



a Study of Work Related
Burnout

Burn-out is defined in ICD-11 as follows:

“Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one’s job, or feelings of negativism or cynicism related to one's job; and
- reduced professional efficacy.

Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.”

Source: <https://www.who.int/>

Project Motivation:

The choice of this subject is driven by:

- A perception that the importance of mental health diseases in the work place is under-emphasized.
- Burnout as a form of mental health has only officially recognized by the WHO as a diagnosable medical condition in 2021.
- Personal experience with work related burnout.

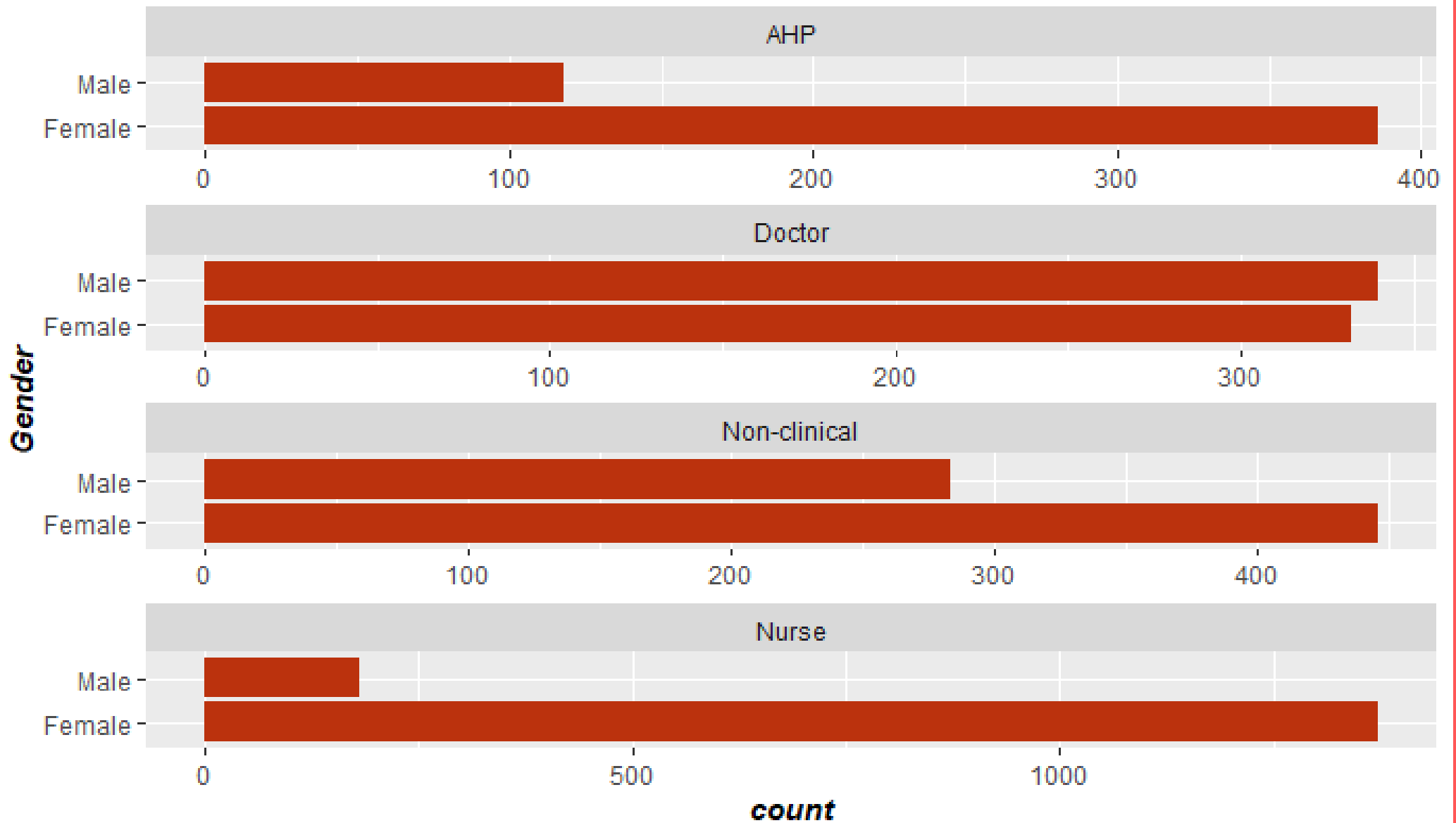
Note: For the purpose of this presentation "burnout" will be used to describe occupation related burnout as defined by the WHO.

