

## Assessment of socio-hygienic factors influencing the quality of life of healthcare workers

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### Introduction

Emotional well-being, vitality, a fulfilling life, self-esteem, resilience and positive functioning are some of the components of the construct of well-being. Working conditions, salary, job security, interactions and interpersonal relationships with colleagues are the most important variables affecting the well-being of medical employees. Well-being of healthcare workers increases productivity, leads to optimal workplace engagement and ensures that patients receive high-quality care. Quality of working life is the term used when well-being at work is the construct of interest. An important component of quality of life is quality of work life, which has a broader scope than job satisfaction and considers how an employee would perceive their work environment.

### Material and methods

The present research includes a descriptive and analytical study. The WHO-QoL BREF test, developed by the World Health Organization, was used to assess quality of life in four domains: physical health mental health social relationships and environment. The quality of life survey used the follow-up questionnaire, administered from August 2023 to October 2024 to a sample of 226 healthcare professionals.

## Results

Hospital work involves a high level of stress, which significantly affects the quality of life of medical workers. Currently, the level of medical staffing levels in the Republic of Moldova is below the average for EU countries. There are also other local problems related to the health system staffing, such as uneven distribution, which is less favorable in rural areas; inadequate training of staff; very low placement of doctors in the work force (only 1/3); lack of a system of staff motivation and incomplete methods of planning and monitoring of human resources. According to the data obtained from the survey we concluded that the mental health of respondents lies between 2 extremes ,which suggests the impact of work on the person's identity and the interdependence between work-rest .So the data collected were positioned as follows: "quite often" – 43.4% (n=99),"rarely" 35.1% (n=80),"very often" with 18%(n=41) and finally "always" obtained a ratio of 3.1% (n=18).Only 1 person answered "never", probably extremely optimistic and positive person. Too much work is associated with lack of time for other activities. In particular, people who report spending too much time at work believe that they have too little time left for hobbies and interests or voluntary work.

## Conclusions

Emotional well-being, vitality, fulfilling life, self-esteem, resilience and positive functioning are some of the components of the construct of well-being. Working conditions, salary, job security, interactions and interpersonal relationships with colleagues are the most important variables affecting the well-being of medical employees and thus their quality of life.

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