



Sindrom izgaranja na radnom mestu

Burnout Syndrome at the Working Place

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Apstrakt

Uvod: Burnout sindrom (sindrom izgaranja) je psihološki fenomen emocionalne iscrpljenosti, depersonalizacije i umanjenja ličnog postignuća koji se javlja kod profesija koje su povezane sa pomaganjem drugim ljudima. Sindrom izgaranja na poslu stigao je kao društveni i profesionalni problem i do nas. Mnoga ispitivanja i stručni radovi ukazuju na pojavu tog sindroma, naročito u radnim sredinama u kojima se pojedinci susreću sa problemom nesigurnosti za svoje radno mesto, gde nema kontrole rada i nema odgovarajuće zaštite radnika, te tamo gde su zahtevi radnog mesta takvi da prisiljavaju radnike na duže radno vreme, promene procesa rada i hitnost intervencije, bez mogućnosti dovoljnog nedeljnog i godišnjeg odmora. Srećemo ga i u sredinama sa neadekvatnom novčanom nadoknadom, lošim međuljudskim odnosima, tamo gde su preobimni zadaci, gde se radi sa neizlečivim pacijentima, gde postoji osećaj besmislenosti posla. Analizom ove pojave, pokazalo se da su najugroženija radna mesta u zdravstvu.

Cilj rada: Ispitati prisutnost burnout sindroma kod zaposlenih sestara na odeljenju hirurgije.

Metodologija: U radu su izneseni svi dostupni podaci iz strane literature, faktori nastanka tog sindroma, postojeća definicija, simptomi koji karakterišu pojavu bolesti, specifičnosti nastanka te bolesti, i u našoj profesiji, i saveti za sprečavanje nastanka bolesti. Lično istraživanje je sprovedeno na Odeljenju hirurgije u Požarevcu, u periodu 20. 9 – 20. 10. 2022, na uzorku od 15 medicinskih sestara i tehničara.

Rezultati rada: Rezultat će biti prezentovan na kongresu.

Zaključak: Dobijeni rezultati pokazuju visok stepen prisutnosti sindroma izgaranja na radnom mestu. Potrebno je posvetiti pažnju istraživanju i prevenciji ovog sindroma.

Abstract

Introduction: Burnout syndrome is a psychological phenomenon of emotional exhaustion, depersonalization, and reduction of personal achievement that occurs in professions related to helping other people. Burnout syndrome at work has reached us as a social and professional problem. Many studies and professional papers indicate the occurrence of this syndrome, especially in working environments where individuals face the problem of insecurity in their workplace, where there is no working control and no adequate protection of workers, and where the demands of the workplace are such that they force workers to longer working hours, changes in work processes and the urgency of intervention without the possibility of sufficient weekly and annual vacation. We also meet it in environments with inadequate payment, bad interpersonal relations, where there are too many tasks, where we work with incurable patients, and where there is a sense of the pointlessness of work. The analysis of this phenomenon revealed the most vulnerable jobs in healthcare.

The aim: To examine the presence of burnout syndrome among working nurses in the surgery department

Methodology: The paper presents all available data from foreign literature, the factors causing the syndrome, the existing definition, the symptoms that characterize the beginning of the disease, the specifics of the beginning of the disease, and in our profession, and advice for preventing the onset of the disease. Personal research was conducted at the Department of Surgery in Požarevac in the period September 20-October 20, 2022. on a sample of 15 nurses and technicians.

Results: The results will be presented at the congress.

Conclusion: The obtained results show a high degree of presence of burnout syndrome in the workplace. It is necessary to pay attention to the research and prevention of this syndrome