令和7年度 厚生労働科学研究費
長時間労働の医師への健康確保措置に関するマニュアル改訂のための研究
分担研究報告書

Burnout Assessment Tool（BAT）を用いた研究の動向

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研究要旨:

新しいバーンアウトの測定尺度として開発された Burnout Assessment Tool（BAT）の使用状況を明らかにするために、BAT を用いた研究の動向を確認した。2019 年 1 月 1 日から 2026 年 4 月 30 日に、Pubmed および Web of science に掲載された論文および BAT の原著者である Wilmar Scheufeli 氏による BAT に関する情報をまとめたサイトを参考にし、BAT を使用した論文をカテゴリー別にまとめた。BAT は 32 か国語に翻訳され、各国語版の信頼性・妥当性が検証されている。開発された尺度を使用した論文は、日本および海外でこれまでに 174 本出版されている。特に、2022 年以降は毎年 20－30 本程度見られ、医師や医師以外の医療者を対象とした論文も継続的に執筆されている。これらから、BAT はバーンアウトを測定する尺度として一定数の使用例が認められた。

A. 研究目的

これまでバーンアウトの測定には、Maslach Burnout Inventory をはじめ、複数の尺度が用いられてきたが、構成概念や心理測定上での限界，また実用面（診断）での課題が指摘されてきた。これらの課題を克服するために 2019 年に Burnout Assessment Tool（BAT）が開発された。BAT はバーンアウトの中核症状である疲弊感、精神的距離、認知コントロールの不調、情動コントロールの不調、という 4 つの下位概念を 23 項目で、また二次症状である心理的苦痛および心身の不調を 10 項目で測定する尺度である。本研究は、BAT を用いた研究の動向を確認し、当該尺度のバーンアウト研究における使用状況を把握することを目的とした。

B. 研究方法

2019 年 1 月 1 日から 2026 年 4 月 30 日までに出版された論文を検索した。検索に用いたデータベースは、Pubmed および Web of science である。検索語は Burnout Assessment Tool および BAT とし、抽出された各論文の抄録および本文から、バーンアウトの測定尺度として BAT が用いら

れているかを確認した。この他、BAT の原著者 Wilmar Shaufeli らによる、BAT に関する情報をまとめたサイト https://burnoutassessmenttool.be/start_eng/に記載されている論文リストも参照した。

検索された論文は以下のカテゴリーに分別した。

1. BAT のコンセプトに関する論文
2. BAT（オリジナル版）の妥当性・信頼性の検証
3. 短縮版（12 項目）尺度
4. 超短縮版（4 項目）尺度
5. カットオフ値の検討
6. 測定不変性の検討
7. BAT 各国語版の開発
8. BAT を使用した研究論文（医師、医師以外の医療者、医療者以外を対象とした論文別に記載）
9. その他の論文

C. 研究結果

1. BAT のコンセプトに関する論文

Schaufeli, W. B, De Witte, H. (2023). A fresh look at burnout: The Burnout Assessment Tool (BAT). In: Krägeloh, C.U., Alyami, M., Medvedev, O.N. (Eds.) International Handbook of Behavioral Health Assessment. Springer, Cham (Switzerland). https://doi.org/10.1007/978-3-030-89738-3_54-1.

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Schaufeli, W., Desart, S. & De Witte, H. (2020). The Burnout Assessment Tool (BAT) – development, validity and reliability. International Journal of Environmental Research and Public Health, 17(24), 9495;https://doi.org/10.3390/ijerph17249495.

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De Beer, L. T., Schaufeli, W. B., & Bakker, A. B. (2022). Investigating the validity of the short form Burnout Assessment Tool: A job demands-resources approach. African Journal of Psychological Assessment, 4, 1–9.https:¥doi.org¥10.4102¥ajopa.v4i0.95.

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version of the Burnout Assessment Tool (BAT4)-development, validation, and measurement invariance across countries, age and gender. PloS One, 19(2), e0297843. https://doi.org/10.1371/journal.pone.0297843.

5. カットオフ値の検討

Schaufeli, W.B, De Witte, H., Hakanen, J. J, Kaltiainen, J., & Kok, R. (2023). How to assess severe burnout? Cutoff points for the Burnout Assessment Tool (BAT) based on three European samples. Scandinavian Journal of Work Environment and Health, 49, 293–302. https://doi.org/10.5271/sjweh.4093.

