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Department Managers
MDR, Lab
Kelowna General Hospital
2268 Pandosy Street
Kelowna, B.C. V1Y 1T2

Dear Department Manager:

I have attached my completed report, "An Analysis of Job Burnout Risks and Symptoms in Health Care". In preparing this report, I found that many employees were eager to contribute information on this topic. Thank you for allowing me to distribute my survey to employees in your department.

With the demands of the health care, it is understandable that there would be many risk factors that may contribute to job burnout in employees. Identifying these risk factors is the first step towards rectifying this self-perpetuating syndrome. I was pleased to see that survey respondents reported very high levels of pride in their work and very high levels of comradery with their co-workers. Due to the nature of the job, however, heavy workload and lack of autonomy have been identified as two serious risk factors for burnout.

Identification of issues is the first step to correcting issues, which is why I wrote this report. I believe that shedding light on difficult subjects can pave the way to a culture of healing. Understanding and being aware of difficulties that employees may be facing allows great managers to take the lead and begin to grow towards a place of engagement, putting a stop to the cycle of stressors.

I have enjoyed looking into this important matter and I hope you find the content of this report informative. Please do not hesitate to contact me if you have any questions. You may reach me at alicia.degelder@alumni.ubc.ca

Best regards,

Alicia DeGelder

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