



AENSI Journals

Journal of Applied Science and Agriculture

ISSN 1816-9112

Journal home page: www.aensiweb.com/jasa/index.html

The relationship between personal characteristics and job burnout in football players in Iranian Premier League

¹Hossein Saleh, ²Reza nikbakhsh, ³Akbar Afarinesh

1,2&3Department of Sport Management, Faculty of Physical Education and Sport Science, South Tehran Branch, Islamic Azad University, Tehran, Iran.

ARTICLE INFO

Article history:

Received 20 December 2013

Received in revised form 22

February 2014

Accepted 26 March 2014

Available online 15 April 2014

Keywords:

Personal Characteristics,
Job Burnout, Football Players,
Premier League

ABSTRACT

Objective: The main aim of this paper is to study the relationship between personal characteristics and job burnout in football players in Iranian Premier League. The methodology used in this study is of a correlation type. The population in this study is football players in Iranian Premier League. Since the size of the population in this study is limited, 250 (18-41 years old), so the population is taken for the sample. In this study two standard questionnaires were used namely; Neo's 5 scale questionnaire about the characteristics factors (fealty, openness, extroversion, adherence, mental sadness), and sport job burnout questionnaire which include accomplishment, mental/emotional job burnout, and lack of value. To analyze the data correlation coefficient and regression are used. **Results:** The results show that job burnout is negatively correlated with extroversion ($38/0 = r \cdot 00/0p =$), fealty ($56/0 = r \cdot 00/0p =$), openness ($39/0 = r \cdot 00/0p =$), and adherence ($19/0 = r \cdot 01/0p =$). Also there is positive correlation between mental sadness ($42/0 = r \cdot 00/0p =$) with job burnout. **Conclusion:** Managers and coaches are recommended to gather information about these characteristics before after and during competition to fully use mental and physical abilities of athletes and to prepare them for more efficiency in the future.

© 2014 AENSI Publisher All rights reserved.

To Cite This Article: Hossein Saleh, Reza nikbakhsh, Akbar Afarinesh., The relationship between personal characteristics and job burnout in football players in Iranian Premier League. *J. Appl. Sci. & Agric.*, 9(3): 1261-1265, 2014

INTRODUCTION

As Chesterfield states the relationship between the body and the mind is more than just a bind. Undoubtedly the mental and physical tiredness are also linked. This seems obvious in professional athletes who increase their training load step by step. In professional athletes the fun is taken away from the trainings as there are intense and repetitive and as athletes are observed by coaches their progression is evaluated completely (Sheikh *et al* 2012). Job burnout always shows itself gradually in through time mentally and physically. The subject of job burnout in athletes dates back to early 1980s. Smith 1986 has introduced a model of job burnout relative to stress in accordance with Maslach & Jackson's point of view (1981) (people who first set the job burnout model). In this model it is stated that job burnout could be a result of long-term stress condition and can happen due to emotional exhaustion, depersonalization, and low feeling of accomplishment. This process starts with the abovementioned conditions or low social support, low self-esteem and low level of appreciation. So from the beginning of the process the person plays an important role, as they feel disappointed or disqualified. The mental evaluation is accompanied by physical signs such as tension, depression, or tiredness. The result of this interaction is the job burnout's multi-syndrome. Smith and Stein 1991 also designed a model to predict loyalty to sport and they concluded that the athlete spend all their financial, social, family, emotional, and physical capital on sports so if for any reason they are forced to quit they feel they have lost all their capital (Keshtidar *et al.*, 2011). Regarding the differences between sport and work environment (Readak, 2002) the three dimensions of job burnout are categorized as the following: mental/emotional exhaustion, low value of sports, and low feeling of accomplishment. Emotional/physical exhaustion are related to intense competition. People who experience the emotional exhaustion are afraid of doing what they used to enjoy doing in the past; they feel if they do it more they are going to feel more exhaustion. The low feeling of accomplishment is related to abilities and skills. This low feeling comes from the feeling that what they do is going to waste or they lack value, and they finally are translated as a feeling of being disappointed. Lack of value refers to lack of interest or even hatred toward sport and the result of performance. People who suffer from this kind of feeling do not care about their sport and the results their teams are getting. The aspects of physical and emotional exhaustion and low feeling of accomplishment are like the setting in the work environment, while the aspect of lack of value is

Corresponding Author: Hossein Saleh, Department of Physical Education, Faculty of Physical Education and Sport Science, South Tehran Branch, Islamic Azad University, Tehran, Iran.

totally different to the depersonalization aspect in the work environment. The lack of value aspect by Radak is focused on the value people consider for their sport in interaction between people like depersonalization in the work environment (Readak, 2002).

