



# Comparative study of cultural and social factors affecting urban and rural women's Burnout in Shahrekord Township

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## ARTICLE INFO

### Article history:

Received 08 Dec 2014

Received in revised form 10 Jan 2015

Accepted 26 Jan 2015

### Keywords:

Job Burnout,

Urban and rural women,

Quota method combination,

Statistical Society,

Hypothesis testing

## ABSTRACT

**Objective:** This study, entitled "a comparative study of cultural and social factors affecting urban and rural

women's Burnout in Shahrekord Township in the form of a case study is done. **Methodology** This method was a kind of causal-comparative is. The study of the Statistical Society of all working women in rural and urban areas of the city in the year 2013 has been established based on the information available total urban and rural employed 28712 is n. **Results:** The sample size of the study was determined against the person with 379 samples using a quota method combination;-cluster, were selected. For hypothesis testing research of using MANOVA test and SPSS software version 19 is used to. **Conclusion:** The research results showed that the level of education and urban and rural women's satisfaction on the job Burnout and influencing them in between the urban and rural women is almost equally, and no significant difference in effect on Burnout but other variables with significant differences between urban and rural women employed

Burnout they overshadowed him.

## 1. Introduction

Since job and occupation are social achievements, there is a relationship between the occupational conditions and individual's health or illness which is to a great extent the result of organizations and their social processes. One of the social processes that affect the mental health is work and working environment. One of the consequences of working within an organization is the occupational burnout, which is considered the negative side of the occupational and organization life. The notion of occupational burnout was first introduced by Freudenberg in 1974. He considers occupational burnout to be a sort of exhaustion and frustration which is the result of occupational relations and communications that do not yield the desired output. Some experts believe the occupational burnout to be a psychological symptom resulting from the chronic interpersonal stressors represented in the form of emotional exhaustion, job pessimism, and reduced occupational efficiency.

Freudenberg used the term to describe gradual emotional depletion and missing the motivation and commitment in young volunteer workers with high commitment who work in a clinic (Maslach and Leiter, 2005).

Some other authors consider burnout to be very similar to the notion of self-alienation proposed by Marx. In such conditions occupational activities are alien to the individual, that is, it is not part of his nature, the individual is not satisfied with their job, feels desperate and deprived, and consequently, they don't develop their mental and physical powers, but lose them.

Job burnout is a negative side of workflow. When man feels stressed and pressed in their working environment, they feel bored and discouraged. Occupational performance resulting from the occupational burnout manifests itself in the form of absenteeism, work avoidance, and practical deformation of work. In practice. In those who stay in their jobs, job burnout reduces the output and effectiveness of the job and reduced job satisfaction and commitment to the job or the pertinent organization. With respect to the relationship between job burnout and mental health it has been assumed that job burnout leads to some mental disorders.

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DOI: <https://doi.org/10.24200/jmas.vol3iss01pp1-4>

Schaufeli et al. (1993) has identified a comprehensive, multidimensional model of burnout. This model conceptualizes burnout as a prolonged response to chronic emotional and interpersonal stressors on the job. It can be considered a distinct psychological syndrome, encompassing emotional exhaustion, depersonalization, and reduced personal accomplishment. According to Maslach, individuals experiencing burnout will display decreased energy or exhaustion, feel depleted of emotional resources and find they have a negative or callous attitude, are detached from others, and feel they are nonproductive and incompetent. They examined the level of job burnout among the gym teachers of the city of Shiraz for the association between the demographic dimensions and job burnout. The result of this research that was carried out using the Maslach questionnaire which had been responded by 156 respondents indicated that among female and male gym teachers the level of emotional exhaustion and depersonalization were low and Personal achievement was moderate. The results of the Chi-square test indicated that there was a significant association between age, gender, level of education, working experience, grades taught, marital status, and course of study of the gym teachers of the city of Shiraz with the trio of job burnout dimensions. Only a significant association was observed with Personal achievement.

Work cultures that normalize and reward overextending oneself beyond developmental, physical, or emotional capacities lend themselves to a much higher risk of burnout. This risk may be due to confusing over functioning with ambitiousness, which can blur the boundary between professional personal lives (Skovholt, 2001).

