



# The Turkish Adaptation of the Burnout Measure-Short Version (BMS) and Couple Burnout Measure-Short Version (CBMS) and the Relationship between Career and Couple Burnout Based on Psychoanalytic-Existential Perspective

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## Abstract

The purpose of this research is to carry out the Turkish adaptation, validity, and reliability studies of Burnout Measure-Short Form (BMS) and Couple Burnout Measure-Short Form (CBMS) and also to analyze the correlation between the careers and couple burnout scores of the participants from the psychoanalytic-existential perspective. This research included married individuals who have been living in Mersin and working as a nurse, teacher and school administrators. In the research "Burnout Measure-Short Version (BMS)", "Couple Burnout Measure-Short Version (CBMS)", "Maslach Burnout Inventory (MBI)" and an "Individual Knowledge Form" which was prepared by the researcher were used. In data analysis, principal components factor analysis, the criterion related validity, test-retest reliability, item-total test correlations and Cronbach's Alpha coefficients were calculated. Moreover, the Pearson Product Moment Correlation Coefficient was used to calculate the relationships among the variables and t-test and one-way ANOVA was used to investigate the difference between the BMS and the CBMS scores in terms of gender and occupation. As a result of analysis, while the BMS and the CBMS were seen to be used in a valid and reliable way in Turkey, significant differences in terms of gender and occupation variables were found out and significant relations were found between participants' career and couple burnout scores.

## Key Words

Career Burnout, Couple Burnout, Occupation, Gender, Validity, Reliability.

Researches concerning the phenomenon of burnout which has been studied as a common research subject since 1970s in the foreign and since the 1990s in the local literature have been observed to be conducted in a different progress. At the beginning, human services fields working with people face-to face were studied and in the subsequent years this continued with the studies of

occupational groups working in almost all the fields (Maslach & Leiter, 1997). At the final stage, the direction of the research has been observed to reach a new and specific point with the studies on the out-of-profession population such as "spouses/married couples" (Çapri, 2008; Pines, 1993, 1996; Pines & Nunes, 2003) and "students" (Çapri, Gündüz, & Gökçakan, 2011; Hu & Schaufeli, 2009; Kutsal,

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2009; Pines, Neal, Hammer, & Ickson, 2011; Schaufeli, Martinez, Marques-Pinto, Salanova, & Bakker, 2002; Schaufeli, Salanova, Gonzalez-Roma, & Bakker, 2002; Zhang, Gan, & Zhang, 2005). Models developed to explain the burnout [Maslach Model (Maslach, 1976; Maslach & Jackson, 1982) Psychoanalytic Model (Freudenberger, 1980), Cherniss Model (Cherniss, 1980), Edelwich Model (Edelwich & Brodsky, 1980), Pines' Psychoanalytic-Existential Model (Pines & Aronson, 1988; Pines, Aronson, & Kafry, 1981), Fischer Model (Fischer, 1983), Golembiewski and Munzenrider Model (Golembiewski & Munzenrider, 1984), Leiter Model (Leiter, 1991)] have significant contributions to this point arrived.

Considering the literature, Maslach' career burnout model stands out to be the one on which the highest number of research has been conducted. According to this model (Maslach & Jackson, 1986), burnout is defined as a syndrome emerging as emotional exhaustion, depersonalization, reduced personal accomplishment among the individuals working in the human services field. According to Pines' Psychoanalytic-Existential Model (Pines & Aronson, 1988) which is based on Frankl's (1976) ideas about the human being's search for meaning, burnout is defined as a symptom of physical, emotional and mental exhaustion resulting in the constant feeling of stress, hopelessness, despair and being trapped with the loss of enthusiasm, energy, idealism, perspective and purpose. Perhaps, the underlying reason why Pines' Psychoanalytic-Existential Model has become so distinguishing is because it has added a new and significant dimension to the literature by adapting the burnout studies conducted on professions so far into an out-of-profession field such as couple/marriage. Because recent studies have revealed that career burnout has spread into the marriage/relationship and family (Burke & Greenglass, 2001; Hammer & Zimmerman, 2010; Hochschild, 1999; Jayaratne, Chess, & Knukel, 1986; Jones & Fletcher, 1993; Kinnunen & Mauno, 1998; Kossek & Ozeki, 1998; Lavee & Adital, 2007; Leaman, 1983; Pines et al., 2011; Rook, Dooley, & Catalano, 1991; Vinokur & Westman, 1998; Westman, 2001), the feeling of burnout experienced by one of the couples has passed on the other and this process of transition has become reciprocal (Bakker, Demerouti, & Schaufeli, 2005; Demerouti, Bakker, & Schaufeli, 2005; Hammer, Allen, & Grigsby, 1997; Pines et al., 2011; Vinokur & Westman, 1998; Westman, 2001; Westman & Etzion, 1995; Westman, Etzion, & Danon, 2001).

