

Introduction

- There is limited data on effective interventions for burnout.
- Dr. Christina Maslach's *Areas of Worklife* is an organizational context to understand burnout and identified 6 areas in the workplace that can affect burnout: **control, values, reward, fairness, workload, and community**.
- Understanding how residents perceive these areas provides a unique insight into the problem that could inform future interventions.
- Objective: To gain a deeper understanding of resident perspectives related to the Six Areas of Worklife and their significance in the context of residency.**

Methods

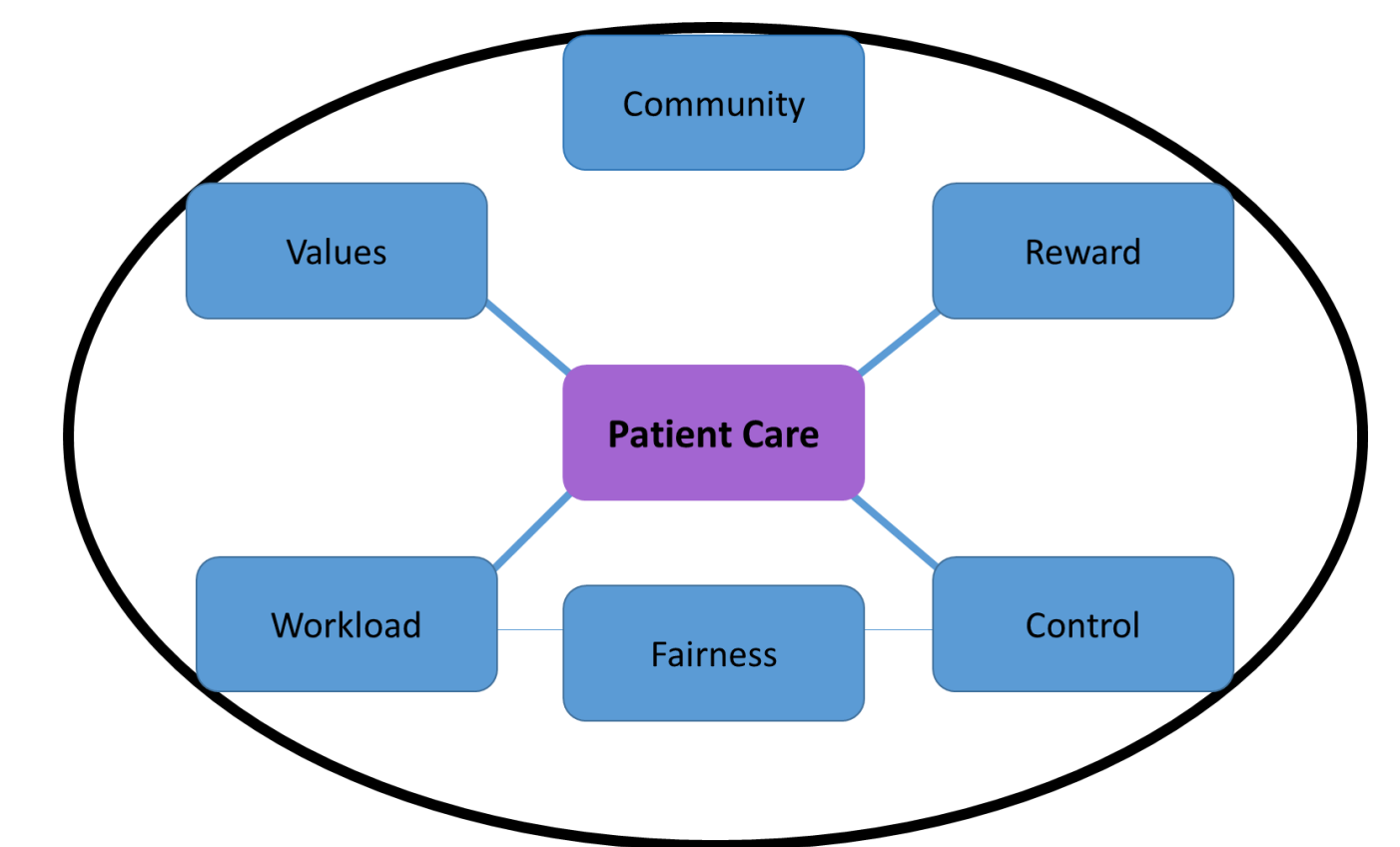
- Qualitative methodology, including semi-structured interviews and thematic analysis.
- Study setting: Large urban children's hospital with the largest pediatric residency program in the country.
- Participants: Purposeful sampling of residents (15) interviewed in the spring of 2018: two interns, two second years, nine third years, and two fourth years.
- Data gathering: Nine question individual interviews on Areas of Worklife, averaged approx. 37 minutes.
- Data analysis: Concurrent with data collection using thematic analysis and a constant comparison method. ATLAS.ti software was used for analysis and coding.
- Trustworthiness: Iterative coding using constant comparison methods, ongoing peer debriefing, independent coding by co-investigators, endpoints of data saturation, and member checking

Results



Conclusions

- Patient care was the central overarching theme as the counterpoint to burnout.



Residency Areas of Worklife: Connectedness through Patient Care

- Workload, values, reward, and control found commonality though patient care. Resident perceptions of those areas all focused on patient involvement and resident ability to interact with and learn from patients.
- Fairness was related to control and workload through a shared theme of scheduling.
- Though there were individual themes identified related to the different community members, community can be linked to all areas as members of the community can each have an effect on the amount of control residents receive, their education, etc.
- It is our conclusion that the physician-patient interaction and resident's proximity to patients may have the largest effect on burnout.