Researches on the relationship between characteristics and job burnout are mostly on non-sport-related populations. Also other researchers reported a negative relationship between mental sadness and openness with job burnout and a positive relationship between fealty, and adherence with job burnout. Therefore, regarding the entire contrary and the lack of researches in the fields of sports the researcher seeks to answer this question “is there a relationship between personal characteristics and job burnout in professional football players?” (Shimizutani *et al* 2008).

Swider, Zimmerman 2010 in their study titled “the meta-analysis of the relationship between job burnout and personal characteristics concluded that there is a relationship between the higher levels of extroversion and the lower levels of emotional job burnout and the higher levels of personal success but there is not a relationship between depersonalization and job burnout. In their study they didn’t find any relationship between mental sadness and emotional job burnout and lack of accomplishment, while other properties such as adherence, fealty, and openness to new experiences has a negative significant relationship with all the aspects of job burnout.

In a study titled “types of personality, job involvement, job burnout among university teachers” Azeem 2010, concluded that types of personality and job involvement lead to job burnout of university teachers.

Shimizutani *et al* 2008 in a study titled “the relationship between nurses’ job burnout, personality, and reactive behavior” stated that concluded that there is a significant relationship between extroversion and mental sadness with job burnout in athletes.

In a study titled “the relationship between five personality factors and job burnout of volunteers” Baker 2006, concluded that there is a significant relationship between the factors of extroversion, mental sadness, and adherence with job burnout.

Methodology:

In this study the methodology used is of a correlation type. The population in the current study is the members of the Iranian Premier League. Since the size of the population was limited, 250 players were taken as the sample. Sampling was accessible. Measuring tools was the questionnaire designed by Neo with the reliability and creditability (Cronbach’s alpha for sadness 0.88, extroversion 0.85, openness 0.78, adherence 0.84, and fealty 0.92. the creditability coefficient for this test was 0.85). Athletic Burnout Questionnaire with reliability and creditability approved (Cronbach’s alpha for the lack of accomplishment 0.84, physical/emotional burnout 0.89, and lack of value 0.89) and with an acceptable re-test creditability (for lack of accomplishment 0.86, physical/emotional burnout 0.92, and lack of value 0.92) (Readak 2002). The statistical method used in this study is in the two levels of descriptive and inferential statistics so that to analyze the data statistical methods like the mean, frequency, standard deviation, percent, correlation coefficient, regression were used. Then to test hypotheses Piersons’ correlation test was used to set the significance of the relationships between the variables. In this study after the sample was set to gather information the researcher went to Tehran where the teams were training and after the explanations to the coaches and the players they were asked to fill the questionnaires and as far as possible do not leave a question unanswered. Each participant took 45 minutes to fill the questionnaire by themselves in place.

Results

Frequency distribution table shows the age conditions for the participants. Among the sample 61 people were between 18-23 years old (around 32%) 61 were between 24-29 years old (almost 32%), 43 people were between the ages of 30 to 35 (around 22 %) and 17 people were between the ages of 36-41 (around 9%). 10 people did not answer the questions. The mean and the standard deviation for the age of participants are 27.16, and 5.94 respectively.

Table 1: frequency distribution and age conditions

Aggregative percentage	Valid percentage	percent	Frequency	Range
33.5	33.5	31.8	61	Between 18 and 23
67.0	33.5	31.8	61	Between 24 and 29
90.7	23.6	22.4	43	Between 30 and 35
100.0	9.3	8.9	17	Between 36 and 41
	100.0	94.8	182	total
		5.2	10	unanswered
		100.0	192	total

Table 2: Pierson's correlation coefficient between the personality aspects and job burnout

Table 1: Pearson's correlation coefficient between the personality aspects and job burnout							
6	5	4	3	2	1	متغيرها	
					1	Pierson's correlation coefficient	1. Mental sadness
						sig	
				1	-0.51**	Pierson's correlation coefficient	2. Extroversion
					0.00	sig	
			1	0.24**	-0.05	Pierson's correlation coefficient	3. Openness
				0.00	0.47	sig	
		1	0.19**	0.21**	-0.30**	Pierson's correlation coefficient	4. Adherence
			0.01	0.00	0.00	sig	
	1	0.48**	0.33**	0.52**	-0.53**	Pierson's correlation coefficient	5. Fealty
	-0.56**	-0.39**	-0.19**	-0.38**	0.42**	Pierson's correlation coefficient	6. Job burnout
	0.00	0.00	0.01	0.00	0.00	sig	
**, P<0.01							

