Araştırma Makalesi

Role of Burnout in Relationship between Belonging and Resilience In Traumatized Individuals

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Abstract

Individuals encounter at least one negative experience or traumatic event in their lifetime and react differently to these experiences. While some develop vulnerability in the face of such events, others grow stronger. Psychological resilience is the individual's ability to display healthy development despite negative experiences or to positively adapt to challenging situations. Risk factors and protective factors play an important role in the development of resilience. Therefore, the current study aimed to investigate the effect of burnout as a risk factor and the sense of belonging as a protective factor in explaining psychological resilience. Particularly, this study mainly investigated the mediating role of burnout in the relationship between the sense of belongingness and psychological resilience among university students who had experienced at least one traumatic event. The age of the participants varied between 17 and 35 (M = 24.17, SD = 3.90). General Belongingness Scale, the Resilience Scale for Adults (RSA), and the Burnout Measure, Short Version were used as data collection tools. In data analysis, Pearson Product Moment Correlation and Structural Equation Modeling were performed. It was found that the fit indices established in the research provided good fits and the obtained coefficients were statistically significant. The theoretical model confirmed that burnout plays an intermediary role and significantly affects the relationship between the general sense of belongingness and psychological resilience.

Öz

Bireyler yaşamları boyunca en az bir olumsuz deneyim ya da travmatik bir olayla karşılaşır ve bu deneyimlere farklı şekillerde tepki verirler. Bazı bireyler bu yaşananlar karşısında kırılganlık geliştirirken, diğerleri daha da güçlenirler. Psikolojik dayanıklılık, bireyin karşılaştığı olumsuz deneyimlere rağmen sağlıklı bir gelişim gösterebilmesi veya riskli durumlar karşısında iyi uyum sağlayabilmesidir. Dayanıklılığın gelişmesinde risk faktörleri ve koruyucu faktörler önemli rol oynamaktadır. Bu nedenle tükenmişlik ve aidiyet duygusunun psikolojik dayanıklılığa etkisinin araştırılması amaçlanmıştır. Bu temelden hareketle, bu çalışmada öncelikle en az bir travmatik olay yaşayan ve yaşları 17 ila 35 arasında değişen üniversite öğrencilerinin aidiyet duygusu ile psikolojik dayanıklılıkları arasındaki ilişkide tükenmişliğin aracı rolü araştırılmıştır (M = 24.17, SD = 3.90). Bu araştırmada veri toplama aracı olarak Genel Aidiyet Ölçeği, Yetişkinler İçin Dayanıklılık Ölçeği (RSA) ve Tükenmişlik Ölçeği Kısa Versiyonu kullanılmıştır. Veri analizinde Pearson Momentler Çarpımı Korelasyonu ve Yapısal Eşitlik Modellemesi kullanılmıştır. Araştırmada oluşturulan uyum indekslerinin iyi uyum sağladığı ve elde edilen katsayıların istatistiksel olarak anlamlı olduğu bulunmuştur. Teorik model, tükenmişliğin aracı bir rol oynadığını ve genel aidiyet duygusu ile psikolojik dayanıklılık arasındaki ilişkiyi önemli ölçüde etkilediğini doğrulamaktadır.

Anahtar kelimeler:

travma,
psikolojik
sağlamlık,
aidiyet,
tükenmişlik,
yol analizi

Introduction

Psychological trauma is conceptualized as life events that are encountered in daily life. Such life events disturb the mental and physical well-being of the individual, distress or hurt them, exceed their capacity to cope with and destroy their emotional balance (Özen, 2017). Judith Herman (2015, pp. 7-129) stated that psychological trauma includes intense feelings of helplessness, overwhelming the individual's adaptation and posing a threat to the body integrity and safety. Accordingly, individuals exposed to psychological trauma have difficulties making sense of their feelings and display catastrophic reactions. In general terms, trauma refers to the excessive feelings of fear, dread, despair, and helplessness during a life-threatening event (Yıldırımlı & Tosun, 2012). The traumatized individual tends to remember the traumatic event repeatedly and reexperiences the emotions associated with the traumatic event. Existing research has examined the effects of previously established schemas on post-traumatic stress disorder. According to the results, people with positive and negative beliefs about the future, the world and themselves experience a greater risk of developing PTSD. The reason is that the traumatic event reinforces negative beliefs, attitudes, and assumptions. People with positive self-perception are shocked by these negative beliefs caused by a traumatic event. However, people who have flexible and realistic beliefs experience a lower level of risk of developing PTSD. Cognitive processes seem to have an important role because at least as much as the effect of the traumatic event, the meanings that the traumatized individual has attributed to this event play a major role in the development of PTSD (Hellawell & Brevin, 2002; Van der Kolk, 2000).

