

## JOB BURNOUT IN MEXICAN POPULATION: CORE PREDICTORS AND MENTAL HEALTH CONSEQUENCES

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Job burnout is a psychological response to chronic work-related stress of an interpersonal and emotional nature that appears in professionals in service organizations who work directly with clients or end-users of the organization. In the last decade, job burnout has become an important topic of study in Mexico, not just in human service organizations, but also in manufacturing companies because an increasing amount of studies outside of Mexico show the consequences of this syndrome over physical and mental health. Burnout is the mediator variable between perceived stress and its consequences (Gil-Monte, 2007). Some studies explain the origin of this syndrome from the interaction of organizational variables, work environment and personality (Juarez-Garcia, 2007). During the last 30 years Psychological Demands has proven to be one of the main predictors of stress, but some other predictors as lack of resources and hard-driving supervision have been overlooked. Unfortunately, most studies in Mexico merely present the prevalence of the syndrome in our population and not its relationship with negative psychosocial factors in the workplace and/or the consequences on workers' quality of life. Consequently, the aim of this study was to develop and test a structural equation model of the relationship among negative psychosocial factors, burnout and mental health.

A cross-sectional study was carried out in a sample of 180 blue collar workers from four different manufacturing companies in Mexico. 54.7% of the sample was made up of men and 45.3% were women, the mean for age was 31.11 years ( $sd = 6.77$ ). We used the JCQ, the Spanish Burnout Inventory General version designed by Gil-Monte (2005) and validated in Mexican Population (Camacho-Avila, Juárez-García, Gil-Monte, Medellín-Moreno, 2010), the General Health Questionnaire (GHQ) validated for Mexican Population (Medina-Mora, et al, 1983) and two sub-scales for lack of resources and hard-driving supervision designed by Juárez-García (2005). SPSS 18 and AMOS 18 were used.

A Maximum Likelihood estimation method was used to test the model. The overall fit of the model was good ( $X^2=43.939$ ,  $df=34$ ,  $p=.118$ ). The RMSEA (.040) had a very good fit. Both the CFI and IFI were .98, indicating also a very good fit. The GFI and the AGFI were .959 and .921 respectively. The NFI was .936 and the TLI or NNFI was .975, all of which indicates a very good fit (Byrne, 1998; Schumacker & Lomax, 2004). According to the estimated model, Psychological Demands and Lack of Resources had significant direct effects on Psychological exhaustion and Hard-driving supervision had a significant direct effect on Disenchantment and negative direct effect on Enthusiasm toward the job. We also found significant direct effects of Psychological exhaustion and Disenchantment over the latent variable "Mental Health". Burnout was confirmed as a mediator variable between Psychosocial Factors and Mental Health. We cannot prevent job burnout and its effects to mental health without considering the variables associated to it; future intervention programs should take into account such variables.

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