

Fanning The Flames Of Commitment: Unraveling Job Satisfaction And Battling Burnout In Multidisciplinary Hospital Teams: A Systematic Review

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Abstract

Background: This systematic review aimed to evaluate job satisfaction and burnout levels among multidisciplinary hospital team members and identify areas for improvement in team dynamics. Burnout and poor job satisfaction among healthcare professionals can have significant implications for patient care, staff morale, and retention in the healthcare setting.

Aim: To analyze the current literature on job satisfaction and burnout in different healthcare fields, with a specific emphasis on understanding how it affects team dynamics. The review sought to provide evidence-based insights to inform interventions and strategies aimed at enhancing the well-being of healthcare professionals and promoting effective teamwork.

Method: A systematic search of databases, including PubMed, Scopus, Web of Science, and CINAHL, was conducted to identify relevant studies published between 2019 and 2023. The inclusion criteria for this study consisted of selecting articles written in English that specifically examined job satisfaction and burnout levels in multidisciplinary hospital teams. Additionally, the chosen articles had to use well-established scales for measurement and provide valuable data on team dynamics. After initial screening and quality assessment, ten studies were included in the synthesis.

Results: The review revealed a consistent pattern of high burnout levels among healthcare professionals, particularly nurses and allied health staff, during the COVID-19 pandemic. Job satisfaction rates were significantly affected, and team dynamics were impacted by burnout. Effective leadership and support systems were identified as crucial factors in mitigating burnout and fostering a positive work environment.

Conclusion: This systematic review highlights the urgent need to address burnout among multidisciplinary hospital team members. It underscores the importance of promoting well-being, personal resilience, and self-care among healthcare professionals to enhance team dynamics and overall healthcare delivery.

Evidence-based interventions and strategies are essential to cultivate a culture of organizational resilience and improve job satisfaction in the healthcare setting.

Keywords: Job Satisfaction, Burnout, Multidisciplinary Hospital Team, Team Dynamics, Healthcare Professionals, Systematic Review.

Introduction

In the vast and intricate realm of modern healthcare (Φανιάδου, 2020), where the pursuit of healing intertwines with unwavering dedication, it is founded that amidst the bustling corridors of our esteemed multidisciplinary hospital team (Morris et al., 2021). As a cohesive force, doctors, nurses, pharmacists, and allied health professionals stand united in their noble mission to provide the highest level of care and comfort to those in need (Al Ali et al., 2022; Shahbal et al., 2022; Landry et al., 2022). In the heart of this dedicated ensemble, lies a profound and essential question - what truly lies within the depths of their souls? In this emotionally charged and deeply introspective quest, embark on a journey to explore the delicate balance between job a satisfaction and burnout level, which shapes the lives of these revered individuals (Espinoza, 2021; Almutairi et al., 2022). With boundless empathy and a commitment to their well-being (Schwartz et al., 2021), It seek to understand the intricate interplay of emotions that underpin their daily experiences, and in doing so, identify opportunities to fortify the team dynamic and cultivate an environment where each member flourishes (Noshili et al., 2022; Oraibi et al., 2022; Pierce, 2020).

As begin this moving journey, attention is drawn to the admirable lives of valued doctors (Malinowska-Lipień et al., 2021). Their unshakeable commitment and unwavering belief that every person is valuable and deserving of the greatest treatment are evident in their persistent pursuit of medical excellence (Cohen et al., 2023). Within the walls of the operating rooms and the revered halls of diagnosis, bear witness to the moments that form their journey—moments of joy when a patient beats illness, but also moments of introspection when they grapple with the weight of challenging choices and the inescapable uncertainties that come with the practice of medicine (Nestor et al., 2021).

The personification of compassion and resiliency when I turn my attention to the loving hearts of our nurses (Terra et al., 2023; Forsyth et al., 2023). They embrace the delicate balance between technical know-how and sensitive care every day, developing close relationships with patients and their families in the process (Moussa et al., 2022). It is possible to see their unshakable dedication to reducing pain and mending wounds while also acknowledging the emotional cost that comes with such unflinching devotion as they deal with the difficulties of long hours and the unavoidable demands of their line of work (Alharbi et al., 2022; Noshili et al., 2022; Khirfan & Abd Aziz, 2022).

It discovered the unsung heroes of pharmacy, whose work is a monument to accuracy and precision (Havaei et al., 2022; Alanazi et al., 2023; Lee et al., 2022). They serve as the unsung guardians of patients' health by working behind the counters to make sure the appropriate prescriptions are given to individuals who need them (Salenger & Martin, 2022; Mukosha et al., 2022). Their commitment to patient safety and adherence to complex procedures are reasons for celebration (Puyat et al., 2023), but also want to understand the constraints that come with managing drug interactions, constantly evolving pharmaceutical recommendations, and the requirements of a hectic medical setting (Ogaji et al., 2020; Gwernan-Jones et al., 2020).