The majority of people experience either violent or life-threatening situation at least once in their lifetime (Özer et al., 2003). Reactions against these experiences vary according to intrinsic and extrinsic factors. Psychological resilience is defined as adapting and developing in the face of danger despite all the negative results (Masten & Reed, 2002). Psychological resilience is a dynamic process that includes the transformation of negative experiences into positive outcomes such as functional adaptation and development (Gillham et al., 2013). When the negative results are considered, post-traumatic stress disorder ranks the first among the problems caused by the traumas experienced throughout life (Neria et al., 2008). According to Neria and colleagues (2008), personal attacks, accidents, terrorist incidents, military intervention, coups, torture, abduction, being held captive, natural disasters, and being diagnosed with a fatal disease are examples of traumatic situations. These traumatic events may be experienced at different developmental periods. For instance, numerous studies demonstrated that experiences of abuse and neglect during childhood play a significant role in the emergence of psychopathology in adulthood (Banducci et al., 2014). As a result of the

dynamic interactions among cognitive, sensory, and behavioral systems during and after the traumatic event, some people experience certain disturbing emotions and sensations such as reliving memories, flashbacks, attention problems, memory loss, nightmares, obsessive thoughts, anxiety, panic, depression, anger, tension, startling responses, and alertness (Yıldırımlı & Tosun, 2012). However, not every person with a traumatic life history develops pathology in the same way and individual differences should be taken into consideration (Erol & Önder, 1999). For example, Collishaw et al. (2007) stated in their study that although abuse is an important risk factor in explaining psychiatric problems, a significant number of abused individuals do not experience clinically significant psychiatric problems throughout their adulthood. They suggested that in the face of such experiences, while certain traits of individuals make them stronger, the abuse they have experienced can help them to cope with risky or negative situations more effectively. In the existing literature, the individual's ability to display healthy development despite negative experiences or positive adaptation in the face of challenging and threatening situations is conceptualized as psychological resilience (Sameroff, 2005).

There is no single universal definition of psychological resilience (Gizir, 2007). Various definitions of psychological resilience have been made by different people at different times. For example, Masten and his colleagues (1990) defined psychological resilience as the individual's feeling positive in the face of negative experiences in life. Such individuals are good at successfully adapting to stressful experiences and recovering after trauma. Luthar et al. (2006), on the other hand, referred to the psychological resilience as a phenomenon that provides positive adaptation in case of trauma and significant challenges. In an interpretation offered by Masten and Wright (2010), it has been considered as a phenomenon that supports a dynamic development process and positive adaptation in the face of difficult, stressful, and traumatic life events. Although there are many different conceptualizations in the literature, it can be inferred that the phenomenon of psychological resilience is a dynamic process. This dynamic process includes the concepts of successful coping, healthy adaptation, and competence development against difficult life events, significant danger, and burnout experiences (Luthar et al., 2000; Miceli, 2020; Fowler & Gabbe, 2019).

Psychological resilience first emerged with studies investigating how individuals suffering from poverty, stress, or negative life conditions remain psychologically strong. Although it was initially used to express an innate personality trait, resilience has been recognized as an impressionable and improvable characteristic in recent years (Luthar et al., 2000). Risk factors might endanger the competence of an individual by challenging adaptation to stressful life events. However, existing studies pointed out the fact that protective factors

can either decrease or compensate for the negative outcomes intensified by the risk factors. Accordingly, three important components have been conceptualized: (1) risk factors that include or trigger negative life experiences; (2) the interaction between the protective factors reducing or eliminating the impact of the risk factors, and (3) adaptation that occurs at the end of the process (Gizir, 2007; Özer et al., 2003; Windle, 2002). It was emphasized in the literature that risk factors are especially important in the development of psychological resilience. Fraser and his colleagues (1999, p. 132) highlighted the key role of risk factors by defining psychological resilience as "positive and unexpected success under challenging conditions and the ability to adapt to extraordinary conditions and situations." Individuals that become successful without being exposed to any traumatic life events are referred as "successful" or "sufficient" instead of being qualified as psychologically resilient (Luthar, et al., 2000). Gizir and Aydın (2006) reviewed the research focused on the relationship between psychological resilience and various cultures, age groups and challenging life conditions and they found that it is possible to have many common individual and environmental protective factors that help individuals achieve success and competence. Young adulthood is one of the most important transition periods in the life cycle and this group becomes the focus of research and practice in community settings (Zeldin, 2013). During transition from adolescence to adulthood, individuals experience changes in several domains of life. In addition to physical changes, development of sexual maturity, entrance to business life, engaging in romantic relationships, establishing a new order, taking on new roles, gaining economic independence, increasing responsibilities and crystalizing ethical and moral values are among the novelties that come with this developmental span (Eccles et al., 1993). This period, that might be challenging for young adults, brings forth the need for supportive and protective factors. Protective factors are the factors that reduce or eliminate the negative effects of risks and poor conditions (Earvolino-Ramirez, 2007). When defining psychological resilience, Hjemdal and his colleagues (2006) stated that the protective factors and functional mechanisms in the individual's life facilitate the process of obtaining positive outcomes. Protective factors, processes, and mechanisms that lead to positive results are considered as boosters of psychological resilience. In other words, the more protective and supportive factors individuals have in their life, the higher the chance that they will be able to find adaptive solutions and reach positive results in the face of a risky situation (Hjemdal et al., 2006; Rutter, 1990; Sotile et al., 2019).

