



# Professional burnout during turbulent times: one-year follow-up study in four occupations

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# Aim

The one-year follow-up study aimed to examine professional burnout among four occupations in Poland:

- teachers,
- nurses,
- civil servants,
- IT specialists.

RQ: Are changes in burnout during times of volatility, uncertainty, complexity and ambiguity due to the Covid-19 pandemic universal or rather job-specific?

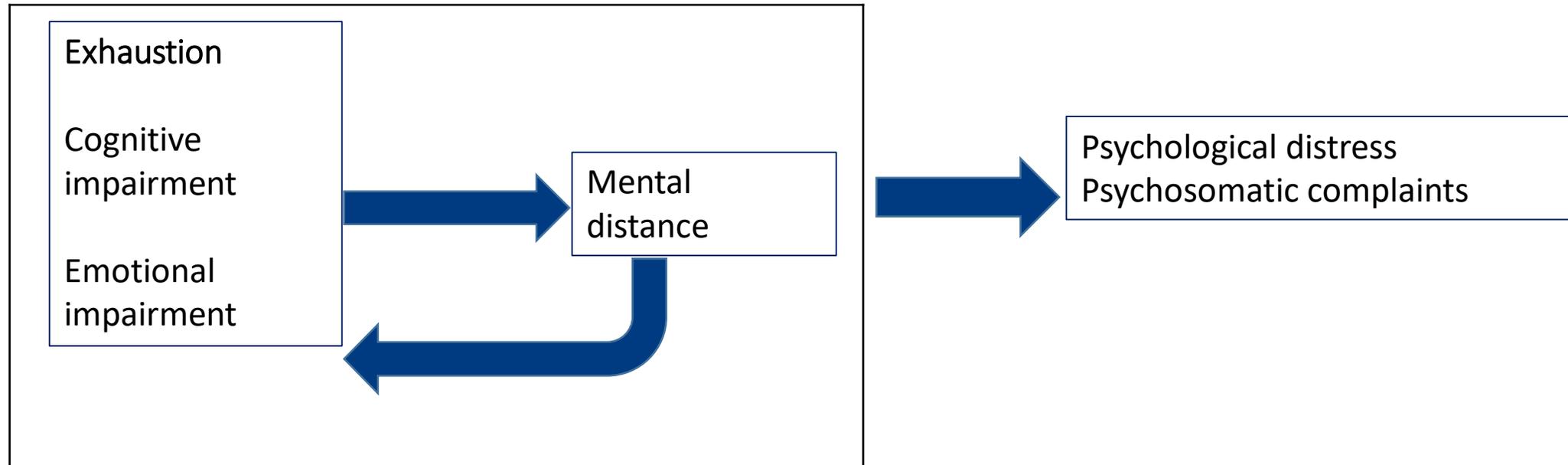
H: The level of burnout increases, although the amount of change depends on the professional group.



# Burnout defined in terms of primary and secondary symptoms (Schaufeli, De Witte, & Desart, 2019)

## CORE SYMPTOMS

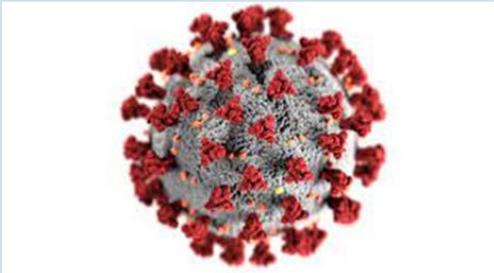
## SECONDARY SYMPTOMS



Inability to work

Unwillingness to work

# Design

TIME 1		TIME 2		
March 2019	May 2019	March 4, 2020	March 2020	May 2020
				

The Covid-19 pandemic: conditions both at work and outside work characterised even more than before by volatility, uncertainty, complexity and ambiguity.

