

Does the process of burnout start at an early stage of career?

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Background

> Conservation of Resources Theory

(COR theory; Hobfoll, 1998)

Burnout is a continuous process, caused by the permanent and gradual loss of resources. The development of burnout can be seen as a cycle of resource losses which obtains its dynamic from a combination of work-related stressors and inadequate styles of coping with them.

> Burnout is a psychological syndrome of emotional exhaustion, depersonalisation and reduced personal accomplishment.

(Maslach & Jackson, 1984)

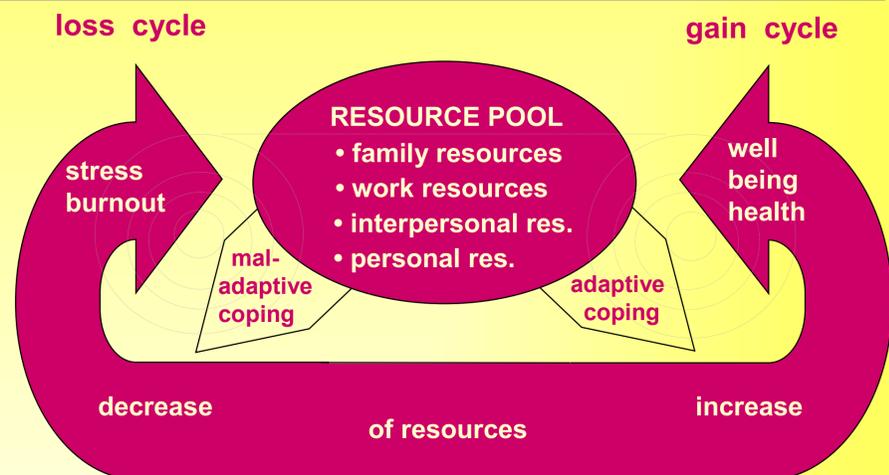


Fig. 1: Resource loss and gain at the work place
(Buchwald & Hobfoll, 2004)

Research Questions

Are specific personalities more vulnerable to the onset of burnout at an early stage of career?

- ➔ Do coping strategies (trait) predict burnout?
- ➔ Is commitment a predictor of burnout?

Method

Questionnaires

- Strategic Approach to Coping Scale (SBI)
- Maslach Burnout Inventory (MBI)
- Work- and Health-Related Behavior and Experience Questionnaire (AVEM)

Samples

N = 23 student teachers
87 % females 13 % males
Mean age 22.91 years (± 3 years)
20 to 37 years

Results

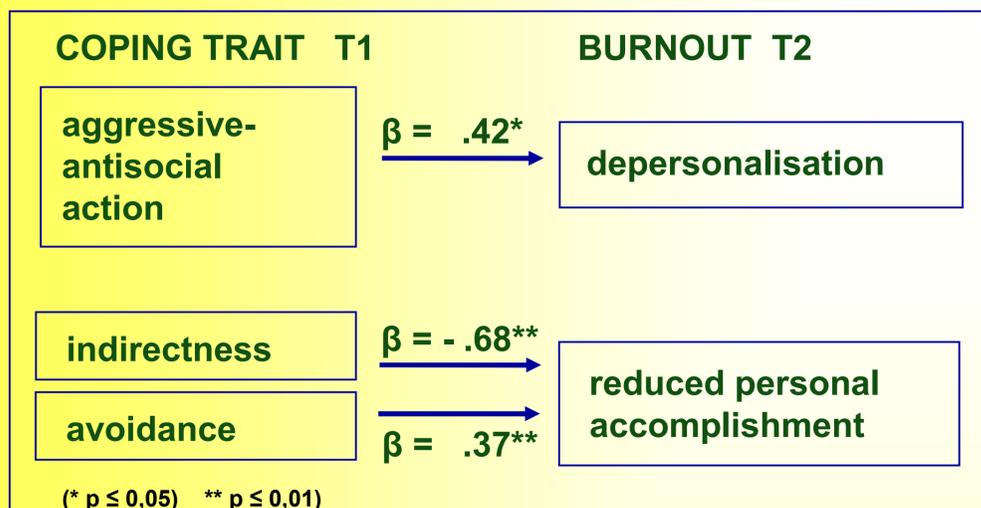


Fig. 2: Model of prediction of burnout by coping (trait)

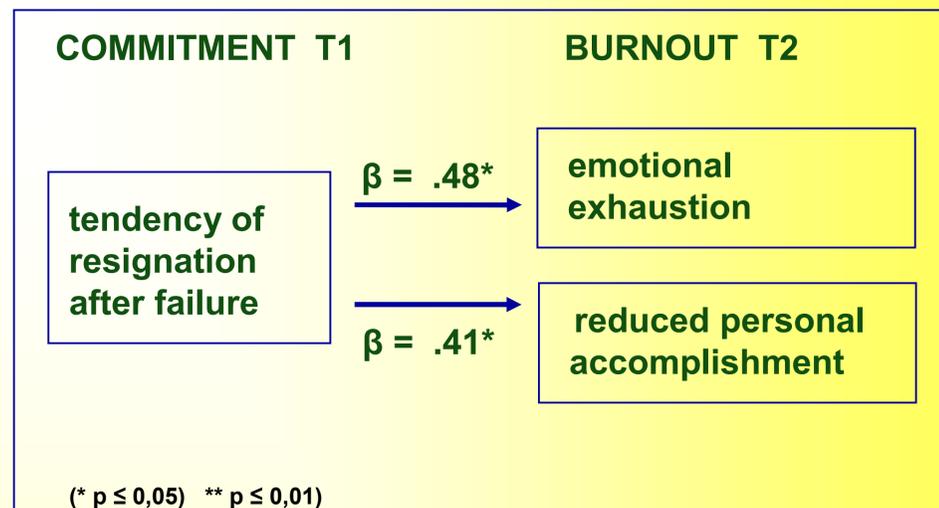


Fig. 3: Model of prediction of burnout by commitment

Conclusion

Regression analyses of the longitudinal data showed that specific personality traits had affected the onset of burnout at that early stage of professional life.

➔ Coping (trait):

Two dimensions of burnout were predicted by individual and social coping strategies. Depersonalisation was promoted by aggressive-antisocial acting. Avoidance predicted the reduction of personal accomplishment, whereas acting indirectly had the opposite effect.

➔ Commitment:

Tendency of resignation after failure promoted two dimensions of burnout, namely emotional exhaustion and reduced personal accomplishment.

Findings may have implications for a resource-based model of burnout (Hobfoll & Buchwald, 2004; Hobfoll & Shirom, 2000) and for intervention programs that enhance successful coping in student teachers, in particular.

References

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