Protective factors in psychological resilience can vary as a function of individual and social dimensions (Aydoğdu et al., 2017). These dimensions have been identified by different researchers as emotion regulation strategies, positive emotions, judgment, coping methods,

self-confidence, and self-sufficiency (Bandura, 1993; Cicchetti & Curtis, 2007). By contrast, other researchers suggested that the individual protective factors directly contributing to psychological resilience include personality traits, internal locus of control, mastery, self-efficacy, self-esteem, cognitive evaluation, and optimism. Quality of family relationships were also proposed as having importance among protective factors (McCabe & Clark, 1999). Family relationships, companionship, friendship, and kinship are important components of the concept of belongingness (Baumester & Leary, 1995; Bezirgan, 2014; Brocato, 2006). According to Maslow's hierarchy of needs, individuals have certain needs in their lives, and they shape their lives by setting goals in parallel with these needs (McLeod, 2007). These basic needs are grouped into five categories: (1) physiological needs, (2) safety and security needs, (3) belongingness and love needs, (4) esteem needs, and (5) self-actualizing needs. While the lowest category (physiological needs) is the strongest and of vital importance, the higher categories are more related to personal development and growth. Maslow hypothesized that psychological health is achieved with the fulfillment of these basic needs and that the individual may experience psychological distress otherwise (Lester et al., 1983). The third stage, which can be defined as the necessity of fulfilling social needs, is followed by physiological safety and security needs. These needs are based on belongingness and affection and are manifested as the need to love, to be loved, and to belong somewhere (Kula & Çakar, 2015).

There are some factors playing a vital role in human life and culture such as belongingness, desire for acceptance and avoidance of rejection and these factors are essential for the survival and reproduction of human beings (Malone et al., 2012). Belongingness can be conceptualized as the individual's perception of oneself as a meaningful, valuable, and important part of their environment. A person can belong to another person, institution, group, society, identity, an area, or even a place (Duru, 2015). When the need for belongingness, which is considered to be one of the most essential human needs, is not fulfilled, undesirable outcomes can ensue with regard to mental health (Ribeiro et al., 2013). For example, many studies have proven that the unfulfillment of the sense of belongingness lead to loneliness, resulting in psychological disturbances including but not limited to suicide (Cheavens et al., 2016; Van Orden et al., 2008). On the other hand, greater sense of belongingness has been found to reduce suicidal thoughts (Van Orden et al., 2008) and mood disorders such as anxiety, depression, and also burnout (Budak & Sürgevil, 2005; Çetin et al., 2011; Kaya et al., 2010; Malone et al., 2012). According to a study conducted by Chu et al. (2017), the health problems of an individual whose need for belongingness has not been fulfilled can cause an increase in suicidal thoughts, suicide attempts, and even fatal situations. In this context, the interpersonal theory of suicide also provides significant data regarding the

relationship between psychological resilience and the sense of belongingness (Alizadeh et al., 2018).

Studies showed that those with strong social ties and higher levels of social and emotional belongingness have greater social satisfaction, better health status, more enjoyment of leisure time, higher self-esteem, and friendship skills. Consistently, they have lower levels of loneliness, stress, and burnout (Lee & Robbins, 1995). The more the basic needs within Maslow's hierarchy are satisfied and the higher the individual ascends through the categories, the better the psychological health of the individual will be (Lester, 2013; Shakespeare-Finch & Daley, 2017). In a study performed by Arslan (2015a), belongingness is also identified as an important variable affecting psychological resilience. The analysis of the results of a study conducted on 279 adults between the ages of 21 and 34 revealed that childhood psychological abuse directly predicted social connectedness and belongingness. Thus, it can be inferred that a strong sense of belongingness is an important indicator of one's well-being and mental health (Mellor et al., 2008). The thwarted belongingness that emerges in the interpersonal context manifests itself as a result of the individual's perception oneself and others as burdensome (Van Orden et al., 2010). In the case of thwarted belongingness, the feeling of loneliness develops and the mutually positive relationships with others are either perceived negatively or non-existent. In the case of perceived burdensomeness, individuals perceived themselves as a burden to others. These types of thoughts drain and wear out the psychosocial resources of the affected individual. The despair and helplessness experienced by such individuals might also be related to emotional burnout. Burnout in the literature is mainly defined by Freudenberger (1974) as the emotional exhaustion of the individual and their inability to make use of internal resources as a result of failing, wearing out, and drainage of energy and strength. Maslach and Jackson (1981) explained burnout as a phenomenon that causes emotional exhaustion and weariness, failure, and depersonalization. Perlman and Hartman (1982) associated burnout with perceived failure, fatigue, emotional exhaustion, failure to be creative and lack of commitment to work Gündüz and his colleagues (2012), on the other hand, described emotional burnout as the erosion in one's values, dignity, respectability, and soul. Although emotional exhaustion, which is commonly referred in these definitions, is a reaction very similar to stress, it has been elaborated through other components, such as depersonalization, and personal success (Maslach et al., 2001). In the literature, the term burnout is generally used in association with emotional exhaustion in work life and professional areas. However, in recent studies, burnout is identified as the feeling of being crushed, frazzled, and broken apart under the workload, independent of the work the individual is performing or supposed to perform, and the workload of a student can be given as an example to this type of situation

(Schaufeli & Taris, 2005). Thereof, the burnout scale was adapted by Schaufeli and his colleagues (2002) to university students and research began to be conducted with student populations.

Based on the aforementioned literature review, it was concluded that there might be a relationship between sense of belongingness, psychological resilience, and burnout. To the authors' knowledge, no research has been conducted on this subject in the related literature. On the other hand, there is limited research in the national literature investigating the association between burnout and psychological resilience. The purpose of the research was to examine the role of burnout in the relationship between a positive sense of belongingness and psychological resilience among traumatized individuals. To that end, the sense of belongingness was considered as the independent variable while burnout was considered the intervening variable, and the effect of these two variables on psychological resilience was examined. Due to the fact that there is limited research with similar variables on this age group, this research was expected to contribute to existing literature through clarifying the relationship between burnout and resilience in the context of trauma. For these purposes, the four hypotheses stated below were tested:

1. There will be a positive relationship between sense of belongingness and psychological resilience.
2. There will be a negative relationship between the sense of belongingness and burnout.
3. There will be a negative relationship between burnout and psychological resilience.
4. Burnout will mediate the relationship between the sense of belongingness and psychological resilience.

