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Annals of Biological Research, 2013, 4 (6):29-35  
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## Effects of exercise on the rate of job burnout and job satisfaction staff Islamic Azad University Shahr Quds Branch

Alireza Zandi<sup>1</sup>, Mehdi Kohandel<sup>2</sup> and Ashraf Kiaye<sup>3</sup>

<sup>1</sup>Faculty Member of Islamic Azad University, Shahr Quds Branch, Iran

<sup>2</sup>Faculty Member of Islamic Azad University, Karaj Branch, Iran

<sup>3</sup>Member of Scientific Board of Islamic Azad University, Shahr Quds Branch, Iran

### ABSTRACT

The purpose of this study, the effect of exercise on the rate of Job burnout and Job satisfaction was staff Islamic Azad University of Shahr Quds. This study is quasi-experimental. The population was composed of employees Islamic Azad University, Shahr Quds That of the upper degrees of the Job burnout and number of job satisfaction were targeted 30 people was chosen as experimental and are divided into two groups. The variables studied in this Job burnout and the emotional components of the trilogy that includes Burnout, reduce yields and empty of personal characteristics and job satisfaction with its components include the task type 5 's and how to management, partners, promotions and the rights and benefits that are considered as independent variables. The control group without any sports activity and sports exercises experimental course setter, after completing the course of both the Group and the amount of analysis again niche job satisfaction through job analysis questionnaire, niche and measured job satisfaction questionnaire. Measuring tools include job analysis questionnaire niche "Moslesh" and the "job satisfaction" questionnaire were Wikrom Visoki. For the descriptive statistics data analysis consists of average, standard deviation, frequency and the percentage of independent groups and statistical inference of Pearson was used. The results of the research showed that: 59% of employees have a high and medium levels of analytical staff and 42% of Job burnout have low job satisfaction and only 19% have high job satisfaction. Compared analysis of Job burnout and the author of them between the experimental and control groups in matching a significant difference in the above analysis, there is a Job burnout between the two groups. In contrast to job satisfaction and the satisfaction of the partners component and the type of work between the experimental and control groups in so there is a significant difference between matching but its variation between two components in the other band.

**Key words:** job satisfaction, staff, Job burnout, sports activities.

### INTRODUCTION

Job satisfaction is a secured area of cognitive psychological, social, society, economics, political science and education each have spoken to meet its share. Today, in any country, there are thousands of jobs and careers that people have to employment and to continue their lives. What have attracted the attention of psychologists and social sciences scholars has been the satisfaction of individuals and their satisfaction in the spirit of the works and their returns. If anyone is interested in the job, his talent and his creativity in his work of creation and will never suffer from fatigue and depression will not be, to photograph his career if not satisfied of its time, with his time of depression, and the results will be and also suffered damage, the passer will be [6].

Severe psychological pressure arising from the nature, type and appearance of inappropriate work, status or condition in the lead that employees "analysis of niche" has been called.

The Job burnout, fatigue and hate of work pressure. Long work hours, rest time is low, the need to be cautious when doing continuous work, patients, and the supervision of the senior officials of the causes is the Job burnout[5]. Job burnout may lead to a lack of job satisfaction. In addition to this lack of job satisfaction may be associated with multiple factors. The research and analysis on the extent of several Job burnout of employees is done but rarely explores can be found that the effect of the activity on this check invoices.

Job burnout of the separation between the times occur there is individual and organization. This separation may occur in six occupational fields of life: work, pressure control, remuneration, job values, justice and society[2]. Moslesh and Milr[2001] have raised this issue once the working environment and the effect of negative reactions On the individual employed their job satisfaction and motivation levels, reduction of its results and an analysis of internal factors of Job burnout. And personal effects, including a person's spirit, of interest to the job, psychosocial stressors outside the work environment, social relations, and the relationship and occupational their effect occupational analysis, Job burnout will be very difficult [1,2].

