



ISSN: 0975-833X

RESEARCH ARTICLE

THE RELATIONSHIP BETWEEN PERSONALITY TYPE AND OCCUPATIONAL BURNOUT
CASE STUDY: EMPLOYEES OF ESFARAYEN UNIVERSITY OF TECHNOLOGY

^{*}¹Hassan Bagheri Nia, ¹Amirhossein Kayzouri, ²Shiva Norozzadeh, ³Soghra Amiri and
⁴Sara Abedi Koshki

¹Hakim Sabzevari University, Iran
²Islamic azad University, Esfarayen Branch, Iran
³Esfarayen University of Technology, Iran
⁴Kharazmi University, Iran

ARTICLE INFO

Article History:

Received 20th January, 2015
Received in revised form
22nd February, 2015
Accepted 06th March, 2015
Published online 28th April, 2015

Key words:

Personality type,
Occupational burnout.

ABSTRACT

This study is an attempt to survey the relationship between personality type and occupational burnout among the employees of Esfarayen University of Technology. To do so, 80 employees were selected through random sampling. To glean the required data, Mayers Bergerr's personality type indicator and Maslach occupational burnout inventory were used. The data were analyzed in SPSS using mean, variance, and the Pearson's correlation coefficient. As the results showed ESFJ type had no significant relationship with occupational burnout, while the other types had such relationship. Except for INTP, ISFJ, and ISDP, the rest of the personality types had negative relationship with occupational burnout in the study group.

Copyright ©2015 Hassan Bagheri Nia et al. This is an open access article distributed under the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

INTRODUCTION

The role and importance of the job in other aspects of life is undeniable, as in addition to a livelihood, the job has direct relationship with physical and mental health of individuals and creates the ground for satisfaction of several non-physical needs (Nayeri, 2000). Clearly, to be a constructive elements, occupation must fit the individual and promote the sense of usefulness and valuableness. Fitness between personality and the job can bring different results such as increase of performance and efficiency, occupational satisfaction, harmony between the individual and the job, promotion opportunity, lower rate of replacement, resignation, and burnout. Maslach and Jackson (1991) defined occupation burnout as reduction of one's capability to harmonize with the job due to stressful factors and physical and emotional exhaustion. These symptoms lead to formation of negative self-image, negative attitude toward the job and loss of social ties at work. They also may, in more serious cases, lead to physical and mental diseases. Burnout is a type of mental, emotional, and physical disability followed by long-term involvement with issues that have high emotional demand. People suffering from such problem develop signs of loss of physical power, loneliness, and hopelessness.

Their assessment of themselves is negative and as it is their attitudes toward their colleagues and people they encounter at work and even toward life in serious cases (Mahdavi, 2007). The three symptoms of burnout develop gradually. It begins with mental exhaustion as overloading with tasks burns out mental resources. Mental burnout is a prerequisite of occupation burnout. People suffering from exhaustion tend not to involve emotionally and cognitively with the job. Thereby, mental exhaustion attenuates one's capacity to work and create sense of inefficiency and keep self-esteem. In this scenario the individual tends to make negative judgment of them reduction personal satisfaction happens due to lack of positive feedback. The third aspect of occupational burnout is depersonalization.

That is, tendency to develop radical negative attitudes toward others. When this happens, one tends to treat others as an object and show traits such as pessimism, cruelty, and atrocity. Depersonalization may be rooted in being overwhelmed by inter-personal interactions or overworks. Saatchi (2010) classified occupational depression background in three classes of organizational, occupational, and personality burnout. At organizational level, the main focus is on psychological environment of the organization and its effect on depression among employees. At occupational level, interactional characteristics of the employees with the customer is what counts. Finally, at personality level, the emphasis is on personality differences. Saatchi (2010) indicated that personality factors are of the main factors effective in

**Corresponding author: Hassan Bagheri Nia,
Hakim Sabzevari University, Iran.*

occupational depression as people themselves create the ground for their own depression by their poor performance.