In addition, following the "Maslach Burnout Inventory (MBI)" in the literature, the second most-frequently used self-report instrument in order to measure the career burnout is Pines' "Burnout Measure" (BM) (Schaufeli & Enzmann, 1998). The measure which is also used in non-occupational fields such as political conflict (Pines, 1994) and marriage-relationship (Pines, 1989, 1996) as well as many different occupational groups such as administrators, teachers, artists, scientists, students and social workers (Pines et al., 1981) was developed by Pines and Aronson (1988). BM's adaptation into Turkish on different occupational groups and its validity and reliability studies were performed by Çapri (2006). On the other hand, in order to meet the needs of researchers and practitioners, Pines (2005) developed an easy-to-use and shorter version of BM with 10 items which requires less time in the implementation and analysis stages and contains fewer items instead of original 21-item BM. In our country, however, Turkish adaptation, validity and reliability studies of BMS were firstly carried out by specifically being limited to classroom preservice teachers by Tümkaya, Çam, and Çavuşoğlu (2009). Later on, Pines (1996) developed "Couple Burnout Measure (CBM)" by adapting BM used as quite valid and reliable on different occupations into couple relationships (such as marriage, engagement, fiance/fiancee and flirt etc.). Turkish adaptation, validity and reliability studies of CBM were carried out by Çapri (2008). Finally, instead of 21-item CBM, Pines et al. (2011) used its 10-item shorter form as an easy-to-use instrument which requires less time in the analysis stage and contains fewer items in order to meet the needs of the researchers and implementers.

On the other hand, when the relationship between the career and couple burnout is considered from the psychoanalytic-existential perspective, people choose their occupation and spouses in order to meet the needs that they could not satisfy in their childhood and to be able to get the chance of adding an existential meaning to their childhood experiences (Pines, 1996, 2000b; Pines & Yanai, 2000, 2001). According to Pines and Nunes (2003), people are in the highest expectation when they concentrate on such vital issues as the choice of career and spouse. In such a case, the highest expectation for an individual is some unsolved (unhealed) childhood wounds, and satisfaction and success gained in the life help them to heal these wounds. However, when people fail to gain them, chosen career or couple cause people to experience

the same childhood traumas again rather than healing the wounds of them. Such a situation results in burnout. According to Pines psychoanalytic-existential perspective, there is a significant correlation between the career and couple burnout. Regarding the existence of such a significant correlation, a number of research findings in the literature stand out (Çapri, 2008; Gonzalez, 2000; Laes & Laes, 2001; Nunes, Pines, Rodrigue, & Utasi, 2000; Pines, 1993, 1996, 2000c; Pines & Nunes, 2003; Pines, Nunes, Rodrigue, & Utasi, 2000; Pines et al., 2011; Utasi, 2000).

Similarly, it is apparent that burnout studies on nurses, teachers and administrators have started to be carried out in parallel with the burnout literature since the early-1970s (Kremer-Hayon, Faraj, & Wubbels, 2001; Landsbergis, 1998; Pines & Kanner, 1982; Schaufeli, 1998) and they have been analyzed with different theoretical point of views (Buunk, Schaufeli, & Ybema, 1994; Friedman, 2000; Schaufeli, 1998; VanYperen, Buunk, & Schaufeli, 1992). One of the theoretical point of views working on these three occupations is the psychoanalytic-existential burnout approach. People who started the occupations of nursing, teaching and administrating choose them for similar reasons and their objectives and expectations also show some similarities at the very beginning of their careers (Pines, 2002a). In the literature based on this similarity, a number of research where the burnout of individuals in each of these three occupations has been examined from the psychoanalytic-existential perspective are available (Etzion, Kafry, & Pines, 1982; Pines, 1998a, 1998b, 2000a, 2000b, 2002a, 2002b).

