



Correlations of Emotional Burnout with Self-Efficacy, Quality of Life, and Work Ability in Pre-University Employees

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Participants: employees from 3 high schools

The traced variables: emotional burnout (Maslach burnout inventory), perceived self-efficacy (self-efficacy scale), dimensions of the quality of life (ShortForm 36 questionnaire-SF36), work ability (Work ability index-WAI), together with demographics (age, seniority as an employee in the unit, gender, type of residence, level of education, and income), and 10 occupational stressors.

RESULTS: from a total of 392 employees, 62.2% filled in the questionnaire;

The burnout syndrome: 76.63% of the respondents had low scores and 22.95% average scores;

In each of the 3 high schools:

- those who presented low burnout scores: burnout scores correlated significantly negatively with:
 - the perceived self-efficacy in all 3 high schools ($p = 0.014$ in high school no. 1; $p < 0.001$ in the other two high schools)
 - WAI only in two of the three surveyed high schools.
- those who presented average burnout scores: no significant correlations between the burnout scores and perceived self-efficacy or WAI in employees in any of the 3 high schools.

The burnout score correlated significantly:

- negatively with the following dimensions of the quality of life: physical functioning, emotional role functioning, vitality, mental health, social role functioning, general health perceptions.
- positively in all the 3 high schools with the following occupational stressors: earnings, increased responsibility of the job, risk of illness and injury at work, communication with other employees, tasks, and work schedule.

CONCLUSIONS

The association of perceived self-efficacy in each high school only for groups with low burnout scores and the lack of this association in groups with average burnout scores, as well as different associations depending on the school unit among the studied variables, shows the complexity of individual and organisational factors involved, but also their importance.

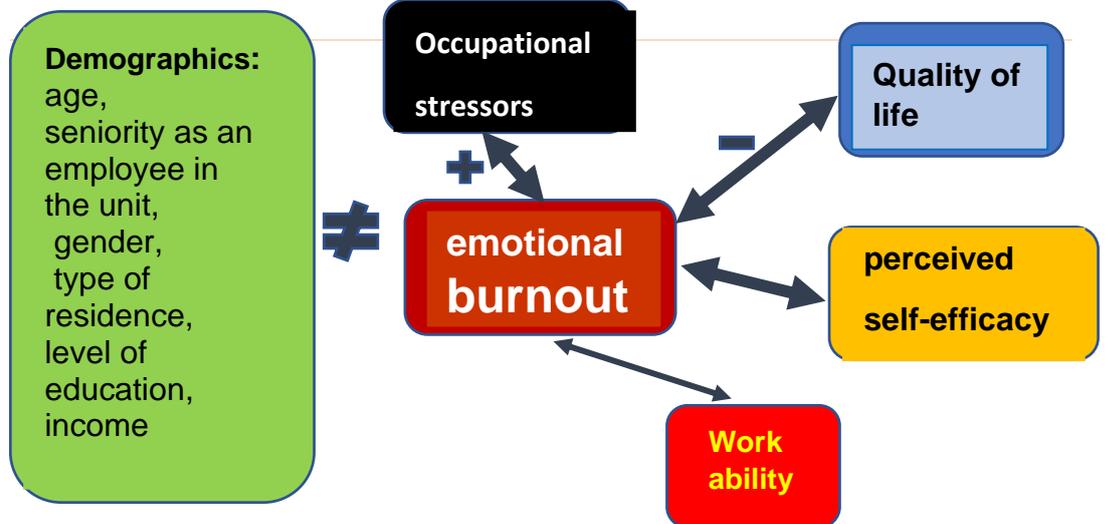


Fig. Significant correlations between the traced variables

Early diagnosis of emotional burnout is crucial as underlined by the significant negative association of the burnout score in all the 3 high schools with both the dimensions of the quality of life and perceived self-efficacy as well as with most of the studied occupational stressors.

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