Method

Research Model

Among quantitative research methods, the correlational survey model and structural equation modeling were used to test hypotheses. Correlational survey models are research models that aim to determine the presence of covariance between two or more variables (Karasar, 2005). The structural equation model is the statistical method that is used to test hypotheses regarding the relationships between observed and latent variables (Çokluk et al., 2012, pp. 300-303).

Study Group

The sample of the research consisted of young adults who continued their university education at The Department of Educational Sciences in Istanbul. The participants were selected by using the convenience sampling method. They were expected to have experienced or witnessed a minimum of one and a maximum of eight of the 18 situations mentioned in "the list of stressful life events" provided in the personal information form prepared by the researchers. These events included natural disasters such as earthquakes, fires, insults, gossip, ostracism, ignorance, verbal aggression, stigma, serious accident, poisoning, physical attack, encountering unwanted sexual attempts, abduction, forced detention, a life-threatening chronic illness or injury, divorce or death of a parent, separation from a loved one, loss of a loved one, physical or mental disability of a family member or close relative, suicide attempt or murder, and immigration status. Those who had not experienced any of the situations listed above were excluded from the study. Analyses were conducted after discarding the single- and multi-directional extreme values of the data losses. Participants who had experienced at least one traumatic event were aged between 17 and 35 years (*M* = 24.17, *SD* = 3.90). Only two participants were minors and signed consent forms were available. Of the total 354 participants, 78 (22%) were men and 279 (78%) were women.

Data Collection Tools

Personal Information Form. Socio-demographic information was obtained via the personal socio-demographic form. The socio-demographic data form was prepared by using a list of stressful life events to scan the general information and previous psychological trauma histories of the participants.

The General Belongingness Scale. In the present study, the General Belongingness Scale (GBS) was used to measure the general sense of belongingness among participants. The scale was developed by Malone et al. (2012), and the validity and reliability study of the scale in Turkey was conducted by Duru (2015). The scale consisted of 12 items rated on a 7-point Likert-type scale ranging from "*strongly disagree*" to "*strongly agree*". As the scores obtained from the scale increased, the level of belongingness also increased. The General Belonging Scale had two subscales that are acceptance and rejection. The internal consistency coefficients of the acceptance and rejection subscales were .89 and .91 respectively, while the internal consistency coefficient of the General Belongingness Scale was .92. For the current study internal consistency of the acceptance and rejection subscales, and the total score were .89, .91, and .92 respectively. It was revealed that the item-total correlations of the scale

varied between .48 and .79. Test-retest reliability analysis was examined at three-week intervals. A correlation of .84 was found between the two applications. Pearson correlation coefficient of the first subscale, acceptance, was .70 while the Pearson correlation coefficient for the rejection subscale was .75. In addition, a positive correlation was found between belongingness scores and social connectedness (r = .64), life satisfaction (r = .54), self-esteem (r = .51) and positive affect (r = .13) scores. It was found that the sense of belonging had a significant negative relationship with loneliness (r = -.72) and negative affect (r = -.31).

The Resilience Scale for Adults. In the current study, the Resilience Scale for Adults (RSA) developed by Wagnild and Young in 1993 was used to measure the psychological resilience of individuals. The Turkish adaptation was performed by Arslan (2015b). The scale is a five-point Likert-type scale with 37 items. The measuring tool is scored as "*It completely describes me* (5)" and "*It does not describe me at all* (1)". Those who scored higher in RSA have greater levels of psychological resilience. According to the exploratory factor analysis, the scale has a four-factor structure that explains the 65% of the total variance. Relational resources fall into the first factor, while individual resources fall into the second factor. The third factor contains the cultural and contextual factors, and the fourth factor contains the family resources. The Cronbach Alpha value of the Psychological Resilience for Adults Scale is .94 and the test-retest coefficient is .85. The internal consistency coefficient ranges between .82 and .86, and the test-retest coefficient ranges between .64 and .79 for the subscales. For the current study, the internal consistency coefficient was 86. for the total scale, and while it ranged from .70 to .86 for the subscales.

The Burnout Measure-Short Version. In the present study, the Burnout Measure-Short Version was used to measure the burnout levels of the individuals. The measure was developed by Malach-Pines (2005). The scale was adapted to Turkish by Tümkaya, et al. (2009). It consists of 10 items. The scoring is rated with response options vary between 1 (*None*) and 7 (*Always*) and the burnout score of the individual is calculated by summing the responses given to these items and dividing them by 10. If the final score is 2.4 or less, it means that the degree of burnout is low. If the score is between 2.5 and 3.4, there is a danger of burnout: If it is between 3.5 and 4.4, the burnout is happening: If it is between 4.5 and 5.4, there is a serious burnout problem and if the score is 5.5 or higher, it means that it is necessary to get help from a professional as soon as possible (Tümkaya, et. al., 2009). In the factor analysis, 64% of the total variance of the items was explained. This result showed that there were three factors explaining the total variance, but the measurement tool could be considered one-dimensional. Based on the data that were obtained from different ethnicities, professions, and student groups, the internal consistency coefficients ranged from .85 to .92. The coefficient

obtained at the end of the test-retest reliability in student groups at three-month intervals is .74. The internal consistency coefficient is .91. A test-retest reliability study was also conducted at four-week intervals and the coefficient was calculated as .70. The internal consistency coefficient in this study was found as .92.

