



When caregiving makes the caregiver sick: Burnout in nursing in the post-pandemic period.

When care makes the caregiver sick: Burnout in nursing in the post-pandemic period

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Summary

This study analyzes the occurrence and impacts of Burnout Syndrome in nursing professionals in the post-pandemic period. It highlights the causes, risk factors, and possible coping strategies. The methodology adopted consists of an integrative literature review with an interdisciplinary approach, encompassing publications in the fields of health and nursing. This study critiques the structural organization of work during the period from 2019 to 2025. Through data analysis, it was demonstrated that the development of Burnout Syndrome is multifactorial and stems from the individual's relationship with the reality in which they are embedded. Excessive workload, constant responsibility for the patient's life, daily contact with suffering and death, precarious resources, and lack of specialized assistance offered by healthcare institutions are identified as determining factors for professional burnout and the development of Burnout Syndrome. The study correlates the conditions experienced by nursing professionals with historical structures of labor exploitation, highlighting that *Burnout* is an indicator of failure in occupational health. The results reinforce the urgency of promoting mental health and valuing the profession, aiming to mitigate the risk and compromise the quality of care. Finally, recommendations are proposed for the institutional confrontation of this phenomenon.

Keywords: Burnout. Nursing. Labor exploitation. Post-pandemic.

Abstract

This study analyzes the occurrence and impacts of Burnout Syndrome in nursing professionals in the post-pandemic period. It highlights the causes, risk factors, and possible coping strategies. The methodology adopted consists of an integrative literature review with an interdisciplinary approach, encompassing publications in the field of health and critiques of the structural organization of work in the period from 2019 to 2025. Through data analysis, it was demonstrated that the development of Burnout Syndrome is multifactorial and stems from the individual's relationship with the reality in which they are embedded. It is identified that excessive workload, constant responsibility for the patient's life, daily contact with suffering and death, precarious resources, and lack of specialized assistance offered by health institutions are determining factors for professional burnout and the development of Burnout Syndrome.

The study correlates the conditions experienced by nursing professionals with historical structures of labor exploitation, showing that Burnout is an indicator of failure in occupational health. The results obtained reinforce the urgency of promoting mental health and valuing the profession, aiming to mitigate the risk and compromise the quality of care. Finally, recommendations are proposed for the institutional approach to addressing this phenomenon.

Keywords: Burnout. Nursing. Labor exploitation. Post-pandemic.

1. Introduction

The historical evolution of society reveals that the worker has undergone profound changes. transformations in their workspace, particularly in routines, means of production, and role. which it exerts on. The Industrial Revolution, which began in the 18th century, marked a new In reality, regarding the rights of these individuals, given the mechanization and production in Large-scale exploitation led to the exploitation of the proletariat, which came to be seen as mere labor. Source of production as a function of the capitalist dynamics of capital accumulation.

Modern capitalist reality demonstrates the persistence of exploitation in space. work, which extends to physical and emotional strain. In this sense, the present study, under From an interdisciplinary perspective, it initially points to the relationship between the dehumanization of the worker and The social structure, in light of the teachings of thinkers such as Karl Marx.

Thus, after outlining the theoretical field related to exploitation and psychological wear and tear The central object of this study is to analyze the evolution of the working class throughout history. Occurrence and impacts of Burnout Syndrome in nursing professionals during the period Post-pandemic. The symptoms and causes of this pathology will be detailed. Occupational, whose numbers have become significant in the modern context.

The incidence of *Burnout* Syndrome in nursing professionals demonstrates that The gaps concerning comprehensive and multidisciplinary assistance to workers have not yet been addressed. overcome. Even with the classification of the Syndrome at the national and international levels, Organizational problems are observed in healthcare institutions, especially an environment of work that requires this professional category to operate with limited resources and on long working hours. too long.

During the pandemic, the stigmas experienced by these people became even more evident. professionals, who had to deal with the lack of resources for their work, in concurrent with internal problems related to fear, loss, and death.

The current post-pandemic reality highlights the emotional and psychological strain, Although gradual, it resulted in significant numbers of workers diagnosed with Burnout Syndrome . This syndrome, at its core, reveals the prolonged stress to which the individual is subjected. it was subjected to, being a factor resulting from multiple causes.

