

SINDROM SAGOREVANJA MEĐU PROFESORIMA SREDNJIH MEDICINSKIH ŠKOLA NA KOSOVU I METOHIJI

BURNOUT SYNDROME AMONG PROFESSORS AT SECONDARY MEDICAL SCHOOLS IN KOSOVO AND METOHIJA

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SAŽETAK

Uvod: Sindrom sagorevanja predstavlja ozbiljan problem među prosvetnim radnicima, posebno u zahtevnim obrazovnim sredinama poput medicinskih škola. Ovo istraživanje ima za cilj da ispita zastupljenost i karakteristike sindroma sagorevanja među profesorima srednjih medicinskih škola na Kosovu i Metohiji tokom 2023. godine, kao i prevalenciju, uzroke i posledice sindroma sagorevanja, sa ciljem identifikacije preventivnih mera.

Cilj rada: Ispitati stepen zastupljenosti sindroma sagorevanja među profesorima medicinskih škola na Kosovu i Metohiji tokom 2023. godine.

Materijal i metode: Istraživanje je sprovedeno tokom 2023. godine među profesorima srednjih medicinskih škola na Kosovu i Metohiji. Za prikupljanje podataka korišćen je sociodemografski upitnik, upitnici za procenu sindroma sagorevanja na poslu, zadovoljstva poslom, tipa ličnosti, DASS 21 i skala otpornosti na stres. Podaci su statistički obrađeni, a nivo značajnosti je postavljen na $p=0,05$.

Rezultati: Studijom je obuhvaćeno 140 radnika, prosečne starosti $41,1 \pm 8,9$ godina, od čega su 75,7% bile žene. Većinski prosvetni radnici su imali nizak nivo emocionalne iscrpljenosti zbog posla (75,0%), kao i depersonalizacije, odnosno distanciranog i ciničnog stava prema učenicima (83,6%). Međutim skoro dve trećine zaposlenih je imalo visok nivo (30,0%) ili srednji nivo (27,1%) u dimenziji smanjenog ličnog postignuća koje istražuje osećaj neadekvatnosti i smanjene vrednosti povezane sa poslom. Zadovoljstvo poslom je u negativnoj korelaciji sa emocionalnom iscrpljenošću i depersonalizacijom ($p \leq 0,003$), ali ima pozitivnu značajnu korelaciju sa smanjenim ličnim postignućem ($p=0,019$).

Zaključak: Rezultati istraživanja su ukazali da postoje visoki nivoi emocionalne iscrpljenosti i smanjenog ličnog postignuća. Nalazi ukazuju na potrebu za uvođenjem mera prevencije, sistemskom podrškom, i promocijom mentalnog zdravlja u obrazovnom sistemu, kako bi se očuvala njihova profesionalna efikasnost i dobrobit.

Ključne reči: sindrom sagorevanja; mentalno zdravlje; obrazovni system

ABSTRACT

Introduction: Burnout syndrome is a serious problem among educators, especially in demanding educational settings such as medical schools. This research aims to examine the prevalence and characteristics of burnout syndrome among professors of secondary medical schools in Kosovo and Metohija during 2023, as well as the prevalence, causes and consequences of burnout syndrome, with the aim of identifying preventive measures.

The Aim: To examine the degree of prevalence of burnout syndrome among professors of medical schools in Kosovo and Metohija during 2023.

Material and Methods: The research was conducted during 2023 among professors of secondary medical schools in Kosovo and Metohija. A sociodemographic questionnaire, questionnaires for the assessment of burnout syndrome at work, job satisfaction, personality type, DASS 21 and stress resistance scale were used to collect data. The data are statistically processed, and the significance level is set to $p=0.05$.

Results: The study included 140 workers, with an average age of 41.1 ± 8.9 years, of whom 75.7% were women. The majority of education workers had low levels of emotional exhaustion due to work (75.0%), as well as depersonalization, i.e. distant and cynical attitude towards students (83.6%). However, nearly two-thirds of employees had a high level (30%) or a medium level (27.1%) dimension of diminished personal achievement that explores feelings of inadequacy and diminished job-related value. Job satisfaction is negatively correlated with emotional exhaustion and depersonalization ($p \leq 0.003$), but has a positive significant correlation with reduced personal achievement ($p=0.019$).

Conclusion: The results of the study indicated that there are high levels of emotional exhaustion and diminished personal achievement. The findings point to the need for the introduction of prevention measures, systemic support, and promotion of mental health in the educational system, in order to preserve their professional effectiveness and well-being.

Keywords: burnout; mental health; the educational system