Relationships between the impact of negative life events, burnout and perceived organizational support

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• Tired
• Stressed
• Sleeping problems
• Emotional
• Unable to concentrate
• Feeling insecure
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->Burnout symptoms
Burnout

- Most common occupational disease in the Netherlands
- 14% of the Dutch labour force reports burn-out symptoms
- 5% of the Dutch labour force is prolonged absent because of burnout
- 242 days of absenteeism on average per case of burnout
- € 1.8 billion estimated costs yearly
Central Research Question

Is there a significant relation between the number and impact of negative life events on the one hand and burnout on the other hand and does perceived social support by the organization moderate these relations?
Figuur 2. Conceptual model with four variables: perceived social support moderates the relationship between negative life events and burnout. Age, sex, educational level en job level are control variables.
Figure 1. The Michigan Stress Model (Caplan et al., 1975), applied to current research.
Hypotheses 1 and 2

1. Number of life events

Negative Life Event(s)

+ 

Burnout

2. Perceived Impact
Hypotheses 3 and 4

3 Number of life events

Negative Life Event(s)

4 Perceived Impact

Perceived Social Support by the Organization

+  

Burnout
Measurements

Selection of the Dutch translation of the Social Readjustment Rating Scale (SRRS)

3 Number of life events

Negative Life Event(s)

4 Perceived Impact

Perceived Social Support by the Organization

Burnout

+
Measurements

Selection of the Dutch translation of the Social Readjustment Rating Scale (SRRS)

3 Number of life events

Negative Life Event(s)

+ Perceived Social Support by the Organization

Burnout

4 Perceived Impact

1. Problems with your family (in law),
2. Caretaker for a relative,
3. Relationship problems and/or divorce.
4. Serious problems in your family
5. Death of your partner
6. Death of a loved one
7. Severe personal injury or illness
8. Dismissal
9. Worsening of a family member's health
10. Worsening of your financial situation
11. Problems with your supervisor
Measurements

- 3 Number of life events
- 4 Perceived Impact
- Perceived Social Support by the Organization
- Negative Life Event(s)
- Burnout

Dutch version of the Maslach Burnout Inventory [MBI-NL]
Measurements

3 Number of life events

Negative Life Event(s) +

Perceived Social Support by the Organization +

Burnout

4 Perceived Impact

Dutch translations of the shortened version of the Survey of Perceived Organizational Support [SPOS]
Method, procedure en respondents

• Approached respondents were 960 redundant employees
• Survey of 43 questions via email
• After 7 days a message in a digital newsletter
• After 4 weeks a reminder message via email
• 275 completed questionnaires
• Hierarchical regression analyses
Results

1 Number of life events

Negative Life Event(s)

2 Perceived Impact

Perceived Social Support by the Organization

β .27**

+ 

Burnout
Results

3 Number of life events

Negative Life Event(s)

β .27** +

4 Perceived Impact

Perceived Social Support by the Organization

β -.03 ns

Burnout

β = -.26**
Results Post hoc analysis

Impact life events $\beta .24^{**}$

Perceived Organizational support $\beta -.05$ ns

Burnout: Emotional Exhaustion $\beta -.28^{**}$
Results Post hoc analysis

Impact life events $\beta .27^{**}$

Perceived Organizational support $\beta -.03$ ns

Burnout: Depersonalisation $\beta -.15^*$
Results Post hoc analysis

Impact life events $\beta .15^*$

Perceived Organizational support $\beta .03 \text{ ns}$

Burnout: Reduced personal accomplishment $\beta -.15^*$
Conclusion

This research shows that:

1. the impact of negative life events correlates significantly and positively with burnout;

2. perceived social support correlates significantly and negatively with burnout, but is not a significant moderator of the relation between the impact of life events and burnout.