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Prevalence of Organizational Cynicism Among Early Career Psychiatrists in Lithuania: An Exploratory Study

This exploratory study aims to identify the prevalence of organizational cynicism among early career psychiatrists in Lithuania. In order to achieve the purpose, the following research questions were raised: What is the prevalence of organizational cynicism among early career psychiatrists in Lithuania and how does organizational cynicism differ depending on the sociodemographic characteristics of these specialists? All early career psychiatrists employed in Lithuanian health care institutions were invited to participate in the study, and 56 of them filled out questionnaires. The obtained data were processed using descriptive statistical methods. Significant differences in indicators of organizational cynicism were identified depending on the respondents' place of study. In addition, organizational cynicism varied by specialty: psychiatry residents had the highest mean scores; while child and adolescent psychiatrists, had the lowest. The study provides valuable insights into understanding the nature of organisational cynicism in terms of dispositional, cognitive, affective and behavioural cynicism. The obtained findings may contribute to the development of further research by promoting targeted interventions to address cynical attitudes towards work among early career psychiatrists.

Keywords: organizational cynicism, resident, psychiatrist, early career, workplace.

Šiame žvalgomajame tyrime siekiama nustatyti organizacinio cinizmo paplitimą tarp ankstyvosios karjeros psichiatrų Lietuvoje. Tikslui pasiekti buvo keliami tokie tyrimo klausimai: koks yra organizacinio cinizmo paplitimas tarp ankstyvosios karjeros psichiatrų Lietuvoje ir kaip organizacinis cinizmas skiriasi pagal šių specialistų sociodemografines charakteristikas? Dalyvauti tyrime buvo kviečiami visi Lietuvos sveikatos priežiūros įstaigose dirbantys ankstyvosios karjeros psichiatrai, iš kurių anketas užpildė 56. Gauti duomenys buvo apdoroti taikant aprašomosios statistikos metodus. Nustatyti ženklūs organizacinio cinizmo rodiklių skirtumai, priklausomai nuo respondentų studijų vietos. Be to, organizacinis cinizmas skyrėsi pagal respondentų specialybes: gydytojų psichiatrų rezidentų vidutinis balų vidurkis buvo didžiausias, o vaikų ir paauglių psichiatrų – mažiausias. Tyrimas suteikia vertingų įžvalgų, padedančių suprasti organizacinio cinizmo pobūdį dispozicinio, kognityvinio, afektinio ir elgesio cinizmo aspektais. Tyrimo rezultatai gali padėti plėtoti tolesnius tyrimus skatinant tikslines intervencijas, kurios skirtos ankstyvosios karjeros psichiatrų ciniško požiūrio į darbą problemai spręsti.

Raktiniai žodžiai: organizacinis cinizmas, rezidentas, psichiatras, ankstyvoji karjera, darbovietė.

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Introduction

The medical sector is currently experiencing a worldwide shortage of staff, which, in some cases, might be associated with managerial issues (Iacobucci, 2019; Pruszyński et al., 2022). In this context, it is noted that the field of mental health distinguishes itself by low job satisfaction and burnout among professionals in general, which may discourage new specialists (Butryn et al., 2017). This especially complicates the already complex situation in the field of mental health care, since in addition to the lack of referral-based services, there is an increasing risk of homelessness, a greater burden on the criminal justice system, and overburdened community mental health services (Butryn et al., 2017). At the same time, the quality of organizations' performance is also deteriorating. According to J. Pruszyński et al. (2022), the reduction of professionals results in the increase of workload (especially of young doctors), deteriorating quality of work, and the increasing probability of errors related to exhaustion or burnout. In addition, emotional exhaustion and burnout, often experienced by young doctors (Palupi, Findyartini, 2019), low level of employee well-being (Bakioğlu, Kiraz, 2019), perceived dishonesty of managers and the organization (Hussain, Shahzad, 2022), and dissatisfaction with the organization's policy (Durrah, Chaudhary, Gharib, 2019) promote an increase in organizational cynicism.

