

Burnout Among Healthcare Professionals and Physicians

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Professional burnout among healthcare professionals is associated with the quality of care and staff well-being. This cross-sectional study examined burnout, working conditions, and coping resources among 101 doctors and nurses recruited through non-random snowball sampling from medical institutions in Bulgaria between September and December 2025. Participants completed a structured online questionnaire incorporating an adapted nine-item Maslach Burnout Inventory-Human Services Survey and the Pines and Aronson Burnout Measure. Mean scores indicated moderate emotional exhaustion ($M = 2.83$), low depersonalisation ($M = 1.81$), and high professional effectiveness ($M = 3.51-3.78$). The overall MBI index was 2.85, and the Pines and Aronson index was 1.94. High-level work under staff shortage was reported by 43.9% of respondents, and 74.5% identified staff shortage as the main professional stressor. The work-environment index was positively associated with both burnout indices ($r = .519$ and $r = .567$), whereas coping-strategy scores were negatively associated with them ($r = -.296$ and $r = -.340$). No statistically significant differences were found by age, gender, work experience, or institution type. These findings describe the sampled participants and do not establish causal or nationally representative conclusions. They indicate that organisational attention to staffing, workload, support, and access to coping resources is warranted.

Keywords: exhaustion, professional effectiveness, work environment, professional stress, psychological well-being.

List of abbreviations: MRH - multidisciplinary regional hospital; MATH - multidisciplinary active treatment hospital; UMH - university multidisciplinary hospital; MC - medical centre; DAC - diagnostic-advisory centre; PHCOC - primary health care outpatient clinic; MBI-HSS - Maslach Burnout Inventory-Human Services Survey; ICU - intensive care unit; US - United States of America; COVID-19 - Coronavirus Disease 2019; M - mean; SD - standard deviation; n - number of valid responses; Min - minimum; Max - maximum; r - Pearson correlation coefficient; p - probability value; t - Student's t statistic.

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