

RESEARCH ARTICLE

**Is there any relationship
between general health and job
burnout? A cross sectional study
in Zahedan 2016**

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ABSTRACT

Nurse's health and wellbeing is important because the quality of services they provide to patients depend on that. Job burnout is one of them most important factors caused by workplace pressure and tension that can threaten individual's health. So this study aimed to investigate that is there any relationship between general health and job burnout? 48 operating room staff participated this study. GHQ-28 standard questionnaire and Maslach's job burnout questionnaire were used for data collection. After that data were analyzed through SPSS v.19 by descriptive statistics, Pearson's correlation and T test. 11 males and 37 females participated this study which 14 of them were single and 34 were married. The mean of age was 30.12 ± 5.56 . The mean score of general health was 56.68 ± 9.06 and the mean score of job burnout was 63.08 ± 9.01 . There wasn't any significant relationship between job burnout and general health. Due to the results of this study there wasn't any significant relationship between job burnout and general health. Staff's health and wellbeing is really important for organizational Productivity. So the managers and authorities must plan for programs which motivate the staff for better working so then they can prevent job burnout.

INTRODUCTION

Health is a human right and social goal. All the governments and organizations must plan to protect people's health (1). Industrial life brought many good things for us but also it threatened our lives. For example people are in stress in personal and professional life. Pressure in job is a usual thing and if it could be controlled in a good level could lead to creativity. But high and negative job pressure is never good for workers. It can threaten their health and wellbeing. Working conditions, role ambiguity, responsibilities, relationships with peers and subordinates and lack of job security are all factors which can make stress in workplace (2, 3). Today healthcare system is an important dimension of sustainable development in human societies due to its direct relation with human lives. Nurses are an important part of this system and they play a vital role for it (4). Nurse's health is more likely to be in danger than other people due to some reasons (5). The World Health Organization reported that among 130 jobs nurses are in 27th place of referring to physicians for health problems (6). The Scientific Institute for Occupational Safety and Health reported in 1988 that the health of human resources is the most important matter in this century. Nurses who have poor general health cannot provide good and proper healthcare services such as physical and mental supports for the patient. Nurse's health and wellbeing is important because the quality of services they

provide to patients depend on that (7, 8). Some studies stated that there is a relationship between job stress, health, nurse's burnout (9) and workplace (10). Stress, anxiety, burnout, physical disorders and social distractions all are directly effecting on general health (11). Job burnout and general health are two important factors which effect on both personal and organizational performance. Job burnout is highly considered as a threat in recent years (12). Job burnout is usually used to describe human reactions against mental pressures (13). Job burnout is described as a mental, emotional and physical exhaustion that is caused due to a situation that wants many things from the individual in a long term period (14). Poor working conditions, a sense of organizational inefficiency, lack of personal development, low opportunities to promote and hard and bad rules in workplace all can lead to job burnout (15). Nurses are more exposed to job burnout than other healthcare professionals and this job burnout is threatening their health (16). So this study aimed to investigate that is there any relationship between general health and job burnout?

MATERIALS AND METHODLOGY

This cross sectional study was conducted on 48 operating room staff in Ali-ebne-Abitaleb hospital of Zahedan. A three part questionnaire was used for data collection in this study. First part collected demographic information (age and sex).

The second part was GHQ-28 (General Health Questionnaire) standard questionnaire which had 28 questions. This questionnaire was founded by Goldberg and Hiller and had 4 scales. Each scale includes 7 questions. The scales assess physical, stress, depression and social communication distractions signs in the individual. The reliability coefficient was calculated for the Persian versions of GHQ-28 by re test method in 7 and 10 days on 80 respondents and it was 0.91 that was significant for 0.001 error level. And the validity was proved by Cronbach's alpha and it was 0.85 (17).

The third part was Maslach's job burnout questionnaire. This questionnaire included 22 questions. It was answered through a 5 point Likert scale from 1 to 5. The minimum score was 22 and the maximum was 110. The validity and reliability of this questionnaire was proved by Beyrami and colleagues and were satisfactory (18). After that data were analyzed through SPSS v.19 by descriptive statistics, Pearson's correlation and T test.

EVALUATION PARAMETERS ^{10, 11}

11 (22.9 %) males and 37 (77.1 %) females participated this study which 14 (29.2 %) of them were single and 34 (70.8 %) were married. The mean of age was 30.12 ± 5.56 . The mean score of general health was 56.68 ± 9.06 and the mean score of job burnout was 63.08 ± 9.01 . There wasn't any significant relationship between age and general health ($p=0.57$) but

there was a significant relationship between age and job burnout ($p=0.04$). There wasn't any significant relationship between job burnout and general health ($p= 0.17$).

RESULTS AND DISCUSSION

There wasn't any significant relationship between general health and job burnout in this study but there was a significant positive relationship between job burnout and staff's wellbeing in some other studies (19- 21). This means that as the individual has more job burnout the less his general health would be. So he would show much more psychological signs. Few number of participants in this study can be a good reason for this difference between studies.

Researchers state that job burnout makes mental, physical and emotional complications (22). Due to this it is directly in relationship with human's health. To investigate the health of workers both workplace factors and out of workplace factors should be assessed (23). Increase in job burnout would reduce the ability of compatibility in critical situations and at this level behavioral and physical signs would appear. In fact mental problems may force the individual to do actions which threaten his health (20). Nurses can't participate entertainment programs or social activities due to their high workload and difficult working shifts. This would threaten their abilities of social activities (6). Nurses are highly exposed to health problems due to high workload, night shifts, working with patients

who are dealing with death and so many other factors (24). The workplace related factors of job burnout are working conditions, workload, working hours, interpersonal communication, job satisfaction and job security and the personal factors are demographic characteristics, personal characteristics, balance between job and life and family support (25). According to the importance of nurse's general health and the complications which job burnout would make for them this study suggests the authorities to plan programs for reducing the job burnout and increasing general health among them.

Due to the results of this study there wasn't any significant relationship between job burnout and general health. Staff's health and wellbeing is really important for organizational Productivity. So the managers and authorities must plan for programs which motivate the staff for better working so then they can prevent job burnout.

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