# The timeline of the COVID-19 pandemic in Poland

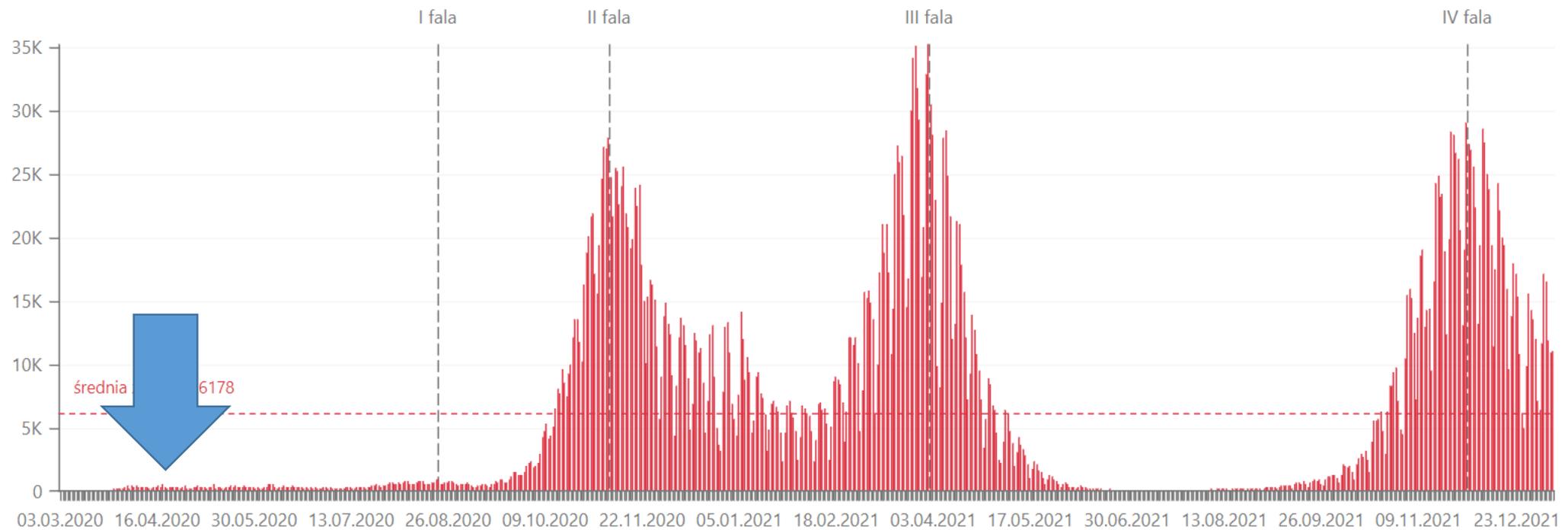
March 4	March 11	March 15	March 24	until May 4
patient zero	closing of schools	closing of national borders	prohibition of mobility	hard lockdown



Red = infections  
Black = deaths  
Green = recovered



# Pandemic in Poland: daily data



# Sample and changes at work duties

**Sample:** N = 1201 (time 1) and N = 821 (time 2)

Age:  $42 \pm 10.2$  years; Job tenure:  $19 \pm 10.9$  years

Women 66% of the sample

N	IT specialists	Nurses	Teachers	Civil servants
Time 1 (N = 1201)	267	252	385	297
Time 2 (N = 821)	202	202	213	204
Drop-out rate	24%	20%	45%	31%

IT specialists: higher workload due to new demands caused by the pandemic (digital transformation)

Nurses: tele-counselling, perceived higher direct health threat and lack of protective measures

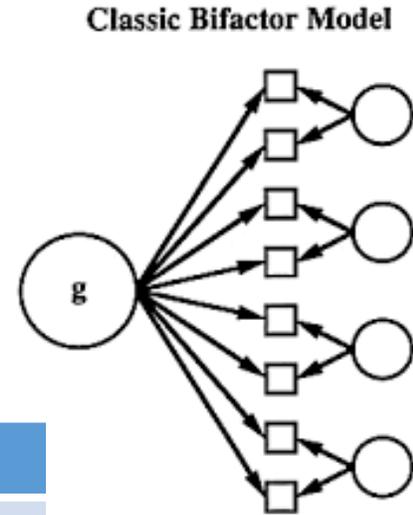
Teachers: impromptu remote teaching without sufficient support

Civil servants: reduction of personal contacts, online service for citizens and new procedures



