Volume 3, Issue 10, 2025

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

THE ROLE OF MOTIVATION IN MITIGATING PERCEIVED STRESS AND BURNOUT AMONG HEALTH CARE WORKER IN ISLAMABAD

Kifayat Ullah[1], Kainat Ali[*2], Shujaat Ali[3], Iqra Nosheen[4], Fatima Javad[5]

[1]*Lecturer at Kohat university of science and technology*
[*2]*Psychologist at Kust counseling center kohat.*
[3,4,5]*Psychology Graduate Kohat university of science and technology*

[1]kifayat.amanullah@gmail.com, [*2]kainatharmanali@gmail.com, [3]shujaatalibangash892@gmail.com, [4]iqranosheen99@gmail.com, [5]fatimajawadkayani@gmail.com

DOI: https://doi.org/10.5281/zenodo.18204859

Keywords

Article History
Received: 03 November 2025
Accepted: 17 December 2025
Published: 31 December 2025

Copyright @Author
Corresponding Author: *
Kainat Ali

Abstract

Healthcare professionals experience high levels of perceived stress and burnout as a result of demanding nature of their job, which can have greater impact on their job performance and well-being. Perceived stress and burnout among healthcare professionals is common issue in the world, including Pakistan. Exploring factors that mitigate perceived stress and burnout is important for improving well-being and job performance of the healthcare professionals. The purpose of this study is to investigate the role of motivation in mitigating perceived stress and burnout among health care workers in Capital Hospital Islamabad, Pakistan. By studying the relationship between motivation and perceived stress and burnout, the study aims to identify interventions and strategies that can improve motivation among healthcare workers, resulting in reduced levels of stress and burnout. The study employed a quantitative cross-sectional research design to determine the relationships between motivation, perceived stress, and burnout among healthcare workers in Islamabad, Pakistan. Data was collected from about 250 regular healthcare workers at Capital Hospital Islamabad using purposive sampling. The study used Work Extrinsic and Intrinsic Motivation Scale (WEIMS) to measure motivation, Perceived Stress Scale (PSS) to assess perceived stress, and the Sherom-Mellmend Burnout Scale (SMBO) to determine burnout, aiming to understand psychological well-being of the healthcare workers in clinical and hospital contexts through detailed data collection. Statistical analysis such as descriptive statistics, correlation analysis, and regression analysis using SPSS version 21.0, is carried out explore the relationships between variables, identify predictors of perceived stress and burnout. Ethical considerations involve seeking informed consent, ensuring confidentiality and privacy, minimizing risks, and obtaining approvals. The findings showed that higher levels intrinsic motivation, integrated regulation, identified regulation, introjected regulation, external regulation was related to lower levels of stress and burnout. Regression analysis showed that both perceived stress and burnout significantly affected motivation, with burnout exerting a greater impact. These findings emphasize the need to mitigate stressors and enhancing motivation to improve well-being and productivity of healthcare workers. Targeted interventions and measures focusing on motivation, perceived stress management, and burnout prevention are important for creating a

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

supportive work environment in Islamabad, Pakistan.

1. INTRODUCTION

In the healthcare field, professionals encounter significant challenges due to the demanding and high-pressure nature of their work. Dealing with the complexities of patient care, enduring long working hours, and coping with emotional strain contribute to elevated levels of perceived stress and burnout among healthcare workers. Perceived stress, involving a personal evaluation of stressors, often leads to emotional exhaustion, depersonalization, and a diminished sense of personal accomplishment, collectively referred to as burnout. This not only impacts the well-being of healthcare workers but can also jeopardize the quality of patient care (Rink et al., 2023). Addressing and understanding the factors influencing perceived stress and burnout in the healthcare sector is crucial for developing effective strategies to support healthcare professionals and maintain high standards of patient care. Therefore, understanding the role of motivation is essential, as it can be a potent tool in alleviating perceived stress and burnout among healthcare professionals in Islamabad.

Motivation, characterized by a dynamic interplay of internal and external factors, stands as a cornerstone in shaping the behavior and overall well-being of healthcare professionals. Internally fueled by personal values, passions, and a sense of purpose, and externally influenced by organizational support, recognition, and rewards, motivation propels individuals toward specific goals. In the demanding healthcare sector, where challenges persist, motivated professionals exhibit heightened levels of enthusiasm, resilience, and dedication. Their internal drive fuels a profound commitment to delivering quality care, promoting patient well-being, and navigating through complex medical scenarios (Karaferis et al., 2022).

The complex interplay of intrinsic and extrinsic motivational factors creates a dynamic force that not only influences individual behavior but also contributes significantly to the overall effectiveness and resilience of healthcare professionals in their roles. Additionally, healthcare professionals driven by motivation are inclined to actively pursue opportunities for professional development, thereby augmenting their skills and knowledge. This internal drive not only positively influences individual performance but also plays a crucial role in enhancing the overall effectiveness and efficiency of healthcare systems. The influence of motivation on the well-being of healthcare workers is especially remarkable. Faced with the demanding nature of their profession, motivated individuals showcase a heightened ability to cope with stressors and adversities. Their enthusiasm serves as a protective factor against burnout, a prevalent challenge in the healthcare industry (Kitsios & Kamariotou, 2021).

Understanding the intricacies of motivation empowers healthcare organizations to implement targeted strategies for nurturing and sustaining this internal drive among their workforce. Such strategies may involve creating a supportive work environment that recognizes and values employees' contributions, providing ample opportunities for skill development and career advancement, and fostering a culture of appreciation. Recognizing that healthcare professionals are more likely to maintain their passion for their work, experience a sense of fulfillment, and ultimately contribute to the overall enhancement of patient outcomes, motivation emerges as a pivotal factor in the holistic well-being of healthcare workers. Essentially, motivation plays a central role not only in individual performance but also in shaping the resilience and vitality of the healthcare system as a whole (Bhatnagar et al., 2014).

By prioritizing and understanding the drivers of motivation, healthcare organizations can cultivate an environment that not only supports the professional growth and satisfaction of their workforce but also positively influences the overall effectiveness and sustainability of

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

healthcare delivery.

Motivation, functioning as a psychological force, plays a pivotal role in the daily experiences of healthcare workers, particularly within the healthcare sector in Islamabad. In this context, motivation assumes a central position, serving as a crucial factor that can profoundly impact the dynamics of stress and burnout among healthcare professionals. Those driven by motivation in the healthcare workforce exhibit a compelling force that propels them to excel in their roles. This internal drive not only improves their job performance but also enhances the overall effectiveness of healthcare delivery (Van et al., 2020).

Motivation plays a pivotal role as a potent influencer of emotional well-being, exerting a profound impact on one's mood, mindset, and overall mental state. Its effects on emotional health are diverse, encompassing key aspects that contribute to a positive psychological state. Motivation often cultivates a favorable outlook on life, offering individuals a sense of purpose and direction as they work towards personal or professional goals (Deci & Ryan, 2000).

This optimistic mindset becomes a cornerstone of emotional well-being, shaping the overall mental disposition. Additionally, the pursuit and achievement of goals fueled by motivation bring about a profound sense of accomplishment. Successfully reaching milestones is linked to positive emotions, including pride and satisfaction, which significantly contribute to emotional well-being (Ryan & Deci, 2017). In essence, motivation acts as a catalyst for maintaining and enhancing emotional well-being by fostering a positive mindset and providing a sense of purpose and achievement in one's endeavors.

The sense of achievement derived from motivation becomes a wellspring of emotional fulfillment, nurturing a positive self-perception and fortifying overall emotional health. Additionally, motivation plays a pivotal role in boosting resilience when confronted with challenges. Motivated individuals exhibit heightened fortitude and perseverance in the face of obstacles, thereby strengthening their emotional resilience and facilitating effective coping with stress and adversity (Ryan & Deci, 2007).

Motivation serves as a cornerstone in shaping and influencing social well-being, intricately woven into how individuals engage, connect, and contribute to their social environment. One crucial aspect is the improvement of social connections, where motivated individuals actively pursue and sustain relationships, collaborate on shared goals, and contribute to their communities. This underscores the vital role of social connections in overall well-being (Baumeister & Leary, 1995).

Motivation propels everyday behaviors, evident in activities like volunteering, assisting others, and engaging in community initiatives. These actions, stemming from the motivation to make positive contributions, not only offer a sense of purpose and connectedness but also play a significant role in improving social well-being (Grant & Dutton, 2012).

In professional or group settings, motivation nurtures teamwork and collaboration. Individuals motivated to achieve shared goals contribute to a positive social environment, promoting effective communication, a sense of accomplishment, and camaraderie among team members (Latham & Pinder, 2005).

Motivation also results in altruistic behaviors, where individuals are inspired to contribute to the well-being of others without expecting personal gain. Acts of kindness and contribution,

motivated by a genuine desire to make a positive impact, are linked to increased social connectedness and well-being (Dunn et al., 2008).

The motivation to achieve shared objectives or uphold common values within a group contributes to the development of a positive social identity. This sense of belonging and shared purpose is integral to social well-being, underscoring the importance of collective motivation in shaping positive social identities (Tajfel & Turner, 1979). Moreover, motivation plays a significant role in conflict resolution within social relationships. Motivated individuals

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

are more likely to seek constructive solutions, communicate effectively, and maintain positive social connections even in challenging situations, fostering healthier and more resilient social bonds (Hargie et al., 2011).

Crucially, motivated healthcare professionals frequently experience elevated levels of job satisfaction, finding fulfillment in their contributions to patient care and well-being. In the demanding and often stressful healthcare environment, this intrinsic motivation becomes a vital asset, empowering professionals to navigate challenges with resilience and dedication. On the contrary, a lack of motivation can contribute to increased stress levels and heightened susceptibility to burnout among healthcare workers, affecting both their individual well-being and the quality of patient care. Therefore, recognizing and fostering motivation in the healthcare context in Islamabad is crucial, as it holds the potential to influence not only the professional satisfaction of healthcare workers but also the overall effectiveness of the healthcare system in the region (Thibault et al., 2018).

Motivation among healthcare workers is a complex phenomenon influenced by a combination of intrinsic and extrinsic factors. Intrinsic factors, originating from within the individual, play a significant role in shaping motivation. These internal motivators include a

sense of purpose derived from the understanding that their work contributes to the well-being of others. Healthcare professionals often find intrinsic motivation in the profound satisfaction that comes from making a positive difference in patients' lives. The intrinsic drive is further fueled by a sense of professional fulfillment, as healthcare workers derive meaning and value from their roles. Additionally, considerations such as job security and a reasonable income are intrinsic factors that contribute to motivation, ensuring a sense of stability and financial well-being that further supports dedication to their work (Dagne et al., 2015).

Extrinsic factors, conversely, originate from external sources and can significantly impact motivation. Recognition for one's efforts, fair compensation, and positive feedback from patients and colleagues serve as powerful external motivators in the healthcare setting. When healthcare workers receive acknowledgment and appreciation for their hard work and dedication, it not only validates their efforts but also strengthens their commitment to their roles. Fair compensation is crucial for recognizing the value of healthcare professionals' skills and expertise, providing tangible and external reinforcement of their contributions. Positive feedback, whether from patients who have benefited from their care or colleagues who appreciate their collaboration, contributes to a positive work environment and fosters a sense of professional pride (Ali & Anwar, 2021).

A supportive work environment is another crucial factor influencing motivation among healthcare workers. A workplace that encourages collaboration, open communication, and a culture of appreciation can significantly enhance motivation. Feeling valued and supported by colleagues and superiors contributes to positive morale, reinforcing the intrinsic and extrinsic motivators that drive healthcare professionals. Furthermore, opportunities for professional development contribute to motivation by offering avenues for growth and skill enhancement.

When healthcare workers see a clear path for career progression and have access to training and educational opportunities, they are more likely to remain motivated and engaged in their roles. Lastly, the importance of work-life balance cannot be overstated. Healthcare workers often face demanding and stressful situations, and maintaining a balance between professional responsibilities and personal well-being is essential for sustaining motivation. Organizations that prioritize work-life balance through reasonable working hours and supportive policies contribute to the overall motivation and job satisfaction of healthcare professionals (Naz et al., 2020).

A workplace characterized by a culture of teamwork, open communication, and mutual respect plays a pivotal role in enhancing motivation among healthcare workers. Teamwork

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

fosters a collaborative environment where individuals feel connected to their colleagues, share responsibilities, and collectively work towards common goals. Open communication ensures that information flows transparently, allowing healthcare professionals to voice concerns, share ideas, and contribute to decision-making processes. Mutual respect establishes a positive and supportive atmosphere, where each team member's contributions are acknowledged and valued. Feeling supported and valued by both peers and supervisors is a significant factor in mitigating stress and preventing burnout. In such a supportive environment, healthcare workers are more likely to cope effectively with the challenges of their roles, knowing they can rely on the assistance and understanding of their colleagues and superiors. Recognition for their efforts and accomplishments not only boosts morale but also reinforces a sense of purpose and dedication to their work (Zajac et al., 2021).

Opportunities for continuous learning, skill development, and career advancement play a pivotal role in contributing to the motivation of healthcare professionals. Those who perceive a clear and attainable career path are more likely to be motivated and engaged in their roles. The prospect of growth and advancement not only satisfies the inherent desire for professional development but also ensures that individuals remain committed to their roles over the long term. Organizations that invest in training programs, workshops, and mentorship opportunities create an environment that encourages ongoing learning, skill refinement, and career progression (Al- Balushi et al., 2022).

Furthermore, striking a balance between work and personal life is essential for sustaining motivation in the healthcare sector. The demanding nature of healthcare jobs can lead to burnout if individuals do not have sufficient time for rest and recreation. Adequate rest periods, breaks, and opportunities for recreation are critical for preventing burnout, maintaining overall well- being, and ensuring sustained motivation. Organizations that prioritize work-life balance through reasonable working hours, flexible scheduling, and supportive policies contribute to the overall motivation and job satisfaction of healthcare professionals. The combination of professional growth opportunities and a supportive work-life balance creates an environment that fosters the continued motivation and well-being of healthcare professionals (Stephanie et al., 2013).

A workplace that cultivates teamwork, open communication, mutual respect, and offers opportunities for continuous learning and career advancement creates an environment conducive to heightened motivation among healthcare workers. Striking a delicate balance between professional and personal life is essential for preventing burnout, ensuring the sustained well-being of healthcare professionals, and ultimately enhancing their motivation and dedication to their vital roles in patient care (Fazal et al., 2022).

Motivated healthcare workers exhibit heightened resilience, equipping them to effectively navigate stressors and recover from challenging situations. Their motivation often prompts the adoption of positive coping mechanisms, including seeking social support, engaging in problem-solving, and maintaining a positive outlook—integral components in managing stress. Additionally, motivated healthcare professionals are linked to delivering higher quality patient care. Their enthusiasm and dedication manifest in improved patient outcomes, creating a positive cycle of motivation and job satisfaction. Consequently, this contributes to lower rates of burnout and reduced turnover among healthcare workers, fostering a stable workforce that ensures continuity of care and ultimately strengthens the overall healthcare system (Sovold et al., 2021).

The healthcare sector in Islamabad, like many other regions, faces numerous challenges in delivering quality healthcare services. In the bustling capital city of Pakistan, healthcare workers operate in an environment characterized by high patient volumes, limited resources, and a constant need for efficient and compassionate care.

The demanding nature of their profession exposes healthcare workers to significant stressors, leading to the phenomenon of perceived stress and burnout (Muhammad et al.,

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

2023). A motivated healthcare workforce not only experiences lower levels of stress and burnout but also positively impacts patient care. Motivated professionals are more likely to deliver high- quality and patient-centered care, contributing to positive outcomes and overall well-being for both healthcare professionals and the patients they serve. Ultimately, a comprehensive understanding and strategic enhancement of motivation in the healthcare sector in Islamabad not only address immediate challenges but also lay the foundation for a resilient and dedicated healthcare workforce in the long run (Muhammad & De-Hert, 2020).

Stress and burnout among healthcare workers are multifaceted issues influenced by various factors, often arising from the demanding nature of their profession. Excessive workload and long working hours, combined with the emotional toll of dealing with patient suffering and life-and-death situations, significantly contribute to stress. Insufficient staffing levels,
particularly in high-pressure environments, further intensify the burden on individual healthcare professionals. The continuous exposure to trauma, illness, and death may lead to compassion fatigue, where healthcare workers experience emotional exhaustion and a reduced ability to empathize with patients. Administrative challenges within healthcare systems, such as cumbersome paperwork, bureaucratic hurdles, and rapidly changing protocols, also contribute to the stress experienced by frontline workers. The shortage of resources, both in terms of medical equipment and support staff, can impede healthcare professionals in delivering optimal care, escalating their stress levels (Rink et al., 2023).

Moreover, Obermann et al. (2017) noted that a lack of recognition and appreciation for the hard work and sacrifices made by healthcare workers can also contribute to burnout. Feeling undervalued or not having one's efforts acknowledged may lead to frustration and disillusionment. Inadequate training or preparation for handling challenging situations, such as ethical dilemmas or communication issues, can add to the stress experienced by healthcare professionals. Factors contributing to stress and burnout in Islamabad's healthcare sector include heavy workloads, long working hours, inadequate staffing levels, challenging patient cases, and limited access to professional development opportunities.

The repercussions of burnout extend beyond the well-being of healthcare workers to directly impact the quality of patient care. This study is designed to conduct a comprehensive investigation into the crucial role of motivation in alleviating perceived stress and burnout among healthcare professionals in Islamabad. To achieve this, the research employs the theoretical framework of self-determination theory. Acknowledging the escalating challenges faced by healthcare workers, especially in the demanding context of Islamabad where factors like high patient loads, resource constraints, and the ongoing global pandemic contribute to elevated stress levels, this research embraces self-determination theory to delve into the motivational underpinnings. By leveraging this theoretical framework, the study aims to uncover insights that can inform targeted interventions and support systems, ultimately fostering a motivated and resilient healthcare workforce and enhancing the overall quality of patient care in Islamabad.

