

## THE ROLE OF GUILT ON THE RELATIONSHIP BETWEEN BURNOUT, DEPRESSION AND ABSENTEEISM IN MEXICAN TEACHERS.

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Burnout is a response to chronic work-related stress. Guilt appears to be involved in the burnout syndrome. One of the frequent causes of feelings of guilt in professionals is the existence of negative thoughts and behaviors about others. The clinical alterations produced by feelings of guilt (e.g., depression) can cause an increase in the rate of absenteeism. The aim of this study was to evaluate the influence of the guilt developed by work related attitudes on the relationship between the levels of indolence (or depersonalization) and depression, and the influence on absenteeism from work. Hypotheses were tested together in a path model. According to the hypothesized model, the feelings of guilt will be previous to depression and absenteeism, with a mediator role between indolence and depression.

**Methods.** The sample consisted of 698 primary education public school teachers in the area of Iztapalapa of the Federal District (Iztapalapa, Mexico). 133 (19.10%) were men and 541 (77.50%) women. Burnout was measured by the Spanish Burnout Inventory (SBI) (Gil-Monte, Unda & Sandoval, 2009). This instrument contains 20 items distributed into four dimensions called: 1. Enthusiasm toward the job (5 items,  $\alpha = .76$ ), 2. Psychological exhaustion (4 items,  $\alpha = .82$ ), 3. Indolence (6 items,  $\alpha = .73$ ), and 4. Guilt (5 items,  $\alpha = .79$ ). Low scores on Enthusiasm toward the job, together with high scores on Psychological Exhaustion and Indolence, as well as on Guilt, indicate high levels of burnout. Depression was estimated by the Spanish adaptation of the Zung Self-Rating Depression Scale (ZSDS) ( $\alpha = .80$ ). Absenteeism was estimated by one item (number of workdays missed in the past 12 months for some disorder of health associated to job activities).

**Results.** The measures of goodness of fit for the model were:  $\chi^2 (df = 21) = 106,817 (p = .000)$ , RMSEA = .077, GFI = .97, NFI = .91, CFI = .92. This indicates that the fit of this model was quite satisfactory. Significant relationships were found between all the variables presents in the model.

**Discussion and Conclusions.** The results provide empirical evidence for the mediator role of guilt in the relationship between burnout and depression, and the influence of depression on absenteeism. They point to recommending the evaluation of guilt in order to make a more complete diagnosis of burnout.

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