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# The relationship between organizational climate, occupational burnout with Imam Reza Hospital, Kermanshah

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### ABSTRACT

Suitable climate, can improve motivation and morale, and participation in decision-making, and increase creativity and innovation in their work and as a resource in providing mental health staff into account. These studies, the aimed to investigate the relationship between organizational climate, and burnout in nurses Imam Reza Hospital, Kermanshah done. This descriptive - cross sectional study, conducted in 2010. Research community, Imam Reza Hospital, Kermanshah nurses were the census, were studied. Collect data, standardized questionnaire Halpin and Craft climate, that the climate of the six dimensions of group spirit, harassed, interest, intimacy consider Gary, spacing, and influence the dynamics are examined, and a standard questionnaire was Meselch burnout. Data collected by the researcher in the present study, the relationship between variables using Spearman's correlation coefficient and chi-square test was evaluated. The findings showed that, 84/3 % of subjects with moderate burnout, and 13/1 percent had severe burnout, and only 2/6 percent had no burnout. On the other hand, organizational climate survey showed that, in terms of team spirit, to 41/6 percent, favorable climate, and only 4/6 percent unfavorable climate, as mentioned. Also, the perturbed 46/2 per cent, of Interest 17/3 percent, in terms of intimacy, see Gray, spacing, influence and dynamics, respectively, with 6/2 percent, 3/7 percent, 2 percent, and 40 percent unfavorable situation was assessed. Meanwhile, the morale of the team, and influence the dynamics of burnout, a significant relationship was observed ( $0/05 > p$ ). However, other climate variables, there was no significant association with burnout. Considering the widespread burnout at different levels among nurses in the study, adverse climate conditions, and also confirmed the relationship between organizational climate and job burnout of nurses in the study suggested, in line with the implementation of measures climate modification, and taking advantage of the favorable climate conditions as an opportunity to reduce burnout and improve the utilization efficiency of the nurses.

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### Introduction

Social nature of the work environment in the organization of social and behavioral sciences consideration is given to the social context of human behavior and belief, the research Kurt Lewin in the 1930s and 1940s began. Levine, due to the formulation of field theory in psychology is known, with the approval of a field theory of physics, a theory of human behavior is made. According to field theory, behavior is the result of the interaction force. Similarly, human behavior can be a dynamic interaction of internal forces (drive), and environmental forces, and social norms, he said. Levine argued, human behavior, the character interaction, the needs of the individual, or the forces of psychological and social environment is as follows. According to the description and analysis of the field forces that can affect human behavior, is important. Make this regard, the environment and organizational studies, organizational climate and concepts about it. Levin Since then, climate research, has found various ways. As a result, the concept of organizational climate classification, the people and the various interrelationships are emphasized. (Alagheband, 1991, p 250) Andrew and Dan Craft Halpin study,

perhaps the most well known conceptualization and measurement of organizational climate, when they observed:

1 - employees feel toward their organization considerably different from each other.

2 - The concept of spirit in this sense is not.

3 - When the directors are appointed for an ideal organization, and needs to be improved, staff training activities to prevent them.

4 - Organizational climate as much attention to their draws. Halpin and Craft climate began to draw (Seyed Abbas Zadeh, 1992, p 189).

"George Stern and Karl Estedin Hoff", each a different approach to describing and measuring organizational climate, adopted. Stern's background, personality, and as a psychologist and professor turned his attention to the fact that schools differ in many ways. Such as the type of students attracted students and faculty goals and values, and so on. (Alagheband, 1993, p 11). Every organization has a culture, customs and special scientific methods, which collectively make up the atmosphere. (Davis and New Storm, 1986, p 120).

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Poor organizational climate, will prevent the progress and goals of the organization, and also cause some people are not happy.

Stern Like Halpin, comparable to human personality and character as an organization, with emphasis on the work of psychologist critic, called " etching. The. Murray ', the required pressure as the human personality, was borrowed from him.