# Method and statistical analysis

1. Bifactor model for BAT-C and BAT-S:
2. Reliability:  $\alpha$ -Cronbach  $>$  .80



	EX	MD	CI	EI	BAT-C (23)	DS	PC	BAT-S (10)
Time 1	.92	.85	.91	.89	.95	.87	.82	.90
Time 2	.92	.86	.92	.87	.95	.87	.83	.91

3. MAN(C)OVA test

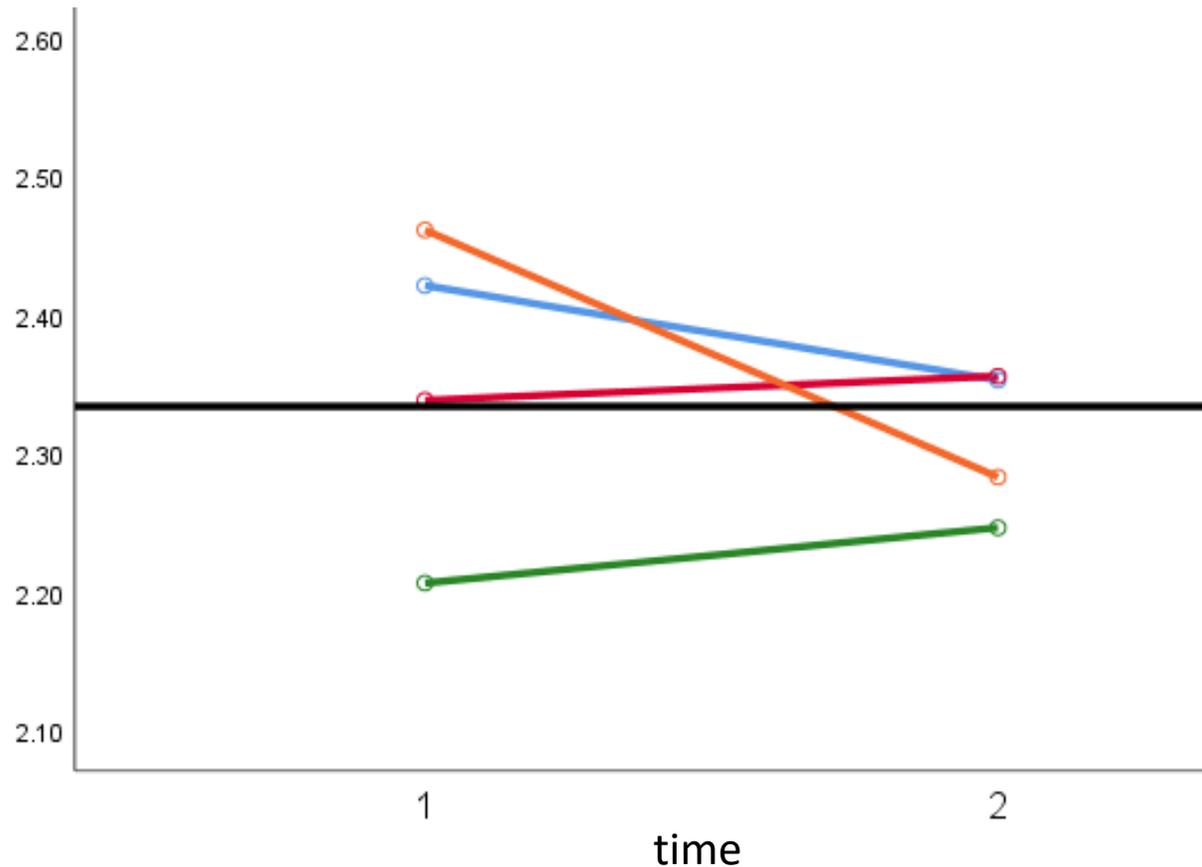
Model:

Interaction time (one-year lag for BAT) and occupation (4 groups)

Control variable: gender, age and job tenure

# BAT-23

Civil servants (orange), Teachers (blue), Nurses (red), IT (green)



Wilks' Lambda = 0.97

F = 7.27 p < .001

Time1: burnout is higher in civil servants than among IT specialists (p < .001)

