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**STUDY OF RELATIONSHIP RESILIENCY AND THE QUALITY OF WORKING
LIFE WITH BURNOUT AMONG PRISON STAFF OF FARS PROVINCE**

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ABSTRACT

This study aimed to Study of Relationship Resiliency And the quality of working life With Burnout Among prison staff of Fars province Done. This study was a descriptive correlational and 260 prison staff of the province were available for sampling. Research data Burnout Inventory Mezlech and Jackson, Connor-Davidson Resilience Scale and a questionnaire to assess the quality of work life revolve Walton collection. The data correlation, univariate and multivariate linear regression analysis using the statistical software at the same time SPSS22 were analyzed. The results showed that burnout with resiliency variable with the variables of legality and provide the opportunity to develop the quality of working life and significant negative relationship established. The results showed that Variables provide opportunities for growth and security, and rules on the organization of the components of the quality of working life could negatively 13.3% of changes in staff burnout, Also, 23.1 percent of resiliency alone burnout and the effect of changes in both resiliency and quality of working life of resiliency could explain 24.9 percent of the burnout.

Keywords: Burnout, resilience, quality of working life

INTRODUCTION

One of the problems of employment, usually in the form of job pressures and organizational response is seen among human service workers, is the phenomenon of burnout. Burnout loss adjustment factors are stress and a syndrome consisting of emotional and physical fatigue which leads to a negative self concept, negative attitudes toward work and the absence of its feel is because of their work with clients. Mezlech and colleagues (2001) and have three main components aging and a minor component considered: emotional fatigue: Fatigue is a major factor and the most obvious signs of wear life. The next of burnout implies a fundamental response to stress. In fact, one dimension of emotional exhaustion and burnout and without the need to define the concept Burnout is incomplete. Rather, it leads to emotional exhaustion workers emotionally and recognition of their work and they are probably the way to deal with the pressures of work. (Mezlech and Jackson, 1981). Personal inefficiency or lack of personal accomplishment: the relationship between burnout and other aspects of personal performance is somewhat more complicated. In some studies, it seems that the lack of individual performance, the result of the other two dimensions exhaustion, but in other cases, this

assumption is not approved and emphasizes that These components rather than to be chained, in parallel and In other words, success grow with each individual to develop a sense of competence and success successful in working with people apply (Mezlech et al., 2001). Filippo (1984), notes that the quality of work life programs is the process by which all members of the open communication channels and appropriate for this purpose have been established in the decisions on the job their relationships and the workplace in particular, and generally affects the kind of interference occur as a result of the increased participation and satisfaction and psychological stress and burnout on the job as a factor that can improve their quality of work life the attention and is considered. These two factors interact, which is evident in the organization visible. The improve the quality of working life and is associated with resilience employees and the resiliency, reduce mental stress and reduce burnout can be associated with each result this hypothesis was confirmed by research. American Society for Training and Development and the Academy for the development of the relationship between quality of work life and burnout, admits. Richard Walton is the most famous and the first person that improve the quality of

work life programs in eight classified categories as follows. Richard Walton in a paper presented to the conference on quality of work life, a better description of a quality of life Work has provided ideal. He has eight major categories as a framework for analysis has identified quality of work life and believes that the expected benefits of the program include promoting the spirit of productivity and effectiveness (MohamadZadeh and Mahrvzhan, 1998):

RESEARCH METHODOLOGY

Including research and applied research is descriptive and correlational approach.

The study population included all prison staff of 784 people participated in Fars province.

To get the number of the sample using the table Morgan (1970), about 260 were considered. Due to the different distribution depending on the number of employees in the city in any city than was calculated in proportion to the number of employees in prison each sample was determined city. In

Table 1, the number of employees and number of samples taken.

Data collection tools

The following questionnaire was used in this study:

- 1- Burnout and Jackson Mezlech
- 2-Connor-Davidson Resilience Scale
- 3-Assessment Walton quality of work life

Analysis of data

Analysis of the questionnaire data, descriptive and inferential analysis was performed using the software Spss22. To analyze the data descriptive statistics, frequency, percentage, mean, standard deviation, minimum and maximum and inferential statistics, correlation and multivariate regression to assess the relationship and to predict the dependent variable (fatigue job) by independent variables (quality of working life and resilience) was used.

The Results

In the present study, descriptive statistics is shown in Tables 2 and 3.

Table 1: Information population

Sample	society	City	Row
125	380	Shiraz	1
19	59	Darab	2
18	57	Marvdasht	3
15	47	Fasa	4
12	40	Jahrom	5
11	35	Abade	6
10	33	Firozabad	7
10	33	Neyriz	8
10	33	Kazeroon	9
9	30	Lar	10
8	27	Estahban	11
7	23	Nurabad	12
6	20	Eghlid	13
260	784	Total	14

Table 2: The mean, standard deviation, minimum and maximum variables, burnout, resiliency and subscales of the quality of working life for all subjects

Maximum	At least	Standard deviation	Average	Variable name	Row
113	42	11/61	79/13	Burnout	1
119	4	19/16	74/77	Resiliency	2
130	34	14/73	75/03	Quality of working life (total)	3
20	4	3/29	11/66	Pay fair and adequate	4
15	3	2/4	6/83	Safe and healthy working environment	5
20	4	3/26	10/75	Provide opportunities for growth and continuous security	6
15	3	2/43	9/21	Rules of the organization	7
10	2	1/73	6/07	Social and work life balance	8
15	3	2/79	9/88	Of living space	9
18	2	3/15	11/89	Social cohesion in the organization	10
15	3	2/49	8/92	Developing human capabilities	11