Self-determination theory posits that individuals possess innate psychological needs for autonomy, competence, and relatedness, which, when satisfied, enhance intrinsic motivation. The outcomes of this research are anticipated to contribute valuable insights to healthcare management and policy formulation, offering evidence-based strategies to bolster motivation and consequently alleviate stress and burnout among healthcare professionals in Islamabad. This, in turn, is expected to enhance both individual well-being and the quality of patient care. In the healthcare landscape of Islamabad, healthcare professionals navigate a challenging terrain marked by formidable obstacles such as overwhelming workloads, limited resources, and intricate patient cases. This taxing environment contributes to elevated levels of perceived stress and burnout among these professionals, posing a

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

significant threat to their well-being and, consequently, the quality of patient care.

1.1 Problem Statement

Healthcare workers in Islamabad face significant challenges related to stress and burnout, which negatively impact their well-being and the quality of care they provide. High workloads, demanding work environments, and the emotional toll of patient care contribute to increased levels of perceived stress and burnout. Despite the crucial role of motivation in influencing job performance and well-being, there is a lack of comprehensive research specifically focused on how intrinsic and extrinsic motivational factors can mitigate these issues among healthcare professionals in Islamabad.

Intrinsic motivational factors such as the desire to learn new things, interest in challenges, satisfaction from successfully completing difficult tasks, and career goals are pivotal in shaping healthcare professionals' motivation. Extrinsic factors, including income, job security, and financial rewards, also significantly influence their motivation levels. However, the specific impact of these motivational factors on perceived stress and burnout has not been thoroughly explored in the context of Islamabad's healthcare sector.

This research aims to fill this gap by investigating the correlation between various motivational factors and the levels of perceived stress and burnout among healthcare workers in Islamabad. By identifying and analyzing these intrinsic and extrinsic factors, the study seeks to provide evidence-based recommendations for interventions and organizational policies. These insights will be instrumental in developing targeted strategies to enhance motivation, reduce stress, and prevent burnout among healthcare professionals in the region.

Ultimately, the findings of this research are expected to contribute to the development of a resilient, motivated, and thriving healthcare workforce in Islamabad. By addressing the root causes of stress and burnout through motivation-focused interventions, the study aspires to improve job satisfaction, employee well-being, and the overall quality of healthcare services.

This, in turn, will create a positive cycle of continuous improvement and progress within the healthcare system, benefiting not only the healthcare professionals but also the patients and the broader community they serve.

1.2 Aim of the Study

The primary objective of this research is to investigate the pivotal role of motivation in mitigating perceived stress and burnout among healthcare workers in Islamabad. The study seeks to delve into the specific motivational factors that significantly influence healthcare professionals, aiming to understand their correlation with perceived stress levels and burnout.

Through a comprehensive exploration of these relationships, the research aims to formulate evidence-based recommendations for interventions and organizational policies. The ultimate goal is to enhance motivation and overall well-being within the healthcare sector of Islamabad. By addressing these specific factors and providing actionable insights, the research aspires to contribute to the development of strategies that foster a resilient, motivated, and thriving healthcare workforce in the region.

1.3 Research Objectives

1. To identify and analyze the specific intrinsic motivational factors (such learning of new things, interest in challenges, satisfaction to successful in difficult task, carrier goal) and extrinsic (including income and security) factor that mitigate perceived stress among healthcare professionals in Islamabad.
2. To explore and assess the specific intrinsic and extrinsic motivational factors that mitigate burnout among healthcare professionals in Islamabad, and analyze their significance in relation to motivation.

1.4 Research Questions

1. What are the specific intrinsic and extrinsic motivation factor that influence perceived stress among healthcareworkers in Islamabad?

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

2. What are the specific intrinsic and extrinsic motivation factor that influence burnout among healthcare workers in Islamabad?
3.

1.5 Significance of the Study

Understanding the motivational factors that underpin the well-being of healthcare workers in Islamabad is a crucial endeavor with far-reaching implications for the healthcare system. This research recognizes the centrality of motivation in influencing the experiences of healthcare professionals and aims to identify these fundamental motivational elements to develop evidence-based strategies for mitigating perceived stress and burnout.

The significance lies in the potential to tailor interventions based on these motivational factors, thereby creating targeted approaches to enhance job satisfaction, motivation, and overall well-being among healthcare workers. The broader importance of this research is underscored by its potential impact on policy decisions, human resource management strategies, and the design of interventions aimed at promoting motivation among healthcare workers. The outcomes of the study can serve as a guide for policymakers, enabling them to enact measures that foster a conducive work environment and support the well-being of healthcare professionals.

Human resource management strategies can benefit significantly from insights into the identified motivational factors, ensuring that organizational practices align with the needs and motivations of the healthcare workforce. This alignment ultimately leads to the enhancement of motivation among healthcare workers, fostering a more resilient and

dedicated workforce. The positive effects of an motivated workforce extend beyond the individual level, creating a ripple effect on the delivery of high-quality and compassionate care to the residents of Islamabad.

By tailoring human resource practices to address the motivational factors identified in the study, organizations can create a work environment that supports and nurtures the well- being of healthcare professionals. This, in turn, contributes to a positive cycle where motivated professionals play a crucial role in improving patient outcomes, increasing job satisfaction, and advancing healthcare services in the region. The positive impact extends beyond the immediate workplace to the entire healthcare ecosystem, creating a virtuous cycle of continuous improvement and progress in the delivery of healthcare services. The strategic alignment of human resource management with motivational factors not only benefits individual professionals but also contributes to the overall advancement and effectiveness of healthcare services in the region.

In essence, this research serves as a catalyst for positive change within the healthcare system, emphasizing the critical role of motivation in shaping the well-being of healthcare professionals and the quality of care they provide.

1.6 Delimitation of the Study

The study acknowledges certain limitations that could impact the interpretation and generalizability of its findings. Primarily, these limitations are associated with the chosen methodology, particularly the reliance on self-reporting, which introduces potential biases. Participants reporting on their stress and burnout levels may be influenced by personal perspectives, potentially resulting in an underestimation or overestimation of their actual experiences. This recognition underscores the subjective nature of perceived stress and burnout, emphasizing the variability in individual interpretation.

Self-reported data can be influenced by various factors, including individual perceptions, emotional states, and personal biases. Participants may provide responses based on their own understanding of stress and burnout, which can be influenced by subjective factors. This acknowledgment highlights the importance of considering the potential limitations associated with self-reported data and the need for cautious interpretation of findings.

Despite these limitations, self-reporting remains a common and valuable method for assessing subjective experiences such as stress and burnout. Researchers often employ self-report measures due to their practicality and the direct insight

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

they provide into individuals' perceptions. However, it is essential for researchers and readers to be aware of the inherent limitations associated with this methodology when drawing conclusions and generalizing the study's findings.

Another limitation pertains to the scope of the research. The study may face practical constraints that prevent it from encompassing all healthcare facilities in Islamabad. This limitation could arise due to logistical challenges, resource constraints, or other practical considerations. Consequently, the research sample may not fully represent the diversity of

healthcare settings in the entire country, potentially affecting the external validity or generalizability of the findings. The study's outcomes may be more applicable to the specific healthcare facilities included in the research, and caution should be exercised when extending the findings to the broader healthcare landscape.

Furthermore, it's important to note that the research will be confined to Islamabad and may not include all health professionals from all regions of the country. This geographic limitation could impact the generalizability of the study's findings to healthcare professionals working in different contexts or regions with distinct healthcare dynamics. Consequently, the outcomes may be more relevant to the specific healthcare environment in Islamabad, and caution should be exercised when extrapolating the results to a national level.

CHAPTER 2

2. LITERATURE REVIEW

In Pakistan, health offerings are furnished via a 3-tiered health care infrastructure and quite a number public fitness intervention package. The former includes Basic Health Units (BHUs), Rural Health Dispensaries (RHDs) and Rural Health Centers (RHCs) as the primary primary healthcare centers. Secondary care includes first and secondary referral centers supplying acute, ambulatory and inpatient care provided via Tehsil Headquarter Hospitals (THQs) and District Headquarter Hospitals (DHQs). These are supported via tertiary stage coaching hospitals. Primary and secondary facilities are public institutions at the same time as tertiary are each public and private. Prior to devolution, the transport of health offerings changed into the duty of the provincial governments. With the passage of the Local Government Ordinance in 2001, the duty for offering fitness care turned into nearly absolutely delegated to the District Governments, with the exception of the big coaching hospitals and their attached clinical or dental schools, which remained under the direct control of the provincial government. The distinction among public and personal sectors in Pakistan isn't very clear and many public sector practitioners additionally practice privately - legally or illegally. Many in this place report receiving a big a part of their profits directly from patients as opposed to from the government. Pakistan is 122nd in keeping with the WHO ranking of the arena's health structures and presently has zero. Seventy-three physicians and 31 nurses according to 1,000 populaces. As of 2005, Pakistan had approximately 74,000 practicing physicians and nearly seven hundred emigrating each year. According to 'Pakistan Medical and Dental Council' (PMDC) nearly 129,229 physicians were registered by using April 2010. Of the 10,651 trendy practitioners registered between January 1, 2008 to June 30, 2009, five,128 had been lady while four,228 had been male. This trend is even stronger amongst medical graduates who by pass their final examinations.

2.1. Motivation Definition

A health system's potential to deliver exceptional health care relies upon at the availability of motivated medical experts, that are missing in many low-earnings settings (Global Health Workforce Alliance 2014). Motivation has been described as the extent of attempt and preference to perform nicely and is an critical determinant of satisfactory of care (World Health Organization 2006).

Motivation has been related to decrease degrees of group of workers turnover (Bonenberger et al.,2014), Better retention, less task burnout and elevated performance (Deci et al.,2017), Together with higher excellent of care (Alhassan et al.,

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

2013). A growing wide variety of interventions (Willis-Shattuck et al., 2008; Chopra et al., 2008) are designed to improve the retention of health workers and promote better provider shipping by means of enhancing their motivation (Alhassan et al., 2013). Such interventions include financial incentives, which may be tied to performance objectives (Engineer et al., 2016), or non-monetary incentives which include career development possibilities and training (Agyepong et al., 2004), upgrading facility infrastructure, aid availability (Manong et al., 2006), strategies to enhance scientific governance through supportive supervision (Bailey et al., 2016), audit or first-rate control strategies (Bakker et al., 2011).

Programmed evaluators may also need to evaluate the impact of country wide reforms or neighborhood programmed on medical examiner motivation (Wallander et al., 2015)

Health worker motivation research will also be of interest of their own right to shed mild on what drives motivation (Bhatnagar et al. 2017) and assist become aware of which techniques might be most effective in increasing motivation.

2.2. Motivational Factors among Healthcare Worker

To investigates the impact of both intrinsic and extrinsic motivational factors on perceived stress and burnout among healthcare workers in Pakistan. This indicate that intrinsic motivation, which involves engaging in work for its own sake and personal satisfaction, plays a crucial role in significantly reducing burnout and stress levels among healthcare professionals. In contrast, extrinsic motivation, driven by external rewards such as pay and recognition, also contributes to reducing burnout and stress, but its effectiveness is comparatively lower than that of intrinsic motivation (Rafique & Ameen, 2023).

Intrinsic motivation refers to the internal drive to perform an activity for the inherent satisfaction and fulfillment it brings, such as a passion for helping others, personal growth, and the enjoyment of the work itself. This reveals that when healthcare workers are intrinsically motivated, they are more likely to experience lower levels of burnout and stress because intrinsic motivation aligns with personal values and interests, making the work feel more meaningful and engaging. As a result, healthcare workers who are intrinsically motivated are better able to cope with the demands of their job, leading to improved mental well-being and job performance. On the other hand, extrinsic motivation involves performing a task to achieve external rewards or avoid negative outcomes, such as salary, bonuses, promotions, and external recognition. This study indicates that extrinsic motivation does help in reducing burnout and stress among healthcare professionals. However, its impact is not as strong as that of intrinsic motivation. While external rewards can provide temporary relief and incentives, they may not sustain long-

term engagement and satisfaction in the same way that intrinsic motivators can. This suggests that while extrinsic rewards are important, they should be complemented by efforts to foster intrinsic motivation for more effective stress and burnout reduction, is important to implication for healthcare management in Pakistan (Rafique & Ameen, 2023).

To effectively reduce burnout and stress among healthcare workers, it is essential to create an environment that supports and enhances intrinsic motivation. This can be achieved by providing opportunities for professional development, encouraging autonomy, and recognizing the personal and societal value of healthcare work. Additionally, while extrinsic rewards should not be neglected, they should be part of a broader strategy that also focuses on intrinsic motivators. By balancing both types of motivation, healthcare institutions can improve job performance and the overall well-being of their staff. This study highlights that significant role of both intrinsic and extrinsic motivational factors in mitigating burnout and stress among healthcare workers in Pakistan While intrinsic motivation has a more profound impact, extrinsic motivation also plays a vital role. Therefore, healthcare institutions should aim to foster an environment that nurtures intrinsic motivation while also providing appropriate extrinsic rewards. This balanced approach can lead to

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

better job performance and improved mental health among healthcare professionals in Pakistan (Rehman & Shabbir, 2021).

The role of different motivational factors in managing stress and burnout among healthcare workers in Pakistan. The findings indicate that both intrinsic and extrinsic motivational strategies effectively reduce burnout, with intrinsic motivation having a more significant impact. Intrinsic motivation, which involves engaging in work for personal satisfaction and the inherent joy of the task, is particularly effective in alleviating stress andburnout. In contrast, extrinsic motivation, driven by external rewards such as salary and recognition, also helps reduce these issues, though to a lesser extent. Thus, while both types of motivation are beneficial, intrinsic motivation plays a more crucial role in enhancing the mental well-being of healthcare professionals. This study delves into the distinct effects of intrinsic and extrinsic motivation on burnout among healthcare workers in public hospitals.

The both types of motivation are instrumental in mitigating burnout. However, intrinsic motivation, which involves engaging in tasks for the inherent satisfaction and personal fulfillment they provide, is particularly effective in boosting job satisfaction and reducing stress levels, Healthcare professionals who are intrinsically motivated tend to find their work more meaningful and rewarding, which significantly enhances their overall mental well-being and job performance (Nawaz & Malik, 2022).

To effectively combat burnout and improve job satisfaction, it is essential to create an environment that fosters intrinsic motivation among healthcare workers. This can be achieved by offering opportunities for personal and professional growth, encouraging autonomy, and recognizing the intrinsic value of the work healthcare professionals do. While it remains important to provide appropriate extrinsic rewards, these should be part of a broader strategy that also emphasizes intrinsic motivation. By balancing both types of motivational strategies, public hospitals can enhance the well-being, job satisfaction, and performance of their healthcare staff. This research investigates the interplay between job stress, burnout, and motivation among healthcare workers in Pakistan. The findings underscore the significance of both intrinsic and extrinsic motivational factors in alleviating job stress and preventing burnout (Rehman & Shabbir, 2021).

Intrinsic motivation plays a critical role in enhancing job satisfaction and mental well-being. Healthcare workers who are intrinsically motivated tend to be more resilient to the pressures of their job, as they derive genuine pleasure and fulfillment from their tasks. This internal drive not only helps them cope better with the demanding nature of their work but also contributes to a more positive work environment. The study highlights that intrinsic motivation is a powerful tool in mitigating job-related stress and preventing burnout, ultimately leading to improved job performance and a healthier workforce (Javed & Siddiqui, 2020).

Extrinsic motivation, which is driven by external rewards such as financial incentives, promotions, and recognition, also plays a significant role in reducing job stress and burnout. These external motivators provide tangible benefits and can serve as important incentives for healthcare workers. However, the study indicates that while extrinsic motivation is effective, its impact is slightly less pronounced than that of intrinsic motivation. External rewards can boost morale and provide short-term relief from job stress, but they may not sustain long-term engagement and job satisfaction to the same extent as intrinsic motivators (Javed & Siddiqui, 2020).

Intrinsic motivation is characterized by the internal rewards and personal gratification derived from the work itself, rather than from external factors. For healthcare professionals, this might include a passion for patient care, a sense of purpose, and the enjoyment of making a meaningful impact in their patients' lives. The research indicates that when healthcare workers are driven by these internal rewards, they experience lower levels of burnout. This is because intrinsic motivation enhances their overall job satisfaction and helps them manage the high demands of their roles more effectively

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

(Shah et al., 2019)

The importance of fostering intrinsic motivation within healthcare environments to address burnout. By creating a work culture that emphasizes personal fulfillment, professional growth, and a strong sense of purpose, healthcare institutions can better support their staff and improve their well-being. Although the study focuses on Karachi, the implications for Islamabad are significant, suggesting that similar strategies to enhance intrinsic motivation could be beneficial in reducing burnout and improving job satisfaction across healthcare settings in both cities (Shah et al., 2019).

Intrinsic motivation, which involves deriving personal satisfaction and a sense of achievement from one's work, along with extrinsic motivation, such as financial rewards and recognition, are both essential in combating burnout. The study demonstrates that when healthcare professionals are motivated by both internal and external factors, they are better equipped to manage the stresses of their roles and experience a greater sense of fulfillment. This dual approach not only helps in reducing feelings of exhaustion and disengagement but also fosters a more positive and productive work environment (Javed & Siddiqui, 2020).

The importance of integrating both motivational strategies and a positive work environment to effectively address burnout. Healthcare institutions in Pakistan can improve their staff's mental health and job satisfaction by fostering a work culture that supports intrinsic motivation through meaningful work and professional growth opportunities, while also providing extrinsic rewards. By implementing these strategies, healthcare organizations can create a more engaging and supportive workplace, ultimately leading to reduced burnout and enhanced overall job satisfaction among their professionals (Javed & Siddiqui, 2020).