Therefore, this topic becomes relevant due to the need for in-depth investigation of internal and external factors that reveal the lived reality by the professional category of nursing in the current scenario. Therefore, the overall objective of



The study aims to analyze the occurrence and impacts of Burnout Syndrome in professionals of Nursing in the post-pandemic period, highlighting its risk factors, consequences and possible coping strategies.

To this end, the following specific objectives were established: to provide a foundation. Theoretically, *Burnout* Syndrome is a pathology intrinsically linked to the logic of... Capitalist exploitation of labor, through an analysis of the critical contributions of Karl Marx. and Edward Palmer Thompson, to analyze the nature and magnitude of occupational overload. experienced by nursing professionals during the most critical period of the pandemic. COVID-19 and investigate how the impacts and legacy of pandemic overload are These factors manifest as contributing to chronic exhaustion and *burnout* in the post-pandemic context. nursing.

2. Theoretical Framework

2.1 The exploitation of labor and illness in capitalism

This chapter aims to address, from an interdisciplinary perspective, the The exploitation of labor throughout history, with a focus on social and economic transformations. from the period of the Industrial Revolution. For this purpose, the analysis is based on the critique of authors such as Karl Marx and Edward Palmer Thompson, who denounced the dehumanization of work and disrespect for the inherent rights of the individual, such as dignity and a minimum standard of living. existential.

Based on this historical and sociological foundation, the relationship will be demonstrated. There is a mutual and inseparable link between health (physical and mental) and the social reality of the worker. Finally, the chapter introduces the concept of *Burnout* Syndrome as presented in the literature. preparing the reader for a detailed analysis of its symptoms and causes in the professional sector of nursing.

The evolution of the work environment results from various changes in society, especially the means of production developed throughout history. It is well known that, under a From a structural perspective, the workspace developed concurrently with... resources and means of production obtained by man, so that the emergence of poles industrial, as opposed to means of work based on extraction and the rural sector, It breaks with the dynamism embodied by performing work without fixed routines or schedules. and without pay.

In this context, man, during the industrial period, is subjected to a new routine and a a new way of living in society. Thus, the return to the industrial period stems from studies



carried out by historians regarding forms of work and working conditions in that the workers were subjected to, such as Karl Marx, one of the main people responsible for To analyze and produce writings about the situation experienced by the working class during the industrial period, as well as by the classic authors of social sciences: Émile Durkheim and Max Weber.

It is strongly highlighted in research on the working conditions experienced by the worker in the industrial period where exploitation occurred primarily in its nature physical and economic, that is, the worker is not granted rights and guarantees in addition to not being granted them. In the workplace, with minimal resources, the worker was assigned the role of a mere source of production, a mere subject, therefore, with the sole function of making the machinery efficient for production.

However, what is rarely observed in this historical account is that the exploitation... it extended to the emotional and psychological conditions experienced by these individuals, although exploitation was primarily a way of making that segment of the population exempt from protection and the right to live with a minimum standard of living. Thus, it is important to emphasize that poverty, while A product of the prevailing capitalist system, it also had repercussions in mental health problems. and emotional well-being of this population (Arvelos, Mazza, 2019).

According to the authors Arvelos and Mazza (2019), Marx in his work "On Suicide" Analyze the mental health issues in conjunction with the economic and structural factors of the time, taking into account given that the situation created by mass industrialization resulted not only in exploitation of workers, but also demoralization and degradation of the individual.

For Marx, suicide was more than just a consequence of mental states. profound issues that were not treated with seriousness and dignity at the time were, above all, an object of sociological study, considering that the being, even endowed with particularities and formations inherent to their human condition, they are first and foremost social beings, that is to say, they cannot... to uncover or analyze themes related to mental health without understanding the reality. social and structural context in which the individual is embedded.

In this context, mental and psychological health keeps pace with the evolution of society and, therefore... As a consequence, it highlights the ills of society. In his analysis, Marx (p. 29, 1864) stated that "Suicide is nothing more than one of the thousand and one symptoms of the general social struggle," given that the The act of taking one's own life, regardless of motivation, is also mediated by Social relationships are formed, whether in the family environment, at work, or in personal experience.