Allied health experts, who are equally crucial to the success of hospital, create an unstoppable force and bring their knowledge to every aspect of patient care (Uchejeso et al., 2021). Their efforts are priceless, from physical therapists helping patients recuperate to medical technologists solving diagnostic puzzles (Shatnawi, 2020; Mohr et al., 2022). As set out on this journey, our goal is to shed light on their experiences, give them a voice to express their feelings, and recognize the crucial roles they

play within the interdisciplinary team (Zeb et al., 2021; World Health Organization, 2020; Hales et al., 2021).

Aware of the potential dangers of burnout as we explore our emotions. Healthcare team's selflessness occasionally results in emotional weariness and low moods (Ylitörmänen, 2021; Rabie et al., 2022; Yang, 2020). However, we pledge to find ways to increase resilience, to establish a setting that promotes their wellbeing, and to promote a climate of cooperation, open communication, and respect for their individual contributions (House, 2020; Madara et al., 2021).

Everlasting faith in the character of our healthcare staff is demonstrated by this in-depth exploration into ourselves. Set out on this journey with the intention of creating a team environment that promotes happiness, fulfilment, and emotional health alongside the pursuit of medical excellence. (Alruwaili et al., 2022; Alotaibi et al., 2022; Alsaedi et al., 2022). With every new understanding, we hope to fortify our link as a group, building a future in which our hospital staff flourishes, connected by compassion and purpose, and in which the warmth of human connection continues to illuminate the road to recovery for those who seek refuge in our care.

Method

Research Objective:

The objective of the present study was

- To evaluate the job satisfaction and burnout levels among multidisciplinary hospital team members, including doctors, nurses, pharmacists, and allied health professionals.

Research Question:

The primary research question that guided this study was:

- What were the job satisfaction and burnout levels experienced by various team members within the healthcare setting, and how could these findings be utilized to identify areas for improvement in team dynamics?

Literature Search Strategy:

A comprehensive and systematic search of academic databases was conducted to identify relevant studies published in peer-reviewed journals. The databases to be searched was include PubMed, Scopus, Web of Science, and CINAHL. The search terms

was carefully chosen to encompass relevant concepts, such as "Job satisfaction," "Burnout," "Healthcare professionals," "Doctors," "Nurses," "Pharmacists," "Allied health professionals," and "Team dynamics."

Table 1. Search Syntax

Syntax 1	"Job satisfaction," "Burnout," "Healthcare professionals," "Doctors," and "Team dynamics."
Syntax 2	"Job satisfaction," "Burnout," "Healthcare professionals," "Nurses," and "Team dynamics."
Syntax 3	"Job satisfaction," "Burnout," "Healthcare professionals," "Pharmacists," and "Team dynamics."
Syntax 4	"Job satisfaction," "Burnout," "Healthcare professionals," "Allied health professionals," and "Team dynamics."

Table 2. Statistics from the Data Base

No	Database	Syntax	Year	No of Researches
1	PubMed	Syntax 1	2019 - 2023	17.500
		Syntax 2		12.200
		Syntax 3		10.005
		Syntax 4		9.200
2	Scopus	Syntax 1		16.750
		Syntax 2		17.500
		Syntax 3		15.200
		Syntax 4		12.000
3	Web of Science	Syntax 1		20.200
		Syntax 2		21.200
		Syntax 3		22.210
		Syntax 4		9.900
4	CINAHL	Syntax 1		12.750
		Syntax 2		16.500
		Syntax 3		12.200
		Syntax 4		14.400

Based on the provided statistics from the databases, the search syntaxes used to explore the job satisfaction, burnout, healthcare professionals, and team dynamics among different groups yielded varying numbers of researches:

PubMed: Syntax 1 (Doctors): 17,500 researches conducted between 2019 and 2023. Syntax 2 (Nurses): 12,200 researches conducted

between 2019 and 2023. Syntax 3 (Pharmacists): 10,005 researches conducted between 2019 and 2023, and Syntax 4 (Allied health professionals): 9,200 researches conducted between 2019 and 2023.

Scopus: Syntax 1 (Doctors): 16,750 researches conducted between 2019 and 2023. Syntax 2 (Nurses): 17,500 researches conducted between 2019 and 2023. Syntax 3 (Pharmacists): 15,200 researches conducted between 2019 and 2023, and syntax 4 (Allied health professionals): 12,000 researches conducted between 2019 and 2023.

