

Burnout and its' associated factors among health workers : A Hospital Based Cross- Sectional Study from Pokhara

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Background- Burnout among Health Workers

- **Burnout** - "syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed." **(WHO)** [1]
 - Researchers, Practitioners, and members of the public **worldwide** - experienced burnout syndrome. **(last 30 years)** [2]
 - According to the CDC, healthcare professionals experienced burnout; [3]
 - **32%** in 2018
 - **46%** in 2022
- 
- | Year | Burnout Percentage |
|------|--------------------|
| 2018 | 32% |
| 2022 | 46% |

Background- Burnout among Health Workers

- In Nepal, a moderate level of burnout (89.5%) has been reported among healthcare personnel in 2021. [4]
- Cross-sectional study done at **Dhulikhel Hospital**, Kathmandu University, Nepal, during the Covid-19 pandemic in 2021 showed;
 - **70.6%** out of 177 healthcare personnel experienced burnout. [5]

Objectives of the study

General Objective:

- To assess the **prevalence of burnout** and its' **associated factors** among health workers in Pokhara, Nepal

Specific Objectives:

- To identify the **prevalence of burnout** among health workers in Pokhara
- To determine **factors** associated with burnout among health workers in Pokhara

Methodology

- **Study Method:** Quantitative
- **Study Design:** A cross-sectional study (Hospital-based)
- **Study Duration:** May- December 2024
- **Study Setting:** Hospitals in Pokhara
- **Sample Size:** 242 health workers, working in Hospitals >6 months
- **Sampling Technique:** Multi-stage stratified random sampling technique

Methodology

- **Data Collection Tools:** Structured questionnaire; Work-life balance scale developed by Hayman and Oldenburg burnout inventory scale.[6][7]

Questionnaire was divided into 4 sections:

- Personal information
- Job related information
- Work-life balance related information
- Burnout related information

- **Data Collection Techniques:** Self administered questionnaires

Methodology

Data quality and control:

- Validated tools were used for measuring burnout and work-life balance
- Extensive literature review and consultation with supervisor and subject expert: for validity
- Pre-testing of tool: before actual data collection
- English-Nepali-English translation of tool: to check its consistency