The results of the table two show that job burnout is negatively correlated with extroversion (38/0=-r 00/0p=), fealty (56/0=-r 00/0p=), openness (39/0=-r 00/0p=), and adherence (19/0=-r 01/0p=). Also there is positive correlation between mental sadness (42/0=r 00/0p=) with job burnout.

Table 3: the summary of regression model

estimated standard deviation	Adjusted R2	R2	R	Model
7.27	0.34	0.36	0.60	Synchronized

Regarding the multi-correlation coefficient, 0.60 and the determination coefficient 36/0= 2R in the table three it is obvious that 36% of the job burnout in the players in Iranian Premier League is justified by the personality aspects.

Table 4: variance analysis in the regression model

(SIG)	F	The mean of squared	df	Sum of squares	model	
0.00	20.69	1095.09	5	5475.44	regression	Synchronized
		52.94	186	9846.48	residual	
			191	15321.92	total	

A: predictors, independent, personality aspects

B: dependent variance: job burnout

According to the amount of the F, in the variance analysis table 69/20 = F with the degree of freedom of (5.186) with the significance level of 0.00 and the comparison of this level with the alpha= 0.05 in the table 4, it is seen that the null hypothesis stating that personality aspects are indeed effective in job burnout of the players in the Premier League in Iran is rejected.

Table 5: regression coefficient related to the regression model

(sig)	t	Standardized coefficients	Non-standardized coefficients		Variables	
		beta	Estimated SD	B		
0.00	7.59		9.85	74.75	Consonant	
0.08	1.75	0.13	0.10	0.17	Mental sadness	
0.25	-1.15	-0.08	0.13	-0.15	Extroversion	
0.90	-0.13	-0.01	0.15	-0.02	Openness	
0.03	-2.24	-0.15	0.12	-0.28	Adherence	
0.00	-4.44	-0.37	0.13	-0.59	Fealty	
Dependent variable: job burnout						

Also according to the regression standardized coefficients (path analysis coefficient) table 5 and significance coefficient above 0.05 it can be seen that only adherence (15/0=β) and fealty (37/0=β) are significant. Each unit increase in adherence leads to 0.15 unit decrease job burnout and also each unit increase in fealty leads to 0.37 decreases in job burnout.

The regression line equation follows the following equation:

$$\text{Job burnout} = 74.75 - (\text{adherence} * 0.28) - (\text{fealty} * 0.59)$$

Conclusion:

The aim of this study is to determine the relationship between characteristics and job burnout in football players in Iranian Premier League. The results of the study show that there is a significant positive relationship between mental sadness and job burnout in athletes. This means that as the mental sadness grows more job burnout increases. The results are consistent with those of Sheikh *et al* 2012, Naseh *et al* 2011, Azeem 2010, Shimizutani *et al* 2008, Bakker *et al* 2006. Mental sadness is accompanied by stress, depression, anger, aggression, arrogance, and revenge. Therefore these athletes are less capable of emotional and behavioral adaptation and are easily angry and disappointed. Then they are more assimilated. Also the results of Jalalifarahani *et al* 2010, are inconsistent with our results. The reasons for this inconsistency can be the differences in sport environment, the tools used, the sport being professional, and the use of all the teams in the league.

Other findings of the study show that there is a significant relationship between extroversion and job burnout. These findings are in consistency with those of Jalali Farahani *et al* 2010, Sheikh *et al* 2012, Naseh *et al* 2011, Swider and Zimmerman 2010, and Baker *et al* 2002. Extroverted people experience more positive feelings in comparison with introverted people. These positive feelings can grow their hope in their work performance so it is expected that these type of people suffer less job burnout and also because of their hope and positive standpoint they are more successful so they suffer less job burnout. These results are inconsistent with Shimizutani *et al* 2008. The reason for this inconsistency can be the differences in the population under study since those studies were conducted on nurses and teachers. Regarding the differences in the sport environment it can be said that the reason for this difference is that. On the other hand the tools used in these studies are different, in our study the athletic job burnout questionnaire was used while in those studies the Maslach job burnout questionnaire was used.

