ABSTRACT

Research Title: A Study of Burnout in Relation to Self-Monitoring, Locus of Control and Leadership Styles

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Research Field: Student psychological development

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Salutogenic constructs like self-monitoring and locus of control are deemed important because relationship to well-being. With the onset of globalization people life styles and work environments have changed leading to more stressful conditions at work and in the long run a break down in daily functioning. The present multilevel study investigated if, burnout which is a pathogenic construct can be impacted by personality traits like self-monitoring, locus of control and utilization of different leadership styles in different organizations in Bangkok, Thailand.

A sample size of 400 employees in executive and administrative positions was selected randomly, from different organizations. The data was tested using quantitative methods of descriptive and inferential analyses. The Structural equation modeling tested, hypotheses 1,2,3,4 and 7. The t-test was used for hypotheses 5and 6. Hypothesis 1 was partly supported by the data and indicated that higher the self-monitoring the lower the depersonalization. Hypothesis 2 was partly supported by the data and indicated that when a leader is transformational lower levels of emotional exhaustion and depersonalization are experienced. Hypothesis 3 was partly supported by the data and indicated that when a leader is transactional the higher will be his personal accomplishment. Hypothesis 4 is fully supported by the data since locus of control moderates the relationship between transformational leadership and depersonalization. Hypothesis 5 is partly supported by the data and even though, personal accomplishment was not different in external and internal locus of control employees, employees with internal of control surely experience less burnout overall. Hypothesis 6 is not supported by the data since no differences were found in personal accomplishment between internal and external locus of control as well as in the differences of locus of control and self monitoring levels of employees who work in management and administrative/operating levels. Finally, Hypothesis 7 was partly supported by the data since employees who displayed transformational leadership styles in management position had higher levels of depersonalization dimension of burnout.

This study can be extended to other cultures and the knowledge gained can be used to provide managers and administrators with an idea of what could elevate their burnout levels and suggestions for alleviating burnout levels can be implemented.