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UNDERSTANDING BURNOUT SYNDROME AMONG HEALTHCARE WORKERS: RISK FACTORS AND STRATEGIES FOR PREVENTION—A SYSTEMATIC REVIEW

Hasnain Khan[*1], Kainat Azmat[2], Aqsa Noor[3]

[*1,2,3]*Department of Chemistry, University of Karachi, Pakistan*

[*1]Hasnaink742@yahoo.com, [2]Kainatazmat10@gmail.com, [3]aqsanoor25@gmail.com

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Corresponding Author: *
Hasnain khan

Abstract

Burnout syndrome (BOS) is a pervasive and pressing issue among healthcare professionals, profoundly impacting individual well-being and the overall efficiency of healthcare systems. This systematic review aims to comprehensively examine the risk factors driving burnout in healthcare workers and to evaluate the effectiveness of various preventive and mitigation strategies. The review also considers the impact of organizational interventions, including workload management, fostering supportive work environments, and implementing effective leadership practices. The achievement of Sustainable Development Goals (SDGs), particularly those related to health, relies heavily on maintaining a competent and motivated healthcare workforce. Rising concerns about healthcare personnel well-being—manifested in issues such as the "no bed syndrome" in hospitals—underscore the urgent need for intervention. Evidence indicates that burnout is especially prevalent among critical care healthcare workers, where high stress and demanding work conditions intensify psychological strain. Key strategies to mitigate BOS include reducing intragroup conflict, optimizing skill utilization, and enhancing job satisfaction. Overall, this synthesis highlights the necessity of developing targeted, evidence-based approaches to prevent burnout and ensure the sustainability and resilience of healthcare systems.

INTRODUCTION

Healthcare professionals make up 12% of the global workforce and play a critical role. However, just 3% of the global health workforce is present in sub-Saharan Africa (SSA), which accounts for a startling 25% of the worldwide illness burden. A well-resourced healthcare system can deliver 90% of the maternity and newborn care required and lowering associated fatalities by two-thirds.[1] Skilled healthcare services are essential in tackling maternal and child mortality. The achievement of Sustainable Development Goal (SDG) objectives, particularly in the area of health, depends on the availability of a qualified health workforce.

Concerns have recently been voiced regarding the behavior of healthcare professionals in metropolitan Ghana, which is reflected in the "no bed syndrome" at healthcare institutions. Inaccurate treatment and patient mistreatment have been reported in Accra, Ghana, and causes including fatigue from the workplace have been mentioned.[2] The COVID-19 epidemic has made things worse by increasing the number of patients and the workload, which might be a factor in job-related stress. Despite this, there aren't many statistics on burnout among Ghanaian healthcare professionals in Accra, particularly during the height

of the COVID-19 pandemic in the Greater Accra Region, which was responsible for more than three-quarters of Ghana's positive cases.[3]

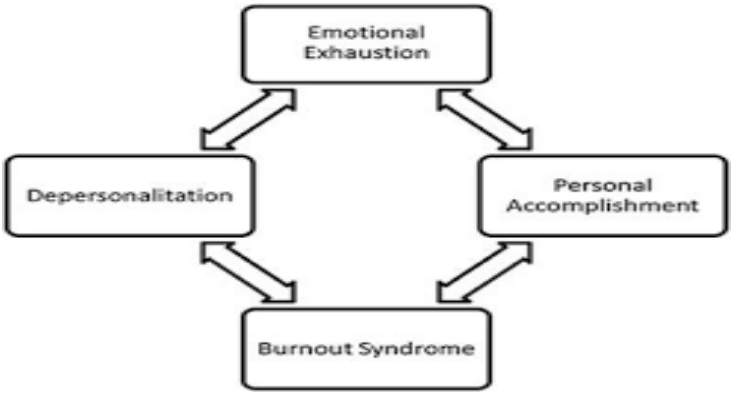

Figure 1. Burnout Syndrome

This study seeks to close this gap by offering important information on the incidence of burnout and its contributing causes among medical workers in Accra, Ghana, particularly in light of the COVID-19 epidemic.[4] In order to better prepare for future pandemic-induced job-related burnout, it is hoped that the findings will guide management and policy decisions by providing empirical insights into the socio-demographic and occupational factors influencing health workers' burnout experiences during the pandemic.[5] The word "burnout" was initially used by psychoanalyst Freudenberger in the early 1970s, and Maslach et al. later defined it as a work-related stress syndrome brought on by prolonged exposure to occupational stress. Emotional weariness, cynicism, depersonalization, and diminished professional efficacy, and personal success are the three main characteristics of burnout.[6] Professional workers, especially those involved in surgery, appear to be more prone to burns. The severe professional consequences of this also led to serious personal consequences including substance abuse, broken relationships, and even death (Figure 01) These negative consequences include decreased patient satisfaction, deterioration in the quality of treatment, and the possibility of
medical errors that could lead to malpractice claims.[7]