Analysis of Data

In order to test the hypothesized relationships, Pearson product-moment correlation coefficient was used to examine the associations among the variables. The structural equation modeling was utilized to investigate the mediating relationship between the variables. Structural equation modeling is a systematic and multivariate statistical method used for the formulation and testing of theoretical structures and the evaluation of the relationships among observed and latent variables in scientific research (Çokluk et al., 2012; İlhan & Çetin, 2014).

Results

Obtained findings were explained under this heading. Firstly, the Pearson product-moment correlation coefficient values that were found using the SPSS-20 analysis program in order to demonstrate the relationships among general belongingness, burnout, and psychological resilience were presented in Table 1.

Table 1.

Results of the Pearson Product-moment Correlation Analysis Aimed to Determine the Relationship Between Belongingness, Burnout, and Psychological Resilience

Factor	M	SD*	1	2	3
1. Belongingness	49.92	7.91	1	.474**	.544**
2. Burnout	33.45	11.11		1	-.441**
3. Resilience	83.75	10.69			1

**$p < .01$

As seen in Table 1, there was a negative correlation between the burnout levels and the sense of belongingness of the participants (r = -.47, p < .01). In addition, it was revealed that there was a significant positive correlation between the general belongingness, which is the independent variable of the research, and psychological resilience, which is the dependent variable (r = .54, p < .01). According to these findings, as individuals' sense of belongingness

increased, their burnout levels decreased, and their psychological resilience increased. In addition, as individuals' sense of belonging decreased, their burnout level increased, and their psychological resilience decreased. There was also a significant negative relationship between burnout scores and psychological resilience ($r = -.44$, $p < .01$). According to these findings, as the burnout level of the individual decreased, the psychological resilience increased. After reaching a conclusion where there is a significant relationship between variables, the test of the proposed model was performed. Whether burnout had a mediating role in the effect of general belongingness on psychological resilience was tested using path analysis. The structural path analysis model was analyzed using LISREL. In the first model that was tested, general belongingness was the independent variable and psychological resilience was the dependent variable (Figure 1).
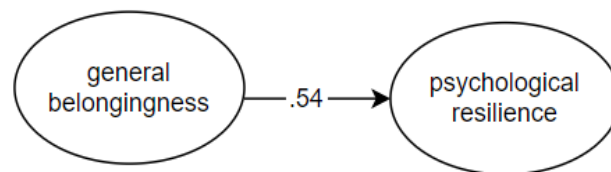

Figure 1. *Direct Effect of General Belongingness on Psychological Resilience*

Before examining the mediating role of the burnout variable, the direct effect of general belongingness on psychological resilience was examined. As seen in Figure 1, general belongingness had a direct effect of .54 on psychological resilience ($p < .01$). The fit values of this model were given in Table 2.
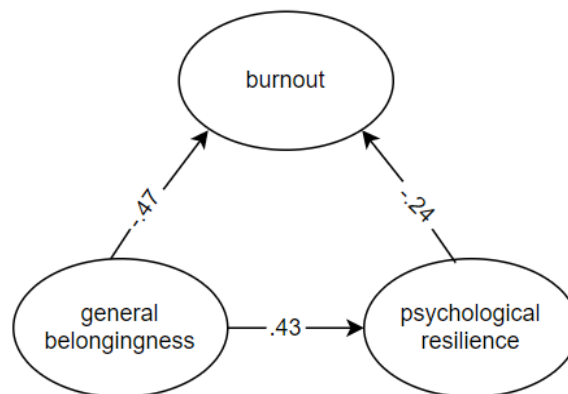
Table 2.

Correspondence Analysis Results of the General Belongingness – Psychological Resilience

Fit Indices	Theoretical Model	Criteria for Perfect Fit Indicators	Criteria for Good Fit Indicators
X^2	21		
sd	8		
X^2/sd	2.62	≤ 3	$3 < X^2/sd ≤ 5$
RMSEA	.06	≤ .05	$.05 < RMSEA ≤ .08$

Table 2. (continued)

AGFI	.95	≥ .95	.90 ≤ AGFI < .95
GFI	.98	≥ .95	.90 ≤ GFI < .95
CFI	.99	≥ .95	.90 ≤ CFI < .95
RMR	.04	≤ .05	.05 < RMR ≤ .08
SRMR	.03	≤ .05	.05 < SRMR ≤ .08

As seen in Table 2, the general belongingness and psychological resilience model indicated perfect and good fit values. RMSEA value indicated a good fit value while AGFI, GFI, CFI, RMR, and SRMR values indicated a perfect fit. Following this analysis, the model was retested after burnout, which is another variable, was added. The results of this analysis were presented in Figure 2 and Table 3.

Figure 2. *Theoretical Model*

When the mediating role of the burnout variable in explaining the relationship between general belongingness and psychological resilience was tested, the relationships between general belongingness and burnout ($r = -.47$), burnout and psychological resilience ($r = -.24$), and general belongingness and psychological resilience ($r = .43$) were found to be statistically significant.

Table 3.

