



A Study of cultural and social factors affecting urban and rural women's Burnout in Shahrekord Township

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ABSTRACT

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. Materials and methods shall be present. The research results showed that, except for the independent variables, the other factor is the participation of social research that social support, social justice, relative deprivation, social-economic base, social networking, education and rural and urban women's satisfaction on the job Burnout, they have worked, but these variables between urban and rural women, with small differences make them much less job Burnout can to like as that of relative deprivation and social justice, variables, social network between urban and rural women 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.

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1. Introduction

Due to physiological differences and on the other due to cultural and social restrictions may be liable to job burnout. In this context, rural and urban women may also be suffering from job burnout of different kind. This is more severe in more traditional areas. The city of Shahrekord is no exception. On the one hand poor economic development, dominance of tradition over modernity, poor social change, particularly in rural areas, working conditions in need of dramatic changes create conditions for the women which can lead to dissatisfaction and exacerbate job burnout.

The environment and social conditions can expose a person to job burnout as an external factor. While psychology focuses on the moral, mental and personality moods, involving these factors to job burnout emergence and proliferation, sociology focuses on the external and ambient conditions.

The city of Shahrekord, due to cultural and social changes it has undergone, particularly recently and particularly after the 1979 revolution, may have witnessed severe effects on women's employment status and job burnout in them. Due to its traditional context and its remoteness from industrial areas, women in Chaharmahal and Bakhtiari Province may lack the experience of presence in occupational or business environments, thus this region is poor in terms of the formation of NGOs, trade unions, social support, social justice and so forth, and this can put a double pressure on those who do business in such contexts; a pressure which may not be there in more economically advanced provinces such as Esfahan or Tehran. This may be inconspicuous in employment, but it is visible in occupational effects such as exhaustion, tension and job burnout. One of the other characteristics of this province, particularly in the villages, is the educational level of women that can be named as the economic pillars of the family. Women involving economically important jobs such as farming, husbandry and carpet weaving are mostly uneducated or undereducated and it will create job exhaustion, lost

rights and exacerbated job burnout in them. This paper seeks to identify these causes and the role they play in the development of job burnout.

2. Women and occupational and familial conflicts

With the advent of the industrial revolution and shortage of manpower needed for mass production, entrepreneurs resorted to the huge work force of women and benefited from them in the industries. This was particularly the case in the urban society of many cities of the world and the tendency of the women to work and their access to academic institutions and economic activities changed the face of the world. In our country, too, many changes were made in the form of social developments that is manifested outstandingly in the distinguished role played by women in the world of occupations.

Definitely, this phenomenon, that is the arrival of the women at the job market and their access to the economic benefits and resources resulting from their work out of home, as well as their encroachment into the new social environments on one hand, changed the traditional form of the families and on the other, brought many changes into the lives and attitudes of the women.

Today the effects of these changes and developments have been addressed to by global organizations and bodies and reports have been published by the united nations that indicate by numbers and statistics the status of the women at working conditions as well as their problems and damages inflicted on them due to working conditions and shows that though their lives have improved because of their income, but they are suffering from mentally and physically due to working conditions and type of work assigned to them at workshops which is sometimes intolerable.

Therefore, the question raised here is: How can women balance this two-fold human task in a desirable and worthwhile manner despite such conditions in which women have to commit themselves to two full-time jobs as the payless job as a housewife and working out of home with all its complexities and its positive

and negative results as well as numerous roles that they play in the society.

Women's participation and the new era of women's presence in the arenas of social and historical developments have always been in question in the development and progress of human societies. As a part of the human being population that has been responsible for the welfare of human beings throughout history, women have a substantial role to play in the development plans of most nations, though in the course of the history there has not been a desirable balance between men and women in terms of opportunities for participation and showing their creativities and talents. Today, one of the most important indicators of development and reconstruction of the national economy of nations is the women's participation and their role in the occupational and social mobility on one hand, and their commitment to preservation and protection of the family as an entity. Changes in the social role played by women and their justice seeking in the occupational and educational arenas has given them a new identity enabling them not only to undertake half of the responsibilities of the human beings, but also feel responsible for all human beings.

Obviously, when women squirmed out of their shell of household matters, their attitude towards their occupational and familial duties changed substantially. These changes can be considered as functions of the same overall social relations governing the society. The inevitable effects of women's working on the relationships between the spouses and children and the resulting fate determination power for women further complicates the matter, particularly when women tried to plan their familial lives on the basis of the nature of their jobs. These complexities were brought to focus when women decided to redefine their roles and competed with men for the

In a study conducted by Khakpour and Birashk (1998) entitled "A Probe into Job Burnout among Counselors and Psychotherapists", it was found that the Degree of Job Burnout Prevalence among Counselors and Therapists" carried out for the purpose of measuring the personality model given to 110 people with Master's and PhD education and found that 10 percent of the subjects were suffering from low to average job burnout and 27 percent showed very high levels of job burnout. They found out that women experience higher levels of job burnout, degree of job burnout is in more positively related to behavior type A, and less experienced counselors show higher job burnout. Also, married subjects showed higher levels of job burnout, and finally, was not a significant difference between the people with Master's degree and PhD.

