

Research Article

INVESTIGATION ON RELATIONSHIP BETWEEN BURNOUT AND ORGANIZATIONAL COMMITMENT OF PHYSICAL EDUCATION TEACHERS OF ISLAMIC AZAD UNIVERSITY

***Amineh Sahranavard Gargari¹, Alireza Lotfi² and Abedin Asadollahi³**

¹Department of Physical education, Sofian Branch, Islamic Azad University, Sofian, Iran

²Ilkhchi branch, Islamic Azad University, Ilkhchi, Iran

³Persian Literature department, Ministry of Education, Shabestar, East Azerbaijan, Shabestar, Iran

*Author for Correspondence

ABSTRACT

This study aims, is description of exhausting and organizational commitment universities, by separating of full-time and tuition-fee masters of physical education, comparing these two groups, even their relation between organizational commitment and burnout in an analyzed way for each group, comparing the balance of variants in both groups. This research is a kind of description one, and done as arena. the statistical community is included all masters (full-time and tuition-fee), statistical model is equal to statistical community. For assigning burnout, the questionnaire of maslach burnout (1996), for assigning organization commitment the questionnaire of organizational commitment of meer Allen (1991) and personal questionnaires are used. The results showed that the abundance and intensity of devoid personal purities of full-time masters, had a meaning full relation to feeling commitment. There was a significant difference between Abundance and intensity of devoid personal parting of tuition fee had a meaning full relation to feeling commitment and their manner. Between feeling commitment and abundance of feeling deprecation, and feeling commitment and abundance of devoid personal purities, at both groups, there is a meaningful difference that organizational commitment in full-time masters is more than tuition-fee ones. Only the feeling commitment can be a factor for burnout.

Keywords: *Burnout, Organizational Commitment, Professor*

INTRODUCTION

Mental task stresses computes as critical problems of task life in industrial world. Task stresses upon organizations staff blemish enormous expenditures to the related organizations. And may be adverse and virulent and have extra imposition and make the effect of human forces unsteady and causes optimum on useful of equipments and finally organizations efficiency (Pines, 1981). This intense mental presses arising from nature, type or unsuitable condition of work, brings into existence a condition in the organization members that are called consumptiveness (Onyett, 1997). The phenomenon of consumptiveness from intense and work reciprocal and people effect begins to grow that, this is not an unusual problem. Because different factors cause mental presses in individuals such as environmental, social, organization and individuals factors. That people are forced to face with mental problems & contrast for being immune from hurts with it and or curb it to adjust some deal. Maslach believes that consumptiveness is a psychology response versus task stresses that will determine the three like sentiment exhaustion, pest turn over and empty from individual traits. and among human forces that deal with clients can blurt (Keshtkaran, 1996). Buckley has known among searches two main factors of consumptiveness as the variables of characteristic regulator and exchange of social relationships (Maslach, 1982b). Many researches of consumptiveness have attended to the role of environmental factors in predicting consumptiveness that has been searched the recent ten years that have investigated the role of individual and environmental factors relations in the out treat of consumptiveness (Halbesleben and Buckley, 2004). Leiter and maslach have posed that if unsuitable between person and his/her job be more, it may get more the possibility of consumptiveness out break. They have titled the factor like task mass, control, reward, social, justice a values that consumptiveness is related to the other organization negative consequences such as the low surface organizational commitment. The organizational