It is therefore important to be conscious of the burnout phenomenon by emphasizing when it should be acknowledged and the creation of effective individual and institutional coping strategies to prosecute addressing this importance in contemporary healthcare interest in this topic has been growing over the past decade, reflected in the increased number of published papers.[8] Accurate and complete information about the prevalence of burns in the general population is difficult to obtain because of commonly accepted terminology for the burn condition, its multidimensional consequences, subject matter, and the lack of ambiguity in diagnostic criteria. Up to 20% of the working population has been estimated, however, these statistics highly depend on the cutoff points used to characterize severe burnout.[9] It's noteworthy that results from a Finnish study studying the connection between burnout levels and sociodemographic characteristics showed little variation in burnout levels across different population groups. Age was related with a somewhat greater prevalence, although there was gender-specific characteristics as well. Burnout was linked to education and socioeconomic level in women, whereas marital status was linked to burnout in males. [10]

The prevalence of burnout has been observed to vary by area. Notably, there is a noticeable difference in Europe between countries that are members (10%) and those that are not (17%). The prevalence of

burnout varies between 4.3% in Finland and 20.6% in Slovenia among non-EU nations, whereas it spans from 13% in Albania to 25% in Turkey. At the national level, this study also found a connection between workload and burnout.[11] Frontline healthcare professionals who treat and diagnose COVID-19 are more likely to have psychiatric illnesses and lose their mental health, according to studies. Numerous challenges, including a lack of personal protective equipment, a lack of effective medications, worry about infecting family members, expectations of inadequate aid, and fear of contracting the illness, increase this threat. These situations, together with the financial challenges that physicians confront globally, impose a lot of pressure on healthcare workers, compromising their mental health.[12] Numerous studies have linked the COVID-19 pandemic among healthcare personnel to mental health problems. A new study that examined the mental health of doctors and nurses between January 29, 2020, and February 3, 2020 in China found that anxiety, sadness, and sleeplessness are quite common. Additionally, research conducted in Singapore from February 19 to March 13 of 2020 found that during the COVID-19 epidemic, healthcare personnel experienced increased psychological distress, anxiety, and sadness.[13]

Data on physician burnout during the epidemic are few, though. A medical condition known as burnout is characterized by physical and mental exhaustion brought on by job or caring for others. This condition includes impaired sense of accomplishment, depersonalization, and cognitive exhaustion. Physician burnout has received a lot of attention recently because of how hard their work environment (figure 2). According to studies, doctors are more likely to suffer burnout because they are subjected to emotional pressures that are greater than those seen in many other occupations.[14] Burnout has also been associated with decreased productivity and work satisfaction among doctors. As a result, anger and unhappiness may affect a person's general wellbeing and willingness to fully participate in their profession, which might impair doctors' ability to deliver the best possible treatment for their patients. Medical errors are more likely when a physician is burned out, which impairs patient outcomes. [15] In addition to physiological issues, the syndrome has been linked to elevated levels of inflammatory biomarkers and a higher risk of cardiovascular illnesses. Alarmingly, burnout has been tied with an enhanced risk of suicidal inclinations and greater levels of depression. [16]

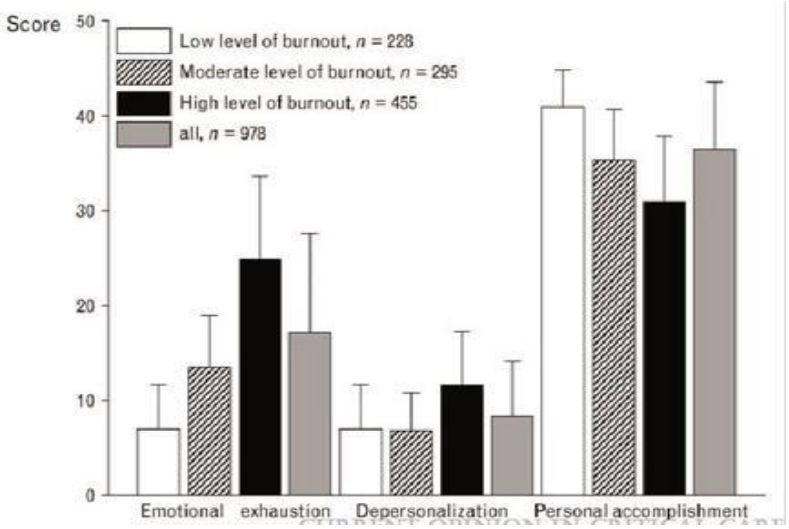

Figure 2. Different aspects of burnout syndrome in the health workers'