In addition, it is seen that the subject of gender differences has been frequently studied in the literature on career and couple burnout. In the majority of the gender difference studies in the career burnout, it has been reported that women have experienced a higher level of career burnout than men (Babaođlan, 2006; Çapri, 2008; Çapri & Gökçakan, 2007; Etzion, 1988; Etzion & Pines, 1986; Golembiewski, Scherb, & Boudreau, 1993; Lackritz, 2004; Leiter, Clark, & Durup, 1994; Maslach & Jackson, 1981; Pines & Kafry, 1981; Pines et al., 2011; Ronen & Pines, 2008; Tümkaya, 1997; Westman & Etzion, 1990). On the other hand, studies which found differences in favor of men in terms of gender (Bibou-Nakou, Stogiannidou, & Kiosseoglou, 1999; Brake, Bloemendal, & Hoogstraten, 2003; Burke & Greenglass, 1989; Greenglass & Burke, 1988; Maslach & Jackson, 1985; Norvell, Hills, & Murrin, 1993) and those which

found no differences between these two genders at all have also been reported (Benbow & Jolley, 2002; Evers, Brouwers, & Tomic, 2002; Greenglass, 1991; Hastings & Bham, 2003; Kalimo, 2000; Maslach & Jackson, 1985; Tuettemann & Punch, 1992). Similarly, in the consideration of couple burnout, it has been reported in the clinical studies and interviews with the couples experiencing burnout in terms of gender, women have experienced the burnout at a higher level than men (Pines, 1987, 1989, 1993, 1996; Pines et al., 2011).

It is seen that almost all of the studies conducted in the literature of burnout in our country were carried out based on the career burnout mostly within the scope of Maslach model and by particularly using the Maslach Burnout Inventory (MBI). From this perspective, the instruments which will be easily applied and scored in a short time by the researchers in the literature of the burnout whose field of study is getting wider and developing, and which will be used on both all occupations and also non-occupational groups are needed. By means of this very study done with the aim of meeting this need, Burnout Measure-Short Form (BMS) and Couple Burnout Measure-Short Form (CBMS) which have 10-item versions and take less time to answer, grade and interpret with respect to 21-item Burnout Measure (BM), the most frequently used scale after MBI, and Couple Burnout Measure (CBM) which is BM's adapted version for couples will be able to be introduced into the Turkish literature by evaluating them on new data. Likewise, it is highly important that with this study in our literature the correlation between the career and couple burnout of individuals from different genders and occupations is being examined for the first time from the perspective of Pines' psychoanalytic-existential burnout model. Moreover, in consideration of the fact that among all the studies within the frame of the psychoanalytic-existential model, burnout studies on different occupational groups such as nurses, teachers and administrators and gender differences have an important place, the results to be obtained in terms of the effects of these variables on the career and couple burnout will also make significant contributions to the literature.

### **Purpose of the Research**

In the light of all these explanations, the main purpose of this research is to carry out the Turkish adaptation, validity and reliability studies of Burnout Measure-Short Form (BMS) and Couple Burnout Measure-Short Form (CBMS) and also

to analyze the correlation between the career and couple burnout scores of the participants from the psychoanalytic-existential perspective.

### Sub-Purposes

- Are Burnout Measure-Short Form (BMS) and Couple Burnout Measure-Short Form (CBMS) valid and reliable instruments with suitable quality for Turkish?
- Is there a significant correlation between the career and couple burnout scores of the participants?
- Is there a significant difference between the career and couple burnout scores of the participants according to their occupations?
- Is there a significant difference between the career and couple burnout scores of the participants according to their genders?

