

Factors Associated with Burnout in Occupational Therapists in Indonesia

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Background

- 01** Burnout is a recognized psychosocial hazard in healthcare
(Leka, 2010)
- 02** Occupational therapists (OT) work intensively with vulnerable populations
(Ribas, 2010)
- 03** Emotional, physical, and cognitive demands increase burnout risk
(Li Calzi et al., 2006; Bruschini et al., 2018)



Image source: nurse daily;HelpGuide;adobe stock

Burnout impacts not only therapists' wellbeing but also service quality and patient outcomes.



Burnout	Low		Moderate		High		Total	
	F	%	F	%	F	%	F	%
Emotional Exhaustion	15	50	9	30	6	20	30	100
Depersonalization	21	70	7	23	2	7	30	100
Reduce Personal Accomplishment	21	62	9	26	4	12	30	100

Table: Early pilot findings burnout risk levels OT in Indonesia

International studies show high burnout prevalence among Occupational Therapist

- 69.4% of the occupational therapists presented burnout syndrome and especially emotional fatigue 63.5% (Escudero et al., 2020).
- Occupational therapists reported high emotional exhaustion in Australia (Lloyd et al., 2004)
- 26% of the OT participants in turkiye had burnout symptoms and 38% were at risk (Abaoğlu et al., 2021).

Early pilot findings indicated moderate–high burnout risk levels

Indonesian data previously unavailable

Evidence needed to inform prevention and workforce policy

Why Study Burnout Among Occupational Therapists in Indonesia?



Objectives Study

01 To determine the prevalence of burnout among Indonesian OT

02 To identify individual, job-related, and organizational factors associated with burnout risk

03 Understand the probability of burnout risk and its influencing factors among OT in Indonesia



Research Study Methods

Study Design:

Cross Sectional Study

Procedure:

Online self-administered questionnaire

Data Collection: demographic, individual factor, job-related factor, and organizational factors

Measurement Tools:

Maslach Burnout Inventory - (MBI-HSS)

Additional validated scales

Analysis:

Logistic Regression



Population:

OT in Indonesia (IOTA Member)

Sample:

335 OT Accross Indonesia

(from 23 Province)

Purposive Sampling

Inclusions:

Clinical therapist

Minimum 1 year of practice

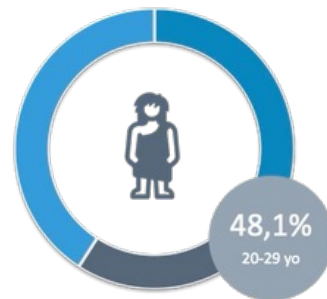
Exclusions:

Not providing direct client intervention

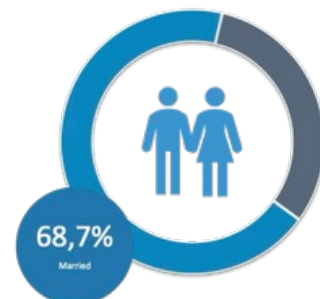
Not practicing for more than 1 year

Not completing the questionnaire

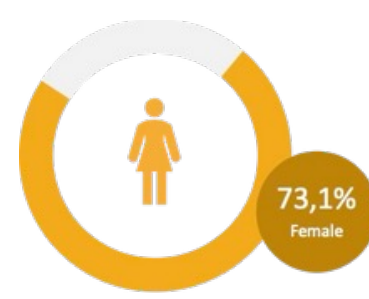




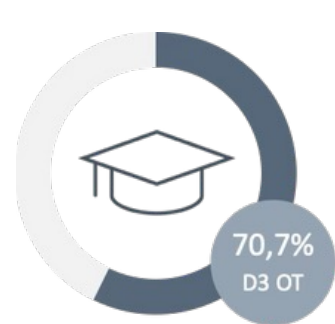
Age
20-29 yo (161)
30-39 yo (120)
> 40 yo (54)



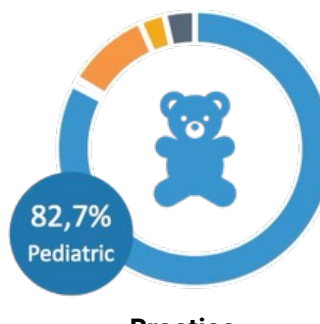
Marital Status
Married (230)
Single (105)



Gender
Female (245)
Male (90)



Education
D3 (237)
Bachelor (98)



Practice
Pediatrics (277); Geriatrics (3);
Neurology (33); Orthopedics (10);
Mental Health (12)



Practice Hours/week
0-36 Hours (170)
37-48 hours (124)
>48 Hours (41)

Gender:

73.1%
Female

Education:

70.7%
Diploma (D3)

Age:

48.1%
20-29 Years Old

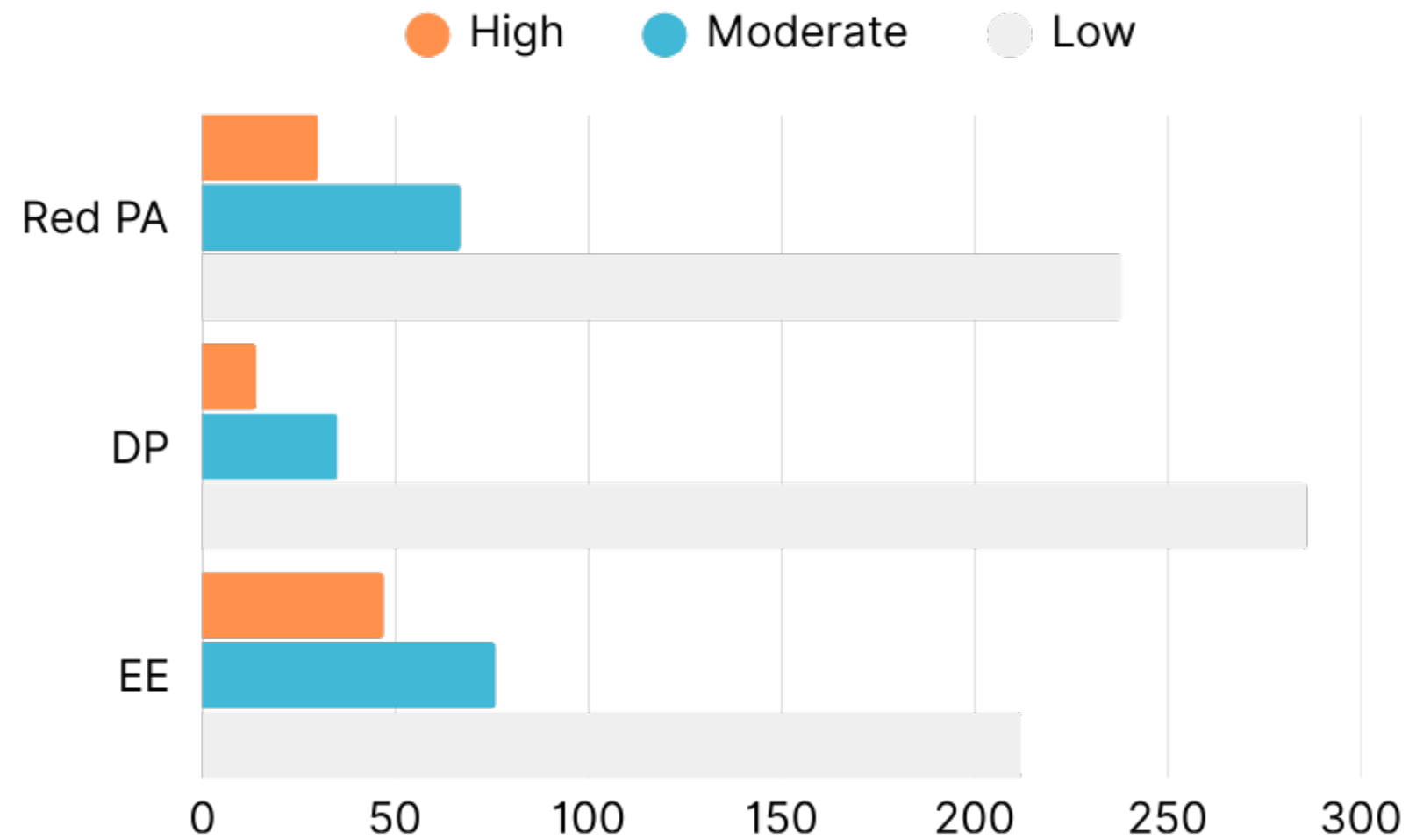
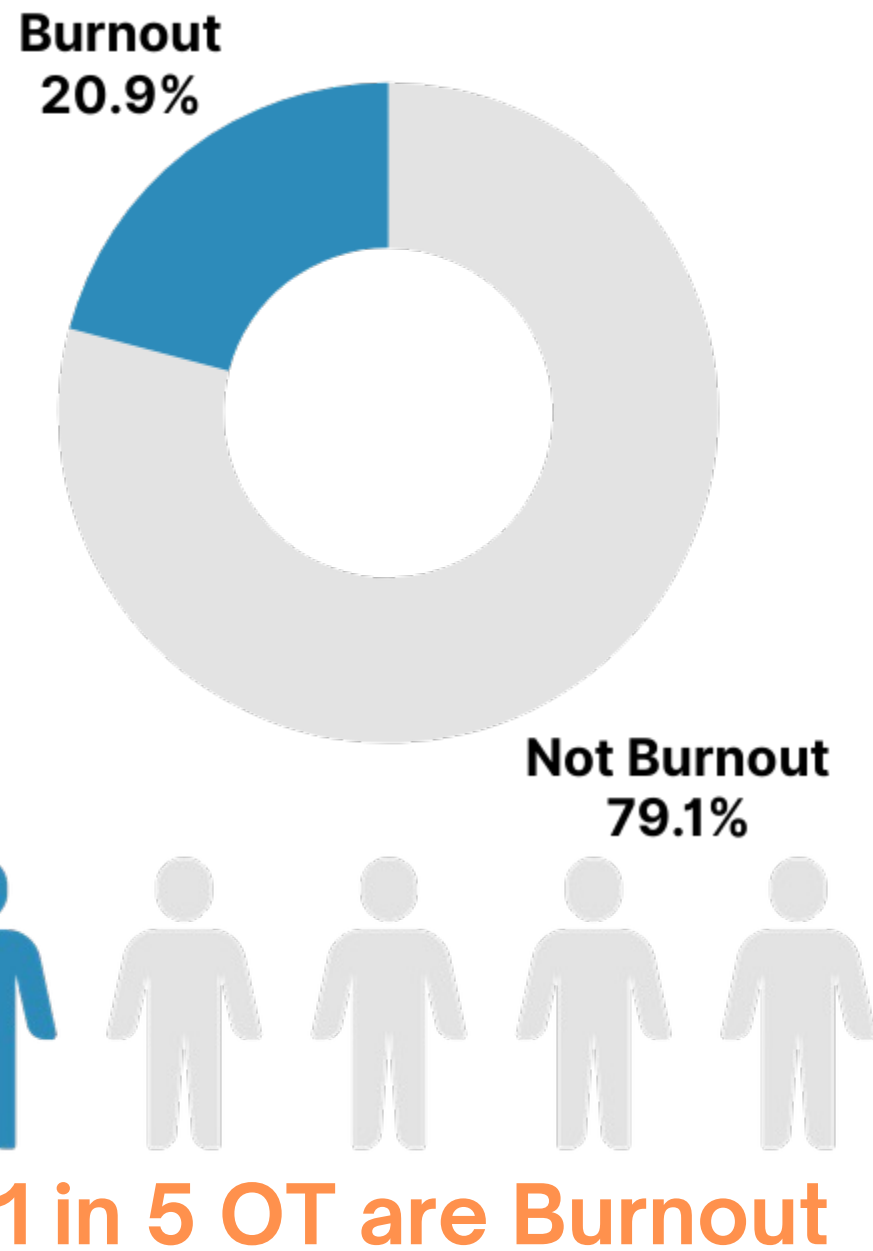
Primary Practice:

82.7%
Pediatrics

Participant Characteristics

The Occupational Therapists is young, female, and focused on high- emotion pediatric care. This profile suggests vulnerability to "double burden" stressors (career + domestic duties).





High EE 14%; moderate 22.7%
High DP 4.2%; moderate 10.4%
Red PA 9%; moderate 20%

36.7 percent reported moderate to high emotional exhaustion, 14.6 percent reported moderate to high depersonalization, and 29 percent reported moderate to high levels of reduced personal accomplishment. Emotional exhaustion emerged as the most prominent dimension

Major Research Findings



Factors Significantly Associated with Burnout

- Marital status (p = 0.047)
- Length of employment (p = 0.048)
- Competitiveness (p < 0.001)
- Workload (p = 0.032)
- Client-related demands (p = 0.002)
- Home-work interface (p = 0.016)

These were influenced by confounding variables such as positive thinking, creative behavior, colleague support, managerial support, and organizational climate.

Low Competitiveness

4.0x

Increase Risk of Burnout

Poor Home-work Interface

3.8x

Increase Risk of Burnout

High Client-Related Demands

3.4x

Increase Risk of Burnout

Married

2.3x

Increase Risk of Burnout



Primary Risk Factor

Low Competitiveness

4.0x

Increase Risk of Burnout

p<0.001 PR: 4.004
(95% CI 1.940-8.267)

Lack of professional drive and lack of creative autonomy are the strongest internal predictors of the syndrome.

