

NAZIV DISERTACIJE: COVID-19 PANDEMIJA KAO STRESOR KOD ZAPOSLENIH U ZDRAVSTVENIM USTANOVAMA**Autor: Selma Sinanović****Mentor: Prof. dr. Mirsad Muftić****Datum odbrane: 23.01.2023.****DOI: <https://doi.org/10.17532/DD.2023.15>****Sažetak**

Uvod: Susrećući se sa kritičnom situacijom prouzrokovanom COVID-19 pandemijom, zdravstveni radnici uključeni u liječenje i zdravstvenu njegu oboljelih od COVID-19, su se našli na prvoj liniji fronta, i bivaju direktno ili indirektno uključeni u organizaciju zdravstvene službe u specifičnim vanrednim okolnostima, dijagnostičke postupke, tretman i brigu o COVID-19 bolesnicima, te su u visokom riziku da razviju psihološki stres kao i druge psihološke i druge zdravstvene simptome. Ciljevi istraživanja: 1. Utvrditi prisustvo simptoma stresa, anksioznosti i depresivnosti prouzrokovanih COVID-19 pandemijom kod zdravstvenih i nezdravstvenih radnika zaposlenih u zdravstvenim ustanovama; 2. Utvrditi postojanje razlika u učestalosti simptoma stresa, anksioznosti i depresivnosti prouzrokovanih COVID-19 pandemijom kod zdravstvenih i nezdravstvenih radnika zaposlenih u zdravstvenim ustanovama različite dobi i spola; 3. Utvrditi postojanje razlika u učestalosti simptoma stresa, anksioznosti i depresivnosti prouzrokovanih COVID-19 pandemijom kod zdravstvenih radnika na rukovodećim pozicijama u odnosu na one koji nisu na rukovodećim pozicijama. Metode istraživanja: Ukupan uzorak za istraživanje sačinjavalo je 200 ispitanika oba spola, koji su zaposlenici Univerzitetskog kliničkog centra Tuzla, od kojih su njih 100 bilo zdravstveni radnici uključeni u liječenje i zdravstvenu njegu oboljelih od COVID-19, a 100 nezdravstveni radnici koji nisu imali neposredni kontakt sa oboljelim od COVID-19. Učešće u ispitivanju je bilo dobrovoljno i anonimno. Istraživanje je sprovedeno u martu 2021. godine. Korišteni su slijedeći instrumenti istraživanja: Opšti upitnik, Revidirana skala uticaja događaja (The impact of event scale – revised/IES-R) i Kratka lista simptoma (Brief Symptom Inventory - BSI). Zaključci: Utvrđeno je visoko prisustvo stresa tokom COVID-19 pandemije i kod zdravstvenih i kod nezdravstvenih radnika zaposlenih u zdravstvenim ustanovama. Kod zdravstvenih radnika stres je bio prisutan kod 61% ispitanika, a kod nezdravstvenih radnika kod 27% ispitanika. Stres je bio statistički značajno viši kod zdravstvenih nego kod nezdravstvenih radnika ($p < 0.001$). Utvrđen je visok nivo anksioznosti i kod zdravstvenih i kod nezdravstvenih radnika. Nivo anksioznosti kod zdravstvenih radnika statistički je značajno viši nego kod nezdravstvenih radnika ($p < 0.0001$), kao i nivo depresivnosti ($p = 0.001$). Svi parametri stresa su u ukupnom uzorku su statistički značajno viši kod ženskog u odnosu na muški spol ($p = 0.002$ do $p < 0.001$). Nivoi anksioznosti i depresivnosti u ukupnom uzorku su također statistički značajno viši kod ženskog nego muškog spola ($p < 0.01$). U poređenju dobnih grupa za ukupni uzorak utvrđeno je da je Ukupni IES-R skor stresa, kao i skorovi za većinu drugih parametara stresa, statistički značajno viši u najstarijoj dobnj grupi (više od 50 godina) u poređenju sa najmlađom dobnom grupom (jednako ili manje od 40 godina) i srednjom dobnom grupom (od 41 -50 godina) ($p < 0.017$). U poređenju dobnih grupa za ukupni uzorak po osnovu anksioznosti i depresivnosti, utvrđeno je da je depresivnost statistički značajno višeg skora u grupi starijih od 50 godina, u poređenju sa mlađim dobnim grupama (dobna grupa mlađi ili jednako 40 godina i dobnja grupa od 41-50 godina) ($p = 0.016$). Kod zdravstvenih radnika stres je statistički značajno viši kod rukovodilaca nego kod nerukovodilaca ($p = 0.01$ do $p = 0.005$). Rukovodioci zdravstveni radnici ženskog spola su sa višim skorovima stresa u odnosu na rukovodioce zdravstvene radnike muškog spola (od $p = 0.04$ do $p = 0.024$). Medicinske sestre rukovodioci su u statistički značajno višem stresu nego medicinske sestre nerukovodioci ($p = 0.015$ do $p = 0.040$). U dobnj grupi manje ili jednako 40 godina, kod zdravstvenih radnika svi parametri stresa su statistički značajno viši kod rukovodilaca u odnosu na nerukovodioce ($p < 0.05$). U podjeli na rukovodioce i nerukovodioce, u dobi od manje ili jednako 40 godina, u grupi zdravstvenih radnika i anksioznost i depresivnost su sa statistički značajno višim skorovima, kod rukovodilaca nego nerukovodilaca ($p < 0.05$). Rezultati ovog istraživanja bi mogao omogućiti izradu određenih preporuka u smislu psihosocijalne rehabilitacije radnika u zdravstvu svih profila i radne odgovornosti.