Since 2011, Libya has had many political disputes and financial crises, which has added to the problems faced by its medical professionals and may have exposed them to traumatic events connected to the conflict and a higher frequency of mental diseases. With just 0.2 psychiatrists and 0.05 psychiatric nurses per 100,000 residents, Libya lacks appropriate mental healthcare facilities as a result of the absence of a comprehensive psychiatric training program.[17] The concept of burnout examines how individuals relate to their job, particularly in the human services and healthcare sectors, as was previously stated. According to Maslach and colleagues, depression is a psychological condition that affects both professional and personal life, whereas burnout is a psychological state caused by continuous exposure to work pressures. Burnout syndrome (BOS) has three components: poor self-esteem, depersonalization (or cynicism), and emotional depletion. The main contributing element to BOS is emotional tiredness.[18] Its symptoms are non-specific and include irritability, emotional instability, rigidity in interpersonal interactions, and organic complaints such eating disorders, weariness, or sleep disorders.[19]

A measure to assess the level of burnout is the Maslach Burnout Inventory (MBI), a 22-item questionnaire created by Maslach and colleagues. On a seven-point Likert scale, respondents assess the frequency of certain job-related emotions. There are three stages of burnout: mild, moderate, and extreme. The MBI is the most extensively used measure with good reliability and validity since it examines the three categories of Burnout Syndrome (BOS) through distinct subscales. Studies use a high overall score, a high score on the emotional fatigue subscale, or a high score on the depersonalization subscale to identify burnout.[20] Physicians, nurses, and educators are among the caring professions where burnout is most frequently seen. Numerous studies conducted over the past 20 years have revealed a significant frequency of burnout among medical workers, including both physicians and nurses. 42% of psychiatric nurses who participated in a survey showed signs of severe emotional tiredness. Depending on the work environment and medical specialist, burnout rates among physicians might range from 25 to 60%. Studies on burnout in practicing doctors show that it can occur at any point of a professional career.[21] In a study of internal medicine residents, it was discovered that 76% of participants had significant levels of burnout syndrome. Job qualities, demographic factors (such sex and age), and personality attributes are factors that affect burnout. Burnout is a result of changes in professional practice for both physicians and nurses, including less autonomy, fewer resources, and a greater need for technical assistance. Risk factors for burnout syndrome include workload, stressful work situations such critical care units, illness severity, and disagreements with coworkers or patients. [22]

1. Burnout syndrome in medical professionals

Burnout is a recognized problem across a wide range of occupations, but it tends to affect doctors more frequently. Researchers Shanafelt et al. found that doctors had a symptom incidence of 37.9% whereas the control group had a rate of 27.8% (p 0.001) in a study comparing the burnout rates of US doctors with a control group. The front-line care disciplines of family medicine, general internal medicine, and emergency medicine appear to pose the most danger to medical personnel.[23] In the 2020 Medscape National Physician Burnout and Suicide Report, a burnout rate of approximately 43% was documented, comparable to the 46% reported in 2015 and the 39.8% in 2013. Notably, data from the same report indicates that female physicians are more likely to experience burnout symptoms compared to their male counterparts. In 2015, 51% of female physicians reported symptoms, contrasting with 43% of male physicians. In 2020, 48% of female physicians reported symptoms, while the percentage for male physicians was 37%. Intriguingly, gender disparities are evident when specific symptoms

such as weariness, depersonalization, and a sense of reduced effectiveness are considered. Male physicians seem less inclined to question the quality of their work compared to their female colleagues. [24] A survey of general practitioners reveals that both genders commonly experience sleepiness and fatigue, but women report feeling less effective more frequently than men. It is difficult to determine the actual prevalence of burnout in doctors. A recent systematic evaluation of 109,628 participants from 45 countries and 182 research published between 1991 and 2018 found that estimates of physician burnout prevalence ranged from 0% to 80.5%. There were no statistically significant correlations between burnout and demographic characteristics, and this variation is related to variations in symptom definitions and evaluation techniques. [25]