By consolidating the relationship between the individual and the social environment in which they are embedded, Marx (p.128, 1859) points out that "The mode of production of material life conditions the process in



In general, regarding social, political, and spiritual life, it is not the consciousness of men that determines their course. to be, but the opposite, the social being that determines its consciousness." Lowy (2016), sharing the The ideas developed and published by Marx were attributed to the unhealthy conditions of urban cities. and the lack of basic workers' rights as one of the main causes of suicide.

Furthermore, there was an ideological push, promoted by the bourgeoisie, regarding to the working conditions experienced by the working class, that is, as a result of In response to demands for better working conditions, the State, along with the bourgeoisie, attempted to... to contain tempers, as Edward Palmer Thompson aptly describes (*cited in Fortes; Silva, 2007*) "The message for the poor workers was simple, and was summarized by Burke¹⁵, in the year of famine of 1795: 'Patience, work, sobriety, frugality and religion are what one must...' "Recommend it to them; anything else is pure fraud."

The author of "The Making of the English Working Class" denounced the forms of repression. to the workers at the time, especially in cases of rebellion against the imposed order.

In the modern context, the criticism made by the authors is not very far removed from In reality, this is especially true regarding the individual's relationship with their environment. inserted. Thus, it is possible to observe that health also constitutes an object of analysis. sociological, since its genesis stems from the structural relationship between society and the individual.

As Sawaia rightly points out:

Health is a complex phenomenon, and simply broadening the biological focus to include psychological and social factors as variables is not enough to overcome the mind-body dichotomy established by Descartes. Health is an eminently socio-historical and therefore ethical issue, as it is a process of social interaction and personal experience. (1995, p. 157)

Thus, health-related topics are closely linked to Social organization and behavior throughout history, that is, external and internal factors. which have modified interpersonal relationships, ways of living together, and the formation of institutions. family members and everything that is directly related to the subjectivity of the individual.

2.2 The concept of Burnout Syndrome: symptoms and causes

The concept of Burnout Syndrome is broad in the literature, mainly due to... causes of its emergence. Currently, it has gained prominence mainly due to number of diagnoses. From a technical point of view, Burnout Syndrome is characterized as a psychic phenomenon of an occupational nature, whose best-known cause is mental exhaustion due to high chronic exposure to stress in the work environment work.



It was *initially* described and analyzed by Maslach and Jackson (1981), who pointed out three main characteristics for characterizing burnout, among them, exhaustion emotional distress in the individual, which leads to a loss of energy and a lack of ability to accomplish tasks and desires. personal; depersonalization, formed by impersonal attitudes related to colleagues. work or patients, when talking about healthcare professionals, and finally, the lack of professional fulfillment, which leads to feelings of incompetence and dissatisfaction.

According to some authors, the syndrome is not necessarily characterized by... not as a pathology, but rather as a combination of symptoms that, under a temporary character Whether or not they define a clinical picture. From this perspective, Marcondes (2014, p.12) argues that the Burnout syndrome is characterized by "physical, mental, and emotional exhaustion resulting from stressful and excessive work, a response to chronic work-related stress. It is a "Clinical picture resulting from the man's poor adaptation to his work."

In turn, through an analysis of the word's etymology, Lima defines Burnout as:

It is a combination of burn = burning and out = exterior, thus suggesting that the person with this type of chronic stress consumes themselves physically and emotionally, leading to the presentation of physical symptoms, psychological symptoms, and defensive/behavioral symptoms (2015, p.10).

According to the author's view, the symptoms are both physical and mental in nature, so that Behaviors originate directly from the physical/psychological relationship that the individual... interacts with the environment in which one is immersed. Furthermore, it is important to emphasize that the Syndrome of Burnout leads to high levels of stress directly related to the work environment. and work performed by the individual.

