

## Literature Review

Cotel, A., Golu, F., Pantea Stoian, A., Dimitriu, M., Socea, B., Cirstoveanu, C., Davitoiu, A. M.,

Jacota Alexe, F., & Oprea, B. (2021). Predictors of Burnout in Healthcare Workers during the COVID-19 Pandemic. *Healthcare*, 9(3), 304.

<https://doi.org/10.3390/healthcare9030304>

The purpose of this study was to determine possible predictors of burnout among healthcare professionals during the COVID-19 pandemic. The survey was distributed from March to June 2020 to employees of two Romanian hospitals. Of the participants 14.5% reported a clinical level of exhaustion. It was concluded that three job demands (work-family conflict, lack of preparedness/scope of practice, and emotional demands), three job resources (training, professional development, and continuing education), and one personal resource (self-efficacy) were significant predictors of burnout among healthcare workers. It is then suggested that psychological intervention for healthcare employees should focus on those demands and resources.

*Facing burnout as a healthcare worker.* (n.d.). Mental Health America.

<https://www.mhanational.org/facing-burnout-healthcare-worker>

This article discusses the basics of burnout and why/how it is impacting healthcare workers. Healthcare workers are already at a higher risk of experiencing burnout due to the high stress during work. Regularly confronting human pain and suffering takes a toll on a person, now with COVID-19 in the midst stress at work has been exacerbated. The article also, gives us an incite of how to combat and prevent burnout. It suggests reducing hours or workload, take some time off, practice self reflection, keep up with basic self-care needs, practice stress reduction strategies, as well as several other suggestions.

Jalili, M., Niroomand, M., Hadavand, F., Zeinali, K., & Fotouhi, A. (2021). Burnout among healthcare professionals during COVID-19 pandemic: A cross-sectional study.

*International Archives of Occupational and Environmental Health.*

<https://doi.org/10.1007/s00420-021-01695-x>

A total of 615 healthcare professionals participated in a study investigating the prevalence of burnout among healthcare professionals dealing with COVID-19 patients and the associated factors. Age, gender, marital status, if they had children, hospital, job category, experience, and work load, as well as the level of burnout were measured. It was found that burnout was prevalent among healthcare professionals caring for COVID-19 patients. Age, gender, job category, and site of practice contributed to the level of burnout that was experienced.

Joshi, G., & Sharma, G. (2020). Burnout: A risk factor amongst mental health professionals during COVID-19. *Asian Journal of Psychiatry*, 54(102300).

<https://doi.org/10.1016/j.ajp.2020.102300>

India is experiencing an increase in the number of reported mental health cases during the COVID-19 pandemic. The proportion of cases and practitioners is low compared to the rising demand therapy. Given the circumstances, researchers have concluded that mental health practitioners are at a higher risk of personal and professional burnout.

Researchers found that the contributing factors of burnout amongst mental health practitioners are emotional contagion (EC), perceived stress, compass fatigue, secondary traumatic stress (STS), poor therapeutic effectiveness, and longer duration of therapy.

Morgantini, L. A., Naha, U., Wang, H., Francavilla, S., Acar, O., Flores, J. M., Crivellaro, S.,

Moreira, D., Abern, M., Eklund, M., Vigneswaran, H., & Weine, S. M. (2020). Factors

Contributing to Healthcare Professional Burnout During the COVID-19 Pandemic: A Rapid Turnaround Global Survey. *medRxiv*, 22.

<https://doi.org/10.1101/2020.05.17.20101915>

Healthcare professionals are experiencing increased workload and stress during the COVID-19 pandemic. This study investigated the factors that are contributing to burnout among healthcare professionals during the COVID-19 pandemic. The researchers found that burnout was associated with work impacting household activities, feeling pushed beyond training, exposure to COVID-19 patients, and making life prioritizing decisions. Overall, burnout was more prevalent among healthcare professionals during the COVID-19 pandemic, as a result of high workload, job stress, time pressures, and limited organizational support.

Ornell, F., Halpern, S. C., Kessler, F. H. P., & Narvaez, J. C. de M. (2020). The impact of the COVID-19 pandemic on the mental health of healthcare professionals. *Cadernos De Saúde Pública*, 36(4). <https://doi.org/10.1590/0102-311X00063520>

Public health emergencies not only have biological challenges, but also have numerous psychological challenges. This article discusses results of previous studies on epidemics and contamination outbreaks and how they are followed by drastic individual and social psychosocial impacts. For example, during the severe acute respiratory syndrome (SARS) outbreak in 2003, 18 to 57% of health professionals experiences serious emotional problems and psychiatric symptoms during and after the event. Burnout and vicarious trauma among healthcare professionals is also discussed. Finally, the benefits of enacting psychological intervention (PI) to offer coping strategies was explored.

Preston, C. (2021, January 5). *Pandemic-related burnout*. Psychology Today.

<https://www.psychologytoday.com/intl/blog/mental-health-in-the-workplace/202101/pandemic-related-burnout>

Burnout is common among many people, however since the start of the COVID-19 pandemic burnout rates have increased. However, pandemic-related burnout (PRB) is a unique form of burnout with its own causes and impacts. Pandemic-related burnout is more difficult to recognize and the symptoms have been normalized. Camille Preston states, "most people have come to accept that feeling depressed, isolated, or anxious is just something they must endure." She also explains different ways in which pandemic-related burnout can be mitigated. This includes balancing your energy throughout the week, schedule the the replenishment of energy deposits, increase structure to reduce decisions and stress, and celebrate the small victories.

Smith, M., Segal, J., & Robinson, L. (2020, October). *Burnout prevention and treatment*. Help Guide. <https://www.helpguide.org/articles/stress/burnout-prevention-and-recovery.htm>

Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands. The signs and symptoms of burnout are broken down into three categories: physical, emotional, and behavioral. Common physical signs are feeling tired and drained, lowered immunity, frequent headaches or muscle pain, change in sleep habits. Emotional signs and symptoms consist of sense of failure and self-doubt, feeling helpless, trapped and defeated, detachment, loss of motivation, and decreases satisfaction. Behavioral signs and symptoms are withdrawing from responsibilities, isolating yourself from others, procrastinating, and taking your frustrations out on other.

The article suggest these tips when dealing with burnout: turn to other people, reframe the way you look at work, reevaluate your priorities, make exercise a priority, and support your mood and energy levels with a healthy diet.

Sultana, A., Sharma, R., Hossain, M. M., Bhattacharya, S., & Purohit, N. (2020). Burnout Among Healthcare Providers During COVID-19 Pandemic: Challenges and Evidence-based Interventions. *Indian Journal of Medical Ethics*.

<https://doi.org/10.31235/osf.io/4hxga>

Healthcare providers often experience occupational stress resulting in burnout, which may be aggravated during COVID-19. However they still have the duty to fulfil their responsibilities at work. This paper discusses psychosocial stressor during COVID-19 and the burden of burnout, ethical dilemmas for healthcare professionals during the pandemic, and strategies for addresses burnout in healthcare professionals during COVID-19.