



Original Article

Burnout Among Speech Language Pathologists in Work Settings

Muhammad Azzam Khan¹, Bareera Saeed^{1*}, Muhammad Ahmed¹, Ruhamah Yousaf¹, Saba Yaqoob²,
Muhammad Sikander Ghayas Khan¹, Wafa Fatima³ and Tallat Anwar Faridi³

¹ Department of Rehabilitation Sciences, Faculty of Allied Health Sciences, The University of Lahore

² Department of Speech Language Pathology, NUR International University, Lahore, Pakistan

³ University Institute of Public Health, Faculty of Allied Health Sciences, The University of Lahore, Lahore, Pakistan

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***Corresponding Author:**

Bareera Saeed
Department of Rehabilitation Sciences, Faculty of Allied Health Sciences, The University of Lahore
bareerasaeedwarraich@gmail.com

ABSTRACT

Speech-language pathologists (SLPs) being the important component of the health care professionals are vulnerable to Burnout syndrome. This generated a necessity to come up with approaches to eradicate this burnout by providing compensations from the organizations and taking care of the well being, job satisfaction of the speech-language pathologists. **Objective:** To assess the burnout among Speech-language pathologists in clinical and academic setup **Methods:** A cross-sectional study was held in which speech-language pathologists (n= 133) completed an online survey with 15 questions related to Burnout. A self-designed questionnaire was developed with the help of expert opinion and literature review. Measures of ratings included custom-made attitudinal statements towards burnout by Speech-language pathologists **Results:** The outcome demonstrates that 46.5% of Speech-language pathologists experience Burnout which suggests that there's no substantial burnout among Speech-language pathologists in clinical and academic setup. **Conclusions:** Job contentment, pressure, and burnout were found to be attributed to several occupational aspects, comprising components of need, assistance, and reward. No prior surveys have analyzed the interaction between various components of a job, which might increase satisfaction or alleviate tension in SLPs.

INTRODUCTION

The term 'burnout' was coined within the United States of America an excellent 25 years in the past [1]. The psychiatrist Freudenberg as an instance printed one amongst the primary clinical definitions of burnout as mental and physical breakdown, in developed countries, public interest in burnout has elevated over the past few generations. This issue has enjoyed growth within the media, but there may be an incredible discrepancy among published opinion and what is perceived as sure information [2]. Burnout syndrome is a nicely-described circumstance with three most important components: emotional exhaustion, depersonalization and occasional private accomplishment. Emotional exhaustion represents the depletion of a man or woman's bodily and emotional assets [3]. It's taken into consideration as the first symptom of Burnout Syndrome (BS) and is mainly as a

result of overburdening and interpersonal battle in place of business relationships. Depersonalization is a unique function of BS. It's miles characterized with the aid of indifferent and remote interactions with colleagues and clients, which finally lead the character to emerge as insensitive, cold and tired of others. Low non-public accomplishment is described as a tendency closer to terrible self-notion and a lack of individual or occupational delight [4]. A current glossary regards Burnout as physical and emotional exhaustion of bodily or general stimuli due to increased agonizing or exasperation. Most have written that the team of exhausted staff between professionals and interns who are provided with people is less difficult to see and explain than explanatory miles 'there are several beings and plenty of folks [5]. Despite the fact that BO affects people of every age and occupations, it's miles

noticeably generic between healthcare workers because they have a non-stop nature of contacting people who receive care from them. Similarly, phases inclusive of period, gender identity, age interpersonal dissension, tutelage and less contribution in decision taking which are strong associated with the syndrome. That's why it is merely important for healthcare workers who are running hospitals [6]. Their divulgence to those working pressures are aggravated by the character of establishments. The conclusion has a bad effect on the wellness of each bodily and mental balance, in the end interpreting to great declines in several best of life domain names. Moreover, institutions go through large losses because of great levels of desertion from illness besides presenteeism that accommodates which compromises the fine of providers. Burnout usually evolves gradually, and is induced through way of multiple factors and they mostly never evaluated in their primary stages [7]. Hospital Speech Therapy is a new and active facility for patients of all ages (with newborns in addition to the aged). Taking extensive movement, pre- and post-surgery interventions, and providing technical assistance that includes and acts as a piece of multi-professional teamwork in operation. These specialists could work at OPDs, Intensive treatment unit (ITU), Step up or step down unit between the general ward and ICU (IMCU) newborn, generic practitioners, patients or her/his primary objective evaluation, prognosis setting, participatory decision-making, pre- and post-surgery guidelines, outdoors of the type of probe to be used where required. The place where speech and language therapy should be needed technical information in many aspects of treatment and rehab [8]. SLPs are not in the same hospital settings as many of the professionals listed are, enervation has an effect on speech therapists (SLPs). That type of specialist has feelings of identical anxiety, pressure, terrible behaviors that are observed in the place of work. The elements that cause burnout encompass (1) directorial limitations (extent boom or efficacy; low psychological and rational at work); (2) psychological- stress evince (laziness, ill for work and thoughts about other stuff in the course of communication); (3) space and burden of work control (less space for getting cautiousness and personal preferences, responsibility/delegation, more documentation); (4) imperative obstacles (discouragement from students; rigid timetable [9]. Cognizance the matter of conventional and collaborative treatments. Worker rehab treatments awareness on man or woman recognition on individual-organizational interface the traditional intervention assessments and checkups through doctor and physical therapists (for instance electrocardiogram test, medicinal and physical therapy checkups, bodily potential exams) Organization details of

