

About Professional Selection Criteria And The Career Guidance Of Future Resuscitators With The Fact Of The Phenomenon Of Burnout

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Introduction. The selection criteria for medical activities are based on the study of the applicant's level of professional training, a psychological portrait, and the exclusion of chronic pathology. They are not enough to predict the adaptation of an employee to a profession. About the serious defects in the organization of personnel selection and support are evidenced by the spread of professional burnout syndrome (PBS) [2].

The aim of the study. To develop a model of professional selection based on a retrospective analysis of the anesthesiologists and resuscitators' PBS.

Materials and methods: There were examined 99 cardiological intensive care staff aged 22 to 59 years, with the length of service from 2 to 35 years. The PBS was assessed by Boyko and Maslach, and the anaesthesia level by Maikova. They studied the actual nutrition and the body's supply of energy and nutrients, and the blood content of transthyretin, albumins, and transferrin were assessed.

Results: The PBS was observed in 74 % of employees. The age and the work experience were significantly (P-Value < 0,01) associated with the PBS, especially with more severe phases in men, the age with the resistance phase $r_{xy} = 0,47$, exhaustion $r_{xy} = 0,61$, astenisation $r_{xy} = 0,67$, the work experience - with the resistance phase $r_{xy} = 0,54$, depletion $r_{xy} = 0,66$, astenisation $r_{xy} = 0,7$. In women - the age with the exhaustion phase $r_{xy} = 0,48$, astenisation $r_{xy} = 0,4$, the work experience - with the resistance phase $r_{xy} = 0,47$, astenisation $r_{xy} = 0,36$. The initial phase of the PBS - the exhaustion by Maslach, especially in men, had the inverse

correlation with the age ($r_{xy} = - 0,54$) and the length of service ($r_{xy} = - 0,51$); the "burnout" employees left the specialty, or the PBS transformed into severe phases.

The men's eating regimen was correlated the PBS - with the resistance phase $r_{xy} = - 0,49$, exhaustion $r_{xy} = - 0,46$, astenisation $r_{xy} = - 0,42$; the variety of diet - with the resistance phase $r_{xy} = - 0,44$, exhaustion $r_{xy} = - 0,52$, depersonalization $r_{xy} = - 0,45$, reduction $r_{xy} = - 0,47$, astenisation $r_{xy} = - 0,42$; taking dietary supplements - with astenisation $r_{xy} = - 0,46$. In women, the association of professional burnout syndrome with a variety of diet and dietary supplements was weaker [1,3].

BMI in men had the feedback with the PBS, especially with its severe phases - tension $r_{xy} = - 0,48$, resistance $r_{xy} = - 0,51$, exhaustion $r_{xy} = - 0,53$, astenisation $r_{xy} = - 0,64$. The drinking regimen and the body fluid content also prevented the development of the PBS, especially in men reduction phase $r_{xy} = - 0,50$, astenisation $r_{xy} = - 0,6$, but in women - resistance $r_{xy} = - 0,32$, exhaustion $r_{xy} = - 0,36$, reduction $r_{xy} = - 0,33$, astenisation $r_{xy} = - 0,37$.

The provision of the body with the essential nutrients prevented the PBS: the level of transthyretin in the blood correlated with the early and with the late phases of the PBS in men - tension phase $r_{xy} = - 0,44$, resistance $r_{xy} = - 0,52$, exhaustion $r_{xy} = - 0,48$, reduction $r_{xy} =$

$- 0,49$, with astenisation $r_{xy} = - 0,73$; in women - resistance $r_{xy} = - 0,35$, exhaustion $r_{xy} = - 0,37$, reduction $r_{xy} = - 0,31$, astenisation $r_{xy} = - 0,43$. The direct correlation of transthyretin and the depletion phase according to Maslach $r_{xy} = 0,41$ testified to the severity of the experienced stress. Transferritin was especially noticeably associated with the tension phase in men according to Boiko and Maslach ($r_{xy} = - 0,54$), astenisation ($r_{xy} = - 0,53$), depersonalization ($r_{xy} = - 0,46$). Creatinine in the blood

correlated with the resistance and exhaustion phases $r_{xy} = -0,48$, astenisation $r_{xy} = -0,57$. It was established that the nurses have the feedback between transferritin and the PBS (astenisation $r_{xy} = -0,45$) and the direct link between depletion by Maslach and creatinine ($r_{xy} = 0,45$), that is probably due to physical overwork.

Conclusion. The optimal nutrition status prevents the development of the PBS, so, it is necessary to take into account the nutritional status of the applicant in the professional orientation and selection of employees. The prevention should include the monitoring of the

body's energy supply with nutrients, the optimal nutrition regimen and the drinking regimen, the use of adaptogens [4], regular sports with strength and cardio training.

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Educational Theory:

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