Case Study Overview

Objective:

To analyze key factors that contribute to high burnout and turnover rates in the healthcare workforce, identifying departments, job roles, and workplace conditions that are most at risk.

Key Questions:

1. Which job roles and departments experience the highest stress and burnout rates?
2. How does burnout frequency affect job satisfaction and turnover intention?
3. What workplace factors contribute most to mental health absences?
4. Do employees with access to Employee Assistance Programs (EAPs) show lower burnout and absenteeism rates.

Dataset Insights for the Case Study

✔ **Burnout & Stress by Job Role:**

- Employees in ICU, General Medicine, and Radiology report the highest stress levels.
- Heavy Workload is the leading stress factor for clinical roles, while Career Stagnation is a major issue for administrators.

✔ **Burnout's Impact on Job Satisfaction & Turnover:**

- Employees experiencing burnout often report low job satisfaction (scores ≤ 2).
- 43% of employees show high burnout, with turnover rates significantly higher among this group.

✔ **Mental Health Absences & EAP Access:**

- Employees without access to EAPs take more mental health-related absences.
- The correlation suggests that providing EAPs could help mitigate workforce burnout.

✔ **Turnover Intention Predictors**:

- Employees with stress levels of 7-10 and job satisfaction ≤ 2 are at highest risk of leaving.
- Turnover risks are most significant in General Medicine and ICU departments.

Practical Applications of the Case Study

✅ Workforce Retention Strategies: Hospitals can use these insights to develop targeted interventions for high-burnout departments.
✅ HR & Mental Health Policies: Data suggests that expanding EAP access could reduce absenteeism and burnout rates.
✅ Operational Improvements: Adjusting workloads in ICU and General Medicine may improve staff retention and satisfaction.
✅ Predictive Monitoring: Organizations can track stress indicators to proactively identify at-risk employees before they leave.

A [Power BI Dashboard Template](#) is available for users who want to visualize and interact with these insights more effectively.

Feel free to contact Rivalytics for any questions or feedback at
virtualriver42@gmail.com
Check out @rivalytics on TikTok and Facebook!