## Method

### Research Design

This research which was aimed to carry out the Turkish adaptation validity, and reliability studies of Burnout Measure-Short Form (BMS) and Couple Burnout Measure-Short Form (CBMS) and also to analyze the correlation between the career and couple burnout scores of the participants from the psychoanalytic-existential perspective has the characteristic of survey conducted with a descriptive method. In the first stage of the research, within the scope of adaptation studies of BMS and CBMS, construct validity, criterion-related validity, coefficients of internal consistency and test-retest reliability were computed. In the second stage, the correlation between the career and couple burnout which were dependent variables was analyzed and whether independent variables such as occupation and gender made a significant difference on dependent variables were tried to be found out.

### Population and Sample

The population of the research is composed of married participants who have been living in Mersin and working as a nurse, teacher and school administrators. Because of the hardship of the access to the participants with these qualities in the population, the sample representing the population was selected impartially and the method of "simple random sampling" in the choice of samples was used. Simple random sampling is

a type of sampling where all the members in the population have the equal chance of being selected (Karasar, 1995) and in this type of sampling, the selection is made impartially by considering the possibility of all the units in the population to be equal and independent (Balçı, 2001). Five hundred participants from primary and secondary schools and primary healthcare organisations who accepted to participate in the study voluntarily were included in the research sample in 2010, and after the participants had been informed about the objective of the research, applications were carried out in their working environment when they were in the break-time. While the data of the participants in the sampling of the research who filled the instruments fully and accurately were assessed, the data of the ones who had some parts missing in any of the personal information forms and instruments were not assessed. In this case, 40 participants - 28 female and 12 male - out of 500 taking place in the sample who did not fulfil the criteria were excluded from the sampling group. Thus, all the actions determined for the sub-purposes of the research were carried out on 460 participants in total -262 female (56,96%) and 198 male (43,04%) who met the criteria. 28,3% of the participants were nurses (n=130), 41,3% of them were teachers (n=190) and 30,4% were school administrators (n=140). Regarding their distribution in terms of the occupations, it was seen that 93 out of 190 teachers were female (48,9%) and 97 of them were male (51,1%); 39 out of 140 school administrators were female (27,9%) and 101 of them were male (72,1%) while all of 130 nurses were female (100%). The study conducted is restricted with the views of the teachers and school administrators working in the primary and secondary schools in the city center of Mersin and also of the nurses working in primary healthcare institutions stated in the information form applied and for the items in the instruments.

### Instruments

**Burnout Measure Short Form (BMS):** Instead of the 21-item Burnout Measure (BM) of Pines and Aronson (1988), Pines (2005) adapted its 10-item shorter form as an easy-to-use instrument composed of fewer items in order to meet the needs of researchers and practitioners. 10 items selected from BMS were determined in accordance with the contextual base of 21-item BM which evaluates an individual's physical, emotional and mental exhaustion levels. In order to assess individuals' career burnout levels, a scale with

7-points frequency scales (1 Never and 7 Always) was answered based on self-report. It has been observed that internal consistency coefficients of the scale figured out with the data that was gathered from different ethnicity, career and student groups differed between .85 and .92.

**Couple Burnout Measure Short Form (CBMS):** Instead of Pines' (1996) 21-item Couple Burnout Measure (CBM), Pines et al. (2011) used its 10-item shorter form by adapting it for couple relationships (marriage, engagement, fiance/fiancee and flirt etc.) as an easy-to-use instrument composed of fewer items in order to meet the needs of researchers and practitioners. The most distinguishing point between CBMS and BMS was the replacement of the word "People" in the statement of "Disappointed with People" taking place in the second item on the scale with the words "Couple/Partner". A 7-point frequency scale (1 Never and 7 Always) is answered based on self-report in order to measure the burnout level of the individuals who are married, flirting, engaged or in all types of relationships that can be described as couples. It was found out that internal consistency coefficients of the scale measured by the data gathered from the married couples were .94 for married women and .95 for married men.