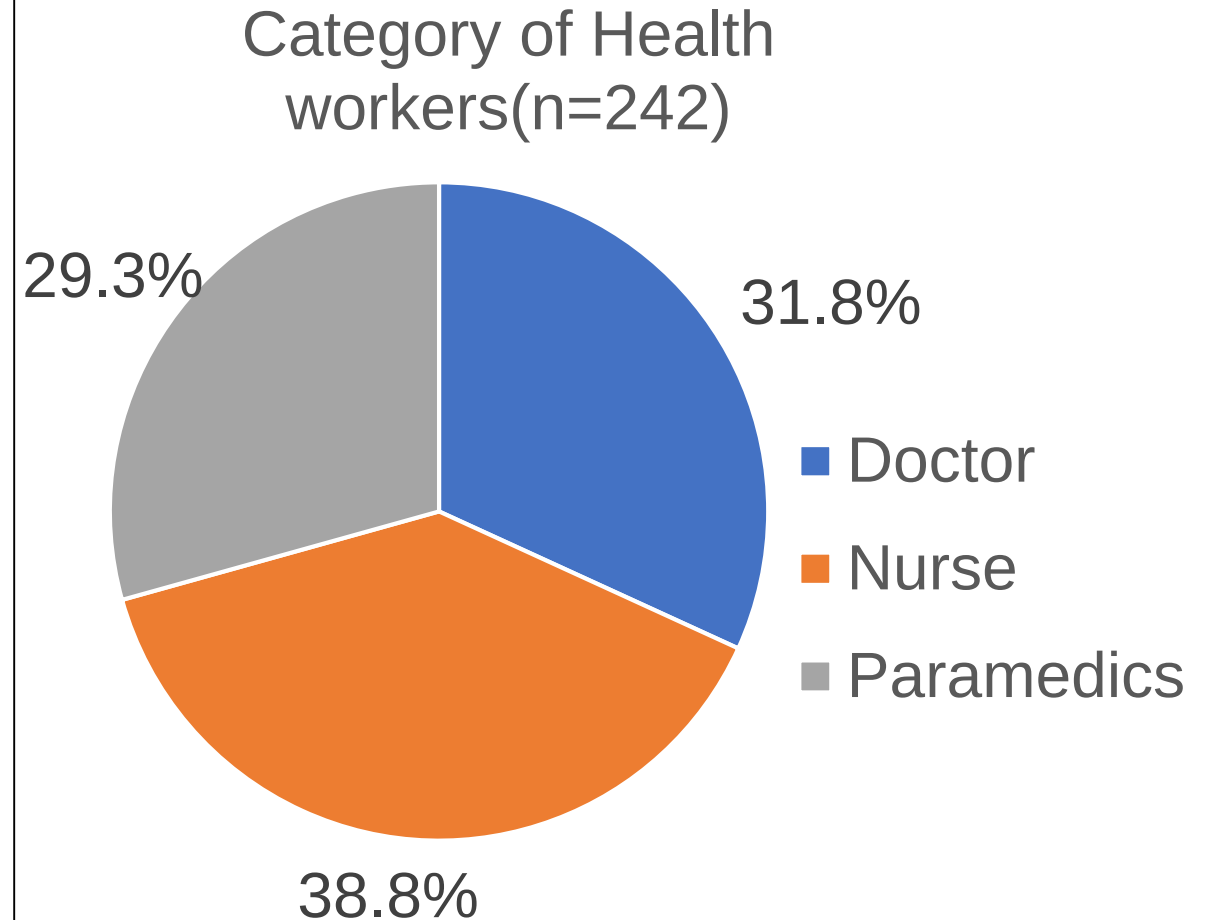
Ethical consideration

- Ethical approval: taken from **IRC-PU** (95/2081/82)
- Formal permission from selected hospitals.
- Written informed consent from each participant.

Results: Personal information of Health Workers

Information related to health workers

- Median age: 26 years
- Sex: 70.2% (Female)
- Education: 43.4% (Bachelor)
- Marital status: 41.7% (Married)
- Having children: 73.1% (No)
- Median sleeping hours at night: 7 Hours

