

Organizational Climate And Burnout In The Healthcare Sector A Scoping Review

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Abstract

Introduction: Burnout is common in the workplace and is related to several factors, such as the organizational climate, which affects workers' mental health.

Objective: to determine the relationship between organizational climate and burnout in healthcare through a scoping review.

Methodology: A scoping review following the PCC statement of studies focused on organizational climate and burnout in healthcare was conducted in the Science Direct, Scopus, PubMed, and ProQuest databases. Eight articles that met the selection criterion and CAPS quality assessment were included, identifying cross-sectional and cohort studies.

Results: A relationship was found between moral distress and burnout. Median difference=47–88.1, $P=0.001$, mean OR=6.92 (2.32–20.64), high OR=17.47, (5.85–52.15), morale and work experience $r=-0.25$, (-1.07–0.03); organizational climate vs cynicism SEM=-0.183 and emotional exhaustion 0.335, $P<0.01$; positive organizational climate vs exhaustion SEM=0.627, $P<0.001$; organizational climate vs. emotional exhaustion ($r=-0.270$), cynicism ($r=-0.327$), and personal fulfillment ($r=-0.249$); exhaustion $r=-0.35$; communication vs cynicism SEM=-0.113 and exhaustion SEM=-0.223; work pressure and burnout $r=0.44$, $P<0.001$; leadership vs. Burnout SEM=-0.293, $P<0.001$, Depersonalization $r=-0.25$, $P<0.05$, and Personal Accomplishment $r=0.34$, $P<0.01$; Leadership vs. Cynicism SEM=-0.17, Exhaustion 0.253, <0.01 .

Conclusions: A negative relationship between organizational climate and burnout was found.

Index Terms

Organizational Climate, Burnout, Health