Original Article

An Investigation In To the Relation between Job Burnout and the Level of Depression

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Abstract:

Trainer of pseudo-family centers is an evident instance of occupations in which a person, devote a huge amount of his / her time to the kids of pseudo-family. Instead of being challenging, active and inventive, this job could be in some cases tiresome and boring which can lead to decrease the sense of deserve and the performance of the trainer and eventually resulting in to the depression of the trainer and reducing the desired level of kids education in pseudo family centers. The aim of current study is to examine the relation between job burnout with the level of depression and the experience (number of years) of the trainers of pseudo family centers in the cities of Lanjan and Mobarakeh. This research is applicable in terms of objective and is correlative in terms of descriptive method, which uses a questionnaire among 30 woman- trainers in pseudo-family centers in Lanjan and Mobarakeh in 2018. The results of the research indicate that job burnout has significant and positive relationship with the age of the trainers and their experience.

Keywords: Job burnout, Clinical depression, Pseudo family, Lanjan.

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Introduction:

A considerable amount of everyone's daily life is allotted to his / her job. One of the concepts which has been brought to the attention during recent years among industrial, job, organizational and productivity psychologists is the symptoms, reasons and effects of job burnout. Indeed job burnout is created due to the continuous mental pressure (1) Job stress could be considered as the accumulation of stressors in the situations related to the job, which most of the authors agree on this fact that it is stressing.

In order to work properly, humans should think properly and in order to think properly they should be healthful. Therefore, the physical, mental and spiritual health have significant effect on the human productivity. Anxiety, depression and stress are among the critical psychological concepts which can lead to the physical, mental and spiritual exhaustion. As a result they can bring about job burnout (2). Job burnout is deemed as the late response to the excitation chronic stressors within job. According to Maslach, burnout is a syndrome characterized by chronic exhaustion, cynicism, and a lack of personal accomplishment. It is usually defined as "…a state of exhaustion in which one is cynical about the value of one's occupation and doubtful of one's capacity to perform". It is mostly found out among social workers such as counselors, teachers, nurses, police and etc and the nature of their jobs and responsibilities is considered as the main cause of this state. Job burnout is an individual experience; however, it can be specified to job fields. Situational and individual factors have intensive relationship with burnout. Individual and organizational objectives are deemed as two main factors to enhance relevant organization. (3)

Hamidi et al (4), carried out a research titled "Stress and its relationship with job burnout among Health workers". The results of the study showed that there is a statistically significant relationship between job stress and burnout; however the relationship between job stress with individual factors such as Gender, experience, age, and educational background is not significant in one variable analysis. According to the obtained results, it seems that applying job stress decreasing approaches and job burnout could lead to enhance the quality of services delivered to clients and improving the life level of employees as well as efficiency in health- sanitation networks. Sotoudeh nia et al (5), carried out a research titled "an investigation in to the relationship between job burnout with depression, anxiety and stress among one of the cement factory workers". Job burnout is one of the main reasons of decreased efficiency, human force loss and brings about physical and mental side effects. Moravian Hosseini and Lari Dasht Bayaz (6), performed a research titled " An investigation into the role of job burnout on the relationship between stress and job performance among auditors". Research findings indicate a relationship between job stress, job burnout and job performance. In other words, results indicate a significant and positive relationship between job stress and job burnout and a significant and negative relationship between job burnout and job performance among auditors. In this study, the aim is to

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assess the job burnout as one of the serious damages for pseudo family centers using Maslach questionnaire and compare it with the depression of pseudo-family trainers obtained through the questionnaire one. Finally, we aim to answer this question that" To what extent does job burnout affect the depression trend?"

Theoretical Framework

Job burnout

Job burnout is defined as the lack of energy and enthusiasm. Person having this disorder has tedious and boring feelings regarding his / her job. Such state indicates permanent job pressure resulting to feeling of lack of energy in person. To Meslach and Jackson (1981), Burnout is a syndrome characterized by chronic exhaustion, cynicism, and a lack of personal accomplishment. It is usually defined as "…a state of exhaustion in which one is cynical about the value of one's occupation and doubtful of one's capacity to perform". In this case the person feels of failure and lack of interest to others. This syndrome is effective in keeping the employees' mental health and balance and thus their productivity and efficiency in the job environment. Job burnout is not only the exhaustion and pressure due to the job, but also relates to the life style and non-working hours of the employee. Having negative impact on the employees' job view, it can bring about improper behaviors such as: pessimism, lack of satisfaction, decreased job performance and increased financial motivation. Parick has considered several factors for job depression among people: 1- Level of mental pressure, 2- Type of mental pressure, 3- Person's characteristics, 4- Nature of the job, 5- Life style off the work environment, 6- Life style, 7- Certain styles to control mental pressure, 8- Organizational Atmosphere and …We recognize that the reasons of job burnout is various and complicated, and some of them are personal and the rest are organizational; Lack of familiarity with the organization's objective, ambiguous role of the employee , lack of effective communication networks, hard and inflexible laws and regulations and etc might involve more people to the job burnout (7).