The results of the meta-analysis performed by D. S. Chiaburu et al. (2013) showed that organizational cynicism as a negative attitude towards the organization and belief that the organization lacked integrity were related to lower job satisfaction, organizational commitment, performance and leaving the job. The relation between organizational cynicism and employee turnover has been confirmed by other studies conducted in the field of medicine in different countries (Nazir et al., 2022; Sungur et al., 2019; Villarosa-Hurlocker et al., 2019). Therefore, M. S. Hershey and H. A. Stoddard (2021) state that more detailed research on organizational cynicism in the field of medicine would contribute to solving problems such as the idealistic attitude of young specialists towards their profession, the decline in empathy, and the growing shortage of doctors.

However, research that directly examines cynicism of early career psychiatrists is lacking. For example, N. Jovanović et al. (2016) investigated the level of burnout among early career psychiatrists in 22 European countries. Lithuania was not included in this study, and cynicism was examined only in the context of burnout. The longitudinal study conducted by T. Kachel et al. (2020) found that medical students' cynicism increased over time, but the study did not include early career doctors. This limits the possibility to understand the extent to which cynicism is prevalent among early-career psychiatrists. Understanding the prevalence and factors contributing to cynicism among early career psychiatrists in Lithuania is crucial for developing targeted interventions that can enhance their professional well-being and, ultimately, improve the quality of mental healthcare services. Therefore, **this study aims** to identify

the prevalence of organizational cynicism among early career psychiatrists in Lithuania.

Literature review

Organizational cynicism and cynicism, although related, have distinct meanings and contexts. Cynicism, in general, can be described as a personality trait (Kwantes, Bond, 2019), it refers to a skeptical or distrustful attitude towards others, institutions, or societal norms. It is characterized by a negative outlook, doubt, and questioning of motives or sincerity. Cynicism can manifest itself as a general disposition or worldview and may influence one's perception of various aspects of life, including relationships, politics, and work (Eryeşil, Öztürk, 2016).

Organizational cynicism specifically pertains to skeptical and negative attitude towards their workplace or the organization they are a part of (Dean, Brandes, Dharwadkar, 1998). It reflects an employee's perception of the organization's values, practices, leadership, and overall functioning (Margelytė-Pleskienė, Vveinhardt, 2018). Meanwhile, M. S. Hershey and H. A. Stoddard (2021, 1516), considering the context of psychiatrists' work, believe that "appropriate definition moving forward encompasses a loss of sincerity of motives, a decline in empathy, and a distant feeling towards one's own usefulness".

Organizational cynicism may arise from experiences of perceived injustice, lack of transparency, unmet expectations, or a perceived discrepancy between stated values and actual practices within the organization (Özler, Atalay, 2011). According to J. W. Dean et al. (1998), organizational cynicism consists of three dimensions: cognitive, affective, and behavioral. The first dimension represents the belief that the organization lacks integrity. Organizational cynics hold the belief that their organizations' practices demonstrate a disregard for fundamental principles such as fairness, honesty, and sincerity. The second aspect of cynicism involves strong emotional reactions such as disrespect, anger, annoyance, and embarrassment. The last dimension relates to individuals with cynical attitudes, who make pessimistic predictions about future events within the organization. Their behavior tends to be negative and often includes actions that humiliate or demean others (Dean et al., 1998). With reference to the definition provided by J. W. Dean et al. (1998), D. J. Stanley, J. P. Meyer and L. Topolnytsky (2005), for the purpose of demonstrating the distinction from change-specific cynicism, developed measures of organizational cynicism that defined the concept with three aspects: change-specific cynicism is a disbelief of management's stated or implied motives for a specific organizational change; management cynicism is a disbelief in management's stated or implied motives for decisions or actions in general; and dispositional cynicism is a disbelief in the stated or implied motives of people in general for their decisions or actions (Stanley et al., 2005).