Maslach (1998) found that personality characteristics and aspects can indicate possible depression. He argued that occupational burnout has to do with neuroticism personality aspect and mental exhaustion profile. Several personality traits have been studied in a quest to determine what type of personalities is vulnerable to occupational depression. People with low level of tenacity (involvement with daily activity, sense of being in control of event, positive attitude toward changes) tend to have higher occupational depression point. In particular they obtain higher score as to emotional exhaustion (Garrosa, 2006). In addition, background checks showed that occupational depression is more common among people who have external control source (Maslach, 2001). Another study reported that all aspects of occupational burnout have to do with low self-confidence (Semer, 1996). In addition, Maslach (2001) showed that profile of people vulnerable to depression tend to show low level of tenacity, low self-confidence, external control source, and stress avoidance techniques.

Personality traits of people can prepare the ground for occupational burnout. For instance, people with high self-esteem tend to be more resistive and active in dealing with risky situations and people with low self-esteem, on the other hand, tend to avoid the risky situation (Mahdavi, 2007). It is believed, generally, that even the most idealistic personalities are not immune to occupational burnout; these types tend to work so hard to meet their goals and professional standards and when they find out their hard works are not enough to gain what they wanted, they develop depression or pessimism. The issue of occupational burnout has been subject of many studies. Parik (1982) argued that factors such as psychological pressure and its type, personality, nature of job or the tasks, personal life, life style, techniques to avoid psychological pressure, and organizational atmosphere all influence on occupational burnout.

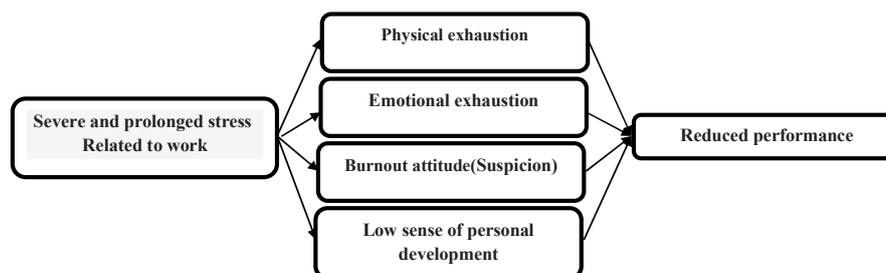


Figure. 1. Elements of emotional, physical, and mental exhaustion syndrome

More recent theories have introduced two classes of personal and situational factors as the factors effective on occupational depression. The former refers to demographical variables, personality types, resistive and defensive styles and the latter refers to features of occupation, expectations, motivation and occupational resources (Maslach, 2001). The earliest damage caused by depression is physical weariness and suffering. People dealing with this essentially suffer from lack of enough energy and over exhaustion. They also, in some cases, develop signs of physical pressures such as headache, vomit, and change in eating habits. The second notable damage caused by occupational burn out is emotional exhaustion. Depression,

hopelessness, sense of inefficiency at work and the like are instances of occupational depression. Negative attitudes toward oneself, the job, organization, and in general toward life are symptoms of attitude burnout, which eventuates in sense of low personal promotion. In short, occupational burnout can be defined as a syndrome of emotional, physical, and mental burnout along with low sense of self-esteem (Saatchi, 1997) (Fig. 1)

Keikhannejad (2012) showed that there is a significant relationship between Holland's personality types and occupational burnout. So that occupational burnout is less common among social type and more common in realistic, contractual and reckless personality types. A study by Vahdani (2011) showed that there is a negative and significant relationship between agreeableness, dutiful, and openness to experience on one hand and the aspects of occupational burnout. Still, the study showed positive relationship between neurotic and occupational burnout. Main hypothesis proposed in this study states that there is a relationship between personality types and occupational burnout.

Methodology

The study uses the Pearson's Correlation Coefficient to measure relationship between the variable. Study population was comprised of all employees of Esfarayen University of Technology (n = 101) and based on Cochran's formula, 80 employees were selected randomly to participate in the study. To collect information needed, Myersbriggs type indicator (MBTI) and Maslach's occupational burnout questionnaire was used. Data collection tools: MBTI was used as self-statement questionnaire. The tool is designed based on Karal Young's personality type theory and it is used to determine difference between normal peoples.