Stress from various point of views

For different individuals, stress has different meanings. "What is the meaning of stress?" managers provide different responses to this question. The most common answers to this question is as follow: overworking and short time for performing them, feeling of anxiety, excessive mental and physical pressure, emotional pressure, feeling of tiredness, sensitivity. Stress is defined as the individual's reaction to the new or threatening factors in work environment. Stress is the response which an individual provide for the purpose of adapting a different foreign state with a normal state appeared in behavioral, mental and physical style. Moreover, stress is the set of public reaction of the human against incompatible and unpredicted external or internal factors of the organization. Stress has also physical impacts leading to huge damage to the organization. Intensive stress spoils organization force and destabilizes the organization objective. People having stress will lose their capability to counteract it, become vulnerable in terms of behavior and physical state. As a result, stress acts as a

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pest within organization, undermining its efficiency and neutralizing its activities. Stress could provoke human and bring about motivation. It is noteworthy that, every factor causing strain or tension in an individual (mental or nervous pressure) is called stressor. Generally the potential stressors are categorized in to three types:

a) Stress individual factors: contradiction in the role (unclear expectations from an individual), intensiveness of the role, contradiction in individual objectives, unexpected events and changes in personal life, economical problems, values, individual differences, level of changes in life and accidents, excessive expectation of others, lack of skills and experience of the individual, increasing the age of the individual

b) Stress organizational factors: Organizational structure, organizational process, organizational guidelines, communication factors, job requirements, organizational physical factors, organizational life, lack of job security, promotion and progress, unfavorable and bothering control, performance evaluation and unfair assessment of interpersonal relations, lack of attention of the employer to the job complications and skill levels, ambiguity of individual's role in organization, lack of criteria to determine the level of success, improper job education, perceptual conflicts with authorities or colleagues, lack of attention of the organization management to employees affairs, incorrect management methods, referring the jobs to improper individuals, few promotional opportunities and inflexible and rigid regulations and laws might induce this feeling that the individual is entrapped in an unfair system, leading to negative view and perception regarding one's job.

c) Environmental factors. Economic, political, social and technological factors (unfamiliar technologies). People experiencing continuous and uncontrolled stress in their job environment, people whose job environment's demand is more than their capabilities and thus they cannot achieve their goals and also people with low threshold against stress or tension, are more prone to job burnout. (Hamidi et al, 2018)

Pseudo- Family scheme

This scheme is suggested for the purpose of preventing from long-term residence of kids in centers and their emotional problems and based on the scientific experience. In this scheme (1 to 3) kids from an eligible volunteer family or their relatives are supervised continuously. The objectives of pseudo family are as follow:

- Performing the mission of Islamic republic of Iran based on the article 21 and 29 of the constitutional law
- Respecting the kids rights
- Taking care of orphans and the kids whose parents are not eligible to take care of them
- Proper Upbringing and preparing context for kids blossoming
- Providing necessary conditions for the purpose of kids preparation to return to family and social life

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- Improving the scientific and education level of kids

- Helping toward marriage and having independent life

- Preparation the kids in the field of employment and obtaining their capabilities.

Methods:

As in this study, researcher seeks to investigate the relation between job burnout and depression, therefore the methodology used in this case is descriptive and correlative. The population of current study includes all the trainers of pseudo family centers in Lenjan va Mobarakeh in 2012 and all of them were women. In this study the volume of the sample is considered as the statistical population. Therefore the statistical volume is 30 persons. Validity of the questionnaire was reported 0.82 based on Maslach (1990). In order to assess the reliability of the questionnaire the Cronbach Alpha was used and the reliability was confirmed by 0.85. In order to analyze data, in addition to statistical indices such as percentage, mean, frequency and standard deviation, the correlation coefficient test was performed.

Findings:

In this section the analysis of data obtained from measurement tools was carried out. Research findings were offered based on the research hypothesis. In order to analyze data, , in addition to statistical indices such as percentage, mean, frequency and standard deviation, the correlation coefficient test was performed.

Examination the characteristics of demographics of the sample

In this section the demographics characteristics of the sample were indicted in tables 1 and 2 based on the duration of service and age. Based on the information provided in table 1 the largest frequency belongs to the age group of less than 30 years and the smallest frequency belongs to the age group of over 40 years old.

Based on the information provided by table 2, the largest frequency regarding the duration of service is less than 10 years and the smallest frequency is between 10-20 years.

Hypothesis Test

. Hypothesis one:

. There is a relation between job burnout and depression level of trainers of the pseudo family centers.