**Maslach Burnout Inventory (MBI):** Maslach Burnout Inventory which is a 7-points Likert type scale developed by Maslach and Jackson (1981) and added to the literature with Maslach's name is composed of 22 items and three sub-scales. Among these sub-scales, emotional exhaustion (EE) sub-scale is composed of 9 items; depersonalization (DP) sub-scale is composed of 5 items and personal accomplishment (PA) sub-scale is composed of 8 items in total. Scale items are scored as "0 never" and "6 always". By making some changes in the inventory translated by Ergin (1992), answering options of the scale was decided to be arranged as 5-point scale "0 never" and "4 always" which were 7-point scale in the original form. The increase in the burnout means a high score in emotional burnout and depersonalization sub-scales and a low score on the personal accomplishment sub-scale. Scoring is done as three different burnout score for each person.

**Personal Information Form:** This form including the information about the participants' gender and occupation independents was designed by the researcher.

## Data Analysis

Having checked by the researcher, data gathered from the research was computerized and the statistical analysis of the data was done with SPSS package software version 17.0. In the scope of the first sub-purpose of the research, principal component factor analysis was applied in order to analyze BMS and CBMS factor structure. The item total test correlation was calculated with the purpose of providing evidence for the validity and homogeneity of items in the scales. Pearson product-moment correlation coefficient was found by calculating in order to determine the criterion-related validity of the scales. Internal consistency coefficient concerning the reliability of scales was calculated by using the Cronbach alpha coefficient. For test-retest reliability study, Pearson product-moment correlation coefficient was figured out by performing an application four-week interval. In the scope of the other sub-purposes of the research, Pearson product-moment correlation coefficient to determine the correlations between the scores of the participants from BMS and CBMS; t-test to determine whether there was a difference according to genders; and one-way analysis of variance (ANOVA) to determine whether there was a difference according to occupations were used. Scheffé test was applied to determine the source of resulting difference. In addition, in order to determine the effect size of the independent variables eta square ( $\eta^2$ ) value was analyzed. The eta square values were interpreted in accordance with Cohen's-d index, which is one of the effect size indices. Some certain breakpoints were determined for Cohen's-d interpretation: Effect sizes were grouped as "small" for  $d = .02$ , "medium" for  $d = .05$  and "large" for  $d = .08$  (Cohen, 1988 as cited in Erkuş, 2005). Starting from this, converting effect sizes into Cohen's-d it was evaluated by considering .01 as "small", .06 as "medium", and .14 as "large". The upper bound for an error margin in the analyses was accepted as 0.01.

## Results

In the evaluation of the findings, it was seen that in the principal components factor analysis for BMS and CBMS construct validity, correlation coefficients between the total scores of BMS and CBMS in the scope of criterion-related validity studies and the scores of MBI sub-scale were statistically significant at the level of 0.01 while both of the scales had a structure of one factor. On the other hand, Cronbach alpha internal consistency coefficient, item test

correlation efficient, and test-retest reliability coefficients obtained within the scope of reliability studies of scales were found to be quite high.

Besides, while medium level positive significant correlation was found in all groups in terms of the participants' career and couple burnout scores, it was seen that it was the nurses who reached the highest correlation coefficient according to the occupations and they were followed by school administrators and teachers respectively. On the other hand, the differentiation between the career and couple burnout score averages of the participants according to their occupations and genders was examined and significant results were reached in favor of nurses in terms of BMS score averages, in favor of nurses and school administrators in terms of CBMS score averages and in favor of female participants in terms of genders. In addition to this, the variable of occupation was seen to have a medium effect on the scores of career and couple burnout.

### Discussion

In the first sub-purpose of the research, a single factorial structure was found in the result of the findings obtained from BMS construct validity studies. While this result showed similarities with the results of the research (Corcoran, 1986; Justice, Gold, & Klein, 1981; Schaufeli & Van Dierendonck, 1993) that Pines (2005) obtained from the one-factor solutions and for which similar findings had been obtained for BM beforehand, and also the results that Tümkaya et al. (2009) obtained for BMS, it differed with the results of the research stating to be three dimensional (Enzmann & Kleiber, 1989; Enzmann, Schaufeli, Janssen, & Rozeman, 1998; Enzmann & Kleiber, 1990; Mei & Li, 2006; Shirom & Ezrachi, 2003). In addition, in the results gained within the scope of the criterion-related validity of BMS, it was observed that there was a positive significant correlation between the scores of EE and DP sub-scales of MBI and the scores of BMS; however, there was a negative significant correlation between the scores of PA sub-scale and BMS. These findings seem to be consistent with the studies of Corcoran (1986), Enzmann and Kleiber (1989), Schaufeli and Van Dierendonck (1993), Stout and Williams (1983) and Çapri (2006) who state that there is a significant correlation between BM total score and sub-dimensions of MBI. All the findings obtained support the criterion-related validity of the scale. In addition to this, while internal consistency results for BMS are consistent with the results Pines (2005) obtained, the test-retest correlation results

