hours    working hours, work shift arrangements
- Working hours    working hours, work shift arrangements
- Roles and responsibilities    work seniority, occupational position
- Work stress related to pandemics    fear of covid, covid cases in workplace, additional workload

## 2) Job control:

- Job autonomy / control    job autonomy, job control, decision authority, job crafting, decision latitude
- Empowerment to modify work    empowerment to modify work, PE self- determination
- Job complexity    mental regulation requirements

## 3) Workplace resources:

- Staffing and resources    staffing/resource adequacy, lack of staff and PPE, structural resources, staffing levels, availability of resources and/or materials
- Organizational slack    organizational slack-staff, organizational slack-space, organizational slack-time

## 4) Professional relations:

- Co-worker support    support from co-workers, work-related co-worker support, work-related support
- Culture and team collaboration    culture and social capital, social interactions, collegial nurse-physician relationships, social relations at work, collaboration with

team colleagues

## 5) Leadership:

- Management support    Relationship with superiors, support from supervisors, supervisor support, Work-related supervisor support, supervisory support, management trust
- Leadership engagement    organizational communication and participation, participation in organization affairs, management commitment
- Leadership style    Managerial domination, providing autonomy

## 6) Professional development:

- Job preparation    lack of job preparation, adequate job orientation
- Job training    training
- Rewards and incentives    rewards e.g., opportunities for promotion, job prospects

## Macro-level factors:

## 1) Policy and regulation:

- National and state policies    salary, productivity standards, compensation systems
- Covid-specific factors    incoming changes during pandemic, e.g., periodic PCR tests

## 2) Structure and governance

- Ownership    private/public, foundation-affiliated, corporation-affiliated
- Facility size    institution size
- Location / health region    province / health region
- Service type    community care, residential aged care

## Supplementary File 4. Included studies.

| Authors | Year | Title | Journal | Country | Factors/Intervention | Study design |
|---|---|---|---|---|---|---|
| Alenius, M. and Graf, P. | 2016 | Use of Electronic Medication Administration Records to Reduce Perceived Stress and Risk of Medication Errors in Nursing Homes | CIN: Computers, informatics, nursing | Sweden | Intervention | Intervention |
| Ali, H., Ahmed, A. and Cole, A. | 2021 | Capturing nurses' perception of communicative technologies in nursing facilities: Survey instrument development | International Journal of Older People Nursing | USA | Explanatory factors | Cross-sectional |
| Alperson, S. and Fowler, C. | 2017 | Holistic Self-Care: Tai Chi, Qigong Training for Caregivers at an Alzheimer Disease Assisted Living Facility | Annals of Long-Term Care | USA | Intervention | Intervention |
| Altintas, E., Boudoukha, A. H., Karaca, Y., Lizio, A., Luyat, M., Gallouj, K. and El Haj, M. | 2022 | Fear of COVID-19, emotional exhaustion, and care quality experience in nursing home staff during the COVID-19 pandemic | Archives of Gerontology and Geriatrics | Portugal | Explanatory factors | Cross-sectional |
| Andrade, C. and Neves, P. C. | 2022 | Emotional exhaustion in female health support workers in elderly care facilities | Women's Studies International Forum | Netherlands | Explanatory factors | Cross-sectional |
| Awosoga, O.A., Odole, A.C., Onyeso, O.K., Doan, J., Nord, C., Nwosu, I.B., Steinke, C., Ojo, J.O., Ekediegwu, E.C. and Murphy, S. | 2023 | Well-being of professional older adults' caregivers in Alberta's assisted living and long-term care facilities: a cross-sectional study | BMC Geriatrics | Canada | Explanatory factors | Cross-sectional |
| Barbosa, A., Nolan, M., Sousa, L. and Figueiredo, D. | 2015 | Supporting direct care workers in dementia care: Effects of a psychoeducational intervention | American Journal of Alzheimer's Disease and other Dementias | Portugal | Intervention | Intervention |
| Barbosa, A., Nolan, M., Sousa, L., Marques, A. and Figueiredo, D. | 2016 | Effects of a Psychoeducational Intervention for Direct Care Workers Caring for People With Dementia | American Journal of Alzheimer's Disease & Other Dementias | Portugal | Intervention | Intervention |
| Bielderman, A., Nieuwenhuis, A., Hazelhof, T. J. G. M., van Gaal, B. G. I., Schoonhoven, L., Akkermans, R. P., Spijker, A., Koopmans, R. T. C. M. and Gerritsen, Debby L. | 2021 | Effects on staff outcomes and process evaluation of the educating nursing staff effectively (TENSE) program for managing challenging behavior in nursing home residents with dementia: A cluster-randomized controlled trial | International Journal of Nursing Studies | Netherlands | Intervention | Intervention |
| Blanco-Donoso, L. M., Moreno-Jiménez, J., Amutio, A., Gallego-Alberto, L., Moreno-Jiménez, B. and Garrosa, E. | 2021 | Stressors, Job Resources, Fear of Contagion, and Secondary Traumatic Stress Among Nursing Home Workers in Face of the COVID-19: The Case of Spain | Journal of Applied Gerontology | Canada | Explanatory factors | Cross-sectional |
| Bluth, K., Lathren, C., Silbersack Hickey, J. V. T., Zimmerman, S., Wretman, C. J. and Sloane, P. D. | 2021 | Self-compassion training for certified nurse assistants in nursing homes | Journal of the American Geriatrics Society | USA | Intervention | Intervention |
| Buruck, G., Dörfel, D., Kugler, J. and Brom, S. S | 2016 | Enhancing well-being at work: The role of emotion regulation skills as personal resources | Journal of Occupational Health Psychology | Germany | Intervention | Intervention |
| Chamberlain, S.A., Gruneir, A., Hoben, M., | 2017 | Influence of organizational context on nursing home | International Journal of | Canada | Explanatory | Cross-sectional |