In a research entitled "Job Satisfaction and Job Burnout among Educable Retarded children" in Tehran by conducted by Keshani (1999) the teachers were questioned by means of a job burnout analysis questionnaire. The findings of this research showed that there is a significant relation between job satisfaction and job burnout. Female and male teachers were different in job satisfaction and job burnout, and women were of higher job satisfaction and lower job burnout than men. Also job satisfaction was reduced with age, but there was no significant relation between age and job burnout.

Beigifard (1999) showed that job burnout negatively associates with the personality traits of hardiness and social support in a study entitled "Association of Hardiness Personality Trait and Social Support with Job Burnout" among the workers of Shiraz Rehabilitation Center that job burnout is negatively related with hardiness and social support. "No significant relation was found between personal variables (age, gender, academic degree, marital status and working experience) and job burnout, and the component of commitment had the strongest association with job burnout. (Baboli Bahmani, 1999).

In a research entitled "Job burnout in Tehran Secondary School Teachers and its Association with Methods of Confronting with it" Baboli Bahmani gathered data on questionnaires distributed among

85 secondary school principals and found the following information: association between the course of study and job burnout among these principals was positive and significant, but there was no significant relation between the years served, age and job burnout among them.

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.

In a research entitled "Association between job burnout and Mental Health" among the personnel of Esfahan Fuel Cell Research and Production Center, Najafi et al (2000) showed that there was a significant relation between job burnout and mental health among the workers of this center. 24 percent of the workers of this center and 76 percent of the entire personnel showed a mild level of job burnout. Other findings of the research showed that there were no significant relation between job burnout and variables of age, gender, course of study, different working sections, and working years. In general, this research showed that the people working in this center suffered from job burnout, but fewer servers than the people working in healthcare centers.

In a study conducted on a sample consisting of 300 subjects, Golabi (2001) concluded that there is a significant that there was a significant relation between organizational and management job burnout among gym teachers. No significant job burnout was observed between the age and working years of the teachers with respect to the three phases of job burnout.

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).

The results of a research carried out by Keshtidar (2002) entitled "A Comparative Burnout Study of Control Center and Physical Education Faculty Members of the Iranian Universities" showed that both communities suffer from a high degree of job burnout. In the ratings made within the two dimensions of job burnout, individual achievement in the two domains of frequency and intensity has been high in both communities under investigation. Depersonalization is more distinguishable among physical education groups. Both communities under investigation are in urgent need of job burnout management mechanisms. Physical education and non-physical education faculty deans and physical education groups is more distinguished than those outside of the area of physical education. Both populations under investigation need mechanisms for the management of job burnout.

Maslach job burnout questionnaire

Maslach burnout inventory (MBI) questionnaire has been designed for the measurement the dimensions of job burnout. The 22 questionnaire items on personal feelings of respondents represent the three dimensions of job burnout. Items 1 – 9 relate to the feeling of emotional exhaustion and enquire the level of job burnout. Items 10 – 17 represent reduced personal achievement and let the respondent represent their level of feeling of personal achievement in the client.

Items 18 – 22 represent depersonalization and represent the negative feelings of disinterest and indifference towards the client. Each respondent was requested to report the frequency and severity of feeling on a 7-point Likert scale ranging from never (0) to 6 (everyday).

The MBI consists of 22 items of job-related feelings for assessing three burnout dimensions: emotional exhaustion (nine items), depersonalization (five items), and lack of feelings of personal achievement (eight items). Each respondent was requested to

indicate the frequency of the feeling represented by each item on a 7-point Likert scale, ranging from 0 (never) to 6 (every day). High scores on emotional exhaustion and depersonalization denote higher degrees of experienced burnout, whereas lower scores on personal achievement correspond to higher degree of burnout. Prior studies have established the validity of the MBI in the Greek language (Kantas & Vassilaki, 1997; Kokkinos, 2006).

Table 1: Levels of job burnout

	Low	Less than 26
Emotional exhaustion	Medium	26 - 39
	High	More than 39
Reduced personal achievement	Low	Less than 37
	Medium	37 - 43
	High	More than 43
Depersonalization	Low	Less than 7
	Medium	7 - 14
	High	More than 14

Table 1 shows the scores of job burnout. Importantly, reduced personal achievement is calculated reversely, that is the higher the score the less personal achievement respondent feels and vice versa.

Researcher-made questionnaire

This questionnaire consists of 84 items with respect to the 6 dimensions: social participation, social support, social justice, relative depravity, socioeconomic base, and social network. Validity and reliability of the questionnaires

Validity of both questionnaires has been assessed on form and substance. To this end, the questionnaires were handed over to the instructor, supervisor and other professors whose opinions were sought regarding the validity and reliability of the questionnaire.