are consistent with the results of Pines (2005) and Tümkaya et al. (2009). On the other hand, within the scope of criterion-related validity of CBMS, the correlation values obtained from the sub-factors of MBI show similarities with the correlation values Çapri (2008) obtained from CBM. Moreover, while internal consistency results gained for CBMS show similarities with the results that Pines et al. (2011) gained, test-retest correlation results also show similarities with the results that Çapri (2008) obtained from CBM.

In the second sub-purpose of the research, it was found that there was a medium level positive significant correlation between career and couple burnout scores of the participants. It is evident that these correlation coefficients are consistent with the results obtained in the literature (Çapri, 2008; Gonzalez, 2000; Laes & Laes, 2001; Nunes et al., 2000; Pines, 1996, 2000c; Pines et al., 1981; Pines et al., 2000; Pines et al., 2011; Pines & Nunes, 2003; Utasi, 2000). In addition, according to Pines (1993, 1996), just as career and couple burnout both develop in parallel with each other, so do they affect each other as well. Moreover, it can occur in the direction of domestic life towards work life or vice versa. From this point, high correlation values between career and couple burnout in this study make think that expectations of individuals in Turkey regarding their marriage and work life are similar and for this reason, burnout occurred in one also spreads to the other. A number of research supporting such a spreading process is available in the literature (Bakker et al., 2005; Demerouti et al., 2005; Hammer et al., 1997; Pines et al., 2011; Vinokur & Westman, 1998; Westman, 2001; Westman & Etzion, 1995; Westman et al., 2001)

In the third sub-purpose of the research, considering BMS and CBMS scores of the participants according to their occupations, it was revealed that BMS score averages were higher than CBMS score averages in the results of all three professions and also BMS and CBMS score averages of nurses were higher than those of school administrators and teachers. On the other hand, in terms of BMS and CBMS score averages according to occupations, it was found that there were statistically significant differences and these differences were in favor of nurses in terms of BMS score averages whereas they were in favor of nurses and school administrators in terms of CBMS score averages. From a Psychoanalytic-Existential perspective, the reason why especially nurses' burnout was higher than the other occupations can be explained by

the idea that they could not meet the goals and expectations sufficiently they set in order to get a sense of existential meaning from their jobs and couples and also the jobs and couples they chose in order to heal their childhood trauma failed to do so. However, regarding the research results conducted on nurses in different cultures with a similar point of view, it was seen that Turkish nurses' career burnout score averages were relatively slightly lower than those of American (Pines & Kanner, 1982), German (Enzmann & Kleiber, 1989), and Polish (Schaufeli & Janczur, 1990) nurses while they were relatively higher than score averages of Israeli (Pines, 2000b) nurses despite having very similar working conditions. At this point, it is thought that the result of getting relatively lower scores than American and European nurses can be explained with an interpretation of Etzion and Pines (1986) and Pines (2000b) for Israeli nurses to have had a greater sense of meaning for their low scores.

In the fourth sub-purpose of the research, in consideration of career and couple burnout of the participants according to genders, it was shown that both of BMS and CBMS score averages of women were higher than BMS and CBMS score averages of men and there were statistically significant differences in favor of women in terms of BMS and CBMS scores. It was seen that these results obtained in favor of women in terms of career burnout showed similarities with the research results where women experiencing a higher career burnout than men were reported whereas they differed from both the research which found a difference in favor of men and found no difference between these two genders at all. Similarly, these results obtained in favor of women in terms of couple burnout are consistent with the research results in the literature.

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