

Burnout and Intention to Leave A Meta-Analysis of the Relationship Between in Turkey

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Abstract

Aim: The aim of the study is to determine whether there is a relationship between the studies conducted in Turkey on burnout and the intention to leave work. The results of this study are important because it is seen as a deficiency in the field.

Method: 28 studies were found that examined the relationship between burnout and intention to leave work, and their analysis was conducted using the meta-analysis program Comprehensive Meta-Analysis v3. An in-depth literature review was conducted before the analysis was carried out, and studies that meet the established criteria were included in the analysis. The heterogeneity of the studies, statistical significance, impact size analyses and publication biases were examined during the analyses. In addition, subgroup analyses were performed to measure the difference between sectors.

Results: First, the significance of the studies taken into the analysis was looked at and found to be statistically significant. Looking at their heterogeneity, the studies were determined to be heterogeneous, and the effect size was evaluated according to the random effects model. According to the results of the effect size analysis, a statistically significant and strong association was found between burnout and intention to leave work (E.S.= 0.610). It has been found that there is no publication bias in the study. Finally, no significant differences were found according to the difference analysis conducted according to the sectors in which the data sample was taken. But the bank sector (E.S.=0.671) had the highest impact, while the health sector (E.S.=0.567) had the lowest impact. Considering all the results, it was found that there is a strong effect between burnout and intention to leave work, that is, as burnout increases, the intention to leave work also increases.

Conclusions: Considering the aims of the study, it was revealed that burnout and quitting each other affect each other. However, it was determined that the individual studies included in the study did not have publication bias. Finally, no significant difference was found in the analysis of differences between sectors. This reveals that there is no special situation according to the sectors.

Keywords: Burnout, Intention to Leave, Meta-Analysis.

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Introduction

The aim of our study is to reveal whether there is a relationship or an effect between the intention to leave work and burnout studies in Turkey through meta-analysis. For this purpose, firstly, the definitions of these two concepts and the relationship between them were analyzed, and then the analysis of the research was made.

In line with the purpose of the study, firstly, the concept of intention to leave was mentioned. Intention to leave is defined as the desire of employees to leave their current job (Nickerson, 2007). In another definition, it refers to the plans of employees to leave the company they work (Cuskelly & Boag, 2001). In another definition, it is considered as a cognitive process and defined as thinking, willing and planning (Lambert, 2006). In another definition, it is also defined as the willingness to find a job in another business in addition to leaving the job (Thakre, 2015; Leupold, Ellis, & Valle, 2013). While Omar and Noordin (2016) define the intention to leave job as a process between the desire to leave the job and entering a new job, as a result of this process, the employee either does not leave his job or puts this desire into practice and leaves his job. This shows that the intention to leave is a gradual process. The employee first thinks about leaving the job, then intends and finally leaves the job (Kim & Stoner, 2008). In the institutions where this situation occurs, the employee turnover rate will increase. As a result, the stages of rehiring and retraining of the recruits will cause problems for the enterprises both in time and money (Parry, 2008). The most prominent problem in the occurrence of these events is the determination of the factors that affect the employees' intention to leave. One of the most important factors affecting the intention to leave is burnout.

Freudenberger (1989) defines the concept of burnout as the inability of the employees in the enterprise to be unable to work due to their intense work in the enterprise and to experience emotional depression. However, burnout can also be defined as the exhaustion of a person's physical and spiritual energy. In another definition, burnout is the mental collapse of the employee and in the later stages he becomes a disease and enters a process from which it is difficult to get rid of it (Sürgevil Dalkılıç, 2014). As symptoms of burnout, helplessness, hopelessness from work, and negative feelings and thoughts about the working environment are also considered (Durak & Seferoğlu, 2017). Looking at the factors affecting burnout, it is seen that there are both individual and organizational factors. Considering the individual factors, the inconsistency of the situation that the employee expects from his job and the situation he encounters can be listed as the individual characteristics of the employee, marital status, environment, character traits and so on (Pines, 2017). When we look at the organizational factors affecting burnout, it can be listed as the intensity of the work done, the work environment and communication with colleagues, low wages, managerial problems and so on (Cordes & Dougherty, 1993).

When looking at the relationship between intention to leave and burnout, it is necessary to look at the stages of burnout first. There are four stages of burnout, and as these stages increase, the responses to the intention to leave change. The first stage of burnout is the stage of enthusiasm and at this stage, the employee's intention to leave the job cannot be found. The second stage is the stagnation stage, and at this stage, the employee starts to think about leaving the job as well as having negative thoughts about his job. The third stage is the stage of frustration, and at this

stage, the employee believes that he or she cannot change the negative situations in the workplace and the thought of leaving the job is high. The last stage in burnout is the recklessness stage, and the employee feels a deep hopelessness about his job and the business in this stage. Burnout and intention to leave work can be realized directly at this stage. In short, when the employee reaches the last stage of burnout, he is now at the last point to leave his job (Üngüren et al., 2010; Poyraz & Kılıçarslan, 2021).

