

Investigating The Moderating Role Of Resilience In The Effect Perfectionism On Job Burnout (Case Study: The Prisons And Security And Corrective Measures Organizations Of South-Khorasan Province)

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Abstract

The Nature Of The Job And The Work Environment Of Correctional Centers, Such As Prisons, Is Resulted That A Higher Percentage Of Employees Experience Burnout. Moreover, Some Personality Traits Of Employees Such As Perfectionism And Resilience Can Affect It. In This Vein, The Aim Of This Study Is To Determine The Effect Of Perfectionism On Burnout With Considering To The Moderating Role Of Resilience. The Research Is Applied And Survey-Correlation In Term Of Purpose And Data Collection Method. The Statistical Population Of The Study Included 218 Employees Of The Prisons And Security And Corrective Measures Organizations Of South-Khorasan Province. The Sample Size Was Determined Based On Jersey And Morgan Table Equal To 135 People And Was Selected Using Stratified Sampling Method. Data Were Collected By Terry Short Et Al.'S (1995) Perfectionism Questionnaire, Maslach's Burnout Questionnaire (1981), Connor And Davidsons' (2003) Resilience Questionnaire. Convergent And Divergent Validity Were Used To Evaluate The Validity And Cronbach's Alpha Method Was Used To Assess The Reliability. Hierarchical Regression Was Used To Test The Research Hypotheses Using Spss21 Software. The Findings Showed That Although Positive And Negative Perfectionism Directly Affect Burnout, But The Resilience Moderate The Effect Of Each Of Them In Predicting Job Burnout.

Keywords: Job Burnout, resilience, perfectionism, Prisons and Security and Corrective Measures Organizations of South-Khorasan Province.

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