

Some memos on burnout in healthcare providers and the medical professionalism climate in anesthesiologists and cancer department staff

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ABSTRACT

The relationship between burnout in healthcare providers and the medical professionalism climate is a complex and crucial area of study. Burnout, characterized by emotional exhaustion, depersonalization, and reduced personal accomplishment, has been linked to various factors within the healthcare environment. Effective leadership within healthcare institutions also contributes significantly to reducing burnout. One study demonstrated that strong leadership in medical laboratory services is especially important for mitigating the negative effects of burnout on patient care.

To address these issues, it is essential to provide professional behavior training at the entry level into the system.

Keywords: burnout, cancer, thyroid carcinoma, covid-19, healthcare environment

INTRODUCTION

The relationship between burnout in healthcare providers and the medical professionalism climate is a complex and crucial area of study. Burnout, characterized by emotional exhaustion, depersonalization, and reduced personal accomplishment, has been linked to various factors within the healthcare environment. The medical professionalism climate, which includes organizational culture, leadership, and ethical standards, plays a crucial role in influencing the well-being of healthcare professionals. Inadequate adherence to professional ethics can increase the likelihood of developing burnout [1]. Physician workload is also identified as a significant threat to well-being [2].

Numerous studies have highlighted the impact of organizational culture on burnout. For example, researchers found that physicians' perceptions of their workplace's organizational culture strongly influenced their professional fulfillment and reported levels of burnout [3]. Effective leadership within healthcare institutions also contributes significantly to reducing burnout. One study demonstrated that strong leadership in medical laboratory services is especially important for mitigating the negative effects of burnout on patient care [4].

To address these issues, it is essential to provide professional behavior training at the entry level into the system. This education should be reinforced through ongoing theoretical and practical training while being supported by proper supervision [5]. Additionally, it is important to draw attention to teachers' own role as models for observing professional behavior among others. Others have emphasized the need for practical improvements in professional behavior within clinical settings [6].

In order to mitigate barriers to professional behavior despite individual factors, it is crucial to pay attention to these factors during student/staff selection processes [7]. Evaluating hospital clinical settings for adherence to professionalism can help identify areas requiring improvement and assess interventions aimed at promoting collegiality and personal behavior enhancement [8].

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During the covid-19 pandemic on December 2019 as a bone of contention for the intelligentsia and academia, implementing targeted intervention and training programs are crucial in reducing or preventing burnout among healthcare professionals. Additionally, fostering empathy, integrity, and cohesion within the healthcare system can serve as a motivating factor for staff to adhere to the principles of medical professionalism [9, 10].

The ethical climate within medical settings is another critical aspect that affects burnout levels. A strong emphasis on ethical standards and professionalism correlates positively with lower levels of burnout [11]. Therefore, establishing and maintaining ethical standards in the workplace are essential for ensuring the psychological well-being of employees and preventing burnout.

In conclusion, the correlation between burnout and the medical professionalism climate is a multifaceted and vital area of investigation. Various factors within the healthcare environment, such as organizational culture, leadership, and ethical standards, play significant roles in shaping healthcare professionals' well-being. Studies have shown the impact of organizational culture and effective leadership on burnout, highlighting the importance of professional behavior training and continuous theoretical and practical education. Furthermore, it is crucial to evaluate hospital clinical settings especially in anesthesiology and cancer department for adherence to professionalism, identify areas needing improvement, and assess interventions aimed at enhancing collegiality and personal behavior. Finally, maintaining ethical standards in the workplace is essential for fostering the psychological well-being of employees and preventing burnout. These findings underscore the importance of addressing both systemic and individual factors to mitigate burnout and promote the well-being of healthcare professionals.

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