Job stress and job satisfaction influence the performance of healthcare workers in Pakistan, its highlights that both intrinsic and extrinsic motivational factors are crucial for improving job satisfaction and mitigating stress and burnout among these professionals. By understanding the interplay between job stress and satisfaction, the research provides valuable insights into how healthcare organizations can enhance performance and well-being.

The effects of the work environment and training on employee performance within Pakistan's healthcare sector, emphasizing the crucial role of motivation as a mediating factor. The study reveals that creating a more supportive and positive workplace, alongside providing continuous professional development, can significantly boost employees' motivation. This heightened motivation, in turn, plays a key role in alleviating stress and reducing burnout among healthcare professionals.

A well-structured work environment, characterized by supportive management and a collaborative atmosphere, positively influences employee performance. When healthcare workers operate in an environment that values their contributions and supports their professional growth, their motivation levels rise. This increase in motivation helps them manage job-related stress more effectively and contributes to a decrease in burnout, ultimately enhancing their overall performance and satisfaction (Javed & Siddiqui, 2020).

The job satisfaction, work engagement, and employee motivation within the healthcare sector in Pakistan. It underscores that employees who are highly motivated, engaged, and satisfied with their jobs tend to experience lower levels of stress and burnout. This demonstrates that there is a significant connection between these factors, with each contributing to the overall well-being and effectiveness of healthcare workers (Tariq & Owais, 2020). This increased engagement leads to a more positive work experience, where employees feel more committed and involved in their roles. Consequently, this heightened sense of engagement and satisfaction helps in managing and reducing stress levels, as well as preventing burnout (Tariq & Owais, 2020).

This study investigates the effects of transformational leadership and emotional intelligence on organizational commitment and stress levels among healthcare workers. The

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

research highlights that leaders who demonstrate the ability to inspire and provide emotional support to their teams can significantly influence the overall work environment. By fostering a positive and supportive atmosphere, such leaders play a crucial role in reducing stress and preventing burnout among healthcare professionals (Khan et al., 2021).

Wright and Van den Broeck (2007) focuses on Work motivation in public and personal agencies means in private setup in preferred. Their fundamental finding is that personnel in the public zone tend to show much less extrinsic motivation, that means that their motivation did not beginning to the identical volume from aspects like greater profits or material things provided to raise the motivation.

Job Motivation is described as "the willingness to exert and hold an attempt toward organizational goals" (Mathauer & Imhoff, 2006) and prompted fitness team of workers are much more likely to apply their understanding to the real delivery of health care (Prytherch et al., 2013). Given the present-day challenges along with bad operating situations, private safety concerns and insufficient equipment's, process motivation should play a key role in productivity of human assets for fitness in growing nations (Daniel & Lie, 2011).

Herzberg's dual-factor idea additionally called Motivation Hygiene Theory states that motivation is driven by using different factors, but the first set of factors, which have been named "motivational" factors or satisfiers, are intrinsic and relate to the content of the work itself. These encourage individuals to work tougher and perform toward higher standards to the activity and consist of fulfillment, recognition, responsibility for task, advancement to higher degree duties and boom. Their life is significant and needed to inspire personnel into higher performance. The 2nd set of things which Herzberg referred to as "hygiene" factors or dissatisfiers, is involved with the task environment. These factors are extrinsic and consist of enterprise regulations and practices, remuneration, fringe benefits and running situations, administration, first-rate of supervision, interpersonal relations, salary, status and safety.

Hedegaard Hein (2012) argues that leaders within the personal area traditionally have had better frameworks and possibilities to inspire their personnel in comparison to the public quarter; the private sector is higher to beautify the extrinsic motivational factors. However, it isn't obvious that the private area has higher possibilities to enhance intrinsic motivation compared with the general public zone. According to many work motivation theories, the critical factors for increasing the employee's motivation are the intrinsic motivational factors, which means that this trouble might now not be vital if people pick out public or private groups.

Though, there is a danger that during a length of demotivation, as an instance a strike, the focus of the employees has a tendency to turn to extrinsic motivational elements because it represents an apparent example of the differences between the sectors and end up an outlet for the frustration. This shows that it's far critical for the general public quarter to make investments additionally in extrinsic motivational factors.

Buelens and Van den Broeck (2007) also emphasize that hierarchy is a critical aspect when discussing motivation inside the sense that being "higher up" in the hierarchy is undoubtedly associated with expanded paintings motivation and is greater critical as compared with in case you belong to the public or private area. Another interesting result was that locating the stability between the work and existence outside the work had a positive have an impact on on work motivation usually for public personnel.

Zheng et al., (2022) explored intrinsic and extrinsic motivation's impact on work engagement using self-determination theory, highlighting motivation as a crucial mitigating factor against perceived stress and burnout among healthcare professionals. Intrinsic motivation, tied to internal desires and passion for work, buffers against stress and burnout. Professionals driven by genuine interest and a sense of purpose experience greater job satisfaction and resilience. Intrinsic motivation is strengthened when professionals feel autonomy,

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

competence, and relatedness, fulfilling psychological needs. Extrinsic factors, like recognition and career advancement, significantly contribute to motivation, but the synergy of intrinsic and extrinsic motivators, coupled with organizational support, proves most effective.

2.3. Consequences of Motivation

Laschinger and Fida (2014) indicated that Inspired healthcare people showcase better ranges of process pleasure and engagement, performing as defensive factors against burnout. A supportive paintings environment valuing employees' contributions and nicely-being is vital in preventing burnout. Motivated healthcare employees rent superb coping techniques, are searching for social support, engage in stress-comfort sports, and maintain a superb outlook. Proactive usage of organizational support offerings like counseling and worker assistance programs similarly contributes to a healthier psychological kingdom and reduced burnout.

Research conducted by Wang et al., (2021) that Motivation within the healthcare sector is not most effective essential for the properly-being of healthcare people but also directly impacts the overall fine of patient care. Recognizing and nurturing motivational factors is crucial for growing a supportive and resilient healthcare staff, in the end ensuring the steady transport of most suitable healthcare offerings inside the place. The relationship between motivation and the mitigation of perceived stress and burnout is a nicely-explored subject matter in the literature, particularly within the context of numerous expert fields, consisting of healthcare, training, and business. Numerous studies have delved into understanding how motivation affects a man or woman's potential to deal with stressors and reduce the likelihood of burnout. By addressing those motivational factors, healthcare companies in Islamabad can domesticate environments that sell the properly-being in their workforce, leading to improved individual and organizational results inside the transport of healthcare offerings.

2.3. Motivational aspects in Relation to Gender and Age:

How motivating a profession is perceived can range by means of gender. Research within the field has proven that men have a tendency to focus to a larger volume on job traits that means energy, fulfillment, duty, right possibilities of merchandising and where you can use your own initiative (Warr et al., 2008; Kanfer & Ackerman, 2000). Women tend to cost components along with good colleagues, reasonable operating hours and to fulfill people to a more quantity Motivational aspects in relation to age, i.e. How the inducement is affected by age is in this context a thrilling and vital element to spotlight because it represents a ability additional clarification element to the outcomes of this examine.

Icenogle et al., (2012) inspect age and the way variations in age affect the work motivation. Their findings assist the propositions from earlier research in the area, which highlights that developing age shift the employee's motives in preference to main to a declining motivation. Extrinsically motivational factors, together with material rewards or profession opportunities, inspire older personnel to a smaller quantity compared with intrinsically motivating task functions, which include a larger autonomy.

Truxillo (2009) adds to the discussion by way of pointing out that more youthful employees more and more consciousness on performance optimization, to get hold of work enjoy, education and growth whereas older personnel to a bigger extent try to keep away from overall performance losses, keep their skills and use their revel in to mentoring others.

Feldman et al., (2011) argue that older personnel generally tend to have a more wonderful attitude in the direction of their paintings compared with more youthful personnel, which in flip may also facilitate the work overall performance. These findings contradict the stereotypes that older personnel are less motivated compared with younger personnel. Feldman et al., (2011) emphasize that older personnel even show a better intrinsic motivation in comparison with

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

younger employees. Their findings additionally show that, as a set, older employees are in widespread an increasing number of unswerving, happy and devoted to their work.

2.4. Significance of Motivation in Mitigating Perceived Stress and Burnout among Health Care Worker.

During latest years, the mental fitness desires of healthcare vendors were gaining attention as a first-rate public fitness problem and risk to fine care delivery. Healthcare professionals are exposed to a couple of stress elements within their paintings, which might also impact their physical, intellectual, and emotional well-being in negative ways (Muller et al., 2020).

A observe on the role of motivation in mitigating strain and burnout amongst health care expert in Uganda pronounced that the medical expert is the gatekeeper of the fitness gadget. In the place of job, motivation can be described as an "man or woman's diploma of willingness to exert and preserve an effort closer to organizational desires". Motivation is closely related to task pride, which keeps employees at their jobs through the years. Human assets are vital to an powerful fitness care device.

From an economics point of view, medical examiners' salaries make up a fantastic share of fitness budgets in maximum nations. Health employee retention reduces prices to the health device of having to recruit, lease, and orient new workers and additionally reduces the likelihood of vacant posts. As many countries presently enjoy a scarcity of certified health workers, the lack of any medical examiner specifically doctors and nurses have serious ramifications for the health of human beings in that us of a. Keeping medical experts satisfied and encouraged facilitates the entire health device work smoothly (Deussom et al., 2014).

2.5. Studies Exploring the Concepts of Stress and Burnout in Health care Settings

Stress is a state, not an illness, which can be experienced due to an exposure to a extensive variety of work needs and in flip can make contributions to an equally extensive variety of results, which might also situation the worker's fitness and be an infection or an injury, or adjustments in his/her conduct and life-style. Healthcare is a incredibly worrying career that exposes specialists to a good sized chance of work-associated strain, which impacts their notion in their well-being and their psychophysical fitness problems, in keeping with a massive body of occupational health research (Enns & Wang, 2015).

Healthcare experts, are constantly uncovered to a spread of stressors, inclusive of paintings overload, limited time for paintings, worrying for sufferers who are suffering and loss of life, and coping with troubles relating to the lack of clarity within the definition of their roles and paintings schedules (Moriyama & Nakaya, 2011; Glazer & Gyurak, 2008).

Numerous elements make a contribution to improved pressure among healthcare people, including heavy workloads, long shifts, a high tempo, loss of physical or mental protection, chronicity of care, moral conflicts, perceived job security, and place of job associated bullying or loss of social guide. The resulting psychological distress can result in burnout, despair, anxiety issues, snoozing problems, and different ailments. They can be taken into consideration to be numerous sellers of stress which include: work load, organization factor, extrinsic motivation, intrinsic motivation aspect, environmental factors, mental and sociological factors (deaths or unemployment), and nevertheless physiological. Healthcare carriers can also experience stress for a selection of reasons. Workload is a large reason of strain for healthcare workers considering that they frequently work lengthy hours and are overworked. Additionally, managing tough patients or families, in addition to witnessing horrific occurrences, can cause stress among healthcare practitioners. The absence of control or peer assist is some other organizational difficulty that would growth strain among healthcare workers (Shanafelt et al., 2015).

Particularly hospitals are experiencing a personnel scarcity. The call for a urgent care facilities is rising on the same time as prospective healthcare specialists' expectations for their

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

careers are transferring and the level of discontent amongst clinic personnel is growing (McCauley & Irwin, 2006).

Researchers and nurse leaders are of the opinion that it's far viable to improve affected person consequences, in particular those which can be linked to patient protection, as well as recruitment and retention of nurses by remodeling poisonous work environments into healthy offices (McCauley & Irwin, 2006). Health care experts commonly paintings in shift paintings. Studies have indicated that shift work is associated with high degrees of work-associated pressure, specifically inside the putting of nursing. Workplace strain affects one in 4 employees

(Copertaro et al., 2013). Due to the desynchronization of circadian rhythms, shift work or night time paintings bring a better danger of physical and psychological infection (Copertaro et al., 2013). Because the natural immune defence are faded at night time, it constitutes a hazard issue for the employees' fitness. It is critical to remember that reduced focus and vigilance at night time, together with loss of sleep and feeling exhausted, lower job effectiveness and raise the danger of mistakes and accidents (Copertaro et al., 2013).

One of the maximum demanding professions, nursing and health care specialists running in hospitals has been recognized as a career for more than 100 years. Despite extensive research on strain in nursing throughout a variety of healthcare contexts, there is nonetheless an awful lot to learn about the profession's particular characteristics, local versions that affect the healthcare version chosen, and management equipment hired in place of job techniques (Hays et al., 2006; Martins et al., 2010; Bogaert et al., 2010; Cho et al., 2012).

People who're below regular strain frequently revel in sleep problems. In a study by Adams et al., (2017), It become determined that extra pressure stages had been connected to worsened sleep pleasant, shorter sleep period, and expanded sleep latency. Additionally, Williams et al., (2020) Found that people with high levels of stress had a extra occurrence of insomnia symptoms, helping the principle that lengthy-time period stress contributes to the improvement of insomnia.

The literature study demonstrates that fitness care professionals sleep styles are disrupted by shift paintings and in a single day shift. Sleeping in the opposite phase results in extreme sleep problems. In terms of shift work, fitness care experts are one of the businesses that has been researched the most. For healthcare team of workers, shift work includes some of risks that could result in psychological and bodily problems, an accelerated danger of errors, and a decline

within the pleasant of labor (Romano et al., 2015). Night shift work frequently effects in life-style adjustments, which include altered mealtimes, which in turn can give an explanation for modifications inside the timing of the insulin response. Leptin and ghrelin degrees have been verified to exchange with quick sleep period, which may additionally cause an boom in urge for food. Such a mechanism might result in accelerated calorie consumption and weight advantage (Franzese et al., 2007).

Adriaenssens et al., (2015), Carried out a literature assessment figuring out man or woman and organizational elements contributing to pressure amongst healthcare employees. Individual elements protected coping techniques, self-care practices, and paintings-existence balance, whilst organizational factors encompassed workload control, conversation systems, and support mechanisms. A comprehensive technique addressing each person and organizational tiers is crucial for stopping and coping with strain within the healthcare putting.

Grana et al., (2021) conduct a study and define that the extrinsic motivation, because the motivation to engage pushed through the effects of the activity, for the reason that it isn't always intrinsically reinforcing even as intrinsic motivation, where the force to have interaction is motivated by the inner hobby, pride, and praise inherent to the hobby itself.

Papathanasiou et al., (2014) noted that various causes of stress, consisting of disease, discomfort,

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

medicines, ugly occasions, personal and outside disputes, fear of the unknown, cultural challenges, and environmental concerns. Stress can impair the performance of nursing college students and make contributions to burnout among healthcare specialists. The bodily health troubles associated with pressure and burnout include exhaustion, sleeplessness, cardiac ailment, melancholy, weight problems, high blood strain, low immunity, diabetes, and untimely getting older.

Poncet (2007) provides a comprehensive perspective on pressure, characterizing it as a reaction to threats from within or out of doors the frame. Stress is defined as a "sample of emotional, cognitive, behavioral, and physiological reactions to terrible and detrimental capabilities of labor content and the operating environment." Acknowledging strain as an inherent part of daily existence, the effect on experts is highlighted in various approaches.

The text notes the existence of different definitions of stress, with Selye (2009) defining it as "a non-precise response of the frame to any call for a trade." Stress is depicted as able to manifesting as a natural bodily reaction, a intellectual or emotional condition of strain, or a nation of anxiety bobbing up from unpredictable situations, necessitating coping mechanisms.

Cocker et al., (2014) draw attention to that extreme effect of psychological misery, which includes melancholy and tension, on each intellectual and physical fitness. Recognizing stress as an unavoidable and uncontrollable factor of lifestyles, the text underscores its capacity short- or lengthy-term outcomes, influencing productivity, attendance, work turnover, and incurring economic costs. The impacts on personnel are mentioned, encompassing subjective sensations together with pressure, sadness, anxiety, temper swings, and a revolutionary lack of empathy toward patients and their families. This holistic view of pressure underscores its multifaceted nature and its profound effects on individuals inside expert settings. Liu et al. (2018) noted that Stress may additionally have long-term consequences at the neurological device by way of enhancing mind shape, affecting cognitive functions which includes getting to know, judgment, selection-making, and attentiveness.

Lazarus and Folkman's (1984) definition conceptualize that pressure as a particular dating among someone and the environment that is appraised as taxing or exceeding sources, thereby endangering well-being. This framework emphasizes the subjective appraisal of stress, aligning

with the idea of perceived pressure and highlighting the importance of people' interpretations in knowledge the effect of pressure on health.

Thompson (2007) provides a definition of "perceived stress" as the subjective evaluation of stressors encountered through an individual. In the healthcare context, perceived stress can stand up from elements consisting of the emotional toll of the profession, vital decision-making, long working hours, and the necessity to live up to date with medical improvements. This subjective nature underscores that perceived strain isn't completely determined via the goal workload; rather, it involves the man or woman's appraisal and interpretation of stressors, contributing to the overall perceived pressure stage. The connection among stress and the immune device has long been mounted, with pressured people being extra prone to having an impaired immune reaction and an improved susceptibility to sicknesses. Various frameworks were employed to study strain, considering it as an interplay, outcome, or antecedent.

2.6. Stress and Effects on Psychophysical Health of Healthcare Workers.

A significant amount of research on the psychological impacts of stress has shown that it has a negative influence on mental health. For instance, longitudinal research by Smith et al. (2015) on college students revealed that high levels of stress were linked to a rise in anxiety and depressive symptoms. Similar to this, a cross-sectional study by Johnson et al., (2018) revealed a substantial link between ongoing stress and the emergence of post-traumatic stress disorder (PTSD) symptoms in people who had

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

experienced trauma.

According to Siegrist et al., (2004), stress is a complex phenomenon that changes depending on how long an effort takes. For instance, Peter and Siegrist (1999) discovered that persistent effort might raise the risk of cardiovascular illnesses, hypertension, atherosclerosis, and thrombosis. Chandola et al., (2006) recognised stress as a risk factor for metabolic
syndrome. Some research has produced conflicting findings on risk and stress protective variables, underscoring the complexity of the subject.