**Methods:**

In this study, a cross - sectional study was conducted. The research sample comprised nurses Imam Reza Hospital, Kermanshah, which examined the Census, 381 people, about 94 percent of the population, were over, were studied. Data collection tools included standardized questionnaires and Craft Halpin climate, and a standard questionnaire was Meselch burnout. Well as demographic information needed for the study was collected by the Czech list. Climate questionnaire, based on seven criteria and Craft Halpin model ( team spirit, harassment, intimacy, interest, consideration and Gary, spacing, and influence the dynamics of the questions answered in five levels ( very low, low, medium, high and very high ), grouped, set up and test Meselch, generally indicated at burnout, answer the questions as completely disagree, disagree, no opinion, agree, totally agree, has been considered. then the values obtained at three levels: no wear, slight wear fatigue and severe groups. later, the relationship between demographic variables, with burnout and climate indices using Pearson chi-square test, were measured.

**Results**

Results showed that in this area, 94/7 % of the studied population are suffering from some degree of burnout.

Cumulative percentage	Percent	Abundance	Burnout
2/6	2/6	9	No Burnout
86/9	84/3	296	Burnout average
100/0	13/1	46	Extreme Burnout
.....	100/0	351	Total

**Table (4-7) frequency distribution of burnout among nurses in the study**

On average, 83% of the study population demographics, job burnout was moderate, 14% severe burnout, and 3% had no burnout.

Extreme Burnout		Burnout average		No Burnout		Exhaustion Variables Demographic
Perce nt	Abundan ce	Perce nt	Abundan ce	Perce nt	Abundan ce	
13	46	84	296	3	9	Gender
16	55	81	287	3	9	Age
13	46	84	296	3	9	Education
16	55	81	287	3	9	Experience
13	46	84	296	3	9	Ordination of activities
13	46	84	296	3	9	Employment Status

**Table (4-15) the relationship between demographic variables, with burnout**

Results showed that, between spirit and influence group dynamics, there is a statistically significant relationship with burnout (05/0> p). However, other climate variables, there was no significant association with burnout.

**Table (4-16) correlation between organizational climate, the nurses in the study of burnout**

P	r	Statistics Indicators
0/000	-0/1	Group morale and burnout
0/06	0/1	Harassment and burnout
0/2	0/06	Interest and burnout
0/6	-0/02	Intimacy and burnout
0/1	-0/07	Considerateness Burnout
0/2	-0/05	Spacing, and burnout
0/000	-0/2	Influence the dynamics and burnout

Results showed that, between demographic variables and burnout in nurses were not statistically significant.

**Table (4-17) the relationship between demographic variables and burnout in nurses in the study**

P	r	Statistics Demographic variables
0/9	0/003	Sex and burnout
0/45	0/04	Age group and burnout
0/8	0/008	Education and burnout
0/1	0/07	Work experience and job burnout
0/9	0/003	Ordination of activities and burnout
0/4	-0/04	Employment status and burnout

Results showed that the employment situation of nurses in the study, with climate indices are statistically significant (05/0> p). But the other demographic variables, there was no significant correlation with climate indices.

**Table ( 4-18 ) the relationship between demographic variables, the nurses in the study of organizational climate indices**

p	r	Statistics Indicators
0/13	7/1	Gender and organizational climate
0/8	1/1	Age and organizational climate
0/9	2/00	Education and climate
0/4	3/7	Experience and organizational climate
0/7	1/7	Ordination of activities and organizational climate
0/009	2/3	Employment status, and organizational climate

**Results**

In this study, in terms of gender, 73/8 % of women and 26/2 % of them were men. The age groups studied, 53/6 % of the age group 23-32 years, and 37/6 % in the 33-42 age group, and 8/8 per cent in the age group of 43-52 years, respectively.

In the academic field of study subjects, 96/2 % nurses, 1 % of their master, and the rest of the Diploma.

Work experience in the field, 89/1 % of subjects, 1-10 years of work experience, and 6/9 % had 11-20 years, and 4 % had work experience of 20 years, respectively.

Ordination of activities, 97/4 % of participants in the medical field and 2% in the administrative field, and 0/6 % of the field of education, were working.

In employment status, 29/6 % of formal employment research, ( 65/3 % ) percent of the contract, 2/8 percent and 1/7 of the contract, and 0/6 % of the plan.

