

Predictors and correlates of changes in residents' burnout: Influence of person- and work-related variables

Isabelle Bragard (Ph.D.)¹, Anne-Marie Etienne (Ph. D.)¹, Yves Libert (Ph. D.)², Isabelle Merckaert (Ph.D.)³, Aurore Liénard (M.A.)², Julie Meunier (M.A.)², Nicole Delvaux (Ph. D.)⁴, Isabelle Hansez (Ph.D.)¹, Serge Marchal (M.A.)⁵, Christine Reynaert (M.D., Ph. D.)⁶, Pierre Scalliet (M.D., Ph. D.)⁷, Darius Razavi (M.D., Ph. D.)³

¹Université de Liège, Faculté des Sciences Psychologiques et de l'Éducation, Liège, Belgium; ²Université Libre de Bruxelles, Institut Jules Bordet, Brussels, Belgium; ³Université Libre de Bruxelles, Faculté des Sciences Psychologiques et de l'Éducation, Brussels, Belgium; ⁴Hôpital Universitaire Erasme, Service de Psychologie, Brussels, Belgium; ⁵C.A.M. (Training and Research group), Brussels, Belgium; ⁶Université Catholique de Louvain, Faculté de Psychologie et des Sciences de l'Éducation, Louvain-la-Neuve, Belgium; ⁷Université Catholique de Louvain, Faculté de Médecine, Brussels, Belgium.

This research program was supported by the « Fonds National de la Recherche Scientifique - Section Télévie » of Belgium and by the C.A.M., training and research group (Brussels – Belgium).

Presenting author:

Isabelle BRAGARD
Université de Liège
Département Personne et Société
Bld du Rectorat, Bât. B33
B-4000 Liège
Belgium
Phone: 00 32 4 366 23 98
Fax: 00 32 4 366 28 08
E-mail: Isabelle.Bragard@ulg.ac.be

Abstract

370 mots

Background. It is well recognized that residents may experience burnout. There are however not enough studies which have investigated person- and work-related variables associated with the development of residents' burnout. The aim of this study is to identify predictors and correlates – person- and work-related variables - of changes in residents' burnout in order to develop effective interventions to reduce their burnout.

Methods. Seventy-nine residents from various specialties included in a randomized controlled study which has failed to show the efficacy of a communication and stress management training designed to reduce burnout were assessed at an 8-month interval. Burnout (emotional exhaustion, depersonalization and personal accomplishment) was assessed with Maslach Burnout Inventory (MBI). Numerous person-related (socioprofessional, psychological and communicational) and work-related variables were collected at each assessment time.

Results. Linear regressions have been conducted. Person- and work-related variables explain 37% of the variance in changes in emotional exhaustion. Significant predictors were Locus of Control (Beta =.212; p=.027), stress to communicate in interview (Beta =.207; p=.044) and emotional-focused coping (Beta =.210; p=.042). A significant correlate was changes in lack of organizational support index (Beta =.381; p<.001). However, only person-related variables explain 9% of the variance in changes in depersonalization (changes in social support-focused coping: Beta = -.292; p=.009) and 12% of the variance in changes in personal accomplishment (work experience: Beta =.223; p=.041; changes in emotional-focused coping: Beta = -.258; p=.019).

Conclusion. Identifying person- and work-related variables predicting or being associated with changes in residents' burnout is an essential step to further develop effective interventions to reduce burnout. Interventions focusing on residents' problem-focused and social support-focused coping and on supervisors' team working management may be suggested.

Research Implications. Surprisingly, only one general work-related variable was associated with changes in residents' burnout. Further research should build questionnaires focusing on specific work characteristics of residents in order to identify work-related variables predicting changes in burnout over time.

Clinical Implications. Nearly 50% of residents at baseline have high emotional exhaustion or depersonalization. Burnout prevention seems thus really necessary earlier in the medical curriculum.

Acknowledgement of Funding. This research program was supported by the « Fonds National de la Recherche Scientifique - Section Télévie » of Belgium and by the C.A.M., training and research group (Brussels – Belgium).