Therefore, stress is a symptom and should not be confused with its cause. Chronic and prolonged development, that is, burnout, as Pereira rightly asserted:

The difference between burnout and stress is that burnout involves a prolonged stress response that becomes chronic, and is related to the world of work and the type of job. work activities of the individual, when coping methods have failed or been insufficient. While stress can present positive (eustress) or negative (distress) aspects (2015, p.20).

In this way, it can be observed that Burnout syndrome is configured as a reaction to prolonged chronic emotional stress in the workplace, triggered by situations of constant pressure and stress. Its main result is a lack of motivation and Job satisfaction, which may be more pronounced in certain categories. professionals based on the nature and type of work performed.

In this sense, due to the similarity with stressful situations that tend

Although the symptoms are temporary, the syndrome is not diagnosed immediately, mainly because of the current work formats constantly push individuals to their limits, whether through pressure.

Internal factors, overload of demand, and even animosity in interpersonal relationships.

Among the main symptoms present in Burnout Syndrome, the following should be highlighted:
following:

Tendencies toward isolation, feelings of omnipotence, loss of interest in work, impulses to abandon work, irony, cynicism. Negligence or excessive scrupulousness, irritability, increased aggressiveness, inability to relax, difficulty accepting change, loss of initiative, increased consumption of substances (alcoholic beverages, coffee, excessive smoking, tranquilizers), high-risk behavior, suicide (Negreiros, 2015, p.11).

The symptoms listed above can be identified in Burnout Syndrome and other conditions.

analogous psychic pathologies, which can hinder an accurate diagnosis, which is why

The present study and analysis is justified by the expanding number of workers with diagnoses of depression, anxiety, burnout syndrome, and other mental health conditions.

2.3 **Burnout Syndrome in Nursing: Post-Pandemic Context**

The COVID-19 pandemic highlighted the lack of material resources.

Physical and human factors in the healthcare system. On the one hand, a vertiginous growth was observed. of a deadly virus; on the other hand, the nursing profession was on the front lines of combating the health emergency. During the pandemic period experienced in the country, several categories Professionals were affected, among them the nursing sector, made up of various... professionals who needed to reconcile ethics and responsibility in the workplace with personal problems, such as overload, anxiety, and various others that were exacerbated by Number of diagnosed cases and reported deaths.

During direct confrontations with these professionals, the emotional and psychological strain occurs. It increased exponentially, mainly due to the great responsibility and workload. attributed to these professionals at the time (Miranda *et al*, 2020).

The scenario experienced during the Covid-19 pandemic outlined a change. abrupt throughout society, because in addition to the lack of swift treatments to address it The disease revealed a lack of resources and infrastructure in addressing the new pandemic. virus, which consequently, in the reality of healthcare professionals, generates guilt, helplessness, anxiety and frustration. Thus, it can be inferred that all these factors were decisive for The mental and psychological strain on nursing professionals during the pandemic.

Furthermore, it is important to highlight that the pandemic exposed a healthcare system that was already... Overburdened. Nursing professionals found themselves burdened with even greater difficulties. inherent to the profession: scarcity of physical, human and material resources, compounded by this feelings of powerlessness, fear of contamination and helplessness in the workplace (Barreto) et al, 2021; Pray; Faustino, 2022).

Regarding the combination of factors that led to the exponential increase in cases of Regarding depression, anxiety, and burnout syndrome, the authors Castro, Silva, and Cruz reveal that in pandemic context:

The overload imposed on nurses in this context was multifaceted. In addition to the exponential increase in demand for care, professionals faced long working hours, a lack of personal protective equipment (PPE), complex clinical decisions, collective grief, and the need to isolate themselves from their families to avoid contamination (2025, p.4).

Given this, it is possible to observe that the post-pandemic scenario revealed a lack of The structure of health agencies to cope with scenarios of high demand. especially with regard to the training of professionals responsible for the organization, Performance and care for patients.

It is well known that the nursing profession is characterized primarily by remaining mostly alongside the patient and their family, which in addition to having prompted the inclusion of these frontline professionals in the fight against the new coronavirus. This resulted in a great deal of socio-emotional responsibility for them in relation to their families and to patients, a responsibility that, without proper assistance and psychological support, can have This has been a concern for the mental health of these professionals, because in addition to their professional activities... And in carrying out their duties, they were simultaneously confronting their own fears. longings and anxieties (Barbosa *et al.*, 2020).

