

The Role of the Dimensions of Psychological Burnout and Its Relationship to Natural Variables Among Faculty Members

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Abstract

This research aims to form psychological combustion among some teachers by measuring the dimensions and determining the level of combustion. It also aims at the combustion phenomenon and determining the hypotheses related to the sample's characteristics according to its circumstances. Teaching member and it was found that there is a statistical significance Testing the significance of the fit quality of the regression method : For testing the significance of quality fit of the model as a whole, and (F-test) is used, since F. test value is (1779.82) which is significant at less than (0.01), indicating the quality effect of the regression model on the job burnout.

Keywords: Psychological Burnout; Faculty Members; Central Tendency; Arithmetic.

Introduction

Many researchers and writers in our time consider that the pressures experienced by workers, whether in the education sector or the private sector, are a problem that many suffer from due to the wrong policy adopted in all governmental and private institutions, in addition to that in the ideas, trends, genetic factors and environmental influences surrounding it play [1]. An important role in creating crises, which reflects negatively on work and the surrounding ambiguity, conflict and burden, and the individual must multiply his behavioural patterns that are described as emotion-depleting and which have psychological and psychological effects, which began in the early seventies by Freud Naberger, who responded to the pressures of working in the institution.

The Research Problem

The research problem is crystallized in two aspects, the academic aspect and the practical aspect, as follows:

- The psychological and mental frustration state that many of the faculty assistants have at work.
- Do the dimensions of job burnout affect job burnout outcomes? What kind of effect is this?

Study Objectives

This study seeks to achieve the following objectives:

Defining the direct impact of the job burnout dimensions on the job burnout outcomes.

Study Hypotheses

There is no significant effect of the job burnout dimensions on the job burnout outcomes.

The Study Significance

This study's practical significance is derived from the contribution of its results to increasing the awareness of those responsible for the university administration of each of the causes and consequences of job burnout and how to eliminate it.

Study Method

For forming the theoretical framework of the study, the researcher has depended upon specialized scientific periodicals, magazines, and previous studies that deal with job burnout, the factors leading to it and the consequences, and Arabic and foreign books that deal with the study topic.

The Theoretical Framework

- The dimensions of job burnout

Occupational combustion outcomes

- Job Satisfaction
- The intention to leave work

Dimensions of Job Burnout

The theory of [2] is considered the most often used theory in job burnout studies. Due to this theory, job burnout occurs due to exposure to chronic stress for a period and a long course of action. This theory consists of three dimensions: emotional stress, personality decay, and the feeling of personal achievement decline [3].

Emotional Stress

Emotional stress is the fundamental and main dimension of job burnout. When individuals who suffer from job burnout describe themselves, they always refer to stress and emotional exhaustion. It is the dimension primarily related to work stress and includes feelings of emotional and physical exhaustion and feeling of low energy, and the inability to fulfil the job well [3].

Emotional Stress

Emotional stress is one of the most important examined dimensions of occupational burnout. Some research, such as the study, has clarified the other two dimensions' insignificance compared to emotional exhaustion [4]. The study of Maslach et al., [2] has demonstrated that the concept of emotional exhaustion does not reflect the depth and the complexity that job burnout is characterized by Paul [1].

The study of [5] found out that female faculty staff suffer from higher levels of emotional exhaustion than males.

The study of Bilge [6] shows that assistant researchers experience lower emotional exhaustion levels than university professors.

The Relationship between Emotional Stress and the Role of Conflict

The study of Schwab and Iwanicki [7] demonstrates that role conflict is positively associated with emotional stress. It also explains that the most important aspect of job burnout associated with role conflict is emotional exhaustion.

The Relationship Between Emotional exhaustion and Role Ambiguity

The study of Schwab and Iwanicki [7] have concluded that role ambiguity is positively related to emotional stress; the higher the level of role ambiguity, the higher is the level of emotional exhaustion experienced by the individual.

The Relationship between Emotional Exhaustion and Job Satisfaction:

The study of Koustelios and Tsigilis [8] indicates that job satisfaction is inversely related to emotional exhaustion. The more emotional and individual feels, the lower the job satisfaction he feels toward his job.

The Organizational Variables

Maslach et al., [2] explain that some work environment factors contribute to job burnout. These factors include interaction with clients and ways to deal with their crises, in addition to the increased work pressure, role ambiguity, lack of independence at work and inability of control, tense relationships between employee and manager, and the ineffective management practices [3].

In this part, the researcher focuses on some organizational variables that are dealt with and explained in previous studies, exposing the strong influence of these variables on the dimensions of job burnout and their relevance to the nature of the study population, namely: the role conflict, the role ambiguity, participation in decision-making, the reward system, and their relationships with the dimensions of job burnout.