2. Burnout in Anesthesiologists

The 2020 Medscape National Physician Burnout and Suicide Report ranked the frequency of burnout among 29 medical specialties. The top three specialties with the highest rates of burnout were found to be urology (54%), neurology (50%), and nephrology (49%) whereas general surgery (35%), psychiatry (35%), and orthopedics (34%) reported the lowest rates. Emergency medicine came in at number 14 with a burnout incidence of 43%, critical care at number 10 with a rate of 44%, and anesthesiology came in at number 16 overall with a reported burnout incidence of 41%. In the last 10 years, a number of research have looked into burnout in the field of anesthesiology. The study revealed that the prevalence of burnout varied significantly among different studies, ranging from 10% to 59%.[26] Burnout has been linked to demanding work environments and has been shown to emerge at all career phases. Although no direct correlation between burnout and gender or marital status was found, the authors stressed the need for more study given the paucity of studies and stark variations in methodology and reporting styles. Burnout, which is a syndrome characterized by emotional exhaustion, depersonalization, and a feeling of low personal accomplishment that reduces productivity at work, tends to manifest most frequently in occupations requiring interpersonal interaction, such as those of doctors, nurses, social workers, and teachers, although it has been reported in other fields as well. Burnout manifests its symptoms in a series of related stages. Freudenberger originally laid up the current and more popular model as a 12-stage process.[27]

Initially, there is a honeymoon period that is characterized by excitement, but with time, this enthusiasm evolves to be connected with workplace stress. Without effective coping mechanisms, the probability of burnout onset increases, leading to a state of stagnation marked by elevated stress. Priorities for the family, friends, and self are ignored, and typical stress symptoms manifest. This causes a period of persistent stress that feeds dissatisfaction, failure, and helplessness sentiments. Growing feelings of inadequacy and ineptitude. Apathy follows, as people start to feel hopeless and dejected and turn resigned and uninterested. The last step is habitual burnout, which is characterized by signs that cause serious mental or physical issues and lead people to ask for support and intervention.[28]

3. Burnout among intensivists

The Maslach Burnout Inventory (MBI) subscales for emotional exhaustion and depersonalization showed elevated scores in the initial study of ICU doctors, which included 253 members of the Society of Critical Care Medicine's Section of Internal Medicine. The subscale for personal achievement also showed a decline. A following assessment of French intensivists, including interns, residents, fellows, and attending doctors, revealed that 46.5% of respondents had significant levels of burnout.[29] Notably, depersonalization was seen in 37% of intensivists (with a score of 10 indicating extreme burnout), whereas 19% showed signs of severe emotional weariness (27). In addition, 39% of the 978 intensivists who responded showed low levels of

personal accomplishment (a subscale with a score of 33 indicating low accomplishment and an inverse relationship to burnout).[30] This study did not show age to be a separate factor related to a high degree of burnout, in contrast to findings among doctors affiliated with health maintenance organizations where older doctors reported lower levels of burnout. On the other hand, they discovered that 43% of chief residents and 41% of residents at public basic and secondary referral centers as well as teaching hospitals in Switzerland met the criteria for emotional exhaustion.[31] According to demographic data, women were identified as possibly contributing to a higher burnout rate. Only the patient's gender was identified in the study that covered French adult ICUs in public hospitals as a distinct risk factor for burnout. Women doctors were 60% more likely than males to have burnout-related signs and symptoms, according to a comprehensive random stratified sample of approximately 6,000 US physicians operating in basic and specialty care. [32]

Table 1. Burnout ratio and confidence interval in participants

Participants	Odds ratio	95% confidence interval	P value
Age of respondents (per year)	0.97	0.96-0.99	0.0008
being able to plan vacation days around personal preferences	0.69	0.52-0.91	0.009
leads a research group for intensive care units	0.73	0.56-0.97	0.03
disagreements with patients	1.96	1.16-3.30	0.01
Offering the link with head nurses a grade (1–10)	0.92	0.86-0.98	0.02
Considering relations with doctors a grade (1–10)	0.81	0.74-0.87	0.0001
care for a dying patient, the respondent	1.39	1.04-1.85	0.02
the number of decisions made in the past week to abandon life-sustaining treatments	1.14	1.01-1.29	0.04