MBTI measures for general criteria about the responder, including:

- Way of absorbing energy: extrovert (E) and introvert (I)
- Types of information that draw attention of people and are easy to memorize. Sensing (S) and intuiting (N).
- Way of making decision: thinking (T) or feeling (F); and
- Way of organizing outside world: judging (J) or perceiving (P)

Occupation burnout questionnaire: the questionnaire was designed by Maslach (1981) as a new elaboration on the phenomenon of burnout. The questionnaire is comprised of 22

statements that measures emotional burnout, depersonalization and failure of formation of personality within framework of professional activity. The questionnaire is mainly used to measure and prevent burnout among nurses, instructors, and the so on.

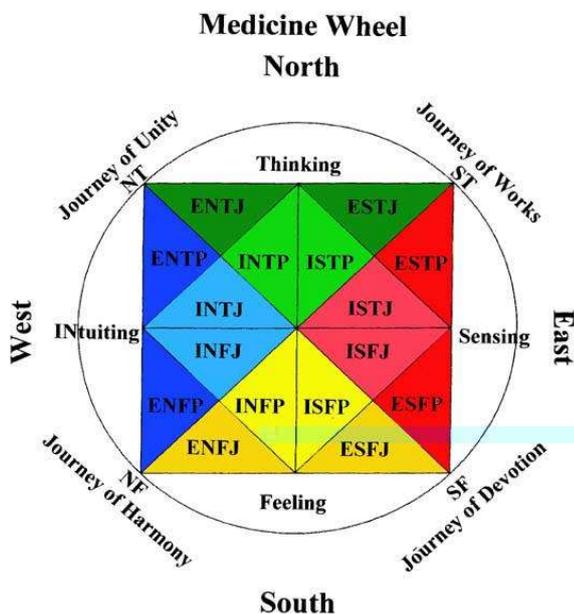


Figure 2. The sixteen personality type of Mayers Briggs

Findings

After introducing descriptive statistics regarding personality types and occupational burnout, the following section represents the information collected from the questionnaire and data analyses.

Table 1. Frequency of the variables of the study

	n.	Mean	Variance	Min	Max
INTJ	80	32.05	57.313	16	46
INFJ		25.10	49.042	14	39
INTP		25.55	29.734	13	34
INFP		18.60	54.884	7	33
ENTP		25.40	39.095	13	39
ENFP		18.45	60.997	8	40
ENTJ		31.90	29.568	19	44
ENFJ		24.95	18.050	17	34
ISFJ		30.75	54.934	15	44
ISTJ		37.70	82.537	19	51
ISFP		24.25	38.934	9	38
ISTP		31.20	33.116	17	41
ESFP		24.10	39.674	14	37
ESTP		31.05	37.103	20	40
ESFJ		30.60	18.568	21	39
ESTJ		37.55	49.418	26	51

As listed in the table above, mean and variance of ISTJ type (37.70 and 82.54) and ESTJ (37.55 and 49.42) are higher than that of the other independent variables.

Table 2. Frequency of general tendency

	E	I	S	N	T	F	J	P
N	80							
Mean	6.95	7.10	9.85	4.20	10.60	3.65	10.15	3.65
Variance	10.261	13.779	7.397	6.800	9.200	7.503	9.082	7.924
Min	0	1	4	0	3	0	4	0
Max	12	15	15	11	14	10	15	10

According to Table 2, introvert, sensing, thinking, and disciplinary persons have higher mean and variance values. As the results showed, 48 participants were introvert and 32 were extrovert. In addition, there were 16 sensing type, 4 intuitive types, 68 thinking type, 12 emotional type, 60 disciplinary, and 20 conservative type. One may conclude, given the result, that majority of the study population is of ISTJ and ESTJ types and ENFP type is the minority. Results pertinent to occupational burnout indicated that majority of the employees (72) had no symptoms of occupational burnout.

