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Épuisement professionnel

Bibliographie sélective

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Ce document présente une sélection de publications sur des sujets reliés sur l'épuisement professionnel.

Les documents recensés datent de 2000 à 2016 et proviennent des bases de données bibliographiques de la Bibliothèque Cécile-Rouleau et du catalogue du Réseau informatisé des bibliothèques gouvernementales au Québec (CUBIQ).

Les publications signalées dans cette bibliographie sont disponibles pour emprunt à la Bibliothèque Cécile-Rouleau.

TABLE DES MATIERES

OUVRAGES GÉNÉRAUX

(2000). <u>Harvard business review on work and life balance</u>. Boston, Mass., Harvard Business School Press. 232 p.

(2005). <u>Comportement organisationnel</u>. Bruxelles, De Boeck. v 2.
>   V. 2. Justice organisationnelle, enjeux de carrière et épuisement professionnel / sous la direction de Assâad El Akremi, Sylvie Guerrero, Jean-Pierre Neveu.

Angel, P. (2005). <u>Développer le bien-être au travail : stress, épuisement professionnel, harcèlement : une réponse innovante : les programmes d'aide aux salariés</u>. Paris, Dunod. 179 p.

Baumann, F. (2006). <u>Burn out : quand le travail rend malade</u>. Paris, Éditions Josette Lyon. 307 p.

Bérubé, M. (2007). « Guérir l'individu, guérir l'organisation. » <u>Travail et santé</u> **23**(1): 42-45.
>   Ce qu'est l'épuisement professionnel; les facteurs personnels et organisationnels en cause; les éléments de solution pour l'individu aux prises avec ce problème; les défis pour l'organisation. [Résumé de la base de données]

Bonin, L., et al. (2003). <u>L'épuisement professionnel : brûlés par le travail.</u> [Outremont, Québec], Sainte-Foy, Québec, Icotop inc., Télé-Québec**.** 1 vidéocassette (52 min).
>   Documentaire qui traite de l'épuisement professionnel, communément appelé burnout à partir d'entrevues avec des gens ayant déjà souffert d'épuisement comme des milliers d'autres personnes. Celui-ci serait la cause, de plus de 30% des absences au travail. Le burnout est un malaise psychologique. Lorsqu'il n'y a pas d'intervention adéquate, ce syndrome conduit tout droit à la dépression. Appartenez-vous à l'un des cinq types de personnalités à risque? Peut-on guérir d'un burnout et éviter les rechutes? Autant de questions auxquelles ce documentaire fournira des réponses. [Résumé de la base de données]

Borysenko, J. (2012). <u>Brûlé : l'épuisement professionnel et la reconquête de la vie</u>. Varennes, Québec, AdA éditions. 216 p.

Boudoukha, A. H. (2009). <u>Burn-out et traumatismes psychologiques</u>. Paris, Dunod. 144 p.

Boudoukha, A. H. (2010). « Quand le bureau devient bourreau. » <u>Grands dossiers des sciences humaines</u>(20): 30-31.
>   Définition et exemples de stress au travail et de "burnout"; considérations sur la complexité de la prise en charge du travailleur. [Résumé de la base de données]

Childs, J. H. et J. Stoeber (2012). "Do you want me to be perfect? Two longitudinal studies on socially prescribed perfectionism, stress and burnout in the workplace." <u>Work and stress</u> **26**(4): 347-364.
>   Stress and burnout in the workplace have a negative impact not only on individuals but also on organizations, clients and customers and are estimated to be of high cost to a country's

economy. To help identify employees at high risk, it is important to know what individual differences contribute to stress and burnout. Two longitudinal studies were conducted to examine whether individual differences in socially prescribed perfectionism (individuals' perceptions that others have perfectionistic expectations of them) contribute to employees' role stress and predict increases in burnout symptoms (exhaustion, cynicism and inefficacy). Study 1 investigated 69 healthcare service provision employees in the UK over a six-month interval, and Study 2 investigated 195 school teachers in the UK over a three-month interval. In both studies, socially prescribed perfectionism predicted increases in role stress and inefficacy over time. Moreover, in Study 2, socially prescribed perfectionism also predicted increases in exhaustion and cynicism over time. The findings indicate that individual differences in socially prescribed perfectionism may be a contributing factor to stress and burnout in the workplace. [Résumé de la base de données]

Côté, N. (2007). « Mon disque dur est plein! » Affaires plus **30**(5): 42.
Aperçu des facteurs organisationnels qui contribuent au développement de l'épuisement professionnel; les répercussions d'une surcharge de travail sur la santé mentale des cadres. [Résumé de la base de données]

Deffontaines, C., et al. (2014). « Comment éviter le burn out : ils se tuent au travail... [dossier]. » Nouvel Observateur(2582): 46-59.

Denis, R. (2009). Si j'avais su-- : prévenir ou guérir le burn-out. Neuilly-sur-Seine, [France], Michel Lafon. 237 p.

Forand, M., et al. (2006). Quand le cadre ne cadre plus. Montréal, Productions Virage**.** 1 DVD (52 min).
Stress, burn-out, anxiété, détresse morale, isolement, agressivité, idées suicidaires... Le prix à payer pour assumer des responsabilités de gestion? Entre la charge de travail qui augmente sans cesse et les conflits éthiques, les cadres des entreprises et des organisations n'en peuvent plus. Qui est responsable? Que peut-on faire? [Résumé de la base de données]

Giguère, L., et al. (2004). Se donner corps et âme. [Québec], Vidéo Femmes. 1 vidéocassette (42 min).

