



MCAST



BEYOND BOUNDARIES THROUGH APPLIED QUALITATIVE RESEARCH

Burnout! : An Early Exploration of the Root Causes Behind the Phenomenon of Daily Resignations of Healthcare Workers

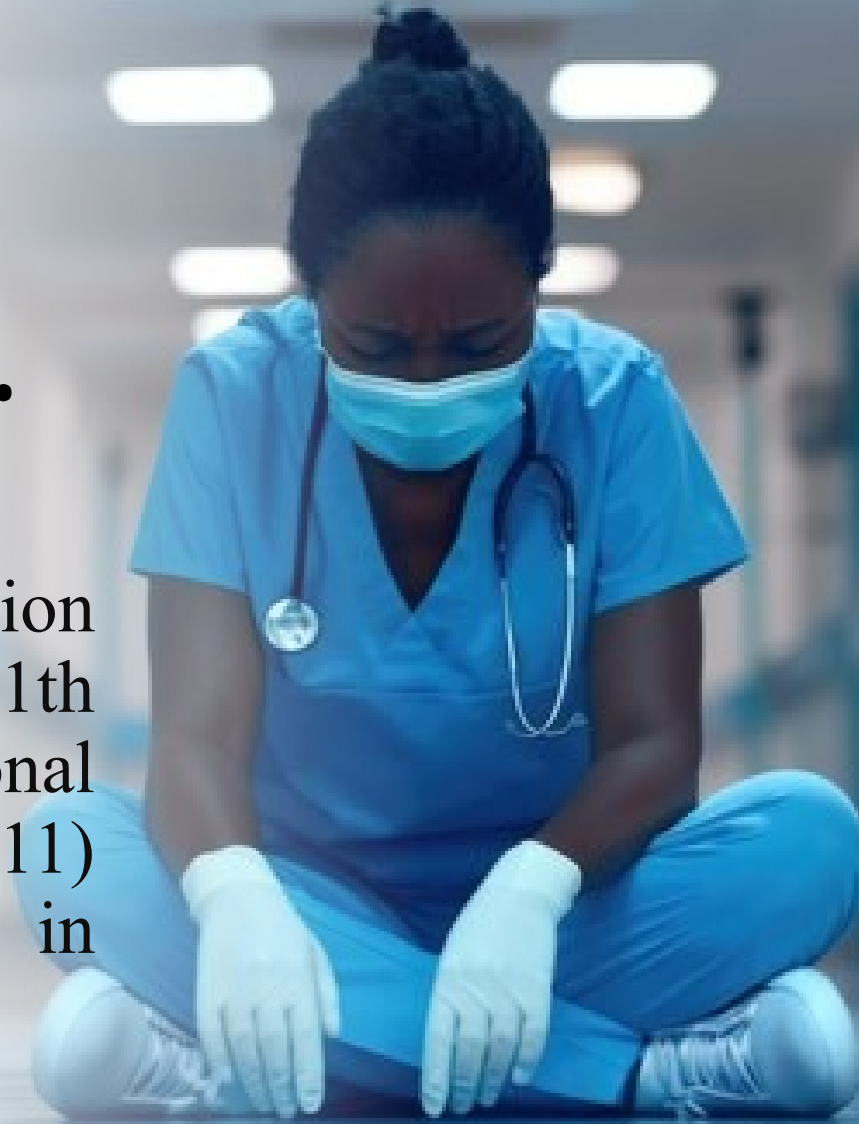
Joshua Mercieca

**Why we have Daily
Resignations of
healthcare
workers?**



- Most resignations are due to **B**urnout.

- The World Health Organization (WHO) included burnout in the 11th Revision of the International Classification of Diseases (ICD-11) as an occupational phenomenon in May 2019.



THE

Managing People's
Relationships with Their Jobs

BURNOUT

Christina Maslach
and Michael P. Leiter

CHALLENGE

“What is **B**urnout?”