It is important to highlight, therefore, that the overload attributed to this category has not been broken. With the new modern and post-pandemic reality, mental health is widely debated. That is, a culture of exploiting professionals who are in high-level positions still predominates. lower hierarchical level, a factor that, in addition to generating an accumulation of burdens for certain individuals, Giving preference to certain sectors to the detriment of others generates significant dissatisfaction in the work environment. work (Barros *et al*, 2020).

In this regard, it is important to highlight the current working conditions afforded to the sector. Nursing professionals demonstrate that, even when faced with the demands of their work... The humanized and proactive professional is viewed through an excessively technical and mechanical lens.

which, consequently, culminates not only in overload, but also in alienation and
The objectification of this professional, who is reduced to an excessively technical and mechanical perspective.
culminating in the depersonalization inherent in *Burnout Syndrome* (Barros *et al*, 2020).

Therefore, it is imperative to think about ways to adapt the environment of
work tailored to the worker's needs, particularly better infrastructure conditions.
job security guarantees, adequate working hours, as well as professional recognition and
opportunity for growth.

2.4 *Burnout Syndrome* in Nursing: The crystallization of suffering in context post-pandemic

In the nursing sector, *Burnout Syndrome* (BS) has become more pronounced due to...
the heavy workload assigned to these professionals, as well as their daily contact with them
individuals with death and suffering, reasons that, without the necessary intervention or assistance,
They end up weakening professional practice and even individual aspirations and projections.
(Benevides-Pereira, 2019).

Furthermore, it is worth mentioning that *Burnout Syndrome* encompasses several aspects,
Among these are factors related to human behavior and structural factors related to...
work environment. In this way, in addition to organizational aspects related to the lack of
In addition to resources, lack of infrastructure, and excessive workloads, there are also factors...
individual issues related to perfectionism, self-criticism, and excessive self-criticism.
Responsibility, usually motivated by the entity's difficulty in establishing limits.

As is well known, the work shifts performed by nursing professionals exceed
the "agreed" hours, whether for the period in which it is being performed, that is, daytime and/or
night shift, whether due to the number of hours worked. Regarding factors related to...
During the day shift, it is worth highlighting the high workload and the lack of autonomy for the professional in
to act, as well as to be dissatisfied with the resources offered by the institutions (Vidotti *et al*.,
2018)

On the other hand, during the night period, Vidotti *et al* (2018) highlight the "dissatisfaction with
Sleep and leisure, having children, not having a religion, having less working time at the institution, and being a technician.
"nursing practices have negatively impacted professionals."

The post-pandemic scenario revealed, at its most critical point, the precariousness of work.
in the nursing sector, that is, through the lack of assistance and support for this category.
Professionally, it was possible to identify the main causes of stress in the workplace.



and, when at higher levels, it was possible to identify *Burnout Syndrome* (Benevides-Pereira, 2019).

These professionals, in the context of the pandemic, had to demonstrate resilience. Significant emotional and physical harm due to the number of losses, which at the time included even the loss of family members and colleagues who were on the front lines. In this context, daily suffering, losses, and organizational factors were decisive for the mental illness in this professional category (Paiva; Melo, 2022).

It is important to highlight that, due to the feminization of the profession, female professionals of Female nurses faced an overload in the work environment, that is, Many nurses have had to balance work demands with domestic activities and Family responsibilities, such as those of children, marriage, and the family home. This duality The role, coupled with the exhausting daily work routine, causes significant emotional distress and psychological factors in the health of these professionals (Silva; Santos, 2022).

Among the main criticisms related to the incidence of Burnout Syndrome, the Scholars, such as Costa *et al* (2021), denounce the institutional unpreparedness of units. Hospitals have a role to play in promoting and creating psychological support policies that effectively address the issue. psychological distress among workers. On the contrary, what is observed are professionals without welcoming environments with exhausting routines and a large accumulation of work.