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Khorvash[2008] in a study entitled "the relationship between physical activity and Job burnout with the motivation of physical education organization sports experts in Islamic Republic of Iran came to the conclusion that a significant Job burnout community analysis under investigation and the amount of physical activity and motivate moderate progress higher and subjects. The existence of an inverse linear correlation between physical activity and analysis of the impact of physical activity and sports niche markets in the prevention or reduction of the dislocation analysis [4].

oziot[2006] in the prediction Job burnout and job satisfaction musicians came to the conclusion that the physics job satisfaction negatively associated with exhaustion and depersonalization and positive relationship with the individual growth and perfection. Also a significant correlation between the dimensions there are Job burnout and job satisfaction [2]. The results of this research indicates that job satisfaction can be used as a factor in order to control the Job burnout and prevent the deterioration of the character plays an important role.

Zongingsang[2008] in a study entitled "the common conditions Job burnout career high school teachers in the urban areas of Sango and its relationship with social support showed that the emotional Burnout of teachers is serious, gender is significant on the score does not affect the Job burnout, teachers that had a year of work experience than others, to significantly lower scores were Job burnout[4].

Chen et al. [2008] a test of the first two aspects of perfectionism and model analysis of the athlete do Job burnout teens. Student-athlete participants high school teen 182 in Taiwan Results showed that Adaptive perfectionism negatively predicted the Job burnout athlete, while perfectionism with a raucous inverse relationship Job burnout.

Anyway, after the first score control Job burnout, none of the raucous adaptation of perfectionism and perfectionism of the athletes after a niche analysis narrows the quarter did not anticipate[8]. Rodriguez [2009] in a study entitled Job burnout syndrome nurses in the special care unit, which includes 34 cases were received from 34 high emotional exhaustion, nurse 9 people, identifying the top nine and ten, reduce high personal performance efficiency . Most of them have a positive correlation analysis were a Job burnout between the and "gender, job qualification variables, time, working time and work in more than one hospital[9].

Baker [2009] on the relationship between job stress, job involvement, job satisfaction, organizational commitment with Job burnout among correctional staff came to the conclusion that job satisfaction is a reverse relationship with emotional Burnout, depression and reduce of personal performance efficiency [7]. Ikilind [2009] a study entitled "analysis of changes over the course of a season of rugby athletes' life. This research was conducted on the rugby athletes. The analysis of the questionnaire burnout players three times during the 30-week competition is complete. A number of significant changes in the key profile Job burnout during a season of rugby had been particularly observed players who reported that the decrease in performance during the competition before the competition phases rose to [10]. Research results are listed in a different degrees of Job burnout refers to different jobs and sometimes reverse it to communicate with job satisfaction also refers to the role of physical activity, however, has been on the Job burnout and less job satisfaction.

With regard to the contents of the mentioned universities, as a training location plays an important role in improving the quality of education in the country, and with the power of education specializing in different fields to help the growth of science. the University goals of having highly qualified and committed faculty members and staff in different areas. An important factor in advancing the goals of the University, having a job satisfaction among teachers and staff. With regard to the objectives of the Executive responsible for the University staff is paying attention to this in order to increase the efficiency of it is very important and one of these factors according to job satisfaction, job analysis and the prohibition of Job burnout in this regard. Because the relationship between job satisfaction and performance with Tehran is their people and there are those who have your satisfaction better work done [5]. This research seeks to find this question is whether exercise and physical activity in the workplace or on the staff in reducing the amount of effective Job burnout and increase job satisfaction?

## MATERIALS AND METHODS

### Research methodology

Materials and methods description of the type of experimental half that includes experimental and control groups.

#### *-Statistical samples and statistical community:*

The staff of the statistical society, Islamic Azad University, the Shahr Quds Branch consists of a statistical sample and the number of university employees who have 30 people from the upper ranks of the analysis of niche and lack of job satisfaction are targeted sampling will be chosen to exercise control and the division between the two groups.

#### *Research variables*

The Job burnout and its affective exhaustion, it includes a triple reduction efficiencies of personal performance and personal properties of null and satisfaction with the five components it contains the type of the task, how the management, partners, and the same rights and advantages as the dependent variable and independent variable in physical activity as they have been taken into account.