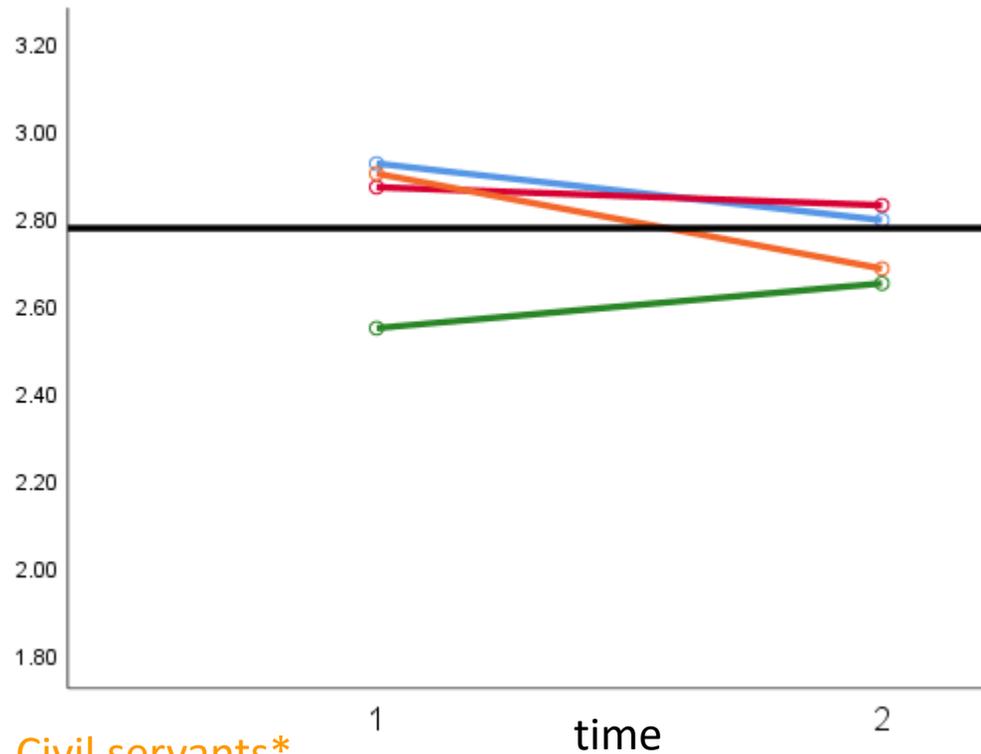


# BAT-23: core symptoms

time\*occupation: Wilks' Lambda = 0.96 F = 2.83 p = .001

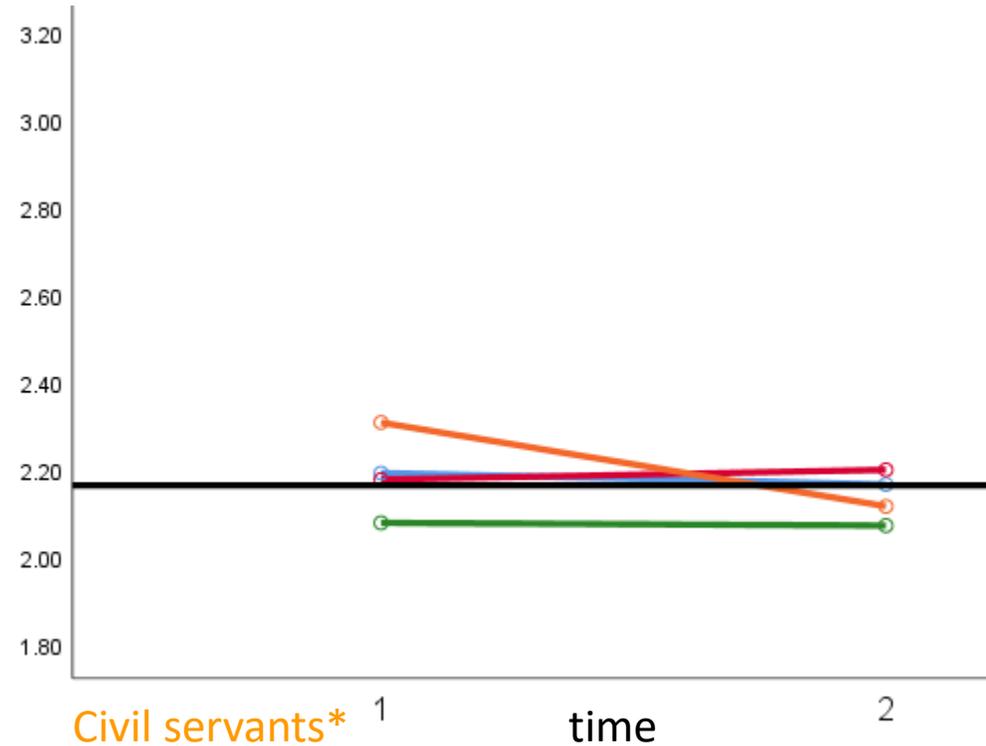
Civil servants  
Teachers  
Nurses  
IT

## Exhaustion



Civil servants\*  
Teachers\*  
IT\*

## Mental distance



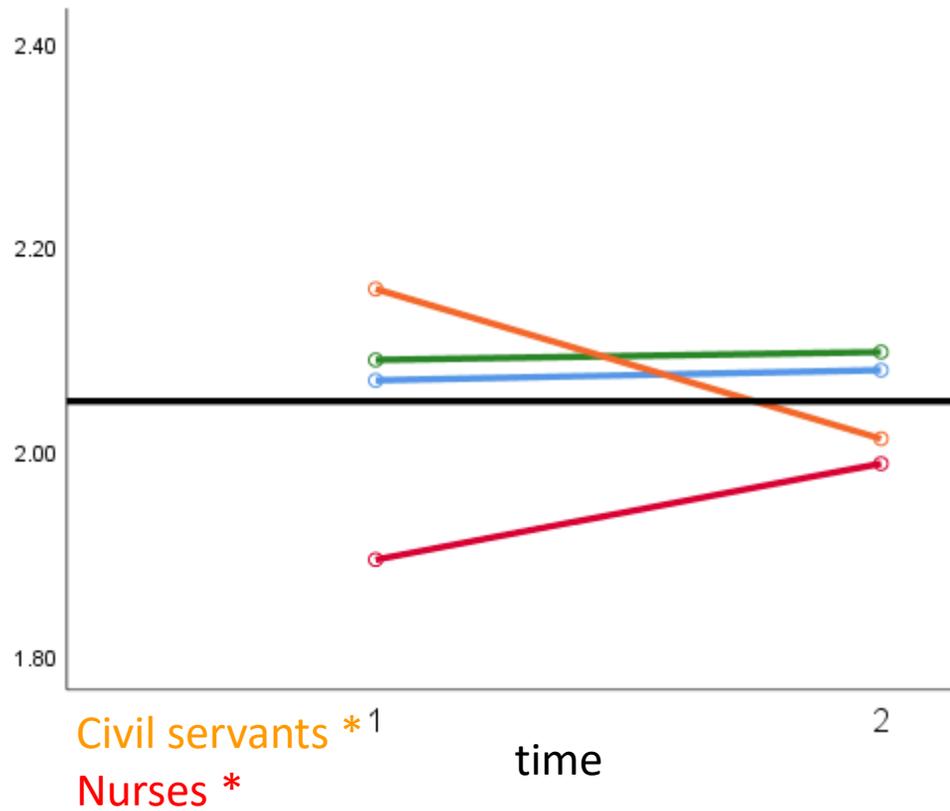
Civil servants\* 1 time 2



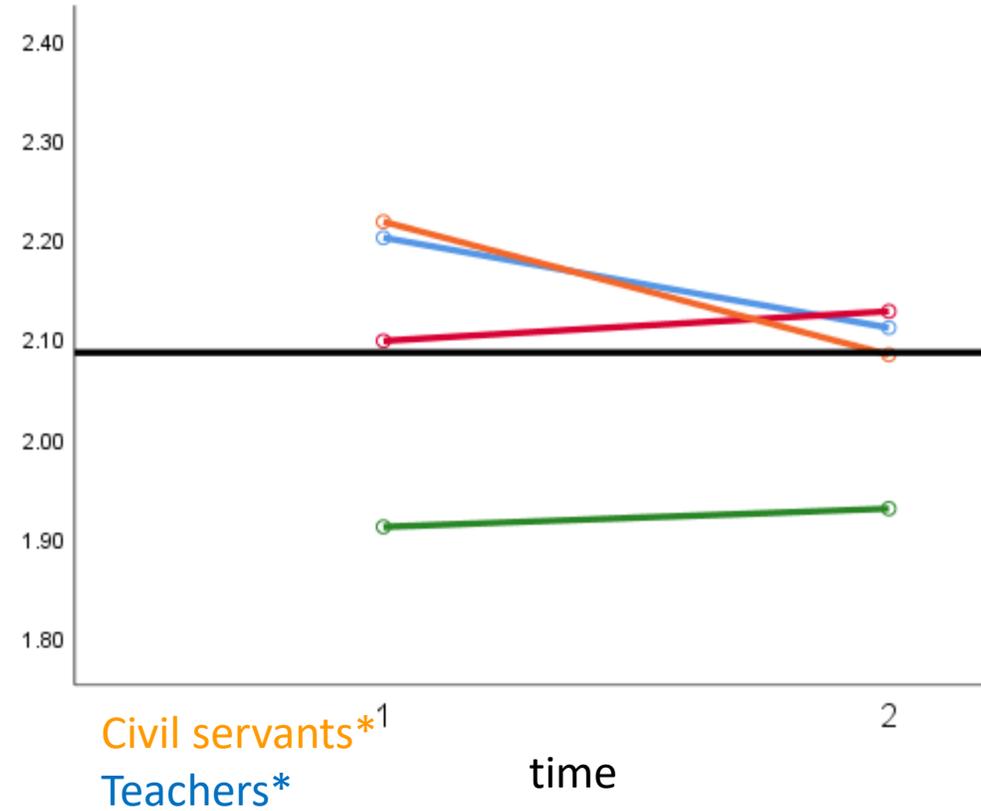