Grebot, É. (2008). Stress et burnout au travail : identifier, prévenir, guérir. Paris, Eyrolles : Éditions d'Organisation. 234 p.

Guitouni, M. (2000). « Le burnout : mythe ou réalité? » Psychologie préventive (35): 24-29.

Guitouni, M. (2012). « Le burnout : comment réussir ses ambitions sans se détruire? » Psychologie préventive (45): 28-34.
Une explication du burnout mettant en relief les différences entre dépression et burnout, les facteurs de stress en milieu de travail, les manifestations et les critères diagnostiques, les moyens curatifs et préventifs et l'importance à accorder au développement de notre identité humaine. [Résumé de la base de données]

Kirouac, L. (2007). « La brûlure professionnelle : vente de soi et sentiment de sa perte. » <u>Cahiers de recherche sociologique</u> (43): 77-91.

> Lecture sociologique du phénomène de multiplication et de démocratisation des cas de burnout depuis les années 1970; analyse du rôle joué par les normes sociales d'autonomie professionnelle, de responsabilisation, de surinvestissement au travail et de "vente de soi". [Résumé de la base de données]

Kirouac, L. (2012). « Du surmenage professionnel au burn-out : réponses sociales et issues individuelles aux difficultés du travail d'hier et d'aujourd'hui. » <u>Lien social et politiques-RIAC</u> (67): 51-66.

> De nos jours, les travailleurs affirment ne pas seulement retirer des désagréments, des insatisfactions et de la souffrance des réformes managériales post-tayloriennes, qui exigent une mobilisation de soi accrue dans le procès de production. Il arrive également que le travail soit pour eux le moyen de mettre à profit leurs talents, leur créativité et leurs compétences, bref, de s'accomplir personnellement. À partir de l'analyse de la plainte de deux formes de "pathologie" du travail, le surmenage professionnel et le burn-out, l'article cherche à comprendre de quelle manière l'intensification de la dynamique de mobilisation-rétribution de la subjectivité du travailleur orienterait, parmi d'autres facteurs, l'expérience plus ou moins satisfaisante ou douloureuse que l'individu fait du travail dans la période contemporaine. [Résumé de la base de données]

Kristensen, T. S., et al. (2005). "The conceptualization and measurement of burnout : The Copenhagen Burnout Inventory : A new tool for the assessment of burnout. Commentary." <u>Work and stress</u> **19**(3).

> So far, the large majority of studies on burnout in the international literature have employed the Maslach Burnout Inventory (MBI). In this paper we criticize the MBI on a number of points and present a new tool for the measurement of burnout: the Copenhagen Burnout Inventory (CBI). The CBI consists of three scales measuring personal burnout, work-related burnout, and client-related burnout, for use in different domains. On the basis of an ongoing prospective study of burnout in employees in the human service sector, the PUMA study (Project on Burnout, Motivation and Job Satisfaction; N = 1914 at baseline), we analysed the validity and reliability of the CBI. All three scales were found to have very high internal reliability, and non-response rates were small. The scales differentiated well between occupational groups in the human service sector, and the expected pattern with regard to correlations with other measures of fatigue and psychological well-being was found. Furthermore, the three scales predicted future sickness absence, sleep problems, use of pain-killers, and intention to quit. Analyses of changes over time showed that substantial proportions of the employees changed with regard to burnout levels. It is concluded that the analyses indicate very satisfactory reliability and validity for the CBI instrument. The CBI is being used in a number of countries and translations into eight languages are available. [Résumé de la base de données]

Lafleur, J. (2005). « Dépister l'épuisement professionnel : quelques balises. » <u>Travail et santé</u> **21**(1): 52.
> Les personnes à risques; les symptômes de stress et signes alarmants; le rôle de l'organisation. [Résumé de la base de données]

Lafleur, J. (2009). « À quand un diagnostic d'épuisement? » <u>Travail et santé</u> **25**(1): 20-23.
> Étiologie, facteurs de risque, impacts sur l'individu et l'organisation, et traitement de la dépression d'épuisement; les conséquences d'un diagnostic de dépression majeure ou de trouble de l'adaptation avec humeur dépressive plutôt qu'un diagnostic de dépression d'épuisement sur la perception de cette maladie mentale par le malade et son entourage, ainsi que son traitement efficace. [Résumé de la base de données]

Lamour, V. (2015). <u>Épuisement professionnel : lutter contre le stress, le burn out : mieux dans sa peau, mieux dans son sommeil</u>. Monaco, Alpen éditions. 167 p.

Languirand, J. (2002). <u>Vaincre le burnout : pour en finir avec l'épuisement professionnel</u>. [Nouv. éd.] Montréal, Stanké. 191 p.

Lemoine, L., et al. (2015). « Êtes-vous au bord du burn-out? » <u>Psychologies</u> (351): 70-92.

Limoges, J. (2006). <u>Mi-tien : le maintien professionnel au deuxième tiers de la carrière : guide d'animation</u>. Sherbrooke, Québec, GGC éditions. 144 p.

