The Relationship between Mental Health and Quality of Work Life and Job Burnout of Elementary School Teachers in District 5 Municipality of Tehran

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ABSTRACT: The aim of this study was to investigate the relationship between mental health and quality of work life and job burnout of elementary school teachers at Education Organization of Tehran Province. The research methodology is “applied” in terms of objective while its research method was “descriptive” which is categorized in the field correlation research in terms of data collection. The subject of study consisted of all teachers of elementary schools in Education Organization of District 5 Municipality of Tehran in the Academic Year 2015 – 2016. Given the above issue, 1,350 people included the study. By referring to Morgan Table, a number of 279 sample were selected using Simple Randomized Sampling Method. The data collection tool was three questionnaires including “Public Health”, “Quality of Working Life” and “Job Burnout”, so that their reliability coefficient was determined 0.865, 0.913 and 0.859 respectively using Cronbach’s Alpha Coefficient. To describe the data, tables of distribution of frequency (dF), linear diagram of means and central indices such as mean, standard deviation (SD), skewness and kurtosis were used. Then, proper tests of inferential statistics [including Kolmogorov – Smirnov Good Fitness Test, Spearman Correlation Coefficient, Determination Coefficient, Mann – Whitney and Kruskal – Wallis] was used for analyzing hypotheses of the research statistically. The results showed that there is a significant and inverse relationship between “mental health”, “quality of work life” and “job burnout” among teachers of elementary school in Education Organization of District 5 Municipality of Tehran. In other words, improvement of quality of working life and promotion of mental health among teachers is led to the reduced job burnout.

Keywords: Quality of Working Life, Metal Health, Job Burnout and Elementary School Teachers

INTRODUCTION

Success of any institution and organization strictly depends on various factors, the most important of which is efficient and competent manpower. On the other hand, manpower is the most important capital of organizations. The more this capital had better quality, the more organization will attain success. Generally speaking, if this capital i.e. manpower is more efficient, success, promotion and survival of organization will be strengthened. (Hosseinian et al., 2010)

In contemporary world of today, different organizations carry out most basic and fundamental activities as required in society and in this respect, educational and training organizations take precedence and priority in this area. However, teachers play a vital role in fulfilling mission of these organizations. (Eslampour, 2013)

Education without a teacher cannot have meaning and education system of any society for growth and development requires efficient and effective teachers. Therefore, healthy, dynamic and temperate education has very close relationship with healthy, strong- willed and energetic teachers with full of sense of responsibility and commitment. Then, mission of education will be questioned with tired, anxious, disable, desperate and sad teachers, because, teacher's unpleasant stress causes domination of hopeless and despair, so that his self-confidence and its self- esteem will be tarnished. (Mohammadikah, 2008)

Surveys and opinion poll conducted in this respect indicates that more than 50 percent (50%) of organizations’ staff and personnel do know the mission of organization in which they work. 84 percent of people included in the study believed that getting awareness of the organization’s mission will not have much impact on the quality of their work. Given the above issue, 44 percent of employees of organizations do not see any empathy
and emotional connection between themselves and ranking managers of the organization where they work. Another study shows that two phenomena i.e. “Working Life” and “Personal Life” have interactional and intensifying impacts on each other. A person who has a lot of problems in his family and personal life, certainly, these problems affect his concentration, work satisfaction, productivity, and happiness at workplace. (Shir Ashiani, 2009)

The phenomenon of “job burnout” is one of the most important employment problems which is usually seen in the form of reaction against job and organizational pressures among employees of human services. (Farber, 1982)

Today, the problem of “job burnout” is one of the most common problems in workplace. Unfortunately, this situation i.e. “job burnout” is very common in modern life and business world. As a structure, “job burnout” is product of numerous factors, so that identifying these factors can play an effective and important role in controlling it. With having full awareness of risk factors involved in job burnout of employees and also having more insight and knowledge in this area, managers will be able to acquire necessary tactics to reduce the causes of burnout. (Karimiyar, 2003)