Research Article

commitment is an aspect to persuade the nature and connecting people to their organization (Bateman and Strasser, 1984). Shaldoun defines the pointed attitude into the organization that rapport person to organization (Baferani, 2008). Many researchers as Lutanz (1999) (in Esmaili's word) believe that commitment can have multiple and positive consequences as the staff have commitment, have more rhyme in their works. They remain in organization long time a work more (Hsien *et al.*, 2002). According to the accomplished researches the staff would pity of their attitudes and consumptiveness in environment of university departments is obvious problem that about 20% of the whole members of scientific groups of universities that have been searched, have indicated the tom most surface of consumptiveness sense and because of that the less once of physical education 1, 2 and special less once of physical education have top mass and also the all students of different courses are forced to pass these two courses. Therefore the mass of students toward professors is much and the professors of physical education can be consumptiveness apt and the question of research is wither their organizational commitment can have relationship with consumptiveness or not. The reminded matters are the reason that have been essential for this search, toward recognition of predicting factors and toward control of intruder factors and revival of effective positive factors in succeeding and efficiency of organizational. Since the aware of those attitudes for department masters is essential (Potter and Beverly, 1998). One of the existence infirmity points in past literature is related to consumptiveness and organizational commitment that most searches have been accomplished in remedial services centers. Sailor aimed that the relation between consumptiveness with control source among college managers and physical education groups and other in 2002, there is meaningful relates between ascending age and experience of duty with consumptiveness scale of managers and there is meaningful between acceptable condition of consumptiveness and control source with their existence condition (Williams, 1988). Golshani (2001) believes about individual traits with organizational commitment that there is meaningful relation between individual traits of age, studying evidence of service experience whereas salaries, gender & marital balances there is meaningful relation (Pines, 1981). Also Wilyam (1993) survey the consumptiveness scale and it relation with thaiwan individual traits of mental hygiene. It indicated that adult specialists toward olders have more consumptiveness sings, but there is not punctual difference between duty record and consumptiveness. Cuskelly and his colleagues (1998) indicated that the organizational commitment of sport staff have meaningful relation with age, duty experience and spent time with management (Leiter and Maslach, 2004). Sabbaghian Rad investigated the relationship between organizational commitment and burnout of physical education professors of state university in 2006 that out comes indicate organizational commitment of scientific teachers is more than tuition teachers an only the sentiment commitment can predict teachers consumptiveness (NSWACT Independent Education: OH & S, 2002). Pairovani in investigated the relation between consumptiveness and job consent of managers and the civil football preceptors an outcomes indicated that there is difference between violence of personal work output in both groups and was observation the reverse and meaningful difference between plenty of sentiment exhaustion and job satisfaction of managers in 2007 and keshtidar investigated burnout job consumptiveness and it's correlation with staff personal traits of physical education organization in 2001 and outcomes indicated that there is a difference between, gender, age with consumptiveness but he did not find the meaningful correlation with duty record and study proof and curriculum and marital. Therefore it is necessary to be obvious the relation between consumptiveness and organizational commitment together and with other variants. The question that whether there is a relation between burnout and organizational commitment has necessitated doing this research.

MATERIALS AND METHODS

This research has been correlative -descriptive type and has been done this statistic society of research (65 person) included full-time physical education professor and free universities. Therefore the sample numbers of research statistic is equal to statistic society. For collecting requirement information it has been used questionnaire of query 22 of Maslach for determining burnout, questionnaire of organizational query 24 of Meer Alen for appointing organizational commitment and Personal character questionnaire,

Research Article

made by the author, contained the information about age, education, degree, job records, and marital status. For more certain after emphasizing questionnaires justifiability by art professor, perpetuity of query 22 questionnaire of burnout and organizational commitment in a primary studying by means of alfa corounbakh sequence got 77% for sentiment exhaustion and 81% personal performance regression and 78% empty from personal traits and 86% for organizational commitment. It has been used for analyzing research data from descriptive statistic (average and standard deviation) and for hypothesis test of pearson coefficient and spearman and yuman whiteny, zr fisher for investigation of meaningful difference between coefficients.

RESULTS AND DISCUSSION

Age mean of full-time professor has been 45 and tuition-fee professor 20. That 7.1% (Ph d) and 92.9% (M.s) were superior experts, and from bet among physical education professor has been 89.8% male and 10.2% female and the duty experience mean of permanent professor was between 12-+8, that 92.9% of them were 9 years old, 32.1% of them were above 10 years old.

