General Objective

To determine the prevalence and factors associated with burnout among healthcare workers working in emergency departments in Dongola, Northern State, Sudan.

Specific Objectives

1. To determine the prevalence and levels of personal, work-related, and client-related burnout among healthcare workers working in emergency departments in Dongola using the Copenhagen Burnout Inventory (CBI).
2. To assess the psychosocial characteristics of the work environment among emergency-department healthcare workers, including quantitative demands, emotional demands, and meaning and commitment to work.
3. To assess the level of job satisfaction among healthcare workers working in emergency departments.
4. To examine the associations between sociodemographic and occupational characteristics, psychosocial work factors, job satisfaction, and personal, work-related, and client-related burnout among emergency-department healthcare workers.
5. To compare personal, work-related, and client-related burnout levels according to healthcare profession and selected occupational characteristics among emergency-department healthcare workers.

QUESTIONNAIRE

Prevalence and Factors Associated with Burnout among Healthcare Workers

Cross-Sectional Study

Questionnaire ID:	_____	**Date:**	___ / ___ / _____
Facility/Study site:	_____	**Department/Unit:**	_____

Participant Information and Informed Consent

You are invited to take part in a research study about burnout and working conditions among healthcare workers. The purpose of this study is to estimate the prevalence of burnout and identify sociodemographic, occupational, organizational, and work-life factors associated with burnout. If you agree to participate, you will complete this questionnaire, which takes approximately 10-15 minutes.

Voluntary participation: Your participation is completely voluntary. You may refuse to answer any question or stop at any time without penalty or effect on your employment or services.

Risks or discomfort: Some questions about work stress or exhaustion may cause mild discomfort. You may skip any question you do not wish to answer.

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Benefits: There may be no direct personal benefit. The findings may help identify workplace factors that can inform staff-support and occupational-health improvements.

Confidentiality: Do not write your name on this questionnaire. Your responses will be treated confidentially and reported only in aggregate form. Individual responses will not be shared with supervisors or employers except as required by approved research procedures and applicable law.

Principal Investigator: _____

Contact (phone/email): _____

Ethics/Research Office and Reference No.: _____

☐ I have read and understood the information above. I have had the opportunity to ask questions, and I voluntarily agree to participate in this study.
☐ I do not agree to participate. If selected, please stop here and return the questionnaire without completing it.

Instructions: Please answer each question by marking one box unless the question asks you to select more than one option or write a number/text response. There are no right or wrong answers. Please answer based on your actual experience.

Section A. Sociodemographic Characteristics

A1. Age:
[ ] 20–29 years
[ ] 30–39 years
[ ] 40–49 years
[ ] 50 years or above

A2. Sex:
[ ] Male
[ ] Female

A3. Marital status:
[ ] Single
[ ] Married
[ ] Divorced
[ ] Widowed

A4. Profession:
[ ] Physician
[ ] Nurse
[ ] Midwife
[ ] Technician
[ ] Pharmacist
[ ] Laboratory professional
[ ] Other

A5. Highest educational qualification:

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[ ] Diploma
[ ] bachelor's degree
[ ] Master's degree
[ ] Doctorate

A6. Years of professional experience:
[ ] Less than 1 year
[ ] 1–3 years
[ ] 4–6 years
[ ] 7–10 years
[ ] More than 10 years

A7. Work schedule:
[ ] Morning shift only
[ ] Evening shift only
[ ] Rotating shifts
[ ] Night shifts

A8. Place of residence:
[ ] Urban
[ ] Rural

A9. Current residency/displacement status:
[ ] Local resident
[ ] Internally displaced person (IDP)

A10. How long is your usual work shift?
☐ 8 hours or less ☐ 9-12 hours ☐ More than 12 hours ☐ Varies

Section B. Copenhagen Burnout Inventory (CBI)

B1. Personal burnout

Statement	Always	Often	Sometimes	Seldom	Never / almost never
B.1 How often do you feel tired?	☐	☐	☐	☐	☐
B1.2 How often are you physically exhausted?	☐	☐	☐	☐	☐
B1.3 How often are you emotionally exhausted?	☐	☐	☐	☐	☐
B1.4 How often do you think: “I can’t take it anymore”?	☐	☐	☐	☐	☐
B1.5 How often do you feel worn out?	☐	☐	☐	☐	☐
B1.6 How often do you feel weak and susceptible to illness?	☐	☐	☐	☐	☐

D 2. Work-related burnout

Statement	To a very high degree	To a high degree	Somewhat	To a low degree	To a very low degree
D2.1 Is your work emotionally exhausting?	☐	☐	☐	☐	☐
D2.2 Do you feel burnt out because of your work?	☐	☐	☐	☐	☐
D2.3 Does your work frustrate you?	☐	☐	☐	☐	☐

For F2.4-F2.7, mark how often each experience occurs.