discourse of medical doctor (e.g., clinical intervention), psychiatrist (for instance agonize treatment, problem solving, BO and psychology) (for instance despair psychosomatic therapies) physical therapists (for instance biotechnology, aerobics) anatomical and job-related remedy [10]. Collectively the anticipation of the involved treatment to ameliorate discerned process management as it enables persons to discover the personal occupational stress and to rebuild answers to those character's. The weather of the workplace and delight to the executive is also anticipated as progress with the aid of this treatment is conjoin between the endower' directors and also the people who work at place. Theoretically, it is also viable that the alternate in these signs could also be mediated by means of a progressed workplace weather and management satisfaction [11].

METHODS

This cross-sectional study was conducted through social media platforms or online surveys', over a period of four months. A total 133 questionnaires were distributed among SLPs. The inclusion criteria involved BS SLPs with any working experience. A total of 133 SLPs took part in the study. Convenient sampling technique was selected to collect the data. Data was collected through questionnaire that was developed through expert opinion. The questionnaire consists of two phases. After the initial demographical portion, first phase deals with awareness and knowledge of burnout syndrome and prevalence, second phase deals with the factors causing burnout. All the responses were recorded and analyzed using Statistical Package for social sciences (SPSS) version 22. The data was collected using social media platforms and online surveys'. We found the comparison of Burnout Syndrome among SLPs in clinical and academic setup.

RESULTS

In this study percentage of participants who were female was 91.7% and participants who were male were 8.3%. age range of participants from 18 to 24 were 54.9%, from 25 to 30 were 32.3% and from 31 to above were 12.8%. percentage of participants who were having degree of BS was 61.7%, participants who were having MS degree was 36.1% and participants who were having some other degree was 2.3%. The graph represents the frequency of degree (BS, MS and Others) who took part in the survey. percentage of participants who work at hospitals were 41.4%, participants who work at special schools were 13.5%, participants who work at academics setup were 24.1% and participants who work at others were 21.1%.

Demographic	Features	N(%)
Age	18 to 24	73(54.9)
	25 to 30	43 (32.3)
	31 or above	17(12.8)
Gender	Male	11(8.3)
	Female	122(91.7)
Degree	BS	82(61.7)
	MS	48(36.1)
	Others	3(2.3)
Work Setting	Hospital	55(41.4)
	Special School	18(13.5)
	Academic Setup	32(24.1)
	Others	28(21.1)

Table1: Shows the participants' characteristics

Questions	Categories	F(%)
... Do you think speech language pathologist experience Burnout?	Yes	114(85.7)
	No	8(6.0)
	Don't know	11(8.3)
... Do you think Burnout syndrome is a common occurrence in all professions?	Yes	102(76.7)
	No	20(15.0)
	Don't know	11(8.3)
... Do you think Clinical Professionals experience more Burnout than Academic Professionals?	Yes	89(66.9)
	No	31(23.3)
	Don't know	13(9.8)
... Do we have significant compensation in our profession to avoid Burnout?	Yes	38(28.6)
	No	75(56.4)
	Don't know	20(15.0)
... Do you think academic Speech Language Pathologists have a greater chance of burnout because of excessive interaction to students?	Yes	69(51.9)
	No	57(42.9)
	Don't know	7(5.3)
... Which setting raises more chances of burnout in Speech language pathologists?	Students	13(9.8)
	Patients	40(30.1)
	Clinics	46(34.6)
	Academics setup	34(25.6)
... Do you think behavior changes occur with Burnout Syndrome?	Yes	121(91.0)
	No	4(3.0)
	Don't know	8(6.0)
... Do you think Burnout is more prevalent in?	Yes	24(18.0)
	No	37(27.8)
	Don't know	72(54.1)
Q9: Do you think academic Speech language pathologists might face more burnout because of prolong working hours?	Yes	84(63.2)
	No	31(23.3)
	Don't know	18(13.5)
Q10: Do you think Clinical Speech language pathologists might face more burnout because of prolong working hours?	Yes	108(79.7)
	No	17(12.8)
	Don't know	10(7.5)
... Do you think reducing the numbers of working days will reduce the Burnout?	Yes	98(73.7)
	No	22(16.5)
	Don't know	13(9.8)
... Do you think limiting the numbers of patients will reduce the Burnout?	Yes	105(78.9)
	No	15(11.3)
	Don't know	13(9.8)
... Do you think administrative heads of departments add to the Burnout Syndrome?	Yes	104(78.2)
	No	10(7.5)
	Don't know	19(14.3)
... Do you think Speech Language Pathologists know techniques to reduce Burnout?	Yes	60(45.1)
	No	42(31.6)
	Don't know	31(23.3)

