

ABSTRACT

The current study examined the direct and indirect influence of six contextual work factors (workload, control, reward, community, fairness and value) on job satisfaction, mediated by three dimensions of burnout (emotional exhaustion, depersonalization, and negative personal accomplishment) among Myanmar mental health social workers. A national sample of 205 mental health social workers various local and international organizations across Myanmar participated. The current investigation used a survey questionnaire method for the purpose of gathering data for statistical analysis and the proposed path model was tested via multiple regression analysis.

The results showed that for mental health social workers in Myanmar, the factors of workload, control over their work environment, and perceived fairness in how they are treated in their job have direct influences on their level of job satisfaction. Workload exerted both direct and indirect influences on job satisfaction, being mediated by depersonalization and negative personal accomplishment. Fairness indirectly influenced job satisfaction, being mediated by depersonalization. The results also revealed that workload was positively associated with emotional exhaustion. Emotional exhaustion, however, was not significantly associated with the participants' level of job satisfaction. The results of the current study highlight the importance of workload and fairness in creating and maintaining healthy work environments that can prevent burnout and increase job satisfaction among mental health social workers in Myanmar.