

XI. SUMMARY IN ENGLISH

Preventing and coping with stress and professional burnout of members of transplantation teams

Members of transplantation teams perform a type of work which is connected with huge responsibility and stress. The fact that they deal with people waiting for a transplant and, at the same time, with families of potential deceased donors is not easy for members of transplantation teams and often results in a mental stress. Apart from that the very readiness to work 24 hours a day throughout the week means making a lot of sacrifices, including personal ones. The job is very interesting but, at the same time, very emotional and carries the risk of burnout. It should be remembered that professional burnout syndrome depends not only on the job one performs and the level of stress at one's place of work but also on individual differences, including personality factors.

The aim of the study was to assess the following elements of work of members of transplantation teams:

- ✓ problems which members of transplantation team have to cope with,
- ✓ occurrence of burnout syndrome among members of transplantation teams,
- ✓ ability to cope with stress,
- ✓ the degree of coping with crisis situations,
- ✓ knowledge of members of transplantation teams about stress-relieving methods,
- ✓ needs of transplantation teams concerning prevention of professional burnout syndrome.

The study was approved by the Committee of Bioethics – decision No R-I-002/309/2018 of Medical University of Białystok and managers of the medical centers respondents came from.

The study included 157 people – members of transplantation teams working in the Province of Lubelskie in such medical centers as Province Specialist Hospital in Biała Podlaska (Department of Anaesthesiology and Intensive Care), Independent Public Specialist Province Hospital in Chełm (Department of Anaesthesiology and Intensive Care), Independent Clinical Hospital No 1 in Lublin (Clinic of Hematooncology and Bone Marrow Transplantation) and Independent Public Clinical Hospital No 4 in Lublin (Clinic of General Surgery, Transplant Surgery and Nutritional Therapy).

A method of a diagnostic survey was used in the study with the following set of questionnaires: the Author's questionnaire, Satisfaction with Life Scale, Family Affluence Scale, Social Readjustment Rating Scale, Link Burnout Questionnaire, Courtauld Emotional Control Scale, The Coping Inventory for Stressful Situations and Generalized Self-Efficacy Scale.

The following conclusions were drawn on the basis of obtained results:

1. Average assessment of satisfaction with life was relatively high in the analyzed group and depended mostly on work experience, performed occupation and place of work with age and education not playing an important part.
2. Most respondents had a low level of stress which depended mostly on work experience; education, performed profession and place of work had a small impact on stress level.
3. The respondents manifested an average ability to control negative emotions (mostly depression and anxiety) which differed depending on education, place of work and age with work experience and performed occupation playing a minor role.
4. Members of transplantation teams had a strong sense of their own efficiency which depended mostly on place of work and performed profession work experience, age and education playing a minor role.
5. Professional burnout in the analyzed group was relatively small; it was the largest in the category of "physical and mental exhaustion" and the smallest in the category "lack of professional efficiency".
6. Satisfaction with life, level of negative emotions, assessment of their own efficiency, performed occupation and place of work had a statistically significant impact on the level of burnout syndrome of members of transplantation teams; stress level, work experience in the transplantation team, education and age had a smaller impact.
7. Most respondents applied appropriate methods of coping with stress, using evasive and task styles; however, they very rarely used the help of a psychologist to solve their problems.

It appears that what should be done in the respondents' facilities is introduction of activities aimed at systematic monitoring of potential stress factors and the mental state of the employees, successive removal/modification of stress factors, improvement of mutual relations of the employees, prevention of build-up of conflicts at work, introduction of favourable work plan at the particular posts, clear definition of professional obligations, introduction of fair principles of management, introduction of a pay system which

is adequate to work, introduction of additional days off or breaks in work to ensure proper recuperation, engagement of employees in the process of planning their professional development and providing the employees with a possibility of participation in external and internal training courses devoted to stress, professional burnout and ways to combat these problems.