

## BURNOUT, PSYCHOSOCIAL FACTORS AND HEALTH CONDITIONS IN MEXICAN LAWYERS

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## Introduction

- The presence of the Burnout syndrome (BO) is more frequent in workers who are located in the human services field or in the so-called, caring professions (Grau, et al, 2008),
- In this syndrome, the worker are affected physically and emotionally, so that the objective conditions of work and workers contribute to the onset of this pathological condition.

## OBJECTIVE

- To identify the relationship among the BO syndrome and some occupational psychosocial factors and health complaints in a group of lawyers from a government agency in Mexico City.

## METHOD

- **Method:** A cross-comparative exposfacto study was made with **238** lawyers from a government agency, who voluntarily were willing to participate in the study.
- During a weekday the JCQ, ISTAS short version (2003), SBI (Gil-monte, 2006) and a Health conditions questionnaires were applied to the workers.

## RESULTS

- To asses the association among the BO, psychosocial factor and health conditions the Spearman (Rho) correlation, Mann-Whitney U test, Chi2, Odd Ratio were used.

## Results

Table. 1 GENERAL CHARACTERISTICS OF THE POPULATION

SEX	JOB CONDITION	MAIN HEALTH PROBLEMS	ADVERSE PSYCHOSOCIAL FACTORS	BO PREVALENCE
<b>64% Woman</b>	66% temporary employer	Neck and back pain: 50% and 60%.	low use of skills: 100%	1.4% had a severe level of BO
<b>36% men</b>	34% definitive employer	feeling stressed: 50%	stressful conditions of their work: 87%.	4% have 2 or more of pathological symptoms.

### Results (2)

- To analyze the effects of BO on job psychosocial factors, the Mann-Whitney U test was applied showing to workers who have 2 or more pathological symptoms of burnout had this adverse conditions:

Table 2. Job Adverse condition in workers with 2 or more pathological symptoms

ADVERSE CONDITION AT JOB	STATISTICAL SIGNIFICANCE LEVEL
Job security	p= 0.19
Coworker's support	p= 0.19
Recognition at work	p= 0.036

### Results (3)

Table 3. Correlation of the SBI components and job psychosocial factors

Spearman's rho	Skills	Decision	Freedom	Tension	Superv	Cowork	Recognit
<b>Illusion</b> Correlation Coefficient	.29**	.24**	.27**			.24**	.34**
Sig (2-tailed)	.000	.000	.000			.000	.000
<b>Exhaustion</b> Correlation Coefficient				.27**	-.29**		-.34**
Sig (2-tailed)				.000	.000	.001	.000
<b>Disenchantment</b> Correlation Coefficient	-.24**						-.38**
Sig (2-tailed)	.000						.000
N	237	237	237	237	237	237	237

### Results (4)

Table 4. SBI components and health complaints

SBI COMPONENTS	HEALTH COMPLAINTS
Exhaustion	<b>Neck pain</b> <b>Back pain</b> <b>Feeling stressed</b> <b>Difficulty sleeping</b> <b>Low enthusiasm toward job</b>
Disenchantment	<b>Anxiety</b> <b>Neck pain</b> <b>Difficulty sleeping</b>

### Results (5)

Table 5. Risk of health complaints in workers with 2 or more pathological symptoms

COMPLAINTS	RISK
Neck pain	(OR=11, p = 0,005)
Leg pain	(OR=11, p = 0.02)
Anxiety	(OR=10, p = 0.01)
Back pain	(OR=7 p = 0.05)
Sleeping problems	(OR=7, p = 0.003)
Feeling stressed	(OR=4, p=0.03)
Gastritis	(OR=4, p = 0.05)

### Results (6)

Table 6. Effect of sex, age, shift, BO and psychosocial factors

Controlled factor	Effects
There was no effect of sex or age	
Job stressful	Feeling stressed (RR = 1.5) Difficulty sleeping (RR=121)
Old in Job	Feeling stressed (RR = 1.5)
BO	Neck pain Back pain Feeling stressed and Difficulty sleeping Low enthusiasm toward job Anxiety Neck pain and Difficulty sleeping

### Conclusion

- Most of the psychosocial factors at work were adverse for these legal workers.
- Workers with two or more positive pathological symptoms, mainly have musculoskeletal complaints and mental symptoms that impair their health.
- 4% had a pathological condition.
- This result could help to guide the routes of intervention at the workplace and to promote their health conditions.

## Otros autores

- **Natália da Rosa Fonseca y Rita de Cassia Pereira Fernandes. Brasil. 2010**
- **Juan Jiménez García y Leticia Betancor España. 2010**
- **Gregorio Gómez y Sara Olavarrieta. 2009**