

# Development of burnout among male and female GPs



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Inge Houkes

This paper is based on data that were collected during the project *Burnout among General Practitioners* initiated by the department of General Practice and funded by Movir. The paper has been written in cooperation with:

Petra Verdonk – Dpt. of Social Medicine

Yvonne Winants – Dpt. of General Practice

Mascha Twellaar – Dpt. of General Practice

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## Gender, work and health

- Increasing female labour participation since 1980s
- Increasing number of female GPs
- Still, sex and gender often neglected in work and health research
- Gender-sensitive research is necessary

## Definition of burnout

- Emotional exhaustion
- Depersonalisation
- Reduced personal accomplishment

## Gender and burnout

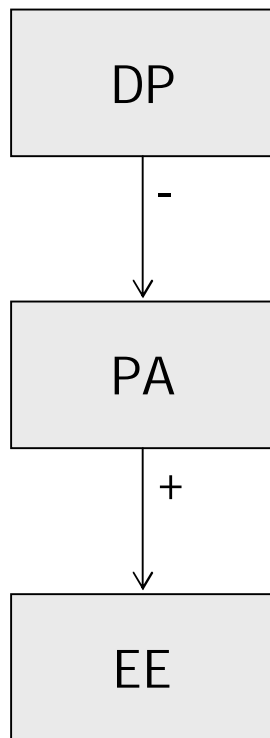
- Inconsistent results
- Gender differences difficult to interpret
- Systematic literature search: women suffer more from burnout than men, though men tend to report more depersonalisation
- But: what about the process of burning out?

## Burnout among GPs

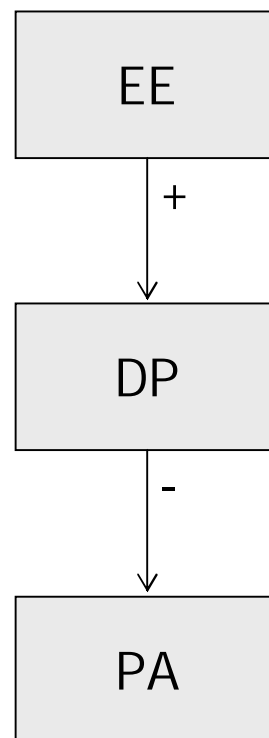
- Increasing level of burnout and other mental health problems
- More burnout than in general working population
- GP profession is feminizing

# Development of burnout: competing models

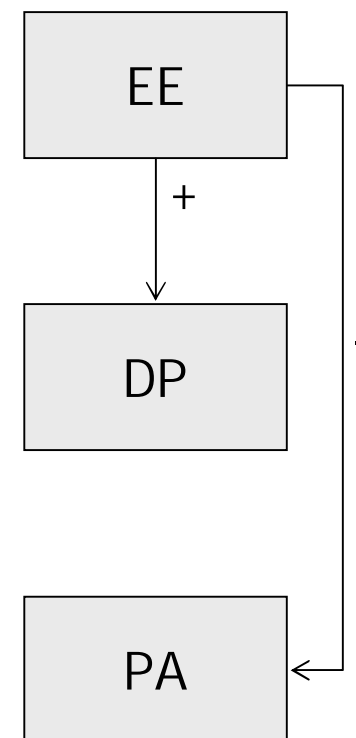
Golembiewski et al.