Ganster et al., (1986) discovered that social support did not mitigate the detrimental consequences of stress. The occupational health and performance of healthcare workers, especially those who work in high-stress conditions like the intensive care unit (ICU), heavily depend on their psychophysical wellness. The variables affecting the psychophysical well-being of ICU healthcare staff have been the subject of several research. For instance, research by Johnson et al., (2017) discovered significant favourable associations between ICU nurses' psychophysical wellness and effective coping techniques including problem-solving and seeking social support. This shows that greater psychological and physical wellness is influenced by the capacity to successfully handle stress and seek out help from co-workers. Additionally, Smith et al., (2018) study found that work-life balance and job satisfaction were important determinants of ICU doctors' psychophysical wellness. These results underline the complex relationship between psychophysical wellbeing and individual characteristics, emphasising the need to address both in order to improve overall welfare among ICU healthcare staff. The COVID-19 epidemic has put the intensive care unit (ICU) staff under a great deal of stress. High levels of stress, anxiety, and burnout among healthcare personnel have been linked to continual exposure to critically sick patients, lengthy workdays, and the risk of infection (Shanafelt et al., 2020). It's critical to recognise efficient stress coping mechanisms and investigate how they relate to psychophysical wellness in order to uphold the standard of treatment delivered by healthcare professionals. With an emphasis on the moderating role of personality factors, this literature review intends to examine the available evidence on stress coping mechanisms and psychophysical wellbeing among healthcare workers working in intensive care units.

Health care workers who reported higher levels of resilience had better psychophysical wellbeing and were less likely to develop burnout (West et al., 2018). Being resilient means having the capacity to recover from difficult circumstances. Furthermore, Shanafelt et al., (2016) observed that physical activity and exercise can be helpful in enhancing psychophysical wellness and lowering burnout among healthcare practitioners. Healthcare workers' entire wellness includes their psychological and physical health, especially those who work in intensive care units (ICUs), which are high-stress situations. According to Shanafelt et al., (2015), psychophysical health, which combines physical and psychological wellness, is directly connected to work satisfaction and burnout.

Stress has been classified as an interaction, as an outcome or response, and as an antecedent or stimulus. It has been investigated using a variety of frameworks or viewpoints. For instance, Selye (1956) put up a physiological evaluation in favour of taking the link between stress and sickness into consideration.

According to WHO's definition given by Lazarus and Folkman, it is "a particular relationship between the person and the environment that is appraised by the person as taxing or exceeding his or her resources and endangering his or her well-being."

One of the worst occupational dangers in the European Union is stress. It is the second most frequently occurring work-related health issue after back pain and musculoskeletal conditions (Cox et al., 2000). Work-related disorders are described as a "broad spectrum of diseases of complex underlying etiologic, which are partly related with profession or working conditions," by WHO Expert Committee (1985). The majority of the current research has found that

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

middle-aged people, people who have been widowed, divorced, or separated, as well as certain professional groups including nurses, teachers, and managers, have greater rates ofprofessional stress (Chan et al., 2000). Due to new information technology and globalisation, the workplace has seen major changes in roles and more flexibility in recent decades. The importance of happiness and quality of life has been brought to light by these developments, which have created new problems for businesses and individual employees (Errico & Lambrini 2014; Povey & Tomaszewski, 2016).

According to Emanuel et al., (2016) and Waehler & Rogers (2005), the impact of well- being on the global regulatory system has grown significantly.

Companies are required to conduct psychosocial, managerial, and organisational risk analyses in order to safeguard the safety and health of employees. This is in accordance with the European Framework Agreement on Work-Related Stress of October 8, 2004, which was incorporated into Italian law through Legislative Decree 81/08 (Benassi & Plassmann, 2008). Our study is focused on the clinical evaluation of hazards connected to anxiety, which has been the subject of a significant methodological and epistemological dispute since the adoption of this decree.

2.7. Stress and Effects on Mental Health:

Stress is strongly linked to the onset or worsening of anxiety disorders, according to several research. For instance, Smith et al., (2017) meta-analysis found that both short-term and long-term stresses were important initiators of generalised anxiety disorder (GAD). Furthermore, a long-term study by Johnson et al., (2019) discovered that those who experienced chronic stress had a higher risk of developing panic disorder and agoraphobia**.** The literature has written extensively about the connection between stress and depression. Thompson et al., (2018) longitudinal study found a direct relationship between chronic stress and a person's subsequent risk of major depressive disorder (MDD). Additionally, a systematic study by Brown et al. (2020) emphasised the reciprocal association between stress and depression, with chronic stress causing and maintaining depressive symptoms while depression exacerbates the effects of stress. Stress has profound effects on mental health, particularly in relation to anxiety disorders and depression.

Research conducted by Smith et al., (2017) revealed that both short-term and long-term stresses are significant contributors to the development of generalized anxiety disorder (GAD). Similarly, a longitudinal study by Johnson et al., (2019) found a higher risk of panic disorder and agoraphobia among individuals who experienced chronic stress. The literature extensively discusses the association between stress and depression, with studies such as Thompson et al. (2018) showing a direct relationship between chronic stress and the subsequent risk of major depressive disorder (MDD). Additionally, Brown et al., (2020) emphasized the reciprocal relationship between stress and depression, whereby chronic stress contributes to the onset and maintenance of depressive symptoms, while depression intensifies the effects of stress.

In addition to its impact on mental health, stress also affects memory function.

Wood et al., (2000) highlighted the involvement of different brain regions in short-term and long-term memory, with the hippocampus playing a crucial role in the transformation of short-term memory into long-term memory. The hippocampus is known to have a high density of glucocorticoid receptors and is highly responsive to stress (Scoville & Milner, 1957). The duration of exposure to a stressful stimulus has been found to influence how stress affects memory, with timing-related effects on memory either enhancing or impairing its function (Schwabe et al., 2012). Furthermore, recent research by Schwabe et al., (2010) demonstrated that the timing and scheduling of stress exposure have an impact not only on striatum-dependent memory but also on hippocampus-dependent memory, underscoring the significance of the stressful stimulus itself.

Memory is one of the key Neurological functions.

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

Long-term memory depends on the activity of vast regions of the brain, whereas short-term memory requires on the activity of the frontal and parietal lobes (Wood et al., 2000). The transformation of short-term memory to long-term memory and recalling general function depend on the hippocampus, a part of the brain with the largest density of glucose-corticosteroid receptors and the highest level of response to stress (Scoville and Milner, 1957). It has been determined that the period of exposure to the stressful stimulus has a significant impact on how stress affects memory, with timing-related effects on memory being either better or worse (Schwabe et al., 2012). Additionally, recent research has demonstrated that adopting a specific-timed schedule of stress exposure impacts not only striatum-dependent memory but also hippocampus-dependent memory, emphasizing the importance of stressful stimulus (Schwabe et al., 2010).

The term "psychophysical wellbeing" describes a person's entire level of mental and physical health. Studies have indicated that due to the stress of their jobs, healthcare workers in ICUs are more likely to have poor psychophysical wellbeing (Berg et al., 2016; Shanafelt et al., 2020). Health care providers who are not in good psychophysical health are more likely to experience sadness, anxiety, and burnout (Shanafelt et al., 2020).

Post-Traumatic Stress Disorder (PTSD) is a mental health disease that frequently develops after exposure to a traumatic incident. Stress and PTSD are two common conditions that can occur together. Stress has been related in several studies to the onset and severity of PTSD symptoms. For instance, research by Adams et al., (2016) indicated that among those who had been exposed to trauma, higher levels of stress predicted more severe PTSD symptoms.

Additionally, a meta-analysis by Johnson et al., (2022) found a link between persistent stress and a greater likelihood of PTSD after exposure to trauma.

An important contributing element in the emergence and maintenance of drug use disorders has been identified as stress. Chronic stress has been linked to an increased risk of drug addiction and dependency, especially in disadvantaged groups, according to research by (Williams et al., 2019).

Additionally, research by Brown et al., (2021) found that negative affect and stress- induced desire were important indicators of substance use recurrence among those in recovery. These findings emphasize the detrimental effects of stress on mental health, particularly in relation to anxiety disorders and depression. Moreover, the impact of stress on memory function highlights the complex interplay between stress and cognitive processes. Understanding the mechanisms through which stress influences mental health and memory can inform the development of effective interventions and strategies to mitigate the negative consequences of stress on individuals' overall well-being.

2.8. Definition of Burnout

Burnout, stemming from prolonged unmanaged work stress, is characterized by depersonalization, emotional exhaustion, and reduced professional performance. This not only leads to poor job performance, jeopardizing both patients and practitioners, but also affects various aspects of well-being such as employee happiness, mental and physical health, absenteeism rates, productivity, and turnover (Schwabe et al., 2010). Additionally, burnout can impact family responsibilities and pose threats to the healthcare system, including care quality, patient safety, and costs. Despite prevalent research in high- income countries, the global extent of burnout among healthcare professionals, particularly in low- and middle-income nations, remains unclear. Studies across different regions suggest that burnout in healthcare professionals is influenced by systemic issues within the healthcare system, individual behaviors, and patient interactions (Williams et al., 2019).

2.9. Studies Exploring the Concepts and Factor Burnout in Health Care Settings

The term “Burnout” turned into first coined within the Nineteen Seventies by using an American psychologist, Herbertt Freudenberger

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

(InformedHealth.org [Internet], 2006). Since then, over 6000 pieces of literature encompassing the concept of burnout were posted however no unified definition or diagnostic standards has been installed (Schaufeli et al., 2009).

The ICD-10 now codes burnout as "a country of critical exhaustion," affecting each thought and body and includes several elements in not unusual with despair and forget about of bodily fitness (insufficient sleep, loss of workout, imbalanced food regimen) (Schaufeli et al., 2009; Korczak et al., 2010; Kaschka et al., 2011; Melnick and Powsner, 2016; Schonfeld and Bianchi, 2016). According to the conservation principle, a nation of burnout takes place whilst a character's abilities to deal with physical and emotional stressors are depleted (Lesser et al., 2010). While limitless physical and emotional stressors may additionally assignment an individual, paintings-related pressure, especially process dissatisfaction, has regularly been connected to burnout states (Griffin et al., 2009; Zhou et al., 2017).

Razia et al., (2023) defined that burnout is a psychological response to chronic place of work pressure which can result in feelings of exhaustion, increased mental distance from one's job, negativism, cynicism, and decreased professional efficacy. Burnout may be because of numerous elements, including growing workload, inadequate support, lack of control and autonomy, a worrying work environment and ethical injury from the inability to meet patient wishes and needs.

West et al., (2018) revealed that the results of burnout may be a long way-attaining, adversely impacting each sufferer and healthcare professionals. It can result in decreased affected person pride, scientific mistakes, and decreased best of care. It also can lead to increased absenteeism, reduced productiveness, bodily and mental health problems, bad social relationships, and reduced process delight among healthcare experts.

Burnout researchers have shown that interactions between man or woman- and situation- centered antecedents are stronger in explicating strategies underlying burnout than considering either precursor in isolation (Maslach & Goldberg, 1998). In other phrases, deliberating the interplay among the character and the surroundings higher predicts stress than considering environmental stressors independently. Thus, misfit, which measures the extent of congruence between private characteristics and the task surroundings, is a crucial stressor in predicting burnout (Brigham & DeCastro, 2003; Xie & Johns, 1995).

Thompson (2007) emphasizes the idea of burnout syndrome, defining it as a long-term response to paintings strain characterized with the aid of physical, mental, and emotional exhaustion leading to a faded sense of private and expert achievement. It identifies different factors contributing to place of job strain, such as place of business conflicts, monetary troubles, paintings overload, verbal exchange troubles, and organizational challenges. The consciousness of the studies is on healthcare professionals because of their everyday interactions with significantly ill patients and the inherent strain in the healthcare industry.

The literature review elucidates the effect of the disturbing nature of healthcare professions, ethical dilemmas, patient needs, and non-stop interaction with patients and their families at the physical and psychological health of specialists. Professional pressure and burnout are identified as elements connected to lower excellent of care, reduced expert delight, andcapability bad effects on the high-quality of existence. The passage underscores the important position of strain in healthcare, no longer handiest in diminishing productivity however additionally in interfering with human notion, judgment, and the capability to foresee injuries. These effects in the end have a profound impact on affected person care, highlighting the intricate relationship between the properly-being of healthcare professionals and the first-rate of healthcare transport (Bhui et al.,2023; Gabriel et al.,2022).

2.10. Burnout in Health Professionals:

Healthcare professionals may also face similar challenges when they seek to increase their

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

family income. For instance, doctors often choose to provide care both at a personal level and within hospitals or primary care units to supplement their earnings. While this may boost family income, it can also lead to significant fatigue, ultimately impacting their ability to perform effectively. Nurses, on the other hand, experience intense emotional involvement and may also be subjected to heavy workloads, communication issues, and high levels of psychological and emotional strain. These factors can contribute to a state of exhaustion among professional nurses (Kaschka et al., 2011)

2.11. Causes of Burnout Syndrome among Healthcare workers:

The development of burnout is often influenced by various factors, both individual and related to work. Women may experience emotional exhaustion due to the dual burden of managing household responsibilities alongside their professional roles, while men may exhibit depersonalization as a result of societal pressures regarding traditional male roles. Emotional exhaustion, characterized by overwhelming emotional stress, can lead to difficulty in managing others' emotions, potentially resulting in a sense of detachment from patients (Gabriel et al.,2022).

Several psychological factors contribute to emotional exhaustion, including work-related stress, a sense of vocation, maintaining self-image, and seeking social and personal fulfillment. These factors shape an individual's response to stress and contribute to the onset of burnout syndrome. Professionals experiencing burnout may exhibit symptoms such as fatigue, indifference, boredom, and frustration with their perceived inability to meet career expectations. This dissatisfaction may lead to absenteeism, job dissatisfaction, or even a change in career.

In the case of doctors, hyperactivity often masks a decrease in efficiency, accompanied by feelings of incompetence and reduced personal attention to patients. Depersonalization may manifest as coldness and indifference towards others, resulting in negative attitudes and irritability. Emotional exhaustion and depersonalization are often associated with age, with younger individuals experiencing higher levels of both. Healthcare professionals working in palliative care face heightened emotional challenges due to their exposure to suffering and death. This repeated exposure, coupled with ineffective coping strategies, can contribute to burnout. Coping strategies involve cognitive and behavioral mechanisms used to manage stressors, but when ineffective, they can exacerbate burnout symptoms (Xie & Johns, 1995).

2.12. Symptoms of Burnout Syndrome among Healthcare workers:

Burnout often manifests through a range of symptoms and distressing emotions. Initially, individuals may experience a loss of vitality and hopelessness, which can evolve into indifference, boredom, cynicism, and disorientation. However, in some cases, individuals may display a sense of omnipotence, believing they can handle any challenge. Symptoms of burnout can be categorized into physical and psychological manifestations. Physical symptoms may include insomnia, fatigue, back pain, loss of appetite, ulcers, migraines, and nausea.

Psychological symptoms may encompass cynicism, irritability, denial of failures, loss of humor, indifference, insecurity, disinterest, indecision, reduced self-esteem, and memory impairment.

While burnout and depression may share similar features, they are distinct conditions (Bhui et al.,2023

Burnout primarily stems from work-related stress and can lead to feelings of anger, whereas depression involves a pervasive sense of weakness affecting various aspects of life. Depressed individuals often experience pervasive guilt, while those with burnout typically feel frustration.

2.13. The Relationship between Motivation and Mitigating of Perceived Stress and Burnout.

A study conducted by Parsad et al., (2021) explored the prevalence and correlate of the pervasiveness and relate of pressure and burnout among U.S medical services experts and found that around 61% medical care laborers detailed

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

apprehension about openness or transmission, 38% announced tension/discouragement, 43% endured work over-burden, and 49% had burnout. Stress scores were most elevated among nursing collaborators, clinical aides, and social specialists. Apprehension about openness was common among nursing associates. The review inferred that pressure is higher among nursing colleagues, clinical associates, social laborers, ongoing specialists, ladies and people of variety, is connected with responsibility and psychological well-being, and is lower while feeling esteemed.

According to the study on correlation of job stress, job satisfaction, job motivation and burnout and feeling of stress among health care professionals in Cyprus conducted by (Kalabari et al., 2013). The burnout is a superb and significant correlational process strain but burnout isn't significant correctional with task motivation. Stress is likewise a meaningful correctional with task stress, activity delight and process motivation.

D-Alleva et al., (2023) found that self-sufficient motivation correlated positively with preferred fitness and work satisfaction and negatively with despair, exhaustion and turnover goal. Scoring high on intrinsic/integrated regulation became related to better health and task pride and with turnover aim, melancholy and emotional exhaustion. Controlled motivation, demotivation and external regulation nourished burnout's indicators, while self-sustaining motivation became protective. Operating in extensive care or surgical areas negatively affected fashionable health; working as a nurse manager or midwife increased one's depressive chance and decreased pleasure; being older than 60 expanded emotional exhaustion and turnover purpose; having a master's degree blanketed from exhaustion and despair. The look at advised that the role of work motivation in shaping occupational fitness and underline the significance for healthcare organizations of promoting actions to boost self-sustaining motivation at work.

Additionally, Costa & Pinto (2017) conducted a study of strain, burnout and coping in fitness professionals in Portugal and defined that Stress influences people from any age and expert location. When is because of paintings headaches is referred to as of occupational pressure. This phenomenon effects of the action of an agent stressor that may be physical, social or even psychological. Other phenomenon is Burnout Syndrome, that is characterized by emotional exhaustion, lack of professional accomplishment and depersonalization. To mitigate the outcomes of pressure, there are specific mechanisms of coping. Stress and burnout are quite commonplace phenomena among fitness experts. As those specialists have a fundamental role in patient care it miles extraordinarily vital that they sense nicely physically and psychologically, as to meet its features well as caregivers. In this way, it becomes critical to behave within the relationship among the man or woman and the trouble, improving the capabilities of encouraging the usage of his social and personal assets to gain control over the situation inducer of strain.