Burnout, which is characterized by physical exhaustion, insufficient rest, and other variables that contribute to sleep deprivation as well as physiological stress signs such as ketonuria, arrhythmia, or irregular heart rate, is frequently connected to the demanding job of ICU doctors. The French study found that being on duty the day before the survey, having more on-duty shifts per month, and having gone a long time since the last non-working week were all linked to higher Maslach Burnout Inventory (MBI) ratings. Furthermore, poor workplace organization is a well-known stressor that contributes to burnout. Internal medicine residents were the subjects of a study by Shanafelt et al. that identified repeated 24-hour

shifts and a lack of downtime as important stressors associated with high levels of burnout. Ramirez et al. showed that the main factors were workload and lack of resources. [33] Interestingly, patient characteristics did not emerge as independent risk factors for burnout. In contrast to Baldwin and colleagues' findings, which established a correlation between the number of deaths on the ward and a perception of being overwhelmed, the degree of burnout among French intensivists was not correlated with the mortality rate of the patients included in the study. [34]

4. Burnout among critical care nurses

The median time from nursing school graduation to questionnaire completion was 40 months (interquartile range, 17-96 months), and the duration of ICU experience was 36 months (interquartile range, 17-58 months). In a longitudinal study, we surveyed 2497 nursing staff members employed across 165 ICUs; of these, 2392 respondents provided complete responses to the Maslach Burnout Inventory (MBI) questionnaire as shown in figure 3. Notably, severe burnout syndrome (BOS) with an MBI score less than -9 was found in one-third of the respondents. Four distinct groups of characteristics were independently associated with severe BOS. [35] These included personal attributes of the respondents, such as younger age; organizational factors, such as the ability to take requested days off and participation in an ICU working group; aspects related to the quality of care; and factors related to the patient-nurse ratio, which was consistently 3 (IQR, 3-3).

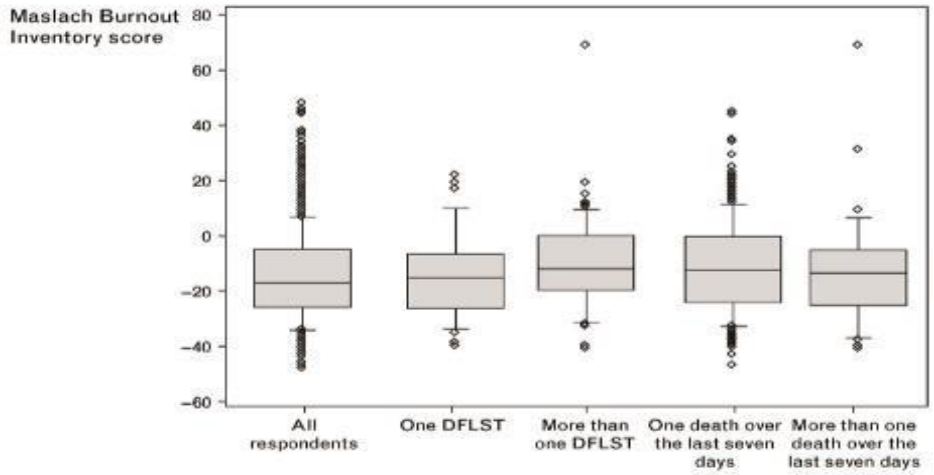

Figure 3. Impact of factors related to end-of-life care on the Maslach Burnout Inventory score

5. Consequences and management of burnout syndrome

The desire to quit one's job is frequently linked to burnout, which is characterized by decreasing productivity at work, decreased job satisfaction, and diminishing dedication to the position or organization. According to recent research conducted in France, over 50% of intensivists and 60% of critical care nurses who are very burned out show a wish to leave their jobs. A worse quality of private life and signs of depression (as determined by the Centre for Epidemiological Studies Scale for Depression) are also associated with severe burnout among French intensivists and intensive care nurses. Increased absenteeism, employment turnover, possible effects on job performance, and a deterioration in patient care quality are all linked to this illness. [37] Internal medicine residents participated in a study that found a link between high levels of depersonalization and subpar patient care techniques. Additionally,

high levels of nursing burnout are linked to unsatisfied patients, and burnout sufferers might have a bad influence on their coworkers by inciting interpersonal conflict and interfering with work responsibilities. [38] Burnout, work satisfaction, and the aim to leave the ICU are only a few of the factors that have an impact on an ICU's effectiveness along with cultural considerations, management techniques, and personal well-being. In order to alleviate stresses, it is essential to identify and prevent burnout syndrome in critical care units with an emphasis on enhancing working conditions and professional connections. [39]

