

**Introduction:** A conflict arises when one or more individuals, groups or organizations disagree, creating internal or external tensions that can cause damage. This is particularly serious in operating theatres, where decisions involving life or death are common. Indeed, in this particular context, the multiplicity of stakeholders, the divergence of opinions and decisions related to patient care, the frequency of critical situations, stress and the limitation of resources are established causes of disagreement and tension.

**Objectives:** To identify factors associated with the alteration of conflict management quality among anesthesia and resuscitation technicians (ART).

**Methods:** This is an observational, multicenter, cross-sectional and analytical study, enrolling all ART exercising at the two teaching hospitals of Sousse (Tunisia) over a two month period (March 1, 2022 to April 30, 2022). Conflict management was assessed using the Conflict Handling Style Scale.

**Results:** Our study involved 50 participants, only eight of whom reported having had previous training in communication and conflict management. Conflicts in the hospital were rated frequent to very frequent by 58% of participants. Task conflicts were the most reported (74%). The main causes of conflict were lack of leadership (60%), unequal distribution of tasks (42%) and workload (28%). The main repercussions of the conflicts were the delay in patients care (60%), therapeutic errors (42%), and the cancellation or postponement of some acts (34%). The main factors associated with impaired conflict management abilities were age < 40 years ( $p=0.03$ ), tobacco consumption ( $p=0.001$ ), and number of dependent children < 2 ( $p < 10^{-3}$ ).

**Conclusions:** In light of our results, it would be useful and urgent to develop the soft skills of our human resources, particularly in terms of communication and conflict management.

**Disclosure of Interest:** None Declared

## EPV0566

### The impact of working conditions on the mental health of workers in a confectionery factory

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**Introduction:** Mental health is a critical factor influencing employee well-being and performance in companies. However, many factors within professional environments can either positively or negatively impact employees' psychological well-being.

**Objectives:** This study aims to assess mental health among workers in a confectionery factory and its association with job satisfaction.

**Methods:** We conducted a cross-sectional study among workers in a private confectionery in Sfax. Questionnaires and workplace assessments were collected over a period from December 2022 to July 2023 using a pre-established questionnaire. Mental health assessment was performed using the 21-item Depression,

Anxiety, and Stress Questionnaire (DASS21). The degree of job satisfaction was assessed using a visual analog scale ranging from 0 to 10.

**Results:** Our study included 200 participants, with 61% being female. Severe to very severe symptoms of depression, anxiety, and stress were found in 4.5%, 17%, and 10.5% of our participants, respectively. Among our workers, 22.5% reported being not very satisfied or not satisfied. Bivariate analysis revealed lower levels of satisfaction among the most anxious ( $p = 0.000$ ), the most depressed ( $p = 0.000$ ), and the most stressed ( $p = 0.000$ ) workers.

**Conclusions:** The decline in mental health is closely linked to job dissatisfaction. Implementing measures to enhance employee job satisfaction and providing adequate support resources for mental well-being are essential steps to promote a healthier workplace and improve employee well-being.

**Disclosure of Interest:** None Declared

## EPV0567

### Assessment of job satisfaction and work ability in a confectionery factory : A Cross-Sectional Study

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**Introduction:** Job satisfaction is a fundamental pillar of the modern workplace. Recognizing the significance of job satisfaction and actively promoting it has become a strategic imperative in today's work environment.

**Objectives:** The present study aimed to assess job satisfaction and work ability among workers in a confectionery factory.

**Methods:** A cross-sectional study conducted in a Sfax confectionery factory included 200 workers. Data were collected between December 2022 and July 2023 using a pre-established questionnaire. This questionnaire encompassed an evaluation of socio-demographic and professional data, measuring the degree of professional satisfaction and the level of work ability using a visual analogue scale ranging from 0 to 10.

**Results:** The gender ratio was 0.64. The mean age was  $33.2 \pm 8.8$  years. Among our workers, 77.5% reported being satisfied with their work. The average perceived work ability score was  $8.15 \pm 2.087$ . Employees with higher levels of satisfaction were more likely to have increased work capacity ( $p = 0.000$ ). Elevated job satisfaction not only boosts work capacity but can also reduce stress levels, improve overall mental well-being, and contribute to a healthier workplace environment. These factors collectively lead to higher work ability.

**Conclusions:** These findings emphasize the importance of prioritizing employee well-being to enhance overall productivity and company success. Fostering a work environment that prioritizes job satisfaction can lead to a more productive and successful workplace.

**Disclosure of Interest:** None Declared