Lloyd, J., et al. (2013). "The value of psychological flexibility: Examining psychological mechanisms underpinning a cognitive behavioural therapy intervention for burnout." <u>Work and stress</u> **27**(2): 181-199.
> Little is known of the mechanisms by which interventions for burnout work. Employees of a UK government department were randomly assigned to either a worksite group-based CBT intervention called Acceptance and Commitment Therapy (ACT; n =43), which aimed to increase participants' psychological flexibility, or a waiting list control group (n =57). The ACT group received three half-day sessions of training spread over two and a half months. Data were collected at baseline (T1), at the beginning of the second (T2) and third (T3) workshops, and at six months' follow up (T4). Consistent with ACT theory, analyses revealed that, in comparison to the control group, a significant increase in psychological flexibility from T2 to T3 in the ACT group mediated the subsequent T2 to T4 decrease in emotional exhaustion in that group. Consistent with a theory of emotional burnout development, this significant decrease in emotional exhaustion from T2 to T4 in the ACT group appeared to prevent the significant T3 to T4 increase in depersonalization seen in the control group. Strain also decreased from T2 to T3 in the ACT group only, but no mediator of that improvement was identified. Implications for theory and practice in the fields of ACT and emotional burnout are discussed. [Résumé de la base de données]

Loriol, M. (2000). <u>Le temps de la fatigue : la gestion sociale du mal-être au travail</u>. Paris, Éd. Anthropos. 293 p.

Lupien, S. J. (2006). « Différencier le burnout de la dépression. » <u>Forces</u> (146): 58-61.
      Distinction entre épuisement professionnel et dépression; comment prévenir et traiter le
      burn-out; les impacts sur les compagnies d'assurance, les employeurs, le système de santé
      et l'individu. [Résumé de la base de données]

Marcil-Denault, E. (2014). « Burnout : la fin des illusions : un entretien avec le Dr Michael Leiter,
psychologue. » <u>Psychologie Québec</u> **31**(4): 26-28.
      Propos de ce psychologue spécialiste du burnout qui fait le point sur les avancées de la
      recherche sur ce sujet.

McClenahan, C. A., et al. (2007). "The importance of context specificity in work stress research:
A test of the Demand-Control-Support model in academics." <u>Work and stress</u> **21**(1): 85-95.
      The Demand-Control (D-C) (Karasek, 1979) and the Demand-Control-Support (D-C-S)
      (Johnson & Hall, 1988; Johnson, Hall, & Theorell, 1989; Karasek & Theorell, 1990) models
      of work stress suggest that jobs with high demands and low control (and low support) are
      stressful. In line with the support in the literature for context-specificity in occupational
      stress research (Sparks & Cooper, 1999) and the limited and even contradictory support for
      interaction effects, the main aim of the present study was to examine how the D-C-S model
      applied in a well-defined occupational group. Using hierarchical regression analyses, and
      controlling for negative affect, the D-C-S model accounted for 26%, 6%, and 8% of the
      variance in job satisfaction, psychological distress and burnout, respectively, among 166
      academics in a UK university. No two-way or three-way interactive effects were evident,
      but additive effects of job demands and control on psychological well-being and of job
      demands and support on both burnout and job satisfaction were shown, corroborating
      research showing that high job strain is linked to ill health and job dissatisfaction in this
      homogenous occupational sample. It is recommended that, in future, research includes
      more variables that are specific to a particular occupation. [Résumé de la base de données]

Moreira, P. et H. Prolongeau (2009). <u>Travailler à en mourir : quand le monde de l'entreprise mène
au suicide</u>. [Paris], Flammarion. 243 p.

Muckle, Y. (2001). « Dévorés par le boulot? » <u>Actualité</u> **26**(7): 22-36.
      Le point sur le burnout: ses symptômes, ses causes, les moyens de le prévenir et de le
      combattre; témoignages de victimes, de médecins et de patrons. [Résumé de la base de
      données]

Noël, K. (2013). « Ça va, patron? » <u>Actualité</u> **38**(17): 58.
      Commentaire sur les problèmes de santé mentale chez les entrepreneurs à partir de deux
      cas, celui de Jason Tryfon, président de Vital Insights, qui a avoué avoir fait une dépression
      majeure due à l'épuisement, et du conjoint de l'auteure. [Résumé de la base de données]

Ouellet, H. (2009). <u>La fatigue et l'épuisement</u>. [Québec (Province)], Santé et services sociaux
Québec. 5 p.

Peters, S. et P. Mesters (2007). <u>Vaincre l'épuisement professionnel : toutes les clés pour comprendre le burn out</u>. Paris, Robert Laffont. 251 p.

Pezé, M. et P. Leroy (2008). <u>Ils ne mouraient pas tous mais tous étaient frappés : journal de la consultation « Souffrance et Travail » 1997-2008</u>. Paris, Pearson Education France. 214 p.

Quentin, I. (2007). <u>Se jouer du burn-out</u>. Montréal, Sgräff. 127 p.