When the literature on the subject is examined, it is seen that national and international studies have continued over the years and it is seen that the subject is worth studying by keeping it up-to-date. Since the studies dealing with the relationship between intention to leave and burnout create an intense field of study, it was necessary to conduct a meta-analysis study that measures the relationship between them.

Method

1. The aim of the Study

The aim of this study; The aim is to find out whether there is a relationship between these two variables by considering them as a whole, due to the presence of studies on burnout and intention to leave in Turkey. The fact that no meta-analysis study has been carried out on the subject in Turkey is important in terms of contributing to the existing literature. The hypotheses of the study are as follows:

H1: There is a statistically significant and positive relationship between burnout and intention to leave.

H2: Variables have no publication bias.

H3: There is a statistically significant difference between the sectors in which the sample of the studies included in the study is located.

In the study, the meta-analysis method, which is one of the systematic review methods, was used. The Comprehensive Meta Analysis v3 (CMA) package program was used for the analysis of the studies. Analyzes were made on the correlation values of the individual studies included in the study. With the data obtained, the size of the average effect and the homogeneity conditions were determined.

2. Screening Strategy and Inclusion Criteria

In accordance with the purpose of the study, studies dealing with the relationship between burnout and intention to leave, which were carried out in Turkey, were taken to be used in the analysis in this study. Some selection criteria were applied in determining the studies to be included in the analysis. These criteria are as follows;

- Conducting the study between 2010-2021,
- The study is included in peer-reviewed journals included in Pubmed, Google Scholar and Ulakbim National Database,
- Having relevant variables in the title of the study,
- Presence of correlation and sampling data in the included studies,
- The sample of the studies was taken from Turkey.

The identification phase of the studies included in the analysis in accordance with the inclusion criteria is shown in Figure 1. According to the purpose of the study, 28 individual studies were determined and analyzes were made on these individual studies.

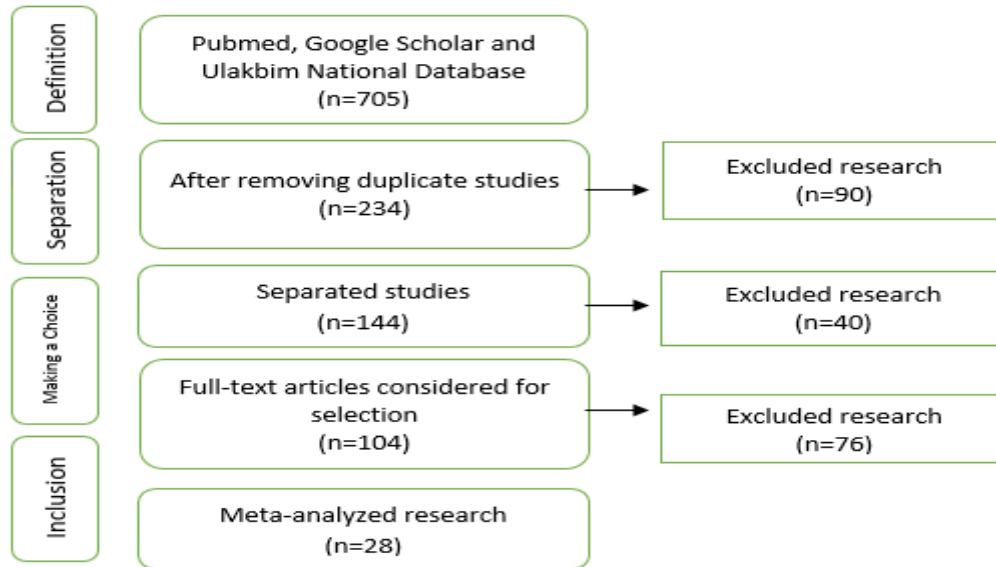


Figure 1. PRISMA Flowchart Showing the Process of Inclusion in the Meta-Analysis

3. Data Analysis

In the study, the CMA program was used to find the overall effect size in data analysis. To assess the effect size, Cohen et al. (2017) evaluation was taken into account. Accordingly, the effect values are; If it is between $0.00 < 0.10$, very weak effect; If it is between $0.11 < 0.30$, weak effect; If it is between $0.31 < 0.50$, moderate effect; If it is between $0.51 < 0.80$, strong effect; 0.81 and above is considered as a very strong effect. In the analysis of the studies, heterogeneity, effect size and publication bias analyzes were performed, respectively.

