

Original Article

ASSESSING WORKFORCE WELLBEING, BURNOUT, AND PROFESSIONAL FULFILMENT AMONG HEALTHCARE PROFESSIONALS IN A CARDIAC CENTRE: A QUANTITATIVE STUDY USING SURVEY QUESTIONNAIRE

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ABSTRACT

Healthcare professionals are emerging as being a specific area of interest where culture of wellness and competent practice, as well as personal development are concerned. The concepts of professional practice and well being are linked and can cause burnout and workplace exhaustion. Nurturing a workplace that is concerned with staff wellness and competent practice and personal resilience to be able to cope with different situations can assist with organizational trust and motivational skills. Having positive motivation can increase the employee's ability to succeed within an organization.

Aim To provide to MKCC a support system and training to instigate motivational skills to enhance personal resilience.

Outcome By measuring the mentioned issues, we in the training department will be able to assess the needs of the staff and what training and support to provide the best outcomes is needed. This will also enhance efficiency of practice throughout the hospital.

Prospective Summary Professionalism within the workplace is dependent on well-being, which influences clinical practice and personal development, therefore, the motivation to improve clinical practice depends on the changes to be made according to the results. Develop a strategy to maintain and improve workforce motivational learning and enhance evidence-based practice within the healthcare setting.

Keywords: Workplace Wellness, Competent Practice, Personal Resilience are Important for Healthcare Professionals, They Help Reduce Burnout, Build Trust, Improve Motivation, Support Employee Success

INTRODUCTION

Healthcare professionals are emerging as being a specific area of interest where culture of wellness and competent practice, as well as personal development are concerned. The concepts of professional practice and wellbeing are linked and can cause burnout and workplace exhaustion [Hodge and Sandford \(2024\)](#). Nurturing a workplace that is concerned with staff wellness and competent practice and personal resilience to be able to cope with different situations can assist with organizational trust and motivational skills. [Beyondblue \(2024\)](#) noted that doctors and medical students can experience a high level of exhaustion, stress, anxiety, and depression if they are compared to the general population. On the other hand, nurses, are the initial point of contact for patients because of high patient volume and extended patient contact, their wellness can be affected due to stress [Okorie \(2024\)](#). [Pramudita, Mayasari and Patricia \(2025\)](#) noted that human resources are one of the most crucial and critical aspects of any organization.

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Performance of employees through human resource standards can be influenced by a variety of factors including, job satisfaction and motivation.

Among the company's capitals, human resources are among the most important and have to be strategic in their actions. To succeed, businesses must have the capacity to cultivate people resources that can perform at their highest potential. The intricacy of employee performance concerns necessitates that companies exercise caution while tracking the potential of their personnel. Work motivation and contentment are two of many aspects that impact performance.

- To provide to MKCC a support system and training to instigate motivational skills to enhance personal resilience.
- By measuring the mentioned issues, we in the training department will be able to assess the needs of the staff and what training and support to provide the best outcomes is needed. This will also enhance efficiency of practice throughout the hospital.

STUDY OUTCOMES

ACHIEVE PERSONAL DEVELOPMENT SATISFACTION.

- To measure using the 'Stanford Professional Fulfilment Index'.
- This tool measures professional burnout and a workplace issues inventory and assesses the perceived influence on work-related wellbeing.

BACKGROUND TO THE STUDY

The author wanted to emphasise the need to encourage organizational motivation and professional fulfilment while encouraging evidence-based practice within both the clinical environment and among the allied professionals who are the support scaffolding of the organization itself. It was also noted through a pilot study that motivation to continuous education was low. The pilot was carried out among 5 graduates within the centre from different professional backgrounds, although the result showed that they were encouraged to attend educational activities it was not carried out due to lack of support and shortage of staff cover. The need for clarification into staff fulfilment and organizational motivation prompted the full quantitative research study.

Implementing the study would also assist in the ability to assess the needs for staff from the concept of better clinical practice, while developing motivational skills to improve current evidence-based clinical practice.

LITERATURE REVIEW

According to [Hoxha et al. \(2024\)](#) contented employees in the act of delivering excellent patient care is seen as recognizing how indispensable the nature of managers especially in healthcare facilities. Being able to explore and discuss organizational culture is a factor in the sustainability of healthcare quality and job satisfaction. [Hoxha et al. \(2024\)](#) looked at how within the healthcare sector, job satisfaction can play an important role in the commitment of staff and have an overall impact on well-being, motivation, positive outlook, and can be part of the shaping of excellence in quality patient care and outcomes. [Hoxha et al. \(2024\)](#) used a quantitative approach to collecting the data along with secondary data research approach. The primary data was collected through a survey questionnaire while the secondary data was taken from existing scientific papers, articles, and previous studies. [Hodge and Stanford \(2024\)](#) looked at workforce nurturing and how to improve wellbeing, burnout, and professional fulfilment in medical staff. Their research study looked at how medical staff and how they perceived motivation within their cultivation of their professional environment. They used a cross-sectional survey questionnaire using the Likert scale as a measure from strongly agree to strongly disagree. The 'Stanford Professional Index' was used to provide a measure of work-related well-being and professional fulfilment. Statistical analysis was used using STRATA 17. They concluded that creating a nurturing environment for medical professionals makes a profound impact on the workforce. Hodge and Stanford also indicated that future studies should explore different strategical impacts on workforce nurturing, as well as evolving medical curriculums to enhance nurturing as a crucial part of sustainability within healthcare facilities, while including other medical professionals in research and development.

[Cohen et al. \(2023\)](#) in their systemic review considered and looked at workplace interventions that may improve well-being, burnout, while motivating health professionals as there is a growing need for interventional strategies since the onset of COVID-19 in healthcare organizations.

METHODOLOGY AND DATA COLLECTION

This study used an online cross-sectional survey of wellbeing and includes the 'Stanford Professional Fulfilment Index'. This tool measures professional burnout and a workplace issues inventory and assesses the perceived influence on work-related wellbeing. This quantitative research study used a cross-sectional survey questionnaire.

This tool was previously used in a study by [Hodge and Sandford \(2024\)](#) but focused on only doctors. This present study will look at all professionals, including allied professionals, nurses, and medical staff within the cardiac centre itself.

DATA ANALYSIS

The survey will be sent out via the organizational email and results will be analysed through statistical analysis using 'Social Package for Statistical Analysis' (SPSS). Primary inspection of the data revealed that the motivation among staff was acceptable, but visual inspection of the collected data and descriptive statistics indicated the data was non-parametric.

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