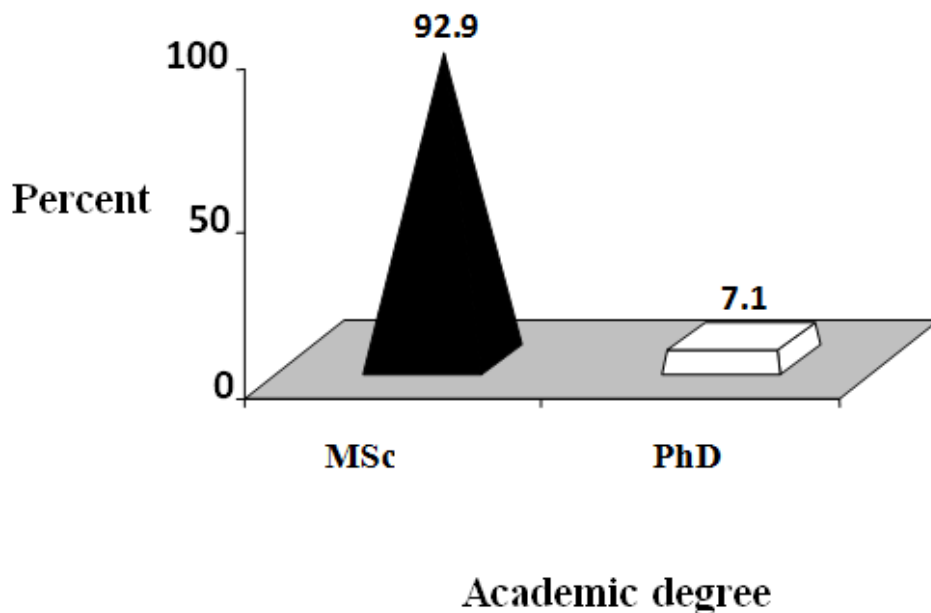


Figure 1: PE teachers, education distribution of Islamic Azad universities

Table 1: The relation between organizational commitment and triple components of burnout in physical education full-time and tuition-fee professor

Organizational Commitment		Predictor			
Results	Tuition-fee	Results	Full-time	burnout	
No Significance	%165	Significance	-%57	abundance	sentiment
Significance	%57	No Significance	-%105	intensity	exhaustion
No Significance	%18	No Significance	-%35.3	abundance	personal
Significance	%125	Significance	%65	intensity	performance regression
Significance	%210	Significance	%145	abundance	personal purities
Significance	-%116	Significance	-%198	intensity	devoid

Indicator of being meaningful in error surface 1%

Research Article

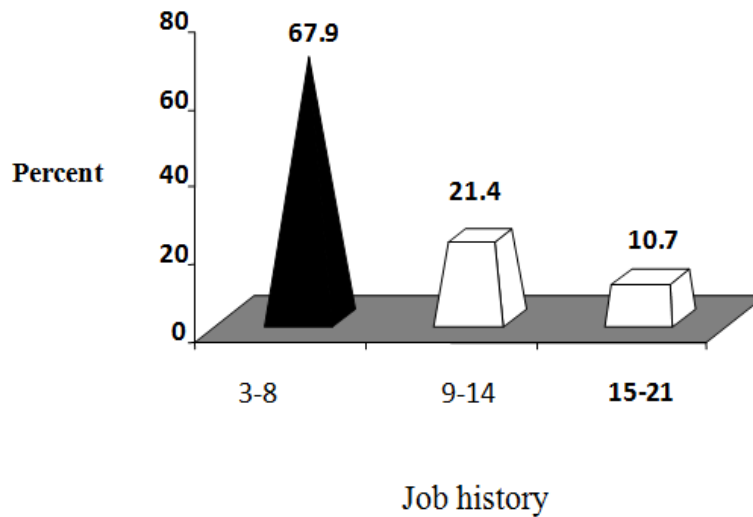


Figure 2: PE teacher's job records' and distribution of Islamic Azad universities

Table 2: Regression equation of predicting variants between triple components of organizational commitment with job burnout of physical education professors

Correlation of zero time(rank)	T	Standard coefficient	Unstandard coefficient		burnout predicting
		B	SDER	B	
%34	2.94	0.25	5.9	17.4	organizational commitment Sentiment commitment
-%38	-2.44	0.23	4	-9.8	Normal commitment
-%41	-2.14	-0.2	5.6	-12.4	Continued commitment

- 1) There is positive and meaningful relation between sentiment commitment and the rate of burnout.
- 2) There is negative and meaningful relation between normal commitment and burnout.
- 3) There is negative and meaningful relation between continued commitment and burnout

Table 1 shows that there is a meaningful relation between abundance and violence of personal traits in both professors groups (such as full-time and tuition-fee professor) hence we can conclude that organizational commitment can be as predictor variant in physical education professors , and also the reverse & meaningful relation between abundance of sentimental exhaustion with organizational commitment of permanent professors that the lower the sentimental exhaustion the more the organizational commitment and there is meaningful relation between violence of personal performance regression and organizational commitment in both groups.

