

## Demographics, Personality Traits, Work Conditions and Dehumanization levels: A Large-Scale Study Among Healthcare Professionals

Aikaterini Roupa <sup>1</sup>, Athina Patelarou <sup>1</sup>, Konstantinos Giakoumidakis <sup>1</sup>, Kyriaki Fousiani <sup>2</sup>, Marianna Miliaraki <sup>3</sup>, Evridiki Patelarou <sup>1</sup>

<sup>1</sup> Department of Nursing, School of Health Sciences, Hellenic Mediterranean University, Greece

<sup>2</sup> Department of Psychology, University of Groningen, Netherlands

<sup>3</sup> Pediatric Intensive Care Unit, School of Medicine, University of Crete, Greece

### Abstract

The phenomenon of dehumanization constitutes a critical and multifaceted issue in the healthcare sector, particularly within hospital and clinical settings. This study aims to investigate the significant correlations between demographic characteristics and dehumanization, work conditions, personality traits professional quality of life. The primary research instrument of the study was a validated questionnaire, which included items related to the participants' sociodemographic, educational, and professional characteristics, as well as the following scales: the Dehumanization Scale (DS), the Self-Dehumanization Scale (SDS), the Ten Item Personality Inventory (TIPI), and the Professional Quality of Life Scale (ProQOL). With regard to sociodemographic characteristics, age (mean  $4.48 \pm 0.59$  for older vs  $4.32 \pm 0.53$  for younger health professionals,  $p < 0.001$ ) and professional experience (mean  $4.46 \pm 0.58$  for more experienced vs  $4.3 \pm 0.49$  for less experienced health providers,  $p = 0.033$ ) could significantly account for the overall extent of dehumanization. Secondary traumatic stress mainly concerned female health professionals ( $20.6 \pm 8.24$  for female's vs  $19.2 \pm 7.8$  for males;  $p = 0.019$ ), as well as married healthcare providers ( $20.85 \pm 8.15$  for married vs  $19.1 \pm 8.05$  for unmarried health professionals;  $p = 0.005$ ). The analysis also revealed that certain personality traits, professional burnout and secondary traumatic stress seem to be positively correlated with working experience. The findings of this study highlight the severity of dehumanization in healthcare settings and the urgent need for systematic intervention, along with the development of targeted programs by relevant authorities, aiming at promoting holistic patient care and improving the quality of life of healthcare professionals.

**Keywords:** dehumanization; demographic characteristics; healthcare professionals; personality traits; professional quality of life