Model Fit Indices

Fit Indices	Theoretical Model	Criteria for Perfect Fit Indicators	Criteria for Good Fit Indicators
X^2	144.10		
sd	47		
X^2/sd	3.06	≤ 3	$3 < X2/sd \leq 5$
RMSEA	.06	$\leq .05$	$.05 < RMSEA \leq .08$
AGFI	.92	$\geq .95$	$.90 \leq AGFI < .95$
GFI	.95	$\geq .95$	$.90 \leq GFI < .95$
CFI	.97	$\geq .95$	$.90 \leq CFI < .95$
RMR	.07	$\leq .05$	$.05 < RMR \leq .08$
SRMR	.05	$\leq .05$	$.05 < SRMR \leq .08$

When the fitness results of the tested model were examined (Table 3), the revealed values were found to be perfect and good fits. According to the data obtained, GFI, CFI, and SRMR values corresponded to a perfect fit, while X2/sd, RMR, RMSEA, and AGFI values were good fits (Çokluk et al., 2012). The Sobel test was applied to find the significance level of the mediating role of the burnout variable. When the acquired findings were reviewed, it was concluded that the burnout variable had a significant effect on general belongingness' prediction of psychological resilience ($z = 6.31$, $p < .00$).

Discussion

The current study aimed to examine the mediating role of burnout in the relationship between the general sense of belongingness and psychological resilience in traumatized individuals. To that end, the effect of sense of belongingness as an independent variable and burnout as mediating variable on psychological resilience was inspected. In this section, a discussion of the results in accordance with the existing findings were presented.

Firstly, a significant positive relationship was found between the general sense of belongingness and psychological resilience. Accordingly, as the sense of belongingness increased, individuals were more likely to develop psychological resilience against negative experiences. By contrast, as the sense of belongingness decreased, individuals tended to display less psychological resilience in response to traumatic events. These findings were in accord with the results of other studies in the related literature. In his belongingness theory, Baumeister suggested that people have a basic need for social connection and a tendency to maintain their existing relationships in a healthy way. It was posited that social ties reduce physical health problems and adaptation difficulties, while boosting the well-being of individuals through positively affecting emotional and cognitive processes (Baumeister & Leary, 1995). Mellor and his colleagues (2008) similarly argued that a strong sense of belongingness is an important indicator of well-being and mental health. In a study aimed to investigate the relationship between psychological resilience and self-compassion, social support, and sense of belongingness among cancer patients, a positive correlation was found between sense of belongingness and psychological resilience (Alizadeh et al., 2018). Higher levels of sense of belongingness were related to enhanced psychological resilience. Miceli (2020, p. 17), revealed that sense of belongingness not only affects psychological resilience but also supports coping mechanisms. In a study conducted with emergency health workers, it was found that those with a greater sense of belongingness experience less stress and have higher levels of well-being despite the traumatizing events they witnessed (Shakespeare-Finch & Daley, 2017). Moreover, there is strong evidence in the literature indicating that a sense of belongingness reduced suicidal thoughts (Cheavens et al., 2016; Van Orden et al., 2008).

Secondly, when the linearity was examined, a linear relationship was obtained, and this association was in the negative direction. There was a significant negative relationship between the general sense of belongingness and burnout. To illustrate, as the sense of belongingness decreased, the level of burnout has increased, and as the level of burnout decreased, the sense of belongingness increased. The relationship between these two variables was discussed frequently in the literature, generally in the occupational and organizational context. Teachers (Çetin et al., 2011), nurses (Kaya et al., 2010), and academicians (Budak & Sürgevil, 2005) are among the main sample groups where the relationship between these two concepts was examined. Accordingly, it has been observed that people working in the health sector have experienced burnout feelings. Nurses, who are among these health workers, experience stress intensely due to the factors such as intense work pressure, high workload, and the necessity of communicating with many people during the day. Therefore, they are more likely to undergo burnout. As a result of the research, it was concluded that nurses have a moderate level of

burnout (Kaya et al., 2010). By contrast, academics have been found to experience lower levels of burnout. In addition, it was observed that their personal achievement levels were at a high level (Budak & Sürgevil, 2005). The intense sense of burnout found in healthcare workers is also observed among female academics. Other studies in the literature also presented supporting findings. In parallel with the current study, burnout has been reported to be positively and significantly related to job stress, yet not significantly related to job motivation (Khalatbari et al., 2013). This research isolated the concepts of burnout and sense of belongingness from the organizational context and investigated these variables in terms of individual negative life events and belongingness in society. The related findings were discussed on the basis of Maslow's theory of the hierarchy of needs. According to this theory, sense of belongingness ranks as the third category. The higher the satisfaction of basic needs is and the higher the category reached in the hierarchy is, the better the psychological health of the individual will become (Lester, 2013). In this context, helping people who have experienced traumatic events to realize their sense of belonging to their social environments such as family, friends or culture can be beneficial to keep them away from negative psychological consequences such as burnout. Thirdly, a significant negative correlation was found between burnout and psychological resilience. In the literature, these two concepts were mostly associated in studies concerning organizational psychology and educational areas. These studies revealed that the level of psychological resilience was an important determinant of the burnout levels and psychological well-being of the individuals (Arslan, 2015a; Lester, 2013). Analysis of this research yielded that there is a significant negative correlation between burnout and psychological resilience. According to the results of this study, burnout levels of individuals with traumatic experiences were at a greater risk for lower resilience. A study conducted with health workers at high risk of burnout including emergency room doctors, family doctors, gynecologists, and obstetricians showed that psychological resilience education was effective in reducing burnout levels (Fowler & Gabbe, 2019). Burnout levels in the medical environment also have vital importance in improving psychological resilience. Moreover, risks caused by burnout can be prevented by supporting resilience capacity even for individuals at the front line in medical settings (Guo et al., 2018; Sotile et al., 2019).

