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recognized as the leading measure of burnout the maslach burnout inventory mbi is validated by the extensive research that has been conducted in the more than 25 years since its initial publication the mbi surveys address three general scales emotional exhaustion measures feelings of being emotionally overextended and exhausted by one s work depersonalization measures an unfeeling and impersonal response toward recipients of one s service care treatment or instruction personal accomplishment measures feelings of competence and successful achievement in one s work

the most popular measure of burnout has been the maslach burnout inventory mbi ever since it was introduced in 1981 maslach jackson 1981 schaufeli enzmann 1998 maslach and jackson 1981 1986 defined burnout as a three dimensional syndrome of emotional exhaustion feeling emotionally drained by one s contact with other people depersonalization negative feelings and cynical attitudes toward the recipients of one s service or care and reduced personal accomplishment a tendency to evaluate negatively one s own work that occurs among individuals who work with people in some capacity contents using the mbi human services survey the mbi general survey the mbi educators survey current and future research

various articles are presented covering psychological sociological and cross cultural topics or relevance to religious spiritual researchers and academics

this book shows how to recognize prevent and cure burnout syndrome for nurses teachers counselors doctors therapists police social workers and anyone else who cares about and for people christina maslach the leading pioneer in research on burnout offers help using illustrative examples and first hand accounts she points out what causes the feelings of emotional exhaustion the callous indifference to people s problems and the sense of inadequacy about one s ability to help and relate to others

the rapid and sweeping changes in the economy technology work practices and family structures mean that organizational health psychology has never been so essential for understanding stress in the workplace this timely research companion is essential reading to advance the understanding of healthy behaviors within working environments and to identify problems which can be the cause of illness containing both theoretical and empirical contributions written by distinguished academics working in europe north america and australia the book covers leading edge topics ranging from current theories of stress stress management and stress in specific occupational groups such as doctors and teachers to the relationship of stress with well being it provides systematic approaches towards practical actions and stress interventions in working environments and a solid theoretical framework for future research it will be an essential companion to research on psychology and medicine as well as stress

demographic information and measures on the maslach burnout inventory mbi were obtained for 151 ohio licensed psychologists seven independent variables were examined in predicting burnout multiple regression analyses revealed that most psychologists within this sample scored within the low range for all subscales emotional exhaustion ee 57 depersonalization dp 76 personal accomplishment pa 77 number of hours per week providing supervision to others was predictive of burnout on all three subscales additionally age number of hours per week spent teaching and employment setting were predictive of emotional exhaustion subscale scores similarly age and number of hours spent in obtaining supervision were predictive of scores on the depersonalization dp subscale personal accomplishment pa subscale scores were predicted by the variables number of hours per week spent in direct service with clientele and type of employment setting psychologists in private practice reported less burnout than those working in the public sector

this handbook focuses on organizational well being in its widest sense and is concerned with reviewing the factors which are associated with ill health as well as those which promote positive health and well being in it leading international scholars focus on the key issues around measuring well being and individual and organizational factors

academic staff and students within higher education settings are confronted by a learning environment that is academically stimulating informative career focused and socially rich which

can be intensely competitive and highly charged within this learning environment academic staff and students are often at risk of compromising their wellbeing in their pursuit of academic excellence this book provides an examination of the key areas that are important to the sustenance of wellbeing within higher education settings with a view to promoting healthy learning environments the chapter authors are predominantly working in the asia pacific rim but the book also includes more universal perspectives the synthesis of the issues covered in the book is crucial to the understanding of higher education as not only an environment for gaining knowledge and skills relevant for success in academic and career domains but also as an environment for developing socially adept and authentic communication skills the ideas presented in this book will further assist academic staff and students to consider ways to more fully participate in their learning environment so that they can optimize their valuable contributions to the professional communities they serve

research in the social scientific study of religion rcssr publishes reports of innovative studies that pertain empirically or theoretically to the scientific study of religion including spirituality regardless of their academic discipline or professional orientation various articles are presented covering psychological sociological and cross cultural topics relevant to religious spiritual researchers and academics

this test manual the fourth in fit s sport and exercise psychology test clearinghouse is a succinct and informative resource outlining the conceptual basis of the athlete burnout syndrome and its measurement the manual delineates the process used in developing the abq and provides users with information on the meaning of scores derived from its use aspects related to the abq are presented in a comprehensive manner athlete burnout questionnaire abq along with the guidelines for administering and scoring it conceptual underpinnings of the abq including an overview of the burnout construct and the operational definition used to guide item development as well as a description of how the preliminary item pool was developed review of research using a within network approach to examining the internal structure of the burnout construct based on the abq plus a description of both internal consistency and stability of abq scores discussion of a between network approach to construct validation by examining the relationship of abq scores to theoretically relevant variables stemming from stress sociological and motivational perspectives on burnout basic descriptive statistical information

that can help users interpret the meaning of scores derived from the abq

imagine this you are leading a team that is full of energy enthusiasm creativity cooperation and participation team members enjoy working with one another and the nature of the work itself simply put the team is a pleasure to engage with and they help you achieve organizational goals on time and under budget sounds great right of course it does but it may not be your reality your team s success is impacted by changes within the work environment and as a leader manager human resources professional or organizational development consultant you are constantly striving to address threats to employee engagement and well being one such threat is the global phenomenon burnout fired up offers a framework and collection of interconnected principles that can help you build a positive and effective work environment it serves as a starting point for people leaders and those that work with people leaders to understand burnout and engagement while developing a plan of action inspired by the stories anecdotes and strategies included in the book you will find support and tools for creating an environment that fosters engagement for your team gain an insight into the causes and consequences of burnout learn how to assess your team and work environment and become aware of the conditions that can shift your team from burnout to engagement

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