By distinguishing between general cynicism and organizational cynicism, organizations and individuals can gain insights that enable them to address specific issues, improve workplace dynamics, and foster a more positive and productive environment. Cynicism is

a personality trait that is an important factor negatively affecting mental well-being personally (Frumer et al., 2019). It is as important to address organizational cynicism from a manager's point of view because it is crucial for maintaining a positive work culture, improving employee morale and satisfaction, fostering collaboration and innovation, protecting the organization's reputation, and ultimately enhancing organizational performance and success (Thomas, Gupta, 2018).

The cynic within an organization holds a core belief that the values of honesty, fairness, and sincerity are compromised in favor of the self-interests of the organization's leadership. They perceive that the leaders' actions are driven by concealed selfish motives, leading to negative emotions towards the organization, including contempt, anger, distress, and a sense of deceit (Scott, Zweig, 2016). Despite genuinely proactive organizational actions, such as initiatives aimed at improving quality, community involvement, and empowering employees, the cynical worker may still harbor negative feelings towards these efforts. They may even find pleasure in the organization's failure to meet high moral standards, as it reinforces their existing distrust in the organization (Abraham, 2000).

Research has shown that when employees perceive the organization as excessively stressful and demanding, it can trigger a coping mechanism where they develop cynicism towards the organization (Thomas, Gupta, 2018). Organizational cynicism exhibits a wide range of adverse ramifications, notably encompassing diminished performance levels, discontentment in one's job, and a decreased sense of commitment towards the organization (Chiaburu et al., 2013). Organizational cynicism exerts predominantly negative influence on workers, primarily due to its potential "contagious" nature. When an employee conveys negative sentiments about the organization, it can impact the attitudes of others in a similar negative manner. Consequently, it is crucial for managers to proactively consider implementing interventions aimed at mitigating organizational cynicism (Thomas, Gupta, 2018).

The results from previous research have shown that organizational cynicism, as a trait, exhibits negative correlations with affective commitment and satisfaction, while displaying a positive correlation with the desire to leave. Specifically, cynicism was found to explain approximately 50% of the variability in job satisfaction and affective commitment, which are the types of commitment that managers prioritize for enhancement. Furthermore, cynicism accounted for approximately 25% and 33% of the variance in nurses' and physicians' interest in leaving the hospital, respectively (Volpe et al., 2014). These results support the idea that organizational cynicism is a powerful negative force in healthcare organizations and bolster prior research findings of a strong predictive relationship between organizational cynicism and job satisfaction (Abraham, 2000).

Other studies show that organizational cynicism can vary depending on the sociodemographic characteristics of doctors (Jovanović et al., 2016) and the environment in which doctors studied, as the training process contains "hidden" things such as rituals, customs, result

orientation or competitiveness (Kachel et al., 2020). Another study examined online forum discussions among medical students, resident doctors, and practicing doctors. It was found that the hidden curriculum, which operated at the level of organizational culture and structure, had an impact on the cynical attitude (Peng, Clarkin, Doja, 2018). Considering the above-mentioned discussion, this research aims at answering the following questions: (Q1) What is the prevalence of organizational cynicism among early career psychiatrists in Lithuania? (Q2) What social and demographic differences in organizational cynicism exist among early career psychiatrists in Lithuania?

Methods

The quantitative research method was selected for data collection, which aims to acquire quantitative information about prevalence of organizational cynicism among early career psychiatrists in Lithuania. Respondents were provided with a two-part questionnaire. The first part consisted of multiple choice questions regarding demographical indicators, such as gender, age, specialty which they are working in, years spent in the specialty, whether they had halted studies, and in which city they had their specialty studies. It should be mentioned that the latter question is of great importance because in Lithuania, only two centers are permitted to educate and train doctors specializing in psychiatry, and these centers are overseen by independent universities. The second part of the questionnaire consisted of seventeen closed-ended five point Likert-scale questions. Respondents were asked to rate the accuracy of the presented feature by choosing an answer on a Likert scale from 0 to 5, where they chose one of five possible answers: "1 – Strongly disagree", "2 – Disagree", "3 – Neither agree or disagree", "4 – Agree", and "5 – Strongly agree". The first five Likert-scale questions were adapted from D. J. Stanley et al. (2005) and were based on the "Dispositional cynicism" measurement scale (Stanley et al., 2005). The latter twelve Likert-scale questions were adapted from O. Durrah et al. (2019) research questionnaire (Durrah et al., 2019). The second part is comprised of the three dimensions: cognitive cynicism, affective cynicism, and behavioral cynicism. It consists of 12 statements, wherein every dimension has four items.

