

Burnout Scale Development Results

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Burnout is understood as a psychological condition that is characterized by three distinct dimensions: overwhelming exhaustion, cynicism and detachment, and perceived lack of personal accomplishments in organizational contexts (Maslach & Florian, 1988). The Maslach Burnout Inventory (MBI) is the most commonly used instrument that assesses individual burnout based on these three dimensions (Maslach & Jackson, 1981). Although alternative theories and approaches to burnout have been proposed, and new instruments have been developed to assess the construct, most of the theories and instruments of burnout are influenced by MBI to an extent (Salemla-Aro, Rantanen, Hyvonen, Tillman, & Feldt, 2010; Jawahar, 2012). The purpose of this project is to develop a novel and theoretically driven tool to assess burnout for both employment and volunteer-based populations. This study originally conceptualized burnout as work-precipitated condition with four dimensions including apathy, emotional and physical exhaustion, decreased ability to cope, and inability to recharge from exhaustion. Exploratory factor analysis was conducted to assess the newly developed scale. Results suggest that burnout is composed by two dimensions: (1) apathy and lack of motivation, and (2) exhaustion.