“Job Burnout” is meant reduced adjustment power of person with stressful factors and is a syndrome consisting of physical and emotional exhaustion which is led to negative self-concept in person, negative attitude toward job and lack of enthusiasm with referrals when performing the task. (Farber, 1982)

As a matter of fact, job burnout is a kind of mental burnout which is associated with the mental stresses or stresses related to the job and workplace. In other words, job burnout is a delayed response to the chronic stressor, emotional and interpersonal factors in the area of jobs. (Eastburg et al., 2006)

According to Potter (2001), job burnout is defined as lack of tendency and desire which is emerged in motivation and its outcome is the growing inability in interests and abilities. (Koushki et al., 2009)

Also, it can be started that job burnout is prolongation of action towards interpersonal excitement and stressful stimulus in job and is described with the dimensions of boredom and incompetency. (Maslach, Schaufeli, Leiter, 2001)

Mental health of staff is of the components which are created in an organization. The issue of health has been put forward since the genesis and dawn of mankind and in many centuries but when it [health] is discussed, its physical aspect has been taken into consideration and less has been mentioned to other aspects of health especially its mental aspect. It should be noted that mental health requires a useful, effective and satisfactory life and mental health of a class of society particularly its constructive and effective walks of life is prerequisite to dynamism, development, excellence and promotion of the community. World Health Organization (WHO) considered mental health as a very important part in the area of health. In addition, WHO considers planning for improving it i.e. health as “effective and essential”.

From WHO point of view, mental health is defined as follows: mental health is the condition where a person can identify his or her ability, can cope with natural pressures of life which is beneficial to society. In general, person is able to make decision and participate collectively. On this basis, mental health is based on welfare and well-being for individuals and society. (World Health Organization, 2004)

Focusing on the issue of quality of work life is one of the other important components of any organization which has been taken into consideration as a basic and essential aspect of quality of life. (Muhammad Noor and Adli Abdoullah, 2012 and Boonrod, 2009)

Quality of working life is a mental understanding of employees on the physical and psychological favorability at workplace which refers to the factors such as sufficient and fair compensation, safe and healthy working conditions and social integration, etc. at organization. Given the above issue, quality of working life will enable person to develop all his capacities and use them properly. (Gupta and Sharma, 2012 and Emadzadeh et al., 2012).

Several research activities have been done in this respect, the most important of which are as follows:

Nazem, Alizadeh Ranjbar (2014) The main objective of this study was to investigate the relationship between empowering and quality of working life and job burnout among employees at Education Organization in Tehran city. The subject of this study is all employees and staff in Education Organization in Tehran who were busy working in 2013 in the organization. The number of subject of this study stood at 1,027 persons, so that 260 staff and employees of this organization were selected using simple random method based on Morgan Table. Results of the study showed that there is a significant and negative relationship between empowerment of staff and quality of working life and job burnout of employees. Also, there is negative relationship between various aspects of quality of working life and different aspects of empowerment and various aspects of burnout but any significant relationship was not observed between variables of emotional burnout and depersonalization between paying fair wages and between variables of personality growth and a sense of independence despite its negativity.

Farsi, Rajaii and Habibi (2014) In their research activity, they investigated the relationship between job burnout with quality of work life among nurses employed at hospitals affiliated to AJA in Tehran. This study was a cross-sectional (descriptive – analytical) study. This study was done on 322 nurses employed at hospitals
affiliated to AJA in Tehran in 2012 – 2013. The results indicated that there was a significant negative relationship between emotional exhaustion and personal accomplishment of subject of study with the quality of their working life.

Salimi, Azad Marzabadi, Abedi Darzi (2013) In a study, they investigated the mental health and its relationship with job burnout and satisfaction of life among employees. It should be noted that the present study is a cross – sectional study with correlation method, conducted on a number of 250 employees and staff in a military university using stratified random sampling method. Given the significant level of variable, the results show that there is a significant relationship between grade level and additional questions, psychosis, phobia, aggression, anxiety, paranoid thoughts, interpersonal sensitivity, depression, obsessive – compulsive, and physical complaints.

