

The Relationship between appropriateness of job and personality and job burnout of nurses working in hospitals affiliated to Kerman university of medical sciences

Abstract

Background: Many experts on the importance of personality factors in job and career success are admitted. The mismatch between personality characteristics of people with jobs may lead to burnout.

Incidence of burnout in medical staff, especially nurses, can with increase absenteeism - reducing energy and work efficiency be led to a reduction in the quality of patient care. Therefore prevention of this syndrome is important.

Methods: This is a descriptive cross-analytic survey, that for determine Relationship between appropriateness of job and personality and job burnout of nurses working in hospitals affiliated to Kerman university of medical sciences in 1392 was performed. 265 nurses were selected randomly from a population of 1224 people. We used two instruments in this study:

1) Maslach Burnout Inventory (MBI). 2) Holland Self-Directed search Inventory

Analyze data using descriptive and inferential statistical methods and software spss were performed

Results, findings show that the 56/2% of nurses with social character and 21/2% similar with social personality been (investigative - artistic). Depersonalization dimensions of burnout 85/7% in the level low, 12/4% moderate and 1/9% high and the mean of Emotional exhaustion 43 % in the level low, 47/9% moderate and 9/1 high and in Reduced personal accomplishment 60/4% in the level low, 33/2% moderate and 6/4% high respectively.

Regarding demographic variables, the association between educational level and occupational category with depersonalization was significant. Considering their most salient characteristics, 77/4% of nurses were

Compatible with the necessary requirements for nursing profession and 22/6% were not compatible.

Conclusion:

Considering the role of job fit with person in the prevention of burnout and importance of the nursing profession in the health care system, it is recommended to use that the University of authorities for more accurate selection of applicants for the nursing profession from personality tests is use.

Key words: Personality, Job fit, Burnout, Emotional exhaustion, Depersonalization, Reduced personal accomplishment.

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