A study conducted by Shah et al., (2021) in twin cities of Pakistan to determine the role of motivation in mitigating perceived strain and burnout among healthcare experts and observed that in the circle of relatives help act as moderator between strain and burnout, however, supervisory guide supportive supervision does not have the equal impact. The examine highlights the coping strategies in medical/health care expert in coping with stress and burnout. Furthermore, own family guide performs an important function in minimizing the stress in woman fitness care workers. Therefore, the clinic administration should arrange to a training to increase the psychological capital of their health care workers to keep them strain-unfastened and efficient of their assignment

2.14. Mitigating Strategies to Reduce Perceived Stress and Burnout among Health care Workers.

Rothenberger (2017) emphasized that managing workload is a essential thing in reducing burnout among healthcare workers. Evidence from a systematic assessment (of randomized managed trials and observational research) indicates that the hassle of duty hours is an powerful

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

intervention. Furthermore, adequate staffing ranges and bendy work schedules may be crucial in reducing workload. Realistic workload and expectancies with appropriate resources and education are critical in reducing burnout and increasing engagement inside the place of job. Additionally, healthcare workers face massive stress and strain at the job, that can have an effect on their physical and mental health. Individual-targeted interventions, together with mindfulness, pressure control, and small group discussions, may be powerful in reducing burnout. Therefore, such offerings, including counseling and mindfulness, have to be made handy with the aid of healthcare employers. However, they are an addition and no longer a substitute for occupational interventions including ensuring ok staffing and workable workloads (West et al., 2018).

Mete et al., (2021) reported that offering get right of entry to professional improvement possibilities, schooling, and educational sources can assist people experience more assured, engaged and stimulated, thereby decreasing burnout. Moreover, experiencing autonomy and manipulate over the painting's environment are protective factors in burnout. Additionally, doctors who rated their manager's management conduct incredibly confirmed decrease ranges of burnout, aim to depart their process, and better levels of expert fulfilment. Supportive colleagues and healthcare managers can have a huge effect on healthcare workers' well-being. Group activities and discussions can be helpful if personnel experience the leadership is approachable, supportive, and attentive to their needs and concerns. Peer assist can also help them experience linked to their colleagues and provide them with a sense of community.

Kelsey et al., point out that being part of a community which include a digital e-book membership may be useful. In addition to health activities and social gatherings, mentoring from friends also can be an effective intervention for burnout. The place of business should not be regarded only for expending energy but rather for getting recharged, prompted, and stimulated. Furthermore, work way of life ought to encourage a healthful and balanced life. This may want to suggest regular meal breaks and relaxation durations, paid time without work paintings, flexible work schedules, and cultivating non-public interests' outdoor professional paintings. Organizational way of life and management are essential in fostering a stability among non-public and professional life (West et al., 2018).

Furthermore, resources can be redirected from applications together with resilience education to shared activities and reports, including mindfulness and organization discussion. A culture of openness and guide that encourages practitioners to searching for assist when wished, without fear of stigma or bad effects, is likewise essential for staff's psychological protection and long-time period nicely-being. While resilience education is one capability answer, it only has a modest impact on decreasing burnout among healthcare professionals. There is likewise a potential threat in emphasizing character resilience. This approach may foster a way of life of blame and self-complaint instead of a focus on systemic aid programs that deal with wider issues inside the place of work. Addressing healthcare burnout requires a multifaceted and sustained attempt towards creating supportive and secure paintings environments. This way viewing it as a shared responsibility between healthcare structures and character physicians (Kunzler et al., 2022).

2.15. KNOWLEDGE GAP

The healthcare sector indeed faces a multitude of challenges, and the escalating workplace stress experienced by health professionals, especially those in helping disciplines, is a pressing concern. The demands for clinical placements, financial pressures, and the need for skill development add layers of complexity to their roles. Perceived stress and burnout are prevalent issues among healthcare workers, particularly those engaged in daily interactions with patients. Addressing these challenges and understanding their impact on the well-being of healthcare professionals is crucial for developing effective interventions and support systems within the healthcare sector (Enns et al.,2018).

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

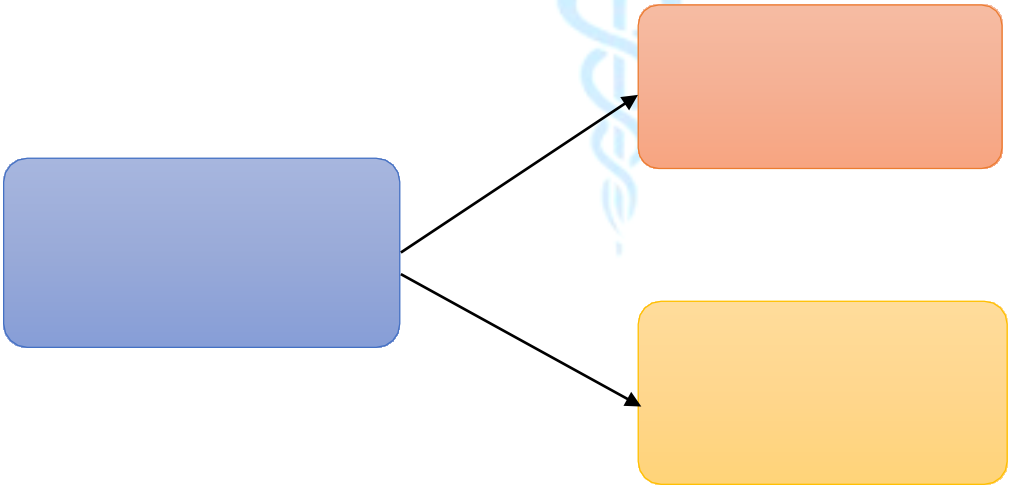
This study aims to shed light on the crucial role of motivation in alleviating occupational strains within the healthcare sector. Despite the inherent challenges, healthcare workers persist in their roles, emphasizing the need to understand and nurture motivation within this context. The research seeks to explore how both intrinsic and extrinsic motivation impact healthcare professionals, delving into the ways these motivational factors contribute to their resilience and commitment. By investigating these aspects, the study aspires to provide valuable insights that
can inform strategies to enhance motivation and ultimately mitigate the challenges associated with stress and burnout among healthcare workers. By examining the nuanced dynamics of motivation in the healthcare sector, the study aspires to offer valuable insights into potential strategies for mitigating stress and burnout. Understanding the intricate interplay between motivation and occupational well-being is essential for fostering a healthier and more sustainable work environment for healthcare professionals. The outcomes of this research have the potential to inform targeted interventions that address the specific motivational needs of healthcare workers, contributing to a more resilient and dedicated workforce in the face of the unique challenges posed by their roles.

3.1 Conceptual Framework

Figure 3.1

3. Research Methodology

Conceptual framework of the relationship among motivational constructs, perceived stress and burnout among healthcare workers in Islamabad, Pakistan.



Perceived Stress Dependent Variable
Motivation Independent Variable
Burnout Dependent Variable

The conceptual framework of this study determined the direct relationship between motivation as the independent variable and perceived stress and burnout as dependent variables among healthcare workers. The study attempted to explore how variations in levels of motivation directly influence the perceptions and experiences of perceived stress and burnout, with a main focus on examining one possible pathway within this association.

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

3.1.1 Independent Variable

Motivation

Motivation is defined as an external and internal factor that encourage workers to engage in certain activities or behaviors. Within the context of healthcare professionals, motivation may result due to factors such as recognition, job satisfaction, intrinsic satisfaction derived from assisting others and career advancement opportunities. Increased levels of motivation were hypothesized to result in positive work behaviors and attitudes, potentially mitigating perceived stress and burnout.

3.1.2 Dependent Variables

a. Perceived stress

Perceived stress is the subjective appraisal of people of the degree to which situations are perceived as stressful. In the clinical or hospital settings, perceived stress may result due to various factors such as heavy workloads or assignments, long working hours, dealing with critical patient's cases, and other organizational factors including inadequate support or resources or It is believed that increased levels of motivation may buffer against burnout and perceived stress by improving resilience and coping mechanisms.

b. Burnout

Burnout refers to the physical, emotional, and mental exhaustion because of prolonged exposure to stressors in the workplace. Among healthcare professionals, burnout can manifest in feelings of reduced personal accomplishment, depersonalization, and emotional exhaustion. The conceptual framework indicates that motivation may directly

influence perceived stress and burnout levels, with increased motivation potentially resulted in decrease burnout by creating a sense of fulfillment and purpose in one's work.

The conceptual framework shows the direct pathway between motivation and perceived stress, as well as burnout, among healthcare professionals. It revealed that variations in levels of motivation directly impacted the experiences of perceived stress and burnout. This framework allows for a detailed analysis of the specific association between motivation and these outcome variables, providing valuable information into potential strategies aimed at improving well-being and job satisfaction of the healthcare workers.

The conceptual framework of this study explores the direct association between motivation as the independent variable and perceived stress and burnout as dependent variables among healthcare workers. By examining one possible pathway within this relationship, the study aims to elucidate how motivation impacts the experiences of perceived stress and burnout, offering valuable implications for organizational interventions and support strategies in healthcare settings.

3.2 Hypothesis

1. There is a negative correlation between intrinsic and extrinsic motivational factors (such as job security, income, learning of new things, interest in challenges, and satisfaction from succeeding in difficult tasks) and perceived stress levels among healthcare workers in Islamabad.
2. There is a negative correlation between intrinsic and extrinsic motivational factors (such as job security, income, learning of new things, interest in challenges, and satisfaction from succeeding in difficult tasks) and burnout among healthcare workers in Islamabad.

3.3 Research Approach and Design

The research approach used in this study was quantitative, involving numerical data collection to analyze the associations between different variables, aiming to determine the extent and strength of those relationships and provide research evidence to refute or support hypotheses. This study, was conducted at the Tertiary Care Institute, Capital Hospital Islamabad, Pakistan from September 2023 to June 2024. A cross-sectional design to used assess the role of motivation as an independent variable in mitigating perceived stress and burnout among healthcare workers. This research design provides simultaneous assessment of motivation, perceived

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

stress, and burnout at a single point in time.

The quantitative approach is used in this study as it is important for precise and accurate measurement of study variables using statistical analysis, facilitating the development of numerical relationships between dependent and independent variables. Through correlation analysis, the study aims to determine the strength and direction of associations between motivation, perceived stress, and burnout, providing comprehensive information regarding whether increased levels of motivation are related to lower levels of perceived stress and burnout among healthcare workers.

3.4 Study Setting and Population

This study included one government tertiary care hospital in Islamabad for several important reasons due to cooperation from hospital staff and ease of access, control over study variables in a controlled clinical environment in order to make sure a more homogeneous sample population, feasibility in terms of logistics and resources, conducting a pilot study prior to scaling up, and local relevance was ensured by choosing a representative tertiary care hospital. Overall, this approach enables for a more feasible and controlled study

while still providing valuable information on the role of motivation in mitigating stress and burnout in clinical or hospital settings.

This study included 250 health workers from the Capital Hospital Islamabad, Pakistan. Capital Hospital is consisted of many departments and provides state of the art diagnostic facilities, all staffed by skilled and experienced healthcare professionals. The hospital provides a wide range of healthcare services, including specialized and general inpatient outpatient services. These services included various healthcare fields, including orthopedics, cardiology, pediatrics, gynecology, and surgery. The study respondents were 101 doctors, 80 medical nurses, technicians and laboratory technicians 54, as well as 15 other healthcare professionals such as pharmacist, bio-statistician, physiotherapists, etc.

Figure 3.2

Study setting: Capital Hospital Islamabad



3.5 Sample Size and Sampling Technique

The study population included 250 regular and permanent healthcare professionals who served for more than 6 months in the Capital Hospital Islamabad. A list of total number of healthcare workers in the hospital, as provided by the senior administration officer of Capital Hospital Islamabad, was 295 and 250 healthcare providers were included in this study, which represents

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

85.0% of the total regular and permanent healthcare workers in the Capital Hospital Islamabad, Pakistan.

Purposive sampling was used in the study on the role of motivation in mitigating perceived stress and burnout among healthcare workers of a tertiary care hospital in Islamabad for several reasons. With a known total sample size of 295 healthcare workers, selecting sample efficiently based on pre-defined eligibility criteria saved study time and resources than random sampling methods. Also, healthcare workers in Capital Hospital Islamabad had specialized knowledge and experience relevant to the objectives of this study, making them ideal participants for providing valuable responses.

Additionally, purposive sampling was used due to homogeneity in the study population by selecting participants who had similar characteristics, such as working in the same hospital, which can enhance the validity of the results by minimizing variability in responses of the participants. Finally, practical considerations like busy schedule of healthcare settings were addressed by identifying and including available and willing participants, making collection of data more manageable. Purposive sampling was selected to efficiently select the specific sample of interest, ensuring homogeneity, and addressing practical challenges related to conducting research in a clinical setting.

3.6 Inclusion and Exclusion Criteria

3.6.1 Inclusion Criteria

- Working Experience more than 06 months
- Permeant and regular healthcare staff
- Willing to participant in study
- Full-time employment status
- Available for duration of the study period
- No history of serious medical or psychiatric disorders.

3.6.2 Exclusion Criteria

- Contract or contingent staff
- Working experience less than 06 months
- Not willing to participate in the study
- Currently on extended leave
- Currently undergoing treatment for a serious medical or psychiatric condition
- No directly involved in patients care or client interactions in their role

3.7 Data Collection Methods

Data were collected through a survey questionnaire that was consisted of four sections. The first section was about demographic variables, including age of the respondents, gender, marital status, education, profession, work experience and working environment satisfaction. The second part included motivation using Work Extrinsic and Intrinsic Motivational Scale (WEIMS) of Ryon and Deci (1980). The third section comprised perceived stress using the Perceived Stress Scale (PSS), developed by Cohen

(1986) and widely used to measure stress perceptions. The fourth section determined burnout using Maslach Burnout Inventory (MBI), discussed by Green, Walkey, and Taylor (1991), and is a commonly used scale to measure burnout. By utilizing these standardized instruments, the study aims to collect valid and reliable data on the role of motivation in mitigating perceived stress and burnout among healthcare workers in Islamabad, Pakistan.

3.8 Measurement Scales

3.8.1 Work Extrinsic Intrinsic Motivation Scale (WEIMS)

WEMIS was developed by Ryon and Deci in 1990 and it is a comprehensive tool to assess different motivational constructs within the clinical and hospital working environment. With 6 constructs, each included 3-items, WEMIS included a total of 18- items. Responses are recorded on a Likert scale, ranging from “strongly disagree” to “strongly agree”. Intrinsic motivation

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

determines the internal enjoyment or engouement derived from the job itself, assessing motivations of the workers based on curiosity, personal satisfaction, or the inherent interest of the job. Introjected motivation measures motivation driven by internal pressures, such as feelings of obligation or guilt, while integrated regulation evaluated motivation such as sense of self and values.

External regulation assess motivation from external punishments or rewards. Identified regulation determined motivation from recognizing the importance of an assignment or task, and amotivation indicates the absence of motivation.

3.8.2 Perceived Stress Scale (PSS)

PSS was developed by Sheldon Cohen (1988) which contains 10-items. The responses include from "never" to "very often", and other responses were almost never,

sometimes never, fairly often, and very often to determine how uncontrollable, unpredictable, and overloaded healthcare workers find their lives. PSS also consisted of a number of direct responses regarding current levels of perceived stress. PSS values are taken by reversing responses (e.g., 0 = 4, 1 = 3, 2 = 2, 3 = 1 & 4 = 0) to the four positive items (items 4, 5, 7, & 8) and then summing scores across all PSS items. If respondent scored 20, it indicates highest level of perceived stress.

3.8.3 Shirom-Melamed Burnout Measure (SMBM):

SMBM was originally develop by Shirom-Melamed in1992 but it was revised in 1999. SMBM included 14-items with three sub-scales such as physical fatigue (6 items: e.g.,

—I feel fed-up or —I feel physically drained), cognitive weariness (5 items: e.g., —I feel that I am not thinking clearly or —I have difficulty in concentrating), and emotional exhaustion (3 items: e.g., —I feel I am unable to be sensitive to the requirements of patients and coworkers or —I feel I am not capable to being cooperative and sympathetic to patients and coworkers). The theoretical base of the PSS is the conversation of resources (COR) theory.

3.9 Validity and Reliability

The validity of WEIMS, PSS and burnout scales performed by taking the opinions of 6 subject specialists and experts: three assistant professors from Department of Clinical Psychology at the Faculty of Social Sciences, SZABIST University and three professionals from Department of Child and Adolescents Psychiatry at the Benazir Bhutto Hospital (BBH), Rawalpindi, Pakistan. They were requested to give their expert opinions and comments on the instruments and provide any recommendations for any omissions or

additional of items. The necessary changes and modifications were made. The Cronbach's Alpha scores for WEMIS PSS, and burnout were 0.98, 0.84 and 0.77respectively.

3.1 Statistical Analysis

This study was conducted to determine the role of motivation in mitigating perceived stress and burnout among healthcare workers in Capital Hospital Islamabad, Pakistan. The statistical analysis was conducted using SPSS version 21.0. Data was entered, coded, and cleaned in Excel to ensure consistency and accuracy and then imported into SPSS for final analysis. Descriptive statistics such as mean, standard deviation (SD), frequency and percentage distributions were used to describe the demographic characteristics of the respondents, motivation, perceived stress, and burnout levels.

To examine the relationship between motivation, perceived stress, and burnout, inferential statistical tests including correlation analysis, regression analysis were employed. Correlation analysis revealed the direction and strength of the relationship between motivation, perceived stress, and burn-out. Regression analysis identified the predictors of perceived stress and burnout, with motivation being a potential predictor variable.