Qanbari (2012) A study was conducted in 2012 entitled “The Relationship between Quality of Life Work and Mental Health and Job Burnout of Employees in Hamedan Province Technical and Vocational Training Department General in 2011 – 2012”. The research methodology in this study was “descriptive” type with correlation method. The subject of the study was all employees i.e. 273 people working in Hamedan Province Technical and Vocational Training Department General who were studied using census method. the results showed that there is a significant and negative relationship between quality of life work and job burnout, so that maximum and minimum relationship were “component of safe and healthy workplace” and “component of general and overall space of life” respectively. The results also showed that there is a significant and positive relationship between components of quality of work life and mental health, so that maximum and minimum relationship was “development of capabilities of human” and “component of general and overall space of life” respectively. Also, there is a significant and negative relationship between mental health and job burnout.

Karimi (2012) He studied a research entitled “Relationship between Job Burnout and Quality of Work Life among Employees in Fars Province Prisons Department General”. The research methodology was of descriptive – correlation type and subject of study included all 1,005 employees working in Fars Province Prisons Department General in the first half of 1391 (March 20, 2012 – Sept 20, 2012).

The study was conducted using stratified random sampling method. The results showed that there was a significant and inverse relationship between job burnout and quality of work life. Moreover, there was a significant and inverse relationship between job burnout, participation of employees, career development and progress, communications, desire and motivation to work, job security, salary, wage and pride but there was not any significant relationship between settling problems facing employees and job burnout.

Farahbakhsh, Sattar (2012) He conducted a study on “Role of Quality of work Life in Mental Health among Principals of Schools”.

The present study is “descriptive” of corralational type. The subject of study included 130 principals at schools in Khorramabad which had been selected using consistent stratified random sampling method in Academic Year 2010 – 2011. The results of study showed that there was a direct correlation between quality of work life of principles and mental health of employees.

Mokaberinia (2011) He conducted a study entitled “The Relationship between Quality of Work Life and Job Burnout among Employees at Faculties of Shahed University”.

The subject of this study included all employees and staff of faculties i.e. 200 people. However, a number of 200 employees were included in this study. The results showed that there is a significant and inverse relationship with the severity of correlation between quality of work life and job burnout among employees at Shahed University. In addition, there is a significant and inverse relationship between components of quality of work life according to Pearson Correlation Coefficient, variables of chance of growth and job security, rule of law at organization and social dependency of work life with job burnout.

Also, there is a significant relationship between components of quality of work life based on multiple regression analysis, variables of rule of law and development of social capabilities, so that these factors have the maximum impact on job burnout. In addition, there is a significant difference only between emotional exhaustion in two men and women groups in terms of gender with factors of variables of quality of work life and job burnout. Svavarsdottir et al., (2014) They conducted a research study on “Effect of Quality of Work Life on Improvement of Mental Health Services”.

The qualitative and quantitative research methods were used. A number of 47 people with mental problems were interviewed in this study. In other words, the subject of study included 47 patients with a history of mental health problems. The results of study showed that improvement of quality of life affect positively on mental health and improvement of mental disorders.

Yung et al., (2009) They studied a research on “The Relationship between Quality of Life and Job Stress among Primary and Secondary Schools’ Teachers. The subject of this study included a number of 3,570 teachers employed at 64 primary and guidance schools in Heping District in Shenyang, China. The results of the study showed that the average scores for both male and female was significantly lower than for the Chinese people for all aspects of quality of life except for the mental health and vitality.
With due observance to the aforementioned subjects and importance and necessity of mental health and quality of work life and also role of the aforementioned variables on job burnout of teachers, in this study, we seek to answer the question that whether there is a significant relationship between mental health and quality of work life with job burnout of primary school teachers or not?