Table 3. Personality traits of 8 hypotheses

INTJ	Innovative, new ideas and full of energy. Shows extraordinary ability of organizing in interested areas and manages to fulfill the tasks with or without support. Suspicious, critical, independent, determinant, and stubborn sometimes
INFJ	Successful by working hard. Brings in new ideas and shows desire in doing assignments. Calm, powerful, and responsive. Likes helping others and observes moral codes. Shows respect to most of people and usually acknowledged by others for the work they done.
INTP	Calm and secretive. Shows interest in scientific and theoretical matters. Usually interested in new ideas. Not interested in social environment and chatting. Interested in unique and complicated matters.
INFP	Very loyal and supportive fan. Tends not to talk about their merits while you are stranger. Highly interested in learning, new ideas, language, and independent projects.
ENTP	Honest and bold with wide range of capabilities. An energetic, intelligent, talkative and honest friend. Hates routine works. Capable of finding logic in whatever they do. Very skillful in finding new and innovative solution for complicated problems.
ENFP	Energetic and highly motivated. Highly creative and imaginative. Almost capable of doing anything. Good and fast in finding solution for different problems.
ENTJ	Honest, energetic, and good in studying and education. Good at doing jobs that need logical thinking or delivering speech. Updated and tend to increase their source of information
ENFJ	Responsive and sympathetic. Likes helping out others by emotional and feelings matters. Highly skillful in introducing a topic or leading a group discussion. Social, popular, and active in educational works.

Hypothesis one: there is a significant relationship between INTJ type and occupational burnout of employees of Esfarayen University of Technology.

Table 4. Relationship between INTJ type and occupational burnout

Control Variables		INTJ
ESFP	Burnout	1.000
	Correlation	-.617
	Significance (2-tailed)	.005
	Df	0
		17

Clearly, there is a significant and negative relationship between INTJ and occupational burnout. Increase of INTJ point leads to decrease of occupational burnout.

Hypothesis two: there is a significant relationship between INFJ type and occupational burnout of employees of Esfarayen University of Technology.

Table 5. Relationship between INFJ type and occupational burnout

Control Variables			Burnout	INFJ
ESTP	Burnout	Correlation	1.000	-.555
		Significance (2-tailed)	.	.014
		Df	0	17

Clearly, there is a significant and negative relationship between INFJ and occupational burnout.

Hypothesis three: there is a significant relationship between INTP type and occupational burnout of employees of Esfarayen University of Technology.

Table 6. Relationship between INTP type and occupational burnout

Control Variables			Burnout	INTP
ESFJ	Burnout	Correlation	1.000	.635
		Significance (2-tailed)	.	.003
		Df	0	17

Clearly, there is a significant and positive relationship between INTP and occupational burnout.

Hypothesis four: there is a significant relationship between INFP type and occupational burnout of employees of Esfarayen University of Technology.

Table 7. Relationship between INFP type and occupational burnout

Control Variables			Burnout	INFP
ESTJ	Burnout	Correlation	1.000	-.557
		Significance (2-tailed)	.	.013
		Df	0	17

Clearly, there is a significant and negative relationship between INFP and occupational burnout.

Hypothesis five: there is a significant relationship between ENTP type and occupational burnout of employees of Esfarayen University of Technology.

Table 8. Relationship between ENTP type and occupational burnout

Control Variables			Burnout	ENTP
ISFJ	Burnout	Correlation	1.000	-.575
		Significance (2-tailed)	.	.010
		Df	0	17

Clearly, there is a significant and negative relationship between ENTP and occupational burnout.

Hypothesis six: there is a significant relationship between ENFP type and occupational burnout of employees of Esfarayen University of Technology.

Table 9. Relationship between ENFP type and occupational burnout

Control Variables			Burnout	ENFP
ISTJ	Burnout	Correlation	1.000	-.510
		Significance (2-tailed)	.	.026
		Df	0	17

Clearly, there is a significant and negative relationship between ENFP and occupational burnout.

Hypothesis seven: there is a significant relationship between ENTJ type and occupational burnout of employees of Esfarayen University of Technology.

Table 10. Relationship between ENTJ type and occupational burnout

Control Variables			Burnout	ENTJ
ISFP	Burnout	Correlation	1.000	-.563
		Significance (2-tailed)	.	.012
		Df	0	17

Clearly, there is a significant and negative relationship between INTJ and occupational burnout.

