

Psychometric properties of the “Spanish Burnout Inventory” (SBI) in a sample of Spanish teacher

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Introduction

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 in direct contact with the clients or users of the organization.

The SBI was developed to assess burnout and comprises 20 items. Items are answered on a five-point frequency scale, ranging from 0 (never) to 4 (very frequently: every day) (range, 0-4).

SBI Subscales.

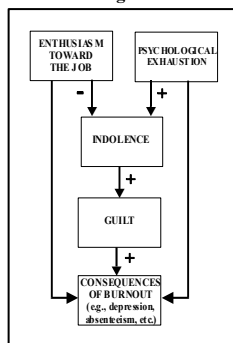
1. Enthusiasm toward the job. The individual's desire to achieve goals at work because it is a source of personal pleasure. Low scores on Enthusiasm toward the job indicate high levels of burnout.

2. Psychological exhaustion. the appearance of emotional and physical exhaustion due to the fact that he or she must deal daily with people at work who present problems.

3. Indolence. the appearance of negative attitudes of indifference and cynicism toward the organisation's clients.

4. Guilt. the appearance of feelings of guilt about negative attitudes developed on the job, especially toward the people with whom he or she establishes work relationships.

Figure M. Model of burnout according to SBI



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The theoretical model of the SBI

The model distinguishes two patterns in the development of burnout (Figure M).

Profile 1. Low scores on Enthusiasm toward the job, together with high scores on Psychological Exhaustion and Indolence, and low scores on Guilt. Indolence can be understood as a coping strategy.

Profile 2. Similar to Profile 1, but with high scores on Guilt. Indolence non-functional coping strategy. Professionals are affected more intensely by the symptoms. (Gil-Monte, 2005).

Manual: methodology

Participants. 1056 Spanish teachers
men (27,8%), women (72,2%).

Instrument. 4 subscales:

Enthusiasm toward the job (5 items) (alpha = .89)

Psychological exhaustion (4 items) (alpha = .85)

Indolence (6 items) (alpha = .72)

Guilt (5 items) (alpha = .83)

Procedure. Participants selected in a non-random manner. Participation voluntary.

Analysis: SPSS & AMOS 21.

Results

Table 1. Descriptive Statistics of SBI subscales (N = 1056)

	M (sd)	Sk	K	alpha
1. Enthusiasm toward the job	2.97 (.72)	-.66	.41	.89
2. Psychological exhaustion	1.87 (.84)	.21	-.31	.85
3. Indolence	.96 (.63)	.62	-.52	.83
4. Guilt				

Skewness and kurtosis values ranged between +/-1. Cronbach's Alpha > .70

Table 2. Model Fit for the SBI

Model	χ^2	df	RMSEA	GFI	NNFI	CFI	AIC	Dif. AIC
M1 (1 factor)	4509.46*	170	.156	.581	.428	.488	4589.46	—
M2 (2 factors)	3011.45*	169	.126	.698	.623	.664	3093.45	1496.01
M3 (3 factors)	1466.91*	167	.086	.841	.825	.847	1552.91	1540.54
M4 (4 factors)	688.68*	164	.055	.937	.928	.938	780.68	772.23

* p < .001

Discussion and Conclusion

- The results confirmed the hypothesized four-factor structure, consistent with the original Spanish model (Gil-Monte, 2011).
- This structure clearly supports the theoretical model of the four symptoms of burnout: Enthusiasm toward the job, Psychological exhaustion, Indolence, and Guilt.
- The SBI possesses adequate psychometric properties to estimate the burnout syndrome in Spanish teachers.
- Future studies should attempt to examine the cross-validation of the model –e.g., with English or French samples- and the generalizability of these results.
- The SBI offers a theoretical proposal to explain the different types of burnout, and it contributes to the literature by offering researchers and practitioners an expanded conceptualization of the syndrome, which can facilitate the diagnosis and treatment of teachers to reduce feelings of guilt.

Figure I. Factor loading: Four-factor model

