



NEWSLETTER / RESEARCH PÔLE SANTÉ HEC
STATE OF EXHAUSTION OF MIDDLE MANAGERS IN THE HEALTH AND SOCIAL SERVICES
NETWORK
OCTOBER 31, 2022

Dear Members,

APER is currently working in collaboration with researchers from the Pôle Santé of the HEC of the University of Montreal, in partnership with the Robert Sauvé Institute in occupational health and safety, carrying out a research project aimed at reducing and preventing burnout among first-level managers in the health and social services sector.

To do this, the research team aims to understand the determinants of burnout by studying both organizational factors (e.g. work conditions and organization, decision latitude, etc.) and individual factors (e.g. resilience, leadership style, etc.). Everything will be by survey via electronic questionnaire with the greatest number of first-level managers (e.g. department heads, team leaders) working in this key sector.

"To participate at the research, use the following anonymous link: [Cliquez ici.](#)"
or

https://hecmontreal.eu.qualtrics.com/jfe/form/SV_eqEqToilvOeOdMi

On the upper right side, you will be able to scroll the survey in English.

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