

CONSISTENCY OF THE BURNOUT CONSTRUCT ACROSS OCCUPATIONS

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(Received 11 March 1996)

This study assessed the extent to which a recently developed measure of burnout extended the concept of burnout as developed among human service providers to people in other occupations. The study replicated a factor structure derived from a study of aircraft maintenance workers, computer programmers, and administrators with staff in various occupations across two health care settings: a tertiary care hospital ($N = 3,312$) and a residential mental health facility ($N = 417$). Within the larger setting the analysis replicated the factor structure with four occupational groups: clerical/maintenance workers, technical personnel, nurses, and managers. The study found support for the validity of the scale through its consistency with the issues that participants raised in an open-ended questionnaire. Conceptual issues in burnout theory and suggestions for further research are presented.

KEY WORDS: burnout, causal modeling, confirmatory factor analysis, stress, measurement.