High Client-Related Demands

3.4x

Increase Risk of Burnout

p=0.002 PR: 3,434
(95% CI 1,579-7,490)

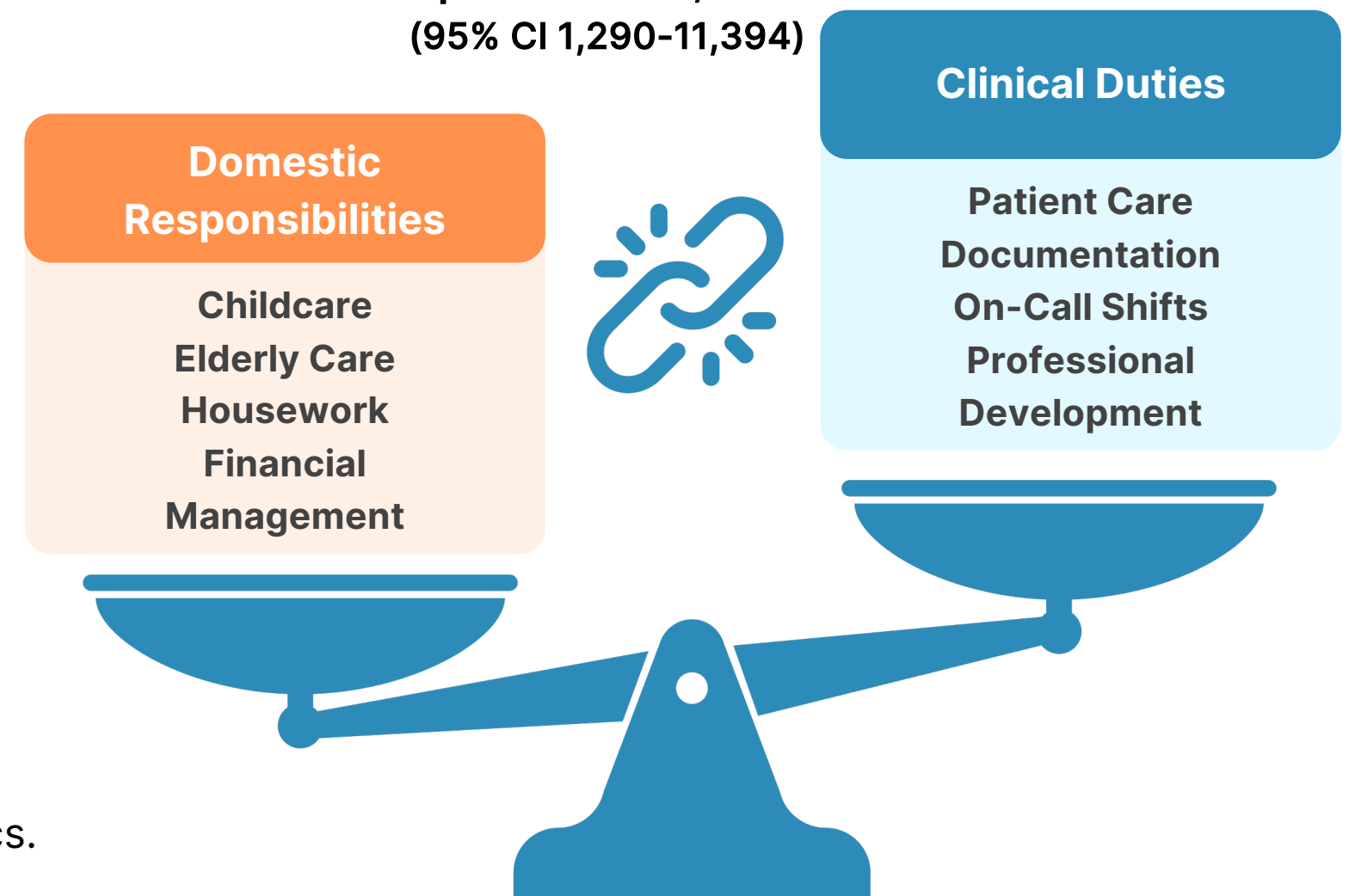
82% of respondents work in Pediatrics. Dealing with vulnerable children and anxious parents creates high emotional labor.

Poor Home-work Interface

3.8x

Increase Risk of Burnout

p=0.016 PR: 3,834
(95% CI 1,290-11,394)



Demographic Insight: Indonesian OTs with **partners (married)** have a **2.3x higher risk of burnout**.

Clinical Implications

A detached (depersonalized) therapist cannot effectively engage with patient. Burnout is a patient safety issue.



Findings support the need for:

- Mental health risk management
- Organizational-level prevention strategies



Thank You



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Feel free to reach out with, feedback, comments, suggestions, insights, resources, or collaboration ideas anytime.