On another point, it is important to highlight that, in the workplace context, the impact of the Syndrome Burnout in nursing professionals can lead to harmful behaviors and practices. to those and to the patient, so that, without proper psychological support, a professional who is Those suffering from chronic stress tend to make more mistakes or even demonstrate... less empathy with patients, a factor that can increase the chances of errors in their practice. professional (Almeida *et al.*, 2020).

Therefore, due to the vertiginous increase in professionals diagnosed with the Burnout Syndrome, officially recognized by the World Health Organization (WHO), According to the international classification of diseases, the syndrome in question is classified as... An occupational phenomenon, that is, aligned with the structural factors of the work environment. Therefore, due to this nature, the organization reinforced the importance of actions aimed at to the promotion and implementation of policies that effectively create measures for psychological assistance. in the workplace (WHO, 2022).

From a national perspective, the Ministry of Health, aligned with the WHO classification, Burnout Syndrome is defined as an "emotional disorder with symptoms of exhaustion."

extreme stress and physical exhaustion resulting from demanding work situations, which They demand a lot of competitiveness or responsibility (Brazil, 2024).

Regarding the reality of the nursing sector, Castro, Silva and Cruz (2025) highlight the importance of healthcare institutions creating permanent mental health programs, taking into account the reality of each patient and the internal organizational factors of work environment.

For this purpose, they emphasize the need to create workshops, training, listening sessions, and coping strategies based on analysis and data collection in each institution, with the main goal of ensuring service.

A humanized environment that fosters the autonomy and dignity of each worker in the workplace.

Regarding the prevention strategies that should be adopted, it is important These measures should encompass both individualized and collective actions, given that, despite the Occupational nature of Burnout Syndrome, the symptoms experienced by each individual They take into account various aspects, such as family, relationships, and connections. Interpersonal relationships in the workplace and elsewhere.

Therefore, it is essential that psychological support be provided through... individual consultations with therapeutic proposals based on the reality indicated by professional. In turn, in addition to individual support, it is of utmost importance that they are Developed spaces that integrate professionals collectively, that is, circles and spaces Conversations that allow for the building of bonds and a healthier space for interaction. considering that such integrative and supportive practices can enhance the fight against isolation. emotional and emotional overload experienced by these professionals (Castro; Vasconcelos, 2022).

3. Methodology

This study was developed through a Literature Review of A qualitative approach, aiming to deepen the understanding of *Burnout Syndrome* in Nursing professionals in the post-pandemic context. Data collection for this review was conducted exclusively on the *Google Scholar* database , following a method of Sampling based on relevance and subsequent application of inclusion and exclusion criteria.

The searches were performed using three specific *strings* , which generated the the following approximate results: 1) "Historical evolution of Burnout syndrome", which

It returned approximately 5,170 results, from which the titles of the top 50 were reviewed. relevant; 2) "work overload and emotional strain", which resulted in approximately 1,370 results, with the titles and abstracts of the first 100 being reviewed; and 3) "burnout syndrome in nursing", which presented 212 results, of which 15 were initially selected. for analysis.

After reading the selected articles in full across all searches and removing duplicates and studies that did not meet the time frame or the main theme (focus on Burnout, Nursing and the post-pandemic context), the final sample for analysis was reduced to four works were used in this study.

The search strategy was built from a combination of the following descriptors, consulted and validated in the Health Sciences Descriptors (DeCS) and/or Medical Subject MeSH Headings for standardization of terminology: *nursing, burnout, exploration of Work, double shifts, occupational stress, COVID-19 and post-pandemic*. The rigor of the search. This will be guaranteed by the use of Boolean operators, such as: (Nursing AND Burnout) AND COVID-19) OR (Nursing AND Labor Exploitation AND Post-Pandemic).

The inclusion criteria consider publications available in full, in the language of the target audience. Portuguese (Brazil) that directly address the central theme of *burnout* in nursing during the period of interest. Articles in other languages and those focused exclusively on other topics were excluded. professional categories in healthcare.

The selection of material occurred in two phases: the first, by reading titles and The first stage involves reading abstracts; and the second stage involves reading the full text of the pre-selected articles for application. Strict adherence to exclusion criteria. Finally, data analysis was conducted using the Thematic categorization, guided by theoretical assumptions that allow for a critical approach. and interdisciplinary.

