

Study on job Burn out rate on the Medical University among education and treatment units' employers – case study in Fasa City

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Abstract. Job Burn out is reduction of main adjustment to force and syndrome feature that includes emotional Burn out, personality metamorphosis, efficiency reduction, negative self-imagination, negative attitude toward job, lack of contact feeling to returnees that result to work downfall. This research has been done for studying on medical university, education and treatment unit employer's Burn out.

Statistic population of this research is for all of Fasa's medical university of education and treatment unit employees that includes men who were chosen 60 men and women randomly for determining sample volume and it was used Goldard job Burn out questionnaire for variation evaluations and gathered data were analyzed by descriptive and deduction statistic and SPSS software. It concluded that job Burn out rate among medical and educational staffs are the same and there is no significant differences. And also, job Burn out among women staffs in two sectors of education and treatment are the same. This research is seen in men staffs.

Keywords: job Burn out, employers, educational sector, medical sector.

1. Introduction

There are different neurotic and mental stresses in many organizations. One of the instant consequences of mental pressure is job Burn out that shows emotional Burn out, personality metamorphosis and progress motivation reduction (Hershen,1994)

Having negative and positive attitude towards oneself, job, organization and generally to life shows attitudinal Burn out and finally some people report low progress and improvement feelings.

In some recent decades, the world faced excellent changes that were beyond of past imaginations. These changes caused problems, thrilling, pressures, anxieties, honors and stresses (Esfarjani 1991).

According to behavioral science experts investigations, one of the major features of job Burn out is special leadership in organization that done by organization supervisor in this field. This research shows a staff who works with little consideration face with job Burn out in compare to whom works more friendly (Delvand ,2005).In some recent years, managers and psychologists organizations have liked job Burn out. Job Burn out is a kind of mental Burn out that referred to Fruid Burger job Burn out. Job Burn out is made of severe job stress that shows itself as emotional Burn out, personality metamorphosis, motivation and progress reduction.

2. Literature review

Job Burn out conception was expressed by Fraud for the first time in 1917 and introduced as worry and unhappiness that happens because of devoting his way of life and relation that didn't get result as his desire. In fact, job Burn out is from job stress, mental pressure and stress in our lives and seen more (Micklevitz,

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2001). In organizations, some aspects make stress that are job kind, contrast in job, role amazing, work pressure, lack of social support, organizational motivations and today there are more different mental pressures in organization. One of the instant consequences is job Burn outs.

Job Burn out is psychology process that happens in a severe job stress situation (Salehi, 2009). In a research that done in Gonabad medical science university on purpose of job Burn out rate and its relation to common mental health and using job Burn out questionnaire and GHQ-28 mental scale done by 74 male obstetricians and nurses and female employers in Gonabad medical university and relative unit that done by random level that result shows that 79.3% research units were in middle Burn out level and also 21.77% people were suspicious to psychopaths. Other findings showed that there is a significant and direct cohesive relation between job Burn out and GHQ-28 grades.

In studying the relation between self-esteem and job Burn out in the nurses of Mashad medical university's hospitals, the data were collected through demographic characteristics questionnaires, Kooper Smith self-esteem questionnaire, and Meslach Burn out one. The results represented that 60.1% research units had average self-esteem. In frequency of Burn out triplet dimensions, 53.4% mid to above frequency level reported lack of personal success. Cohesion test shows that there is a significant relation between self-esteem and frequency of personal metamorphosis.

Suzuki (2000) surveyed on manager's leading ways and educator's operation and also job pressures in Pennsylvania University over 240 educators and managers. The results showed that there is a significant relation between manager's lead and mental stresses and educators who are under managers' support, have lower mental pressure and high job operation.

Croom (2003) studied on agriculture educator's job burn out. Results showed that these educators have an average emotional Burn out and their personality metamorphosis that those have with the students, colleagues and others, is low and their lack of personal success is high. Sadeghi (2003), studying job burn out and its relation with public health in health staffs, studied on 83 staffs in 5 civil service centers who work with mental deficient people in a study about confronting with job burn out and excitation in staffs. Regression analysis showed that lack of staff conflicts and compatible conflict ways and their emotional response towards aggressive behavior represents the grades for job burn out.

3. Research method

3.1. Research aims

- determining effective factors on creating job Burn out in staffs of treatment and education units in Fasa medical university
- Offering solutions and suggestions to solve job Burn out in staffs

Research hypothesis

General hypothesis: There is a considerable difference between average job Burn out in education and treatment staffs.

Detail hypothesis: There is a considerable difference between average job Burn out in female education and treatment staffs.

