Research Article

Studying The Relationship Between Burnout And Mental Health Of Employees With The Impact Of Work Dependency In Hamadan Health And Medical Staff

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Abstract:

Background: The purpose of this study was to investigate the relationship between burnout and mental health of employees with the impact of work dependency in the health staff of Hamadan. Burnout is a process of physical-psychological fatigue that occurs in humans as a result of the successive emotional stress caused by long-term involvement. Work-related people are people who are very busy with their job and have strong desires to work but do not enjoy their work very much. Therefore, they are exposed to burnout. Therefore, in this study, the effect of workaholism and its dimensions including intrinsic desire to work, job pleasure and engagement with work on burnout has been tested.

Method: The present study is applied in terms of purpose and in terms of data collection method is descriptive (non-experimental) research and correlational. In addition, considering that the structural equation modeling method will be used to test the hypotheses, among the correlation studies, this research is of the correlation matrix analysis or covariance type. The statistical sample of the study was selected by simple random sampling. Spearman correlation coefficient was used to investigate the existence of a linear relationship. Then, if there is a linear relationship, structural equation modeling was used to test the causal relationship.

Results: The results showed that there is a positive and significant relationship between work involvement and burnout.

Conclusion: workaholism, inner desire to work and engagement with work have caused burnout, but enjoyment of work reduces burnout.

Keywords: Burnout, employee mental health, work dependency, workaholism, commitment.

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Background:

Marriage is the most important event of one's Work is a very important source of livelihood and social status, which can also lead to dissatisfaction, exhaustion of physical and mental strength. Job-related stress causes employee dissatisfaction and the emergence of significant negative effects in other areas of life, including social, individual and family. One of the consequences of long-term stress in the workplace is burnout. Burnout is a process of physical-psychological fatigue caused by constant and continuous emotional stress caused by long-term human involvement. The concept of burnout was introduced in the early 1970s. This structure is used to describe inappropriate business in service jobs and to reach a stage during which people are not able to perform their duties effectively [1]. Burnout has become very common in today's societies and covers all aspects of life, and on the one hand, it increases divorce, addiction, quitting jobs and physical and mental illnesses on the other hand, it reduces the productive labor

force and hurts the country's economy. People who suffer from burnout not only cause problems for themselves but also cause problems for others and endanger their mental health and efficiency. The main cause of burnout is enduring the stress of work for a long time with a lot of work. Lack of interest in work, mismatch between work and employment, leads people to burnout [2].

The term burnout, first used by Herbert Freudenberger in 1974, refers to fatigue from workplace stress, the work itself, as well as the symptoms and states of exhaustion, frustration and isolation in employees. Initially, clinical experts thought that the signs of burnout were limited to relief and assistance professions such as social work, clinical psychology, and counseling. But today it is clear that this is a sign of a potential problem in all jobs and professions [3]. This phenomenon is one of the consequences of long-term psychological stress and occurs mostly in the human service professions, which has negative attitudes and behavioral effects such as feelings of helplessness and failure, fatigue, distance from friends and society, and feelings of inability and misery. In the burnout model, many factors have been considered effective in its occurrence, which in a general category are divided into two categories: individual or personal factors and occupational and organizational factors. Among the individual factors that cause burnout can be factors such as high expectations of success, low level of involvement with work, low organizational commitment and high expectations of the organization and self and low enjoy of work . Also, occupational and organizational factors that cause burnout can be factors such as ambiguity in the role, conflict in the role, frequent emotional interactions, rupture of thoughts during work and overwork [4].

Since the introduction of the concept of burnout in the mid-1970s in scientific texts, this issue has been widely and continuously considered by researchers. In the United States, the costs of stress and stress-related problems for organizations are estimated at more than $ 150 billion a year. Extensive studies indicate that burnout leads to a deterioration in the quality of services provided by employees, and as a factor in leaving the service, absenteeism, dissatisfaction with life, low morale and it is known as a factor for leaving the service, absenteeism, dissatisfaction with life, weakening of morale and decreasing self-confidence, decreasing responsibility and undermining efficiency. A study in the United Kingdom found that stress-related illnesses kill 180 million working days each year [5]. According to research, social service workers are among the first candidates for burnout, researchers believe this is due to the daily exposure of these people to stressful conditions and lack of positive conditions in the workplace.