Ključne riječi: COVID-19 pandemija – stres – anksioznost – depresivnosti – zaposlenici u zdravstvenim ustanovama – zdravstveni radnici

DISSERTATION TITLE:**Author:** Selma Sinanović**Mentor:** Prof. dr. Mirsad Muftić**Date of defence:** 23. January 2023.**DOI:** : <https://doi.org/10.17532/DD.2023.15>**Abstract**

Introduction: Facing the critical situation caused by the COVID-19 pandemic, healthcare workers involved in the treatment and health care of patients with COVID-19 have found themselves on the front line, and are directly or indirectly involved in the organization of health services in specific emergency circumstances, diagnostic procedures, treatment and care of COVID-19 patients, and are at high risk of developing psychological distress as well as other psychological and other health symptoms. Research objectives: 1. To determine the presence of symptoms of stress, anxiety and depression caused by the COVID-19 pandemic in health and non-health workers employed in health institutions; 2. To determine the existence of differences in the frequency of symptoms of stress, anxiety and depression caused by the COVID-19 pandemic in health and non-health workers employed in health institutions of different ages and genders; 3. To determine the existence of differences in the frequency of symptoms of stress, anxiety and depression caused by the COVID-19 pandemic among healthcare workers in managerial positions compared to those who are not in managerial positions. Research methods: The total research sample consisted of 200 respondents of both sexes, who are employees of the University Clinical Center Tuzla, of whom 100 were health workers involved in the treatment and health care of patients with COVID-19, and 100 were non-health workers who did not have immediate contact with a patient with COVID-19. Participation in the study was voluntary and anonymous. The research was conducted in March 2021. The following research instruments were used: General questionnaire, The impact of event scale – revised (IES-R) and the Brief Symptom Inventory (BSI). Conclusions: A high presence of stress during the COVID-19 pandemic was found in both health and non-health workers employed in health institutions. Among healthcare workers, stress was present in 61% of respondents, and among non-healthcare workers in 27% of respondents. Stress was statistically significantly higher in health workers than in non-health workers ($p < 0.001$). A high level of anxiety was found in both health and non-health workers. The level of anxiety in health workers was statistically significantly higher than in non-health workers ($p < 0.0001$), as and the level of depression ($p = 0.001$). All stress parameters in the total sample are statistically significantly higher in women compared to men ($p = 0.002$ to $p < 0.001$). The levels of anxiety and depression in the total sample are also statistically significantly higher in women than males ($p < 0.01$). In the comparison of age groups for the total sample, it was determined that the total IES-R stress score, as well as scores for most other stress parameters, was statistically significantly higher in the oldest age group (more than 50 years) compared to the youngest age group (equal to or less from 40 years) and middle age group (from 41-50 years) ($p < 0.017$). In the comparison of age groups for the total sample on the basis of anxiety and depression, it was determined that the depression score was statistically significantly higher in the group over 50 years old, compared to younger age groups (age group younger than or equal to 40 years and age group 41-50 year) ($p = 0.016$). Among healthcare workers, stress is statistically significantly higher in managers than in non-managers ($p = 0.01$ to $p = 0.005$). Female health care managers have higher stress scores than male health care managers (from $p = 0.04$ to $p = 0.024$). Nurse managers are under statistically significantly higher stress than non-manager nurses ($p = 0.015$ to $p = 0.040$). In the age group less than or equal to 40 years, among healthcare workers, all stress parameters are statistically significantly higher in managers compared to non-managers ($p < 0.05$). In the division between managers and non-managers, at the age of less than or equal to 40 years, in the group of health workers, both anxiety and depression have statistically significantly higher scores, in managers than in non-managers ($p < 0.05$). The results of this research could enable the development of certain recommendations in terms of psychosocial rehabilitation of health care workers of all profiles and work responsibilities.

Keywords: COVID-19 pandemic – stress – anxiety – depression – employees in healthcare institutions healthcare workers