6. 測定不変性の検討

Brassey, J., De Beer, L. T., Merkand, R., Herbig, B. A., Schaufeli, W. B., De Witte, H., & Rubenstein, K. (2026). Measurement invariance of BAT-12 across 29 countries. *Scientific Reports*. https://doi.org/10.1038/s41598-026-50601-3

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7. BAT 各国語版

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Tomas, J., Maslić Seršić, D. M., Mikac, U., Rebernjak, B., Buško, V. & De Witte, H. (2023). Validation of the Croatian version of the short form of the Burnout Assessment Tool: Findings from a nationally representative sample. International Journal of Selection and Assessment, 1–14, https://doi.org/10.1111/ijsa.12447

Equador

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Italy

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Iran

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Lithuania

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Norway

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Poland

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Romania

Oprea, B., Iliescu, D. & De Witte, H. (2021). Romanian short version of the Burnout Assessment Tool: Psychometric properties. Evaluation & the Health Professions https://doi.org/10.1177/01632787211048924.

Serbia

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Thailand

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Turkey

Koçak, Ö., Gençay, O., & Schaufeli, W. (2022). BAT-TR: Tükenmişlik Ölçme Aracı'nın (BAT) Türkçeye Uyarlanması. [BAT-TR: Turkish Adaptation of Burnout Assessment Tool (BAT) In Turkish].Psikoloji Çalışmaları / Studies in Psychology, 42(3), 509–549. https://doi.org/10.26650/sp2020-799817.

8. BAT を使用した研究論文

BAT を使用した論文は、2019 年から 2026 年までに 174 本見られ、2022 年

以降は毎年 20〜30 本程度、継続して執筆されている。

2026（1/1-4/30）

医師（医師/レジデント/医学生）

Omar, Y. M., Wael, M., Omar, L. M., Elsaid, N. A., El Imam, N. A., Ismael, R., Abdelmageed, A., & El Gilany, A. H. (2026). Self-compassion and burnout among medical students in Egypt. BMC Psychology, 14(1), 621. https://doi.org/10.1186/s40359-026-04550-1

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2025

医師（医師 /レジデント /医学生）

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2021

医師（医師 / レジデント / 医学生）

医師以外の医療者

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2020

医師（医師 / レジデント / 医学生）
医師以外の医療者

該当なし

医療者以外

Otto, M. C. B., Van Ruysserveldt, J., Hoefsmit, N., & Van Dam, K. (2020). Development of a proactive burnout prevention inventory. International Journal of Environmental Research and Public Health, 17, 1711. https://doi.org/10.3390/ijerph17051711

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2019

医師（医師 / レジデント / 医学生）
医師以外の医療者

該当なし

医療者以外

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9. その他の論文

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BAT 学生版

バーンアウトは、労働者に見られる症状とされてきたが、学習によるバーンアウトも存在することから、これを測定するための学生版も開発、使用されている。

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D. 考察

本研究は、BAT を用いた研究の動向を確認し、当該尺度のバーンアウト研究における使用状況を把握することを目的とした。2019 年にオリジナル版が開発されて以来、BAT は 32 言語に翻訳されており、各国語版で信頼性・妥当性が検証されている。また、異なる言語でも BAT は不変的に使用できるか（測定不変性）の検討もなされていることが明らかになった。BAT の利便性向上を目的とした短縮版（12 項目）および超短縮版（4 項目）も開発されている。BAT を使用した論文数は、2026 年 4 月までに 174 本見られる。医師や医師以外の医療者を対象とした論文も安定的に執筆されており、日本人を対象とした論文も発表されている。現在日本語の短縮版も開発中であり、多忙な医療現場における BAT のさらなる活用が期待される。

E. 結論

本研究により、バーンアウトを測定する新たな尺度である Burnout Assessment Tool（BAT)が、日本および海外で一定数の使用例が認められた。

表 1　BAT を使用した研究論文数の推移 2019—2026）

年度	医師	医師以外の医療者	医療者以外	合計
2026（1－4 月）	3	7	11	28
2025	6	16	16	38
2024	5	4	20	29
2023	3	13	17	33
2022	2	10	18	30
2021	0	1	11	12
2020	0	0	2	2
2019	0	0	2	2
全期間合計	19	51	97	174