Changes in the nature of work in recent years that have blurred the boundaries of work and personal life have increased the need to understand the phenomenon of job dependency. For example, the spread of the Internet, which has allowed employees to work outside of traditional offices and official working hours, is one of the changes that has led to workaholism. Job dependence is a complex and multifaceted phenomenon that has several sub-concepts [6].

To the general public, dependence on work seems to be synonymous with working too much. Hence, the perception of workaholism under the phrase "working hours" is misleading because its addictive nature has been forgotten. A typical workaholic is motivated by internal forces that he / she cannot resist, in the face of external motivators such as financial problems, organizational culture, the pressure of supervisors, or a desire for advancement [7]. According to the logic of human capital theory, intra-role conflicts are just as likely

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to occur. Compared to the literature on workaholism and intra-role conflicts, less study has been done on in-role conflict. A study of automotive industry workers in Japan found that role conflict when controlling role ambiguity and work load had a positive relationship with the obsessive-compulsive aspect of workaholism [8].

Given that manpower is the most important asset of any organization and has a significant role in the success and failure of organizations in achieving their goals, so having a physically and mentally healthy manpower can lead to the success of organizations in achieving their goals. One of the characteristics of a healthy organization is that the physical and mental health of its employees should be emphasized, considered and interested in the management of the organization as much as production and productivity. . In a healthy society, the responsibility of production organizations is not limited to producing more profitable goods and services, and managers of organizations in such societies know that more production is the result and product of effective management, which can not be achieved without attention and belief in employees' mental health.

In reviewing the literature, the researcher concluded that a similar study that has measured the relationship between these two variables has not been conducted in Iran and other countries, but many studies have tested the relationship between the variables of this study and other variables. Some of them are mentioned below.

Using the workaholism approach, Porter sought to suggest that workaholism seems to be a prerequisite for success in high-tech industries. The results of a survey of a team of 14 executives (9 Americans and 5 Chinese and Japanese), whose success was proven among similar companies and high-demand industries, was used as a case study to test attitudes believed to be related to workaholism.

Gender does not moderate the relationship between workaholism and job stress and the life / work imbalance.

Mousavi et al. (2019) conducted a study entitled "Study of the relationship between stress and burnout on mental health of sports workers and youth in Tehran province." The results showed that there is a significant relationship between burnout and job stress with mental health [9].

Gholami Heidarabadi (2011) in a study entitled "Study of the relationship between the components of organizational culture with motivation and burnout of consultants in Tehran" which was conducted on 300 people achieved these results [10].

There is a positive and significant correlation between organizational culture in entrepreneurial and participatory dimensions with job motivation.

There is a significant negative correlation between organizational culture in entrepreneurial and participatory dimensions with burnout.

There was no significant difference between burnout of male and female counselors.

Method

The present study is applied in terms of purpose and descriptive (non-experimental) research in terms of data collection method and is correlational. Applied research is research that seeks to apply existing knowledge to solve existing problems and issues. This means that they try to solve problems by applying existing theories. Therefore, applied research does not seek to break and expand the boundaries of knowledge. Therefore, considering that the present study focuses on solving the problem of burnout of employees, it is practical in terms of the type of goal. However, regarding data collection methods, there are two methods, the first method is experimental methods that the required information is obtained through independent variable manipulation and in a completely laboratory conditions. But the second type of

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methods are descriptive or non-experimental methods in which the information required for research is obtained in a natural environment without manipulation of the independent variable by the researcher. Therefore, considering that the data required for the present study were obtained in the field and natural environment and no independent variable manipulation was performed, it is non-experimental in this respect. Descriptive research itself is divided into several categories, one of which is correlational research. The present study is a correlational study because it's aims to determine the relationship between the effect of work dependence on burnout. In addition, considering that the structural equation modeling method will be used to test the hypotheses, among the correlation studies, this research is of the correlation matrix analysis or covariance type. The statistical population in this study includes all employees of Hamedan health care staff. We considered the number of 245 people through Morgan table as the sample size.

Library studies, field research and a questionnaire were used to collect information in this study. In field research, in order to collect data and information for analysis, two types of questionnaires have been used:

A) Questionnaire related to workaholism: This questionnaire, which was designed based on the Spence and Robbins model (1992), has three dimensions of inner desire to work (3 items), enjoy of work (9 items) and engagement with work (3 items). It measures.