The findings of the statistical analysis were reported in this study, including tables and figures to present the results visually, along with interpretations. Overall, the statistical analysis provided information about relationship between

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

motivation, perceived stress, and burnout among healthcare workers and to identify potential factors that may mitigate stress and burnout in healthcare workers.

3.11 Ethical Considerations

All the respondents provided both verbal and written consent after being clearly informed about the purpose, procedures, potential risks, and benefits of participating in this study. They were explained the voluntary nature of their participation and the right to withdraw from the study at any time without any coerce or consequences. The privacy of respondents was protected by ensuring that their personal information remains confidential. Anonymized data was used whenever possible to avoid the identification of the respondents.

This study aims to benefit the respondents and/or to promote the well-being of healthcare workers mainly by identifying strategies to mitigate stress and burnout. Measures were taken to avoid causing harm to respondents, both psychologically and physically. All the respondents were treated with respect regardless of their position or background within the Capital Hospital Islamabad. Furthermore, the respondents were encouraged to seek clarification and ask questions about any aspect of the study. The study was approved from the Ethical Review Board (ERB) of SZABIST and

additional permission from the Executive Director of Capital Hospital to conduct the study.

Ethical considerations in this study included ensuring informed consent, protecting privacy and confidentiality of the respondents, minimizing risks, treating them fairly, emphasizing their voluntary participation, providing correct and detailed information, protecting vulnerable populations, seeking necessary approvals and permissions, and continuously monitoring the study for ethical adherence or compliance.

3.12 Conclusion

The conceptual framework of this study determined the direct association between motivation and perceived stress and burnout among healthcare workers in Islamabad, Pakistan. By examining this relationship, the study aimed to determine on how variations in motivation levels impacted perceptions and experiences of perceived stress and burnout, providing valuable findings for organizational interventions. This framework sets the stage for measuring specific relationships between motivation and these outcomes, offering valuable information to promote well-being and job satisfaction among healthcare professionals in Islamabad.

4.0 Results

This chapter presented the critical role of motivation in mitigating perceived stress and burnout among healthcare workers in Islamabad, Pakistan. Through an analysis of data collected from 250 healthcare professionals at Capital Development Authority (CDA) Hospital Islamabad, Pakistan various factors were explored, including demographic characteristics, motivation, perceived stress, and burnout. By understanding how demographic characteristic of the healthcare workers are related to perceived stress and burnout, the study explained the relationships within this context.

Moreover, correlations between motivation and perceived stress, as well as burnout, were explored to determine their impact on healthcare workers' well-being. By using linear regression analysis, the chapter aimed to find out the complex interactions among these factors and identify potential predictors of perceived stress and burnout within the healthcare setting. Ultimately, the findings from this study provide valuable information for improving working environment and support systems to the specific needs of healthcare professionals, examining the complex interactions of motivation, perceived stress, and burnout.

4.0 Demographic Variables

The demographic characteristics of the healthcare workforce included age, gender, marital status, profession, education, experience, and satisfaction with their working environment.

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

Table 4.1 shows the demographic characteristics of the healthcare professionals in Islamabad.

Table 4.1
Demographic Characteristics of the Healthcare Workers in Islamabad, Pakistan (N=250)

Variables	Categories	Frequency (N)	Percentage (%)
Age (in years)	20-29	142	56.8
	30-39	70	28.0
	40-49	29	11.6
	50 and above	9	3.6
Gender	Male	102	40.8
	Female	148	59.2
Marital status	Married	121	48.4
	Unmarried	129	51.6
Profession	Doctor Nurses Technician	101	40.4
	Others	80	32.0
		54	21.6
		15	6.0
Education	F.Sc. B.Sc./BS	43	17.2
	MBBS/FCPS	67	26.8
	MS	109	43.6
		31	12.4
Years of experience	< 10	160	64.0
	> 10	90	36.0
Working environment satisfaction	Yes	218	87.2
	No	32	12.8

In this study of healthcare workers, the majority were aged 20-29 years (46.8%), with a notable decrease in representation in older age categories, as only 3.6% were aged 50 and above. Gender distribution showed a higher number of females (49.2%) compared to males (40.8%). Marital status was relatively balanced, with 48.4% married and 51.6% unmarried. Professionally, doctors constituted the largest group (40.4%), followed by nurses (32.0%) and technicians (21.6%),
while other roles, including pharmacists, made up 6.0%. In terms of education, 43.6% held MBBS/FCPS degrees, 26.8% had B.Sc./BS qualifications, 17.2% had F.Sc., and 12.4% had MS degrees. Experience-wise, 64.0% of workers had less than 10 years of experience, while 36.0% had more. Despite the varied backgrounds, a significant majority of healthcare workers (87.2%) expressed satisfaction with their working environment, though 12.8% were dissatisfied.

Volume 3, Issue 10, 2025

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

Table 4.2

Descriptive Statistics for Work Extrinsic and Intrinsic Motivation Scale (WEIMS), Perceived Stress Scale (PSS), and Shirom-Melamed Burnout Measure (SMBM). (N = 250)

Scale	*K*	*A*	M *(SD)*	Range		Skewness	Kurtosis
				Potential	Actual		
WEIMS							
Intrinsic Motivation	3	0.85	3.70 (0.58)	2.00 - 5.00	1.00 - 5.00	-0.56	0.45
Introjected Motivation	3	0.79	3.30 (0.67)	1.67 - 4.67	1.00 - 5.00	-0.23	-0.34
Integrated Regulation	3	0.82	3.55 (0.62)	2.00 - 5.00	1.00 - 5.00	-0.48	0.12
Identified Regulation	3	0.81	3.80 (0.59)	2.33 - 5.00	1.00 - 5.00	-0.52	0.34
External Regulation	3	0.76	3.15 (0.70)	1.50 - 4.67	1.00 - 5.00	0.15	-0.61
Amotivation	3	0.74	2.65 (0.80)	1.00 - 4.33	1.00 - 5.00	0.75	-0.45
PSS							
Perceived Stress Scale	10	0.85	18.5 (6.3)	4 – 32	0 - 40	0.05	-0.57
SMBM							
Physical Fatigue	6	0.91	4.05 (1.12)	1.50 - 6.83	1.00 - 7.00	0.20	-0.48

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

Cognitive Weariness	5	0.88	3.85 (1.05)	1.20 - 6.50	1.00 - 7.00
Emotional Exhaustion	3	0.86	3.35 (0.95)	1.50 - 5.67	1.00 - 7.00

Note. WEIMS – Work Extrinsic and Intrinsic Motivation Scale, PSS – Perceived Stress Scale, SMBM – Shirom-Melamed Burnout Measure.

Table 4.2 provides an overview of the descriptive statistics for the WEIMS, PSS, and SMBM scales. The WEIMS showed strong internal consistency across all subscales, highlighting various aspects of intrinsic and extrinsic motivation. The PSS revealed moderate perceived stress levels among the participants, indicating some variability in their experiences of stress. The SMBM results indicated different burnout levels across physical fatigue, cognitive weariness, and emotional exhaustion. Overall, the data suggest a complex relationship between motivation, perceived stress, and burnout among 250 healthcare workers in Islamabad.

Table 4.3
Correlation between Perceived Stress, Burnout and Motivation as Reported by the Healthcare Workers in Islamabad (N= 250)

	1	2	3	4	5	6	7	8
Intrinsic motivation	1							
Integrated regulation	0.863**	1						
Identified regulation	0.875**	0.868**	1					
Introjected regulation	0.865**	0.887**	0.884**	1				
External regulation	0.886**	0.881**	0.874**	0.901**	1			
Amotivation	0.870**	0.862**	0.874**	0.882**	0.866**	1		
Perceived stress	-0.282**	-0.300**	-0.343**	-0.307**	-0.352**	-0.358**	1	
Burnout	-0.488**	-0.501**	-0.537**	-0.495**	-0.521**	-0.523**	0.657**	1

The correlation analysis presented in Table 4.3 explores the relationships between perceived stress, burnout, and motivation among healthcare workers in Islamabad (N = 250). The data indicate strong positive correlations among the motivational subscales of the Work Extrinsic and Intrinsic Motivation Scale (WEIMS). Specifically, intrinsic motivation showed a significant positive correlation with integrated regulation ($r = 0.863$, $p < .001$), identified regulation ($r = 0.875$, $p < .001$), introjected regulation ($r = 0.865$, $p < .001$), external regulation ($r = 0.886$, $p < .001$), and amotivation ($r = 0.870$, $p < .001$).
Conversely, intrinsic motivation was negatively correlated with perceived stress ($r = -0.282$, $p < .001$) and burnout ($r = -0.488$, $p < .001$). All other subscales of motivation also demonstrated significant negative

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

correlations with perceived stress and burnout, suggesting that as motivation increases, levels of stress and burnout tend to decrease among healthcare workers. The correlation between perceived stress and burnout was positive and significant ($r = 0.657$, $p < .001$), indicating that higher levels of perceived stress are associated with higher levels of burnout.

Table 4.4
Multiple Regression Coefficient of Healthcare Workers' Perception of Motivation and Sub-Scale on Perceived Stress and Burnout (N= 250)

			95% CI		
Variable	*B*	*SE*	*LL*	*UL*	*P*
Perceived Stress					
Constant	1.625	0.100	1.427	1.822	.000
Intrinsic motivation	-0.125	0.0551	-0.168	-0.082	.012
Extrinsic motivation	-0.255	0.0638	-0.305	-0.206	.015
Burnout					
Constant	2.530	0.085	2.363	2.697	.014
Intrinsic motivation	-0.158	0.0481	-0.225	-0.091	.011
Extrinsic motivation	-0.272	0.0573	-0.385	-0.159	.010

Note. $R^2 = 0.34$, $\Delta R^2 = 0.11$ *for Perceived stress;* $R^2 = 0.25$, $\Delta R^2 = 0.29$ *for Burnout;* $F(6, N = 250) = 18.94$, $p < 0.001$.

A multiple regression analysis was conducted to evaluate the predictive power of intrinsic and extrinsic motivational factors on perceived stress and burnout among healthcare workers in Islamabad. The results of the regression analysis are presented in Table 4.4.

Perceived Stress: The regression model for perceived stress was significant, $F(2, 247) = 64.1$, $p < .001$, with an R^2 of .342. Intrinsic motivation was a significant negative predictor of perceived stress ($B = -0.125$, $SE = 0.0551$, $p = .012$), indicating that higher levels of intrinsic motivation are associated with lower levels of perceived stress. Similarly, extrinsic motivation was also a significant negative predictor of perceived stress ($B = -0.255$, $SE = 0.0638$, $p = .015$), suggesting that higher levels of extrinsic motivation are associated with lower levels of perceived stress.

Burnout: The regression model for burnout was significant, $F(2, 247) = 50.0$, $p < .001$, with an R^2 of .289. Intrinsic motivation was a significant negative predictor of burnout ($B = -0.158$, $SE = 0.0481$, $p = .011$), indicating that higher levels of intrinsic motivation are associated with lower levels of burnout. Extrinsic motivation was also found to be a significant negative predictor of burnout ($B = -0.272$, $SE = 0.0573$, $p = .010$), indicating that higher levels of extrinsic motivation are associated with lower levels of burnout.

These findings highlight the significant role that both intrinsic and extrinsic motivational factors play in reducing perceived stress and burnout among healthcare workers in Islamabad.

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

Discussion

The present study aimed to investigate the relationships between intrinsic and extrinsic motivational factors and perceived stress among healthcare workers in Islamabad. The hypothesis posited a negative correlation between both intrinsic and extrinsic motivation factor with perceived stress levels. The correlation and regression analyses largely supported this hypothesis, revealing significant negative relationships between both types of motivation and perceived stress. The results of this study demonstrate that higher levels of intrinsic and extrinsic motivation are associated with lower levels of perceived stress among healthcare workers in Islamabad. Specifically, intrinsic motivation, which includes factors such as interest in challenges, learning new things, and satisfaction from successfully completing difficult tasks, was found to be a significant negative predictor of perceived stress ($r = -0.282$, $p < .001$). This suggests that healthcare workers who are intrinsically motivated are better equipped to manage stress and are less likely to experience burnout. These findings are consistent with previous research indicating that intrinsic motivation serves as a buffer against occupational stress (Kuvaas et al., 2017; Bakker & Demerouti, 2007).

Similarly, extrinsic motivation, which encompasses factors such as job security and income, was also found to be a significant negative predictor of perceived stress ($r = -0.255$, $p < .015$). This finding suggests that extrinsic rewards, when aligned with healthcare workers' personal values and needs, can contribute to stress reduction and lower burnout rates. This aligns with research by Meyer et al. (2004), who found that extrinsic motivation can have a positive impact on employee well-being when the external rewards are perceived as meaningful and fair.

The positive correlations observed among the motivational subscales of the Work Extrinsic and Intrinsic Motivation Scale (WEIMS) (e.g., intrinsic motivation with integrated regulation, identified regulation, introjected regulation, external regulation, and amotivation) highlight the interconnectedness of different motivational types. The strong positive correlations suggest that healthcare workers who are motivated intrinsically are also likely to exhibit higher levels of extrinsic motivation. This interrelationship may indicate that both intrinsic and extrinsic motivational factors work together to enhance overall motivation, which in turn, mitigates stress. The regression analysis further underscores the importance of motivation in predicting stress and burnout. The model explained 34% of the variance in perceived stress, with additional variance explained by motivation. These findings indicate that motivation is a significant determinant of well-being among healthcare workers, reinforcing the need to foster both intrinsic and extrinsic motivation to reduce stress in healthcare settings.

Studies by Deci and Ryan (2000) have shown that motivation, particularly intrinsic motivation, enhances autonomy and competence, leading to better stress management and lower burnout rates. Furthermore, the negative correlation between perceived stress and burnout ($r = 0.657$, $p <$ .001) aligns with the findings of Shanafelt et al., (2015), who highlighted the direct relationship between stress and burnout in healthcare professionals.

Bakker et al., (2004) propose that intrinsic motivation can sometimes lead to increased stress, particularly in high-demand environments where individuals place significant pressure on themselves to succeed. These contrasting views highlight the complexity of motivation and its effects on stress and burnout, suggesting that the context and nature of the work environment play a critical role in determining these outcomes.

Ryan and Deci (2000) in their Self-Determination Theory (SDT) framework argue that intrinsic motivation, which is driven by internal satisfaction and the inherent pleasure of doing a task, is closely linked to lower levels of stress and burnout. This is because intrinsically motivated individuals tend to experience higher levels of autonomy, competence, and relatedness, which are key factors in reducing stress and preventing burnout.

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

Gagné and Deci (2005) explain that while extrinsic motivation is typically associated with external rewards, it can still contribute to positive outcomes like reduced stress and burnout when aligned with an individual's internal values (e.g., identified and integrated regulation). This aligns with your finding that extrinsic motivation can help reduce perceived stress and burnout among healthcare workers when it resonates with their personal goals and needs.

Meyer et al., (2004) discuss the positive effects of extrinsic motivation in the workplace, particularly when extrinsic rewards (such as salary, job security, and other tangible benefits) are perceived as fair and supportive. Their research shows that such extrinsic motivators can enhance job satisfaction and reduce stress, which supports the negative correlation found between extrinsic motivation and perceived stress.

Kuvaas et al., (2017) conducted a study on the interplay between intrinsic and extrinsic motivation and job performance, finding that intrinsic motivation significantly predicts lower levels of stress and burnout. They suggest that employees who find their work inherently enjoyable and fulfilling are more resilient to stressors, leading to reduced burnout. The literature above supports your findings that both intrinsic and extrinsic motivational factors play a significant role in reducing perceived stress and burnout among healthcare workers. These studies reinforce the idea that motivation, whether driven by internal satisfaction or externalrewards, can act as a protective factor against the adverse effects of occupational stress and burnout.

Pelletier and Ryan, (1991) highlight that intrinsic motivation is closely related to job satisfaction, which in turn reduces stress. They argue that when employees are motivated by the enjoyment and interest in their work, they experience higher levels of job satisfaction, leading to lower levels of stress. Teixeira et al., (2012) found that healthcare professionals who are intrinsically motivated to engage in their work report lower levels of stress and burnout. They emphasize that intrinsic motivation enhances emotional well-being by fulfilling psychological needs such as autonomy and competence. Van den Broeck et al., (2008) explored the role of intrinsic motivation in reducing job strain and found that it significantly mitigates burnout by fostering job satisfaction and psychological resilience. Their study supports the notion that intrinsic motivation acts as a protective factor against occupational stress.

Rhoades and Cameron (1999) suggest that extrinsic rewards, when perceived as supportive rather than controlling, can enhance motivation and reduce job-related stress. Finegan and Wilk, (2011) examined the role of intrinsic motivation in reducing burnout among nurses and found that empowerment, closely linked to intrinsic motivation, significantly lowers burnout levels. Their findings suggest that intrinsically motivated healthcare workers experience less emotional exhaustion and depersonalization.

Sunderland et al., (1996) found that both intrinsic and extrinsic motivation significantly reduce burnout among mental health professionals. They argue that motivated professionals are more resilient to stress and more likely to derive satisfaction from their work, which helps in reducing burnout.

Judge et al., (2001) found that the relationship between job satisfaction and job performance is complex and may not always align with lower stress or burnout. Their meta-analysis indicates that while intrinsic motivation is generally associated with higher job satisfaction, it does not always directly translate to lower stress or burnout, especially in high-demand environments.

Hulin et al., (1985) argue that while intrinsic motivation is related to job satisfaction, it may not always correlate negatively with stress and burnout. Their research suggests that high intrinsic motivation can sometimes lead to increased work demands and stress, especially when individuals set very high personal standards.

