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Extended Abstract

The concept of burnout has entered the literature since the 1970s and has become one of the psychological hazards of working life in course of time. One of the main reasons for this is that the negative feelings of employees are being expressed by the concept of exhaustion. When the literature is examined it is seen that the burnout is related to many concepts. In this study, the relationship between burnout and life satisfaction is examined.

The survey method was chosen as the data collection method in the study. In the first part, participants were asked about the demographic characteristics such as gender, age, marital status, number of children, educational status and how many years they have been in business life. The second and third sections are aimed to determining the burnout levels and life satisfaction of the research assistant.

On the first scale Maslach's burnout inventory was used. The burnout scale consists of 22 questions and three dimensions. The questions 1, 2, 3, 6, 8, 16, 20 measure the dimension of emotional exhaustion and the questions 5, 10, 11, 15, 21, 22 measure the dimension of depersonalization; and the questions 4, 7, 9, 12, 14, 18, 19 measure the sense of personal accomplishment.

On the second scale, life satisfaction scale established by Diener et al. In 1985 was used. This scale consists of 5 questions.

The purpose of the study is to investigate the effects of age levels of burnout on the life satisfaction of research assistants at Kırklareli University. The target population of research consisted of 114 research assistants at Kırklareli University. However, 90 research assistants agreed to participate.

As a result of the literature review, hypotheses of this study have been determined as follows:

Hypothesis 1: The burnout and life satisfaction experienced by the research staff do not differ significantly by sex.

Hypothesis 2: The emotional exhaustion, depersonalization, and personal accomplishment of the subscales of exhaustion experienced by researchers are related to life satisfaction.

Reliability analysis of the Maslach Burnout Scale used in the study was done by calculating the Cronbach Alpha coefficients. The results show that the measurement of burnout and life satisfaction in Kırklareli University is stable and consistent. The average life satisfaction variable was found to be 3.27.
According to study, 35 women (%38.9) and 55 men (%61.1) participated in the study. When the ages of research assistants were examined it was determined that 41 participants (%45,5) are between 22-30 years old, 43 (%47,8) participants are between 31-35 years old and 6 (%6,7) participants are over 36 years old. 49 of the respondents (%54,4) are single, while 41 (%45,6) are married. 67 participants (%74,7) do not have children while 19 participants (%21,1) have 1 child and 4 participants (%4,4) have 2 or more children. It was determined that 6 of the participants (%6,7) have a bachelor's degree, 64 (%71,1) have a master's degree and 20 (%22,2) have a doctorate degree. 5 (%5,6) of the participants have been working for between 0-1 year, 14 participants (%15,6) for 2-3 years, 26 participants (%28,9) for 6-7 years and 23 participants (%25,6) for 8 years and over.

Kolmogorov-Smirnov normal distribution tests were applied to determine whether the scales were suitable for normal distribution. Findings obtained; burnout sub-dimensions and life satisfaction variables do not have normal distribution characteristics. In this case, nonparametric tests (eg Mann-Whitney U) were used for variables that do not have normal distribution characteristics.

According to the results of emotional exhaustion, depersonalization, personal accomplishment and life satisfaction according to sex differences, there is no significant difference was found between burnout levels of women (2,67 ± 0,40) and burnout levels of males (2,67 ± 0,38) (z: -0,012; p: 0,990).

When emotional exhaustion differed according to gender, it was found that emotional exhaustion of women (23.25 ± 6.05) was not different from emotional exhaustion of men (22.12 ± 6.51) (z: -0.929, p: 0.353).

As a result of the analysis on whether there is a difference between depersonalization. and gender, it was found that the depersonalization of women (9,40 ± 3,36) was not different from the depersonalization of males (9,25 ± 3,12) (z: -0.067, p: 0.947).

Analysis of the difference between personal accomplishment and gender showed that the personal success of women (25.20 ± 3.00) did not differ from that of men (26.01 ± 3.83) (z: -1,111, p: 0,267).

When the satisfaction of life was examined according to gender, it was found that the life satisfaction of women (3,34 ± 0,71) was not different from the life satisfaction of men (3,23 ± 0,73) (z: -0,936; p: 0,350). In this context the H1 hypothesis has been accepted.

According to the hypothesis H2 which shows whether burnout subscales are related to emotional exhaustion, depersonalization and personal accomplishment and life satisfaction; there is a negative relationship between emotional exhaustion and life satisfaction (rho: -0428; p: 0,000); negative relationship between depersonalization and life satisfaction (rho: -0,302; p: 0.004); there is a positive relationship between personal accomplishment and life satisfaction (rho: 0.537; p: 0.000). In other words, it has been ascertained that while life satisfaction of Kırklareli University research assistants’ increases, their emotional exhaustion and depersonalization decrease, personal accomplishment increases. In this context, the hypothesis of H2 has been accepted.

As a result of this study, there was no significant relationship between gender factor and burnout levels. Also, There was no significant relationship between life satisfaction and gender factor in this study. These two results seem to support a significant part of the other studies in the literature.

When the relationship between burnout levels and life satisfaction levels is examined, it is seen that there is a significant relationship between them. As the life satisfaction increases, the levels of emotional exhaustion and depersonalization diminish, while the personal sense of achievement increases. The results of these study support the literature. As a result of this study, it is possible to say that employees who are happy in working life are harder to get caught up in to burnout syndrome and they are happier in working life.