Leiter & Maslach



Lee & Ashforth





## Research questions

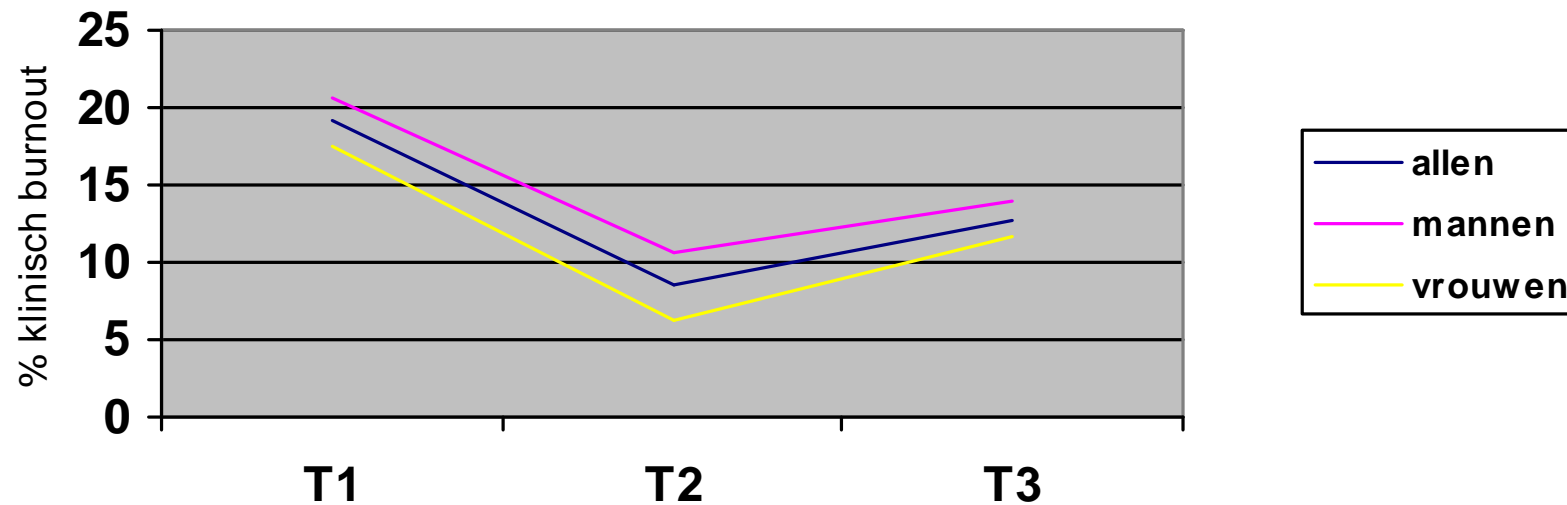
- How does the prevalence of burnout develop over time among male and female GPs?
- What is the causal order of the three dimensions of burnout and do gender differences exist in this regard?

## Method

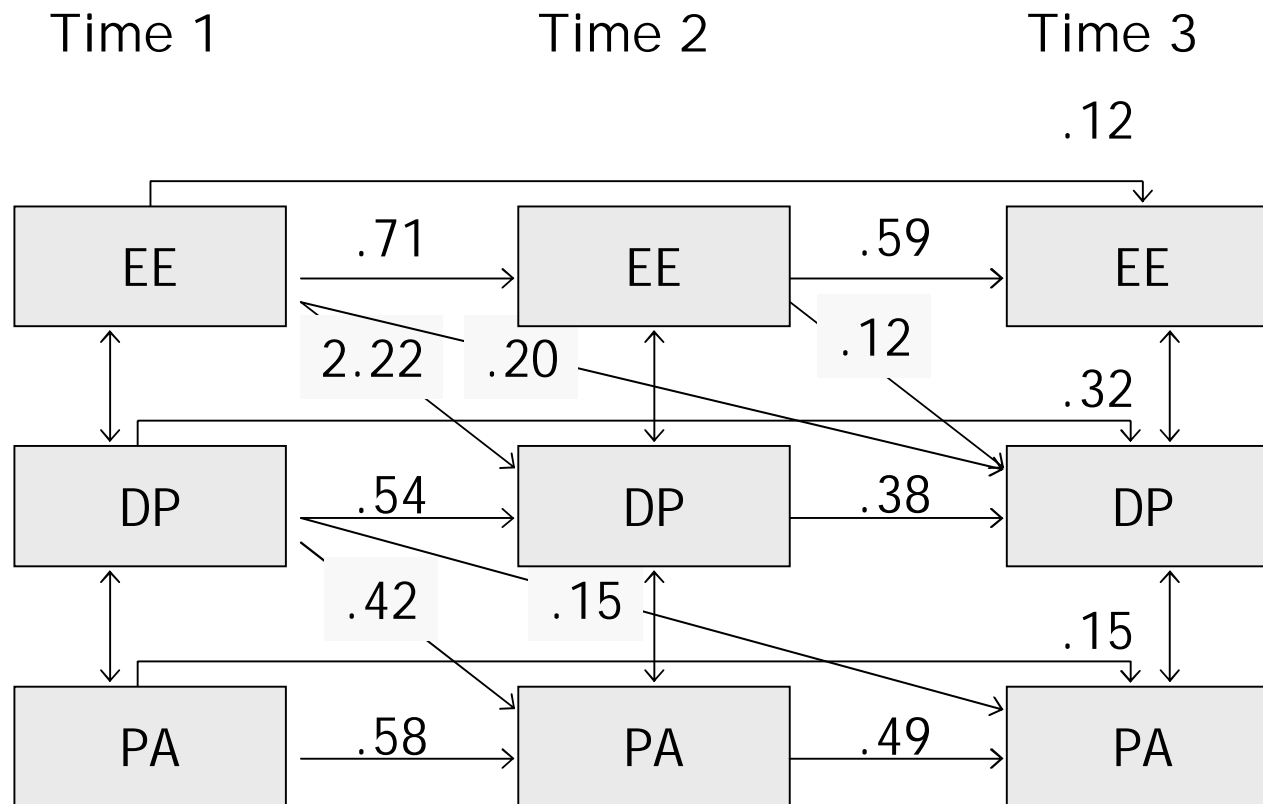
- Three wave panel study (2002, 2004, 2006)
- Self-report questionnaires (MBI-GS)
- Panel group: 104 male and 108 female GPs
- Dropout analysis: no selection bias
- Data analyses: GLM repeated measures and cross-lagged panel analysis using LISREL