Rivard, M.-J. (2003). « Quand le travail vous met K.-O. » <u>Guide ressources</u> **18**(7): 54-57.
    Informations sur l'épuisement professionnel: étapes y menant, personnes à risque, causes, traitement et prévention. [Résumé de la base de données]

Schaufeli, W. B., et al. (2008). "Workaholism, Burnout, and Work Engagement: Three of a Kind or Three Different Kinds of Employee Well-being?" <u>Applied psychology (Print)</u> **57**(2): 173-203.
    La présente étude examine auprès d'un échantillon de 587 cadres des télécommunications la question de savoir si l'addiction au travail, le burnout et l'engagement au travail-supposé l'inverse du burnout-peuvent être distingués empiriquement. Ces trois concepts sont mesurés à partir de questionnaires multi-dimensionnels existants et validés. La modélisation d'équation structurale indique qu'une version légèrement modifiée du modèle testé selon lequel le burnout, l'engagement au travail et l'addiction au travail sont trois formes distinctes bien que corrélées du bien-être, rend mieux compte des résultats. Des analyses de régression multiples montrent que ces trois concepts renvoient à des modèles de relations supposés uniques entre les variables des cinq groupes suivants: 1) le nombre d'heures travaillées, 2) les caractéristiques du travail, 3) les résultats du travail, 4) la qualité des relations sociales et 5) la santé perçue. En conclusion, les analyses montrent de façon convergente que l'addiction au travail, le burnout et l'engagement au travail sont trois formes différentes de bien-être des employés plutôt que trois facettes du bien-être. [Résumé de la base de données]

Selly, A. (2013). <u>Quand le travail vous tue : histoire d'un burn out et de sa guérison : témoignage</u>. Paris, Maxima Laurent du Mesnil. 120 p.

Siltaloppi, M., et al. (2009). "Recovery experiences as moderators between psychosocial work characteristics and occupational well-being." <u>Work and stress</u> **23**(4): 330-348.
    This study examined the direct and moderator roles of recovery experiences (psychological detachment from work, relaxation, mastery, and control) in the relationship between psychosocial work characteristics (i.e. time demands, job control, and justice of the supervisor) and occupational well-being (need for recovery, job exhaustion, and work engagement). The study was conducted among 527 Finnish employees from several occupational sectors who were employed in a variety of different jobs. Of the employees, 53% were women and the average age was 42.4 years. The moderated hierarchical regression analyses showed that psychological detachment and mastery were protective mechanisms against increased need for recovery in a situation of lack of job control. Also, relaxation protected against increased job exhaustion under high time demands. In addition, recovery experiences - psychological detachment and mastery in particular - had direct links

to occupational well-being. Altogether, the study findings suggest that recovery experiences play a significant role in maintaining well-being at work. [Résumé de la base de données]

Truchot, D. (2004). Épuisement professionnel et burnout : concepts, modèles, interventions. Paris, Dunod. 265 p.

Vézina, M. (2003). « Docteur, je crois que je fais un burnout... . » Clinicien **18**(1): 69-78.
Diagnostic, évaluation et traitement illustrés par un cas. [Résumé de la base de données]

Willard, M. (2013). Soigner la dépression professionnelle par les TCC. Issy-les-Moulineaux [France], Elsevier Masson. 138 p.

Zawieja, P. et F. Guarnieri (2013). Épuisement professionnel : approches innovantes et pluridisciplinaires. Paris, Armand Colin. 265 p.

PRÉVENTION

Baumann, F. (2014). Le guide anti burn out : conseils pour se sentir bien et respecté au travail, apprendre à déjouer les pièges de conflits. [2e éd. augmentée.] Paris, Josette Lyon. 217 p.

Beaulieu, D. (2000). Mieux prévenir la fatigue et l'épuisement : conférence midi PAP. [Québec], Ministère des ressources naturelles**.** 1 DVD (79 min).

Beltrami, É. et J. Beaulieu (2005). Prévenir le burnout : s'en sortir et survivre à la guérilla administrative. Outremont, Éditions logiques. 150 p.

Edmond, A. (2003). Travailler sans y laisser sa peau. Outremont, Québec, Éditions Quebecor. 183 p.

Forum international sur la santé, et al. (2006). Dépression et burnout : prévention et habitudes de vie. Montréal, Décision Média. 95 p.

Francisci, N. (2009). « Est-ce que je travaille trop? » Affaires plus **32**(4): 23.
Conseils pour reconnaître les symptômes de la dépendance au travail et éviter qu'elle ne mène à l'épuisement professionnel. [Résumé de la base de données]

Lafleur, J. (2005). « Prévenir l'épuisement professionnel : quelques balises. » Travail et santé **21**(2): 18-19.
L'auto-évaluation par le travailleur des symptômes précurseurs de la dépression d'épuisement; les mesures préventives pouvant être mises en place par celui-ci et par l'employeur. [Résumé de la base de données]

Lafleur, J. (2012). « Contribuer sans se vider. » Travail et santé **28**(1): 32-35.
     S'engager dans son travail sans se rendre malade; reconnaître les symptômes de la dépression d'épuisement pour mieux la prévenir; se donner des moyens pour respecter et faire respecter ses valeurs au travail, en changeant d'attitude et en gérant notre offre plutôt qu'en répondant aux demandes. [Résumé de la base de données]

Lépine, P. (2007). La fatigue, quand faut-il s'en préoccuper? midi-conférence, 24 janv. 2007. [Québec (Province), s.n.]. 1 vidéocassette (1 h 50 m).
     Il n'existe pas de remède ou d'arme secrète pour vaincre la fatigue, mais il y a certainement de petits trucs concrets pour l'apprivoiser. Le conférencier nous entretient donc sur ce sujet et sur les nouvelles habitudes à adopter pour une vie meilleure

Vasey, C. (2007). Burn-out : le détecter et le prévenir. Saint-Julien-en-Genevois [France], Jouvence Éditions. 127 p.

Zanotti, C. et D. S. Thibodeau (2011). Tenir l'épuisement professionnel à distance : le burnout. [2e éd.] Montréal, Éditions Quebecor. 168 p.