#### *Measurement tools*

In the research of 3 questionnaires is used:

1-characteristics of individual examples of the research include: age, gender, history of sports, education, work experience, marital status etc.

2- Job burnout questionnaire, "Moslesh" that consists of three components:

(A) affective exhaustion: total scores of questions 1 to 9 the questionnaire Job burnout "Moslesh"

(B) personal performance efficiency reduction: a total of 10 questions scores to 17 questionnaires Job burnout "Moslesh"

(C) the personal characteristics of null: total scores 18 to 22 questions from the questionnaire Job burnout "Moslesh"

3-job satisfaction questionnaire "visoki and Krom" section that includes 5 1991.

(A) type of work: total scores of questions 1 to 10 of job satisfaction questionnaire "Visoki and Krom"

(B) management: total scores of questions 11 to 20 of job satisfaction questionnaire "Visoki and Krom"

(C) partners: total scores 21 to 30 questions from job satisfaction questionnaire "Visoki and Krom"

D. promotion and upgrade: the sum of the scores of questions 31 to 35 job satisfaction questionnaire "Visoki and Krom"

(E) the rights and advantages: the sum of the scores of questions 36 to 41 of the job satisfaction questionnaire "Visoki and Krom"

On the research of the two questionnaires is used: 1-occupational questionnaire Job burnout Moslesh [1996] which includes three components: emotional exhaustion (questions 1-9), reduction of personal performance efficiency (questions 10 to 17), the personal characteristics of the null (questions 18 to 22). Job satisfaction questionnaire 2-Visoki and Chromium [1991] which includes 5 sections: the type of task (questions 1 to 10), management (questions 11 to 20), colleagues (questions 21 to 30), promotion and upgrade (questions 31-35), the rights and privileges (questions 36 to 41).

### Method of data collection

With the distribution of the questionnaire analysis of occupational activities in Job burnout and between staff of the Islamic Azad University of the city of Shahr Gods 30 out of people who have high levels of job satisfaction were down Job burnout analysis, selection and in the present research the company.

Validity and reliability of the questionnaire

25 questions, the analysis of analysis Job burnout questionnaire "Moslesh" 1996, in order to evaluate the various aspects of the analysis of validity coefficients with Job burnout 0.42, 0.2, 0.41 to significant levels, respectively, 0.01, 0.05 and 0.01 reliability and validity was 0.89, 0.74, 0.77 for affective exhaustion, and presents the personal performance of the personal property of the null operation is taken. In Iran, Keshtkaran [1996] and [1998] make this a questionnaire about the investigation and verification. In this study only examined the intensity of analysis Job burnout and frequency analysis of the job of Job burnout analysis of low intensity, low values of very significant, a relatively moderate, high, very high, high and studied.

### Statistical methods

In this study, descriptive statistics in order to describe the raw scores and classification data includes the frequency, mean, standard deviation, percent. For a comparison of occupational Job burnout and of job satisfaction of inferential statistics use the t-test. To study the relationship between variables Pearson correlation test was used. There was a significant level of 0.05 is considered.

## RESULTS AND DISCUSSION

The results obtained from a job analysis indicated that the amount of ire in the staff analysis of low Job burnout with 40/91 niche 90/30% average with analysis and Job burnout with 19/28 per cent (Figure 1). Job satisfaction in relation to the results showed that the average level of satisfaction, with 39% and 19% percent of the lowest frequency among employees (Figure 2).