B) Questionnaire related to burnout: According to Maslach (2001), this questionnaire is the only burnout questionnaire that covers all three dimensions of burnout, namely emotional, physical and mental dimensions. The questionnaire has 22 questions that include three subtests of emotional fatigue (9 items), depersonalization (5 items) and personal performance.

The validity of this research has been confirmed by content and face validity method. To ensure the content validity of the questions in the questionnaire, academic experts were consulted, for which the researcher provided them to a number of respected university professors, including supervisors and research consultants. According to their opinions, the vague and inadequate points of the questionnaire were included in the description of the questionnaire and the validity of the final questionnaire was confirmed by the mentioned individuals. In this study, Cronbach's alpha method was used to determine the reliability of the test.

Therefore, to measure reliability, Cronbach's alpha method was performed using SPSS 19 software.

For this purpose, a prototype including 30 questionnaires was pre-tested then, using the data obtained from these questionnaires and with the help of SPSS statistical software, the amount of trust coefficient was calculated by Cronbach's alpha method, Cronbach's alpha coefficient of workaholism scale was 0.774% and burnout scale was 0.69%. These numbers indicate that the questionnaire used is reliable or in other words has the necessary reliability. The following tables show the final results of the reliability test of the two main research scales.

Conceptual model of research

In the present study, the variable of workaholism and its dimensions are considered as an independent variable and burnout as a dependent variable. Spence and Robbins (1992) model was used to measure workaholism and Maslash model (2001) was used for burnout.

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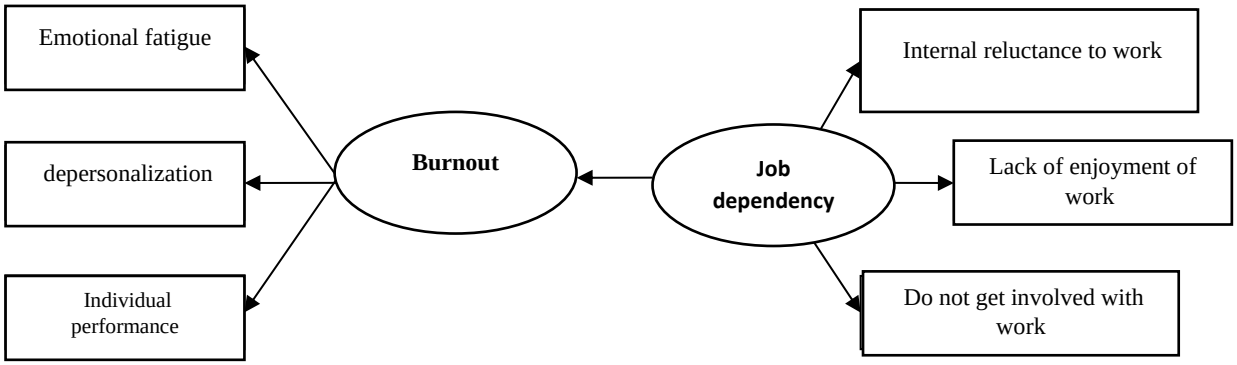


Figure 1. Conceptual research model [3]

Operational definitions of variables and keywords

Burnout: Mental syndrome consists of emotional fatigue, depersonalization and decreased sense of personal success.

Emotional fatigue: The feeling of emptying and running out of emotional and physical resources.

Decay or depersonalization: Negative responses are very uninteresting and unfeeling to different aspects of the work.

Personal Performance: A decline in feelings of competition or productivity at work.

Dependence on work: A person dependent and workaholistic is a person who is very involved with her job and feels that she has to work due to internal pressures and does not enjoy of work ing much.

Getting involved with work: Psychological involvement with work and constant allocation of time to work

Enjoyment of work: The amount of enjoyment of working

Intrinsic desire to work: There is an inner desire to work hard that can not be resisted.

Results

In this section, the results of the analysis of the extracted data were interpreted and based on the research hypotheses and its objectives, appropriate solutions as well as suggestions based on the research findings were presented. At this stage, the Spearman correlation relationship between the two variables is first tested using SPSS 19 software and only if this relationship is existing and significant, then with the method of structural equation modeling, with the help of LISREL software 8/72, the causal relationship between these two variables is tested.

Testing the main hypothesis

Main Hypothesis: There is a positive and significant relationship between job dependency and burnout.