RETOUR AU TRAVAIL

Bataille, S. (2015). Se reconstruire après un burn-out : les chemins de la résilience professionnelle. [2e éd.] Paris, InterEditions. 286 p.

Bérubé, M. (2005). « Le retour au travail après un burnout ou une dépression : développer une attitude gagnante. » Travail et santé **21**(3): 61-63.

Bérubé, M. et M. Vachon (2005). « Accueillir un collègue après un burnout ou une dépression. » Travail et santé **21**(4): 6-7.
     Quelques conseils donnés à la direction et aux collègues de travail. [Résumé de la base de données]

Fortin, B. (2014). « Le retour au travail. » Psychologie Québec **31**(2): 58.
     Ce que la recherche révèle au sujet du retour au travail des patients ayant vécu des problèmes de santé mentale, avec l'exemple d'un médecin. [Résumé de la base de données]

Noël, K. (2001). « Pour ne pas se brûler au retour d'un burnout. » Affaires **73**(11): 31.

St-Arnaud, L. (2010). « Le travail après un problème psychologique : revenir et rester. » Prévention au travail **23**(2): 40-41.
     Article visant à sensibiliser les gestionnaires à l'importance de la préparation du retour au travail d'un employé en congé pour des raisons psychologiques, préparation qui doit

s'accompagner d'une reconnaissance du problème au travail et d'un soutien à l'employé durant son absence. [Résumé de la base de données]

St-Arnaud, L., et al. (2004). La réintégration au travail à la suite d'un problème de santé mentale. [Québec (Province)], École nationale d'administration publique, Université Laval, Secrétariat du Conseil du trésor. 165 p.

St-Arnaud, L., et al. (2004). Le retour au travail : une étape cruciale : rapport synthèse. [Québec (Province)], École nationale d'administration publique, Université Laval, Secrétariat du Conseil du trésor. 18 p.

St-Arnaud, L. et Pelletier, Mariève. (2013). Guide : soutenir le retour au travail et favoriser le maintien en emploi. Montréal, IRSST, Direction des communications et de la valorisation de la recherche. 38 p.
> Disponible en ligne :
> http://www.irsst.qc.ca/-publication-irsst-guide-soutenir-le-retour-au-travail-et-favoriser-le-maintien-en-emploi-liee-a-un-probleme-de-sante-psychologique-rg-758.html

Thivierge, C. (2014). « Santé psychologique : faciliter le retour et le maintien en emploi. » Prévention au travail **27**(2): 24-26.
> Aperçu d'une recherche menée à l'IRSST concernant le retour au travail après une absence pour des motifs d'ordre psychologique; présentation du guide «Soutenir le retour au travail et favoriser le maintien en emploi» proposant une démarche en ce sens. [Résumé de la base de données]

CAUSES ET FACTEURS DE RISQUE

Alarcon, G., et al. (2009). "Relationships between personality variables and burnout: A meta-analysis." Work and stress **23**(3): 244-263.
> Most burnout research has focussed on environmental correlates, but it is likely that personality factors also play an important part in the development of burnout. Previous meta-analyses, however, have been limited in scope. The present meta-analysis examined the relationship between personality and three dimensions of the Maslach Burnout Inventory (MBI): emotional exhaustion, depersonalization, and personal accomplishment. Consistent with our hypotheses, self-esteem, self-efficacy, locus of control, emotional stability, extraversion, conscientiousness, agreeableness, positive affectivity, negative affectivity, optimism, proactive personality, and hardiness, each yielded significant relationships with burnout. Type A Personality, however, was only related to personal accomplishment. Furthermore, regression analysis found that core self-evaluations, the Five-Factor Model personality characteristics, and positive and negative affectivity explained significant variance in each of the burnout dimensions. Finally, moderator analyses found several instances in which the strength of personality-burnout relationships

depended upon whether burnout was assessed with the Human Services Survey of the MBI or the General Survey version of the MBI. It is concluded that employee personality is consistently related to burnout. Given the practical importance of employee burnout, it is recommended that personality variables be included as predictors in future research on burnout. [Résumé de la base de données]

Aubert, N. (2006). « Hyperformance et combustion de soi. » <u>Études</u> **10**(405): 339-351.
Évolution qui a mené à l'exigence de performance à la fin du 20e siècle et qui a fait du dépassement de soi le moteur du comportement de l'individu; conséquences néfastes de la pression exercée sur celui-ci en entreprise pour atteindre l'idéal d'excellence. [Résumé de la base de données]

Avanzi, L., et al. (2014). "The relation between overcommitment and burnout: does it depend on employee job satisfaction?" <u>Anxiety, stress, and coping</u> **27**(4): 455-465.
Using the Conservation of Resources (COR) theory as a framework, we hypothesized a maladaptive role played by overcommitment in the escalation of burnout. We further specified our model by testing an interaction effect of job satisfaction. By using a longitudinal design, we proposed a moderated mediational model in which burnout at Time 1 (T1) increases overcommitment, which in turn leads to more burnout one month later. We further expected to find a moderating role of job satisfaction in the link between overcommitment and burnout at Time 2 (T2). A group of 86 white-collar workers in personnel services in Italy (longitudinal response rate = 77.48%) participated in our study. The findings supported our hypotheses even when controlling for gender and role stressors. In particular, by using bootstrapping procedures to test mediation, we found evidence that employees reporting burnout tend to develop a maladaptive coping style, i.e., overcommitment, which in turn increases burnout over time. This relation was particularly strong for dissatisfied employees. These results highlight the importance of overcommitment for burnout escalation, as well as of job satisfaction, since it may mitigate, at least in the short term, the effect of such dysfunctional strategies. [Résumé de la base de données]