The research population referred to as "early career psychiatrists" encompasses doctors or resident doctors in psychiatry who are presently undergoing psychiatry residency or are within the initial seven years following the completion of their education. This definition aligns with and is consistent with the one utilized by organizations such as the American Psychiatric Association, the European Psychiatric Association, and the Association of Junior Psychiatrists of Lithuania.

The questionnaire was placed on the "Google forms" platform. A message containing an introductory part (which defines who and for what purpose the research is carried out, the aim and object of the study) and a direct invite link to the actual online questionnaire was distributed through audience-targeted social networking groups online, such

as "Association of Junior Psychiatrists" (Lithuania), "Lithuanian psychiatric association", etc. The first group brings together students and specialists delving into mental health issues in Lithuania. The latter group consists of licensed Lithuanian psychiatrists who discuss the nuances of legal medical matters and treatment possibilities with their colleagues.

The questionnaire was filled out by 56 respondents. That means that the questionnaire reached no less than 25% of the whole research population as there are up to 220 early career psychiatrists in Lithuania. An approximate count of the population can be calculated by multiplying the highest possible work experience of an early career psychiatrist (4 years of residency training plus 7 years of specialty work experience) and an average number of specialists graduating every year (up to 22 specialists per year). To ensure fairness and prevent bias in the study concerning institutions that provide medical specialty training in Lithuania, the names of the institutions are concealed using handles such as 'Group A' and 'Group B'.

The study data were processed and analyzed using SPSS software. Calculations and analysis involved determining mean values, medians, modes, standard deviation, and asymmetry. The data were cross-checked, and the prevalence of organizational cynicism was examined with respect to factors such as gender, specialty, years of experience in the field, and the city where specialty studies were pursued.

Results

Evaluating Reliability of the Scales

The reliability of the scales of dispositional cynicism and organizational cynicism were evaluated to minimize errors of measuring and maximizing constancy of the scales used. Alpha Correlation Coefficient (ACC) was used to evaluate the degree of internal consistency among the contents of the scale under testing.

ACC was applied on the organizational cynicism scale in total manner for the entire scale and each variable of the scale separately. The results revealed that ACC for the scale represented about (0.814), which is an indication of a high degree of reliability. The extent of internal consistency among contents of organizational

Table 1. **Assessment of scale reliability**

	Mean	Cronbach's Alpha	N of Items
The first part of the Likert-like questionnaire Dispositional cynicism	2.961	0.758	5
The second part of the Likert-like questionnaire	3.431	0.926	12
Cognitive cynicism	3.277	0.895	4
Affective cynicism	3.384	0.761	4
Behavioral cynicism	3.634	0.814	4
Total measurement	3.293	0.907	17

cynicism may be illustrated using ACC throughout Table 1. This reveals that the primary result of evaluating reliability reflects the fact that the scale under testing is reliable for measuring organizational cynicism among early career psychiatrists in Lithuania. The parts of the questionnaire that derived from different research papers were separately analyzed, yielding Cronbach's alpha coefficients of (0.758) and (0.926), respectively.

Organizational Cynicism

This section discusses the results of the statistical analysis for answering the first question of this study. Multiple discriminant analysis was applied to a model that included four groups of doctors, representing their licences and their evaluative attitudes towards organisational cynicism in their hospitals. The discrimination analysis method was applied to the four groups and enabled us to answer the previous question (Q1). The results of the statistical analysis are presented in Table 2.