Structural equations modeling

Figures 2 and 3 show the results of testing the main hypothesis (implementation of model 1) by structural equation modeling. These figures represent the standard coefficient (R) and significance coefficient (T-value), and the proposed causal relationship between workaholism and burnout. The first figure shows R (standard coefficient), t value and model fit indices such as chi-squared, RMSEA, GFI, etc. As mentioned earlier, if the small value relative to the degree of freedom (df), less than 3, the RMSE is less than 0.10, and the GFI and AGFI are greater than 90%, it can be concluded that the implemented model fits well. The standard coefficient of the existing relationship will also be significant at the 99% confidence level if the value of t is greater than 2 or less than -2.

As can be seen, first, due to the significance of the value of t, the first hypothesis is

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confirmed at a confidence level of 99%. Secondly, the validity and fitness of the model are confirmed, because the amount of chi-squared, the amount of RMSEA and the ratio of chi-square to the degree of freedom are low and the amount of GFI and AGFI is above 90%.

Given that the value of t is greater than 2, so the value of t is significant at the 99% confidence level.

Testing the sub-hypotheses

Test sub-hypotheses

Structural equation modeling

Figures 4 and 5 show the test results of the first sub-hypothesis (implementation of Model 2) by structural equation modeling. As can be seen, first, due to the significance of the value of t, the first hypothesis is confirmed at a confidence level of 99%. Secondly, the validity and appropriateness of the model are confirmed, because the amount of chi-squared, the amount of RMSEA and the ratio of chi-squared to the degree of freedom are low and the amount of GFI and AGFI is above 90%.

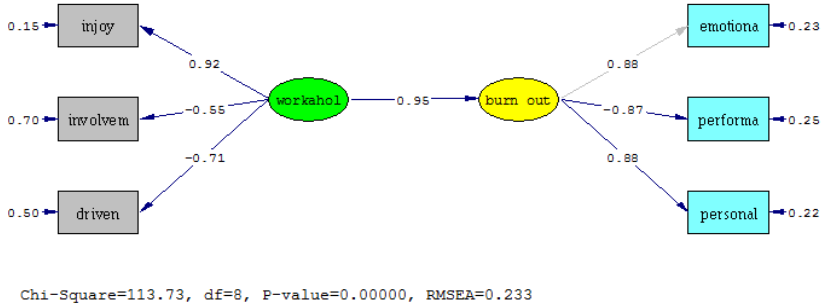


Figure 2. Examination of the relationship between workaholism and burnout (standard mode)

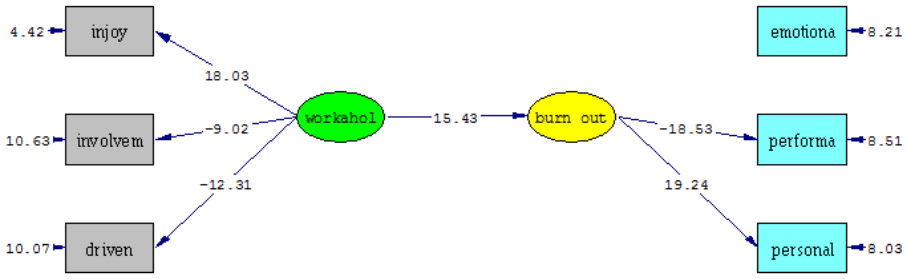


Figure 3. Examination of the relationship between workaholism and burnout (significant state)

Table 2. Results of the implementation of the structural model between workaholism and burnout

dependent variable	independent variable	Hypothesis
Burnout	workaholism	Main

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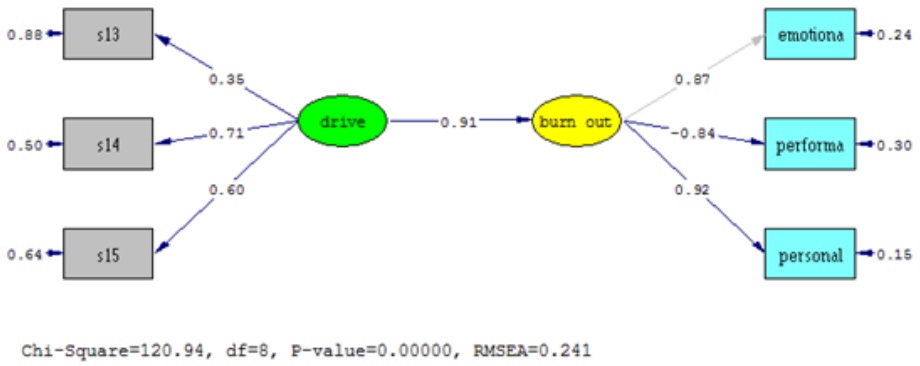


