



HEALTHCARE WORKERS & BURNOUT

Causes of Burnout

Burnout

is an occupational phenomenon that may occur when someone experiences chronic workplace stress. Symptoms include: overwhelming exhaustion, increased cynicism, feeling ineffective and detached from the job, and/or does not find work rewarding.



The following include organizational and individual risk factors associated with burnout among Healthcare Workers (HCWs):

Organizational Risk Factors

The expectation to work while sick

Underappreciation from superiors

Career dissatisfaction

Feeling disempowered from having minimal control over work

Weakened community resulting from restructuring of work groups or resource competition

Lack of congruency between personal and organizational values

Unfair resource allocation or resource reduction

Poor rewards

Imbalanced work-life relationship

Overwhelming and complex workloads

Individual Risk Factors

Less than 10 years of work experience

Younger age



Burnout is a product of multiple factors occurring within the workplace.

Workplace-specific interventions must occur to effectively target burnout.



Sources

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