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Relationship between Personality Traits and Occupational Burnout in the Employees of Mahabad City Government Offices

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Abstract

The purpose of this research was relationship between personality traits with occupational burnout in the employees of Mahabad city government offices. The statistical population of the study were employees of Mahabad city government offices which their number was 3562, the number of samples obtained 346 person using Cochran formula which they were selected by randomly sampling. For data gathering 5 item personality questionnaire of Neo Kasta and Mc Carry (1992) and the questionnaire of occupational burnout made by Mazlch and Jackson (1981) were used. For data analyzing Pearson correlation test was used. Results indicated that there is relationship between personality traits with occupational burnout in the employees of Mahabad city government offices.

Keywords: Personality, occupational burnout, Neurosis.

Introduction:

Personality traits in today's organizations can be a significant predictor for development organizational dimension. Personality in the view of Denollet et al (2005) refers to structures and process that underlie the experience and individual behavior and with respect to personality structure any individual show special behavior and thrill in dealing with the events.

From the perspective of Denollet (2005) the personality type is in the classification of personality aspects of the human which has two components negative affectivity and social inhibition and have been approved as a determinant of character development or emotional distress in people. People with negative dimensions of personality, are more likely to experience negative emotions at all times, regardless of their location. Also they have social inhibition with a stable tendency to pregnancy behavioral and emotional experiences in social interactions. People with a positive personality dimensions also tend to have more social contact and are willing to react through express, clear ideas and their properties (Hashemin and

Peyman Nia, 2012). Personality characteristics due to its impact on cognitive development can be a precursor to creativity. Brilliant benefits and achievements are based on the excellent characteristics of capable, committed, self-confidence and responsible humans who possess valuable features, such as pioneering, innovation and creativity, foresight, commitment, confidence, independence, excellence and seeking character (Lazaro, 2014). Personality traits can have a reciprocal relationship with occupational burnout. In other words, occupational burnout comes from the interaction of many factors that one of the most important of them is personal characteristics of individuals. Many theories have attempted to examine the relationship between jobs and personality characteristics, Baker et al (2006) during several studies have introduced a number of important personality factors such as locus of control, self-confidence, motivation and tenacity in connection with occupational burnout (Aghajani et al ,2012).

Occupational burnout is a term that sometimes can be used instead of equivalents of stress, burnout, being exhausted, and the power failure, rejection of work, exhaustion and depletion. There is no consensus among psychologists over the definition of occupational burnout. Some scientists know the job burnout with job stress the same. Pines &Aronson in 1981 consider job burnout as one of the main inevitable consequences of job stress so until the stress is removed, as will continue (Heydari, 2014). The results of occupational burnout is loss of motivation, enthusiasm, and energy and reduce performance in life. Occupational burnout is not the only exhaustion and the stress derived from working that comes after continuously working but it spreads in lifestyle of person and his outside work times (Radmehr, 2012). The personality characteristics and dimensions can be justified of burnout. Burnout is related work and fatigue neuroticism and psychological profile (Mazlch, 2008). In trying to figure out what individuals might be more at risk of experiencing burnout, it have been studied several personality traits, people who show low levels of hardiness (involved in the activities of daily living, sense of control and openness to change events) have high scores in occupational burnout. They especially have higher scores on emotional exhaustion (Garosa, 2006). Literature review showed that burnout is common among people who have external locus of control (Mazlch, 2001). In another study reported that all dimensions of burnout syndrome, is associated with low self-esteem (Marima et al, 2010).also Mazlch et al (2001) showed that the profile of people susceptible to burnout indicate low levels of hardiness, low self-esteem, external locus of control and avoidance strategies to cope with stress. The findings of numerous studies that emphasized on the relationship between fatigue-related with behaviors such as competition, living under time pressure, conflict and the overriding need to control (Kokinas, 2007).therefore according to statement contained, the present study sought to answer this question: Is there is relationship between personality traits with creativity, occupational burnout and organizational commitment in the employees of government agencies in Mahabad city?

Research methodology

The statistical population of the study were employees of Mahabad city government offices which their number was 3562, the number of samples obtained 346 person using Cochran formula which they were selected by randomly sampling. For data gathering 5 item personality questionnaire of Neo Kasta and Mc Carry (1992) and the questionnaire of occupational burnout made by Mazlch and Jackson (1981) were used. For data analyzing Pearson correlation test was used.

Research Findings

Indicators of descriptive statistics in research variables

Central and dispersion parameters of descriptive statistics such as mean, standard deviation, minimum, maximum and range of the variables are listed in table 1.