Lastly, in line with the objective of this study, the mediating role of burnout in the relationship between sense of belongingness and psychological resilience was tested. The theoretical model that had been established was validated. Results showed that burnout had a significant mediating effect on the relationship between sense of belongingness and psychological resilience. The studies examining these three concepts together in the literature aimed to explain the organizational dynamics and are generally conducted through employees'

and organizational belongingness. In a recent study conducted with teachers, it was concluded that there was a negative correlation between psychological resilience and burnout and between burnout and organizational commitment. It was also found that high levels of psychological resilience could reduce burnout, whereas low burnout levels could increase organizational commitment (Karacabey & Bozkuş, 2019). Although the settings and study groups differ, these studies yielded similar outcomes regarding the relationship between burnout and psychological resilience. On the one hand, organizational commitment includes an emotional bond to the workplace, and it is an element of sense of belongingness (Harris & Cameron, 2005; Klein & Park, 2015). In this context, the current study was conducted on a different sample consisted of people having experienced trauma. And it was tested whether the sense of belongingness in traumatized individuals has a role in reducing burn-out symptoms and increasing the level of resilience. As a result, it can be argued that high level of belongingness is associated with lower levels of burnout and that lower level of burnout is correlated with high levels of psychological resilience.

This study, which was set out to examine the theoretically sensible relationships among sense of belongingness, psychological resilience, and burnout, is expected to fill a crucial gap in the literature since there is limited research inspecting all these three variables together. The structural equation model revealed that burnout had a significant mediating role in the relationship between sense of belongingness and psychological resilience. As it has been supported by the obtained results, social relationships and the sense of belongingness might have a crucial impact on developing psychological resilience and coping skills among traumatized individuals who have burnout symptoms. Based on this model, it can be concluded that future studies aimed at enhancing sense of belongingness and reducing burnout might have positive effects on psychological resilience. Previous and current research results also showed that working on individuals' sense of belongingness is a critical factor in regulating psychological resilience and burnout levels. In this context, studying this subject with different variables and groups in future research will be a considerable contribution to the literature.

The strength of current research is that it has sampled individuals who have experienced at least one trauma such as a natural disaster, accident, abuse, bullying, or loss. In addition to that, this study has demonstrated that feelings of belongingness is a crucial factor to diminish signs of burnout and to enhance the capacity for psychological resilience among traumatized people. The study was conducted with university students, but it can be studied with different age groups to expand the results in future studies. The current study has targeted individuals who have experienced trauma. With the support of qualitative research methods, more detailed information can be obtained on the subject. According to the findings of this

research, field workers, such as clinical psychologists, who work with clients with traumatic experiences can support their sense of belongingness and resilience as protective factors and support their recovery processes.

Kaynakça

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Travma Yaşamış Bireylerde Aidiyet Duygusu ve Psikolojik Sağlamlık İlişkisinde Tükenmişlik Duygusunun Aracı Rolü

Özet

Psikolojik travma, günlük yaşantıda karşılaşılan, bireyin ruhsal ve bedensel varlığını çok değişik biçimlerde sarsan, sıkıntı veren, inciten, olaylarla başa çıkma kapasitesini aşan, duygusal dengeyi bozan yaşam olayları olarak tanımlanmaktadır (Özen, 2017). İnsanların çoğu, yaşamları boyunca en az bir defa şiddet dolu ya da hayati riski olan durum ile karşı karşıya kalmaktadır (Özer ve diğerleri, 2003). Bu deneyimlere karşı verilen tepkiler dışsal ve içsel faktörlere göre değişiklik gösterir. Psikolojik sağlamlık, tüm olumsuz sonuçlara rağmen tehlikeye karşı adaptasyon ve gelişim sergilemek olarak tanımlanmaktadır (Masten, 2002). Gizir ve Aydın (2006), psikolojik sağlamlıkla çeşitli kültürler, yaş grupları ve zorlu yaşam olayları ile ilgili araştırmaların sentezi olarak, risk altında bulunan bireyleri başarı ve yeterliğe ulaştıran birçok ortak bireysel ve çevresel koruyucu faktörün varlığının mümkün olduğunu belirtmişlerdir. İnsanların en temel gereksinimlerden biri olarak kabul edilen ait olma ihtiyacı temel bir koruyucu faktördür ve karşılanmadığı noktada, özellikle ruh sağlığı açısından istenmeyen sonuçlar baş gösterebilmektedir (Ribeiro ve diğerleri, 2013). Kişilerarası bağlamda ortaya çıkan aidiyetin engellenmesi durumu, kişinin kendini yük olarak görmesine ve intihar riskine yol açmaktadır (Van Orden ve diğerleri, 2010). Maslach ve Jackson (1981), tükenmişliği duygusal tükenme ve yıpranma, başarısızlık ve duyarsızlaşma olarak açıklamıştır. Bireyin ait hissetmediği ve kendini yük olarak gördüğü durumların duygusal bir tükenmişlik ile ilişkisi olduğu düşünülebilir.