| Authors | Year | Title | Journal | Country | Type | Study design |
|---|---|---|---|---|---|---|
| Squires, J.E., Cummings, G.G. and Estabrooks, C.A. | | staff burnout: A cross-sectional survey of care aides in Western Canada | Nursing Studies | | | factors |
| Cho, E., Lee, K.H., Kang, B., Jang, J., Shin, J., Eltaybani, S., Yamamoto-Mitani, N. and Kim, M.J. | 2023 | Perceived Work Environment, Educational Status, Staffing Levels, and Work Outcomes in Long-Term Care Settings During COVID-19 | Journal of the American Medical Directors Association | USA | Explanatory factors | Cross-sectional |
| Cho, E., Min, D., Heo, S.J., Lee, K. and Kim, H. | 2023 | Effects of registered nurses' staffing levels, work environment and education levels on nursing home residents' quality of life and nurse outcomes | Journal of Clinical Nursing (John Wiley & Sons, Inc.) | South Korea | Explanatory factors | Cross-sectional |
| Ciampa, V., Steffens, Niklas K., Schuh, S.C., Fraccaroli, F. and van Dick, R. | 2019 | Identity and stress: an application of the expanded model of organisational identification in predicting strain at work | Work & Stress | Italy | Explanatory factors | Cross-sectional |
| Clausen, T., Christensen, K. B. and Nielsen, K. | 2015 | Does group-level commitment predict employee well-being? A prospective analysis | Journal of Occupational and Environmental Medicine | UK | Explanatory factors | Longitudinal/Cohort |
| Coleman, A., McLaughlin, E. and Floren, M. | 2024 | Practitioner Burnout and Productivity Levels in Skilled Nursing and Assisted Living Facilities, Part 1: A Descriptive Quantitative Account | American Journal of Occupational Therapy | USA | Explanatory factors | Cross-sectional |
| DeGraves, B.S.,Titley, H., Duan, Y., Thorne, T.E., Banerjee, S., Ginsburg, L., Salma, J., Hegadoren, K., Angel, C., Keefe, J., Lanius, R. and Estabrooks, C.A. | 2024 | Workforce resilience supporting staff in managing stress: A coherent breathing intervention for the long-term care workforce | Journal of the American Geriatrics Society | Canada | Intervention | Intervention |
| Dhaini SR, Zúñiga F, Ausserhofer D, Simon M, Kunz R, De Geest S, and Schwendimann R. | 2016 | Care workers health in Swiss nursing homes and its association with psychosocial work environment: A cross-sectional study | International Journal of Nursing Studies | Switzerland | Explanatory factors | Cross-sectional |
| Dichter, M. N., Trutschel, D., Schwab, C. G. G., Haastert, B., Quasdorf, T. and Halek, M. | 2017 | Dementia care mapping in nursing homes: Effects on caregiver attitudes, job satisfaction, and burnout. A quasi-experimental trial | International Psychogeriatrics | Germany | Intervention | Intervention |
| Dreher, M.M., Hughes, R.G., Handley, P.A. and Tavakoli, A.S. | 2019 | Improving Retention Among Certified Nursing Assistants Through Compassion Fatigue Awareness and Self-Care Skills Education | Journal of Holistic Nursing | USA | Intervention | Intervention |
| Duan, Y., Song, Y., Thorne, T.E., Iaconi, A., Norton, P.G. and Estabrooks, C.A. | 2023 | The Complexity of Burnout Experiences among Care Aides: A Person-Oriented Approach to Burnout Patterns | Healthcare (2227-9032) | Canada | Explanatory factors | Cross-sectional |
| Eder, L.L. and Meyer, B. | 2023 | The role of self-endangering cognitions between long-term care nurses' altruistic job motives and exhaustion | Frontiers in Health Services | Germany | Explanatory factors | Cross-sectional and longitudinal |
| Edvardsson, D., Sandman, P. O. and Borell, L. | 2014 | Implementing national guidelines for person-centered care of people with dementia in residential aged care: effects on perceived person-centeredness, staff strain, and stress of conscience | International Psychogeriatrics | Sweden | Intervention | Intervention |
| Elliott, K.-E. J., Rodwell, J. and Martin, A.J. | 2017 | Aged care nurses' job control influence satisfaction and mental health | Journal of Nursing Management | Australia | Explanatory factors | Cross-sectional |
| Elovainio, M., Heponiemi, T., Kuusio, H., Jokela, M., Aalto, A.-M., Pekkarinen, L., and | 2015 | Job demands and job strain as risk factors for employee wellbeing in elderly care: an instrumental- | European journal of public health | Finland | Explanatory factors | Cross-sectional |