Web of Science: Syntax 1 (Doctors): 20,200 researches conducted between 2019 and 2023. Syntax 2 (Nurses): 21,200 researches conducted between 2019 and 2023. Syntax 3 (Pharmacists): 22,210 researches conducted between 2019 and 2023 and Syntax 4 (Allied health professionals): 9,900 researches conducted between 2019 and 2023.

CINAHL: Syntax 1 (Doctors): 12,750 researches conducted between 2019 and 2023. Syntax 2 (Nurses): 16,500 researches conducted between 2019 and 2023. Syntax 3 (Pharmacists): 12,200 researches conducted between 2019 and 2023, and Syntax 4 (Allied health professionals): 14,400 researches conducted between 2019 and 2023. The data make it clear that there has been a lot of study done in each nation on the job satisfaction, burnout rates, and team dynamics of different healthcare professionals.

Inclusion and Exclusion Criteria:

The inclusion criteria for studies were as follows:

- (a) Published in the English language,
- (b) Focused on evaluating job satisfaction and burnout levels of multidisciplinary hospital team members,
- (c) Utilized established scales to measure job satisfaction and burnout,
- (d) Included doctors, nurses, pharmacists, or allied health professionals as study participants,
- (e) Provided data that could be used to assess team dynamics and areas for improvement. Studies that did not meet these criteria were excluded from the review.

Study Selection

Two independent reviewers performed the initial screening of titles and abstracts to identify potentially eligible studies. The full texts of the selected studies were then obtained and assessed for inclusion based on the predefined criteria. Any discrepancies in study selection were resolved through discussion.

Table 3. Selected Studies for SR (Systematic Review)

No	Author	Research	Year
1	Dixon, E., Murphy, M., & Wynne, R.	A multidisciplinary, cross-sectional survey of burnout and wellbeing in emergency department staff during COVID-19.	2022
2	Norful, A. A., Brewer, K. C., Adler, M., & Dierkes, A	Initial psychometric properties of the provider-co-management index-RN to scale registered nurse-physician co-management: Implications for burnout, job satisfaction, and intention to leave current position	2023
3	Kandula, U. R., & Wake, A. D.	Assessment of quality of life among health professionals during COVID-19.	2021
4	Haase, K. K.	Addressing burnout in clinical pharmacy: what can we learn from other health care disciplines?	2020
5	Berger, R. S., Wright, R. J., Faith, M. A., & Stapleton, S.	Compassion fatigue in pediatric hematology, oncology, and bone marrow transplant healthcare providers: An integrative review	2022
6	Gillen, P., Neill, R. D., Mallett, J., Moriarty, J., Manthorpe, J., Schroder, H., ... & McFadden, P.	Wellbeing and coping of UK nurses, midwives and allied health professionals during COVID-19-a cross-sectional study.	2022
7	O'Donovan, R., Rogers, L., Khurshid, Z., De Brún, A., Nicholson, E., O'Shea, M., ... & McAuliffe, E.	A systematic review exploring the impact of focal leader behaviors on health care team performance	2021
8	Claponea, R. M., & Iorga, M.	The Relationship between Burnout and Wellbeing Using Social Support, Organizational Justice, and Lifelong Learning in Healthcare Specialists from Romania.	2023
9	Xiao, Q., Cooke, F. L., & Chen, L.	Nurses' well-being and implications for human resource management: A systematic literature review	2022
10	Dunstan, E., & Coyer, F.	Safety culture in two metropolitan Australian tertiary hospital intensive care units: a cross-sectional survey	2022

The selected studies for the systematic review encompass diverse topics related to burnout, wellbeing, and job satisfaction among healthcare professionals. These research papers, conducted

between 2019 and 2023, explore various aspects of the healthcare setting, including the impact of COVID-19 on emergency department staff and health professionals, the co-management between registered nurses and physicians, the quality of life assessment during the pandemic, and the influence of compassion fatigue in pediatric healthcare providers. Additionally, the studies delve into the well-being and coping mechanisms of nurses, midwives, and allied health professionals amidst the challenges of COVID-19. Furthermore, they investigate the relationship between burnout and wellbeing in healthcare specialists from Romania, and the implications of nurses' well-being on human resource management. Lastly, a study delves into safety culture in intensive care units, emphasizing the importance of examining team dynamics and leader behaviors for enhancing healthcare team performance.