A number of personal measures, including stress management training, relaxation techniques, time management, assertiveness training, rational emotive therapy, interpersonal and social skills training, team- building exercises, and meditation, are designed to help workers better handle the demands of their jobs. In order to prevent burnout, personal stress management strategies have been suggested for nurses, and stress management courses for residents have shown promising results in raising stress and burnout test scores. [40] Individual-focused strategies could lessen emotional weariness, but workload continues to be a risk factor for burnout on its own. Improvements in work organization, such as the availability of expert aid in the operating room, have been highlighted as critical elements in helping anesthetists cope with stress. [41]

Work hour limitations, according to Gopal and colleagues, might be a first step towards preventing burnout, although cutting hours worked might not be enough. Both nurses and doctors who have healthy connections with their coworkers are less likely to experience burnout, highlighting the need of enhancing communication and effectively resolving disputes. [42] The necessity for reviewing and enhancing debriefing strategies was highlighted by a French study on intensive care nurses that found end-of-life-related circumstances and a larger frequency of decisions to forego life-sustaining measures to be independent risk factors for severe burnout. There were differences in how doctors and nurses saw end-of-life care, highlighting the necessity of close communication regarding end-of-life choices between nursing staff and doctors to enhance wellbeing at work. [43] Burnout may be lessened by receiving encouragement from coworkers and fostering a feeling of community (Figure 04). Fostering a supportive work atmosphere, encouraging physician autonomy, and providing sufficient office resources and support personnel are some institutional variables that contribute to well-being. Stress may be reduced for nurses by having more senior staff support and praise as well as greater social interactions with other nurses. The value people have on their job and the significance they attach to it might also affect how well they can handle heavier workloads. For instance, involvement in a research group has been linked to a lower incidence of severe burnout in intensive care unit nurses. [43]

6. Burnout among Residents & Medical Students

Physician burnout is especially common among residents and fellows. Surgical residents had a greater prevalence of burnout than non-surgical residents did, at 78% compared to 66%, according to a 2016 study that included residents from several specialties at a major academic center. These conclusions are supported by a 2009 research that suggested resident burnout rates might reach 75%. For medical students, the situation is not much better; according to a 2013 analysis, at least half of students in US medical schools show signs of burnout as depicted in figure 4. In addition, a 2018 meta-analysis that included more than 16,000 students from throughout the world discovered that 44% of medical students experienced burnout. [44]

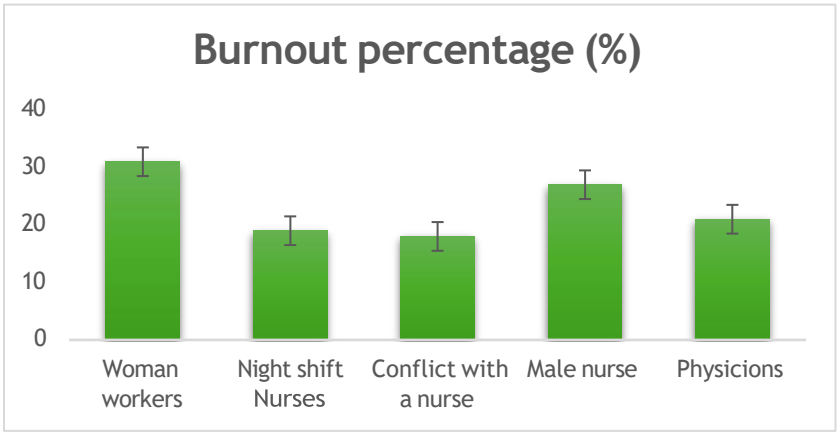

Figure 4. Burnout syndrome percentage in different Coworkers

7. Causes of burnout

While there are many causes of burnout, surveys aimed at doctors have been helpful in identifying recurrent themes. In its annual Physician Lifestyle Report, Medscape asks doctors to rate the importance of a list of probable reasons for burnout.[45] The top four rankings have been occupied by problems like "too many bureaucratic tasks (such as charting, paperwork)," "working too many hours," and the "growing computerization of practice (electronic health records (EHRs)" over the past five years.

Too Many Bureaucratic Tasks; Modern doctors spend a lot of time documenting, which is necessary given the number of quality initiatives launched by Medicare, Medicaid, and commercial insurance companies. The increase in administrative work prevents doctors from spending enough time with their patients, which adds to burnout. In the United States, doctors spend on average 2.6 hours per week complying with external quality criteria, which would allow them to care for about nine more patients in an outpatient environment. In addition, doctors must spend an additional two hours on administrative and secretarial tasks for every hour they spend in direct clinical contact with patients. [46] Former AMA president Robert M. Wah encapsulated the issue by saying. "Physicians want to provide our patients with the best care possible, but today there are confusing, misaligned, and burdensome regulatory programmed that take away critical time physicians could be spending to provide high-quality care for their patients."

