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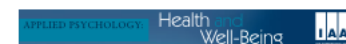
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ORIGINAL ARTICLE



Positive functioning at work during COVID-19: Posttraumatic growth, resilience, and emotional exhaustion in Chinese frontline healthcare workers

Yizhi Lyu¹ | Yongju Yu² | Shuquan Chen³ | Shuang Lu⁴ | Shiguang Ni^{1,5}

¹Institute for Hospital Management, Tsinghua University, Shenzhen, China

²School of Sociology and Law, Sichuan International Studies University, Chongqing, China

³Teachers College, Columbia University, New York, NY, USA

⁴Department of Social Work and Social Administration, University of Hong Kong, Hong Kong, China

⁵Shenzhen International Graduate School, Tsinghua University, Shenzhen, China

Correspondence

Shuang Lu, Jockey Club Tower, 5/F, Pokfulam Rd, Pokfulam, Hong Kong.
E-mail: shuanglu@hku.hk

Shiguang Ni, Room 403, Information Technology Tower, Tsinghua Campus, Shenzhen University Town, Nanshan, Shenzhen, Guangdong, China.
E-mail: ni.shiguang@sz.tsinghua.edu.cn

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Abstract

Research on traumatic events often emphasizes the importance of posttraumatic growth (PTG) and resilience, yet few studies have explored their trends and their relationship throughout the progression of traumatic events. This paper explores the longitudinal relationship between resilience and PTG, as well as the role of job burnout in this relationship, among frontline healthcare workers during the COVID-19 pandemic, who have been exposed to high-risk work environments over extraordinarily long workdays. In Study 1, 134 Chinese frontline healthcare workers completed a three-wave survey (Time 1, Time 2, and Time 3) in February–May 2020. In Study 2, 401 frontline healthcare workers completed a cross-sectional survey. The cross-lagged analysis suggested that resilience at Time 1 positively predicted PTG at Time 2, which in turn positively predicted resilience at Time 3. PTG at Time 1 also positively predicted resilience at Time 2 (Study 1). However, job burnout was negatively related to both resilience and PTG; in particular, emotional exhaustion moderated the link between PTG and resilience (Study 2). Our findings support a cycle of reinforcement between resilience and PTG over time. The positive effect of PTG on