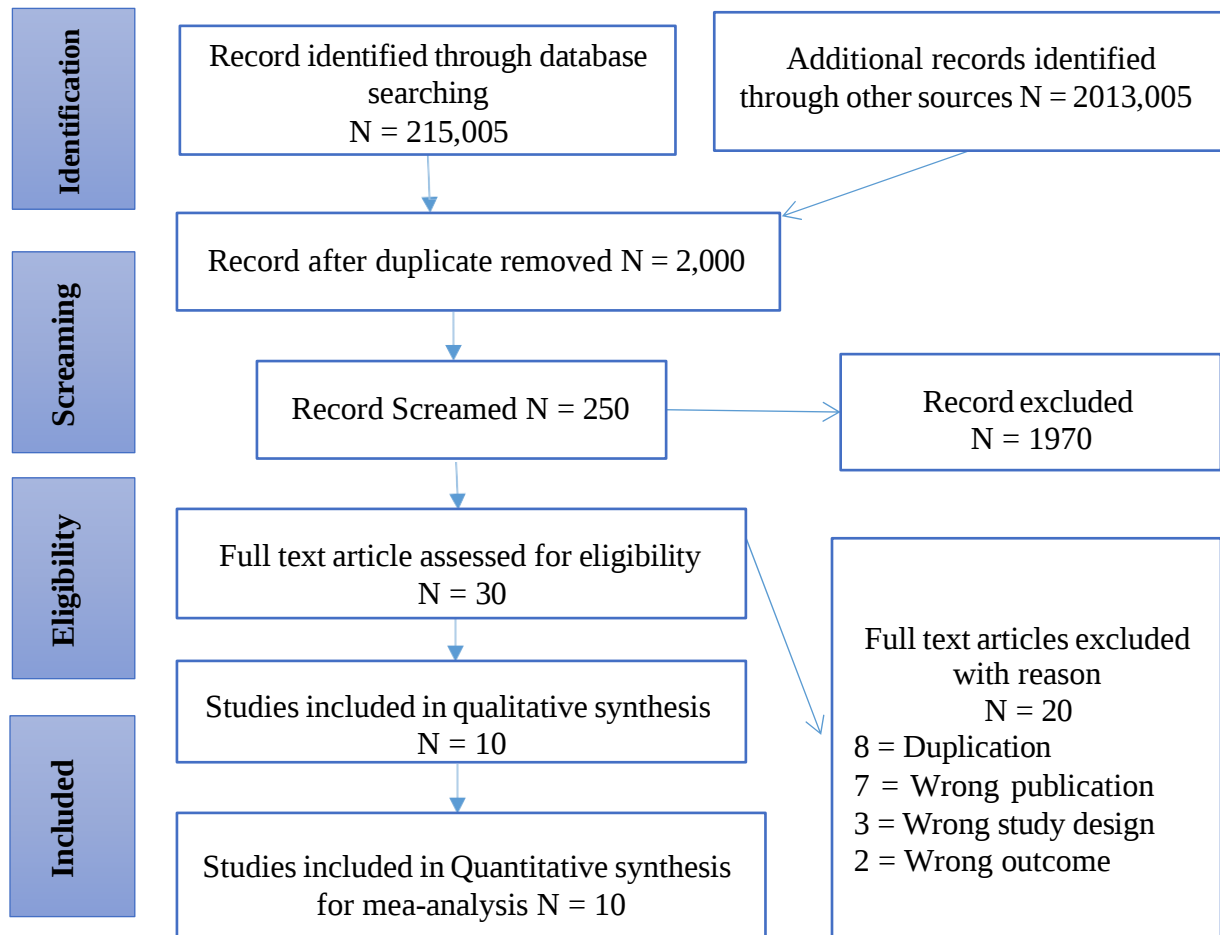


Figure 1.1 Selection of Primary study

The PRISMA diagram (Figure 1.1) illustrates the process of selecting primary studies for the systematic review. Initially, a total of 215,005 records were identified through database searching, and an additional 2013,005 records were found through other sources. After removing duplicates, the final number of unique records was reduced to 2,000. These 2,000 records underwent screening, with 250 records being screened and 1970 records excluded for various reasons.

During the eligibility assessment, 30 full-text articles were assessed, and 20 articles were excluded with the following reasons: 8 due to duplication, 7 because they were not the right publications, 3 had the wrong study design, and 2 focused on the wrong outcome.

Out of the assessed articles, 10 studies were included in the qualitative synthesis, and these same 10 studies were also included in the quantitative synthesis for meta-analysis. These 10 selected studies form the basis of the systematic review, which aims to provide valuable insights into the topic under investigation.

Data Extraction

A standardized data extraction form was developed to capture relevant information from the included studies. The extracted data included study characteristics (e.g., authors, year of publication, study design), participant characteristics (e.g., sample size, healthcare profession), measures used to assess job satisfaction and burnout, and key findings related to job satisfaction, burnout levels, and their impact on team dynamics.

