

## INVESTIGATING THE RISK AND PROTECTIVE FACTORS DETERMINING OCCUPATIONAL BURNOUT LEVEL OF HOSPITAL STAFF IN PERIODS OF CRISIS

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**BACKGROUND AND AIM:** This study aims to focus on “risk” factors, besides “protective” factors associated with burn-out in hospital staff in the period of coronavirus outbreak since these factors are considered to be important for possible epidemics ahead.

**METHODS:** Brief Symptom Scale-25 (BSS-25), COVID-19 Fear Scale, Gratitude Scale, Meaning in Life Scale, Brief Psychological Resilience Scale, Maslach Burnout Scale were used in the study. The study was conducted with 105 participants. Multiple Regression Analysis was performed to examine which factors predict the burnout patterns of hospital employees. Ethics committee approval (GO 21/1019) was obtained from Hacettepe University Health Sciences Research Ethics Committee.

**RESULTS:** According to the results of the analyses, higher psychiatric symptomatology was associated with higher levels of emotional exhaustion subdimension of burnout ( $B = .11$ ;  $p < .001$ ). Psychological resilience has been found to be associated with emotional exhaustion ( $B = -.35$ ;  $p < .05$ ) and personal accomplishment subdimensions of burn out ( $B = -.21$ ;  $p < .05$ ),

but not with depersonalization subdimension of burnout. Higher levels of presence of meaning in life were found to be associated with higher levels of personal accomplishment ( $B = -.21$ ;  $p < .05$ ).

**CONCLUSIONS:** Psychiatric symptomatology was found to be a possible risk factor for emotional exhaustion. It can also be suggested that psychological resilience may be protective against emotional exhaustion and lack of personal accomplishment. Besides, meaning in life may be protective against the lack of personal accomplishment. Since no risk or protective factor was identified for the depersonalization subdimension, it was thought that this dimension required to be handled differently from the other dimensions of burnout. The oral presentation will focus on the development of an intervention plan that addresses the occupational burnout experienced by hospital employees during possible future crisis periods, integrating the factors from both psychiatric symptomatology and positive psychology.

**Keywords:** Burn-out, resilience, exhaustion, gratitude, hospital staff