The Results of Job Burnout

The importance of studying job burnout for the individual and the organization appears evident in the consequences that affect them both; since the high levels of job burnout suffered by the employee leads to a decrease in the level of job satisfaction, high rates of leaving work, absence from work, and the individual's tendency to early retirement, also leading to the reduction of employees' performance levels and non-fulfilment of their roles effectively and efficiently [9].

Job Satisfaction

Job satisfaction is one of the most studied organizational concepts by researchers, and it has been linked to many organizational variables. There are many approaches to which job satisfaction is defined. Job satisfaction is defined as an individual's feeling towards his job as a whole and towards the job elements separately. Job satisfaction is also defined as the extent to which an individual likes or dislikes his job [10]

The study of both [8] indicates that job satisfaction is negatively related to job burnout. It also shows that internal satisfaction is strongly associated with job burnout, while external satisfaction is weakly related to job burnout.

Intention to leave work

Most of the organization and human resources management literature has relied on defining the intention to leave work on a model [11]. According to Mobley, we can define leaving a job as a decision-made to quit. This decision consists of a sequential series consisting of several stages: job evaluation, suffering from job dissatisfaction, thinking about leaving the job, evaluation of the decision to leave work and the rate of its benefit, the intention to search for job alternatives, evaluating these alternatives, comparing alternatives to the current job, the intention to leave work, and finally, deciding to leave work [12].

The intention to leave work is defined as the individual's desire to leave the organization where a person works and works elsewhere. It also indicates the employee's intention to search for a new job [11, 13].

The intention to leave work is viewed as a cognitive state characterized by the individual's sense of contemplation, desire and planning to leave work [11]. Many reasons magnify studying the intention to leave work rather than leaving work; since the intention to leave work is one of the variables that can be measured and determined with a high accuracy level. It is also difficult in many cases to reach people who have left work at the organization. The organization can retain employees who have the intention to leave work by changing the work environment and improve the work conditions quoted from [14].

The Study Results

Statistical Approaches

Through the Alpha Cronbach's scale, the Reliability Scale is a reliability scale of questions and phrases of the survey list. Internal Consistency has also been calculated by calculating the coefficient correlation of each statement of the dimension with the full score of the dimension for identifying the extent of reliability in the responses of the research sample on the survey list questions. The extent to which their results can be generalized to the study population, then he has studied frequency distribution of the survey's list items, describing the variables in terms of central tendency and dispersion, and ending up with testing the relationships between variables to test hypotheses then finally reaching the research results as follows:

- Through the Alpha Cronbach's scale, the Reliability Scale is a reliability scale of questions and phrases of the survey list. Internal Consistency has also been calculated by calculating the coefficient correlation of each statement of the dimension with the full score of the dimension, for identifying the extent of reliability in the responses of the research sample on the survey list questions, and the extent to which their results can be generalized to the study population.

- Frequencies and percentages: This method shows the number of responses of the research sample to the survey list questions and each response's relative weights.
- Weighted average and standard deviation: To describe the study variables in terms of central tendency and dispersion, with increased clarification using Charts.
- Person Linear Correlation Coefficient: through this relationship, the degree, direction and significance of the simple correlations will be determined. The Pearson linear correlation coefficient has the following characteristics:
 - Its value ranges between -1 and 1, meaning that the Pearson correlation coefficient $1 \geq R \geq -1$.
 - The sign of the coefficient correlation indicates the direction of the relationship, and if the sign is positive, this indicates a positive relationship.
 - If the sign is negative, this indicates that the relationship is the opposite.
 - The absolute value of the correlation coefficient indicates the strength of the relationship, so the closer you are to the one, the relationship is strong, while the closer you are to zero, the relationship is weak.
 - The significance of the correlation coefficient tests the null hypothesis that the correlation coefficient = zero against the alternative hypothesis that the correlation coefficient differs significantly from zero. The significance of the Coefficient is judged based on the level of significance calculated from the program Sig. Suppose the significance level is less than 0.05. In that case, this indicates that the correlation is significant, but if it is greater than or equal to 0.05, this indicates that the correlation is not significant.
- Simple Regression Analysis: This is to test the study hypotheses by designing a model that shows the relationship between the dependent and independent variables for each hypothesis of the study.
- Multiple Linear Regression Analysis: Building up a model that clarifies most influencing independent variables on the dependent variables.

The scale's coding has gone through multiple procedures for checking its validity and quality, using the validity and reliability coefficient. The validity of the scale has been approved due to two approaches:

Logical validity

The scale has been exposed to a sample of the respondents inside the studied company to investigate their opinions about the used scale and make other modifications to check its logical valid then make the modifications and set it in its final form to direct later to the investigated persons. The instructions of the scale have been set in the appendix, which exposes the investigation list.

