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(Original Article)

Relationship between Components of Perfectionism and Ethical Intelligence and Job Burnout in Elementary Teachers

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Abstract

Background: According to the perspective of organizational and industrial psychology, occurrence of burnout among employees of the organization is a controllable and preventable phenomenon. In education as broad organization, this issue is more important. This study tries to consider the role of perfectionism and ethical intelligence in predicting job burnout in elementary teachers in Shirvan province.
Method: In terms of purpose, this is an applied research and in terms of nature, this is a descriptive- correlation study. Population of the study includes all elementary teachers in Shirvan province in 2016-2017. Sample of study consists of 250 teachers that were selected through simple sampling. Data were gathered by questionnaires: ethical intelligence, scale of perfectionism and Burnout questionnaire. Data were analyzed by using multiple regression and Pearson correlation coefficient.
Results: Regression equation show that prediction of burnout based on ethical intelligence is significant ($p<0.001$). Also, in regression equation, prediction of job burnout based on perfectionism was significant ($p<0.001$).
Conclusion: Components of perfectionism and ethical intelligence are in relationship with job burnout in teachers.

Keywords: Burnout, Ethical intelligence, Perfectionism, Elementary teachers

Introduction

According to many behavioral scientists, organizations form an integral part of the modern world. The nature of societies is formed by organizations, and in turn they are formed by the

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surrounding world and the relationships existing therein. Although organizations are organized in a variety of ways, based on various goals, but undoubtedly all of them are managed and guided by the psychological and physical efforts of the human force, which are its main pillars. Hence, the lives of individuals in modern societies are heavily influenced by the organization's behavior, and for this reason it is necessary to know more and more, better and more scientifically, the nature and interrelationship of human resources. Job burnout is a problem in all health care systems, so according to available statistics, one in seven of the people working at the end of the day will be broken down (1). Burnout, in addition to the adverse effects on the physical and mental health of the personnel, leads to a reduction in the efficiency and quality of service and an increase in costs. On the other hand deep feelings and vulnerabilities make the person in a circle of self-striving activities in which every task or responsibility is a threat, no effort seems quite satisfactory. As the person trying to provide satisfaction and pleasure to others, he tries hard to avoid any failures (2). Also, ethical intelligence is defined as a power of learning, achieving thinking and physical skills and adjustment with environment that observance of its principles by the employees is one of the main concerns of managers (3).

Considering the nature of mental and behaviors is the main goal of psychology. In general, any living creature is not recognized, except through the recognition of different behaviors and situations. A person is a creature of motives, drives, feelings and his innate instincts, and his behavior is normal when a balance is established between these factors. In fact, the mind and soul are so closely related that each change in one of them causes change in the other. Most of the intellectual, emotional and ethical incompatibilities are caused by these mental disorders. The emergence of social organizations and their increasing expansion are the hallmarks of human civilization. So, due to various spatial and temporal factors and specific features and needs of different communities, kinds of social organizations are emerging and expanding and increasing their number. A nation is known by its citizens and an organization by its employees. The progress of an organization is determined by the health and well-being of the staff.

The term burnout was first defined by Freadenberger in the late 1960s when he observed signs of fatigue in his staff. He called this phenomenon a syndrome for the mental-physical dystrophy syndrome that occurs in people working in auxiliary professions. People who exhausted by stress and job fatigue are called burnout (4). Job burnout is a product of long-term stress in the workplace (5). Symptoms of this syndrome are manifested when the ability of an individual to demand an environment is not sufficient emotional fatigue, depersonalization and decreased person's sense of competence and success in profession are three different dimensions of job burnout (6).

Some of the researchers defined the perfectionism as a set of criteria for the best performance that accompanied by self-critical evaluation. Perfectionism is an over-critique of self, concern about meeting social expectations and focusing on organizing (7). Recent studies look at perfectionism as a multiple construct that includes adoptive and maladaptive perfectionism (8). Overall, adoptive perfectionism has a positive relationship with psychological well-being and good occupational performance. Therefore some aspects of perfectionism and personal high critiques are the background of achieving self-actualization (7). In opposite, maladaptive perfectionism is emerged because of preventing from mistakes.

The moral intelligence is to have the capacity and ability to properly understand the opposite, to have strong moral beliefs and to act upon them, and to behave in the right direction (9). The presence of this feature in the organization's leaders makes them successful in building trust and commitment among their employees (10). Observing ethical considerations in the selection and recruitment process, employee performance appraisal and rewards system will reduce the pessimism of employees towards the organization as well as increase the rate of creativity in them in order to advance organizational goals and profit-

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ability (11). Moral intelligence states that ethics are not the result of inheritance, it is the result of learning and serves as a guide to human beings to find out how to act intelligently and optimally (12). Ethical intelligence increases the commitment and responsibility of individuals. Ethics cat through managing the relation, decrease of difference and paradox, increase of cooperation and decrease of costs (13). Therefore, the question is that is there any logical relationship between ethical intelligence and perfectionism with job burnout. In other hand, job burnout is resulted from deficit of ethical intelligence and maladaptive perfectionism or not.