The results of the statistical analysis show: (1) Eigen values represent (0.838) in the discrimination function among participants and their evaluative attitudes towards organizational cynicism. It explains a substantial amount of variance in the evaluative attitudes towards organizational cynicism. (2) There are differences among attitudes of doctors towards organizational cynicism (the percentage of differentiation which we could interpret in the model was 45.7% of discrimination analysis function). It explains that there is a substantial portion of variation in doctors' attitudes towards organizational cynicism. (3) Wilks' Lambda value represents (0.24) in the discrimination analysis function. It indicates that the analysis has successfully identified variables or dimensions that effectively differentiate between the groups under consideration. In other words, the variables included in the analysis contribute significantly to distinguishing between the groups based on their unique characteristics. (4) Results of the discrimination analysis of the four groups revealed that the value of chi-square represented (62.638) in the discrimination analysis function. It represents the discrepancy between the observed frequencies and the expected frequencies under the assumption of no group differences. (5) The percentage of the accurate classification of employees according to their evaluative attitudes towards organizational cynicism is 75%, which implies the differences among employees towards organizational cynicism. Also, there are about 25% of the employees who are similar in regard to their evaluative attitudes towards organizational cynicism at their workplaces.

Table 2. **Doctors' attitudes and characteristics: Multiple discriminant analysis**

Function	Eigenvalue	% of Variance	Cumulative %	Wilks' Lambda	Chi-square	Sig.
1	0.838	45.7	45.7	0.245	62.638	0.127
2	0.644	35.1	80.8	0.45	35.554	0.304
3	0.352	19.2	100	0.74	13.419	0.57

Using the discrimination analysis method, we could define the relative importance of organizational cynicism and variables that show more discrimination among the early career psychiatrists. The relative results of the seventeen variables related to organizational cynicism can be seen in Table 3.

The calculations show that the item 16 ("I talk with others about how work is

Table 3. **Relative results of the variables relating to organizational cynicism**

Items	Mean score					F-test	Level of significance
	Adult psychiatrist	Adult resident doctor	Child psychiatrist	Child resident doctor	Total		
Dispositional cynicism							
I often wonder what hidden reason another person may have for doing something nice for me	2.63	2.53	2.80	2.80	2.61	0.125	0.945
Most people pretend to care about things they hate so that they will gain profit or an advantage	3.06	3.00	2.40	3.20	2.98	0.669	0.575
In order to get ahead, people pretend to care more about one another than they really do	3.25	3.30	2.40	3.20	3.20	0.969	0.414
I tend to be on my guard with people who are more friendly than I had expected	3.13	3.20	3.00	3.00	3.14	0.071	0.975
I find that most people disguise their true motives for doing something	3.13	2.67	3.00	3.20	2.88	0.708	0.552
Cognitive cynicism							
I believe that my company says one thing and does another	3.31	3.40	2.20	3.40	3.27	1.814	0.156
When I think about my company, I feel a sense of anxiety	2.81	3.67	2.00	2.80	3.20	3.584	0.020
My company expects one thing of its employees, but rewards another	3.31	3.87	2.20	3.20	3.50	3.226	0.030
When I think about my company, I experience aggravation	2.88	3.50	2.20	2.80	3.14	2.200	0.099
Affective cynicism							
We look at each other in a meaningful way with my colleagues when my institution and its employees are mentioned	3.38	3.53	3.40	3.60	3.48	0.103	0.958
When I think about my company, I experience tension	3.06	3.60	2.40	2.60	3.25	1.866	0.147
When I think about my company, I get angry	3.25	3.57	2.40	2.20	3.25	2.553	0.065
I criticize the practices and policies of my company to people outside the hospital	3.31	3.80	3.00	3.40	3.55	0.817	0.491
Behavioral cynicism							
In my company I see very little resemblance between the events that are going to be done and the events which are done	3.19	3.60	2.60	3.00	3.34	1.324	0.277
My company's policies, goals, and practices seem to have little in common	3.63	3.67	3.00	3.60	3.59	0.512	0.676
I talk with others about how work is being carried out in the company	4.25	3.97	3.60	4.40	4.05	1.012	0.395
If an application was said to be done in my company, I'd be more skeptical whether it would happen or not	3.56	3.53	2.80	4.40	3.55	2.013	0.123

