



Sindrom izgaranja na radnom mestu

Burnout Syndrome at the Workplace

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Apstrakt

Uvod: Sindrom izgaranja (eng. burnout syndrome - BOS) je složeno stanje mentalne, emocionalne i fizičke iscrpljenosti, a u osnovi je prouzrokovano dugotrajnim dejstvom stresa jakog intenziteta na radnom mestu. Iako je bilo pokušaja da se sindrom izgaranja klasifikuje kao vid depresivnog poremećaja (neke zemlje su to i učinile – Švedska i Holandija), većina autora se slaže da izgaranje na radnom mestu nije bolest sama po sebi, već specifično psihoemocionalno stanje u čijem prevazilaženju i rešavanju treba insistirati na interdisciplinarnom pristupu, baš zbog kompleksnosti nastalog problema koji zadire u sve sfere života osobe sa ispoljenim sindromom izgaranja.

Cilj rada: Identifikovati prisustvo sindroma izgaranja kod medicinskih sestara koje su zaposlenena odeljenjima hirurgije. Utvrditi zastupljenost pojedinačnih manifestacija sindroma izgaranja kod medicinskih sestara. Proceniti stepen zadovoljstva poslom kod medicinskih sestara koje su zaposlenena odeljenjima hirurgije. Utvrditi uticaj sindroma izgaranja na stepen zadovoljstva poslom kod medicinskih sestara.

Metodologija rada: Istraživanje je osmišljeno kao studija preseka kojom je obuhvaćena grupa od 20 ispitanika, što predstavlja približno jednu trećinu ukupnog broja medicinskih sestara i tehničara zaposlenih u OB Požarevac, na odeljenju Hirurgije, gde je sprovedeno istraživanje. Anketiranje je sprovedeno isključivo nadobrovoljnoj osnovi, a ispitanicima je u preambuli upitnika objašnjena svrha istraživanja i zagarantovana anonimnost i tajnost dobijenih podataka.

Rezultati: Sindrom izgaranja je prisutan kod najmanje 30% medicinskih sestara u posmatranom uzorku. Kod ispitanika u posmatranom uzorku su najzastupljenije emocionalne manifestacije sindroma izgaranja. Kod svih ispitanika sa manifestnim sindromom izgaranja evidentan je i nizak stepen opšteg zadovoljstva poslom. Prisustvo sindroma izgaranja je u negativnoj korelaciji sa stepenom zadovoljstva poslom kod svih ispitanika kod kojih je ovaj sindrom registrovan u posmatranom uzorku.

Zaključak: Kod ispitanika u posmatranom uzorku evidentno je postojanje značajne negativne korelacije između sindroma izgaranja i zadovoljstva poslom – viši stepen zahvaćenosti sindromom izgaranja je povezan sa niskim stepenom opšteg zadovoljstva poslom.

Abstract

Introduction: Burnout syndrome (BOS) is a complex state of mental, emotional, and physical exhaustion, and it is caused by the long-term effect of high-intensity stress at the workplace. Although there have been attempts to classify burnout syndrome as a type of depressive disorder (some countries have done so - Sweden and the Netherlands), most authors agree that burnout at the workplace is not a disease in itself, but a specific psycho-emotional condition that must be overcome and resolved. It is necessary to insist on an interdisciplinary approach, precisely because of the complexity of the problem that affects all spheres of life of a person with burnout syndrome.

The aim of the paper: To identify the presence of burnout syndrome in nurses who are employed in surgery departments. To determine the prevalence of individual manifestations of burnout syndrome in nurses. To assess the level of job satisfaction among nurses who are employed in surgery departments. To determine the impact of burnout syndrome on the degree of job satisfaction among nurses.

Paper methodology: The research was designed as a cross-sectional study that included a group of 20 respondents, which represents approximately one-third of the total number of nurses and technicians employed in the General Hospital Požarevac, in the Department of Surgery, where the research was conducted. The survey was conducted exclusively voluntarily, and the purpose of the research was explained to the respondents in the preamble of the questionnaire, and the anonymity and confidentiality of the data obtained was guaranteed.

Results: Burnout syndrome is present in at least 30% of nurses in the observed sample. Among the respondents in the observed sample, the most common emotional manifestations are the burnout syndrome. A low degree of general job satisfaction is also evident in all subjects with manifest burnout syndrome. The presence of burnout syndrome is negatively correlated with the degree of job satisfaction in all subjects in whom this syndrome was registered in the observed sample.

Conclusion: The existence of a significant negative correlation between burnout syndrome and job satisfaction is evident among the respondents in the observed sample - a higher degree of involvement with burnout syndrome is associated with a low degree of general job satisfaction.