Too Much Time at Work; In the United States, doctors work an average of 51 hours a week, and a fifth of them work more than 60 hours. In a poll conducted by the American Medical Association (AMA), 50% of doctors said they would prefer to work less hours. The relationship between the number of hours worked and job satisfaction has been found to be the opposite. Physicians in specializations requiring more hours frequently express less work satisfaction than those in specialties with fewer hours requirements. [47]

Increasing Computerization of Practice; Electronic Health Records (EHRs) were initially expected to improve workflows and lessen the administrative burden on doctors. The reality, though, has been quite the contrary, with EHRs adding to the workload. In a recent study, it was discovered that primary care doctors worked on EHR-related tasks for nearly six hours of their 11.4-hour workday, including roughly 1.5 hours at night after the clinic had closed. These duties

included managing the inbox as well as the documentation, order entry, billing, and coding. In essence, doctors discovered that EHR-related tasks took up more of their time than actual patient care[48].

8. How can we combat burnout?

Regardless of its classification, tackling burnout becomes crucial given the persistent problem of dissatisfaction and demoralization among doctors. Unfortunately, there is a dearth of hard data about practical fixes. However, recent research indicates that a comprehensive strategy that incorporates both individual and organizational initiatives has promise. Major health organizations have started developing guidelines to reduce burnout and improve wellbeing in response to this. Notably, the Mayo Clinic saw a 7% decline in burnout over a two-year period after implementing nine techniques. A Charter on Physician Well-Being, which offers guiding principles for people and groups addressing burnout, was defined by physician educators and wellness specialists in April 2018. Combining these strategies might be a step in the right direction in tackling the complicated problem of physician burnout. [49]

Involve Leadership; An ancient proverb asserts that problems within any group frequently start with leadership. The premise that strong leadership skills in physician supervisors can decrease burnout and increase work satisfaction among the doctors they supervise is supported by research. Considering this, it is essential for healthcare administrators to acknowledge burnout as a systemic issue and promote a culture of self-care, beginning at the highest levels of leadership. The chief wellness officer position has been established within the management of several institutions, including Stanford and Mount Sinai. However, organizations must be willing to make the required adjustments if the leadership turns out to be ineffective. The boards of directors of many companies don't think twice about removing a CEO who isn't generating profits. Similarly, a healthcare executive overseeing a majority of discontented physicians may need to be reconsidered.[50]

Choose Incentives; Many healthcare organizations cleverly employ financial incentives to encourage doctors, either by providing performance-based bonuses or changing pay depending on productivity, or the generating of income. However, the strategy of attaching pay to performance frequently leads to overwork or a decrease in the amount of time spent with each patient, which later contributes to an increase in burnout. These effects have been going on for a long time. Organizations may look to develop a reward system that is not linked to performance or offer additional incentives such as greater policy flexibility or paid time off to help address these issues. Furthermore, the inclusion of well-being indicators in performance appraisal may be a priority. [51]

Encourage a Work-Life Balance; Physicians sometimes struggle to balance their demanding work schedules with their home lives. Organizations play an important role in solving this problem by offering strategies such as shorter hours in exchange for lower wages or higher compensatory flexibility. Depending on the day of the week, doctors may start their workdays earlier or later or have different start and end times. Organizations can also give physicians the freedom to spend more time in selected areas, such as patient care, teaching, management, research or notably, physicians who spend at least 20% of their time in their practice of the desired parts are much less likely to burn. On an individual level, physicians can enhance their time management skills, eliminating inefficiencies at work to carve out more time for their personal lives. [52]

Encourage Peer Support; Due to increased documentation requirements and the ubiquity of electronic health records (EHRs), physical

connections between doctors have decreased recently, forcing them to spend more time on computers. Additionally, the elimination of physicians' lounges—traditional places for unwinding and discussing cases from many hospitals has resulted in a decline in camaraderie and a rise in isolation. However, research suggests that encouraging physician solidarity might lessen burnout. For instance, when participating in one-hour small group conversations every other week, Mayo doctors noticed a considerable decrease in depersonalization and emotional weariness. [53] Hospitals may want to think about taking easy steps to encourage physician engagement, such as offering coffee and snacks in designated gathering areas that are like the typical office "water cooler." Alternately, more innovative strategies can be used, like Stanford's program to support small groups of doctors dining out at nearby eateries.[54]