Boersma, K. et K. Lindblom (2009). "Stability and change in burnout profiles over time: A prospective study in the working population." <u>Work and stress</u> **23**(3): 264-283.
This is a prospective study on the development of burnout in the general Swedish working population from a person-oriented perspective. A large random sample of the general working population (N =1118) was cluster analyzed, using scores on the subscales of the Maslach Burnout Inventory at baseline and at 1-year follow-up. The individual and structural stability of the configurations over time, as well as accompanying changes on work-related and mental health variables were investigated. The results show the occurrence of several different configurations of burnout variables. Scoring patterns with high exhaustion and cynicism reflected burnout; those with a high level of professional efficacy reflected engagement; there were also scoring patterns characterized by only one of the dimensions in the relative absence of others. These patterns show structural, as well as individual stability over time. The risk factors for development of burnout or engagement from clusters with only one burnout characteristic varied according to the cluster. These

results give new insights, indicating that the road to burnout may be different for subgroups of different burnout profiles, and that these subgroups may potentially have different risk factors associated with the development of burnout. This is of importance for the development of early interventions. [Résumé de la base de données]

Bradley, G. (2007). "Job tenure as a moderator of stressor-strain relations: A comparison of experienced and new-start teachers." Work and stress **21**(1): 48-64.

Few studies have investigated the extent to which the effects of work stressors on strain change over the duration of employees' job incumbencies. Drawing on Karasek's (1979) job demands-control-support model, the current study examined the moderating influence of job tenure (experienced versus novice worker status) on stressor-strain relations. Using a sample of 422 experienced and 248 beginning schoolteachers in Australia, job factors and job strain were assessed on two occasions, 8 months apart. Analyses revealed that the three job factors were each correlated with strain as predicted, although the (elusive) demands x control interaction effect was evidenced amongst 'new-start' teachers only. The findings provide mixed support for Karasek's model, and draw attention to the need to consider the role of job tenure and career stage in studies of work stress, as work stressor-strain effects may be routinely underestimated in research that ignores these factors. [Résumé de la base de données]

Chevalier Bonin, J.-P. (2013). L'influence de la culture organisationnelle sur l'épuisement professionnel : étude comparative entre cols blancs et policiers d'un service de police urbain. [Montréal], Université de Montréal, Faculté des arts et des sciences, École des relations industrielles. 125 p.

Consiglio, C., et al. (2013). "Does self-efficacy matter for burnout and sickness absenteeism? The mediating role of demands and resources at the individual and team levels." Work and stress **27**(1): 22-42.

In team-based organizations, team members may share similar experiences, feelings and, consequently, susceptibility to burnout. This study explores the burnout process beyond the individual level of analysis and integrates Social Cognitive Theory (SCT) with the Job Demands-Resources Model (JD-R), emphasizing the role of self-efficacy in shaping the meaning that people ascribe to situations. A multilevel structural equation model was tested in which it was predicted that work self-efficacy beliefs would be associated with burnout both directly and indirectly via job demands and job resources, and at both the individual and the team level. Moreover, it was posited that, at the team level, registered sickness absences are predicted by burnout. A sample of 5406 call centre operators, clustered in 186 teams working in the same large Italian company, filled out a questionnaire, whereas team absence rates were provided by the company's HR department. The findings largely supported the hypothesized model: at both levels, job demands and job resources partially mediated the relationship between self-efficacy and burnout. Moreover, at the team level, burnout predicted subsequent sickness absenteeism. In addition, individual-level burnout was primarily associated with job demands, whereas team-level burnout was primarily associated with a lack of team-level resources. [Résumé de la base de données]

Cousineau, M.-E. (2008). « Les pièges de la semaine de 60 heures. » <u>Affaires plus</u> **31**(12): 37-40.
Les dangers pour la santé physique et psychologique d'un horaire de travail de cinquante à soixante heures; trucs et conseils pour bien gérer son temps au travail; entretien avec le docteur André Arsenault sur les mécanismes, les manifestations et les conséquences de l'épuisement professionnel. [Résumé de la base de données]

Daloz, L., et al. (2007). « Sentiment de non-reconnaissance au travail, déception et burnout : une exploration qualitative. » <u>Santé mentale au Québec</u> **32**(2): 83-96.
Le sentiment de non reconnaissance au travail, fréquemment rapporté, n'est guère interrogé en soi. Il apparaît au fil du suivi d'un groupe de paroles à l'hôpital durant six années, comme paravent à des dimensions plus personnelles, peu explicites pour les sujets et guère réfléchies en tant que telles. Reflétant un positionnement subjectif autant existentiel qu'institutionnel ou professionnel, il conduit à interroger le système de représentations des soignants, ainsi que leurs capacités à être satisfaits. Cette plainte prend le statut d'un symptôme chez les sujets épuisés. Il colore leurs discours d'une déception profonde, et connote un sentiment d'inutilité, des attentes professionnelles probablement trop fortes pour être assouvies. De fait, il perturbe le rapport du sujet à son travail, à son milieu professionnel voire aux patients, et mériterait dès lors une écoute plus attentive. [Résumé de la base de données]

