

HEALTH INFORMATION TECHNOLOGY & PHYSICIAN TURNOVER

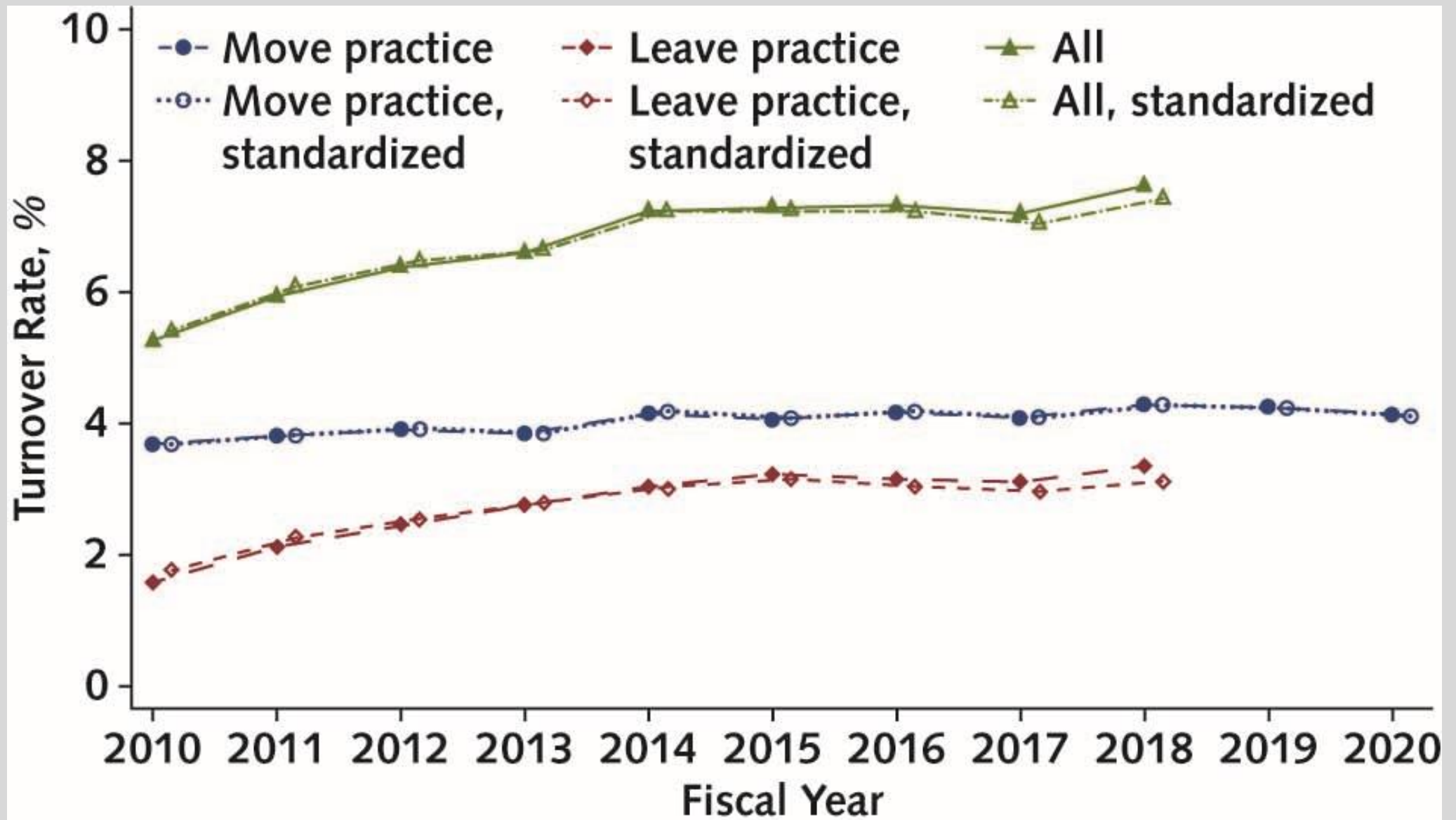
Rashaun Hill

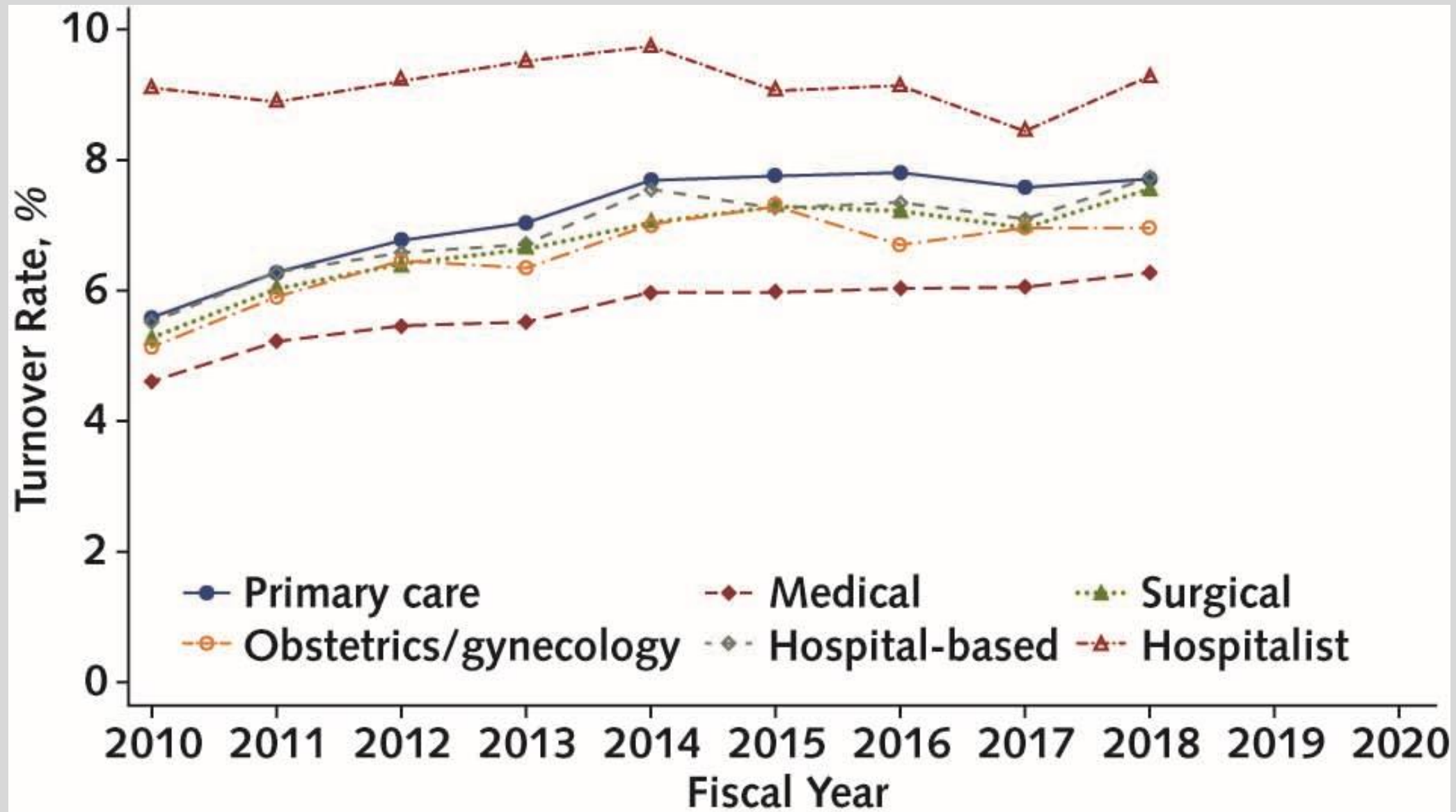




Background

- Between 2010-2020 there has been an increase in annual turnover rates amongst Physicians. (5.3% to 7.2% between 2010-2014).
- This Study focuses on the role of Electronic Health Records(EHR) in contributing to this increase.
- This study focus on Electronic Health Records (EHR)





RESEARCH QUESTION

Does health information technology such as Electronic Health Records contribute to the resignation or reduce work hours of physicians?

Hypothesis

- HIT's—related stress and administrative workload are key contributors to physician burnout and turnover, impacting workforce stability and the quality of health care delivery

Methods and Data Collection



1,792 Physician surveys that details experience and burnout indicators with HITs



Former Physicians survey that details if HITs impacted their decision to leave



1 on 1 interviews (qualitative) identifying patterns of HIT stress

Findings

- Of 1792 physician respondents (43% response rate) 26% reported burnout among electronic health record users.
- 70% reported HIT related stress
- Physicians spent 5.9 hours daily on EHR task including 1.5 hours after hours.
- High HIT stress physicians were 2.5x more likely to reduce clinical hours or leave practice
- Organizational factors: insufficient training

Conclusion

- EHRs are a significant factor in physicians burnout and turnover
- The issue lies in poor design and workflow integration, not the technology itself
- Effective management requires user centered redesign and training , ongoing clinician –IT feedback systems and administrative support.

References

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