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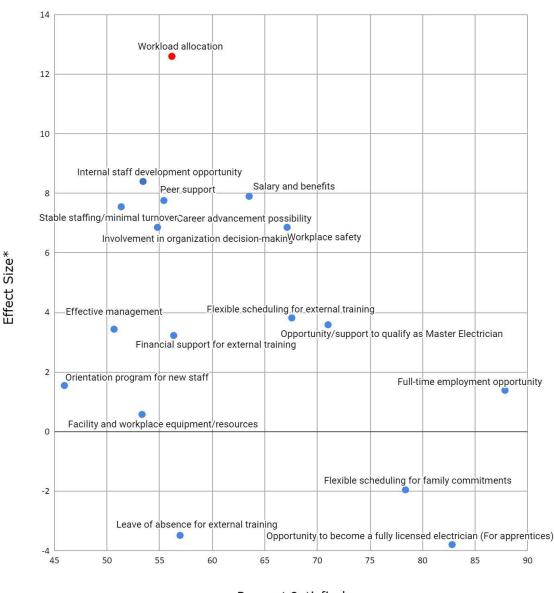
Brief report

Examining burnout in the electrical sector in Ontario, Canada: A

cross-sectional study

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Personal Burnout

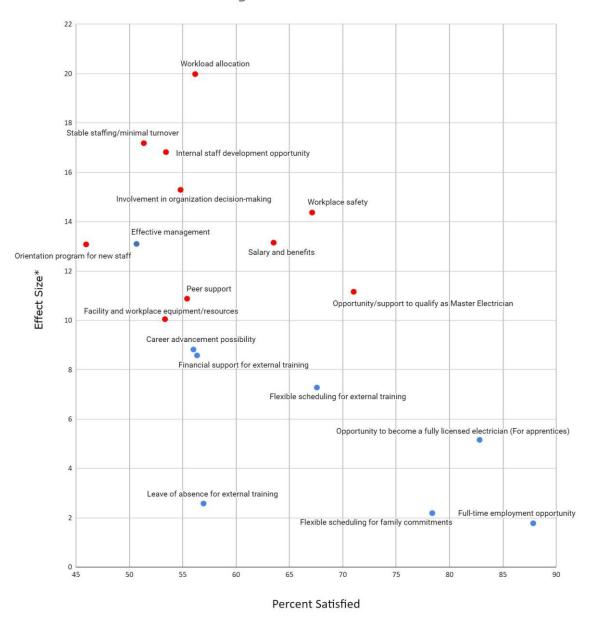
Percent Satisfied

Figure S1. Impact of availability of work-related factors on personal burnout. * Effect size for a given work-related factor is calculated as the difference in average score of those dissatisfied with the factor and those satisfied with the factor. Red dots indicate the relationship between satisfaction with the factor and their average burnout score is significant to an alpha level of 0.05. Blue dots indicate the relationship is not significant to an alpha level of 0.05.

18 • Workload allocation Internal staff development opportunity 13 Stable staffing/minimal turnove Peer support Involvement in organization decision-making Career advancement possibility Financial support for external training Workplace safety Effect Size* Full-time employment opportunity Orientation program for new staff • 8 Flexible scheduling for external training 0 Facility and workplace equipment/resources Salary and benefits è • Effective management Opportunity/support to qualify as Master Electrician 3 Flexible scheduling for family commitments Leave of absence for external training Opportunity to become a fully licensed electrician (For apprentices) -2 ∟ 45 50 55 60 65 70 75 80 85 90 **Percent Satisfied**

Work-Related Burnout

Figure S2. Impact of availability of work-related factors on work-related burnout. * Effect size for a given work- related factor is calculated as the difference in average score of those dissatisfied with the factor and those satisfied with the factor. Red dots indicate the relationship between satisfaction with the factor and their average burnout score is significant to an alpha level of 0.05. Blue dots indicate the relationship is not significant to an alpha level of 0.05.



Colleague-Related Burnout

Figure S3. Impact of availability of work-related factors on colleague-related burnout. * Effect size for a given work- related factor is calculated as the difference in average score of those dissatisfied with the factor and those satisfied with the factor. Red dots indicate the relationship between satisfaction with the factor and their average burnout score is significant to an alpha level of 0.05. Blue dots indicate the relationship is not significant to an alpha level of 0.05.

