


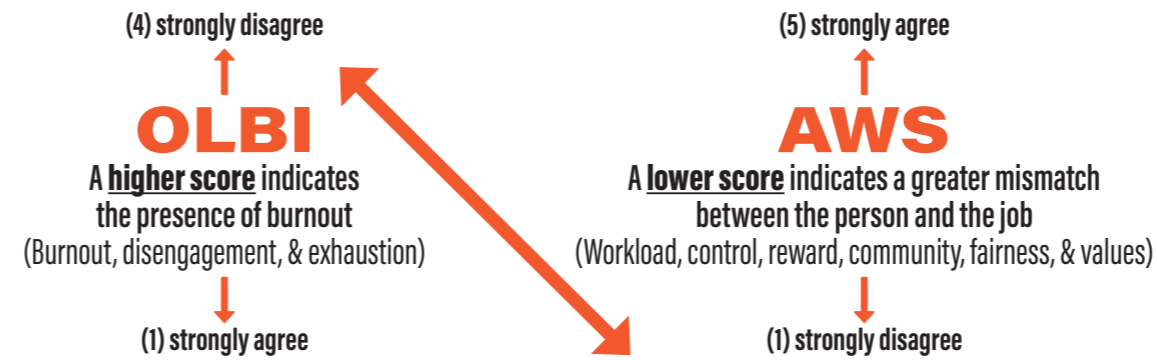
Organizational Factors that may Contribute to Physician Burnout

ABSTRACT

Burnout is pervasive in the healthcare industry and is especially affecting physicians. Even though there is comprehensive research on physician burnout—particularly physician driven—this research aims to highlight how healthcare organizations negatively contribute to physician's workplace stress. Using the Oldenburg Burnout Inventory (OLBI) and the Areas of Worklife Survey (AWS), this study identified several organizational factors that significantly contribute to physician burnout. Findings can provide insights into burnout prevention.

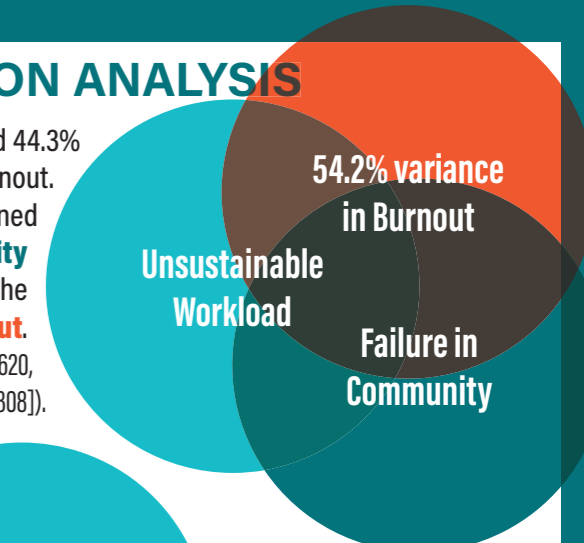
METHODOLOGY

- A survey was created using Google Forms.
- Participants were recruited through email and social media . Participants were provided with a brief description and a link to the survey.
- The survey consisted of a consent form, demographic questions, and two validated instruments (the OLBI and the AWS).



REGRESSION ANALYSIS

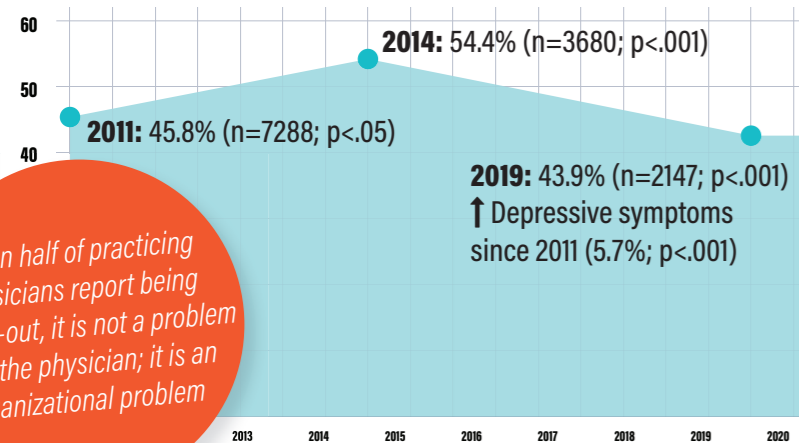
Workload predicted 44.3% of the variance in burnout. **Workload** combined with **community** predicted **54.2%** of the variance in **burnout**. (adjR²=.443, F(1, 45)=37.620, p<.000, 95% CI [-.609, -.308]).



THEORETICAL BACKGROUND

Burnout is a syndrome of emotional exhaustion, depersonalization, and reduced personal accomplishment that can occur among individuals who work with people.