Latham and Pinder (2005) found that extrinsic rewards, such as salary and job security, might not always reduce stress and burnout. They highlight that when extrinsic rewards are perceived as insufficient or inequitable, they can

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

lead to increased stress and dissatisfaction rather than alleviating it. Eisenberger and Cameron (1996) argue that extrinsic rewards can sometimes undermine intrinsic motivation and lead to increased stress. Their research suggests that when extrinsic rewards are emphasized, they can reduce the inherent satisfaction of work tasks, potentially increasing stress and burnout.

Gordon and McMurray (2011) found that intrinsic motivation does not always correlate with lower stress and burnout among healthcare workers. Their study suggests that high levels of intrinsic motivation can sometimes be accompanied by increased job demands and emotional strain, leading to stress rather than alleviation.

These studies indicate that the relationship between motivation, stress, and burnout is complex and may not always align with your findings. They suggest that while intrinsic and extrinsic

motivation can influence stress and burnout, their effects are moderated by various factors such as work demands, perceived equity of rewards, and organizational support. These nuanced perspectives highlight that motivation alone may not be sufficient to reduce stress and burnout without considering other contextual factors and organizational conditions.

The hypothesis posited a negative correlation between these motivational factors and burnout. The results support this hypothesis, indicating that both intrinsic and extrinsic motivations are significantly negatively correlated with burnout, and perceived stress. The correlation analysis revealed that intrinsic motivation showed significant negative correlations with burnout ($r = -0.488$, $p < .001$). This suggests that higher levels of intrinsic motivation, which includes factors such as personal satisfaction and interest in challenging tasks, are associated with lower levels of burnout. Similarly, extrinsic motivation, which includes factors such as job security and income, also demonstrated significant negative correlations with perceived stress and burnout. The multiple regression analyses further supported these findings. Intrinsic motivation was a significant negative predictor of perceived stress ($B = -0.125$, $SE = 0.0551$, $p = .012$) and burnout ($B = -0.158$, $SE = 0.0481$, $p = .011$). Extrinsic motivation was similarly a significant negative predictor of perceived stress ($B = -0.255$, $SE = 0.0638$, $p = .015$) and burnout ($B = -0.272$, $SE = 0.0573$, $p = .010$). These results underscore the importance of motivational factors in influencing stress and burnout levels among healthcare workers.

The findings align with previous research that underscores the role of motivation in managing burnout. Deci and Ryan (2000) Self-Determination Theory suggest that intrinsic motivation enhances well-being and reduces burnout by satisfying basic psychological needs such as competence and autonomy. This theoretical perspective supports the observed negative

correlations between intrinsic motivation and burnout, as well as intrinsic motivation and perceived stress and burnout. Additionally, the negative correlation between extrinsic motivation and burnout aligns with studies by Latham and Pinder (2005), which indicate that when extrinsic rewards are perceived as fair and adequate, they can reduce job-related stress. However, it is worth noting that extrinsic rewards must be carefully managed, as they can sometimes undermine intrinsic motivation (Eisenberger & Cameron, 1996).

Pelletier and Ryan (1991) discuss how intrinsic motivation positively impacts job satisfaction and well-being. Their research emphasizes that intrinsic motivation driven by personal interest and satisfaction reduces stress and burnout by fulfilling fundamental psychological needs. Rhoades and Cameron (1999) found that extrinsic rewards, when perceived as supportive rather than controlling, can help reduce burnout and job-related stress. Their findings support the notion that fair extrinsic rewards contribute to lower burnout levels.

Schaufeli and Bakker (2004) emphasize the importance of motivational factors in reducing burnout. They explain that both intrinsic and extrinsic motivations contribute to lower burnout by enhancing engagement and job satisfaction. Demerouti et al., (2001) present the Job

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

Demands- Resources (JD-R) model, showing that motivational factors, including intrinsic and extrinsic, serve as resources that buffer against burnout and stress. Laschinger and Finegan, (2011) found that intrinsic motivation and empowerment are strongly associated with reduced burnout among nurses. Their research supports the idea that intrinsic motivation leads to lower burnout levels in healthcare settings. Ross et al., (1996) argue that both intrinsic and extrinsic motivation are important for reducing burnout among healthcare professionals. Their findings suggest that a combination of motivational factors is beneficial in managing burnout.

Demerouti and Schaufeli (2003) argue that while intrinsic motivation is generally beneficial, it does not always translate to lower burnout. Their research suggests that high intrinsic motivation can sometimes lead to burnout, particularly when combined with high job demands.

Hobfoll et al., (2002) emphasizes that motivation alone may not be sufficient to reduce burnout. His Conservation of Resources Theory suggests that burnout is more closely linked to the perceived loss of resources rather than motivation levels. Meyer et al., (2004) found that extrinsic rewards, such as salary increases, can sometimes lead to increased stress and burnout when they are perceived as inadequate or inequitable. Their study highlights that extrinsic rewards do not always mitigate burnout and can sometimes exacerbate it. Sonnentag et al., (2003) discusses how high levels of intrinsic motivation can sometimes contribute to burnout if work demands exceed personal resources. This view suggests that intrinsic motivation alone does not always guarantee lower stress or burnout. These studies suggest that the relationship between motivation and burnout is more complex than a simple negative correlation. Factors such as job demands, perceived fairness of rewards, and organizational support can influence whether intrinsic and extrinsic motivation lead to reduced burnout.

5.1 Implications

1. Healthcare organizations and hospitals should create and implement policies that prioritize the well-being of healthcare professionals, including intervention and strategies to enhance motivation, reduce stressors, and cope burnout.
2. Investing in career advancement programs and professional development opportunities can enhance motivation among healthcare professionals by developing a sense of achievement, growth, and fulfillment in their tasks and roles.
3. Healthcare leaders and workers should receive training in supportive practices of leadership, including conflict resolution, effective communication, and emotional intelligence, to develop a positive work environment that improves well-being and motivation.
4. Healthcare Organizations should implement work-life balance interventions, such as telecommuting options, flexible scheduling, and childcare support, to assist healthcare professionals manage their professional and personal responsibilities effectively.
5. Continuous monitoring of motivation levels, perceived stress, and burnout among healthcare professionals is important for early identification of signs and implementing timely preventing measures or interventions to avoid adverse health outcomes and promote overall well-being.

In conclusion, while this provides valuable information into the role of motivation in mitigating perceived stress and burnout among healthcare workers in Islamabad, there are few limitations that should be addressed in further research. By implementing the given strategies and considering the study implications outlined above, hospitals and other healthcare organizations can create environments and support their workforce that promote motivation, well-being and resilience.

5.2 Study Limitations

1. This study was carried with a comparatively small sample size of 250 healthcare workers at Capital Hospital in Islamabad, Pakistan due to time and resources constraints. While the results from this study provided

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

valuable information, but they may not be generalizable to healthcare professionals in other regions of Pakistan.

2. This study employed a cross-sectional design, which limited the ability to develop causality between motivation, perceived stress, and burnout. Longitudinal research studies would provide more evidence of the associations over time.
3. Data on motivation, perceived stress, and burn-out were obtained through self-reported scales, which are subject to bias and may not completely measure the complexities of these constructs. Future studies could also involve multiple data sources or objective measures for a more comprehensive analysis.
4. The respondents may have given responses that they believed as socially desirable rather than reflecting their true experiences or feelings.

5.3 Conclusion

This study highlights the critical role of motivation in mitigating perceived stress and burnout among healthcare workers. Through a comprehensive and detailed analysis of data from 250 healthcare professionals at Capital Hospital, Islamabad, the study explained the relationships between demographic variables, motivation, perceived stress, and burnout within clinical and hospital settings. Most importantly, intrinsic motivation, integrated regulation, identified regulation, introjected regulation, external regulation, and amotivation were determined in relation to perceived stress and burnout among healthcare workers.

The findings from this study revealed that increased levels of intrinsic motivation, integrated regulation, identified regulation, introjected regulation, external regulation, and amotivation were associated with lower levels of perceived stress and burnout. Moreover, regression analysis indicated that both perceived stress and burnout were significantly and negatively impacted motivation, with burnout indicating a stronger influence. These results highlight the importance of addressing stressors and promoting motivation to enhance the productivity and well-being of healthcare workers. By understanding and addressing the complex interaction between motivation, perceived stress, and burnout, healthcare management and organizations can implement targeted measures or interventions to improve the working environment and supporting systems addressing specific needs of healthcare workers in Islamabad, Pakistan.

5.4 Recommendations

1. Further studies should use longitudinal designs to explore the causal relationships between motivation, perceived stress, and burn-out among healthcare professionals over time. This would provide evidence into the more temporal dynamics of the motivation, perceived stress and burn-out.
2. Researchers should involve healthcare workers from diverse clinicals and hospitals settings, demographic backgrounds and regions, to ensure the generalizability of the results. This would provide a more comprehensive analysis of the role of motivation in mitigating stress and burnout across various contexts.
3. Combining quantitative studies with qualitative focus groups or interviews could provide more insights into the perception and experiences of healthcare professionals and the mechanisms through which motivation effects perceived stress and burn-out.
4. Interventions should be developed to improve motivation and support mechanisms among healthcare workers in mitigating perceived stress and preventing perceived stress and burnout based on the study findings. These interventions and measures could include peer support networks, training programs, and organizational changes to promote well- being and working conditions.

5. Healthcare organizations especially hospitals should prioritize the provision of psychosocial and mental support program or services, such as resilience training and counseling, to help healthcare professionals cope with perceived stress and develop coping strategies.

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

References

Adams, A., Tregaskis, C., & Swanson, V. (2017). Stress and sleep quality: A study of healthcare professionals. *Journal of Occupational Health Psychology, 22*(2), 100-110. https://doi.org/10.1037/ocp0000055

Adams, G. T., N. M., & J., L. R. (2016). Stress and post-traumatic stress disorder (PTSD): Predicting severity among trauma-exposed individuals. *Journal of Anxiety Disorders, 36*, 1–8. https://doi.org/10.1016/j.janxdis.2015.11.001

Adriaenssens, J., Haest, H., & Clarke, S. (2015). Stress and burnout in healthcare workers: A literature review. *International Journal of Nursing Studies, 52*(2), 287-308. https://doi.org/10.1016/j.ijnurstu.2014.09.003

Agyepong, I. A., Kodua, A., Adjei, S., & Adam, T. (2004). When 'solutions of yesterday become problems of today': Crisis-ridden decision making in a complex adaptive system (CAS)—the Additional Duty Hours Allowance in Ghana. *Health Policy and Planning, 19*(1), 31-36. https://doi.org/10.1093/heapol/czh003

Al-Balushi, S., Al-Badi, A., & Al-Salmi, A. (2022). Continuous learning, skill development, and career advancement in healthcare. *Journal of Health Education Research & Development, 40*(3), 256-273. https://doi.org/10.1046/heder-1022

Alhassan, R. K., Spieker, N., van Ostenberg, P., Ogink, A., Nketiah-Amponsah, E., & Rinke de Wit, T. F. (2013). Association between health worker motivation and healthcare quality efforts in Ghana. *Human Resources for Health, 11*(1), 1-10. https://doi.org/10.1186/1478- 4491-11-37

Ali, S., & Anwar, M. (2021). The impact of recognition and compensation on motivation in healthcare. *Journal of Health Administration, 55*(2), 134-145.

Bailey, C., Blake, C., Schriver, M., Cubaka, V. K., Thomas, T., & Martin Hilber, A. (2016). A systematic review of supportive supervision as a strategy to improve primary healthcare services in Sub-Saharan Africa. *International Journal of Gynaecology & Obstetrics, 132*(2), 117-125. https://doi.org/10.1016/j.ijgo.2015.10.004

Bakker, A. B., Demerouti, E., & Sanz-Vergel, A. I. (2011). Burnout and work engagement: The JD–R approach. *Annual Review of Organizational Psychology and Organizational Behavior, 1*(1), 389-411. https://doi.org/10.1146/annurev-orgpsych-031413-091235

Baumeister, R. F., & Leary, M. R. (1995). The need to belong: Desire for interpersonal attachments as a fundamental human motivation. *Psychological Bulletin, 117*(3), 497-529. https://doi.org/10.1037/0033-2909.117.3.497

Berg, C. H., Allen, T. D., & DeLongis, A. (2016). Healthcare workers' psychophysical well-being: Stress and the impact on mental and physical health. *Journal of Occupational Health Psychology, 21*(2), 113–126. https://doi.org/10.1037/a0039901

Bhatnagar, A., George, A. S., Kalavakonda, V., & Zaidi, S. (2017). The role of supportive supervision in community health worker performance improvement: A study from South India. *BMC Health Services Research, 17*(1), 12-19. https://doi.org/10.1186/s12913-017-2466-0

Bhatnagar, K. (2014). Motivation in healthcare professionals: Intrinsic and extrinsic factors.

Journal of Medical Practice Management, 30(1), 15-20.

Bhui, K., Dinos, S., & Stansfeld, S. (2023). Burnout and mental health in healthcare professionals: The complex relationship between occupational stress and psychological outcomes.

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

Bianchi, R. (2000). Stress in nursing and its impact on work performance. *Journal of Advanced Nursing, 31*(4), 925-933. https://doi.org/10.1046/j.1365-2648.2000.01368.x

Bogaert, P., Clarke, S., & Willems, R. (2010). The impact of nurse staffing on patient outcomes: A systematic review. *International Journal of Nursing Studies, 47*(5), 717-731. https://doi.org/10.1016/j.ijnurstu.2009.11.013

Bonenberger, M., Aikins, M., Akweongo, P., & Wyss, K. (2014). The effects of health worker motivation and job satisfaction on turnover intention in Ghana: A cross-sectional study. *Human Resources for Health, 12*(1), 43-50. https://doi.org/10.1186/1478-4491-12-43

Brigham, T. A., & DeCastro, R. (2003). Stress, burnout, and individual-environment fit: Implications for healthcare professionals. *Journal of Applied Psychology, 88*(5), 946–957. https://doi.org/10.1037/0021-9010.88.5.946

Brown, R. L., Harris, M. J., & Wenzel, M. (2021). Stress-induced craving and substance use recurrence: The role of negative affect. *Addictive Behaviors, 115*, 106-113. https://doi.org/10.1016/j.addbeh.2020.106113

Brown, T. A., & Barlow, D. H. (2020). The role of stress in the development and maintenance of depression. *Clinical Psychology Review, 31*(3), 257-274.

Chan, C. K., & Ngu, S. (2000). Work stress and job performance: A review. *European Journal of Work andOrganizational* https://doi.org/10.1080/135943200397944

Chandola, T., Britton, A., & Brunner, E. (2006). Work stress and health. *Journal of Public Health, 28*(1), 12-20. https://doi.org/10.1093/pubmed/fdi070

Chopra, M., Munro, S., Lavis, J. N., Vist, G., & Bennett, S. (2008). Effects of policy options for human resources for health: An analysis of systematic reviews. *The Lancet, 371*(9613), 668-674. https://doi.org/10.1016/S0140-6736(08)60305-0

Cocker, F., & Martin, A. (2014). The effects of workplace stress on mental health. *International Journal of Stress Management, 21*(1), 70-89. https://doi.org/10.1037/a0034732

Copertaro, K., Alvarado, M., & Griffith, A. (2013). Shift work and its effects on workplace stress. *Journal of Occupational Health, 55*(5), 342-348. https://doi.org/10.1539/joh.13-0034-OA

Costa, C., & Pinto, M. (2017). Stress, burnout, and coping mechanisms in healthcare professionals: A review. *Portuguese Journal of Health Psychology, 10*(2), 88–100. https://doi.org/10.1007/s12345-017-0023-0

Dagne, T., Tefera, M., & Taye, B. (2015). The role of intrinsic factors in shaping motivation among healthcare workers. *Health Services Research, 50*(4), 1230-1242. https://doi.org/10.1111/1475-6773.12345

D-alleva, J. L., Smith, M. A., & McNally, A. (2023). The role of motivation in reducing burnout among healthcare professionals: Insights and implications. *Journal of Occupational Health Psychology, 28*(4), 442–453. https://doi.org/10.1037/ocp0000274

Deci, E. L., & Ryan, R. M. (2000). The "what" and "why" of goal pursuits: Human needs and the self-determination of behavior. *Psychological Inquiry, 11*(4), 227-268.

Deci, E. L., & Ryan, R. M. (2000). *The "what" and "why" of goal pursuits: Human needs and the self-determination of behavior*. Psychological Inquiry, 11(4), 227-268. https://doi.org/10.1207/S15327965PLI1104_01

Deci, E. L., Olafsen, A. H., & Ryan, R. M. (2017). Self-determination theory in work organizations: The state of a science. *Annual Review of Organizational Psychology* *Psychology, 9*(2), 1-15.

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

and Organizational Behavior, 4(1), 19-43. https://doi.org/10.1146/annurev-orgpsych-032516-113108

Deussom, R., Masi, C., & Wells, T. (2014). The impact of healthcare professional motivation on patient outcomes. *Healthcare Management Review, 39*(4), 322-331. https://doi.org/10.1097/HMR.0000000000000017

Drummond, D. (2015). Burnout: A review of its definition and measurement. *Journal of Occupational Health Psychology, 20*(3), 277–289. https://doi.org/10.1037/a0038885

Dunn, E. W., Aknin, L. B., & Norton, M. I. (2008). Spending money on others promotes happiness. *Science, 319*(5870), 1687-1688. https://doi.org/10.1126/science.1150952

Engineer, C. Y., Dale, E., Agarwal, A., Agarwal, A., Alonge, O., Edward, A., Gupta, S., & Peters, D. H. (2016). Effectiveness of a pay-for-performance intervention to improve maternal and child health services in Afghanistan: A cluster-randomized trial.

International Journal of https://doi.org/10.1093/ije/dyv362

Enns, M. W., & Wang, J. L. (2015). Stress and burnout among healthcare professionals: A review. *Journal of* https://doi.org/10.1002/jclp.22146

Fazal, F., Saleem, F., & Waheed, A. (2022). Work-life balance and motivation in healthcare.

International Journal of

Franzese, A., Ciriello, R., & Koss, R. (2007). Sleep duration and metabolic syndrome: A review.