being carried out in the company") had the highest mean score overall (4.05), while the lowest mean score was number 1 ("I often wonder what hidden reason another person may have for doing something nice for me") scoring (2.61). The top discriminant factor is seen to be number 4 ("I tend to be on my guard with people who are more friendly than I had expected") with discrimination coefficient of (0.97). The most variable results were found for item number 7 ("When I think about my company, I feel a sense of anxiety") with the discriminant factor of (0.02). It can be seen that the mean scores of item number 7 differ significantly among the examined determinant (specific license). On average resident doctors psychiatrists scored (3.67) points compared to (2.00) points scored by resident doctors child and adolescents psychiatrists. This is the most statistically significant variable among the groups.

Sociodemographic results

The sociodemographic results are presented in Table 4. It is seen that most of the respondents were of female gender (76.8%), it was resident doctor psychiatrists that responded the most to the questionnaire (53.6%), and in Group A the response rate was higher than in Group B, with (71.4%) and (28.6%) respectively.

Mean questionnaire scores were calculated and show that the highest level of organizational cynicism can be associated with a specific place of education – Group A (3.43) and the female gender (3.37). Specialty wise, resident doctors psychiatrists scored the most

Table 4. **Sociodemographic characteristics of respondents**

Characteristics		Prevalence	Percentage	Mean score	Mean score deviation
City	Group A	40	71.4	3.43	0.95
	Group B	16	28.6	2.85	0.94
License	Adult psychiatrist	16	28.6	3.24	0.93
	Adult resident doctor	30	53.6	3.44	0.93
	Child psychiatrist	5	8.9	2.67	1.06
	Child resident doctor	5	8.9	3.22	1.05
Gender	Female	43	76.8	3.37	0.96
	Male	13	23.2	3.10	0.91

Table 5. **Level of organizational cynicism**

License	Cynicism mean scores				Mean score deviation
	City		Gender		
	Group A	Group B	Female	Male	
Adult psychiatrist	3.46	2.29	3.38	3.11	0.93
Adult resident doctor	3.58	3.04	3.51	3.18	0.93
Child psychiatrist	2.53	2.88	2.72	2.47	1.06
Child resident doctor	3.22	-	3.22	-	1.05

(3.44) and child and adolescents psychiatrists the least (2.67) on average. The mean score deviation varied from (0.91) to (1.06). Table 5 shows that resident doctors psychiatrists' mean scores were highest in Group A (3.58) (Q2).

Discussion

Until now, there has been no prior assessment of organizational cynicism among healthcare personnel in Lithuania. Specifically, no research has been conducted on the subject within our group of interest, namely, early career psychiatrists. While a few studies have explored organizational cynicism among hospital personnel in foreign settings, none have focused on assessing our specific group of interest.

A similar study to ours has been conducted in the United States by R. L. Volpe et al. (2014). They assessed organizational cynicism among physicians and nurses using a similar 5 point Likert-type 5 scale consisting of 7 items about organizational cynicism. In the described study, nurses' mean scores averaged around (2.70) points with standard deviation of (0.65) on average. Physicians scored (2.55) points with standard deviation of (0.76) on average (Volpe et al., 2014).

Another similar study was conducted by R. Tuna, F. E. Bacaksız and A. K. H. Seren (2018) in Turkey in 2018. In this study, the impact of organizational identification and organizational cynicism on nurses' performance was investigated. The findings revealed a positive association between organizational identification and employee performance, while a negative correlation was observed between organizational cynicism and performance. The combined influence of identification and cynicism accounted for 42% of the variance in employee performance. The study used a similar 5 point Likert-type 5 scale translated and adapted to Turkish from J. W. Dean et al. (1998). The mean results of the organizational cynicism scale were (2.76) points and standard deviation was (0.99).