Project Objectives:

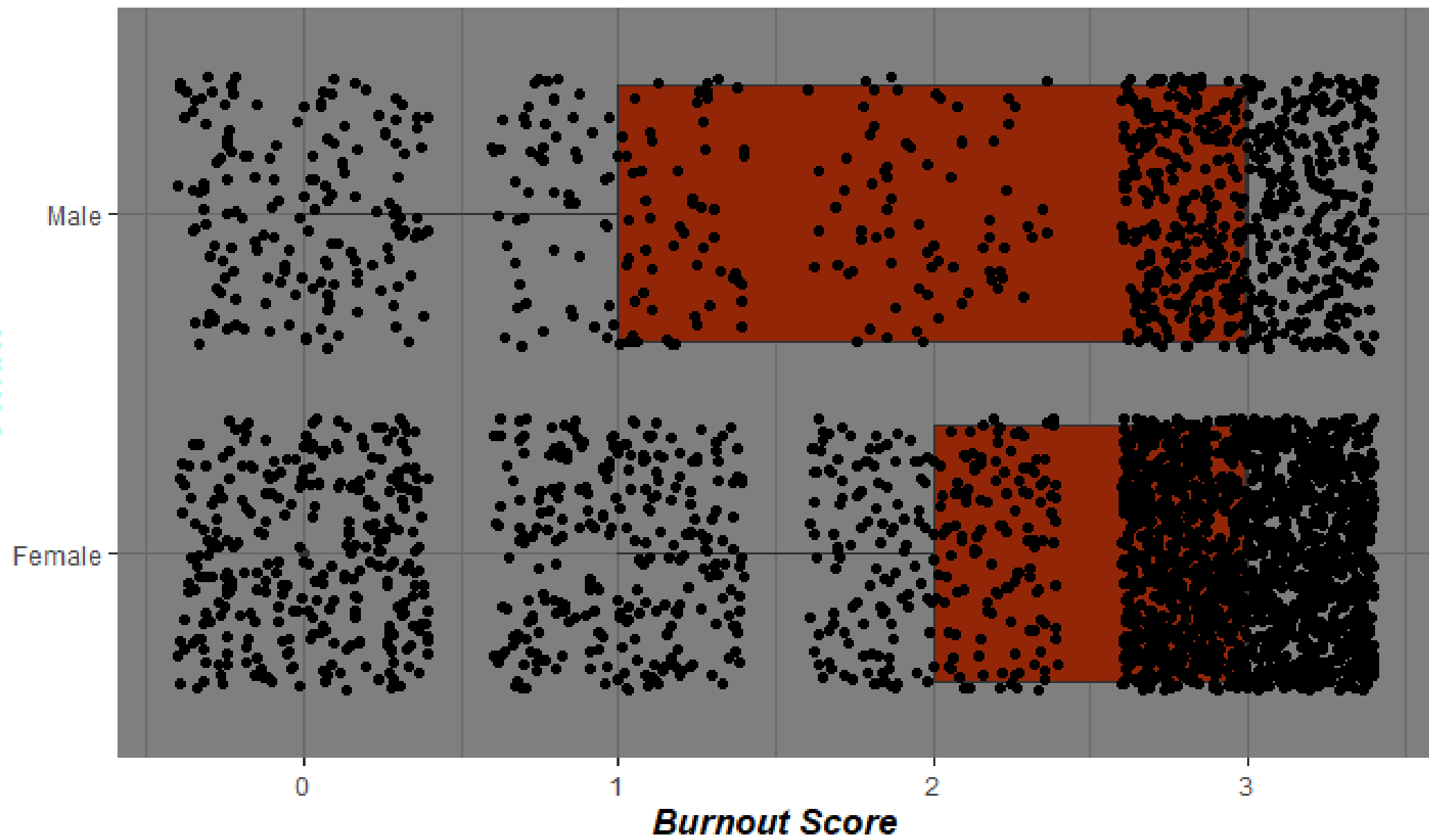
By studying data from a survey conducted in the health care industry I will attempt to answer the following questions:

- Based on the data set should burn out be a concern to employers?
- Are males and females differently affected by burn out?
- Do the seniority of the of the job influence the likelihood of burnout

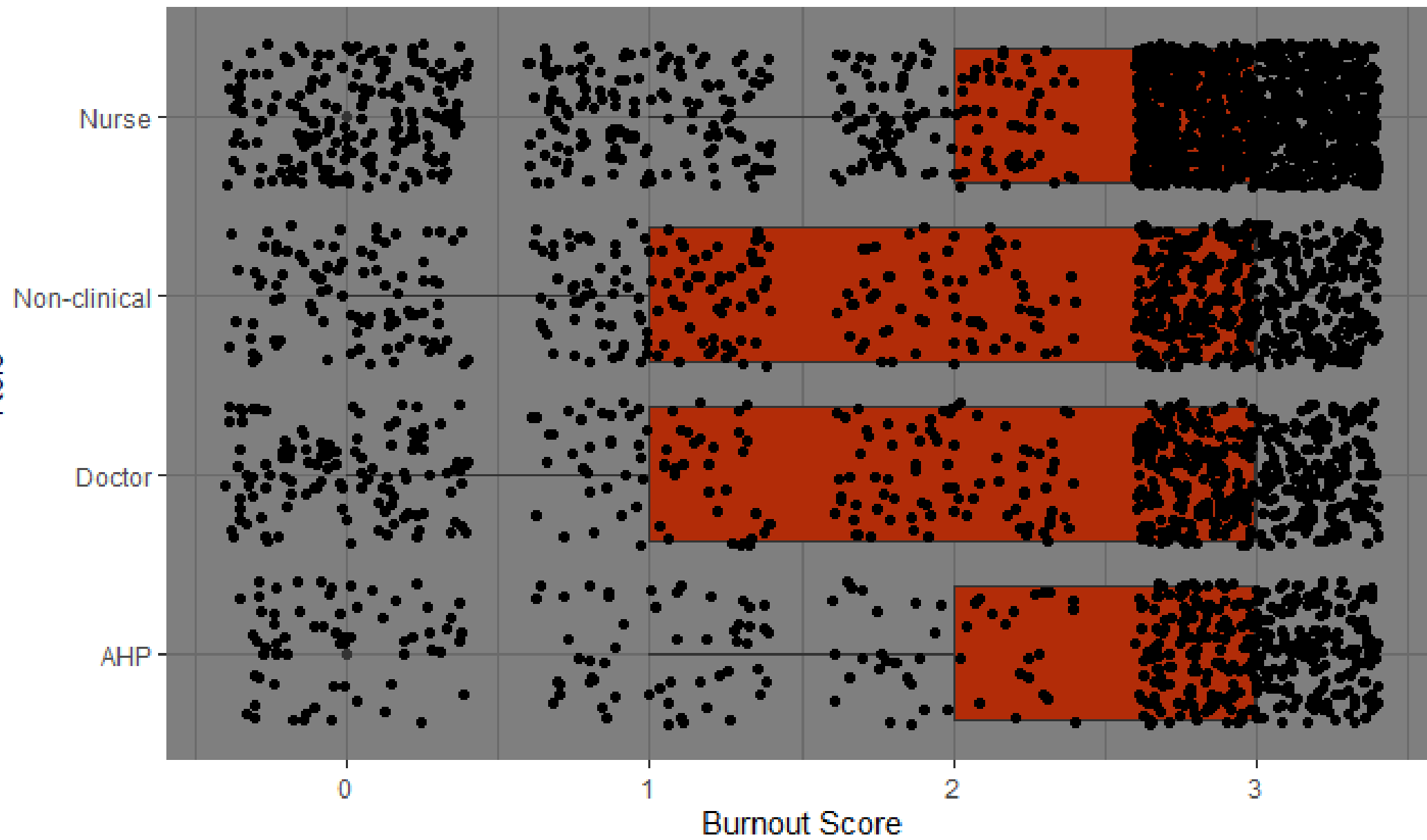
GENDER BY ROLE



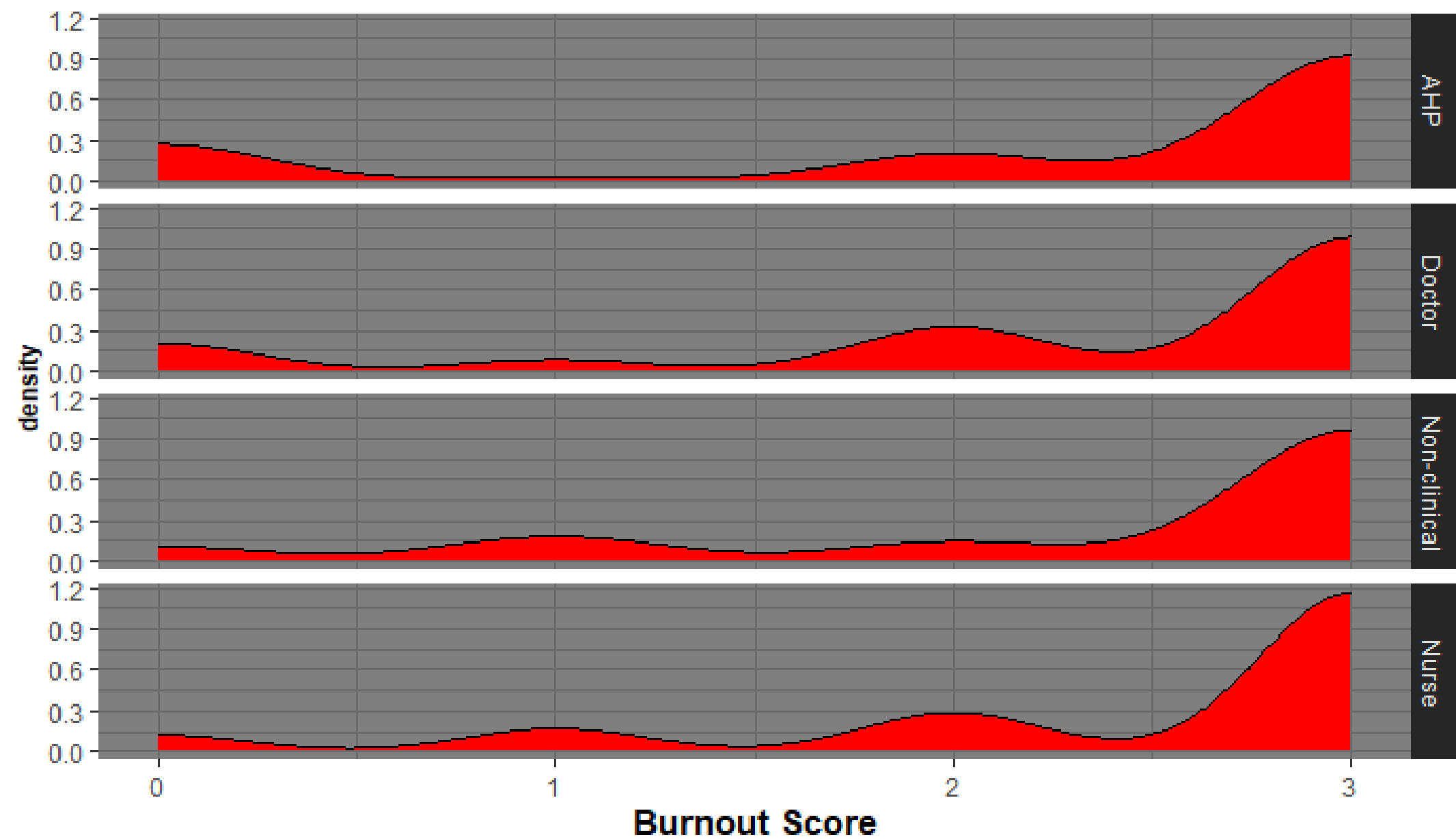