MATERIAL AND METHODS

The present study is “applied” type in terms of objective and its methodology is “descriptive”. This study is categorized in the field of correlation research in terms of data collection. The subject of this study included all teachers in primacy school level at District 5 Municipality, Tehran Education Organization in Academic Year 2015 – 2016.

According to statistics, 1,350 teachers were included in this study, based on which, 297 teachers were selected as sample using Morgan Table. Subject of study was selected using simple random sampling method. The data collection method in this study included library and field studies. In other words, data were collected through library and field studies. That is to say that for attaining background of research and its theoretical principles, researcher referred to libraries and studied books and articles published on subject of study, so that data were collected.

Three standard questionnaires were used to collect data as follows: 1- Goldberg and Hiller General Health Questionnaire, 2- Quality of Life Questionnaire related to World Health Organization (WHO) and 3- Maslach Job Burnout Questionnaire.

To assess validity of research questionnaire, content and formal validity was used. For this purpose, views of university professors and specialists were used to examine content validity. To ensure reliability of questionnaire, a pilot questionnaire conducted on a sample size of 30 people, so that their reliability were estimated for job burnout questionnaire at 0.859, mental health questionnaire at 0.865 and quality of work life questionnaire at 0.913 using calculation of Cronbach’s Alpha Coefficients. It should be noted that this rate indicates reliability and internal consistency of questions in the questionnaire. Descriptive and inferential statistical methods were used to analyze data obtained as a result of execution of questionnaire due to the research hypotheses. To describe data, tables of frequency distribution, linear diagram of means, central indices such as mean, standard deviation, skewness and kurtosis are used as well. Then, for statistical analysis of research hypotheses, proper tests of inferential statistics including Kolmogorov – Smirnov Goodness of Fitness Test, Spearman Correlation Coefficients, Determination Coefficient, Mann – Whitney and Kruskal - Wallis tests are used.

RESULTS AND DISCUSSION

1st Hypothesis: there is a significant relationship between mental health and quality of work life and depersonalization of primary school teachers at District 5 in Tehran Education Organization.

Table 1. Correlation Coefficient between Mental Health and Quality of Work Life with Depersonalization of Primary School Teachers

<table>
<thead>
<tr>
<th>Variables</th>
<th>Correlation Type</th>
<th>Correlation Rate</th>
<th>Square (R^2)</th>
<th>Correlation Direction</th>
<th>Significant Level</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality of Work Life and Depersonalization of Teachers</td>
<td>Spearman Correlation Test</td>
<td>-0.231</td>
<td>0.53</td>
<td>Negative</td>
<td>0.000</td>
<td>Confirmed</td>
</tr>
<tr>
<td>Mental Health and Depersonalization of Teachers</td>
<td>Spearman Correlation Test</td>
<td>-0.207</td>
<td>0.43</td>
<td>Negative</td>
<td>0.000</td>
<td>Confirmed</td>
</tr>
</tbody>
</table>

As mentioned in above table, the value (sig) is less than 0.05 which shows significance of relationship between mental health and quality of work life with depersonalization of primary school teachers in District 5 Tehran Education Organization. The value of correlation coefficients stood at -0.231 for quality of work life and -0.207 for mental health, showing an average relationship between these two variables. It should be noted that its negativity shows inverse relationship between two variables. Also, calculated determination coefficient shows that variable of quality of work life stands at 5.3 percent while variable of mental health stands at 4.3 percent which clarify varied variance (ANOVA) of teachers’ depersonalization.

2nd Hypothesis: There is a significant relationship between mental health and quality of work life with personal performance of primary school teachers at District 5 of Tehran Education Organization.
As it is observed in the above table, the value (sig) is less than 0.05 which indicates significant relationship between mental health and quality of work life and personal performance of primary school teachers in Tehran Education Organization at district 5 Municipality of Tehran. The correlation coefficient value for the quality of work life stands at -0.306, the rate of which is -0.261 for the mental health, showing average relationship between the two variables and its negativity shows the inverse relationship between two variables

Also, calculated determination coefficient shows that 9.4 percent variable of quality of work life and 6.8 percent variable of mental health clarify personal performance of teachers.