Factors	availability of work-	Personal burnout				Work-related burnout				Colleague-related burnout			Total burnout				
		Mean non-Mean Mean		Mean	p Mean no		n-Mean	Mean	Mean p		Mean non-Mean		р	Mean non-Mean		Mean	р
	related factors (%)	satisfied	satisfied	difference*	value*	**satisfied	satisfied	difference*	value*	**satisfied	satisfied	difference*	value*	*satisfied	satisfied	difference*	* value**
Career advancement	56.0	42.02	34.85	7.17	0.16	43.70	33.52	10.18	0.04	42.94	34.12	8.82	0.08	43.74	33.49	10.25	0.04
possibility																	
Effective management	50.7	39.74	36.30	3.44	0.49	40.95	35.13	5.82	0.25	44.64	31.54	13.10	0.09	42.51	33.61	8.90	0.08
Facility and workplace	53.3	38.31	37.73	0.58	0.91	42.06	34.45	7.61	0.13	43.36	33.31	10.05	0.05	41.40	35.03	6.37	0.21
equipment/resources																	
Financial support for	56.3	37.82	34.59	3.23	0.51	41.15	32.01	9.14	0.06	40.89	32.31	8.58	0.08	41.00	32.13	8.87	0.07
external training		10.00	26.26	2.02	0.47	10.11	25.12	7 01	0.17	10.10	05.14	7.00	0.17	10.10	25.14	7.00	0.17
Flexible scheduling for	67.6	40.08	36.26	3.82	0.47	42.44	35.13	7.31	0.17	42.42	35.14	7.28	0.17	42.42	35.14	7.28	0.17
external training Flexible scheduling for	78.4	35.97	37.92	-1.95	0.75	39.53	36.94	2.59	0.67	39.22	37.03	2.19	0.72	37.53	37.49	0.04	1.00
family commitments	/0.4	33.97	31.92	-1.95	0.75	39.33	30.94	2.39	0.07	39.22	37.03	2.19	0.72	57.55	37.49	0.04	1.00
Full-time employment	87.8	38.72	37.33	1.39	0.86	44.67	36.51	8.16	0.28	39.06	37.28	1.78	0.82	41.28	36.98	4.30	0.57
opportunity	0110	00112	01.00	1107	0.00		00101	0.10	0.20	27100	07120	11/0	0.02	11120	20070		0107
Internal staff	53.4	41.49	33.09	8.40	0.09	43.72	31.14	12.58	0.01	45.99	29.17	16.82	< 0.001	44.69	30.29	14.40	0.00
development																	
opportunity																	
Involvement in	54.8	40.76	33.90	6.86	0.17	42.52	32.45	10.07	0.04	45.38	30.09	15.29	0.00	43.70	31.48	12.22	0.01
organization decision-																	
making	54.0	24.50	20.00	2.40	0.40	27.16	26.00	1.1.6	0.02	27.07	25.20	0.50	0.00	26.00	26.01	0.60	0.00
Leave of absence for external training	56.9	34.52	38.00	-3.48	0.48	37.16	36.00	1.16	0.82	37.97	35.39	2.58	0.60	36.89	36.21	0.68	0.89
Orientation program for	45.9	38.21	36.66	1.55	0.76	41.51	32.78	8.73	0.08	43.51	30.43	13.08	0.01	41.51	32.78	8.73	0.08
new staff	-5.7	50.21	50.00	1.55	0.70	41.51	32.70	0.75	0.00	45.51	50.45	15.00	0.01	41.51	52.70	0.75	0.00
Peer support	55.4	41.80	34.04	7.76	0.12	43.39	32.76	10.63	0.03	43.53	32.65	10.88	0.03	43.52	32.66	10.86	0.03
Salary and benefits	63.5	42.52	34.62	7.90	0.13	41.39	35.27	6.12	0.24	45.85	32.70	13.15	0.01	43.78	33.89	9.89	0.06
Stable staffing/minimal	51.4	41.38	33.83	7.55	0.13	43.13	32.17	10.96	0.03	46.32	29.14	17.18		44.50	30.87	13.63	0.01
turnover	51.4	41.50	55.05	1.55	0.15	45.15	52.17	10.90	0.05	40.52	27.14	17.10	<0.001	1 44.50	50.07	15.05	0.01
Workload allocation	56.2	44.08	31.48	12.60	0.01	46.92	29.26	17.66	< 0.001	1 48.22	28.24	19.98	< 0.001	47.70	28.65	19.05	< 0.001
Workplace safety	67.1	41.60	34.74	6.86	0.19	42.75	34.18	8.57	0.10	46.65	32.28	14.37	0.01	44.69	33.23	11.46	0.03
Opportunity to become	82.8	29.36	33.15	-3.79	0.54	32.32	32.54	-0.22	0.97	36.77	31.61	5.16	0.40	32.95	32.41	0.54	0.93
a fully license	02.0	27.50	55.15	-3.17	0.54	52.52	52.54	-0.22	0.77	50.77	51.01	5.10	0.40	52.75	52.41	0.54	0.75
electrician (For																	
apprentices)																	
Opportunity/support to	71.0	37.55	33.96	3.59	0.50	38.93	33.40	5.53	0.30	42.93	31.77	11.16	0.04	40.50	32.76	7.74	0.15
qualify as Master																	
Electrician																	

Table S1. Association between the availability/satisfaction of work-related factors and the experience of burnout (n = 82).

Note: *: Mean difference (also referred to as "Effect size") is calculated as the mean burnout score by those not satisfied with the availability of a work-related factor subtract the mean burnout score of those satisfied with the work-related factor. Higher mean difference (positive) indicates that the dissatisfaction of a work-related factor is associated with a higher burnout score. ** The p-value was obtained from the Mann-Whitney U test.

Type of burnout	Personal burnou	ıt	Work-related by	irnout	Colleague-related burnout			
	Mean [SD]	Burnout rate (%)*	Mean [SD]	Burnout rate (%)*	Mean [SD]	Burnout rate (%)*		
$\overline{\text{After year 1} (n = 40)}$	33.48 [16.60]	17.5	25.63 [13.21]	5.0	17.56 [16.32]	5.0		
After year 2 $(n = 82)$	40.51 [19.95]	33.3	33.02 [19.04]	19.8	23.29 [19.40]	13.6		

Table S2. Comparison of burnout scores over a two years period.

Note: *Burnout rate indicates the percentage of respondents who have experienced either a moderate, a high, or a severe level of burnout.



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