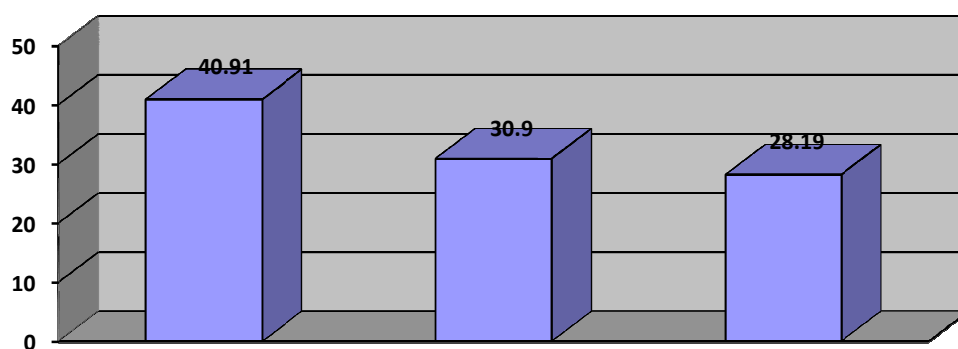


Figure 1: percentage of staff jobs in the Job burnout between the level of analysis of the sample of the research

The results showed that independent groups t matching between the experimental and control groups in the amount of Job burnout and its component consists of emotional burnout and reducing yields and empty of personal property so there is a significant difference test has (table 1).

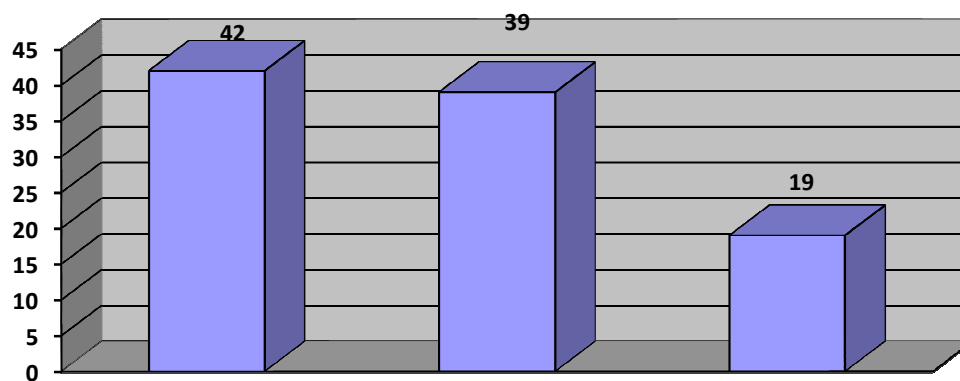


Figure 2: percentage of job satisfaction among staff level research sample

Independent groups t-test results showed that the level of job satisfaction and the satisfaction of the partners component and the type of work and job satisfaction in General between the control and experimental so there is a significant difference test ( $\alpha = 0.01$ ). But in the management of component upgrades and promotions and benefits between the two groups significant differences were observed (table 2).

Table 1: comparison of Job burnout and its component between the experimental and control groups on the post-test by using independent t-test

	Groups	Average	Degrees of freedom	T see	The significant level
Emotional Burnout	Experimental control	36.27 28.9	28	6.49	0.01
Lower yields	Experimental control	35.14 31.16	28	3.89	0.01
Empty of personal characteristics	Experimental control	18.58 14.27	28	3.25	0.01
Job burnout	Experimental control	79.53 63.72	28	11.36	0.01

Table 2: comparison of job satisfaction and its component between the experimental and control groups on the post-test by using independent (t)

	Groups	Average	Degrees of freedom	T see	The significant level
The type of work	Experimental control	33.6 37.56	28	2.94	0.01
Management	Experimental control	33.56 34.26	28	0.98	0.43
Partners	Experimental control	33.43 37.9	28	3.28	0.01
Upgrades and promotions	Experimental control	12.83 13.12	28	0.95	0.041
The rights and benefits	Experimental control	12.24 12.41	28	0.85	0.52
Job satisfaction	Experimental control	25.76 22.06	28	3.87	0.01

## DISCUSSION

The results showed that job burnout and its components namely the emotional Burnout, reduce yields and empty of personal characteristics in the experimental group after a period of sport activity, the results of the T-independent groups as well as the significant differences between experimental groups and in the rate of job and its components Job burnout after the test showed, the results with the findings of Khorosh[2008] which States Sports activists regroup to reduce analysis niche And correspondence. On the relationship between Halpasben and Buckley[2004] two major factor to the variable incidence Job burnout personality and social relationships Exchange moderator.

