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STRESS AND BURNOUT AS A PSYCHO-SOCIAL RISK AT PUBLIC SECTOR AMONG WORKERS

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The present study aimed to examine the relationships between occupational stress, burnout situations as a psycho-social risk and the subtypes that of the application job-related affective well-being according to the demographic factors among public sector employees. In the study, data were collected by questionnaire method. The research was conducted on 185 public officials who participated in the training during the "stress and burnout training" given to the public sector workers, and the total of 177 questionnaires was evaluated because 8 of the questionnaires were missing and incorrectly filled. In this study, a 7-item job stress scale developed by House and Rizzo (1972) was used to measure the psychological and psychosomatic symptoms related to the stresses experienced by public officials in the workplace. To measure burnout, Maslach Burnout Inventory developed Maslach and Jackson (1981) were used. The emotional exhaustion sub-dimension consists of 9 items, the depersonalization sub-dimension consists of 5 items and the personal accomplishment sub-dimension consists of a total of eight items in the Burnout Inventory consisting of 22 items and three sub-dimensions. To measure Job-related well-being Job-Related Affective Well-being Scale (JAWS) was used that has been designed by Katwyk, Fox, Spector, Kelloway (2000). The main objective of the study was based on the expectancy that the four subtypes of JAWS would show consistent and predictable correlations with Stress and Burnout. The average age of the participants is 36.82±8.36. Data were analyzed with T-test, Pearson Correlation, and One-Way ANOVA. The findings of the present study have shown that the meaningful relationships among job stress, burnout and job well-being. According to the obtained results, it was understood that the stress and burnout levels differed according to the gender of the public servants, the duration of their service, their place of duty, their administrative relative, education level and their workings ($p<0.05$). In addition, when the mean differences between the scale scores according to gender were examined, it was seen that there was a significant difference between the emotional exhaustion from the subscales of the consumption

and the sex.

Recent Publications

1. S Aytac, S Dursun and M Aytac (2017) Work-related violence and stress: the case of taxi drivers in Turkey. *International Journal of Recent Advances in Organizational Behaviour and Decision Sciences*. 3(1):929-938.
2. S Aytac (2017) Life satisfaction and leisure activities among retirees: the case of a city. *International Journal of Recent Advances in Organizational Behaviour and Decision Sciences*. 3(1):916-928.
3. S Aytac and G Akalp (2017) The attribution theory of as a psycho-social approach to the perception of occupational health and safety: a focus group study among women workers in metal industry. *European Journal of Multidisciplinary Studies*. 5(1):355-362. Doi:10.26417/ejms.v5i1.p355-362
4. S Aytac and S Dursun (2012) The effect on employees of violence climate in the workplace, work: *Work*. 41(1):3026-3031. Doi:10.3233/WOR-2012-0559-3026.
5. C Ceylan, J Dul and S Aytac (2008) Can the office environment stimulate a manager's creativity? *Human Factors and Ergonomics in Manufacturing*. 18(6):589-602. Doi:10.1002/hfm.

Biography

Serpil Aytac has completed her PhD at the Uludag University, Turkey. She is the Director of Labour Economics and Industrial Relations Department. She has published more than 30 papers in reputed journals and has been serving as an editorial board member of repute. She was the Director of numerous research projects. She currently has national and international publications on work psychology and management. She is a Member of Turkish Ergonomics Society Association.

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