Table 3: Results the correlation coefficient between the variables

11	10	9	8	7	6	5	4	3	2	1	Variable
										1	Resiliency
									1	0/348**	Quality of working life
								1	0/751**	0/372**	A safe working environment
							1	0/378**	0/644**	0/064	Pay enough
						1	0/337**	0/502**	0/719**	0/205**	Legalism
					1	0/382**	0/399**	0/658**	0/730**	0/313**	Growth opportunities
				1	0/311**	0/458**	0/296**	0/409*	0/659*	0/150**	Living space
			1	0/562**	0/280**	0/540**	0/166**	0/467*	0/627**	0/230**	Proportionality
		1	0/425**	0/319**	0/536**	0/500**	0/380**	0/434**	0/747**	0/413**	Solidarity
	1	0/492**	0/438**	0/562**	0/379**	0/488**	0/388**	0/480**	0/733**	0/268**	Development
1	0/053	-0/057	0/116	0/066	-0/13*	-0/137*	-0/034	0/038	0/021	-0/197**	Exhaustion

< 0/01

P < 0/05 ** : P * : The level of significance

Hypothesis 1: components of quality of working life are predictors of burnout in staff.

Table 4: Multivariate linear regression analysis of the components of the quality of working life

dF	F	R ²	P(Sig)	T	β	B	Predictor variables	critierion variable
8	4/762	0/133	0/000	18/091		3/353	Constant	Burnout
			0/657	-0/445	-0/031	-0/021	Pay fair and adequate	
			0/253	-1/147	-0/103	-0/074	Safe working environment	
			0/000	-3/621	-0/318	-0/224	Providing growth opportunities and security	
			0/000	-3/888	-0/31	-0/221	Rules of the organization	
			0/001	-3/479	-0/290	-0/207	Social Fitness	
			0/942	-0/073	-0/006	-0/004	Of living space	
			0/52	-2/538	-0/210	-0/164	Social cohesion	
			0/111	1/597	0/130	0/092	Developing human capabilities	

Hypothesis 2: resilience predictors of burnout in their staff.

Table 5: Univariate linear regression tests for resiliency

dF	F	R ²	P (Sig)	t	β	B	Predictor variables	critierion variable
1	73/292	0/231	0/000	56/409		3/087	Fixed	Burnout
			0/000	-8/561	-0/481	-0/132	Resilience	

Hypothesis 3: quality of working life and resilience predictors of burnout in their staff

Table 6: Multiple linear regression test for quality of work life variables (total) and Resiliency

dF	F	R ²	P (Sig)	t	β	B	Predictor variables	critierion variable
2	40/248	0/249	0/000	23/650		3/408	Constants	Burnout
			0/000	8/737	-0/486	-0/133	Resilience	
			0/517	-2/402	-0/134	-0/111	Quality of working life	

CONCLUSION

According to the results of the first hypothesis test, Bragard with these findings, research and co-workers (2014), Taghipur (2012), Karimi (2013), Tarzan and Shabani Mokabery Nia and Shabani (2011), Zomorodi, (2003), in line with parsley research (2014), Pardakhtchi et al (2009) is antithetic because in this study are All the components of the quality of working life showed significant effect on burnout. The results of statistical analysis showed that continued growth opportunities, quality of work life and burnout there is a significant negative job. That is a growth opportunity and security staff has more continuous, decreasing burnout increased. In fact, if staff and managers have job security, in other words, to have been officially hired by the organization as well as the possibility of using skills learned in school practice and so, eventually working environment possible for their potential to provide growth capacity to have, to be sure, burnout

reduced staff (Pardakhtchi et al., 2009).

The results obtained on payment of fair and adequate component of employee burnout, workplace safety, social relevance, overall living environment, social cohesion and the development of human capabilities and the impact of a significant relationship were observed. It seems that the prison staff due to job characteristics, this result is obtained. The social relevance, taking into account society's rules and staff responsibilities to the environment and its protection and sense of responsibility it is necessary. The results of this study, it seems that the role of employees in the private and social role does not create prejudice. So, it is natural that they do not have time on their job burnout. Safe working environment, work environment, the health of the physical conditions of work and the organization create a safe working environment for employees to bring safe and fair working hours and workload and consider (Pardakhtchi et al. (2009). in the present study no effect was observed in this

component of burnout. this is consistent with research findings and Shabani Mkbry Tarzan (2011) also were consistent. the results of these studies, the working environment is safe There explaining burnout. is. Moreover, the researchers believe that a recovery with positive outcomes emotional resiliency, emotional and cognitive (Masten, 2001). Therefore, it is logical that job burnout is a psychological syndrome of emotional exhaustion and depersonalization and is (Mezlj et al, 2001) show a significant inverse relationship between impact and being able to lead to a reduction in staff burnout. Indeed, resilience, returning to the primary balance or equilibrium at a higher level (in terms of threat) provides and therefore makes adjustment successful in life. According to the results of this hypothesis quality of work life regression equation was entered because the error was on 0.05, did not show a significant effect on burnout. This result was consistent with the results in correlation analysis. Quality of working life to the study of real situations related to work and working environment of an organization. Quality of work life programs, including any improvements in organizational culture that growth and development of employees in the organization (Filippo, 1984) is not significant in this study.

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