Statistical Validity

The scale has been applied in its initial form on a pilot study sample consisting of (100) items selected from the employees of the companies under study to test the validity of the scale used in the study. Alpha Cronbach Coefficient has been used to measure the reliability and validity coefficient level, representing (the square root of the reliability coefficient) on all variables level involved in dimensions of "the relationship between dimensions of organizational variables and job burnout". The following table explains:

- It is indicated that the reliability coefficient of the full dimensions of "the relationship between dimensions of organizational variables and job burnout" has reached (0.854), denoting the high reliability which effect is reflected on auto-validity that reached (0.924) due to responses of the study sample.
- The coefficients' values of "reliability" of organizational variables ranged between (0.731 & 0.886), which is greater than (0.7), i.e. the ability to rely on these measurements.
- The coefficients' values of "validity" of organizational variables ranged between (0.941 & 0.854), which is greater than (0.7), i.e. the ability to rely on these measurements.
- The coefficients' values of "reliability" of the job burnout variables ranged between (0.945 & 0.864), which is greater than (0.7), i.e. the ability to rely on these measurements.
- The coefficients' values of "validity" of the job burnout variables ranged between (0.976 & 0.929), which is greater than (0.7), i.e. the ability to rely on these measurements.

Table 1. Relative significance and arithmetic averages of the first dimension, "the intention to leave work."

Element	Weighted average	Standard deviation	Covariance coefficient	Order of relative significance %	Order of significance
I don't have the intention to stay at work in future.	3.16	1.315	41.61	63.2	3
Deciding to leave or stay at work is something that preoccupies me now.	3.06	1.406	45.94	61.2	4
If I receive a better job offer, I will think about it seriously.	3.34	1.451	43.45	66.8	2
I plan to leave my job soon.	3.44	1.459	42.42	68.8	1
The Intention to Leave Work	3.71	1.000	26.96	74.2	-

The first dimension: "The Intention to Leave Work."

The previous table 1 shows that the total general average of the dimension of "the intention to leave work" reached (3.71) and a standard deviation (1.000), indicating that the sample items' attitudes towards "the intention to leave work" dimension are positive. The most effective elements in this dimension are:

- I plan to leave my job soon.
- If I receive a better job offer, I will think about it seriously.
- I don't have the intention to stay in work in future, with arithmetic averages (3.44), (3.34), (3.16) and (3.06), respectively, due to the responses of the study sample.

Measuring the relationship between dimensions of organizational variables and job burnout using the correlation array for defining strength and the direction of correlations between organizational confidence and employees' job engagement, the coefficient correlations are used. The next table 2 clarifies this:

Table 2. The correlation array between trust dimensions, organizational variables and job burnout

Dimensions of Organizational Variables	Coefficient Correlation (r)	Significance Level	Result (significance)
Role conflict	0.991	**0.01	significant
Role ambiguity	0.990	**0.01	significant
Total: Organizational Variables	0.995	**0.01	significant

** *significant at less than (0.01) significance level.*

* *significant at less than (0.05) significance level.*

Regarding the previous correlation array, it is indicated that there is a statistically significant correlation between "total job burnout and organizational variables", as the coefficient correlation reached (0.995) with a significance level less than (0.01), denoting that the more the organizational factors, the more is the burnout. This correlation is more evident in the following:

- There is a statistically significant correlation between the dimension of the "role conflict" and "job burnout", since the coefficient correlation reached (0.991) with a significance level less than (0.01), indicating that the more increased is the role conflict, the more it is reflected on the job burnout.

- There is a statistically significant correlation between the dimension of the "role ambiguity" and "job burnout", since the coefficient correlation reached (0.419) with a significance level less than (0.01), indicating that the more increased is the role ambiguity, the more it is reflected on the job burnout.
- The Simple Regression Analysis of the impact of the organizational variables on job burnout.

The used statistical approach is "Simple Regression Analysis."

Table 3. The linear simple regression method for defining the significance of the impact of the total organizational variables and job burnout

Independent Variable	Parameters β_i	T. Test		F. Test		R ²
		Value	Sig. Level	Value	Sig. Level	
xed Part	0.081	1.601	**0.01	5084.02	**0.001	99.1%
rganizational Variables	0.913	71.302	**0.01			

** significant at less than (0.01) significance level.

*significant at less than (0.05) significance level.

The previous table 3 indicates a set of results as follows:

The Coefficient of determination (R²)

It is found that the full independent variable of organizational variables explains (99.1%) of the total change of the dependent variable (job burnout). Simultaneously, the remaining ratio refers to the random error in the equation or probably because of the non-inclusion of other independent variables that should be included in the model.

Testing the significance of the independent variable

By using the t. test, it is found that the independent variable (organization variables) has a significant impact on (job engagement) since the t. the test has reached (71.302) at (0.01) significance level.