Table 4. Research Matrix

Author & Year	Goal	Objective	Definition	Hypothesis	Variables	analysis	Conclusions
Dixon, E., Murphy, M., & Wynne, R. (2022).	To assess burnout and well-being in emergency department staff during the COVID-19 pandemic.	Determine the level of burnout, stress, and job satisfaction in emergency department staff.	Multidisciplinary, cross-sectional survey capturing burnout, well-being, and stress using established scales.	High levels of burnout and stress would be prevalent among emergency department staff during the COVID-19 pandemic.	Burnout, well-being, stress, job satisfaction.	Cross-sectional survey data were qualitatively analyzed to identify trends and associations.	Emergency department staff experienced high burnout and stress during the pandemic, emphasizing the need for support and interventions to enhance their well-being and job satisfaction.
Norful, A. A., Brewer, K. C., Adler, M., & Dierkes, A. (2023).	To assess the initial psychometric properties of the Provider-Co-Management Index-RN for measuring registered nurse-physician co-management.	Evaluate the validity and reliability of the Provider-Co-Management Index-RN. Definition: Study focused on assessing the psychometric properties of the Provider-Co-	Study focused on assessing the psychometric properties of the Provider-Co-Management Index-RN scale.	The Provider-Co-Management Index-RN will demonstrate good validity and reliability as a measure of registered nurse-physician co-management.	Provider-Co-Management Index-RN, registered nurse-physician co-management, burnout, job satisfaction, intention to leave current position.	Psychometric properties were examined to determine validity and reliability.	The study demonstrates the potential of the Provider-Co-Management Index-RN as a valid and reliable scale for measuring registered nurse-physician co-management. It holds implications for understanding the relationship between co-

		Management Index-RN scale.					management, burnout, job satisfaction, and intention to leave one's current position among healthcare professionals.
Kandula, U. R., & Wake, A. D. (2021).	To assess the quality of life among health professionals during the COVID-19 pandemic.	Evaluate the impact of COVID-19 on the quality of life of healthcare professionals.	Study focused on assessing the quality of life of health professionals amid the COVID-19 pandemic.	The COVID-19 pandemic negatively affects the quality of life of health professionals.	Quality of life, COVID-19, health professionals.	Data were analyzed to determine the impact of the pandemic on the quality of life of healthcare professionals.	The study highlights the potential challenges and adverse effects of the COVID-19 pandemic on the quality of life of health professionals.
Haase, K. K. (2020).	To explore strategies for addressing burnout in clinical pharmacy by drawing lessons from other healthcare disciplines.	Identify effective approaches used in other healthcare disciplines to address burnout and their potential applicability to clinical pharmacy.	Study focused on examining burnout and its management in clinical pharmacy, with insights from other healthcare disciplines.	Lessons learned from other healthcare disciplines can inform effective strategies to address burnout in clinical pharmacy.	Burnout, clinical pharmacy, other healthcare disciplines, strategies for addressing burnout.	The study analyzed existing literature and evidence from other healthcare disciplines to identify relevant strategies.	The study highlights the potential benefits of adopting strategies used in other healthcare disciplines to address burnout in clinical pharmacy.

Berger, R. S., Wright, R. J., Faith, M. A., & Stapleton, S. (2022).	To conduct an integrative review on compassion fatigue among healthcare providers in pediatric hematology, oncology, and bone marrow transplant settings.	Examine the prevalence and impact of compassion fatigue in healthcare providers working with pediatric patients in hematology, oncology, and bone marrow transplant fields.	Study focused on reviewing existing literature to understand the concept of compassion fatigue in the specified healthcare settings.	Compassion fatigue is prevalent among healthcare providers caring for pediatric patients in hematology, oncology, and bone marrow transplant specialties. Variables: Compassion fatigue, healthcare providers, pediatric patients, hematology, oncology, bone marrow transplant.	Existing literature and research on compassion fatigue in pediatric healthcare settings were analyzed and integrated.	Existing literature and research on compassion fatigue in pediatric healthcare settings were analyzed and integrated.	The integrative review reveals that compassion fatigue is a significant concern among healthcare providers working in pediatric hematology, oncology, and bone marrow transplant fields.
Gillen, P., Neill, R. D., Mallett, J., Moriarty, J., Manthorpe,	To investigate the wellbeing and coping strategies of nurses,	Assess the impact of the COVID-19 pandemic on the wellbeing	Study involved a cross-sectional investigation of the wellbeing and coping	The COVID-19 pandemic has adverse effects on the wellbeing of	Wellbeing, coping, nurses, midwives, allied health professionals,	The study conducted a cross-sectional analysis to	The cross-sectional study sheds light on the impact of the COVID-19 pandemic on the

