

The Impact of Psychological Capital on Job Burnout with The Mediating Role of Organizational commitment (Evidence : Social Security Organization Gilan)

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Abstract Burnout imposes consequences and costs on many organizations and employees. Capital psychological is a novel concept that has been raised today. Psychological capital emphasizes on individual capability and deals with positive life style of individuals. Psychological capital overall concepts are self-efficacy, optimism, resilience and hope. With a high psychological capital, a lower level of burnout is naturally experienced. The aim of this work was to investigate the influence of psychological capital on job burnout and mediating role of organizational commitment in social security. In term of methodology, the present study was descriptive and objective point of view and in terms of practical implementation, fieldwork and sampling, the present work is stratified. The study population included all the social security organization of Gilan province (726 people). The minimum sample size was 233 people. A total number of 270 questionnaires were distributed and 260 people participated in the study. The questionnaire consisted of 58 questions, in which, 12 questions were related to psychological capital, 22 questions dealt with burnout and 24 questions considered organizational commitment. To check the validity and reliability, content validity and Cronbach's Alpha coefficient were respectively used. To analyze the data, SPSS (version 23) and LISREL (version 8.8) were used. These softwares have high application in data analysis. The findings conclude that organizational commitment can mediate the relationship between psychological capital and burnout. Further, the organizational commitment can reduce staff burnout.

Keywords : Resorption