Yapılan araştırmanın amacı, travma yaşamış bireylerde olumlu biçimde var olan aidiyet duygusu ve psikolojik sağlamlık ilişkisinde tükenmişlik duygusunun rolünün incelenmesidir. Bu amaçlar doğrultusunda aşağıdaki sorulara cevaplar aranmıştır:

1. Aidiyet duygusu, tükenmişlik ve psikolojik sağlamlık arasında manidar bir ilişki var mıdır?
2. Aidiyet duygusu ile psikolojik sağlamlık ilişkisinde tükenmişlik duygusunun aracı rolü var mıdır?

Yöntem

Araştırma Modeli

Bu çalışmada nicel araştırma yöntemlerinden ilişkisel tarama ve yapısal eşitlik modelleri kullanılmıştır.

Çalışma Grubu

Araştırmanın çalışma grubunu, İstanbul'da üniversite öğrenimine devam eden ve en az bir travma yaşamış genç yetişkinlerden oluşmaktadır. Toplam 354 katılımcıdan oluşan çalışma grubunun yaş ortalaması 24.17'dir. Katılımcıların 78'i (%22) erkek ve 279'u (%78) kadınlardan oluşmaktadır.

Veri Toplama Araçları ve Veri Analizi

Bu araştırmada veri toplama aracı olarak Genel Aidiyet Ölçeği, Yetişkinler İçin Dayanıklılık Ölçeği ve Tükenmişlik Ölçeği Kısa Versiyonu kullanılmıştır. Sonuçları analiz etmek amacıyla Pearson Momentler Çarpımı ve aracılık ilişkisine bakmak amacıyla yapısal eşitlik modellemesi kullanılmıştır.

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Bulgular ve Tartışma

</div>

Araştırmaya katılan bireylerin aidiyet duyguları ile tükenmişlik hisleri arasında negatif yönde anlamlı bir ilişki bulunmaktadır (r = -.47, p < .01). Buna ek olarak araştırmanın bağımsız değişkeni olan genel aidiyet duygusu ile bağımlı değişken psikolojik dayanıklılık arasında pozitif yönde anlamlı ilişki olduğu ortaya çıkmıştır (r = .54, p < .01). Bu bulguya göre bireylerin aidiyet hissi arttığında tükenmişlik duygularının azaldığı ve psikolojik dayanıklılığın arttığı şeklinde yorumlanabilir. Aracı değişken olan tükenmişlik hissi ile psikolojik dayanıklılık arasında ise negatif yönde anlamlı bir ilişki olduğu sonucuna ulaşılmıştır (r = -.44, p < .01). Bu bulgulara göre bireylerin tükenmişlik duyguları azaldığında psikolojik dayanıklılığın arttığı görülmektedir.

İlk test edilen modelde, genel aidiyetin bağımsız değişken ve psikolojik dayanıklılığın bağımlı değişken olduğu model test edilmiştir. Tükenmişlik değişkeninin aracılık rolünü incelemeden önce genel aidiyet duygusunun psikolojik dayanıklılık üzerinde doğrudan etkisine bakılmıştır. Sonuç incelendiğinde genel aidiyet duygusu, psikolojik dayanıklılık üzerinde .84 düzeyinde doğrudan bir etkiye sahiptir (p < .01). Bu analizin ardından diğer bir değişken olan tükenmişlik duygusu eklenerek model tekrar test edilmiştir. Sonuçlara göre, genel aidiyet ile psikolojik sağlamlık değişkenleri arasındaki yapıda, tükenmişlik değişkeninin aracılık rolü test edildiğinde, genel aidiyet ile tükenmişlik (r = .43), tükenmişlik ile psikolojik sağlamlık (r = -.24) ve genel aidiyet ile psikolojik sağlamlık (r = .43) arasında kurulan ilişkilerin istatistiksel olarak anlamlı olduğu görülmüştür. Tükenmişlik değişkeninin aracılık rolünün anlamlılık düzeyinin bulunması için Sobel testi uygulanmıştır. Elde edilen bulgular incelendiğinde tükenmişlik değişkeninin, genel aidiyet duygusunun psikolojik sağlamlığı yordamasında anlamlı düzeyde etkiye sahip olduğu bulgusuna varılmıştır (z = 6.31, p < .00).

Aidiyet duygusu, psikolojik sağlamlık ve tükenmişlik duygusu arasında bir ilişki olabileceği düşüncesiyle yola çıkılan bu araştırmanın, alan yazında üç değişkenin ele alındığı herhangi bir araştırmaya rastlanmadığı, ikili kombinasyonlar üzerinde de sınırlı çalışma olduğu için önemli bir boşluğu kapatacağı düşünülmektedir. Kabul edilen yapısal eşitlik modelinde tükenmişlik duygusunun aidiyet duygusu ve psikolojik sağlamlıkla ilişkisinde manidar düzeyde aracılık etkisi olduğu bulunmuştur. Model referans alınarak aidiyet duygusu ve tükenmişlik duygusunu arttırmaya yönelik yapılacak olan çalışmaların psikolojik sağlamlık üzerinde olumlu etkileri olacağı söylenebilecektir. Bu bağlamda, gelecek araştırmalarda bu konunun farklı değişkenlerle ve farklı gruplarda araştırılmasının alan yazına katkı sağlayacağı düşünülmektedir.