The negative relationship between openness to new experiences and job burnout is another finding of this study. This property is determined by tendency toward innovation, creativity, acceptance of other ideas, rules and regulations. These properties in athletes lead to an increase in sport performance and also a decrease in job burnout. Therefore, the findings of this study are consistence with those of, Jalalifarahani *et al* 2010, Naseh *et al* 2011, Swider and Zimmerman 2010, and. And are inconsistent with those of Baker *et al* 2002, and Shimizutani *et al* 2008. The reason to this inconsistency can be the differences in the hospitals and university with sport environments.

Also there is a negative relationship between adherence and job burnout. Adherent people are reliable and have a team spirit so their understanding of their future cannot lead into emotional job burnout then this relationship is the other way round. These results are relatively consistence with those of Naseh *et al* 2011, Swider and Zimmerman 2010, and relatively inconsistency with those of Shimizutani *et al* 2008, and Jalalifarahani *et al* 2010. Also adherent people have a positive standpoint toward their job because they are also in peace with their job's negative points. So they feel qualified for the job and they have enough motivation for doing the best they can.

Other findings of this study show that there is a significant negative relationship between fealty and job burnout. There is a negative relationship between fealty and all aspects in job burnout. Since fealty refers to people being responsible and hardworking undoubtedly they can be trusted as they do their best. Using this positive energy in employees can lead to them building reliable and trustworthy characteristics and this leads to lowering job burnout. These findings are relatively consistence with those of Naseh *et al* 2011, Swider and Zimmerman 2010, Azeem 2010. Also they are inconsistent with those of Jalalifarahani *et al* 2010, Baker *et al* 2006, and Shimizutani *et al* 2008. The reason to this inconsistency can be the professional thought in football players, as the researchers have found a positive relationship between fealty and job burnout.

REFERENCES

- Arnold, B., Bakker, Evangelia Demerouti and Wilmar B. Schaufeli, 2003. The socially induced burnout model. *Advances in psychology Research*, 25: 13-30.
- Azeem, S.M., 2010. Personality hardiness, job involvement and job burnout among teachers. *International Journal of Vocational and Technical Education.*, 2(3): 36-40.
- Bakker, A.B., K. Vanderzee, K.A. Lewig, M.F. Dollard, 2006. The relationship between the big five personality factors and burnout: A study among volunteer counselors. *The Journal of psychology*, 146(1): 31-50.
- Jalalifarahani, M., N. Sajadi, A. Alidost, Y. Islami, 2010. Relationship between Personality dimension and job burnout in teachers men (Case Study: Tehran) *Movement Sciences and Sport Management*, 1(1): 37-48.
- Keshtidar, M., M. Khabiri, H. Asadi, 2011. School and physical education department's administrators have reduced productivity and personal performance burnout. *Sport university*, pp: 60-174.
- Maslach, C., S.E. Jackson, 1981. The measurement of experienced burnout. *J. Occup. Behav.*, 2: 99-113.
- Naseh, M., J. Jalilvand, M. Vahedani, 2011. The relationship between Personality dimension and job burnout in nurses. *New cares*, 34: 87-94.

Readak, T.D., K. Lunney, & K. Venables, 2002. "Understanding athlete burnout: Coach perspectives". *Journal of Sport Behavior*, 25: 181-206.

Schmit & Esteen, 1991. Sport Commitment: A Model Integrating Enjoyment, Dropout, and Burnout. *Journal of Sport & Exercise Psychology*. Sep1991, 13(3): 254-265.

Sheikh, M., F. Bagherzadeh, 2012. Relationship between Experience sports and burnout in women sprinters and endurance. *Journal of Harakat*, 12: 19-30.

Shimizutani, M., Y. Odagiri, Y. Ohya, T. Shimomitsu, T.S. Kristensen, T. Maruta, *et al*. 2008. Relationship of nurse burnout with personality characteristics and coping behaviors. *Ind Health*, 46(4): 326-35.

Smith, R.E., 1986. Toward a cognitive – affective model of athletic burnout *journal of sport psychology*, 8: 36-50.

Swider, B.W., R.D. Zimmerman, 2010. Born to burnout: a meta-analytic path model of personality, job burnout, and work outcomes. *Journal of Vocational Behavior*., 76 (3): 487-506.