Statement	Always	Often	Sometimes	Seldom	Never / almost never

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Statement	Always	Often	Sometimes	Seldom	Never / almost never
D2.4 Do you feel worn out at the end of the working day?	☐	☐	☐	☐	☐
D2.5 Are you exhausted in the morning at the thought of another day at work?	☐	☐	☐	☐	☐
D2.6 Do you feel that every working hour is tiring for you?	☐	☐	☐	☐	☐
D2.7 Do you have enough energy for family and friends during leisure time?	☐	☐	☐	☐	☐

C.3. Client-related burnout

Statement	To a very high degree	To a high degree	Somewhat	To a low degree	To a very low degree
C 3.1 Do you find it hard to work with clients?	☐	☐	☐	☐	☐
C 3.2 Do you find it frustrating to work with clients?	☐	☐	☐	☐	☐
C 3.3 Does it drain your energy to work with clients?	☐	☐	☐	☐	☐
C 3.4 Do you feel that you give more than you get back when you work with clients?	☐	☐	☐	☐	☐

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Statement	Always	Often	Sometimes	Seldom	Never / almost never
D 3.5 Are you tired of working with clients?	☐	☐	☐	☐	☐
D 3.6 Do you sometimes wonder how long you will be able to continue working with clients?	☐	☐	☐	☐	☐

C. Copenhagen Psychosocial Questionnaire

Dimension C.1: Quantitative Demands (QD) – 4 items from

Statement	Always	Often	Sometimes	Seldom	Never
QC1. Do you have to work very fast?	☐	☐	☐	☐	☐
QC2. Do you have to work at a high pace throughout the day?	☐	☐	☐	☐	☐
QC3. Is your workload unevenly distributed so it piles up?	☐	☐	☐	☐	☐
QC4. How often do you not have time to complete all your work tasks?	☐	☐	☐	☐	☐

Dimension D. 2: Meaning of Work & Commitment (MW) – 4 items Copenhagen Psychosocial Questionnaire

Statement	To a very large extent	To a large extent	Somewhat	To a small extent	To a very small extent
MW1. Is your work meaningful?	☐	☐	☐	☐	☐
MW2. Do you feel that the work you do is important?	☐	☐	☐	☐	☐
MW3. Do you feel motivated and involved in your work?	☐	☐	☐	☐	☐
MW4. Do you enjoy telling others about your place of work? / Do you feel your workplace is of great importance to you?	☐	☐	☐	☐	☐

Dimension F Emotional Demands - 4 items Copenhagen Psychosocial Questionnaire

Statement					
ED1-Does your work put you in emotionally disturbing situations?	Always	Often	Sometimes	Seldom	hardly ever
ED2-Do you have to relate to other people's personal problems as part of your work?	Always	Often	Sometimes	Seldom	hardly ever
ED3-Is your work emotionally demanding?	To a very large extent	To large extent	Somewhat	to a small extent	To a very small extent
ED4-Do you get emotionally involved in your work?	To a very large extent	To large extent	Somewhat	to a small extent	To a very small extent

G. Job Satisfaction Scale (SIJS) – 5 items from short Index Satisfaction Scale

Please indicate the extent to which you agree or disagree with each statement.

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Statement	Strongly Disagree (1)	Disagree (2)	Undecided (3)	Agree (4)	Strongly Agree (5)
SIJS 1. I feel fairly satisfied with my present job.	☐	☐	☐	☐	☐
SIJS 2. Most days I am enthusiastic about my work.	☐	☐	☐	☐	☐
SIJS 3. Each day at work seems like it will never end.	☐	☐	☐	☐	☐
SIJS 4. I find real enjoyment in my work.	☐	☐	☐	☐	☐
SIJS 5. I consider my job to be rather unpleasant.	☐	☐	☐	☐	☐

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