Hypothesis eight: there is a significant relationship between ENFJ type and occupational burnout of employees of Esfarayen University of Technology.

Table 11. Relationship between ENFJ type and occupational burnout

Control Variables			Burnout	ENFJ
ISTP	Burnout	Correlation	1.000	-.281
		Significance (2-tailed)	.	.043
		Df	0	17

Clearly, there is a significant and negative relationship between ENFJ and occupational burnout.

Table 12. Personal traits of the second 8 hypotheses of study

ISFJ	Calm, social, responsive, and reliable. Honestly works to fulfill duties and available to help the friends. Very hard working and accurate. Highly patient regarding daily works and tasks. Loyal, cautious and sensitive.
ISTJ	Serious and calm and guarantees success by concentration and working hard. Realistic, logical, and disciplined. Reliable and never fails anyone. Desires orders and discipline. Responsive and concentrates on work and tries hard to meet the goals.
ISFP	Never stops trying, social, sensitive and modest regarding their capabilities. Avoids disagreeing others, never imposes their ideas and beliefs. Usually not interested in management and leadership. Seems calm relax in doing jobs. Enjoys the presence and avoids losing the moment to achieve something better.
ISTP	Calm, cautious, and penetrating gaze. Humorous, interested in science, cause and effect and how things work. Good with analyzing and technical matters. Never bothers to work to their limits.
ESFP	Extrovert, social, hospitality, interest in enjoy the moment. Interested in sport and production. Desires facts over theories. Prefers dealing with routine and usually matters.
ESTP	Realistic; barely hastes and open to what comes forward. Usually interested in sport and technical matters. Enjoys attending social events. Interested in math and science as far as they see the necessity. Not interested in long descriptive topics
ESFJ	Good hearted, good at speaking, beloved, and responsive. Learns team works early and enjoys being part of a team. Expect recognition by the teammates. Interested in working in recognized areas.
ESTJ	Realistic and tends to act rather than dealing with emotions. Highly talented in business and technical matters. Highly interested in organization and leading projects and activities.

Hypothesis nine: there is a significant relationship between ISFJ type and occupational burnout of employees of Esfarayen University of Technology.

Table 13. Relationship between ISFJ type and occupational burnout

Control Variables			Burnout	ISFJ
ENTP	Burnout	Correlation	1.000	.573
		Significance (2-tailed)	.	.010
		Df	0	17

Clearly, there is a significant and positive relationship between ISFJ.

Hypothesis Ten: there is a significant relationship between ISTJ type and occupational burnout of employees of Esfarayen University of Technology.

Table 14. Relationship between ISTJ type and occupational burnout

Control Variables			Burnout	ISTJ
ENFP	Burnout	Correlation	1.000	-.618
		Significance (2-tailed)	.	.005
		Df	0	17

Clearly, there is a significant and negative relationship between ISTJ.

Hypothesis Eleven: there is a significant relationship between ISFP type and occupational burnout of employees of Esfarayen University of Technology.

Table 15. Relationship between ISFP type and occupational burnout

Control Variables			Burnout	ISFP
ENTJ	Burnout	Correlation	1.000	.539
		Significance (2-tailed)	.	.017
		Df	0	17

Clearly, there is a significant and positive relationship between ISFP.

Hypothesis twelve: there is a significant relationship between ISTP type and occupational burnout of employees of Esfarayen University of Technology.

Table 16. Relationship between ISTP type and occupational burnout

Control Variables			Burnout	ISTP
ENFJ	Burnout	Correlation	1.000	-.650
		Significance (2-tailed)	.	.003
		Df	0	17

Clearly, there is a significant and negative relationship between ISTP.

Hypothesis thirteen: there is a significant relationship between ESFP type and occupational burnout of employees of Esfarayen University of Technology.

Table 17. Relationship between ESFP type and occupational burnout

Control Variables			Burnout	ESFP
INTJ	Burnout	Correlation	1.000	-.477
		Significance (2-tailed)	.	.039
		Df	0	17

Clearly, there is a significant and negative relationship between ESFP.

Hypothesis fourteen: there is a significant relationship between ESFP type and occupational burnout of employees of Esfarayen University of Technology.