Symptoms do tend to be progressive and worsen over time if not attended to, and may manifest in interpersonal ways (Maslach & Goldberg, 1998).

In a probe into the association between organizational factors and level of job burnout among the people working for the Iranian Ports and Maritime Organization, Vardinejad came up with the conclusion that over 33 percent of the people were high in job burnout dimension of emotional exhaustion, reduced Personal achievement and depersonalization with respect to factors such as structure, remuneration, leadership style, job security, culture, working environment hygiene, technology and organizational strategy and their association with job burnout.

High disharmony between job nature and job holder's nature leads into burnout. (Gholami Dargah et al., 2012, 1843, quotes; Maslach & Leiter 2005).

Filian (1995), in a study entitled "analysis of nurses and coping strategies" came to the conclusion that the rate of 95/38% analysis of the research units of the people at the level of the bottom and middle-level and had per cent 75/28 per cent at the top level, which this article says it is a significant number of nurses with job have faced. The research findings also suggest that it is Variables such as age, gender, marital status, and type in the positions, character-type with an aggravation of the components of the trilogy has a significant relationship analysis of job.

The results of a research conducted by Ahmadi and Abedi (2007) entitled "A probe into the Level of Mental Pressure and Job Burnout among the Academic Members of Esfahan University and its association with Demographic

Characteristics" indicated that the level of mental pressure among them was below average. Mental pressure was different among faculty members and between the married and the single (only in the frequency of emotional exhaustion). Job burnout among academic members of Esfahan University with respect to the Personal achievement was moderate and with respect to emotional exhaustion, depersonalization, and engagement was below average. As far as the variables of gender, marital status, and faculties, the dimensions of job burnout were the same. Emotional exhaustion among female teachers was stronger than among male teachers. Single academic members were higher in the frequency of depersonalization and job burnout in comparison with the married ones. In 1976, Maslach mentioned to the phenomenon of indifference and disrespect of staff toward the

organization's clients after long studies on the problems of social services staff. (Gholami Dargah et al., 2012, 1842, quotes; Maslach, 1976).

Burnout is a particularly serious feature of chronic stress and one that can impair the human service worker's effectiveness (Collings & Murray, 1996).

Burnout has several general characteristics. An individual may suffer from acute or chronic burnout, and it may range from mild to severe (Hamann & Gordon, 2000).

In a research conducted by Hosseininia et al. (2009) on association between the schools organizational atmosphere and job burnout among gym teachers, 134 gym teachers from the two levels of junior and senior secondary schools of the city of Rasht indicated that the organizational atmosphere of the two groups of schools were moderate in terms of openness, but junior secondary high schools were more open in terms of organizational environment than in senior secondary schools, nevertheless, this difference was not significant. The results indicated that emotional exhaustion and depersonalization in women was higher than men, but women were lower in Personal achievement, which is indicative of higher job burnout among women. Generally, from the scoring table, one can conclude that the level of job burnout among teachers, both male and female, is moderate. The results also revealed that there is a significant negative association between the organizational atmosphere of schools and the level of job burnout among gym teachers of the city of Rasht. On the other hand, association between organizational atmosphere and the two dimensions of job burnout (depersonalization and emotional exhaustion) is significant and negative but it was positive and significant in terms of Personal achievement. Abdimasoleh (2007) in a study entitled "Relation between Job Burnout and Mental Health: A Study of 200 Nurses" found that, as far as job burnout is concerned, with respect to emotional exhaustion and depersonalization, the majority of the units under investigation were low in personal characteristics and high in Personal achievement. With respect to mental health, 43 percent of the subjects were marked. Association between job burnout and mental health was significant. Regarding the association between demographic variables and job burnout, it was indicated that there is a positive relation between variables of gender, age, working experience and shift working with job burnout, and job burnout was higher in men than women. With respect to gender, with respect to age, it was found that the younger suffer from higher job burnout. With respect to working experience, it was found that people with more working experience have less job burnout. With respect to shift working, it was found that job burnout is higher among those who work in revolving shift works.

## 2. Materials and methods

### 2.1 Durkheim Anomy Theory

Durkheim describes kinds of job division in new communities. Anomic job division is the result of weak links among members, lack of congruity between the capabilities of the people and their jobs and reduction of the employees' personality to a piece of work. These problems create job alienation and in the long run.