During studies it was found that approximately 54 % of the participants had moderate spirit, and 41 % of them had high morale, and only 5 % of them had low morale. Also, most participants ( 46/7 % ) were dissatisfied with the attitude and behavior of managers in the workplace, and about 39 % of them had no idea about responsible behavior, 11/5 % of them were satisfied with the managers. Than 58% of their work and their careers, low interest and 31 % of them are interested in the job, and 9 % were not interested at all to their jobs. Approximately 43 % of participants in the usual formal relationship with their manager, and 19 % of their close relationship and 36 % a poor relationship with their manager, respectively. Most participants ( 65 % ) believed that the atmosphere at the workplace, regular, approximately 11 % believed that the atmosphere at the workplace is quite formal, and 21 % of participants also believed that the atmosphere at the workplace, informal 's. 42 % believed that their co- manager in the work environment is moderate (typical), and is within the rules, 17 % of them believed that, co-director with their excellent work, and 39 % of them also believed that the director 's work, they do not have any kind of collaboration, in terms of demographic variables on average, 83 % of cases, burnout was moderate, 14 % severe burnout, and 3 % had no burnout. Results showed that, between spirit and influence group dynamics, with burnout, there is a

significant relationship ( $0/05 > p$ ). However, other climate variables, there was no significant association with burnout.

### Discussion

In this study, burnout and organizational climate, were both intermediate situation, they need to improve.

Massoodi and et al his research, the factors that affect burnout among nurses working in private hospitals in Tehran were doing, it was found that, in the area of burnout and emotional exhaustion ( 36/6 % ), high emotional exhaustion, the depersonalization area ( 81/1 % ) of the population, high depersonalization, and feelings of inadequacy within 23/63 % felt they had sufficiently low.

Esfandiari study on burnout of nurses employed in hospitals in Sanandaj in 2001 showed that 0/7 % of subjects burnout low, 4/96 % high burnout, and 2/9 % burnout there are too many jobs.

In this study, believers and colleagues, as well as the nurses working in the health and education have Arak University of Medical Sciences, emotional exhaustion scores 28/38 %, depersonalization 41/9 %, and personal accomplishment 29/31 % to is obtained.

In the present study, the findings showed that, 84/3 % of the study population, the average burnout and 13/1 % had severe burnout, all of the above studies suggest the development of burnout among nurses, and further illustrates the importance of the phenomenon of burnout. This result McMurray showed that the American doctors, physician burnout in female than male doctors ( 1/6 times ), respectively.

Gutman also, in his review that the signs and symptoms of burnout in female physicians than their male counterparts, 60 % more for every 5 hours of extra work, over 40 hours Weekly, 12-15 % more physicians man is.

While the research Esfandiari and Watkins, and Mazidlosabich, burnout women than men reported. Also Khakpoor and Birashk, as well as research on prevalence of burnout syndrome, the counselors and psychotherapists, with similar results obtained. The results of our study, a similar study among nurses Sharma, who has been one of the surgical wards in NHS system, no significant relationship between burnout and gender was found ( $0/9 = p$ ).

The results also showed that Esfandiari between burnout and age groups, there are significant, so the younger age group, it is much more that has been said, perhaps due to aging, practitioners experience in dealing with employment issues increases and becomes less beaten. While the present study, there was no significant association between age groups and burnout ( $0/3 = p$ ).

Kostantini was seen in the study, nurses who had more work experience, had experienced less burnout. Also Toobayi and Sahraiiian and also the relationship between different dimensions of burnout, and demonstrated experience working in those with more work experience burnout in emotional exhaustion more. further year. Although, in the Goldberg study, a significant association between occupational history and exhaustion, was found, that the results of our study ( $0/7 = p$ ) is consistent with (11). In a study Delgoshaei and partners on organizational climate and organizational commitment, and hospital administrators did Hamedan, it has been found that the organizational climate, team spirit, confidence, interest, and cast considerable influence and dynamism, positive relationship, and disturbing inversely related, and organizational commitment were significant. In the present study, as well as the organizational climate, team spirit and influence of dynamics had a significant relationship with burnout ( $0/000 = p$ ), but the

inconvenience, interest, confidence, see Gary and spacing, with burnout, a relationship was observed ( $0/05 \leq p$ ).

Yaghmaei 1996 research entitled " Effect of school climate on students ' creativity ' has done. The results were as follows : with 99 % confidence that the relationship between school climate and student growth, creativity, has been approved. With 95% confidence we can say that, between the creativity scores of schools have closed and open atmosphere, there was no significant difference

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