Figure 4. Examination of the relationship between intrinsic desire to work and burnout (standard mode)

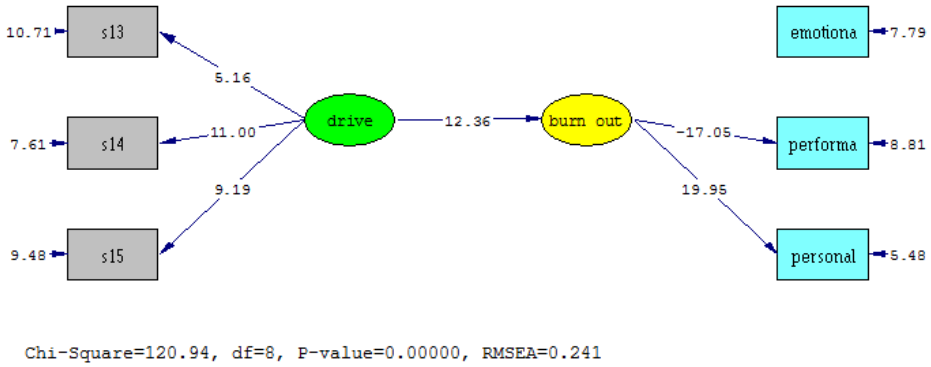


Figure 5. Examination of the relationship between intrinsic desire to work and burnout (significant state)

Table 4. Results of the implementation of the structural model between internal inclination to work and burnout

Result	T-value	R	dependent variable	independent variable	Hypothesis
Confirmation	۳۶/۱۲	۹۱/۰	Burnout	Inner desire to work	The first sub

Given that t is greater than 2, so the value of t is significant at the 99% confidence level.

Second sub-hypothesis

There is a significant negative relationship between enjoy of work and burnout.

Structural equation modeling

Figures 6 and 7 show the results of testing the second sub-hypothesis (implementation of Model 3) by structural equation modeling. Figures 5 and 6 show the standard coefficient and the coefficient of significance (T-value), the proposed causal relationship between enjoy of work and burnout. The table also shows R (standard coefficient), t value and model fit indices such as chi-square, RMSEA, GFI, etc. As can be seen, firstly, considering the significance of the value of t, the first hypothesis is confirmed at the 99% confidence level. Second, the validity and fitness of the model are confirmed.

Therefore, hypothesis H0 is not confirmed and hypothesis H1 or the second hypothesis of the research is confirmed. Therefore, it can be stated that the enjoy of work in the target community at the level of 99% confidence reduces job burnout.

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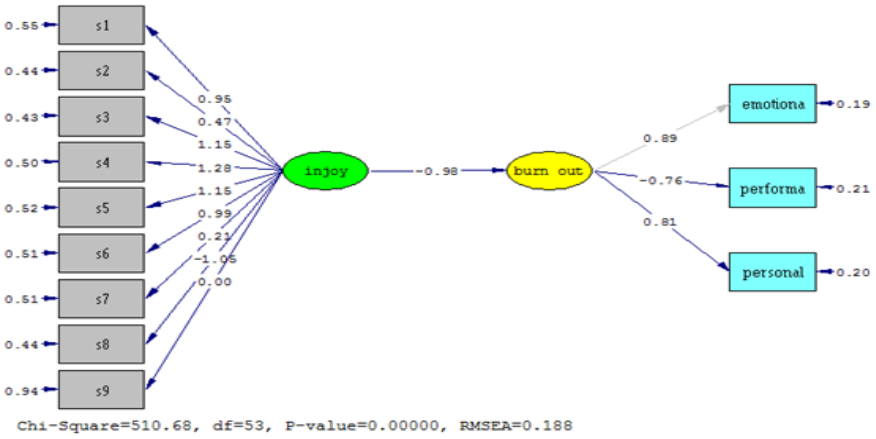


Figure 6. Test output of the relationship between enjoy of work and burnout (standard mode)