Exhaustion

Difficulty maintaining empathy or compassion

Depersonalisation

Treating patients as "cases" rather than individuals

Reduced Personal Accomplishment

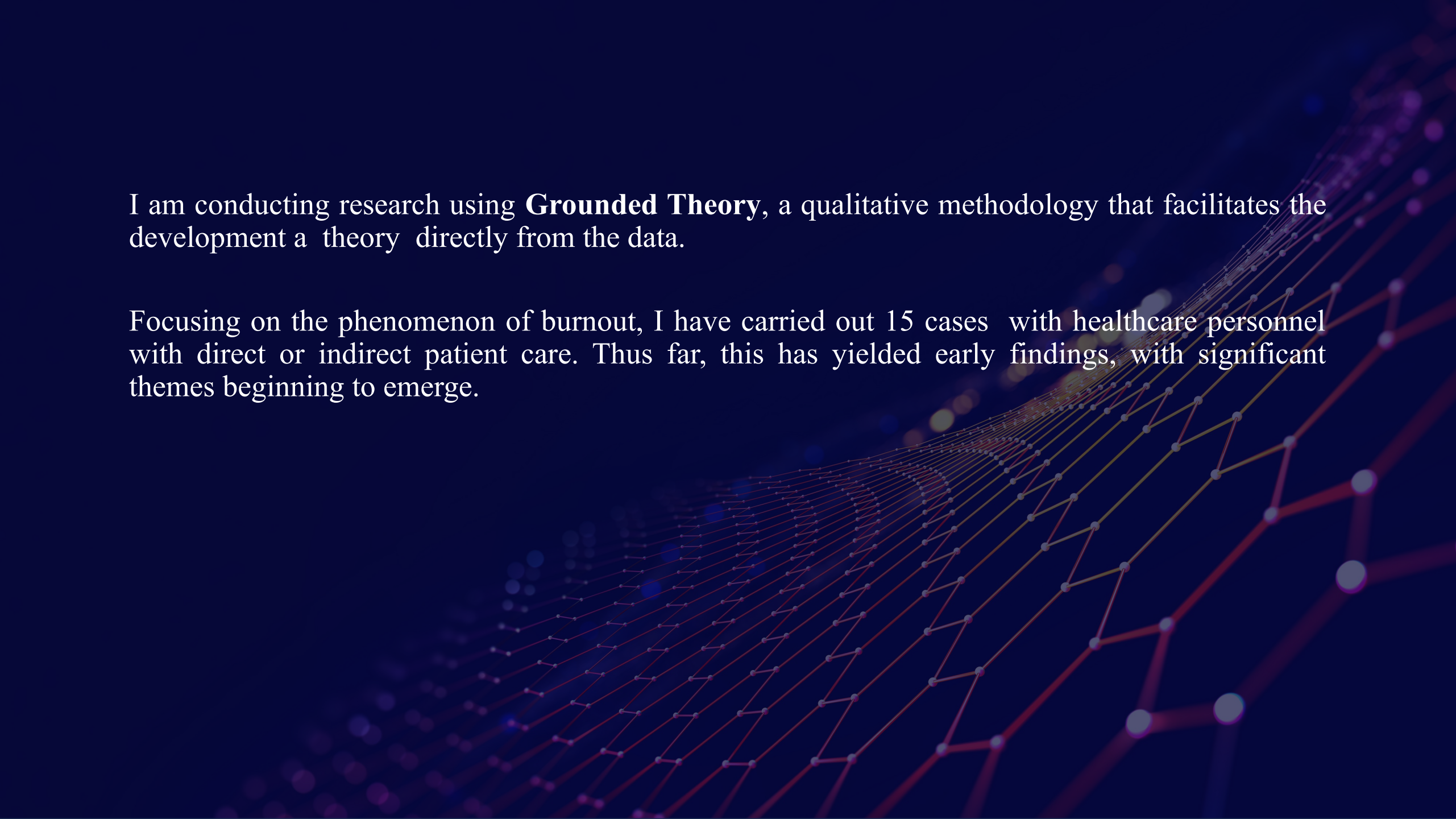
A lack of pride in their work

Prof. Christina Maslach