Zavakecing[2009] as well as the analysis of organizational factor due to the Job burnout, personality and environment.

On the other hand the results of the research indicate lower levels of job satisfaction has been the University's staff is also a threat to increase the statistical analysis discussed in the Job burnout between the community, the lack of consent of the employees of the amount of salary and promotion and the lack of consent of the management of the most important outcomes is achieved. This results with the findings of the Ozot[2006]Makamoik and Elekalowake[2008] Baker [2009] herself, the results represents better job satisfaction is relatively active staff to be disabled. This difference in the satisfaction of partners in total and the amount of job satisfaction can be achieved such conclude that sports activities with regard to the physical and mental status changes and reduce the fatigue of work can be somewhat effective in increasing job satisfaction, but this issue needs more reviews.

The results of the research indicated that between employee ire and job satisfaction analysis showed a significant correlation, but there is a negative. Research done in the field of the relationship between job satisfaction and Job burnout, they show a negative relationship. Seglis[2005]Ozot[2006]and Moyang[2007]the Mokalovik and Elekalovik[2008]Baker[2009] all showed that the increase in the effective decline in job satisfaction Job burnout. decreased job satisfaction by increasing the component Job burnoutas well as the above research, have shown that an increase in the emotional aspect of burnout, empty of personal attributes and personal performance efficiency reduction can affect the lack of job satisfaction. Although in both active and passive relationship between the negative and Job burnoutand job satisfaction has been significant, but according to the scores obtained and the low average analysis of Job burnout and being active employees with higher job satisfaction score of this group, could be the possibility of that sport and activity as a confounding variable can be used in reducing the role of increased job satisfaction and Job burnout. Although the investigation did not directly refer to it, but the results of research on the effect of physical activity and sports to have separately to the above factors.

The results of the research showed that between the old and the Job burnout and a positive correlation component and there is significant. these results with Keshtkaran[1996] that States with increasing age and experience level of Job burnout and components they don't have and also reduced reading Mosai[2008] which States with increasing age and experience level of Job burnoutand components reduced their correspondence. Jam [2006]that States with increasing age the next empty Job burnoutof the characteristics of the study reported. In this respect Zongenihsang[2008]and Rudigar[2009]correspondence.

The results of this look can sport and physical activities and effect evaluation of reducing Job burnout. A sense of powerlessness in front of others or at the time of the removal of obstacles, and interpersonal loneliness can lead to aggravation of emotional Burnout Job burnout especially.

Reduce of personal performance is the cause-and-effect is emotional Burnout, while other factors effect can also be created. Emotional Burnout reduces optimum performance will result in reducing the level of motivation and reward individual or organizational level and Job burnout. While reducing your performance can also be causes of emotional Burnout through negative sense than to provide personal abilities. The man is willing to keep its performance level with a proper organization of the progress and reward organizational barriers and interpersonal or if in this way there will be personal, worn out and gradually loses its efficiency and Jude and obstacles and the progress or lack of rewards or harsh conditions of life are not only have a negative effect on a person's actual performance, but also makes the person feel that powerless Is also in the event that the person's performance from the perspective of an observer on the outer ballast, the existence of barriers to the assessment of a person from his individual abilities and effects. So the next Job burnout in these two can learn from cases arising in job satisfaction.

The third factor Job burnout: empty personal features of the laws and regulations of hard and dry, not having a personal and emotional relationships in the work environment or the living being to repeat things entrusted to the Organization's lack of personal and direct access to the upper layer management in the effect layer being for security reasons, the management or the workload a lot. To avoid these consequences, according to the results obtained in the research of sport and physical activity can affect as a factor in front of the niche job analysis applicants. Favorite kind of sport activities and people can get a duplicate and the monotony of her job and the consequences of the absence Job burnout that even led to long lines at work and in ultimately will be leaving work to prevent.

Feel the satisfaction will depend on several factors in the job. Relationships between colleagues, work environment, the amount of salary and other managers, including the factors that can increase job satisfaction.

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