Conclusion

It was observed that in research both professor's groups have rather upgrade of organizational commitment, but full time professors have more organizational commitment then tuition-fee professors. The results show that burnout in both group compare the resulted average to the seven standard of likert, which is used to grading these variants, it is seen that the full time masters in average face to emotional exhaustion. Each week, a large amount of personal purities devoid, where as feeling exhaustion of tuition-fee masters in comparison whit full-time masters is less. But about personal performance regression and

Research Article

devoid of personal purities, it is more than full time masters. The investigations showed that there is reverse relationship and meaningful between burnout and organizational commitment (Kuvass, 2003). These similarities through investigation are probably because of much-size and high job bulk of physical masters and nurses. At present investigation, through studying the relationship of There fold parts of exhausting and organizational commitment, there is a negative and meaning full relationship between just plenty and the rate of devoid of personal purities. This relationship expresses that by increasing organizational commitment, burnout decreased. Creating organizational commitment for masters, because of positive effects in their behavior for the organization and principals, is an important factor, this factor is concert to kalimo, sabaghiyan rad and peyrovani (Erdheim *et al.*, 2006; Peyrovani, 2008). The coalition of sub-sets of organizational commitment showed that by increasing feeling commitment, burnout increases, that's also concerts by sabaghiyan-keshti dar and peyrovani. "mavadi". Four specialties are known effective in felling commitment (personal structural, occupational, and occupational experiences purities, whit in research of organizational commitment, they resulted that the relationship between commitment of masters and burnout, there is a meaningful and relation between organizational commitment and the balance of absence. According to researches, the personnel who have high commitment, expend less time whit non-relevant works and there is a less probability to leave their organization (Robinoon, 1992). Loskoko (1989) believe in that the power of organizational commitment is the result by a combination of occupational experiences and non-relevant to it. The occupation environment, has the basic role for organizational obligation. Avameleh (1996), principles are at the priority role in assigning the effective factors in increasing organizational commitment, motivating variants, educational level, establishing upright standards, improvement of organizational environment and job constancy. Since organizational commitment is just one of the numerous reasons of appearing burnout, shows that lot of organizational and personal factors can be effective in appearing the burnout phenomenon. By the founds of researchers, we result that the masters, experience a basic parts as burnout, we mean feeling exhausting, because by the time it happens sooner than two other cases, so, knowing the masters of appearing the other two steps.

REFERENCES

- Pines AM (1981).** Changing organizations: Is a work environment without burnout an impossible goal? In: *Job Stress and Burnout: Research, Theory, and Intervention Perspectives*, edited by Paine WS, Beverly Hills (CA: Sage publication) U.S.A.
- Onyett S, Tracey P and Matt M (1997).** Job satisfaction and burnout among members of community mental health teams ukent Canterbury, *Journal of Mental Health* 6(1) 55-66.
- Keshtkaran Ali (1996).** Studying of relation between controvert and exhausting, management knowledge 34, 35, 36.
- Maslach C (1982).** Understanding burnout: definitional issuesion analyzing a complex phenomenon. In: *Job Stress and Burnout*, edited by Paine WS (Beverly Hills: Sage publications).
- Halbesleben JRB and Buckley MR (2004).** Burnout in organizational life. *Journal of Management* (published by Elsevier Inc.).
- Bateman TS and Strasser S (1984).** Alongitudinal analysis of the antecedent of organizational commitment. *Academy of Management Journal*.
- Baferani M (2008).** Studying the relation between occupational security and organizational obligation, the personal of payame-nour university of Isfahan province, educational management.
- Hsien Hsu, Chin and Richard C (2002).** Bell, Kuei, Mei change transformational leadership and organizational effective in recreational sport / fitness programs. *Sport Journal* 5(2) summer.
- Potter and Beverly (1998).** Job burnout. Available: <http://www.docpotter.com.art-summary.htm>.
- Leiter MP and Maslach C (2004).** In: *Research in Occupational Stress and Well-being*, edited by Perrewe PL and Ganster DC. Areas of work life: A structured approach to organizational predictors of job burnout (Oxford, Elsvier) 3.

Research Article

NSWACT Independent Education: OH and S (2002). Stress, burnout among teachers. Available: www.iea.asn.au/ohs/stress.burnout.

Peyrovani A (2008). The relation between exhausting and occupational satisfaction of principals and football coaches Azad university of Karaj, M.A thesis.

Williams MJ (1988). Gay men as 'buddies' to persons living with AIDS and ARC. *Smith's College Studies in Social Work* **59**(1) 38-51.

Wasti SA (2005). Commitment profiles combinations of organizational commitment forms and Job outcomes, *Journal of Vocational Behaviour* **67** 290-308.

Erdheim J, Wang M and Zickar MJ (2006). Link in the Big five personality Constructs to organizational commitment. *Personality and Individual Differences* **41** 959-970.

Kuvass B (2003). Employee ownership and effective organizational commitment. Employees perceptions of fairness and their preference for company shares over cash, *Scandinavian Journal of Management* **19** 193-212.