The Centre for Work, Organisation and Wellbeing

invites you to a seminar

“Stress and Burnout: The Significant Difference”

When: 3:00 pm – 4:00 pm, Wednesday 30th September, 2009
Where: Room 0.25, Building N06 (Patience Thoms), Nathan campus

Abstract: Burnout is often conceptualized within the framework of stress research. The lecture will contend that while burnout and strain are both adverse responses to job stress, they have different antecedents, correlates and consequences. A psychoanalytic-existential perspective will be offered as a theory based approach to differentiate the two concepts and point to the distinct features of burnout. Path analysis of data obtained from 1182 Israeli police officers during a Palestinian uprising provided tentative support for this proposition. As predicted, job stressors (assumed to be antecedent variables) were more highly correlated with strain than with burnout whereas job importance (assumed to be an intervening variable) was more highly correlated with burnout than with strain. Burnout was more highly correlated than strain with such (outcome) variables as job dissatisfaction, desire to quit the job, physical and emotional symptoms and perceived performance level. Implications for differential treatment of stress and burnout suggest that the focus in treating burnout should be on enhancing people's sense of their work's significance. Results of studies of attachment styles, serial high-tech entrepreneurs, virtual teams in the high-tech industry, positive perception and both job and marriage burnout of working couples in the "sandwiched-generation" will be presented as further demonstration of the significant difference between stress and burnout.

Speaker: Professor Ayala Malach-Pines is a clinical, social and organizational psychologist and the Head of the Department of Business Administration at the Ben-Gurion University School of Management in Israel. Professor Pines is one of the pioneers in the study of burnout and has published extensively on the subject including numerous research articles, book chapters and a book entitled "Career Burnout: Causes and Cures" co-authored with Elliot Aronson. She published ten books, twenty book chapters and one hundred research articles. Among her books: "Experiencing Social Psychology" co-authored with Christina Maslach," Couple Burnout: Causes and Cures," and "Working Women: Problems and Solutions" (the latter published in Hebrew). "Romantic Jealousy: The shadow of love" and "Falling in Love: How we choose the lovers we choose." Her books were translated into many languages including Hebrew, French, German, Spanish, Hungarian, Greek, Turkish, Korean, Japanese and Chinese.

General Enquiries and RSVP; Phone: (07) 3735 3714 Email: mailto:wow@griffith.edu.au