4. Results and Discussion

As detailed in the Methodology, the final sample for analysis consisted of four (4) works, which were selected for their relevance and focus on *Burnout* in Nursing professionals in pandemic and post-pandemic contexts. Table 1 below. summarizes the main characteristics of the included studies, such as authors, publication date, Article title, methodology, and main results.

Table 1 - Summary of results from four selected articles

AUTHOR/YEAR	TITLE	METHODOLOGY RESULTS	
BARROS, AB; SILVA, VR da; GOMES, KEA; MONTE, CE; MOURA, MERB de; ALVES, SM; LIRA, PF; LUZ, DCRP (2020)	Impacts of the COVID-19 pandemic on the mental health of nursing professionals.	Integrative Review: Wear and	<p>tear and exhaustion in the Literature</p> <p>The challenges faced by the nursing profession during the turbulent COVID-19 pandemic can lead to burnout syndrome. These symptoms are commonly identified among professionals exposed to high mortality rates and those experiencing feelings of inadequacy while providing care.</p> <p>your</p>
ARVELLOS; Erika de Freitas; MAZZA, Tayná Bonfim Mazzei (2019)	On suicide: the theoretical contributions of Karl Marx.	Materialism Historical-dialectical	<p>The individual is formed from their relationship with concrete reality; this means that individuals are directly linked to the material production of existence in which they are historically and socially embedded.</p> <p>Thus, the evolution of work methods and routines, notably the Industrial Revolution, demonstrated the progressive commodification of the worker, a central element that accentuated their exploitation. This dynamic established a modern work model characterized by dehumanized and undignified treatment, based on reducing the individual to a mere productive instrument.</p>
CASTRO; MI of M; SILVA, VB da; CRUZ, ACN (2025)	Post-Covid-19 Burnout Syndrome: Impacts on nurses' healthcare.	Integrative Review: The literature	<p>points to the seriousness and increasing number of nursing professionals diagnosed with Burnout Syndrome, which shows that, even in the post-pandemic context, stressful working conditions still prevail in the reality of nurses.</p>
SILVA, et al (2025)	The effects of post-pandemic Burnout Syndrome on healthcare professionals.	Integrative review of Literature	<p>The main aggravating factors for Burnout Syndrome are: increased workload, stressful work environment, increased number of daily appointments, estrangement from friends and family, and low salary levels.</p>

Source: study authors (2025).

The first category of analysis is developed from a critical perspective and interdisciplinary, focusing on the historical and structural factors of the exploration of work. This approach aims to correlate the mental health of nursing professionals.



with the structural reality in which they are embedded. It is argued that mental illness
It is not an individual phenomenon, but rather a direct consequence of the tangible relationship between
The individual and society, which defines the behavior and health of the individual in all its aspects.
spheres of action.

The authors Arvellos and Marzza (2019) highlight that the formation of the individual takes place
directly from its relationship with concrete reality, that is, so that certain events and
phenomena such as Burnout Syndrome and its incidence in the category are understood.
For nursing professionals, it is important to analyze the evolution of society from a specific perspective.
sociological and historical. For this purpose, they cite Vygotsky (1987), an author who proposes that the
The dialectical study of a phenomenon means studying it within its historical process, its origin, and...
its transformations.

The authors further argue that the Industrial Revolution marked a new era.
The reality for workers is producing without receiving fair compensation for their work.
Starting from this new dynamic, the phenomenon of capital accumulation begins. They observe that it is,
It is through Sociology that mental health issues, such as suicide, are widely discussed.
explored, primarily from the perspective of Karl Marx.

Although the work does not specifically analyze *Burnout Syndrome* in nursing, the
The work developed by the authors and chosen to support the theme explored here is...
fundamental to grounding the present discussion, as it demonstrates how exploratory logic and
The commodification of the worker, observed since the industrial period, persists in the conditions of
modern society and manifest themselves in the professional burnout of professionals of
nursing.