... Do you think the Burnout affects workplace environment?	Yes	118(88.7)
	No	8(4.5)
	Don't know	9(6.8)
Total	46.5%	

Table 2: Response from Participants'

In this study, the question (do you think Burnout syndrome is a common occurrence in all professions?) was asked from participants. The percentage of participants whose response was yes had percentage of 76.7%, participants whose response was no had percentage 15.0% and percentage of participants who said they didn't know about this was 8.3%. the question (Do you think Burnout syndrome is a common occurrence in all professions?) was asked from participants. The percentage of participants whose response was yes had percentage of 76.7% , participants whose response was no had percentage 15.0% and percentage of participants who said they didn't know about this was 8.3%. the question (Do you think Clinical professionals experience more burnout than academic professionals?) was asked from participants. Participants whose response was yes had percentage of 66.9% , participants whose response was no had percentage of 23.3% and percentage of participants who said they didn't know about this was 9.8%. the question (Do we have significant compensation in our profession to avoid burnout?) Participants whose response was yes had percentage 28.6%, participants whose response was no had percentage of 56.4% and percentage of participants who said they didn't know about this was 15.0%. In survey, the question (Do you think academic SPLs have a greater chance of burnout because of excessive interaction to students ?) Participants whose response was yes had percentage of 51.9% , participants whose response was no had percentage of 42.9% and percentage of participants who said they didn't know about this was 5.3%. The 46.5% of data shows that there's no significant Burnout in Speech-language pathologists.

DISCUSSION

In this study results shows that burnout has a common occurrence in all professions and most of the SLPs like 77% thought it is and 23% thought It's not common because they may not experience it due to their job satisfaction and circumstances. Then the other question was asked for instance clinical SLPs experience more burnout than Academic SLPs? And the majority of SLPs thought clinical SLPs experience more Burnout because they work with different types of patients and deal with different complex disorders and they work on therapeutic management and

maybe they have high expectations of recovery. These results are similar with the previous research [12]. Academic SLPs only work with students maybe they don't work on fieldwork. 56% of SLPs thought that there's no compensation to avoid burnout in our field and 26% thought there might be some compensations but according to the majority the organizations don't give ample considerations to factors that cause burnout. The next question was asked which setting raises more chances of burnout? 30% These results are similar with the previous research [13]. Majority of SLPs thought the patient setting raises more burnout because they deal with disorders and 34% of SLPs thought the clinical setting raises more chances due to their administrators and academic and students setting raises less burnout due to less interaction. 91% of SLPs thought burnout changes behavior because it creates stress, anxiety, depression, emotional instability, low depersonalization, and agitation. These results are similar with the previous research [14].

An estimated 6% thought it does not change behavior because they might don't face these factors. 54% of SLPs thought both government and private settings cause burnout. 51.9% of academic SLPs thought that they have greater chances of burnout because of excessive interaction with students because many students don't do their work on time which gives burnout and pressure to Academic SLPs. 63% of SLPs thought to prolong working hours does affect academic SLPs due to exhaustion. On the other hand, 79% of clinical SLPs thought to prolong working hours does affect. 73% of SLPs thought reducing the working hours will reduce burnout because it reduces exhaustion and it gives a quality time which they can spend with loved ones, family, friends. 78% of SLPs thought by reducing the number of patients will reduce burnout because it relieves the pressure. 78% of SLPs thought administrative heads add to their burnout syndrome because they put pressure on workload, excessive paperwork, and more clientage. 31% of SLPs thought they don't know about the techniques to reduce burnout because it's a psychological phenomenon. 88% of SLPs thought burnout does affect the workplace because the productivity decreased of employees and the organization only consider the circumstances which decrease their productivity. The final calculation of all the variables shows that 46.5% percent of SLPs experience Burnout. These results are similar with the previous research [15]. Many of the recent researches have also highlighted the occurrence of burnout in healthcare professions especially in SPLs [16-20].

CONCLUSIONS

Many factors have been found to be associated to the

burnout including job contentment and stress factors.

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