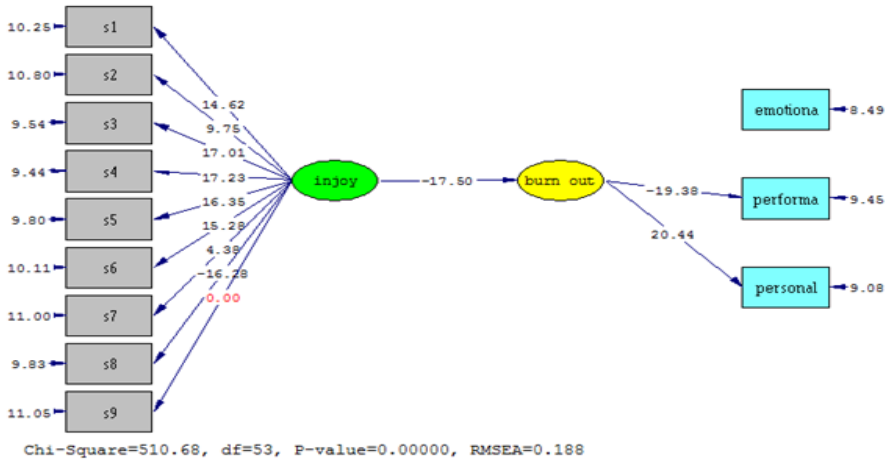


Figure No. 7. Test Outcome Relationship between enjoy of work and Burnout (Significance)

Table No. 6. Results of the implementation of the structural model between enjoy of work and burnout

Result	T-value	R	dependent variable	independent variable	Hypothesis
Confirmation	-17.50	-0.98	Burnout	enjoy of work	Second sub

Third sub-hypothesis

There is a positive and significant relationship between work involvement and burnout.

Structural equation modeling

Given that the value of t is greater than -2, so the value of t is significant at the 99% confidence level.

Figures 8 and 9 show the results of testing the third sub-hypothesis (implementation of Model 3) by structural equation modeling. Figures 7 and 8 show the standard coefficient (R) and significance coefficient (T-value), the proposed causal relationship between work involvement and burnout. The table also shows R (standard coefficient), t value and model fit indices such as chi-square, RMSEA, GFI, etc. As can be seen, firstly, considering the significance of the value of t, the first hypothesis is confirmed at the 99% confidence level. Secondly, the validity and appropriateness of the model are confirmed, because the amount of chi-squared, the amount of RMSEA and the ratio of chi-square to the degree of freedom are low and the amount of GFI and AGFI is above 90%. Therefore, hypothesis H0 is not confirmed and hypothesis H1 or the third sub-hypothesis of the research is confirmed.

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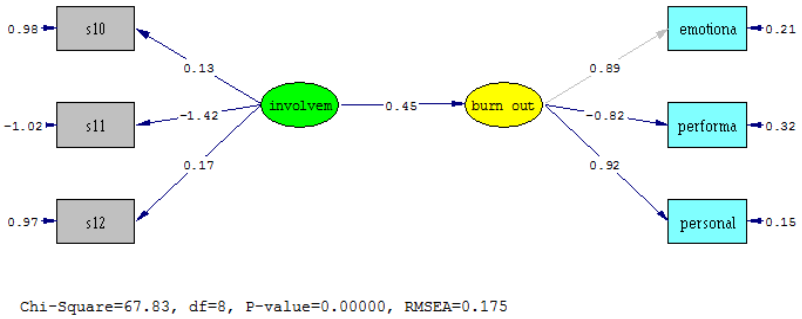


Figure 8. Exit test of the relationship between work-involvement and burnout (standard mode)

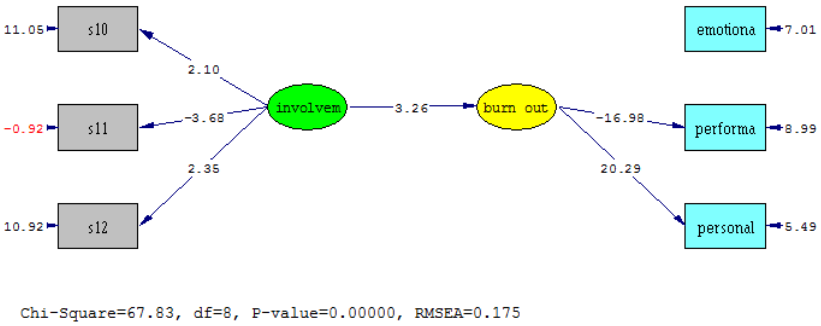


Figure 9. Exit test of the relationship between work-involvement and burnout (significant state)

Table 8. Results of the implementation of the structural model between work involvement and burnout

Result	T-Value	R	dependent variable	independent variable	Hypothesis
Confirmation	3.26	0.45	burnout	work-involvement	Third sub

Therefore, it can be stated that involving with work in the target community at the level of 99% confidence causes job burnout. Given that the value of t is greater than 2, so the value of t is significant at the 99% confidence level.