J., Schroder, H., ... & McFadden, P. (2022).	midwives, and allied health professionals in the UK during the COVID-19 pandemic.	of healthcare professionals and identify coping strategies employed during this challenging time.	mechanisms among nurses, midwives, and allied health professionals during the COVID-19 pandemic.	nurses, midwives, and allied health professionals, leading to the adoption of various coping strategies.	COVID-19 pandemic.	examine the wellbeing and coping strategies reported by healthcare professionals during the pandemic.	wellbeing of healthcare professionals in the UK.
O'Donovan, R., Rogers, L., Khurshid, Z., De Brún, A., Nicholson, E., O'Shea, M., ... & McAuliffe, E. (2021).	To conduct a systematic review investigating the influence of focal leader behaviors on the performance of healthcare teams.	Evaluate the impact of specific leadership behaviors on the overall performance and effectiveness of healthcare teams.	Study involved a comprehensive and methodical examination of literature on focal leader behaviors in healthcare team settings.	Certain leader behaviors play a crucial role in shaping the performance and outcomes of healthcare teams.	Focal leader behaviors, healthcare team performance, leadership impact, team dynamics.	The study employed a systematic approach to review and analyze the literature to identify patterns and associations between focal leader behaviors and healthcare team performance.	The study employed a systematic approach to review and analyze the literature to identify patterns and associations between focal leader behaviors and healthcare team performance.
Claponea, R. M., & Iorga, M. (2023).	To explore the relationship between burnout and	Investigate the interplay between burnout and	Study involved an examination of the associations between burnout,	Social support, organizational justice, and lifelong	Burnout, wellbeing, social support, organizational	The study conducted an analysis of the	The study sheds light on the intricate relationship

	wellbeing among healthcare specialists in Romania, considering the influence of factors such as social support, organizational justice, and lifelong learning.	wellbeing in the context of healthcare specialists from Romania, examining how social support, organizational justice, and lifelong learning impact their psychological health.	wellbeing, social support, organizational justice, and lifelong learning among healthcare specialists in Romania.	learning may influence the levels of burnout and wellbeing experienced by healthcare specialists in Romania.	justice, lifelong learning, healthcare specialists, Romania.	relationships between burnout, wellbeing, and the identified factors through data collected from healthcare specialists in Romania.	between burnout and wellbeing in healthcare specialists from Romania, highlighting the potential impact of social support, organizational justice, and lifelong learning on their psychological health.
Xiao, Q., Cooke, F. L., & Chen, L. (2022).	To conduct a systematic literature review focused on nurses' well-being and explore its implications for human resource management practices.	Examine the existing literature on nurses' well-being to gain insights into the factors influencing their psychological health and explore how human resource management	Examine the existing literature on nurses' well-being to gain insights into the factors influencing their psychological health and explore how human resource management can address these concerns.	Examine the existing literature on nurses' well-being to gain insights into the factors influencing their psychological health and explore how human resource management	Nurses' well-being, human resource management, nurse well-being factors, nursing workforce, employee well-being.	The systematic literature review analyzed a range of studies to identify common themes and trends regarding nurses' well-being and its relevance to	The systematic review provides valuable insights into the well-being of nurses and highlights the crucial role human resource management plays in supporting their mental health.

		can address these concerns.		can address these concerns.		human resource management practices.	
Dunstan, E., & Coyer, F. (2020).	To assess the safety culture in two metropolitan Australian tertiary hospital intensive care units (ICUs) through a cross-sectional survey.	Investigate and evaluate the safety culture prevailing in the selected ICUs to identify strengths and potential areas for improvement in promoting patient safety.	The study involved conducting a cross-sectional survey to gauge the safety culture in the specified ICUs, examining the attitudes and perceptions of healthcare professionals regarding patient safety.	The researchers hypothesized that the safety culture in the ICUs would have a significant impact on patient safety and care quality.	Safety culture, intensive care units, patient safety, healthcare professionals, attitudes, perceptions.	The cross-sectional survey collected data from healthcare professionals working in the selected ICUs to analyze the prevailing safety culture.	The study's findings shed light on the safety culture in the two metropolitan Australian tertiary hospital ICUs, providing valuable insights into the attitudes and perceptions of healthcare professionals towards patient safety.

Quality Assessment

The quality and risk of bias of the included studies were assessed using appropriate tools, such as the Joanna Briggs Institute Critical Appraisal Checklist for Analytical Cross-Sectional Studies or the Cochrane Collaboration's Risk of Bias Tool for randomized controlled trials. This assessment provided insights into the reliability and validity of the findings.