There is a considerable difference between average job Burn out in male education and treatment staffs.

3.2. Research hypothesis

General hypothesis: There is a considerable difference between average job Burn out in education and treatment staffs.

Detail hypothesis: There is a considerable difference between average job Burn out in female education and treatment staffs.

There is a considerable difference between average job Burn out in male education and treatment staffs.

3.3. Research method

Statistical society: The society for this research is all staffs in education and treatment units of Fasa medical university who are 400.

Sample volume: 300 staffs are in education part and 30 are in treatment unit.

Sampling method: In this research, among the staffs, 60 people were chosen randomly and to gather data job Burn out questionnaire was used.

3.4. Research Tools

In this research, Goldard job Burn out questionnaire was used to measure the consultants' Burn out. Now, lots of internal and foreign researches use this questionnaire to measure the job Burn out. This tool has 40 terms showing person feeling to his job. On the other hand, this questionnaire shows that how much are the people subject to the job Burn out.

Test stability

This questionnaire is used in many researches and its stability was calculated. For example, Yaqobi nia (2008) reported the stability coefficient 86% and Esfandiari(2001) reported 76%. In recent study, it was reported 73% using test-retest.

3.5. Analyzing method

In this research, T test for independent groups used to analyze the datum.

4. Results

The general goal is to study job Burn out among Fasa staffs. To obtain an accepted result, 60 staffs were chosen randomly and needed data were gathered. In each group, there are 30 women and 30 men.

Hypothesis 1

There is a significant difference among the staffs in Treatment and education unit.

Table 1: T – test for comparing Burn out grade between educational and treatment group

Job Burn Grade	groups	T	sig	df	frequen	median	Standard deviation
	treatment	1.84	0.563	58	30	1.427	17.85
	education				30	1.511	17.60

In table 1-, the average Burn out grades are 1.511 in educations and 1.427 in treatment units. Due to degree of freedom, 58 and the calculated t, 1.84, table 2 shows that t in table is higher than the calculated t that is 0.563. So, there is no considerable different and they are the same. So, the hypothesis 1 is not confirmed.

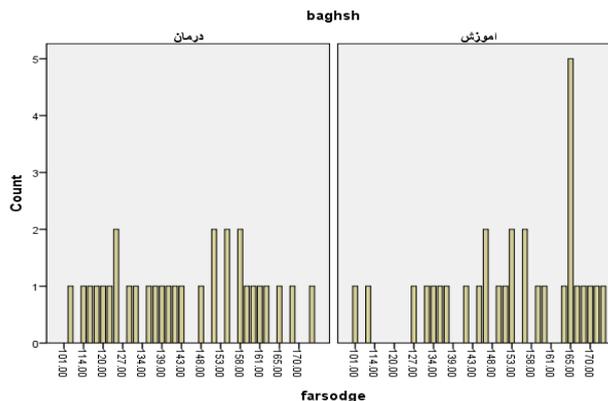


Figure 1- job Burn out in staffs of education and treatment units

Hypothesis 2

There is a significant difference in average job Burn out in female staffs of education and treatment units.

Table 2:T-test for job burn out in female staffs

Burn out grade	groups	T	Significant Level	df	quency	median	Standard deviation
	treatment		1.249	0.445	28	15	1.398
education		15				1.428	17.54

In table2, the average job Burn out in female staffs of education part is 1.428 and in treatment part is 1.398. So, the difference is very low. Due to freeness grade, 28 and the calculated t, 1.249 and table t 2.048, the result shows that t in table is higher than the calculated t that is 0.445. So, there is no considerable different and they are the same. So, the hypothesis 2 is not confirmed.

There is a significant difference in average job Burn out in male staffs of education and treatment units

Table 3: T-test for job burn out in male staffs

Burn out grade	groups	T	Significant level	df	quency	median	Standard deviation
	treatment		1.40	0.677	28	15	1.45
education		15				1.54	18.68

In table 3, the average job Burn out in male staffs of education part is 1.54 and in treatment part is 1.45. So, the difference is very low. Due to freeness grade, 28 and the calculated t, 1.40 and table t 2.048, the result shows that t in table is higher than the calculated t that is 0.677. So, there is no considerable different and they are the same. So, the hypothesis 3 is not confirmed.

5. Suggestions

- mentality change toward job and life, optimistic and using simple self-praise toward self and others
- knowing the limitations and avoiding the things that we can't do physically and psychically
- doing correct amusements such as poem, music, walking, travelling...
- Using special ways for relaxation
- Having enough asleep and rest that can be effective

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