When contrasting our findings with the aforementioned studies, it becomes apparent that our group of interest exhibited scores approximately one standard deviation higher than those reported in the other studies. This notable difference strongly suggests a significant prevalence of organizational cynicism among early career psychiatrists.

Early career psychiatrists frequently encounter a demanding and dynamic work environment. Consequently, healthcare organizations recognize the utmost significance of preserving and enhancing the quality of specialists' work and their level of engagement. Hospital supervisors are encouraged to foster an atmosphere of increased admiration, respect, and trust among their subordinates. By promoting a shared sense of purpose and collective interest within the organization, supervisors can effectively assist their team members in achieving their common objectives (Avolio, Bass, Jung, 1999). Significantly, prior research has validated the effective teachability of transformation of leadership that can consequently lower the rates of organizational cynicism (Brown, May, 2012). Hospital managers should assume a proactive and essential role in curbing cynicism within their organizations. To achieve this, administrators should adopt an open-door policy, encouraging employees to

voice their opinions and concerns without fear of reprisal. By gaining deeper insights into the root causes of cynicism, managers can effectively address specific issues that tend to provoke these undesirable behaviors. Conducting regular one-on-one conversations with employees on a weekly basis can provide an ideal platform for such discussions to occur (Nafei, Kaifi, 2013).

Although our current study has produced valuable insights, it has several limitations. One area of improvement lies in the translation and adaptation of the questionnaire into the Lithuanian language, which could potentially yield more comparable and consistent results. Furthermore, there is a need for further research specifically targeting the most influential factors contributing to cynicism, such as the place of studies and the type of current license among early career psychiatrists.

To gain a deeper understanding, it would be highly advantageous to replicate this study approximately four years later, as specialists may have changed their workplaces during that time. By doing so, we can ascertain the changes in organizational cynicism within the same group of interest and identify and control for factors that have the most significant impact on the variation of organizational cynicism among early career psychiatrists. Moreover, unlike in the study conducted by N. Jovanović et al. (2016), in Lithuania, cynicism is more characteristic of women rather than men. Therefore, further research, which would also employ mixed methods, would be needed to better understand the organizational cynicism of early career psychiatrists and its causes.

Conclusions

In this study, two questions were asked, the answers to which allow a better understanding of the prevalence of organizational cynicism among early career psychiatrists in Lithuania and can explain the tendencies of cynical attitudes manifested in the organizational context. *First*, although no significant differences were found between the dimensions of organizational cynicism, the prevalence of the phenomenon itself indicates that a significant proportion of early career psychiatrists have similarly unfavorable reactions to existing working conditions, leading to the development of a negative relationship with the organization. This not only increases the risk of professional errors, reduces engagement in work, but also affects perceptions of the attractiveness of the psychiatric profession itself. *Second*, judging by the research results, resident doctors (both adult and child psychiatrists) are in the most unfavorable situation. In addition, the situation in the medical institutions associated with training psychiatrists in Lithuania differs considerably. This suggests that there are structural or managerial problems and that there may be specific cultures, which influence both the working environment and the attitudes of the psychiatrists themselves towards the organization. All this promotes more detailed research that examines the hidden curriculum related to different centers, offers valuable insights for understanding organizational cynicism among early career psychiatrists and may help in development of targeted interventions to address workplace attitudes.

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ORGANIZACINIO CINIZMO PAPLITIMAS TARP ANKSTYVOSIOS KARJEROS PSICHIATRŲ LIETUVOJE: ŽVALGOMASIS TYRIMAS