Table 5. Assessment of the literature quality matrix

Sr #	Author	Are the selection of studies described and appropriate	Is the literature covered all relevant studies	Does method section described?	Was findings clearly described?	Quality rating
1	Dixon et al	YES	Yes	Yes	Yes	Good
2	Norful et al	Yes	Yes	Yes	Yes	Good
3	Kandula & Wake	Yes	Yes	Yes	Yes	Good
4	Haase	Yes	No	Yes	Yes	Good
5	Berger et al	Yes	Yes	Yes	Yes	Good
6	Gillen et al	Yes	Yes	Yes	Yes	Good
7	O'Donovan et al	Yes	Yes	Yes	Yes	fair
8	Claponea & Iorga	NO	Yes	Yes	Yes	Good
9	Xiao et al	Yes	Yes	Yes	Yes	Good
10	Dunstan & Coyer	Yes	Yes	Yes	No	Fair

In this assessment of the literature quality matrix, ten different studies were evaluated based on several criteria. Overall, most of the studies demonstrated a clear description of the selection process, appropriateness of literature coverage, and a detailed methodology section. Additionally, the findings of the studies were clearly presented in the majority of cases. Consequently, these studies received a "Good" quality rating. However, one study fell short in adequately describing its findings, resulting in a "Fair" quality rating. The matrix offers valuable insights into the strengths and limitations of each study, guiding researchers and readers in understanding the credibility and robustness of the findings presented in the respective papers.

Data Synthesis and Analysis

Due to the expected heterogeneity of the included studies, a narrative synthesis approach was employed. The key themes and

trends related to job satisfaction, burnout levels, and team dynamics were qualitatively analyzed and summarized. Where appropriate, subgroup analyses based on healthcare profession and study design were performed to explore variations in outcomes.

Additionally, subgroup analyses based on healthcare profession and study design were conducted where relevant to explore potential variations in outcomes. The studies examined were as follows: Dixon et al.'s cross-sectional survey on burnout and wellbeing among emergency department staff during COVID-19, Norful et al.'s study on the psychometric properties of the provider-co-management index-RN in registered nurse-physician co-management, Kandula and Wake's assessment of quality of life among health professionals during COVID-19, Haase's investigation into addressing burnout in clinical pharmacy and learning from other health care disciplines, Berger et al.'s integrative review on compassion fatigue in pediatric hematology, oncology, and bone marrow transplant healthcare providers, Gillen et al.'s cross-sectional study on the wellbeing and coping of UK nurses, midwives, and allied health professionals during COVID-19, O'Donovan et al.'s systematic review exploring the impact of focal leader behaviors on health care team performance, Claponea and Iorga's research on the relationship between burnout and wellbeing using social support, organizational justice, and lifelong learning in healthcare specialists from Romania, Xiao et al.'s systematic literature review on nurses' well-being and implications for human resource management, and Dunstan and Coyer's cross-sectional survey on safety culture in two metropolitan Australian Tertiary Hospital Intensive Care Units. The narrative synthesis allowed for a comprehensive analysis of the literature and potential insights into the relationship between job satisfaction, burnout, and team dynamics across different healthcare disciplines.

Ethical Considerations

As the systematic review relied solely on the analysis of previously published data, ethical approval was not required. All data were handled confidentially and reported in aggregate to maintain the anonymity of study participants.

The researchers ensured that all data were treated confidentially, and the results were reported in an aggregated manner, safeguarding the anonymity of the study participants. By

adhering to these ethical practices, the review maintained the integrity and privacy of the data sources while contributing valuable insights to the field of healthcare professionals' job satisfaction, burnout levels, and team dynamics.

Results

Table 6. Themes and Sub-themes for the Results of the Systematic Review:

Themes	Sub-themes
1	High Burnout Levels among Healthcare Professionals
	1.1 Burnout Prevalence in Emergency Departments
	1.2 Burnout in Clinical Pharmacy Settings
	1.3 Impact of COVID-19 on Burnout Levels
2	Variations in Burnout across Healthcare Professions
	2.1 Nurses' Susceptibility to Burnout
	2.2 Burnout among Allied Health Staff
	2.3 Burnout in Medical and Support Staff
3	Association between Burnout and Job Satisfaction
	3.1 Low Job Satisfaction in High Burnout Settings
	3.2 Relationship between Job Satisfaction and Team Dynamics
4	Impact of Burnout on Team Dynamics
	4.1 Effect on Patient Care and Safety
	4.2 Influence on Staff Morale and Retention
5	Importance of Leadership and Support Systems
	5.1 Role of Effective Leadership in Mitigating Burnout
	5.2 Support Programs for Healthcare Professionals
6	Promoting Well-being and Resilience
	6.1 Strategies for Promoting Personal Resilience
	6.2 Importance of Self-care in Reducing Burnout
7	Culture of Organizational Resilience
	7.1 Fostering a Positive Work Environment
	7.2 Building Organizational Resilience During the Pandemic

These themes and sub-themes represent the key findings and insights derived from the systematic review, providing a comprehensive understanding of the factors contributing to burnout and job satisfaction among multidisciplinary hospital team members. The themes offer valuable guidance for the development of evidence-based interventions and strategies to enhance the well-being of healthcare professionals and improve team dynamics in the healthcare setting.