Based on the obtained results, r seen in the level of $P \leq 0.05$ shows a significant and positive relation between job burnout and depression level of the trainers of the pseudo family centers. In other words, the more trainers are burned out the more they are prone to get depression.

. Hypothesis two:

There is a relation between job burnout and age and duration of service of the trainers of centers. Based on the obtained results, r seen in the level of $P \leq 0.05$does not shows a significant correlation between job burnout and age of the trainers of the pseudo family centers. However, there is a positive and significant correlation between job burnout and the duration of their service.

Hypotheses three:

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There is a relation between job burnout and age and duration of the service of the trainers of centers.

Discussion and conclusion:

The current research investigates the relation between depression and job burnout among the trainers of pseudo family centers. For this purpose, all the trainers (30) of pseudo family centers in Lenjan and Mobarakeh were studies using depression and job burnout questionnaires. This section states the discussion and conclusion of the study(8). Findings regarding the relation between job burnout and depression of women trainers of these centers show that a significant and positive relation exists between job burnout and depression of women trainers. In other words, the pressures due to work in these centers lead to job burnout among trainers, leading to more depression among them. Job is a critical resource for living and obtaining social status and it forms part of the life which draws the attention of several authors. Disregard of the income they obtain, having job can meet human essential needs such as physical and body movement, social contact, self value feeling and self-confidence. However, this factor (job) could be considered as an important source of pressure as well. Generally, working can lead to dissatisfaction and undermining the mental and physical powers. Job environment consists of social, mental and physical actors, each of which are deemed as a factor of interwoven. Certain jobs come with several interwoven and this is considered as the nature of that job, its tasks and responsibilities. A satisfactory job could gradually become to a source of dissatisfaction and lead the individual to job burnout. Job burnout is one of the most critical job issues seen as certain reactions among the social workers. One of the consequences of continuous job stress is job burnout. This a relatively new expression used for describing the human responses while working and against experienced mental pressure. There is a close relationship between job stress and job burnout. This state occurs when there is an imbalance between demands or expectations of the job environment and the capabilities of the individual. As the expectation or demands of job environments increase or the capabilities of the individual decrease, more undesirable experiences could happen leading to job burnout (9). Fires (1986) states: “ In addition to emotional burnout and lack of emotion regarding the clients, job burnout includes symptoms such as disappointment, pessimism regarding future, lack of motivation, decreased constructive job efforts, lack of the sense of compassionate, negativism, sense of masochism, provocation, tendency towards the justification of failures and blaming clients and existing system, aspiring having job welfare, resistance against changes and strictness in thoughts and opinions. “

Therefore, job burnout could bring about mental problems among employees among which we can name depression. Other findings indicate that there is not significant correlation between job burnout and age of the trainers. However, there is a significant and positive correlation between job burnout and duration of service. Meaning that, increasing the duration of service can lead to job burnout. Hence, working in pseudo

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family centers might have difficulties leading to job burnout. Moreover, there is a significant and positive correlation between level of depression and duration of service among trainers. It can be concluded that increasing the duration of service increase the probability of depression among women of these centers.

Practical suggestions:

1- Based on the results regarding the "relation between job burnout and depression", it is suggested to Behzisti to arrange psychological consultation for the staff of this organization.

2- Based on the results regarding the "relation between job burnout and duration of service", it is suggested to managers of these organizations to change these trainers every couple of years and recruit them in other jobs.

Suggestions for future studies:

1. Investigating the amount of anxiety among pseudo family centers.

2. Investigating the problems of pseudo family trainers

3. Investigating the affecting emotional factors on the mental state of pseudo family trainers

4. Investigating the relation between depression and anxiety among the trainers of pseudo family centers**.**

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Tables and Charts:

Objectives	Hypothesis
Relation between job burnout and level of depression	Significant and positive relation
Relation between job burnout and age and duration of service	Significant and positive relation
Relation between depression and age and duration of service	Significant and positive relation

Table 2: Frequency distribution based on age.

Age / Indices	Frequency	Percentage
Under 30	17	56.7
30-40	8	26.6
Over 40	5	16.7
Total	30	100

Table 3: Frequency distribution based on duration of service.

Duration of service / Indices	Frequency	Percentage
Less than 10 years	20	66.7
10-30	8	26.6
More than 30	2	6.7
Total	30	100

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Table 4: Results of Pearson correlation coefficient of relation between job burnout and depression.

Source	Frequency	R	Significant level
Job burnout with depression of trainers	30	0.44	0.001

Table 5: Results of Pearson correlation coefficient of relation between job burnout and age and duration of service.

Source	Frequency	R	Significant level
Job burnout and age	30	0.11	0.23
Job burnout and duration of service	30	0.19	0.02

Table 6: Results of Pearson correlation coefficient of relation between job burnout and age and duration of service.

Source	Frequency	R	Significant level
Job burnout and age	30	0.16	0.10
Job burnout and duration of service	30	0.35	0.01

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