3rd Hypothesis: There is a significant relationship between mental health and quality of work life and emotional exhaustion in primary school teachers at District 5 of Tehran Education Organization.

As it is observed in the above table, the value (sig) is less than 0.05 which indicates significant relationship between mental health and quality of work life and emotional exhaustion of primary school teachers in Tehran Education Organization at District 5 Municipality of Tehran. The correlation coefficient value for the quality of work life stands at -0.306, the rate of which is -0.261 for the mental health, showing average relationship between the two variables and its negativity shows the inverse relationship between two variables

Also, calculated determination coefficient shows that 11.1 percent variable of quality of work life and 15.3 percent variable of mental health clarify ANOVA of emotional exhaustion of teachers.

### CONCLUSIONS

Since there is a significant and inverse relationship between mental health and quality of work life with job burnout of primary school teachers in District 5 of Tehran Education Organization, the results of the researches conducted by other researchers including (Nazem, Alizadeh Ranjbar, 2014), (Farsi, Rajaii, Habini, 2014), (Salimi, Azad Marzabadi, Abedi Darzi, 2013), (Qanbari, 2012), (Karimi, 2012), (Farahbakhsh, Sattar, 2012), (Mokaberinia, 2011), (Sjavarsddottir et al., 2014), (Yung et al., 2009) confirm the result of the present study completely.

In general, findings of the current study are consistent with the results of study conducted by the aforementioned researchers.

**Also, given the results of this study, the following cases are suggested:**

To reduce job burnout, it is recommended to compile and enforce necessary instructions and regulations for increasing quality of work life and mental health of primary school teachers.

To increase productivity and efficiency of primary school teachers, suitable condition should be paved for boosting mental health in its aspects and components purposefully on one hand and necessary conditions should be provided for increasing quality of work life of elementary school teachers on the other hand, because, teachers spend more than one third of their life at schools.

To reduce job burnout among primary school teachers, it is recommended that the prerequisites of quality of work life should be provided suitably. It should be noted that imposition of sufficient and fair salaries, job security, chance of training, participating in decision-making process and also provision of background for growth and development as well as improvement of skills have been cited as one of the most important and influential factors in this respect.

It should be kept in mind that if suitable working condition is provided at school for teachers, teachers’ mental health will be improved. On the other hand, if participation and partnership system is institutionalized at school in a way that all teachers are empowered to participate in every decision making at school, joint accountability and responsibility will be emerged. In other words, involving teachers at decision-making process can boost their
responsibility to a great extent, the issue of which can reduce job stresses as a result of personal responsibility of teachers and consequently, their mental health can be increased suitably.

Like any other behavior, improving mental health and quality of work life requires encouraging. However, encouraging or promoting play a leading role for improving mental health and quality of work life of teachers. In the same direction, organizational policies and measures can be effective in this field. Education policymakers and managers should adopt drastic measures and also should try to boom mental health and quality of work life among teachers. Once effective and logical steps are taken by educational policymakers, teachers will show high tendency to carry out their duties in the best form possible and also can enjoy doing their responsibilities. Under such circumstances, less job burnout will be observed among them.

Job burnout is affected severely by various factors such as type of job, conflict, confusion and bewilderment in role, extreme work stress, type of management, lack of social support, organizational changes, etc. also, unsuitable working condition, organizational ineffectiveness, lack of personal progress, low opportunities for promotion and existence of cumbersome and disturbing rules and regulations, existence of bureaucratic hassles in education organization are of the other factors in outbreak of job burnout among teachers. Given the relationship of job burnout with mental health and quality of work life, it is recommended that educational managers and officials should pave suitable way for reducing factors affecting job burnout through the identification of each of the aforementioned factors.

General speaking, responsible officials and managers in the field of education should make their utmost effort to identify each of the aforementioned factors in line with reducing job burnout among teachers.

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