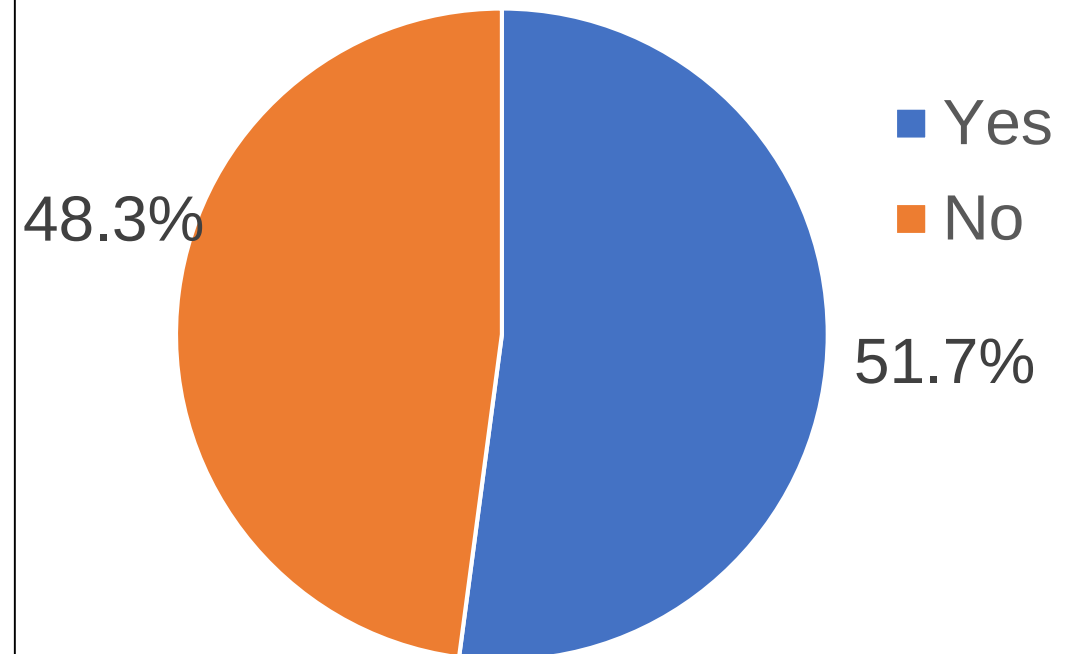


Results: Job related information of Health Workers

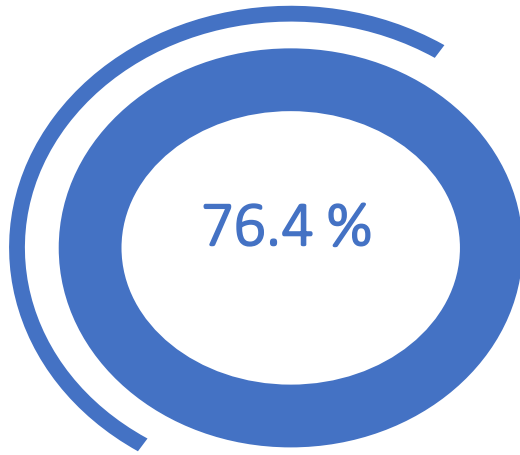
Information related to health workers

- Median work experiences: 3 years
- Median working hours: 6 Hrs/day
- Median breaktime: 30 minutes
- Perceived workload: 85.5% (Moderate)
- Perceived workplace safety: 71.1% (Moderate)
- Perceived social support: 58.7% (Moderate)
- Job satisfaction: 70.2% (Satisfied)
- Having interest in own profession: 84.7%

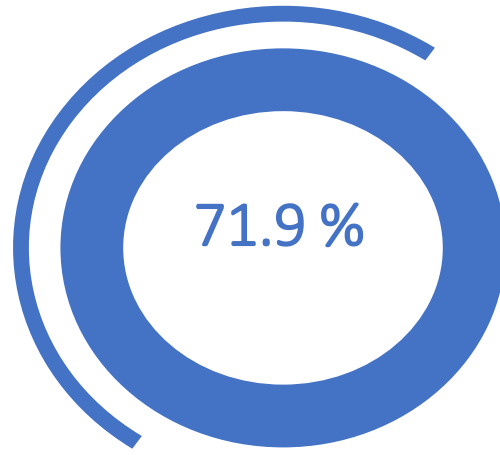
Work-life balance of Health workers (n=242)