Discussion

Burnout has become very common in today's societies and covers all aspects of life, and on the one hand, it increases divorce, addiction, quitting jobs and physical and mental illnesses and on the other hand, it reduces the productive labor force and hurts the country's economy. Work is a very important source of livelihood and social status, which can also lead to dissatisfaction, exhaustion of physical and mental strength. Job-related stress causes employee dissatisfaction and the emergence of significant negative effects in other areas of life, including social, individual and family. One of the consequences of long-term stress in the workplace is burnout. Burnout is a process of physical-psychological fatigue that is caused by constant and successive emotional stress caused by long-term involvement in humans. The concept of burnout was introduced in the early 1970s. This structure has been named to describe inappropriate business in service businesses and to reach stages during which individuals are unable to perform their duties effectively [8]. People who suffer from burnout not only cause problems for themselves but also cause problems for others and endanger their mental health and efficiency. The main cause of burnout is

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enduring the stress of work for a long time with a lot of work. Lack of interest in work, mismatch between job and employee, leads people to burnout [10]. Therefore, in order to eliminate this phenomenon, the factors that cause it must be known. Therefore, in this study, one of the factors that cause it, namely work dependency, was investigated. Job-dependent people are constantly exposed to long-term work-related stress due to the fact that they tend to work a lot and get involved with their work and do not enjoy their work much. Due to the depletion of their resistance to stress, they suffer from depletion or burnout, which can have adverse consequences for them. Therefore, in this article, the effect of workaholism with burnout was tested.

The results show that dependency on work in the target community at the level of 99% confidence causes burnout. Therefore, at the desired confidence level, the first hypothesis is confirmed. Findings show that the members of the statistical sample are not very dependent on work, so their level of burnout is low. Job-dependent people are constantly exposed to long-term work-related stress due to the fact that they tend to work a lot and get involved with their work and do not enjoy their work much. Due to the weakening of their ability to withstand stress, they suffer from burnout. Therefore, the results obtained in this study are in line with the results of previous research. Haqqani (1400) concluded in a study that job stress is associated with workaholism regardless of gender [5]. They found that workaholism was positively related to work stress. Increasing the amount of time devoted to work has led to more stress, which in the presence of long-term stress can also lead to burnout. Bayani et al. (2007) also found in a study that workaholics had lower mental health and had complaints about their physical condition [11]. Kaveh et al. In 2008, in a study that looked at the relationship between workaholism, burnout and mental health, concluded that workaholism increases burnout and decreases mental health. However, the results of ranking the factors related to burnout show that the subjects gave more positive answers to the items related to personality decline than the other two dimensions of burnout. Therefore, it is suggested on this basis [12].

The results of further studies showed that the average responses of the respondents to the above items are 3.71, 3.39 and 3.2, respectively. The results of the second sub-hypothesis show that people do not like their job less than other activities they have and their work activities are not very enjoyable. But employees are very happy when their work activities are enjoyable and they forget the passage of time and also enjoy doing it. According to Spence and Robbins, workaholics do not enjoy their work much, while people who are eager to work enjoy a lot of work and as a result are less exposed to stress, because they look at work as fun and entertaining, so they enjoy it a lot. The results of the third sub-hypothesis, there is a positive and significant relationship between work involvement and burnout. The results show that involving in work in the target community at a level of 99% confidence causes job burnout.

Conclusion

Therefore, it can be concluded that there are issues in the workplace that force employees to do work. These can include fear of being blamed by superiors, time pressure, and so on. However, they still do work even when they do not enjoy it very much. The existence of such problems in the workplace has forced employees to do work, which eventually turns them into people addicted to work. Employees tend to use work time efficiently. And they tend to show useful activities even in times of unemployment. Their answers also show that their entire working time is not spent with work conflict and they also have unemployment times.

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