The study aims to understand **B**urnout in local hospitals

- Private Sector
- Public Sector

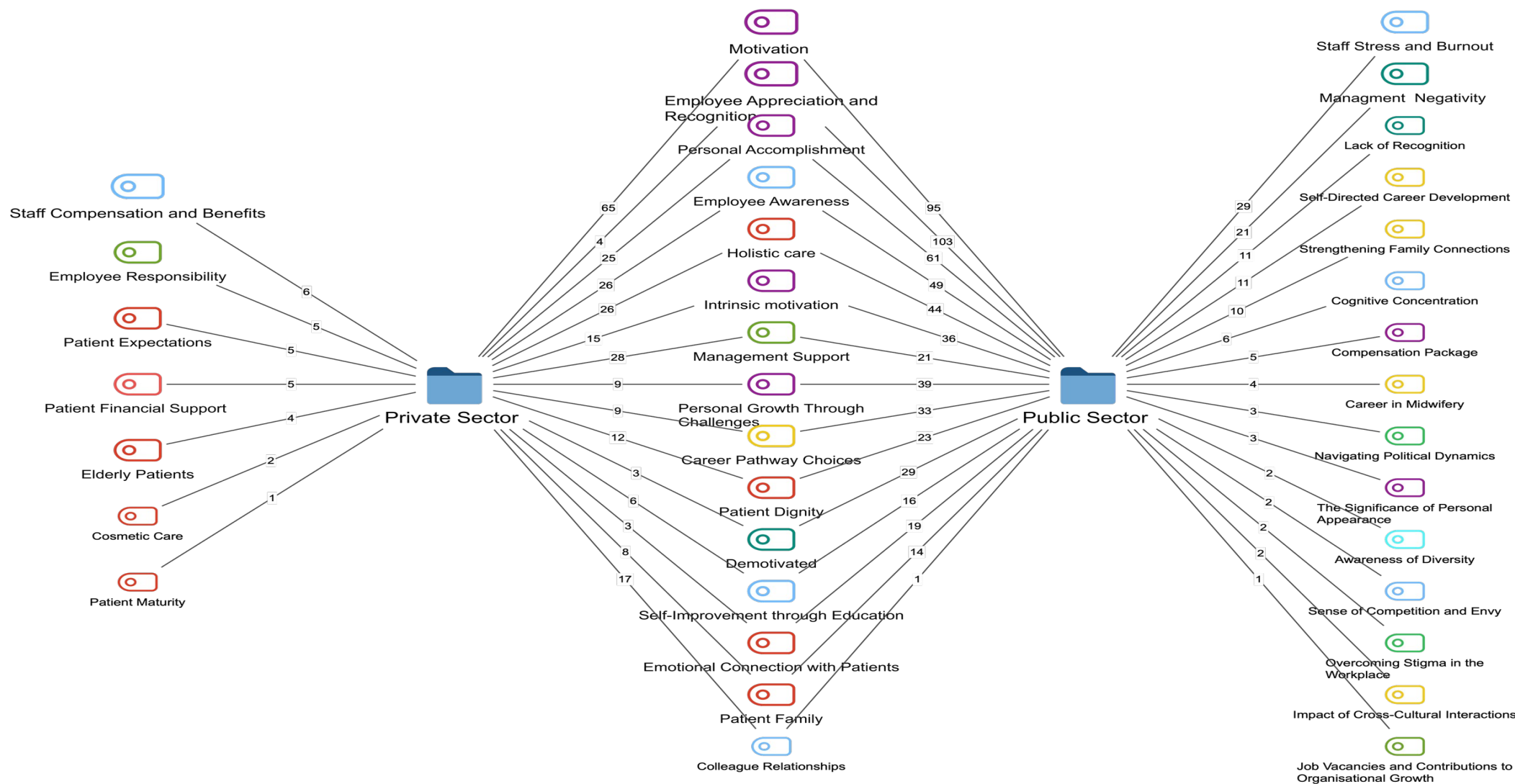




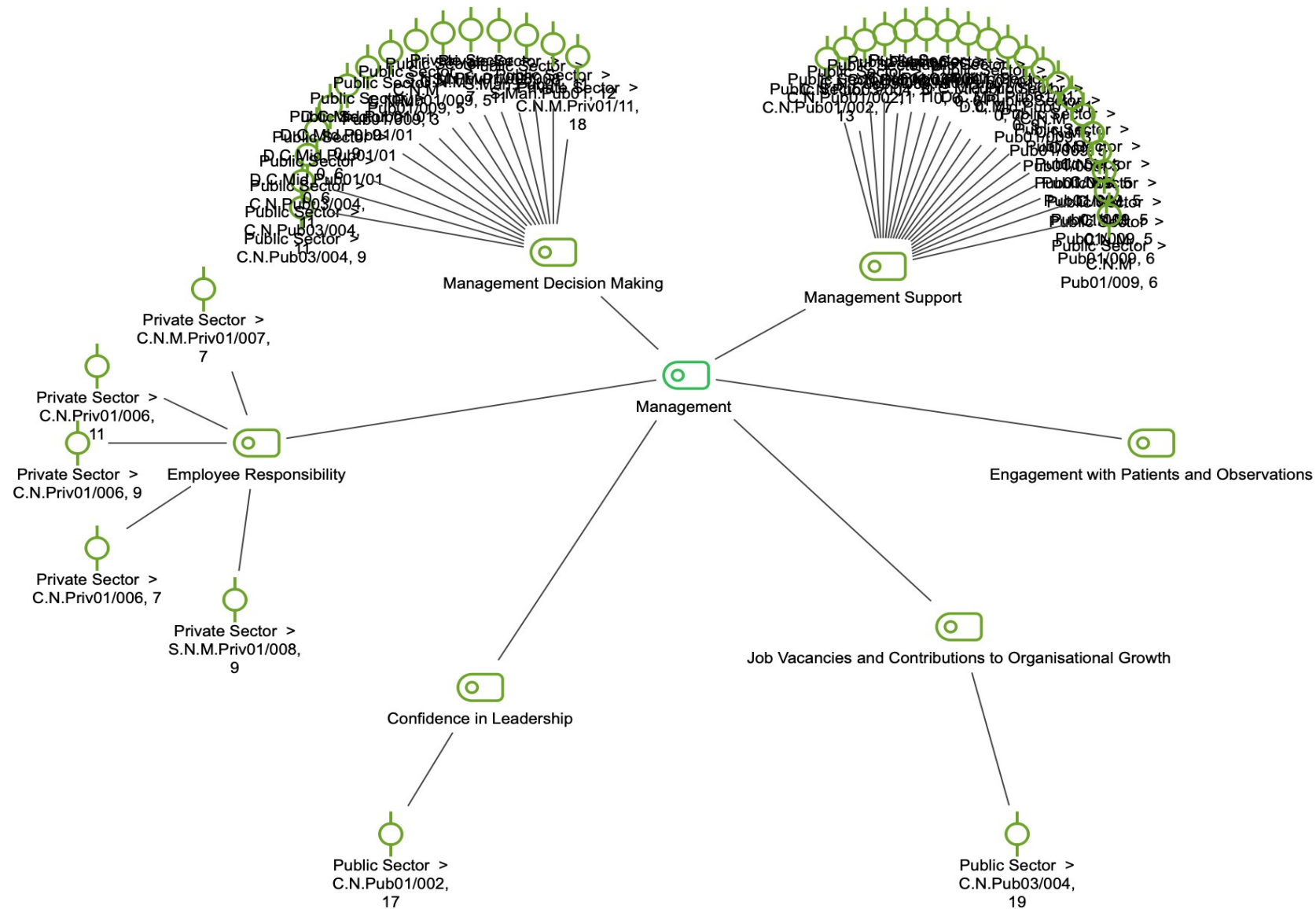
I am conducting research using **Grounded Theory**, a qualitative methodology that facilitates the development a theory directly from the data.

Focusing on the phenomenon of burnout, I have carried out 15 cases with healthcare personnel with direct or indirect patient care. Thus far, this has yielded early findings, with significant themes beginning to emerge.