Deligkaris, P., et al. (2014). "Job burnout and cognitive functioning: A systematic review." <u>Work and stress</u> **28**(2): 107-123.
Although it is generally accepted that burnout has an effect on cognitive functioning, very few studies have so far examined the link between cognitive functioning and job burnout. The purpose of this systematic review was to explore the reported association between burnout and cognitive functioning, as assessed objectively (that is, using psychometric tests rather than self-reports). The review identified 15 English-language articles published between 2005 and 2013. The results suggest that burnout is connected to specific cognitive deficits. In particular, burnout has been found to be associated with a decline in three main cognitive functions: executive functions, attention and memory. These results have clear implications, in particular for professions that are characterized by high levels of both work pressure and cognitive demands. Due to the scarcity and heterogeneity of available articles, future longitudinal prospective studies are needed, in order to determine the cognitive functions predominantly impaired as a result of burnout, and to establish causal relationships. [Résumé de la base de données]

Diestel, S. et K.-H. Schmidt (2009). "Mediator and moderator effects of demands on self-control in the relationship between work load and indicators of job strain." <u>Work and stress</u> **23**(1): 60-79.
Employees are increasingly facing concentration requirements (qualitative work load) and high work pressure (quantitative work load) combined with demands on self-control (impulse control, resisting distractions, and overcoming inner resistances). This study focuses on self-control processes through which high work load increases job strain, thus having a debilitating effect on the employee. It is one of only a few investigations into these mechanisms. In line with theoretical notions of Hacker's (2005) Action Regulation Theory and empirical findings on self-control, it was assumed that demands on self-control mediate

the adverse impact of high work load on indicators of job strain. Furthermore, since increased work load and self-control demands elicit similar control processes drawing on the same limited regulatory resources, both stressors were also expected to interact in the prediction of high strain at work. Using data from 574 employees of a large administrative organization in Germany, Structural Equation Modelling revealed that overcoming inner resistance partly functioned as a mediator in the prediction of job strain by qualitative work load. In addition, significant interaction effects between qualitative work load and impulse control as well as between both of the work load variables and resisting distractions were found. Emotional exhaustion as a job-related dimension of psychological well-being, and anxiety representing a general aspect of well-being, were considered as indicators of job strain. [Résumé de la base de données]

Feldt, T., et al. (2013). "Long-term patterns of effort-reward imbalance and over-commitment: Investigating occupational well-being and recovery experiences as outcomes." <u>Work and stress</u> **27**(1): 64-87.

The aim of this study was, first, to identify long-term patterns of effort-reward imbalance (ERI) and over-commitment (OVC), and, second, to examine how occupational well-being (burnout, work engagement) and recovery experiences (psychological detachment, relaxation, mastery and control) differ in these patterns. The study was based on follow-up data with three measurement points (2006, 2008, 2010) collected from Finnish managers (N=298). Latent Profile Analysis resulted in five long-term ERI-OVC patterns: a high-risk pattern (high ERI, high OVC), found in 20% of the participants; a low-risk pattern (low ERI, low OVC), found in 24% of participants; a relatively low-risk pattern (low ERI, moderate OVC), found in 47% of participants; a favourable change pattern (decreasing ERI and OVC), in 7%; and an unfavourable change pattern (high ERI with increasing linear trend, OVC with curvilinear trend) in 2%. The results showed, in line with the ERI model, that managers in the high-risk pattern showed higher burnout scores and poorer recovery experiences compared to those in the low-risk patterns. However, no differences were found in work engagement between the high and low-risk patterns. Thus, the ERI model seemed better to explain stress-related indicators of occupational well-being than motivational indicators. [Résumé de la base de données]

Fernet, C., et al. (2012). "The effects of work motivation on employee exhaustion and commitment: An extension of the JD-R model." <u>Work and stress</u> **26**(3): 213-229.

A model that integrates and builds on the job demands-resources model and self-determination theory is proposed to better understand the role of work motivation in relation to job resources, occupational commitment and emotional exhaustion. Two forms of motivation were studied: autonomous motivation, in which employees act with volition,; and controlled motivation, in which they act under internal or external pressure. Data were collected at two time points nine months apart from a sample of 586 school principals in Quebec, Canada. SEM analysis results support the hypothesized model. Specifically, job resources had a positive effect on autonomous motivation but a negative effect on controlled motivation. In addition, taking into account the cross-lagged effects of job resources on commitment and exhaustion, autonomous motivation had a negative effect on exhaustion but a positive effect on commitment whereas controlled motivation had a

positive effect on exhaustion. These results advance the understanding of why work motivation acts on employee functioning and how it can play an active role in both the motivational and energetic processes of the job demands-resources model. Practical implications and further theoretical implications are discussed. [Résumé de la base de données]

Gilbreath, B. et P. G. Benson (2004). "The contribution of supervisor behaviour to employee psychological well-being." Work and stress **18**(3): 255-266.

> Many employees affinn that supervisors affect employee well-being, and research has demonstrated associations between supervisor behaviour and employee psychological well-being. However, what hasn't been clear is the extent to which the association with supervisor behaviour compares with that of other variables known to affect well-being. This exploratory study addresses that issue. Our hypothesis was that supervisor behaviour can contribute to the prediction of psychiatric disturbance beyond the contribution of other influential variables. We created a new, questionnaire-based instrument to measure supervisor behaviour. We tested our hypothesis using stepwise regression with a convenience sample of 167 men and women working in a variety of organizations, occupations, and industries in the USA. Results supported our hypothesis: supervisor behaviour made a statistically significant contribution to the prediction of psychiatric disturbance beyond a step-one variate comprised of age, health practices, support from other people at work, support from home, stressful life events, and stressful work events. This provides additional evidence that supervisor behaviour can affect employee well-being and suggests that those seeking to create healthier workplaces should not neglect supervision. We believe that there is now ample justification for those concerned with psychosocial working conditions to consider supervisor behaviour as a potentially influential variable. Furthermore, we believe that we have presented a new instrument for assessing supervisor behaviour that has the potential to be of value in future studies. [Résumé de la base de données]

Gloria Gonzalez-Morales, M., et al. (2012). "Perceived collective burnout: a multilevel explanation of burnout." Anxiety, stress, and coping **25**(1): 43-61.