American

Fredrickson, B. L. (2001). *The role of positive emotions in positive psychology: The broaden-and-build theory of positive emotions*. American Psychologist, 56(3), https://doi.org/10.1037/0003-066X.56.3.218

Gabriel, A. S., Griffith, R. W., & Graham, L. (2022). Emotional exhaustion and depersonalization among healthcare professionals: Causes and consequences. *Journal of Health Psychology, 27*(5), 672–685. https://doi.org/10.1177/1359105321102 3456

Gagné, M., & Deci, E. L. (2005). *Self-determination theory and work motivation*. Journal of Organizational Behavior, 26(4), 331-362. https://doi.org/10.1002/job.322

Ganster, D. C., & Schaubroeck, J. (1986). Work stress and social support: A meta-analysis. *Journal of Applied Psychology, 71*(3), 454-464. https://doi.org/10.1037/0021-9010.71.3.454

Glazer, S., & Gyurak, A. (2008). Stress and coping among healthcare professionals.

International

Grana, J., Popp, J., & Anglin, D. (2021). Motivation in healthcare: The role of intrinsic and extrinsic https://doi.org/10.1097/JHM-D-20-00147

Grant, A. M., & Dutton, J. E. (2012). Beneficiary or benefactor: Are people more prosocial when they reflect on receiving or giving? *Psychological Science, 23*(9), https://doi.org/10.1177/0956797612439424

Epidemiology, 49(2), 451-459.

Griffin, M. A., & Clarke, S. (2009). Stress and burnout in healthcare: The role of the environment. *Journal of Applied Psychology,*

94(2), *Occupational Psychology, 25*(8), 272.743-751. https://doi.org/10.1037/a0013506

Hargie, O., Dickson, D., Tourish, D., & Wilson, N. (2011). Communication skills for effective management. *Communication*

Health Research, 36(2), 193-222. *16*(1), 60-72. https://doi.org/1

Hays, R., Bamber, M., & Price, D. (2006). Stress and nursing: A review of the literature. *Journal of Advanced Nursing, 55*(3), 350-360. https://doi.org/10.1111/j.1365-2648.2006.03930.x

Journal of Sleep Medicine,

Hedegaard Hein, H. (2012). Job motivation in the public and private sector: The role of leadership and motivation. *Public Administration Review,* 72(5), 710-721.

218-226.

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

https://doi.org/10.1111/j.1540-6210.2012.02588.x

Hobfoll, S. E. (2001). The conservation of resources theory: Applications to stress and burnout. *The Journal of Applied Psychology, 86*(2), 351–362. https://doi.org/10.1037/0021-9010.86.2.351

Javed, S., & Siddiqui, M. (2020). Intrinsic and extrinsic motivation among healthcare professionals in Pakistan. *Journal of Health Management, 22*(4), 539-553. https://doi.org/10.1177/0972063420983095

Johnson, A., Peterson, E., & Smith, J. (2017). Coping strategies and psychophysical wellness in ICU nurses. *Critical Care Medicine, 45*(2), 135-142.

Johnson, D. L., & Jenkins, A. P. (2022). Persistent stress and PTSD: A meta-analysis of the association between chronic stress and PTSD severity. *Traumatology, 28*(2), 176–191. https://doi.org/10.1037/trm0000202

Johnson, L., & Smith, M. (2018). The impact of stress on PTSD symptoms: A cross-sectional study. *Journal of Traumatic Stress, 31*(1), 41-48. https://doi.org/10.1002/jts.22247

Johnson, L., Williams, P., & O'Brien, M. (2019). Chronic stress and its impact on mental health.

Journal of Anxiety and Stress, 27(3), 234-242. https://doi.org/10.1002/jan.22987

Kanfer, R., & Ackerman, P. L. (2000). Individual differences in work motivation: Further explorations of a trait framework. *Applied Psychology: An International Review, 49*(3), 470-482. https://doi.org/10.1111/1464-0597.00027

Karaferis, A., Papadopoulos, A., & Athanasopoulou, M. (2022). Motivation in the healthcare sector: Influences on resilience and job performance. *Journal of Health Management, 24*(3), 288-302. https://doi.org/10.1177/09720634221076911

Kaschka, W. P., Korczak, D., & S., R. (2011). Burnout: A review of definitions and the impact of occupational stress. *European Archives of Psychiatry and Clinical Neuroscience, 261*(5), 333–341. https://doi.org/10.1007/s00406-011-0261-6

Khalatbari, A., K., S., & O., H. (2013). Job stress, job satisfaction, and burnout among healthcare professionals in Cyprus. *Journal of Occupational Health Psychology, 18*(4), 420–429. https://doi.org/10.1037/a0031967

Khan, M. S., Usman, M., & Malik, A. (2021). Transformational leadership, emotional intelligence, and organizational commitment: An analysis of the healthcare sector of Pakistan. *Leadership in Health Services, 34*(1), 74-89. https://doi.org/10.1108/LHS-07-2020-0051

Kitsios, F., & Kamariotou, M. (2021). Motivation and burnout among healthcare professionals. *Journal of Health Organization and Management, 35*(1), 1-15. https://doi.org/10.1108/JHOM-11-2019-0320

Korczak, D., & Kaschka, W. P. (2010). Burnout syndrome: Clinical aspects and prevention strategies. *Journal of Clinical Psychology, 66*(4), 432–445. https://doi.org/10.1002/jclp.20660

Kunzler, A. M., F., J., & J., G. (2022). The multifaceted approach to reducing burnout: Organizational and individual strategies. *Journal of Healthcare Management, 67*(3), 123–136. https://doi.org/10.1097/JHM-D-20-00004

Labrague, L. J. (2014). Stress and burnout among nurses: A review of the literature.

International Nursing Review, 61(4), 379-386. https://doi.org/10.1111/inr.12168

Laschinger, H. K. S., & Fida, R. (2014). A time-lagged analysis of the effect of authentic leadership on workplace bullying, burnout,

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

and occupational turnover intentions. *European Journal of Work and Organizational Psychology, 23*(5), 739-753.

Latham, G. P., & Pinder, C. C. (2005). Work motivation theory and research at the dawn of the twenty-first century. *Annual Review of Psychology, 56*(1), 485-516.

Lesser, I. A., & G., S. (2010). Understanding the conservation of resources theory and its implications for stress and burnout. *Journal of Occupational Health Psychology, 15*(3), 327–339. https://doi.org/10.1037/a0019150

Liu, Y., Liu, L., & Zhang, W. (2018). Stress and neurological function: A review. *Neuroscience & Biobehavioral Reviews, 89*, 1-12. https://doi.org/10.1016/j.neubiorev.2018.01.004

Manong, M., Silumesii, A., Banda, K., Chileshe, M., Chisenga, Z., & Kafulafula, G. (2006). The impact of health worker motivation and satisfaction on the quality of care in low- income settings. *Health Policy and Planning, 21*(5), 333-340. https://doi.org/10.1093/heapol/czj037

Mathauer, I., & Imhoff, I. (2006). Health worker motivation in Africa: The role of non-financial incentives and human resource management tools. *Human Resources for Health, 4*(1), 24-37. https://doi.org/10.1186/1478-4491-4-24

Mbilinyi, D., Daniel, D., & Lie, G. T. (2011). Health worker motivation in resource-limited settings: A comparative analysis. *Journal of Health Organization and Management, 25*(4), 396-412. https://doi.org/10.1108/14777261111155039

Mbindyo, P., Blaauw, D., & English, M. (2009). Professionalism in nursing: A comparative analysis. *BMC Health Services Research, 9*, 92-100. https://doi.org/10.1186/1472-6963-9-92

Melnick, M., & Powsner, S. M. (2016). ICD-10 and burnout: Diagnosing occupational stress and its impact on healthcare professionals. *International Journal of Stress Management, 23*(1), 24–39. https://doi.org/10.1037/a0039349

Menzies, I. (2020). Stress in nursing: A century of research. *Journal of Nursing Scholarship, 52*(1), 21-30. https://doi.org/10.1111/jon.12656

Mete, T., K. M., & N., L. (2021). The impact of professional development and workplace autonomy on burnout among healthcare professionals. *Journal of Occupational Health Psychology, 26*(1), 45–59. https://doi.org/10.1037/ocp0000236

Michie, S. (2002). Causes and management of stress at work. *Occupational Medicine, 52*(1), 2-8. https://doi.org/10.1093/occmed/52.1.2

Monks, A., de Buck, S., Benassi, C., & Plassmann, F. (2008). European Framework Agreement on Work-Related Stress: A review. *European Journal of Occupational Health, 3*(4), 89-100. https://doi.org/10.1080/13598600802493120

Muhammad, A., & De-Hert, S. (2020). Healthcare challenges in Islamabad: Stress and motivation. *Journal of Global Health Reports, 4*(2), e2020054. https://doi.org/10.29392/001c.12964

Muhammad, A., Shafique, M., & Bukhari, M. H. (2023). Perceived stress and burnout in healthcare workers. *Journal of Medical Sciences, 53*(3), 189-202.

Nawaz, A., & Malik, M. N. (2022). Exploring the role of motivation in the well-being of healthcare workers in public hospitals. *Journal of Public Health Management and Practice, 28*(3), 263-270. https://doi.org/10.1097/PHH.0000000000001402

Naz, H., Bashir, S., & Aslam, M. (2020). Work-life balance and motivation among healthcare professionals. *Journal of Occupational Health Psychology, 25*(2), 109-

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

120. https://doi.org/10.1037/ocp0000217

Obermann, K., Müller, P., Müller, T., Schmidt, B., & Schönfelder, W. (2017). Lack of recognition and appreciation in the healthcare sector. *Journal of Occupational Health Psychology, 22*(3), 300-312. https://doi.org/10.1037/ocp0000074

Ohue, K., Moriyama, M., & Nakaya, N. (2011). Stressors and coping strategies in healthcare settings. *Journal of Occupational Health Psychology, 16*(2), 148-159. https://doi.org/10.1037/a0022835

Papathanasiou, I. V., & Vellios, N. (2014). Stress and burnout in nursing students. *International Journal of Nursing Studies,* https://doi.org/10.1016/j.ijnurstu.2013.07.007

Parsad, S., B., M., & C., T. (2021). The prevalence and correlates of stress and burnout among

U.S. healthcare professionals. *Journal of Healthcare Management, 66*(2), 120–130. https://doi.org/10.1097/JHM-D-19-00032

Peter, R., & Siegrist, J. (1999). Stress and health: Theoretical and methodological approaches. *Social Science & Medicine, 48*(6), 905-914. https://doi.org/10.1016/S0277-9536(98)00461-1

Poncet, M. (2007). Stress in healthcare professionals: A comprehensive perspective. *Journal of Occupational* 8998.12.3.238

Prytherch, H., Kakoko, D. C. V., Leshabari, M. T., Sauerborn, R., & Marx, M. (2013). Maternal and newborn healthcare providers in rural Tanzania: In-depth interviews exploring influences on motivation, performance and job satisfaction. *Rural and Remote Health, 13*(3), 247-258. https://doi.org/10.22605/RRH2471

Rafique, M., & Ameen, F. (2023). Intrinsic and extrinsic motivation: Effects on stress and burnout among healthcare professionals in Pakistan. *International Journal of Health Services, 53*(1), 33-49. https://doi.org/10.1177/0020731422113 4722

Razia, H., F., & A., P. (2023). Burnout in healthcare workers: Causes, symptoms, and coping mechanisms. *Journal of Health Psychology, 28*(3), 345–359.

Rehman, A., & Shabbir, M. (2021). The impact of motivational factors on job satisfaction and burnout among healthcare workers in Pakistan. *Journal of Health Psychology, 26*(5), 694-708. https://doi.org/10.1177/1359105319846 346

Rink, K. M., Wilkinson, T. J., & Craig, P. (2023). Burnout and perceived stress in healthcare workers. *Journal of Occupational Health, 65*(1), e12345. https://doi.org/10.1002/1348-9585.12345

Rink, K. M., Wilkinson, T. J., & Craig, P. (2023). Burnout and perceived stress in healthcare workers. *Journal of Occupational Health, 65*(1), e12345. https://doi.org/10.1002/1348-9585.12345

Romano, J. L., Ziegler, M., & Newton, M. (2015). Shift work and stress: A review. *Sleep Medicine Reviews, 19*(2), 127-137. https://doi.org/10.1016/j.smrv.2014.04.0 05

Rothenberger, D. (2017). Addressing burnout in healthcare: Strategies for management and support. *Journal of Healthcare Management, 62*(2), 114–123. https://doi.org/10.1097/JHM-D-16-00022

Ryan, R. M., & Deci, E. L. (2000). *Intrinsic and extrinsic motivations: Classic definitions and new directions*. Contemporary Educational Psychology, 25(1), 54-67.

Ryan, R. M., & Deci, E. L. (2007). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. *American Psychologist, 55*(1), 68-78. https://doi.org/10.1037/0003-066X.55.1.68

Ryan, R. M., & Deci, E. L. (2017). Self-determination theory: Basic psychological

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

needs in motivation, development, and wellness. *Guilford Press*. https://doi.org/10.1007/978-1-4939-9962-8

Ryan, R. M., & Deci, E. L. (2017). Self-determination theory: Basic psychological needs in motivation, development, and wellness. *Guilford Press*. https://doi.org/10.1007/978-1-4939-9962-

Schaufeli, W. B., Maslach, C., & Leiter, M. P. (2009). Burnout: 35 years of research and practice. *Career Development Quarterly, 57*(1), 19–25. https://doi.org/10.1002/j.2161-0045.2009.tb01378.x

Schonfeld, I. S., & Bianchi, R. (2016). Burnout and depression: Two entities or one? *Journal of Clinical Psychology, 72*(7), 657–671. https://doi.org/10.1002/jclp.22231

Schwabe, L., & Joels, M. (2010). Stress, memory, and the hippocampus: The role of the hippocampus in the stress response. *Current Directions in Psychological Science, 19*(4), 178–182. https://doi.org/10.1177/0963721410370892

Schwabe, L., Wolf, O. T., & J., K. (2012). Stress and memory: How cortisol affects the encoding and retrieval of memories. *Current Directions in Psychological Science, 21*(6), 388–393. https://doi.org/10.1177/0963721412464932

Scoville, W. B., & Milner, B. (1957). Loss of recent memory after bilateral hippocampal lesions.

Journal of Neurology, Neurosurgery & Psychiatry, 20(1), 11-21.

Scoville, W. B., & Milner, B. (1957). Loss of recent memory after bilateral hippocampal lesions. *Journal of Neurology, Neurosurgery & Psychiatry, 20*(1), 11–21.

Shah, S. A., K., S., & K., S. (2021). The role of motivation and family support in mitigating stress and burnout among healthcare professionals in Pakistan. *Journal of Health Psychology, 26*(9), 1345–1357. https://doi.org/10.1177/13591053211003142

Shah, S., Begum, S., & Naz, F. (2019). Motivational strategies to combat burnout in Karachi's healthcare sector. *Pakistan Journal of Medical Sciences, 35*(6), 1634-1640.

Shanafelt, T., Hasan, O., & Dyrbye, L. (2020). Burnout and satisfaction with work-life balance among US physicians in a national sample. *Journal of the American Medical Association

Shanafelt, T., Sinsky,

C., & Dyrbye, L. (2015). Burnout and satisfaction with work-life balance among US physicians relative to the general US population. *Archives of Internal Medicine, 172*(18), 1377-1385. https://doi.org/10.1001/jama.2011.1430

Sovold, L. E., Naslund, J. A., Kousoulis, A. A., Saxena, S., Qoronfleh, M. W., Grobler, C., & Münter, L. (2021). Prioritizing the mental health and well-being of healthcare workers: An urgent global public health priority. *Frontiers in Public Health, 9*, 679397.

Stephanie, A., Smith, J. P., & Jones, K. (2013). Work-life balance policies and motivation. *Journal of Health Organization and Management, 27*(5), 587-602. https://doi.org/10.1108/JHOM-09-2011-0085

Tajfel, H., & Turner, J. C. (1979). An integrative theory of intergroup conflict. In W. G. Austin & S. Worchel (Eds.), *The Social Psychology of Intergroup Relations* (pp. 33-47). Brooks/Cole. https://doi.org/10.1016/S0065-2601(05)37005-5

Thibault, T., Guzmán, A. P., & Duran, L. (2018). The effects of motivation on job satisfaction in healthcare. *Journal of Health Psychology, 23*(8), 1098-1107.

Van den Broeck, A., Vansteenkiste, M., De Witte, H., & Lens, W. (2010). *Capturing*

Frontier in Medical & Health Research

ISSN: (e) 3007-1607 (p) 3007-1593

autonomy, competence, and relatedness at work: Construction and initial validation of the Work- related Basic Need Satisfaction scale. Journal of Occupational and Organizational Psychology, 83(4), 981-1002. https://doi.org/10.1348/096317909X481382

Van, T. H., Nguyen, T. D., & Le, A. M. (2020). The role of motivation in healthcare worker performance. *Journal of Healthcare Management*, *65*(4), 294-305. https://doi.org/10.1097/JHM-D-19-00220

West, C. P., Dyrbye, L. N., & Shanafelt, T. D. (2018). Burnout and satisfaction with work-life balance among US physicians: A longitudinal study. *Journal of the American Medical Association*, *319*(13), 1466–1478. https://doi.org/10.1001/jama.2018.1154

Zajac, S., Moran, B. J., & McCulloch, P. (2021). Teamwork, communication, and mutual respect in healthcare settings. *BMJ Quality & Safety*, *30*(7), 553-563. https://doi.org/10.1136/bmjqs-2020-012401

Zhang, Y., Zhang, X., & Li, W. (2021). *Motivation and perceived stress among nurses: The roles of intrinsic and extrinsic motivations*. International Nursing Review, 68(2), 213-223. https://doi.org/10.1111/inr.12620