Table 1: Indicators of descriptive statistics in research variables

variable	mean	SD	max	min	range
Neuroticism	3.56	0.131	4.04	3.46	0.54
Extraversion	3.11	0.314	3.94	2.51	1.26
Openness	3.62	0.264	4.46	3.15	1.56
Agreement	3.24	0.084	3.56	3.06	0.51
Conscientiousness	3.34	0.154	4.06	3.11	0.75
Occupational burnout	4.01	0.324	4.62	3.09	1.65

Inferential statistics

Kolmogorov-Smirnov (K-S Test)

As it can be seen in table 2, for all variables of the research, the significance is bigger than error level of 0/05, (P-value=sig>0/05). This means that the distribution of the variables with 95 percent is normal and the null hypothesis (assumption of normal) is confirmed. According to results of the Kolmogorov-Smirnov test it was observed that test variables follow a normal statistical distribution. So parametric tests can be used to test the hypothesis.

Table 2: Results Kolmogorov-Smirnov test (k-s test) to measure the normal distribution of variables

variable	Number of observations	Kolmogorov-Smirnov test	sig	Result of the test
Neuroticism	346	0.058	0.211	Distribution is normal
Extraversion	346	0.115	0.075	Distribution is normal
Openness	346	0.134	0.089	Distribution is normal

Agreement	346	0.126	0.065	Distribution is normal
Conscientiousness	346	0.119	0.165	Distribution is normal
Occupational burnout	346	0.165	0.124	Distribution is normal

Test research hypotheses

There is a relationship between personality traits and occupational burnout in employees of public offices in the city of Mahabad.

Results of Pearson correlation test to investigate the relationship between occupational burnout and personality characteristics public office of Mahabad city has showed in table 3 below. As it can be seen relationship between occupational burnout and staff with personality traits is significant. This means that all coefficients of Pearson correlation are significant at the 5% level (P-value=sig<0/05). Due to the positive or negative Pearson correlation coefficients can be said that occupational burnout has a significant positive relationship with neuroticism of staff (Correlation coefficient is statistically significant at the 5% level). In other words, by increasing the amount of neuroticism of the employees, their occupational burnout level increases. Occupational burnout has significant negative relationship with extraversion, openness, agreeableness and conscientiousness (Correlation coefficients are negative and are significant at the 5% level). In other words, by increasing extroversion, openness, agreeableness and conscientiousness among the employees the amount of occupational burnout among employees reduced. The results of Pearson- correlation showed that there is a significant relationship between personality traits and occupational burnout public in the employees. Therefore the second hypothesis is confirmed.

Table 3: results of Pearson correlation test to examine the relationship between occupational burnout of staffs with personality traits

Variable / **Occupational burnout**	**Neuroticism**	**Extraversion**	**Openness**	**Agreement**	**Occupational burnout**
The correlation coefficient	0.465	-0.375	-0.291	-0.321	-0.425
sig	0.000	0.001	0.028	0.001	0.000

Discussion and Conclusion

The purpose of this research was relationship between personality traits with creativity, occupational burnout and organizational commitment in the employees of Mahabad city government offices. Results and analysis of data related to the second hypothesis, to investigate the relationship between personality traits and occupational burnout of employees of Mahabad city government offices indicated that relationship between occupational burnout of employees with personality traits of staffs is significant. This means that all of the Pearson correlation coefficients are significant at the 5% level. Due to the positive or negative Pearson correlation coefficients can be said that occupational burnout has a significant positive relationship with neuroticism of the staffs. In other words, by increasing the amount of neuroticism of the staffs, their amount of occupational burnout level increases. Occupational burnout with extraversion, openness, agreeableness and conscientiousness has a significant negative relationship. In other words, by increasing extroversion, openness, agreeableness and conscientiousness in the employees of Mahabad city the rate of occupational burnout among employees of government agencies reduced.so the results of Pearson correlation showed that there is a significant relationship between personality traits with occupational burnout in the employees of Mahabad city government offices. So the second hypothesis is confirmed. These results is consists with other findings of researches (Soleiman zad and Majadnia, 2014), Gheshlaghi and Khalilizad (2012), Rasolian et al (2004), Soidr and Zimerman (2012),Shimizotani et al(2008),Diorox (2009),Kano and el (2004) and Brich (2003),but it is not consistent with findings of Mahi et al (2012). To explain these findings, it can be said that neuroticism people with having traits, such as: Easily upset and angry, the mood casual, easy freezing stress, anxiety and other things, will be suffer from job burnout and its features such as: emotional exhaustion, personal transformation and performance loss, But people with extroversion, openness, agreeableness and conscientiousness, against occupational burnout and its features such as: emotional exhaustion, personal transformation and performance loss, , less stress and be more physical are more resistant, have more Stable character and sense of efficacy and they are not indifferent to their organization.

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