Materials and Methods

In terms of purpose, the current study is an applied research and in terms of nature, the study is a descriptive- correlation research. Population of the study includes all elementary teachers of Shirvan province in 2016-2017. Sample of study evaluated based on Morgan and Kerjesi table. Overall, samples of study were selected through simple sampling (n=244).

In this study, data were gathered by questionnaire. Job burnout questionnaire: this is a common questionnaire for assessing job burnout that includes 22 questions and assess three aspects of job burnout: affective erosion, depersonalization, lack of individual success. 9 questions are about fatigue, 5 questions are about depersonalization and 8 questions are about personal competency. Questions were pointed from 0 to 6 and validity of the questionnaire was approved by Filian in Iran. Results of correlation of test-retest of questionnaire show the high correlation between responses (0.98) (14).

Ethical intelligence questionnaire: This questionnaire includes 40 questions that assess 4 dimensions of ethical intelligence; Honesty, Accountability, Forgiveness and Compassion. Each dimension is assessed by 10 questions and questions pointed by Likert scales of 5 degrees. Cronbach's alpha of the questionnaire was 0.89 in Iran (16) and it is reported for nurses about 0.87 (17).

Perfectionism questionnaire: this is a self-reported scale that includes 27 questions and it is formed by factor analysis on a sample of 395 students in Ahvaz (18). Internal validity of the questionnaire assessed by Cronbach's alpha. Alpha coefficient was 0.90 for the sample. Reliability was assessed through test-retest on students. Researchers show that obtained data from this questionnaire are correlated with beck depression index and TAQ.

Obtained data were analyzed by SPSS16. Data were analyzed by using correlation and regression coefficient. For normalizing the distribution of data, the test of Kolmogorov–Smirnov is used.

Results

Before using statistical tests, hypotheses should be considered. Therefore, first of all, the related hypotheses between correlation and regression coefficient are considered.

Table 1: Pre-hypothesis regarding the normal distribution of data and the homogeneity of variance distribution

variable	Ethical intelligence	Act to values	Trustfulness	perseverance	Faithful	Personal responsibility	Confess to mistakes	Responsibility to others
K.S	0.139	0.13	0.115	0.133	0.104	0.066	0.33	0.152
Sig.	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
F levenes	0.71	0.071	1.92	1.56	1.22	0.071	1.22	0.23
Sig.	0.45	0.79	0.18	0.22	0.28	0.81	0.28	0.73
variable	Caring for others	Self-for-giveness	Forgiveness of others	Job burnout	deperson-alization	progress	Affective fatigue	perfectionism
K.S	0.154	0.126	0.129	0.151	0.105	0.129	0.14	0.08
Sig.	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
F levenes	1.31	0.24	0.78	0.011	0.219	0.015	0.05	0.39
Sig.	0.17	0.63	0.49	0.91	0.84	0.90	0.82	0.64

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Normality of data distribution: Kolmogorov–Smirnov is used for considering this hypothesis. Table 1 show that this hypothesis and subscales are observed. Since the obtained point of this test is higher than 0.05 in all variables and sub tests.

Homogeneity of variances distribution: Levenes' test is used for is used for considering this hypothesis. Obtained results in table 1 show that this hypothesis is observed for all sub-scales. Since obtained F is higher than 0.05 in all subscales.

Multiple regression coefficients are used for considering the relationship between ethical intelligence and perfectionism with job burnout of elementary teachers. For considering the pre hypotheses, VIF test is used. Results show that this pre hypothesis is not observed. Also, the test of D-Watson is used for considering the dependence of errors. Results showed that the pre hypothesis of error independence is observed.

According to the table 2, it shows that regression equation determines significance of prediction between job burnout and ethical intelligence components (P<0.001). It also showed that between ethical intelligence components; act to values, personal responsibility, caring for others, responsibility to others and persistence were negative significant predictor for job burnout (P<0.05). Also, in regression equation cleared that job burnout can be predicted based on perfectionism (P<0.001). All results determine that research hypotheses are approved.

For considering the relationship between ethical intelligence and job burnout in elementary teachers, correlation coefficient and multiple regression coefficients are used. All pre hypotheses of normality of distribution are observed.

Table 3 shows that obtained correlation coefficient is negative and significant for the relationship between ethical intelligence and job burnout (P>0.05). Correlation coefficient and multiple regressions are used for considering the relationship between perfectionism and job burnout between elementary teachers. First of all, related hypotheses are considered.

Table 4 shows that obtained correlation coefficient is positive and significant for relationship between perfectionism and job burnout and subscales of progress (P>0.05).

