

Designing and testing a model of some consequences of job burnout

Belghis Beit Mashal*
Nasrin Arshadi**
Alireza Heidari***
Parviz Asgari****

Introduction

Job burnout has adverse effects on employees' work motivation and job performance. For that reason, the aim of this study was designing and testing a model of some consequences (general health, life satisfaction, work motivation, turnover intention, and job performance) of job burnout.

Method

The research method is descriptive-correlational type. The statistical population of the study included all employees of Karun Oil and Gas Company in 2018. From this population, 303 employees were selected by simple random sampling method. Evaluation of the proposed model was done by structural equation modeling (SEM), using AMOS-22 and SPSS-22 softwares. Bootstrap method was also used for testing the indirect relationships. In this study, Maslach's Job Burnout (1982), Goldberg and Hiller's General Health (1979), Diener's et al. Life Satisfaction (1985), Wright's Work Motivation (2004), Coman's et al. Turnover Intention (1979), and Paterson's Job Performance (1922) questionnaires were used for data

* Ph.D. Student, Department of Psychology, Ahvaz branch, Islamic Azad University, Ahvaz, Iran.

** Professor, Department of Psychology, Shahid Chamran University of Ahvaz, Ahvaz, Iran.
Corresponding Author: Narshadi@scu.ac.ir

*** Associate Professor, Department of Psychology, Ahvaz branch, Islamic Azad University, Ahvaz, Iran.

**** Associate Professor, Department of Psychology, Ahvaz branch, Islamic Azad University, Ahvaz, Iran.

collection. In the present research, the reliability of emotional exhaustion, general health, life satisfaction, work motivation, turnover intention, and job performance questionnaires, by Cronbach's alpha coefficients were 0.83, 0.73, 0.85, 0.63, 0.88, and 0.96, respectively.

Results

The results showed that the paths from job burnout to general health, life satisfaction, work motivation, turnover intention, job performance, from general health to job performance, from life satisfaction to job performance, from work motivation to job performance, from turnover intention to job performance were statistically significant. The results also confirmed the indirect effects of job burnout through general health, life satisfaction, work motivation and turnover intention on job performance.

Conclusion

Based on the results, the managers are recommended to pay attention to consequences of employees' job burnout. Furthermore, regarding the direct positive effect of public health on job performance, it is suggested that organizations incorporate public health surveys into their programs as well as designing programs to measure and enhance the general health of employees.

Keywords: job burnout, general health, life satisfaction, work motivation, turnover intention, job performance

Author Contributions: The contribution of the authors to the present study has been approximately the same.

Acknowledgments: We would like to thank all the participants in this study. The present article is taken from the doctoral dissertation approved by the Islamic Azad University of Ahvaz Branch and has the code of the Ethics Committee of IR.IAU.AHVAZ.REC.1398.009 from the Ethics Committee of the Islamic Azad University of Ahvaz Branch.

Conflicts of Interest: The author declare there is no conflict of interest in this article.

Funding: This article was done at the authors' own expense.