Table 18. Relationship between ESFP type and occupational burnout

Control Variables			Burnout	ESTP
INFJ	Burnout	Correlation	1.000	-.588
		Significance (2-tailed)	.	.008
		Df	0	17

Clearly, there is a significant and negative relationship between ESTP.

Hypothesis fifteen: there is significant relationship between ESFJ type and occupational burnout of employees of Esfarayen University of Technology.

Table 19. Relationship between ESFJ type and occupational burnout

Control Variables			Burnout	ESFJ
INTP	Burnout	Correlation	1.000	-.313
		Significance (2-tailed)	.	.192
		Df	0	17

Clearly, there is a significant relationship between ESFJ.

Hypothesis sixteen: there is significant relationship between ESTJ type and occupational burnout of employees of Esfarayen University of Technology.

Table 20. Relationship between ESTJ type and occupational burnout

Control Variables			Burnout	ESTJ
INFP	Burnout	Correlation	1.000	-.591
		Significance (2-tailed)	.	.008
		Df	0	17

Clearly, there is a significant relationship between ESTJ.

DISCUSSION AND CONCLUSION

Findings based on descriptive statistics and frequency tables showed that the majority of the employees were of ISTJ type. Regardless of being introvert or extrovert (32 and 48), most of the employees were sensing, thinking, and disciplined. In addition, ENFP type was the smallest group. Results of hypotheses tests showed that there is significant relationship between personality type and occupational burnout. This relationship was significant in the case of ESFJ type. There was significant relationship between INTP ($p=0.003$, $r = 0.635$),

ISFJ ($p = 0.010$, $r = 0.573$), and ISFP ($p=0.017$, $r=0.539$) on one hand and occupational burnout. Given the data listed in Table 5 & 14, introvert and shy people are sensitive and can be motivated by being acknowledged. On other hand, disciplined people tend to follow the codes and give high weight to discipline and order. These people feel stressed where there is no order and discipline and in long run lack of discipline leads to occupational burnout in these people. There was negative relationship between occupational burnout and other types of personality. So that the higher the score of these types, the less probable occupational burnout.

REFERENCES

- Brich, P. L. 2003. The need for an operational definition of burnout. *family and ommunity Health*,G:12-24
- Garrosa, E., Moreno-jimenez, B., Liang, Y. and Gonzalez, J.I. 2006. The relationship between socio-demographic variables, Job burnout, and hardy personality in nurses: an exploratory study. *International Journal of Nursing studies*.
- Kikhanejad, M 2012. Relationship between elements of occupational burnout and personality types of John Holland among teachers and principals of elementary schools, *Occupational Consultant Quarterly*, *Spring*, 2012, No. 10.
- Mahdavi, M. 2007. Occupational burnout a critical issue, *Education Quarterly*, No. 148
- Maslach, C. 1998. A multi dimensional Theory of burnout In theories of organizational stress, C.L.cooper, pp.68-85. Oxford univ.press.
- Maslach, C., Schaufeli, W.B. and Leiter, M.D. 2001. Job burnout. *Annual Review of Psychology*,52:391-422
- Maslach, C, and Jackson, S. 1991. The maslach burnout inventory. Palo alto. CA. counseling psychologist
- Nayery, R. 2000. Surveying and comparing occupational burnout of consultants working in middle schools of Yazd city from demographical viewpoint, M.A dissertation, Tarbiat Moalem Universit
- Pareek, U. 1982. Executive slow up and burnout. Summary of Larsen & Tourbro lecture. Indion Institute of management.
- Saatchi, M. 1997. Performance Psychology, 1st ed., Nashr Virayesh Institute
- Saatchi M. 2010. Psychological health at work (with emphasis on mental pressures and occupational burnout) Virayesh Publication, 1st ed.
- Semer, N. 1996. Individual difference, work stress and helth. In M.J.schabracg. Hand book of work and Health. psychology. UK: wiley, 51-86.
- Vahdani M., Moharamzadeh M. and Seyed Ameri, M. 2011. Relationship between aspects of personality (five-factor elements) and occupational burnout among North Khorasan Special Schools Teachers, Computer Science Research Center, Special Education