Findings

In the study, 28 individual studies were determined for analysis. The total sample number of the studies consists of 8439 people and the sectors of the sample are listed as follows; 8 studies in education, 5 studies in tourism, 4 studies in banks, 4 studies in food, 4 studies in health and 3 studies in textile sectors.

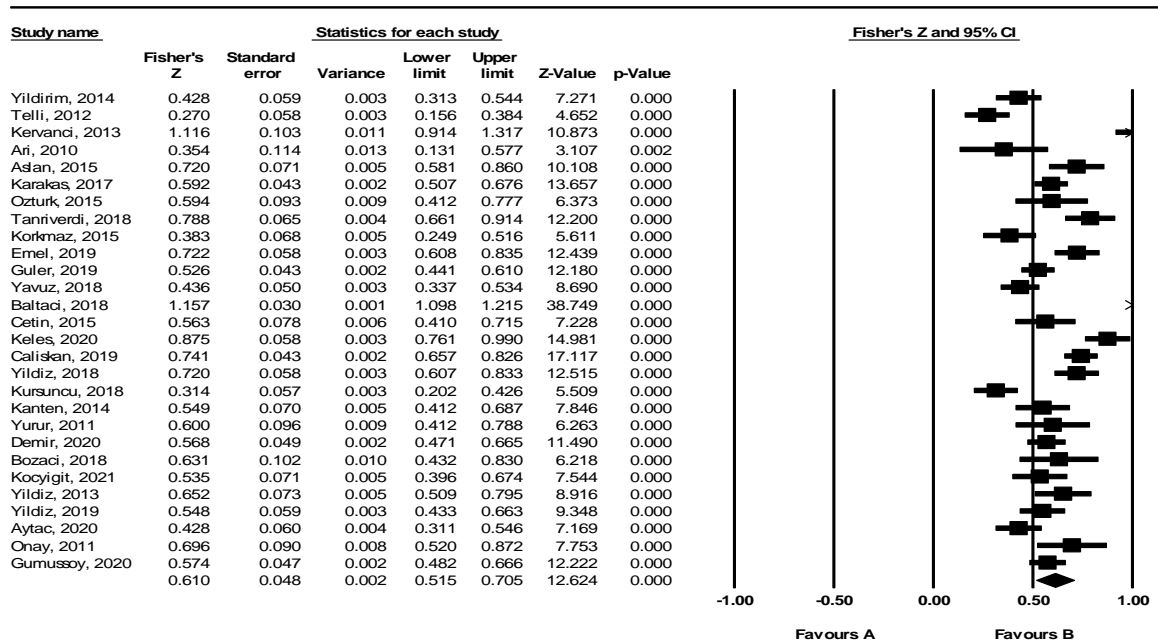
Table 1. Heterogeneity Test Results of Burnout and Intention to Leave Work

Model	95% Confidence Interval of Effect Size				Heterogeneity Test				
	Number of studies	Effect Size (r)	Lower limit	Upper limit	Q value (x ²)	.05 Confidence Level (x ²)	Value of Freedom (df)	P	I ²
Fixed	28	0,656	0,634	0,677	507,526	40,113	27	0,000	94,680
Random	28	0,610	0,515	0,705					

Table 1 shows the results of the heterogeneity test of the studies included in the meta-analysis. According to the results of the analysis, the significance value and the fixed or random effect model were selected. The analysis was found to be statistically significant. As the Q (507,526)

and I^2 (94%) values were taken into account, the random effects model was chosen as the effect model.

Table 2. Effect Size of Burnout and Intention to Leave Job Forest Chart



Meta Analysis

In Table 2, 95% confidence interval values and Fisher's Z values are shown for the correlation in calculating the effect size of the relationship between burnout and intention to leave. For the 28 studies included in the meta-analysis, the result of the overall effect size was found to be significant ($p=0.000<0.005$). It is seen that the effect size value, which shows the level of relationship between burnout and intention to leave, is at a strong level (E.D.= 0.610). The effect sizes in the 95% confidence interval of the studies range from the lower limit (0.515) to the upper limit (0.705). Considering the effect level between burnout and intention to leave, it was determined that there was a strong effect between them. With these results, the first hypothesis was accepted.

In meta-analysis studies, the funnel plot is first examined to determine whether there is publication bias. Looking at Figure 2, it was seen that there was no publication bias in this meta-analysis study, since the circles showing the studies spread symmetrically around the vertical line in the middle (Rothstein et al., 2005).

