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Early predictors of job burnout and engagement.

Maslach, Christina; Leiter, Michael P.

Journal of Applied Psychology, Vol 93(3), May 2008, 498-512. <http://dx.doi.org/10.1037/0021-9010.93.3.498>

ABSTRACT

1. A longitudinal study predicted changes in burnout or engagement a year later by identifying 2 types of early indicators at the initial assessment. Organizational employees (N = 466) completed measures of burnout and 6 areas of worklife at 2 times with a 1-year interval. Those people who showed an inconsistent pattern at Time 1 were more likely to change over the year than were those who did not. Among this group, those who also displayed a workplace incongruity in the area of fairness moved to burnout at Time 2, while those without this incongruity moved toward engagement. The implications of these 2 predictive indicators are discussed in terms of the enhanced ability to customize interventions for targeted groups within the workplace. (PsycINFO Database Record (c) 2016 APA, all rights reserved)

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