## Results: development of burnout over time

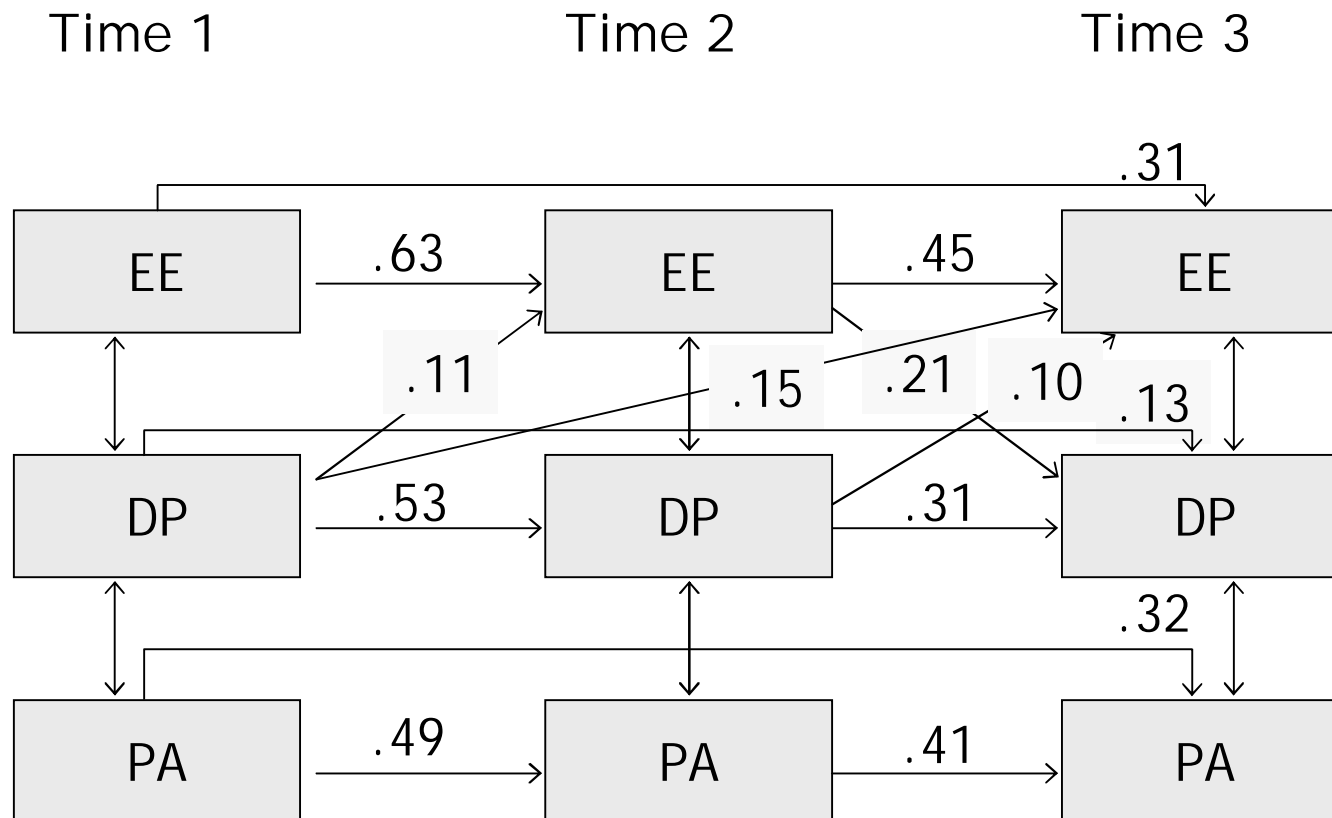
### beloop klinisch burnout (norm eerste lijn)



# Results: across time process of burnout for female GPs



# Results: across time process of burnout for male GPs



## Conclusion and discussion

- Burnout development
  - T1 – T2: positive
  - T2 – T3: stable or negative
- Process of burnout
  - Men: depersonalisation as trigger, personal accomplishment not affected by depersonalisation, nor exhaustion
  - Women: emotional exhaustion as trigger, leading to depersonalisation and subsequently reduced personal accomplishment

# Implications

- Theoretical
  - No model is valid for both sexes
- Future research
  - Gender sensitive
  - Multiple waves
  - More occupational groups
- Practice
  - Early interventions (Maslach & Leiter, 2008; project Katarina Putnik/SprintUM)
  - Gender specific interventions



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# Questions?