***Furnish Resources for Self-care and Mental Health*;** The subject of mental health is still mainly taboo among doctors, and many are reluctant to seek therapy out of fear of embarrassment, financial loss, or disciplinary punishment. Organizations may actively counteract this stigma by providing ways for doctors to pursue therapy with little risk of negative consequences. To meet physicians' outside-of-work schedules, this may entail extending the hours of confidential mental health services and offering coverage so that they can still make it to appointments. Organizations can also provide tools to support individual doctors in making self-care a priority. For instance, instituting mindfulness or fitness programs in hospitals or clinics, offering healthy food alternatives in cafeterias, and encouraging gym memberships in the community. It's also critical to provide doctors safe time to engage in these self-care activities. [55]

Target Burnout from Day One of Medical School; Burnout must be addressed from the very beginning of medical school. If students are already suffering from burnout at the resident and attending levels, the problem cannot be properly addressed at those levels. Recent efforts to combat burnout in medical schools have had some degree of success. For instance, the School of Medicine at Vanderbilt University has implemented a wellness program where students support one another's good habits and keep each other accountable. The Feinberg School of Medicine at Northwestern University encourages second-year medical students to take better care of themselves by choosing a personal health behavior to alter and monitoring their progress. [56] The Saint Louis University (SLU) School of Medicine is notable for the major adjustments it has made over the past ten years to lessen student stress and provide a more positive learning environment. These adjustments include switching to a pass/fail marking scheme, simplifying the preclinical years' worth of curriculum, and adding electives. As a result, SLU students reported lower levels of stress, anxiety, and sadness while maintaining their academic performance. [57]

9. Burnout intervention programs

There are few programs that particularly address burnout, and just two studies have looked at therapies for healthcare professionals working with different demographics. 67.1% of healthcare professionals in Mozambique who participated in the Support, Train, and Empower Managers (STEM) research reported low, 15.9% moderate, and 17.1% severe burnout levels at baseline on the MBI. 71.1% of participants experienced mild, 17.8% moderate, and 11.1% high burnout following the intervention. For either intervention group, however, there were no differences in emotional tiredness that were statistically significant. Work engagement, emotional weariness, and job satisfaction did not alter significantly between pre- and post-intervention. In different research, Ledikwe and colleagues looked at Botswana's Workplace Wellness Program (WWP)

participants who were healthcare workers (N = 1348). Healthcare employees who participated in seven or more WWP activities reported considerably higher job satisfaction than those who did not (p = 0.004), as judged by the Job in General Scale. Additionally, individuals who participated in seven or more WWP events substantially outperformed the general population on Job Descriptive Index subscales measuring job happiness, supervision, opportunity for advancement, and salary (p 0.05). Additionally, stress levels (p = 0.006) on the Stress in General scale and tiredness (p 0.001) on the MBI were considerably lower among individuals with high levels of education. [57]

10. CONCLUSION

In conclusion, our systematic review highlights the complex situation of burnout among healthcare professionals and sheds light on the risk factors contributing to this widespread phenomenon. The combined evidence highlights the need for a comprehensive understanding of burnout that includes organizational, interpersonal, and individual dimensions High workload, insufficient staffing, and limited resources were consistently identified as major contributors to healthcare provider burnout addressing these structural issues is critical to maintaining a healthy work environment and reducing the risk of they will burn it. Organizational interventions, such as improving performance, developing a supportive workplace culture, and implementing effective leadership practices emerged as important burnout prevention strategies tip In addition, our study recognizes the importance of person-centered interventions, and the role of individual well-being in buffering against burnout It was found that Mindfulness programs, coping training, and other strategies designed to enhance coping skills to promote the mental health of healthcare professionals. Because of the multifaceted nature of burnout, a comprehensive, tailored approach to prevention is needed. Our findings highlight the importance of joint planning that addresses both organizational and individual factors. Healthcare organizations should prioritize evidence-based interventions, considering the unique circumstances and challenges of their context. As health care evolves, it is important to recognize that heat stroke is a dynamic and changing phenomenon. Future research should continue to explore emerging risk factors and alternative prevention strategies to adapt to the demands of healthcare variables. By investing in the well-being of health care providers, organizations can not only reduce burnout but also enhance a flexible and engaged workforce, ultimately resulting in better patient care the good has gone up.

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