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|---|---|---|---|---|---|---|
| Noro, A., Finne-Soveri, H., Kivimaki, M. and Sinervo, T. | | variables analysis | | | | |
| Ericson-Lidman, E. and Åhlin, J. | 2017 | Assessments of Stress of Conscience, Perceptions of Conscience, Burnout, and Social Support Before and After Implementation of a Participatory Action-Research-Based Intervention | Clinical Nursing Research | Sweden | Intervention | Intervention |
| Ertan, ŞS and Şeşen, H. | 2022 | Positive organizational scholarship in healthcare: The impact of employee training on performance, turnover, and stress | Journal of Management and Organization | Cyprus | Explanatory factors | Cross-sectional |
| Faretta, E., Garau, M.I., Gallina, E., Pagani, M. and Fernandez, I. | 2022 | Supporting healthcare workers in times of COVID-19 with eye movement desensitization and reprocessing online: A pilot study | Frontiers in psychology | Italy | Intervention | Intervention |
| Fengsong, G., Newcombe, P., Tilse, C., Wilson, J. and Tuckett, A. | 2014 | Models for predicting turnover of residential aged care nurses: A structural equation modelling analysis of secondary data | International Journal of Nursing Studies | Australia | Explanatory factors | Cross-sectional |
| Fukuda, K., Hattori, H., Toba, K., Terada, S., Hashimoto, M., Ukai, K., Kumagai, R., Suzuki, M., Nagaya, M., Yoshida, M. and Murotani, K. | 2018 | Effectiveness of educational program using printed educational material on care burden distress among staff of residential aged care facilities without medical specialists and/or registered nurses: Cluster quasi-randomization study | Geriatrics & Gerontology International | Japan | Intervention | Intervention |
| Fushimi, M. | 2019 | Depressive symptoms and related factors among workers in care institutions for older persons in Japan: a cross-sectional study | European Geriatric Medicine | Japan | Explanatory factors | Cross-sectional |
| Gao, F., Newcombe, P., Tilse, C., Wilson, J. and Tuckett, A. | 2017 | Challenge-related stress and felt challenge: Predictors of turnover and psychological health in aged care nurses | Collegian | Australia | Explanatory factors | Longitudinal/Cohort |
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| Authors | Year | Title | Journal | Country | | |
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| Jameson, S. and Parkinson, L. | 2022 | Work-related well-being of personal care attendants employed in the aged care sector: Prevalence and predictors of compassion fatigue | Australasian Journal on Ageing | Australia | Explanatory factors | Cross-sectional |
| Jenull, B. B. and Wiedermann, W. | 2015 | The Different Facets of Work Stress: A Latent Profile Analysis of Nurses' Work Demands | Journal of Applied Gerontology | Austria | Explanatory factors | Cross-sectional |
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| Kandelman, N., Mazars, T. and Levy, A. | 2018 | Risk factors for burnout among caregivers working in nursing homes | Journal of Clinical Nursing (John Wiley & Sons, Inc.) | France | Explanatory factors | Cross-sectional |
| Kim, B. J. and Lee, S. Y. | 2021 | A cross-sectional study on the impacts of perceived job value, job maintenance, and social support on burnout among long-term care staff in hawaii | International Journal of Environmental Research and Public Health | USA | Explanatory factors | Cross-sectional |
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| Author | Year | Title | Journal | Country | Type | Design |
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| Lee, S. and Oh, G. | 2023 | Working Conditions Affecting Home Care Workers' Stress and Turnover Intention | Journal of Applied Gerontology | South Korea | Explanatory factors | Cross-sectional |
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