Table 2: frequency distribution of the level of matrimonial satisfaction among women

	Number	Percent	Number	Percent	Number	Percent
Single / divorced	28	13	1	0.6	29	7.7
Very low	8	3.7	8	4.9	16	4.2
low	43	19.9	33	20.2	76	20.1
average	29	13.4	31	19	60	15.8
high	97	44.9	63	38.7	160	42.2
Very high	11	5.1	27	16.6	38	10
Total	216	57	163	43	379	100

As table 2 shows, among the entire respondents 29 people (7.7 percent) were either single or widow, the level of matrimonial satisfaction in 16 people (4.2 percent) was very low, in 76 people (20.1 percent) it was low, in 60 people (15.8 percent) it was average, in 160 people (42.2 percent) it was high and for 38 people (10 percent) it was very high.

The precise segregated results indicate that among the rural women 1 people (0.3 percent) were single or widow, and matrimonial satisfaction in 8 people (2.1 percent) was very low, in 33 people (8.7 percent) it was low, in 31 people (8.2 percent) it was average, in 63 people (16.6 percent) it was high and in 27 people (7.1 percent) it was very high; and among the urban women, 28 people have been single or widow, level of matrimonial satisfaction in 8 people (2.1 percent) was very low, in 43 people (11.3 percent) it

was low, in 29 people (7.7 percent) it was average, in 97 people (25.6 percent) it was high and in 11 people (2.9 percent) it was very high.

The comparison of the results indicates that the level of matrimonial satisfaction among rural women has been higher than urban women.

Research dependent variable: level of burnout among working women.

Hypothesis test:

H: socioeconomic status affects job burnout differently in working urban and rural women.

Table 3 measuring the difference in the effect of socioeconomic status on job burnout in working urban and rural women using multi-way ANOVA test

	6438.399	7	919.771	11.916	0.001
Amended model (columns)					
Cut (lines)	282289.467	1	282289.467	3657.099	0.001
Place (city/village)	1807.606	1	1807.606	23.418	0.001
Socioeconomic status	4670.968	4	1167.742	15.128	0.001
Socioeconomic status × place	1833.414	2	916.707	11.876	0.001
Residue (error)	28637.29	371	77.189		
Total	900533	379			
Total amendments	35075.689	378			

3.Result

information shown in table 3 suggest that the variable place of residence and socioeconomic status of respondents affect their job burnout and it has significant correlation with it because the value of the statistic both in rows and columns and individually have been obtained at an acceptable level (error less than 0.05), and the hybridization of these two variables of place of living and socioeconomic status are in significant relation with job burnout and the evidence support the existence of interaction between these two variables with the dependent variable (with error = 0.05<0.001), so one can conclude that:

In working urban and rural women, the socioeconomic status is an effective factor on job burnout and by upgrading one's socioeconomic status will increase and the interactive and hybridized effect of place of living and socioeconomic status are in significant relation with job burnout.

The hypothesis addresses a comparative analysis of the effect of socioeconomic status on job burnout in working urban and rural women. The results obtained from testing this hypothesis suggest that the place of living is effective on job burnout in respondents surveyed according to this model. Also, socioeconomic status of the female respondents proved effective on the women's job burnout with a significant relation. And the hybridized effect of the two variables of place of living and socioeconomic status has significant relation with job burnout of the women under study and the evidence strongly supports the effect of these two variables on job burnout among women under study. It means that the zero hypotheses have been rejected and the research hypothesis could be accepted. It also means that in addition to the fact that socioeconomic status of the women working in urban areas and women working in rural areas are very different, they are also widely different in terms of the effect of their socio economic statuses on their job burnout, and socioeconomic status causes more job burnout in urban women than rural women and this trend is more severe among urban women than rural women.

Research made by Frent et al (2004) showed that the variable of socioeconomic status is significantly and predictably related to job burnout. This research also showed that people belonging to lower socioeconomic status suffer more from job burnout.

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

Burnout is a syndrome with dimensions of emotional exhaustion, depersonalization, and

Reduced feelings of personal accomplishment. (Maslach et al., 1996).

A key dimension of the burnout syndrome is increased feelings of emotional exhaustion where workers feel they are no longer able to give of themselves at a psychological level. A second dimension is depersonalization, meaning that workers respond to persistent stress by developing negative, cynical attitudes and feelings about their clients. The third dimension is reduced personal accomplishment, meaning the worker views their work negatively and feels dissatisfied with their work accomplishments. (Maslach et al., 1996).

The theory of anomie Durkheim

Anomie Durkheim under the title of Division of labor outlines the types of Division of labor involved in new communities. The Division of labor is the result of a loose link between the anomic members, the lack of fit between their work and the ability of employees and reduces employee character to poles of the work. These issues of alienation and, ultimately, job dissatisfaction, and staff are fed up to introduce. (Durkheim, 1980).

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).

Lancaster's compliance Burnout or stress States Arsnon (1981) have pointed out that the consequences of one of the most major Burnout avoidance and job Stressful as it is not removed from the stress. Out further continues. (Khakpour, 1998).

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

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

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