

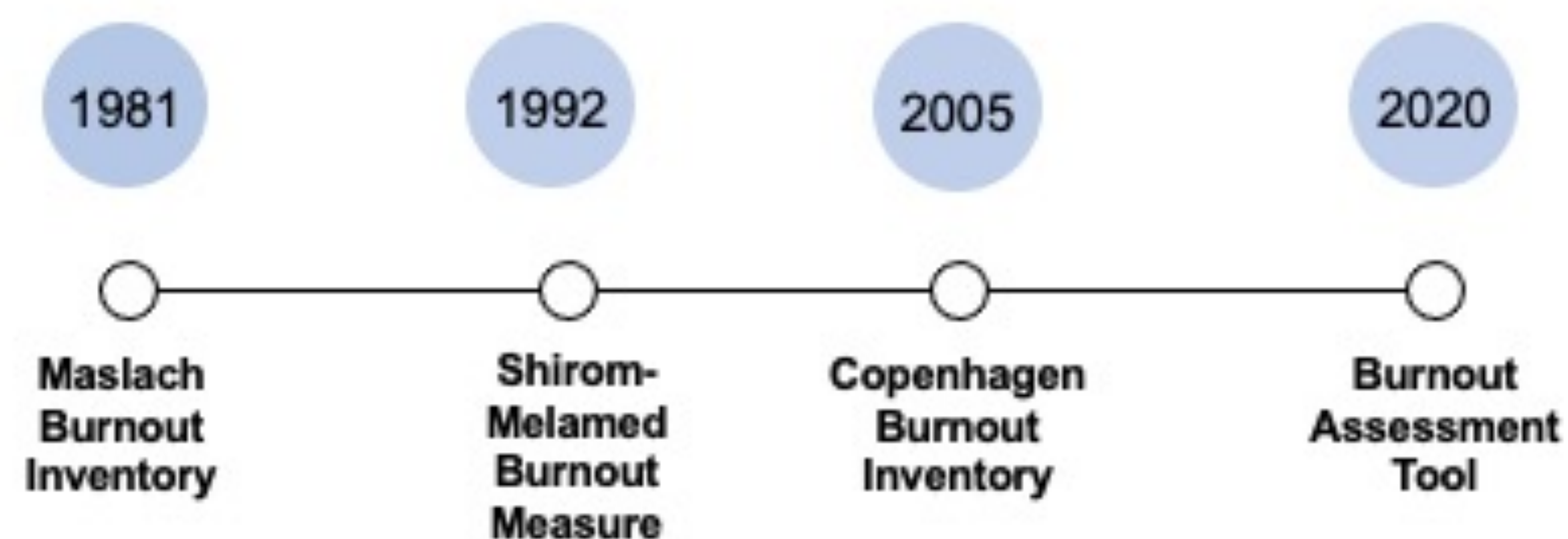
Comparing major burnout measures: An analysis of predictive and incremental validity

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ABSTRACT

Burnout is an increasingly prominent topic both in I/O research and in the public discourse. However, studies on its temporal relationships and studies comparing existing burnout measures are rare. The proposed research will use a cross-lagged panel design to examine the predictive and incremental validity of four burnout measures regarding personal and job-related outcomes.

BACKGROUND



IMPLICATIONS

- Inform the relative utility of major burnout measures
- Offer guidance for burnout measurement in future research
- Contribute to understanding burnout's temporal relationships

RESEARCH QUESTION

Many burnout measurement tools are available.
What are the predictive and incremental validities of the most promising ones?

METHODOLOGY

Participants

- 300 full-time workers

Procedure

- Data collected at 3 time points, 6 weeks apart
- Prolific survey platform

Variables Measured

- Burnout:
 - Maslach Burnout Inventory (MBI),
 - Shirom-Melamed Burnout Measure (SMBM),
 - Copenhagen Burnout Inventory (CBI), and
 - Burnout Assessment Tool (BAT)
- Personal Outcomes:
 - Anxiety,
 - Depression,
 - Stress, and
 - Subjective well-being
- Job Outcomes:
 - Job performance,
 - Job satisfaction,
 - Organizational commitment, and
 - Job engagement
- Proposed Mediators:
 - Resilience,
 - Self-efficacy, and
 - Optimism

Analysis

- Multiple Regression

EXPECTED FINDINGS

Personal Outcomes

- Burnout will be positively related to anxiety, depression, and stress, and will be negatively related to subjective well-being
- BAT-burnout will have the strongest relationships with personal outcomes

Job Outcomes

- Burnout will be negatively related to job performance, job satisfaction, organizational commitment, and job engagement
- BAT-burnout will have the strongest relationships with job outcomes

Proposed Mediators

- Resilience, self-efficacy, and optimism will buffer against burnout

Temporal Relationships

- Burnout may show a reciprocal relationship with stress and other personal variables



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