BURN OUT STATS



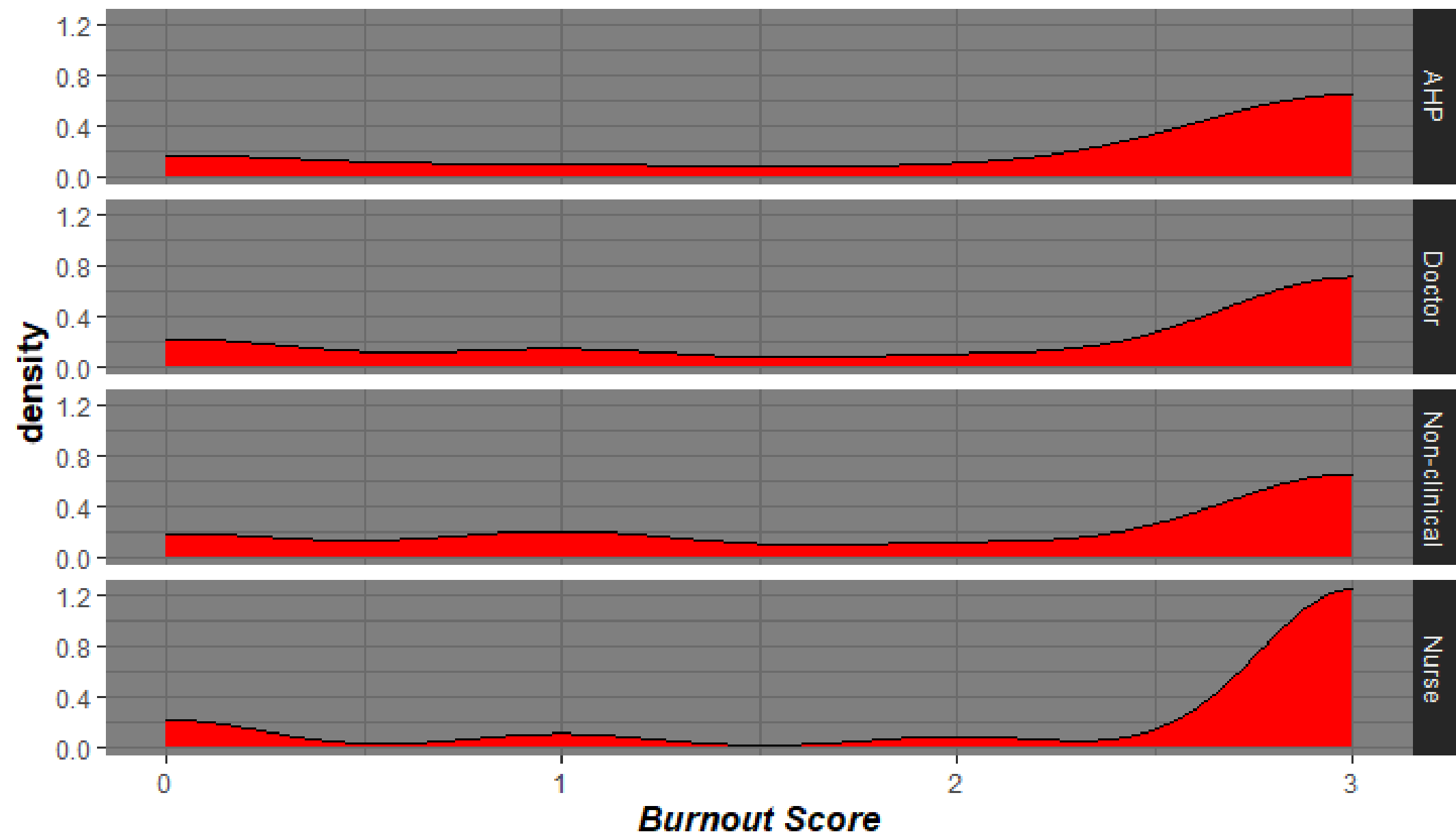
Burn out at role level



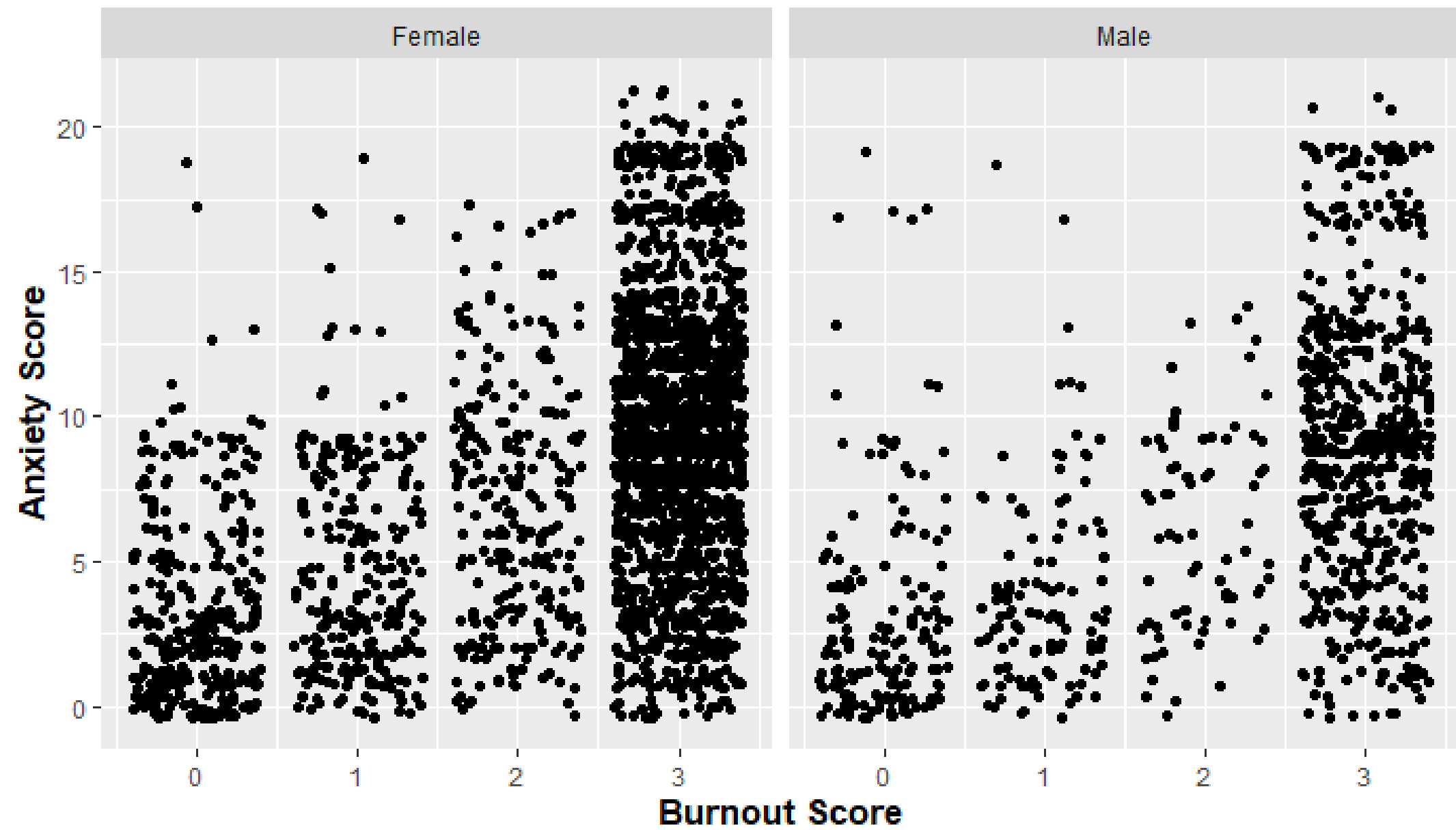
FEMALE DENSITY PLOT



MALE DENSITY PLOT

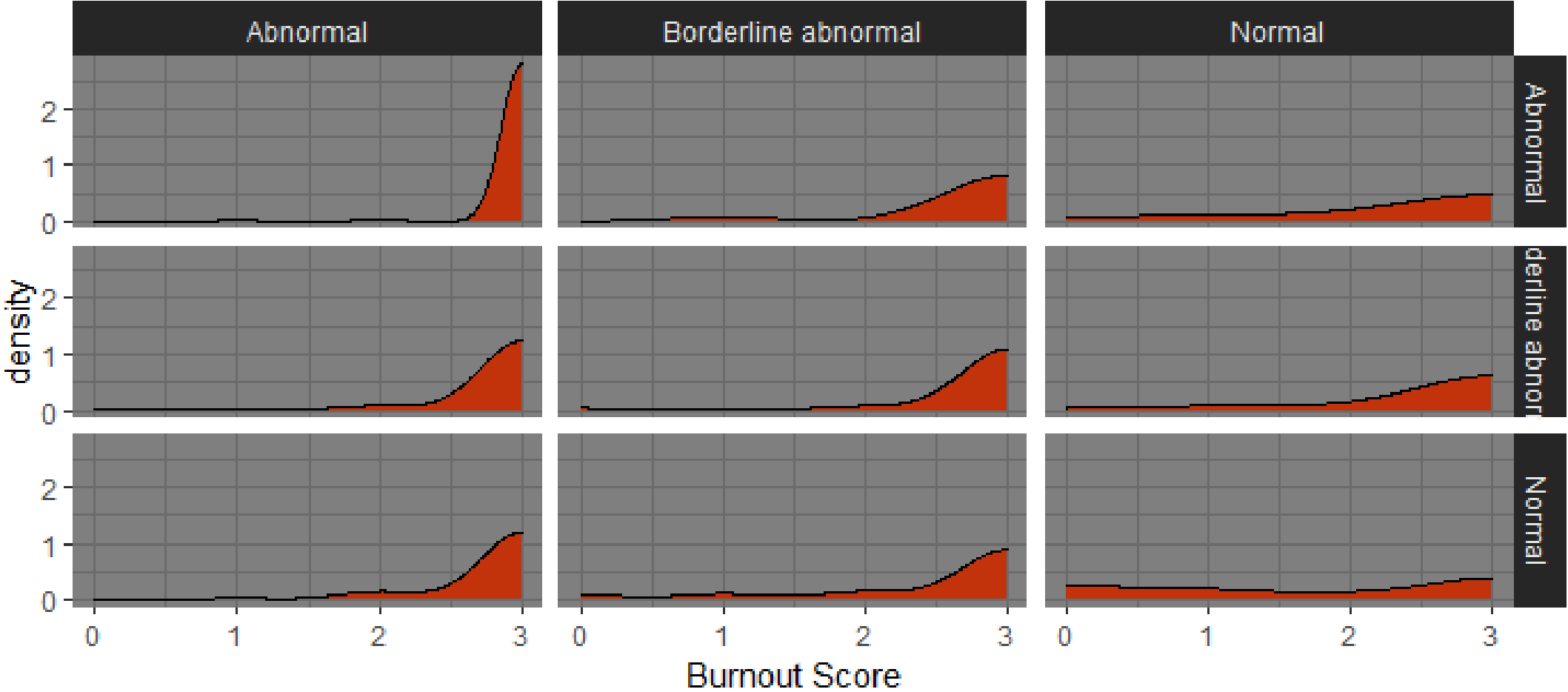


Burnt Out vs Anxiety



Burnout,
Anxiety,
Depression

Anxiety



Depression

Conclusions:

- Based on the data set, burnout should be a concern and receive proactive attention by employers.
- It is not conclusive that females or males are impacted less or more severely due to skewness in the data.
- From the data it would appear that all levels of seniority are impacted by burn out, although the conclusion is not conclusive due to limitations in the data.

Further Work and Analysis:

- Building of a survey application for employers to assess and collect data to better understand the mental health of their employees.
- Regression analysis to enhance understanding of the relationship between burn out, anxiety and depression.
- Applying supervised machine learning techniques on the data collected to possibly predict when an employee is close to burn out and proactive interventions are required by HR and Wellness Departments.