THE PREVALENCE OF BURNOUT BETWEEN 2010-2020

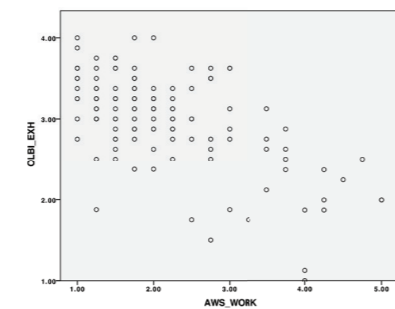


When half of practicing physicians report being burned-out, it is not a problem with the physician; it is an organizational problem

CONSEQUENCES ASSOCIATED WITH BURNOUT

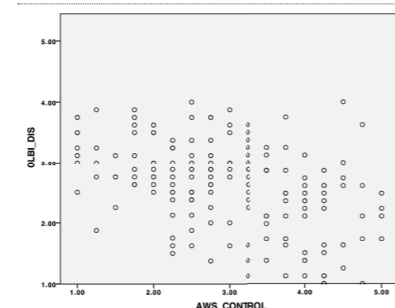
- ↑ Suicide and suicidal ideation
- ↑ Medical errors
- ↑ Substance abuse
- ↑ Negative stigma associated with burnout

RESULTS



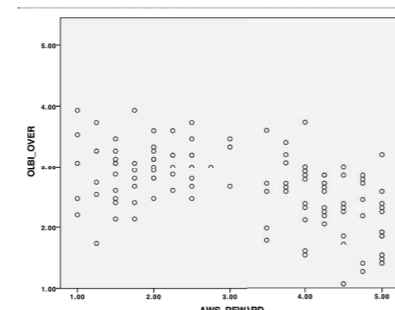
H1: Burnout, disengagement, and exhaustion negatively correlated with workload.

- Burnout: r=-.598; (p<.001)
- Disengagement: r=-.475; (p<.001)
- Exhaustion: r=-.622; (p<.001)



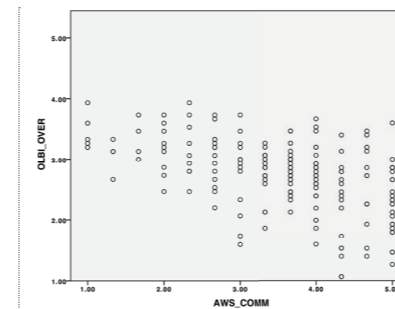
H2: Burnout, disengagement, and exhaustion negatively correlated with control.

- Burnout: r=-.492; (p<.001)
- Disengagement: r=-.458; (p<.001)
- Exhaustion: r=-.398; (p<.001)



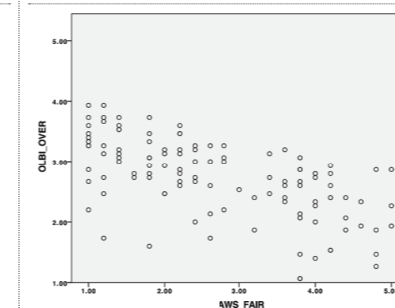
H3: Burnout, disengagement, and exhaustion negatively correlated with reward

- Burnout: r=-.517; (p<.001)
- Disengagement: r=-.480; (p<.001)
- Exhaustion: r=-.472; (p<.001)



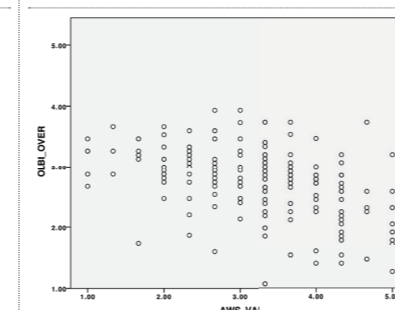
H4: Burnout, disengagement, and exhaustion negatively correlated with community.

- Burnout: r=-.505; (p<.001)
- Disengagement: r=-.483; (p<.001)
- Exhaustion: r=-.420; (p<.001)



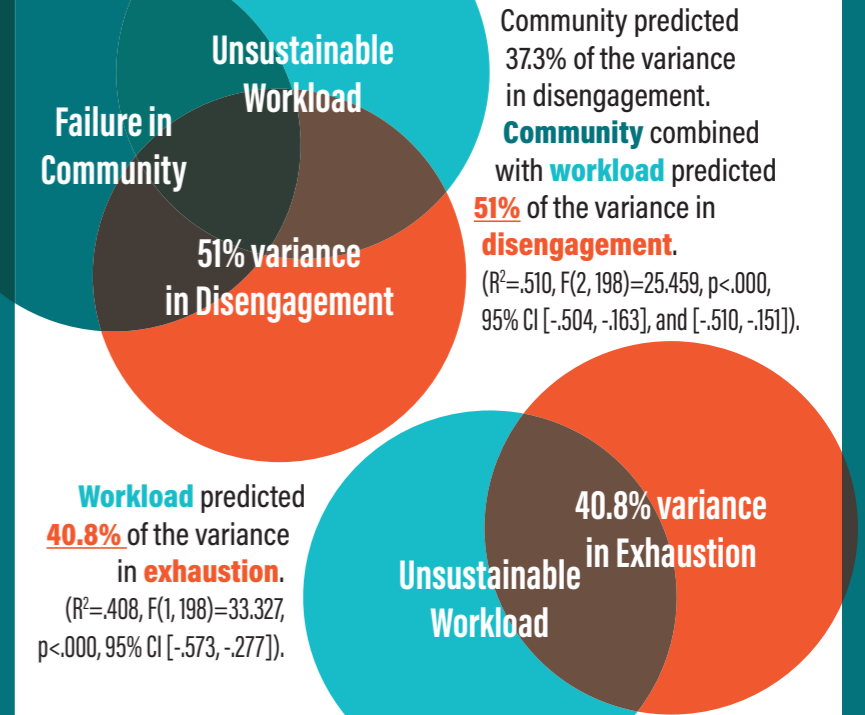
H5: Burnout, disengagement, and exhaustion negatively correlated with fairness

- Burnout: r=-.622; (p<.001)
- Disengagement: r=-.617; (p<.001)
- Exhaustion: r=-.520; (p<.001)



H6: Burnout, disengagement, and exhaustion negatively correlated with values.

- Burnout: r=-.462; (p<.001)
- Disengagement: r=-.438; (p<.001)
- Exhaustion: r=-.353; (p<.001)



CONTACT INFO

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