# A PLS-Based Research Analysis of Psychosocial Distress and Risk Factors Among Resident Physicians: A Case Study in a Moroccan University Hospital*

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## Abstract

Work, while it can be a source of personal and professional fulfillment, also represents a powerful driver of stress and psychological suffering—particularly in high-pressure environments such as those experienced by resident physicians. Faced with the strain of extended on-call duties, the emotional burden of patient care, and institutional demands, these professionals in training are particularly vulnerable to psychological distress.

Despite this, few quantitative studies have been conducted in Morocco to simultaneously assess the impact of professional demands (workload, responsibility, unpredictability) and psychosocial resources (supervisory support, development opportunities) on the mental health of resident physicians. To address this gap, we conducted a survey among 50 resident physicians at a Moroccan university hospital. Participants completed a structured questionnaire incorporating validated scales derived from robust theoretical models.

Data were analyzed using the PLS-SEM method, which is well suited for small sample sizes and complex theoretical constructs. The findings reveal that lack of supervisory support and insufficient opportunities for skill development are the strongest predictors of psychological distress among residents. These results underscore the urgent need to implement mentoring systems, feedback mechanisms, and continuous training programs to safeguard the mental health of future physicians.

**Keywords:** Psychological Distress; Resident Physicians; PLS Approach; Psychosocial factors.