Distress, Burnout and Presenteeism among health care workers

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Many people see work as hard, and his work as a painful and empty.

Working without a soul spends enthusiasm and motivation dries up.

Knowledge and skills remain intact, and the motivation is completely destroyed.

(Potter, 1998).
Work ability, Job requirements, Distress
Ideal conditions for the development of burnout syndrome and presenteeism.

(Anonymous, 2007)
- Burn-out
- A series of physical and mental exhaustion symptoms.
- Delayed response to chronic emotional and interpersonal stressful events at work.

(Cooper i sar., 2001)
Presenteeism is a term that is the opposite of the notion of prevalence of absence (sick leave, temporary inability to work) or absenteeism.
Presentizam is actually a tendency of employees to remain at work beyond the time necessary for the effective performance of their tasks, or they were just present.

(Simpson, 1998)
Most of it is found in educational, welfare and health sector.

(Koopman i sar., 2000)
Why health workers are not happy at work?

Health - fertile ground for the development of stress at work.

Aim this study was to evaluate the prevalence of presenteeism in health care workers, and to evaluate the correlation of presenteeism with stress and burnout syndrome.
METHODS:

- Prospective study;
- in the period from January to April 2012.
- included 215 health care workers.
METHODS:

- Standardized questionnaires:
  1. "Self-Assessment Questionnaire levels of stress",
  2. "Questionnaire for determining the level of Burnout Syndrome" and
  3. "Stanford Presenteeism scale".
Results :
Distribution of respondents by sex

- Female: 167 (78%)
- Male: 48 (22%)
Distribution of respondents by age groups

average age 43.4 ± 9.9 years
Distribution of respondents by length of service

- 68; 32% <10
- 67; 31% 11-20
- 43; 20% 21-30
- 37; 17% 31-40
Median stress score was 25 and ranged from 10 to 40.
The most common stressors:

- responsibility for the health of people 72%,
- expect too much of them at work (overload) 66%,
- pressure at work 52% , and
- they must hurry to do the work or time pressure 43%.
Distribution of respondents by category perception burnout syndrome

- 39% <22 good
- 15% 22-35 risk
- 24% 36-50 threat
- 19% 51-60 syndrome
- 3% >60 burn

Median score burnout syndrome: 40 (16-72)
The most common somatic symptoms

- 52% of respondents can easily fatigue
- 30% has decreased libido
- 14% are constantly sick
- 60% perceived dissatisfaction
- 23% have very little to say to people
- 39% less time with friends and family
- 29% have difficulties in achieving happiness and satisfaction
- 21% of them expressed continued discontent
- 18% were not able to make jokes to your account.
Presenteeism

Median score presenteeism: 20 (6-28)
Levels presenteeism score

- Light presenteeism
- Moderate presenteeism
- High presenteeism

10; 6%

160; 90%
Workers in presenteeism:

- 39% - difficult to cope with the job,
- 29% - does not enjoy more at work,
- 25% - was completely lost hope,
- 20% - due to ongoing concerns can not focus on the job,
- a 17% - there is not enough energy for the job.
Distress, Burn-out and Presenteeism
There is a positive and significant correlation between distress and burnout syndrome $p < 0.001$ ($r = 0.677$), followed by a distress and presenteeism $p < 0.016$; ($r = 0.181$) and burnout syndrome and presenteeism $p < 0.035$; ($r = 0.158$)
Presenteeism and Burnout syndrom
Presenteeism is a predictor for the occurrence of burn-out syndrome in health workers in primary care ($\beta = 0.251$, $p < 0.001$; 95% CI = 5.531-12.818).
If you can not change the stressful situation and change their attitudes and views of the same!

Thanks for your attention!