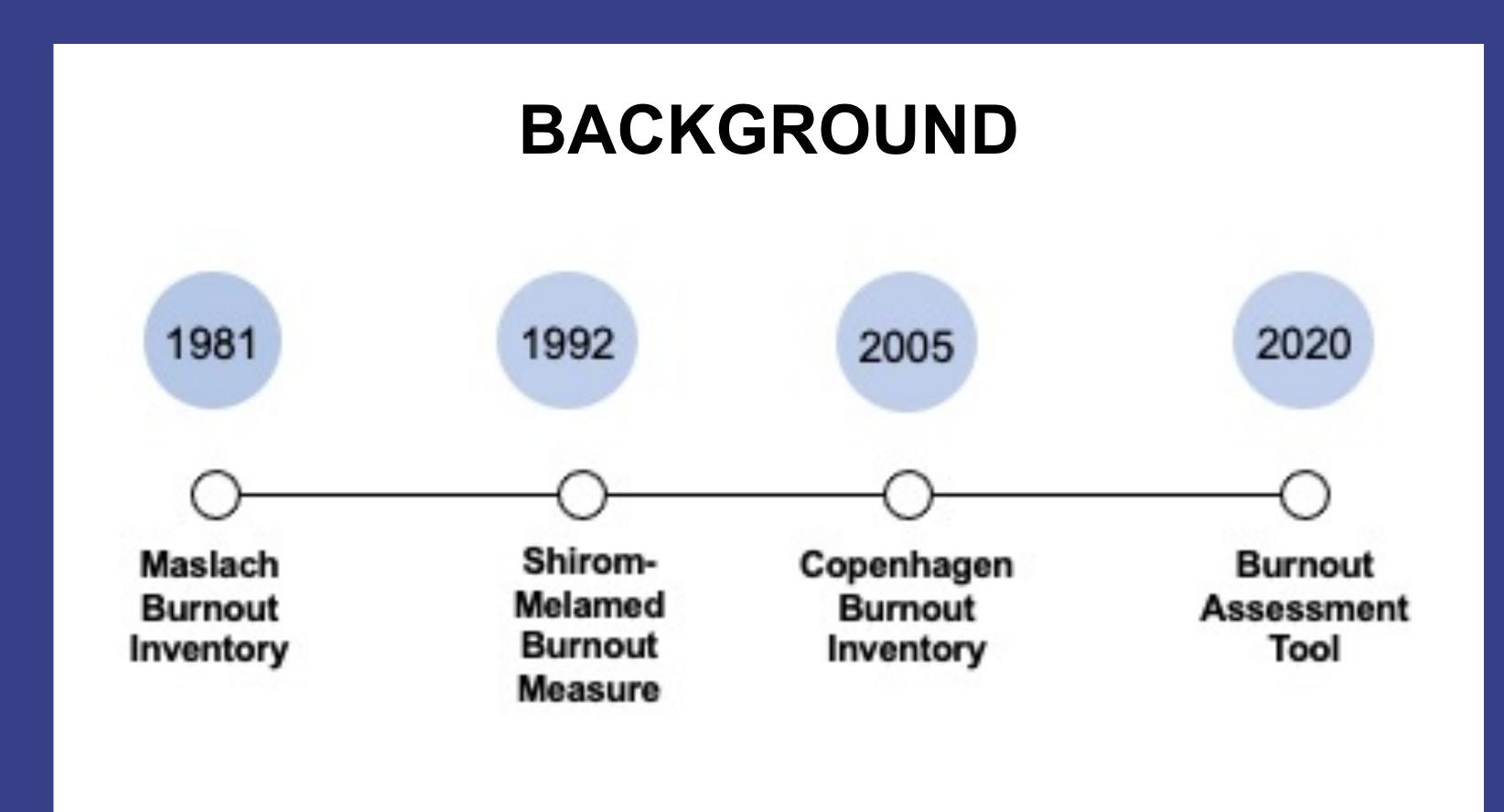
# Comparing major burnout measures: An analysis of predictive and incremental validity

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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.



# **IMPLICATIONS**

- o 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

- O 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:
  - o 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