Table 2: analysis of simple linear regression for predicting job stress

step	Job burnout							
	coefficient	**Total ratio**	**Net. ratio**	**Converted F**	**β**	**T**	**D-watson**	**VIF**
Act to values	0.32	0.102	0.094	11.98	-0.14	-2.78	1.57	1.59
Trustfulness					-0.032	-0.7		1.52
Commitment					-0.023	-0.4		1.54
Personal responsibility					-0.17	-3.01		1.58
Confess to mistakes					-0.036	-0.74		1.25
Responsibility to others					0.21	-3.34		1.72
Caring for others					-0.19	-3.15		1.04
Self-forgiveness					-0.003	-0.06		1.19
Forgiveness of others					-0.032	-1.04		1.46
persistance					-0.15	-2.81		1.32
Step	Job burnout							
	coefficient	Total ratio	Net. ratio	Converted F	β	T	D-watson	VIF
perfectionism	0.366	0.134	0.122	9.13	0.36	3.422	1.82	1

Table 3: considering the relationship between ethical intelligence and job burnout

	Criterion variable	**Job burnout**	**depersonalization**	**progress**	**Affective fatigue**
Ethical intelligence	Correlation	-0.32	-0.23	-0.18	-0.29
	Sig.	0.004	0.03	0.05	0.01

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Table 4: Considering the relationship between perfectionism and job burnout

	Criterion variable	Job burnout	depersonalization	progress	Affective fatigue
perfectionism	Correlation	0.36	0.1	0.16	0.14
	Sig.	0.009	0.09	0.04	0.06

Discussion

Obtained results from statistical analysis showed that ethical intelligence could be significant predictor of job burnout (p>0.001), and sun-scales of act to values. Personal responsibility, caring for others and persistence could be a significant predictor of job burnout (p>0.05). Authors did not find any research in this area, but obtained results from other researchers determine the significant relationship between job stress (20), spiritual intelligence (12, 21, and 22) and personality characteristics (23).

In the explanation, we have to refer to the mechanism of ethical intelligence action in shaping occupational attitudes of individuals. In general, people who work in an organization, due to being in the working environment of that organization, are bound to be in the moral context of that environment (24). An organization as a legal person is more effective than individuals in the community. On the other hand, based on the structural viewpoint in explaining job burnout, organizational climate is an agent that influences the type of relationship of human beings in the organization. Open, warm and intimate atmosphere lead to facilitate and formation of relationships and the closed atmosphere causes the interruption of relationships between people (25). Also, it can be said that open and positive organizational climate causes increase of effectiveness because in the atmosphere of openness, spirits are high and the desire and willingness to work naturally goes up (26).

Another finding of the study is the significant relationship between perfectionism and job burnout. We did not find any research in this area.

Concerning the explanation of this finding, it can be said that perfectionists are under great pressure for excellence. Because they feel that they should behave in accordance with the standards of others, in addition to their high standards. Therefore, these categories of people are always faced with high levels of stress and exhaustion, especially in the field of occupation. This can be because perfectionism, as a complex phenomenon, has a close relationship with the natural psychological function, especially of behavioral and emotional problems (28). The mechanism of action is such that stressful events in the work environment that increases the person's vulnerability to depression may interfere with imperative needs for control, which results in interruptions in personal goals and ultimately job burnout. Perfectionists have to act based on own criteria and also based on others so they bear a lot of pressure for being perfect then they are moved to job burnout. It can be said that if good ethics are not governed by human relationships, the disaster is multiplied. That is why the greatest criteria in each company are the commitment to human ethics (29). Organization does not mean without human resources. Personnel of organization especially managers who do not act based on ethics instructions are problem for organization, society and the world. Therefore, the adornment of managers and employees of organizations to ethics and commitment is one of the most fundamental issues that today need to be addressed in uncertain decision-making conditions, and this requires universal responsibility and ethics cannot be achieved in a limited time. Acting in the world means making a decision about the world and the lives of individuals, and therefore it is a huge responsibility (30). Increase of ethical intelligence is ultimately our hope of directing people to the right way so that they can act correctly as they think well (9).

The limitations we encountered in this study were the instrument used in this study which was merely a questionnaire that could affect the final results. A large number of questions in the questionnaires caused some of the subjects to be fatigued and their answers were incomplete. Lack

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of control of the family circumstances and lack of control of the job burnout are some of the limitations in this study. It is suggested that the future studies more focus on the mediate role of job burnout and job satisfaction and on the mediate role of mental function of the family. It is also suggested that this study performs on small cities and the findings be used in planning and policy making.

Conclusion

According to the role of education, recognizing the characteristics and needs of staffs and responsibility to the needs may lead to the increase of motivation in teachers. Job burnout, ethical intelligence and perfectionism are issues that should be considered during education investment.

Ethical consideration

Ethical issues (including plagiarism, informed consent, misconduct, data fabrication and/or falsification, double publication and/or submission, redundancy, etc.) have been completely observed by the authors.

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