
for their peer group to admire. The most important factor in starting the habit of consuming cigarettes is the influence of the group, peers, parents and older siblings or brothers.

Aim: The aim of this study is to examine the habits of adolescent addictive behavior and to determine whether there are differences in risky behavior depending on the sex of the examinees.

Methods: The examined students are full-time students of "Zdravstvena i veterinarska škola Dr. Andrije Štampara" in Vinkovci. Data were collected through anonymous questionnaires with the approval of the ethics committee of the school.

Results: The study found that 77.3% of examined students tried consuming cigarettes, 41,3% consumes them on a daily basis, and 41,3% tried consuming them once in their lives. 97% of the examinees tried consuming alcoholic beverages, and a significantly smaller proportion of 4,1% of the examined students claim that they consume alcoholic drinks every day. A significantly larger proportion of male subjects compared to female subjects claim to drink four or more glasses, which is 57.7% of male subjects, while the proportion of female subjects claims to drink two to three glasses of alcoholic beverages, which is 52,1% of female examinees. Only three subjects stated that they did not have enough knowledge about the harmful consequences of drinking alcohol and smoking cigarettes. The majority of the subjects, which is 81,2%, indicated cirrhosis of the liver as an adverse effect of alcohol consumption, where as 77.3% listed lung cancer as a harmful effect of cigarette smoking.

Conclusion: Young men consume fewer cigarettes per day than girls. Most male examinees drink a larger amount of alcohol than women. Various activities need to be undertaken to prevent cigarette addiction and adolescents' alcohol abuse.

Key words: adolescent, alcohol, smoking

SAGORIJEVANJE NA POSLU, STRATEGIJE SUOČAVANJA I DOŽIVLJAJ ORGANIZACIJSKE PRAVEDNOSTI U DJELATNIKA ZAVODA ZA HITNU MEDICINU

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Sažetak

Uvod: Sindrom sagorijevanja ili *burn out* sindrom označava dugotrajnu iscrpljenost, smanjenu profesionalnu učinkovitost i smanjen interes za posao.

Ciljevi istraživanja: Ovim istraživanjem željela se ispitati povezanost sagorijevanja na poslu s demografskim varijablama (dob, spol, obrazovanje, bračni status, roditeljstvo) i sa subjektivnom procjenom zdravstvenog stanja. Nastojalo se utvrditi je li sagorijevanje na poslu povezano sa strategijama suočavanja sa stresom i s percepcijom organizacijske pravednosti te provjeriti jesu li demografske varijable, subjektivna procjena zdravstvenog stanja, strategije suočavanja sa stresom i percepcija organizacijske pravednosti značajni prediktori sagorijevanja na poslu.

Metode: Istraživanje je obuhvatilo 122 ispitanika. Korišteni su sljedeći instrumenti: Upitnik demografskih podataka, Upitnik izgaranja na poslu Christine Maslach (2012) – Upitnik za stručnjake pomagačkih zanimanja, Upitnik o načinima suočavanja sa stresom Folkman i Lazarus (2011), Skala percipirane organizacijske pravednosti.

Rezultati: Nije pronađena statistički značajna povezanost između dimenzija sagorijevanja na poslu i dobi, obrazovanja, te bračnog statusa. Interakcijska pravednost je statistički značajno negativno povezana s depersonalizacijom. Rezultati hijerarhijske regresijske analize su pokazali kako su značajni negativni prediktori depersonalizacije strategija suočavanja sa stresom konfrontacijom i interakcijska pravednost, dok je statistički značajan prediktor emocionalne iscrpljenosti roditeljstvo. Konačno, pozitivni prediktori osobnog postignuća su dob i spol, a negativan prediktor je strategija samokontrole.

Zaključak: Iako doprinos svih skupina varijabli uključenih u regresijsku analizu nije statistički značajan, utvrđeno je nekoliko samostalnih statistički značajnih prediktora različitih dimenzija sagorijevanja na poslu, a to su: spol, dob, roditeljstvo, strategija suočavanja sa stresom konfrontacijom i samokontrola te interakcijska pravednost.

Ključne riječi: Stres, demografske varijable, strategije suočavanja sa stresom, sindrom sagorijevanja, organizacijska pravednost

BURNOUT AT WORK, COPING STRATEGIES AND EXPERIENCE OF ORGANIZATIONAL JUSTICE IN EMERGENCY EMPLOYEES

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Abstract

Introduction: Burnout syndrome indicates prolonged exhaustion, reduced professional efficiency and reduced interest in the business.

Objectives: The aim of this research was to study the relation between burnout syndrome and demographic variables (age, sex, education, marital status, parenting) and subjective health assessment. The research has tried to establish whether the burnout syndrome was related to stress coping strategies and the perception of organisational justice and to study whether demographic variables, subjective health assessment, stress coping strategies and perception of organisational justice are significant burnout syndrome predictors.

Methods: The research covered 122 participants. The following instruments were used: Demographic Data Survey, Christine Maslach (2012) Burnout Inventory- Human Services Survey, Folkman and Lazarus Ways of Coping Questionnaire (2012), Perceived Organizational Justice Scale.

Results: No statistically significant relation has been detected between burnout dimensions and age, education or marital status. Dimensions organizational justice is significantly negatively correlated to depersonalisation. The results of hierarchical regression analysis have shown the significant negative predictors of depersonalization are: confrontive coping and interactional justice, while statistically significant negative predictor of emotional exhaustion are parenting. Finally, the positive predictors of personal accomplishment are age and sex, and the negative predictor is self-control strategy.

Conclusion: Although the contribution of all variable groups included in the regression analysis is not statistically significant, several independent statistically significant predictors of different burnout syndrome dimensions have been found: sex, age, parenting, coping strategies by confrontation and self-control and interactional justice.

Key words: stress, demographic variables, coping strategies, burnout syndrome, organisational justice