

work overload, emotional demands and role conflict, while negative predictors are age, supervisor support, opportunities for professional development and resilience. Results imply that, during the COVID-19 pandemic, job demands were the most influential determinant of healthcare workers' burnout. The findings were evaluated in terms of their theoretical and practical significance.

Keywords: job demands, job resource, personal resource, burnout, healthcare workers

THE ROLE OF SOCIAL TIES IN A PROFESSIONAL CAREER OF A PHYSICIAN

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The significance of medical career research is explained by high social value of the profession. A total of 123 medical doctors, aged 28-65 years ($M = 40.38$, $SD = 11.058$) from city hospitals of Saint-Petersburg participated in our research. The sample was balanced by gender and specialization (surgeons and general practitioners). The purpose of the research was to examine the relationship between the objective and subjective success of physicians and their social ties with functional roles. The original scales developed on the basis of a survey of experts were used to measure career success of the physicians. Social career resources were identified during a semi-structured interview. The respondents named a "mentor" the most important person for their career development. A "gatekeeper", who assists recognition and promotion, was regarded the most deficient person. Subjective success of a physician's career was associated with presence of a spouse who acted as an "ally" ($\chi^2(1) = 4.724$, $p = .03$). Physicians with a higher level of subjective success discuss with their spouses the experienced difficulties in career development and receive support from them. The predictive power of functional roles over the rates of objective success was analyzed by means of regression analysis

($R^2 = .275$, $F(4, 118) = 11.169$, $p < .001$). Higher rates of objective career success correlated with higher numbers of “role models” among the friends from the non-professional circle ($\beta = .344$, $p < .001$), and with lower numbers of such models among co-workers ($\beta = -.203$, $p < .001$). Subjective success is related to accessible emotional support from a spouse and objective success depend on the focus on role models outside one’s close professional circle.

Keywords: career, social resources, physician, subjective success, objective success

PSYCHOSOCIAL EFFECT OF WORKPLACE SAFE DISTANCING MEASURES ON ALLIED MENTAL HEALTH PROFESSIONALS AT TWO TIME POINTS

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The COVID-19 pandemic saw an increase in demand for mental health services. Allied mental health professionals (AMHP) were tasked to meet the heightened demands while adjusting to various changes in infection control measures including safe distancing measures. Yet, studies exploring the psychosocial effect of workplace safe distancing measures on AMHPs are sparse. This study aims to give insight into this topic and provide helpful considerations to better support AMHPs in future pandemics. Fifty-two AMHPs in a tertiary mental health institution volunteered to participate in the study. However, four participants resigned during the period of the study and, thus, their data have been excluded from this study. The remaining forty-eight participants completed the DASS-21, Oldenburg Burnout Inventory (OBI), and the UCLA Loneliness Scale (ULS) at two time points: (t1) June to August 2020 – when strict workplace measures include leave freeze, having lunch alone, and making adjustments such as calling suitable patients to arrange for teleconsultations and providing teleconsultations were implemented; and (t2) Jan-