Testing the significance of the dependent variable

For testing the significance of the model's quality fit as a whole, a F. Test is used, since F. test value is (5084.02), which is significant at (0.01), indicating the quality effect of the regression model on job burnout.

Table 4. The simple regression analysis method for defining the impact of the role conflict on the job burnout

Independent Variable	Parameters β_i	T. Test		F. Test		R ²
		Value	Sig. Level	Value	Sig. Level	
Fixed part	0.553	6.847	**0.01	2533.46	**0.001	98.1%
Organizational Variables	0.830	50.33	**0.01			

** significant at less than (0.01) significance level.

*significant at less than (0.05) significance level.

The previous table 4 indicates a set of results as follows:

The Coefficient of determination (R squared) (R²)

It is found that the independent variable of the role conflict explains (98.1%) of the total change of the dependent variable (job burnout). Simultaneously, the remaining ratio refers to the random error in the equation or probably because of the non-inclusion of other independent variables that should be included in the model.

Testing the significance of the independent variable

By using the t. test, it is found that the independent variable (role conflict) has a significant impact on (job burnout) since the T. Test has reached (50.33) at (0.01) significance level.

Testing the significance of the fit quality of the regression model

For testing the significance of quality fit of the model as a whole, and (F-test) is used since F. test value is (2533.46), which is significant at (0.01), indicating the quality effect of the regression model on the job burnout. The Simple Regression Analysis Method for Defining the Impact of The Role Conflict on the Job Burnout.

Table 5. The simple linear regression for defining the impact of the role ambiguity on the job Burnout

dependent Variable	Parameters β_i	T. Test	F. Test	R ²
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		Value	Sig. Level	Value	Sig. Level	
Fixed part	0.050	0.693	**0.01			
Role Ambiguity	0.925	48.46	**0.01	2365.35	**0.001	98.0%

** significant at less than (0.01) significance level.

*significant at less than (0.05) significance level.

The previous table 5 indicates a set of results as follows:

The Coefficient of determination (R squared) (R²)

It is found that the independent variable of the role conflict explains (98.0%) of the total change of the dependent variable (job burnout). Simultaneously, the remaining ratio refers to the random error in the equation or probably because of the non-inclusion of other independent variables that should be included in the model.

Testing the significance of the independent variable

By using the t. test, it is found that the independent variable (role conflict) has a significant impact on the (job burnout) since the T. Test value has reached (48.46) at less than (0.01) significance level.

Testing the significance of the fit quality of the regression method

For testing the significance of quality fit of the model as a whole, and (F-test) is used, since the F. test value is (2365.35), which is significant at less than (0.01), indicating the quality effect of the regression model on the job burnout. The Simple Regression Analysis Method for Defining the Impact of Participation in Decision-making on the Job Burnout

Table 6. The multiple linear hierarchical regression for predicting the most effective dimensions of organizational variables on the job burnout

Independent Variable	Parameters β_i	T. Test		F. Test		R ²
		Value	Sig. Level	Value	Sig. Level	
Fixed part	0.188	2.515	**0.01	1779.82	**0.01	99.1%
Role Conflict	0.435	6.690	**0.001			
Role Ambiguity	0.184	1.884	0.06			

** significant at less than (0.01) significance level.

* significant at less than (0.05) significance level.

The previous table 6 indicates a set of results as follows:

The Coefficient of determination (R squared) (R2)

It is found that the independent variable of the role conflict explains (99.1%) of the total change of the dependent variable (job burnout). Simultaneously, the remaining ratio refers to the random error in equation or probably because of the non-inclusion of other independent variables that should be included in the model or for the different nature of the linear model's regression method.

Testing the significance of the independent variable

By using the t. test, it is found that the independent variables (role conflict) has been the most effective on the (job burnout), as the T. Test values have reached (6.690) & (4.034), respectively, at less than (0.01) significance level.

Testing the significance of the fit quality of the regression method:

For testing the significance of quality fit of the model as a whole, and (F-test) is used, since the F. test value is (1779.82), which is significant at less than (0.01), indicating the quality effect of the regression model on the job burnout.

Research Results

- It is found that the independent variable (the role conflict) explains (98.1%) of the total change of the dependent variable (job burnout). Simultaneously, the remaining ratio refers to the random error in the equation or probably because of the non-inclusion of other independent variables that should be included in the model.
- There is a statistically significant correlation between role conflict and job burnout, denoting that the more increased the role conflict, the more it reflects burnout.
- The research shows that role ambiguity reflects negatively on job burnout.

Recommendations

- Establish a clear and specific job description for faculty members.
- Activating the system of rewards and incentives, both the material and moral.
- Providing an appropriate environment that assists in reducing stress and psychological pressure at work.

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