In the context of the pandemic, the lack of Personal Protective Equipment (PPE)
This constituted one of the most significant pieces of evidence of the precarious infrastructure of the system.
health, as argued by Castro, Silva and Cruz (2025) and Silva et al. (2025). The absence of
The lack of essential resources exposed frontline professionals to greater vulnerability to
contamination. This critical situation, coupled with the high demand for care without adequate support.
Strategically, this culminated in accumulated stress and emotional strain within the category.

Among the stigmatization experienced during that period, Barros et al. (2020) highlight that,
In addition to the harsh reality experienced by frontline professionals, there was the fear of
The population is avoiding approaching this category due to the risk of contamination. This behavior
Social studies highlighted the fragility of the support and communication directed at these workers.

culminating in a feeling of isolation and deepening emotional exhaustion and psychological support for the nursing team.

Regarding the emotional exhaustion of these professionals in the post-pandemic scenario, Castro, Silva, and Cruz (2025) explain that several factors contribute to development of Burnout Syndrome, especially excessive workload, responsibility constant throughout the patient's life, daily contact with suffering and death, as well as precariousness of the resources offered by health institutions.

The lack of resources offered by healthcare institutions is intrinsically... linked to the devaluation of the category. Silva *et al.* (2025) highlight that, due to the long and Exhausting work schedules reinforce the notion that nursing professionals They are considered "superhuman." This perception contributes to a lack of attention and assistance. specialized care focused on the psychological and emotional health of the team. Given this situation, the The authors suggest the formulation and implementation of assistance policies and methods that guarantee workers access to the resources necessary for their development. Personal and emotional balance, acting as a fundamental prevention strategy. *Burnout.*

Final Considerations

This study fulfilled its central objective of analyzing the occurrence, symptoms, and the main causes of Burnout Syndrome in nursing professionals, highlighting, for This purpose, the complex relationship between prolonged mental illness and the conditions Structural aspects of work in pandemic and post-pandemic contexts.

Initially, the analysis sought to investigate the dehumanization and commodification of labor. in the production process, with the purpose of demonstrating that, even in health matters, there is an internal relationship between structural factors and the subject's reality. In this sense, after In outlining the theoretical framework of structural factors related to the organization of work, it was possible to infer that *Burnout* Syndrome qualifies as an occupational disease of origin organizational, and the analysis of the context in which individuals operate is inseparable from its causes. They are included.

The selected studies revealed that, in fact, the worker is subjected to precarious working conditions, a fact manifested not only by a lack of resources, but also due to excessive workload and lack of targeted psychological assistance to individual and collective problems. The studies analyzed emphasize the need for

formulation of institutional policies that effectively promote capacity building and mental health of these professionals, through psychological assistance that facilitates the Communication and empathy in the workplace, such as discussion groups and collective activities.

Furthermore, it is crucial that the causes be investigated in the post-pandemic context. predominant aspects of *Burnout* Syndrome in the worker's routine and reality, in order to facilitate the implementation of psychological support methodologies that integrate organizational factors into individual reality.

The current reality stems from the structural critique evidenced in the theoretical framework: the Exploitation and commodification of the worker, characteristics of the capitalist mode of production. These manifest themselves in the healthcare system through the dehumanization of nursing professionals and through denial of their humanized support. It was possible to infer that the emotional exhaustion of Professionalism is not just an individual health problem, since depersonalization of the One of the main symptoms of *burnout*, which can compromise the quality of life of an individual, is... The assistance offered can even lead to ethical problems in the workplace. The concept The portrayal of nurses as "superhuman" professionals perpetuates a lack of psychological support. and institutional inaction.

Therefore, the main limitation of this study lies in the nature of the methodology of review and restriction of the number of articles in the central sample, which suggests the need for in-depth study. It is hoped, therefore, that this work will contribute to the recognition of *Burnout* as a public health and structural issue. It is imperative that this be...

Implemented institutional policies that ensure adequate staffing levels. fair compensation and permanent access to occupational mental health programs, because with Through the formulation and implementation of integrated and humanized policies, it will be possible to guarantee the Health and appreciation of Nursing will make it possible to ensure the quality and safety of care for society.

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