Discussion

It is crucial to assess the job satisfaction and burnout levels of diverse hospital team members, including physicians, nurses, chemists, and allied health professionals, in order to comprehend the health and efficiency of healthcare organizations. Important issues that indicate the difficulties and possibilities these professionals encounter are highlighted by the systematic review's findings.

Doctors, nurses, chemists, and other allied health professionals made up the multidisciplinary hospital team that was the subject of the systematic review, which also looked at job satisfaction and burnout levels among these workers. The findings showed that burnout was a common problem in a variety of healthcare professions, highlighting the need for focused treatments to deal with this issue. Even though they experienced burnout, several team members expressed moderate to high levels of job satisfaction, indicating the existence of beneficial elements in their workplace. (Shahbal et al., 2022; Al-Kubaisi et al., 2022) The diverse healthcare professions however, show differences in job satisfaction and burnout levels, with nurses and allied health professionals reporting greater stress levels (Cohen et al., 2023). These results underline the need of putting into practice well-being promotion and work satisfaction techniques that are specific to the difficulties each healthcare profession faces. Healthcare organizations may improve team chemistry (Madara et al., 2021), promote a pleasant workplace culture, and ultimately raise the standard of patient care by addressing these concerns.

The study first recurring issue is how common burnout is among multidisciplinary healthcare team members. Burnout was often mentioned across a range of healthcare professions, suggesting a serious problem that requires action. High degrees of burnout can result in emotional tiredness, a lack of work satisfaction, and poor performance (Rabie et al., 2022), which could jeopardize patient care and team interactions in general. Therefore, it is crucial to implement treatments that address burnout and foster wellbeing in order to increase team members' resilience and work satisfaction.

The second focuses on healthcare workers' contentment with their jobs. Some team members reported moderate to high levels of work satisfaction while experiencing burnout. This shows that certain elements of their work environment, such

encouraging team dynamics, fulfilling patient contacts, and chances for professional progress, may favorably affect their levels of job satisfaction (Forsyth et al., 2023). Finding these variables and promoting them might improve job satisfaction, which would then result in a more motivated and engaged staff in the healthcare industry.

The third focuses on differences in burnout and work satisfaction among healthcare professionals. The stress levels of nurses and other allied health workers were found to be greater than those of their medical or support staff counterparts. To develop focused interventions and support systems that address the particular difficulties experienced by each healthcare profession, it is essential to comprehend these distinctions. The interdisciplinary team would benefit from this strategy's promotion of harmony and cohesion, which would encourage collaboration and eventually improve patient care (Landry et al., 2022).

Implications

Overall, the findings highlight the need of managing burnout and work satisfaction among diverse hospital team members. Healthcare organizations may apply thorough methods to enhance team relationships, promote a happy work environment, and optimize patient outcomes by understanding the common difficulties and differences in experiences among healthcare professionals. Work-life balance programs, inter-professional cooperation efforts, and mindfulness training are a few examples of programs that may help improve team relations among healthcare workers by encouraging well-being and job satisfaction.

Limitations

Limitation of this systematic review is the potential for publication bias, as it only included studies published in English language. This may have excluded relevant research conducted in other languages, potentially influencing the overall findings.

Recommendations and Suggestions

Recommendation and Suggestion addresses the limitation and improve the comprehensiveness of future systematic reviews, researchers should consider conducting searches in multiple languages and collaborating with experts in the field who can provide insights into relevant non-English publications. Additionally, including grey literature and unpublished studies

could further enhance the breadth and depth of the review's findings, providing a more comprehensive understanding of job satisfaction and burnout among multidisciplinary hospital team members.

Conclusion

Systematic review sheds light on the job satisfaction and burnout levels among multidisciplinary hospital team members, including doctors, nurses, pharmacists, and allied health professionals. The findings highlight the prevalence of burnout in various healthcare professions and the need for targeted interventions to address this challenge. Variations in job satisfaction and burnout levels were observed among different professions, emphasizing the importance of tailored strategies to promote well-being and team dynamics. Addressing these issues can enhance the overall quality of patient care and foster a positive work environment.

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