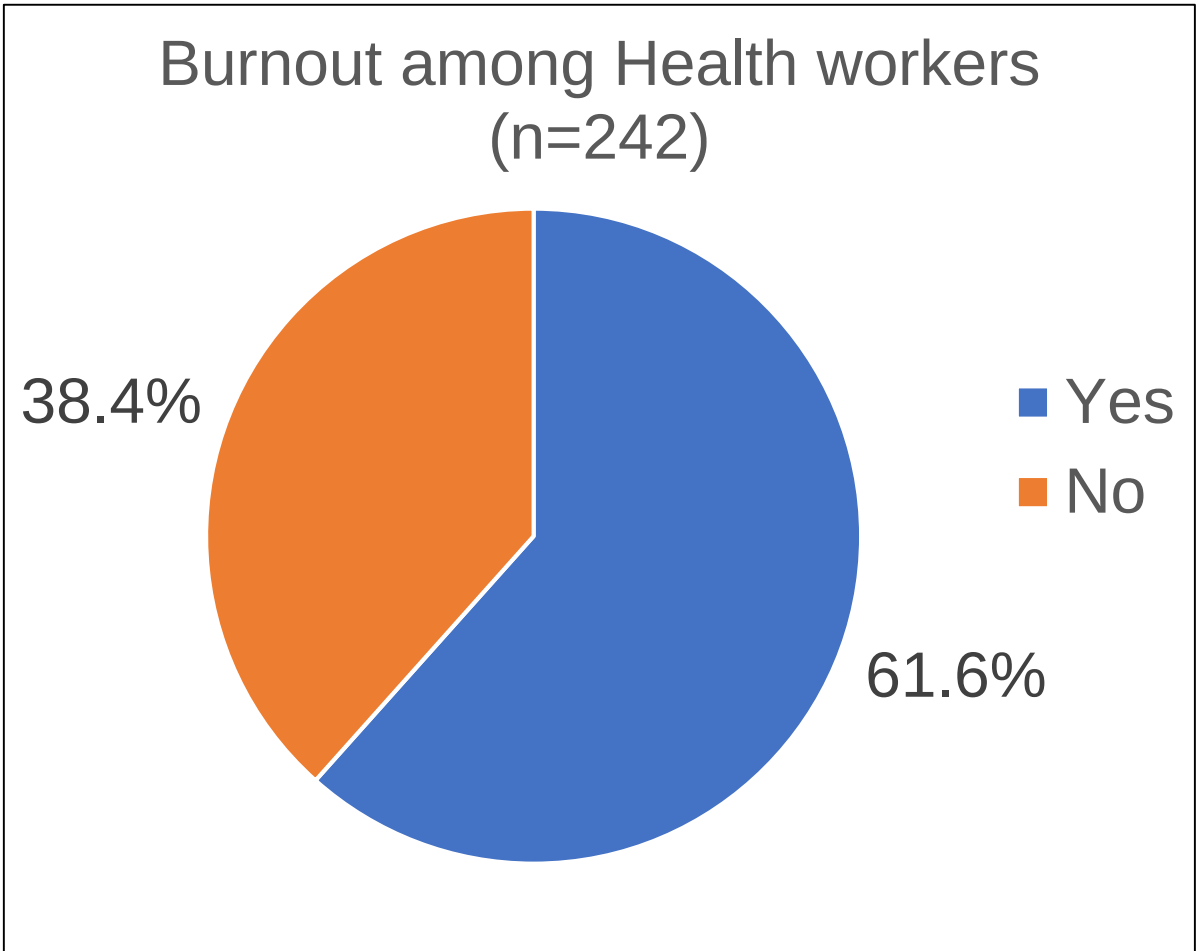
Result: Burnout among Health Workers



High
disengagement
level among
health workers



High exhaustion
level among
health workers



Factors associated with health workers' burnout

Variables (n=242)	cOR		aOR	
	p-value	95% CI	p-value	95% CI
Sleeping hours at night				
< 8 hrs/day	0.027*	2.706(1.587-4.614) *	0.013**	2.292(1.193-4.404)
≥ 8 hrs/day	-	Ref.	-	Ref.
Job satisfaction				
Satisfied	-	Ref.	-	Ref.
Dissatisfied	0.001*	3.664 (1.689-7.948) *	0.014**	3.391(1.286-8.943)
Work-life balance				
Yes	-	Ref.	-	Ref.
No	0.000*	2.947(1.712-5.073) *	0.000**	5.187(2.600-10.350)

Conclusion

High burnout prevalence among health workers

- ❑ Necessity of effective plans of action to reduce the risk of burnout by the authorities concerned.

- ❑ An integrated approach addressing factors associated is crucial for improving the wellbeing of health workers.

Association of sleeping less than 8 hours at night, poor job satisfaction and poor work life balance with burnout status

- ❑ Robust design with larger sample sizes sufficing for each category of health workers is recommended.

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Thank you so much!
Let's talk about mental health....