Two-Cases Model

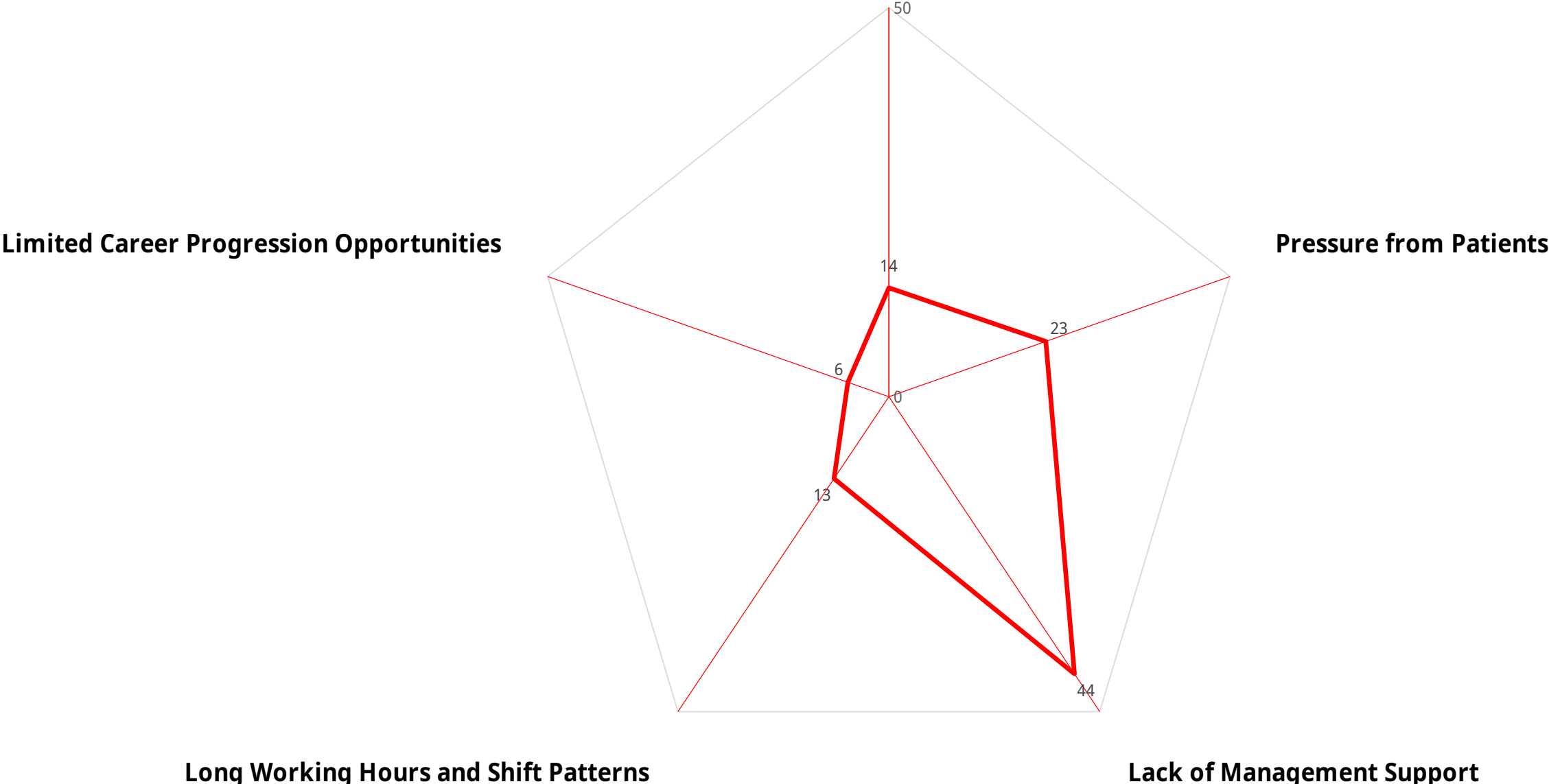


Code-Subcodes-Segments Model



Early Research Highlights Burnout Among Healthcare Workers

Physical and Mental Health



Early Findings on Burnout

- **Addressing Burnout**

Tackling burnout requires a comprehensive, multifaceted approach that addresses the systemic issues contributing to healthcare worker fatigue and stress.

- **Investing in Staff**

Prioritising staff well-being is crucial for fostering a sustainable and resilient healthcare workforce capable of meeting ongoing challenges.

- **Creating a Culture of Care**

Placing the needs and well-being of healthcare workers at the forefront not only enhances individual satisfaction but also strengthens the healthcare system as a whole.



Thank you

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