# BAT-23: core symptoms

Civil servants  
Teachers  
Nurses  
IT

## Cognitive impairment



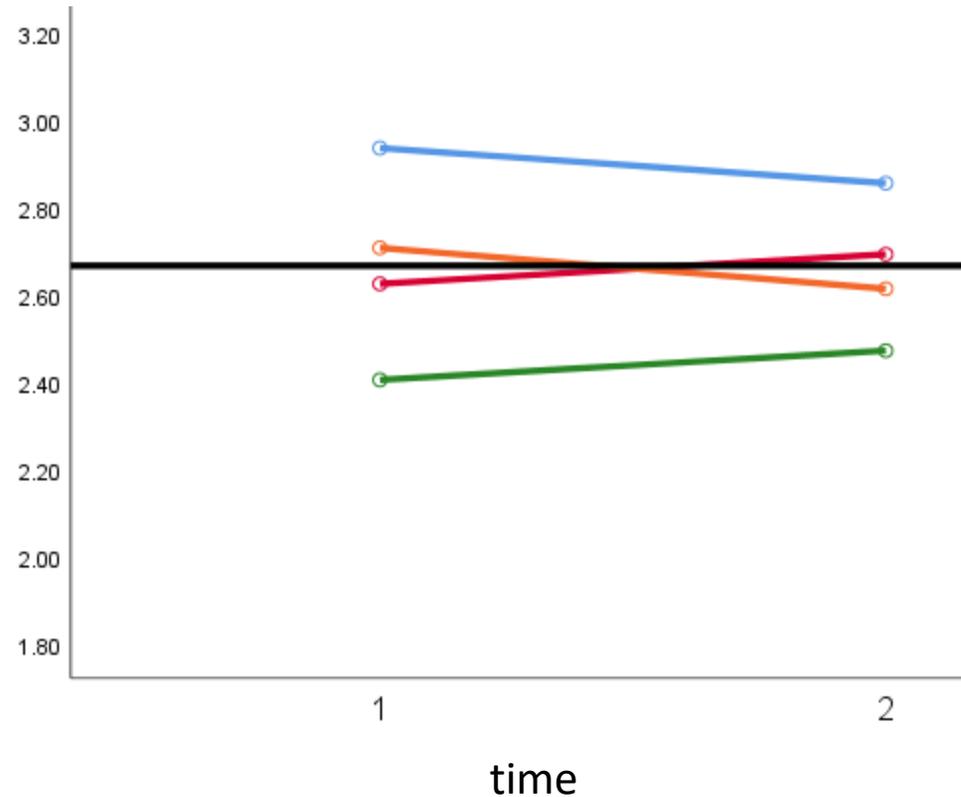
## Emotional impairment



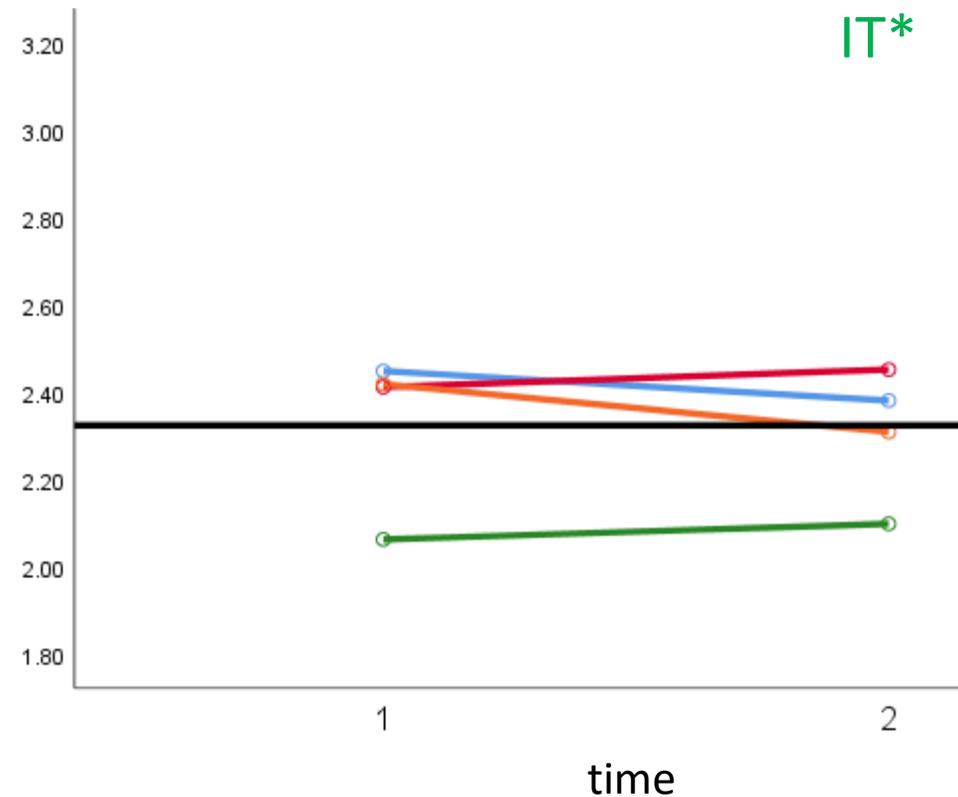
# BAT: secondary symptoms

time\*occupation: Wilks' Lambda = 0.99 F = 1.84 p = .089

## Psychological distress



## Psychosomatic complaints



Civil servants\*  
Teachers\*  
Nurses\*  
IT\*



# Job burnout: summary

Sample	Core symptoms				Secondary symptoms	
	EX	MD	CI	EI	PD	PC
Civil servants						
Teachers						
Nurses						
IT						

# Conclusion

- Job burnout is a multifaceted phenomenon that is related to changing job conditions during the Covid-19 pandemic.
- Benefits:
  - less workload and fewer personal contacts were beneficial for civil servants and teachers
- Detriments:
  - more workload for IT specialists
  - more distress for nurses
- Benefits and costs are not equally distributed across occupations, which requires further research as well as a proper reorientation of practical interventions, including the prevention of burnout.
- Rather than universal factors, occupation specific demands and resources may be of crucial importance for burnout.



# Thank you!

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