S a n t r a u k a

Organizacinis cinizmas pasireiškia kaip negatyvus darbuotojų požiūris į savo darbo vietą arba organizaciją, kuriai jie priklauso. Ciniškas požiūris gali susiformuoti, kai darbuotojai pasigenda teisingumo, skaidrumo, nepasitvirtina su organizacija siejami lūkesčiai arba suvokiama, kad deklaruojamos organizacijos vertybės nesutampa su praktika. Kadangi organizacinis cinizmas yra susijęs su mažesniu pasitenkinimu darbu, medicinos darbuotojų, ypač psichiatrų, trūkumu, reikalingi išsamūs šio reiškinio tyrimai. Todėl šio žvalgomojo tyrimo tikslas – nustatyti organizacinio cinizmo paplitimą tarp ankstyvosios karjeros psichiatrų Lietuvoje. Siekiant šio tikslo keliami du tyrimo klausimai: 1) koks yra organizacinio cinizmo paplitimas tarp ankstyvosios karjeros psichiatrų Lietuvoje ir 2) kaip organizacinis cinizmas skiriasi pagal šių specialistų sociodemografines charakteristikas?

Klausimyną sudaro dvi dalys. Pirmoji dalis skirta sociodemografinėms respondentų charakteristikoms nustatyti, o antroji – dispoziciniam, kognityviniam, afektiniam ir elgesio cinizmui identifikuoti. Ankstyvosios karjeros psichiatrai – tai šiuo metu studijuojantieji suaugusiųjų psichiatrijos arba vaikų ir paauglių psichiatrijos rezidentūroje arba gydytojai psichiatrai, kurie studijas baigė ne daugiau kaip prieš 7 metus. Iš viso Lietuvoje yra apie 220 ankstyvosios karjeros psichiatro kriterijų atitinkančių specialistų. Apklausa buvo vykdoma uždarose socialinių tinklų grupėse, tokiose kaip „Jaunųjų psichiatrų asociacija“ (Lietuva), „Lietuvos psichiatrų asociacija“ (Lietuva). Jaunųjų psichiatrų asociacija vienija studentus, gydytojus rezidentus ir jaunuosius gydytojus psichiatrus, dirbančius Lietuvos psichikos sveikatos priežiūros sektoriuje. Lietuvos psichiatrų asociacija yra didžiausia psichiatrijos specialistus vienijanti organizacija Lietuvoje. Į kvietimą dalyvauti tyrime atsiliepė ir anketas apklausoms skirtoje platformoje užpildė 56 ankstyvosios karjeros psichiatrai, t. y. maždaug ketvirtadalis.

Dauguma tyrimo dalyvių buvo moterys (76,8 proc.), o daugiau kaip pusė visų respondentų – gydytojai rezidentai (53,6 proc.). Nustatyta, kad organizacinio cinizmo laipsnis ženkliai skyrėsi pagal respondentų studijų vietą: viena grupė pasižymėjo aukštesniu (3,43) balo vidurkiu, palyginti su kitos grupės respondentų (2,85) balo vidurkiu. Lyginant pagal specializaciją, didžiausias organizacinio cinizmo balų vidurkis buvo suaugusiųjų psichiatrijos gydytojų rezidentų grupėje (3,44), o mažiausias – vaikų ir paauglių psichiatrų grupėje (2,67). Moterų grupėje organizacinio cinizmo vidurkis buvo šiek tiek aukštesnis nei vyrų (atitinkamai 3,37 ir 3,10).

Nors reikšmingų skirtumų tarp organizacinio cinizmo dimensijų nenustatyta, paties reiškinio paplitimas rodo, kad ženkli dalis ankstyvosios karjeros psichiatrų panašiai nepalankiai reaguoja į egzistuojančias darbo sąlygas, dėl kurių vystosi neigiamas santykis su organizacija. Tai didina ne tik profesinių klaidų riziką, mažina įsitraukimą į darbą, bet ir turi įtakos pačios psichiatro profesijos patrauklumo vertinimui. Be to, sprendžiant iš tyrimo rezultatų, nepalankiausia yra psichiatrijos gydytojų rezidentų situacija, o organizacinio cinizmo rodikliai skiriasi pagal tai, kurioje medicinos įstaigoje respondentai studijavo. Tai signalizuoja apie galimus struktūrinius, vadovavimo arba kultūros skirtumus, kuriuos būtina nagrinėti tolesniuose tyrimuose.