## 2.2 Population Cohort

All women working in the city of Shahrekord, both urban rural in the Iranian year 2013 (ended 20 March, 2014) form the population cohort of this research. According to the census carried out in the year 2011 (ended 20 March, 2012), the whole population of Chahrmahal and Bakhtiari Province was 895,263 people comprising 444,295 female and 450,968 males. Among this population, 521,071 people live in the urban areas and 372,276 people live in the rural areas. 258,393 female people live in the urban areas and 185,191 people live in rural areas. Of this population, the total number of the people with more than 10 years of age is 741,516 among whom 741,486 people are active which comprise 368,954 males and 29,609 females. Among the whole active population of the province, 45,527 people are unemployed and 240,849 people are employed. Among the working population, 54145 people work in the agricultural sector and the rest work in the industry and service sectors. 6630 people who work in the agricultural sector are female. The whole population of the city of Shahrekord is 340,382 people among whom 280,837 reside in the urban and 59,545 people reside in the rural areas (According to the recent state division map, the city of Shahrekord has 8 cities and 23 villages). This city has 169,199 male populations, 139,751 of whom live in the urban and 29,448 people live in the rural areas. Also, among the 289,692 people at working age in the city of Shahrekord, 115,755 people are active and 173,937 people are inactive. Among the active population 17,855 people are unemployed and 97,900 people are employed. The working population consists of 32564 people who work in the industrial sector, 13,837 people work in the agricultural sector and 49,427 people work in the service sector. Among the whole population of the city of Shahrekord, 169,199 people are female and 171,183 people are male. Among the female workers 1484 people work in the service sector, 3014 people work in the industrial sector, and 2037 people work in the agricultural sector. 5,353 of city dwelling women are unemployed, 43 people of whom are village-dwellers and 57 percent are city dwellers.

## 2.3 Hypothesis test

H: Social participation affects job burnout differently in urban and rural women

## 3. Discussion and results

Information shown in table 1 indicates that the variable of place of living is not effective on respondents' development of job burnout, but the variable of social participation has been effective on their job burnout and is of significant correlation, because the value calculated for this variable alone in lines, columns and alone have turned out to be significant (with statistical error  $F > 0.05$ ), but the hybridization of the two variables of place of living and level of social participation of the women under study do not have significant correlation and the evidence reject categorically the existence of interaction between these two dependent variables (error  $0.05 < 0.071$ ). Therefore, one can conclude that:

In urban and rural working women, the level of social participation has not been a burnout factor, and burnout does neither decline nor increase with increased social participation, and the interactive and hybridized effect of the place of residence and level of social participation does not have any correlation with job burnout.

**Table 1. Job burnout in working urban and rural women using the multi-way ANOVA test**

amended model (columns)	4187.598	8	523.45	6.27	0.001
Cut (lines)	328019.004	1	328019.004	3929.25	0.001
Location (city / village)	24.476	1	24.476	2390	0.589
Level of social participation	3218.529	4	804.632	9.638	0.001
Social participation x location	592.644	3	197.548	3662.	0.071
Residue (error)	30888.09	370	83.481		
Total	900533	379			
Total amendments	35075.689	378			

## 4. Conclusion

### 4.1 Results of the research obtained by multi-way ANOVA test has been as follows

In the hypothesis, a comparative analysis has been made in terms of the effectiveness of social participation on job burnout among urban and rural working women. The results obtained with respect to this hypothesis indicates that the variable of place of residence has not been effective on job burnout among the respondents within this model, but the level of social participation has been effective on their job burnout and the relation is a significant one and the relation between the hybridized independent variables of place of living and job burnout with job burnout in the women under study is not of statistical significance and the evidence definitely reject the existence of any hybridization of these two variables and job burnout. This means that the research hypothesis has been rejected and zero hypotheses should be accepted. Therefore, it should be admitted that though social participation is a factor

effective on women's job burnout and their job burnout increases with the reduction of their social participation, but this variable is equally effective in job burnout in urban and rural women.

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### How to Cite this Article:

Shirvani M., Mohammadi A., Shirvani F., Comparative study of cultural and social factors affecting urban and rural women's Burnout in Shahrekord Township, Uct Journal of Management and Accounting Studies 01 (2015) 1–4.