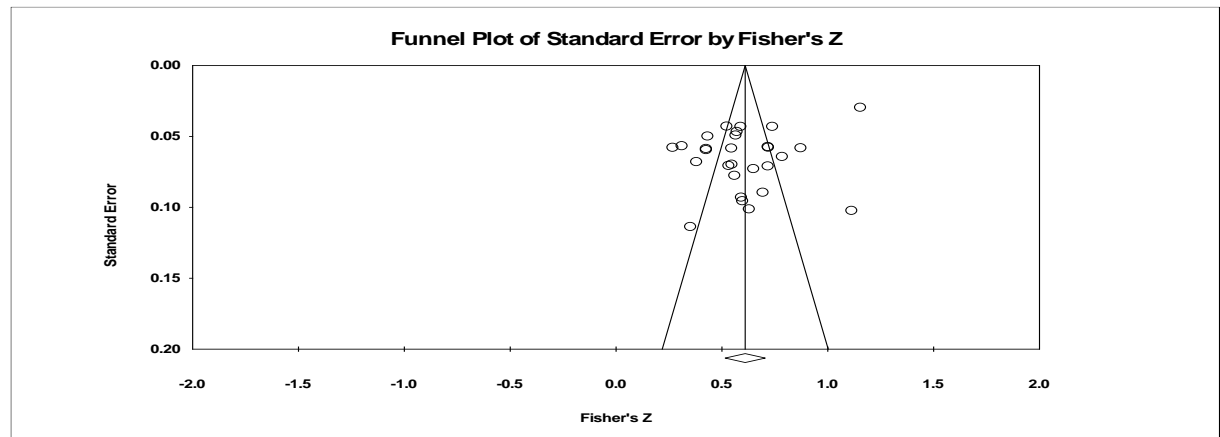


Figure 2. Burnout and Intention to Leave the Job Funnel Graph

According to the results of another method used in the evaluation of publication bias in meta-analysis studies (Kendall's Tau =0.08; p=0.257), it is seen that there is no publication bias. With these results, the hypothesis that there is no publication bias between the variables was accepted.

Table 3. Subgroup Meta-Analysis Findings of Burnout and Intention to Leave Work

Variable		k	N	Effect Size	%95 Confidence Interval		df	.05 Confidence Level X ²	Intergroup Homogeneity Value (Q _B)	P
					Lower limit	Upper limit				
Sector	Education	8	3247	0,608	0,358	0,858	5	11,070	0,588	0,989
	Tourism	5	1371	0,604	0,487	0,721				
	Bank	4	712	0,671	0,365	0,976				
	Food	4	1109	0,622	0,541	0,703				
	Health	4	1305	0,567	0,421	0,713				
	Textile	3	695	0,592	0,184	1,000				
Total		28	849	0,610	0,553	0,667				

Table 3 shows the results of the subgroup analysis made according to the sectors from which the sample of burnout and intention to leave work is taken. According to the results of this analysis, the effect size values are as follows; education 0.608; tourism 0.604; bank 0.671; food 0.622; health 0.567; textile 0.592. The overall effect size value of the sectors in which the research was conducted was found to be 0.610. According to the results of the homogeneity test performed to determine whether there is a significant difference between the effect sizes, there was no statistically significant difference between the sectors in which the research was conducted (Q_B=0.588, p=0.989>0.05).

Discussion and Conclusion

The existence of a positive relationship between burnout and intention to leave can be defined as an issue that needs to be examined socially. Although it is an expected result, it is questionable to what extent individuals have been able to realize their wishes. If maintaining the current burnout is a necessity, it is assumed that these feelings of people will continue to increase. This situation, on the other hand, will both fuel individual burnout and naturally affect personal productivity in the workplace negatively. Another consequence of the current situation

will be a decrease in institutional productivity. Going one step further, the issue will inevitably turn into social unhappiness and general inefficiency.

The first two of the research hypotheses were accepted and the existence of a positive relationship between burnout and intention to leave was confirmed. At the same time, statistically revealing the absence of publication bias is valuable for the reliability of the study. On the other hand, the third hypothesis was not confirmed, that is, there was no statistically significant difference between sectors. The lack of significant differences between sectors can be interpreted as follows. This result shows that the existence of burnout and intention to leave is at equivalent levels in almost all sectors. In other words, burnout and intention to leave is an equal problem throughout society, regardless of sector. What can be done at this stage is to compare this result obtained throughout the country with the results of the studies in countries with a high level of development. Thus, it can be determined that the values reached for Turkey are low when compared to the world average or, on the contrary, they are high. In particular, such a result will result in more detailed social and economic research in Turkey.

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Those with (*) at the end of the references are the individual studies included in the analysis.

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