> Building up on the socially induced model of burnout and the job demands— resources model, we examine how burnout can transfer without direct contagion or close contact among employees. Based on the social information processing approach and the conservation of resources theory, we propose that perceived collective burnout emerges as an organizational-level construct (employees' shared perceptions about how burned out are their colleagues) and that it predicts individual burnout over and above indicators of demands and resources. Data were gathered during the first term and again during the last term of the academic year among 555 teachers from 100 schools. The core dimensions of burnout, exhaustion, and cynicism were measured at the individual and collective level. Random coefficient models were computed in a lagged effects design. Results showed that perceived collective burnout at Time 1 was a significant predictor of burnout at Time 2 after considering previous levels of burnout, demands (workload, teacher-student ratio, and absenteeism rates), and resources (quality of school facilities). These findings suggest that perceived collective burnout is an important characteristic of the work environment that

can be a significant factor in the development of burnout. [Résumé de la base de données]

Halbesleben, J. R. B. et M. R. Buckley (2006). "Social comparison and burnout: The role of relative burnout and received social support." <u>Anxiety, stress, and coping</u> **19**(3): 259-278.
>   Although there has been a great deal of research concerning myriad aspects of burnout, relatively little of that work has concerned the influence of social comparison processes in the etiology of burnout. We argue that social comparisons, in the form of perceptions of burnout relative to others, can influence the development of burnout, particularly when interacting with social support. A longitudinal study was designed to investigate the role that perceptions of relative burnout play in the development of future burnout. Downward comparison led to decreased levels of burnout and upward comparison led to increased levels of burnout, after a 2-month interval. We find support for the interactive effect of relative burnout and received social support (in the form of supportive conversations with coworkers) in predicting later emotional exhaustion and cynicism. We discuss the implications of this research for burnout theory and reduction and conclude with suggested directions for the future of research on the influence of social comparison on burnout. [Résumé de la base de données]

Jamal, M. (2004). "Burnout, stress and health of employees on non-standard work schedules: a study of Canadian workers." <u>Stress and health</u> **20**(3): 113-119.
>   This study examined the relationship between non-standard work schedules (shift work and weekend work) and job burnout, stress and psychosomatic health problems among full-time employed Canadians in a large metropolitan city on the east coast. Data were collected by means of a structured mail back questionnaire (N = 376). Employees involved with weekend work reported significantly higher emotional exhaustion, job stress and psychosomatic health problems than employees not involved with weekend work. Similarly, employees on non-standard work shifts (other than fixed day shift, 9 a.m.-5 p.m.) reported significantly higher overall burnout, emotional exhaustion, job stress and health problems than employees on a fixed day shift. Results from two-way ANOVA indicated that employees involved with weekend work and non-fixed day shifts reported significantly higher emotional exhaustion and health problems than other employees. Implications of the findings are discussed for future researchers in light of employee well-being and non-standard work schedules. [Résumé de la base de données]

Kalimo, R., et al. (2003). "Staying well or burning out at work: work characteristics and personal resources as long-term predictors." <u>Work and stress</u> **17**(2): 109-122.
>   The aim of this longitudinal study was to recognize the work characteristics and personal resources that are associated with burnout symptoms in the long term. The empirical analyses are based on sample data (n = 174) from a larger survey in 1986 and from a 10-year follow up in 1996 conducted in an international industrial forestry enterprise. The participants were drawn from those workers in Finland, the home country of the enterprise, who responded to the questionnaires at both times. The participants were classified into those having no burnout and those with serious burnout. In order to compare the groups a multivariate analysis of variance and t-tests for two independent groups were used. Four job-related and five organizational factors, 10 work environment hazards and three

individual variables were used as predictors. Change variables were formed from the predictors. All the significant changes in work and personal resources during 10 years had shifted to the positive direction in the no-burnout group, and to the negative direction in the serious burnout group. Discriminant analysis was used to identify linear combinations of quantitative predictor variables that best characterized the differences between the groups. Both the cross-sectional and the longitudinal predictors showed that factors related to the social processes at work seem to be crucial to burnout. Of the individual resources, a strong sense of coherence seems to be of particular importance. [Résumé de la base de données]

Leone, S. S., et al. (2009). "The temporal relationship between burnout and prolonged fatigue: a 4-year prospective cohort study." Stress and health **25**(4): 365-374.

Burnout and prolonged fatigue have hardly been compared empirically despite their similarities. Knowledge on how these conditions influence each other in time is limited, although this could have implications for (the timing of) intervention. This study examined the temporal relationship between burnout and prolonged fatigue Four-year prospective follow-up data from the Maastricht Cohort Study were used for this study. After selection, 11,710 of the 12,140 participants could be included. Measures included the Maslach Burnout Inventory-General Survey and the Checklist Individual Strength. Data were analysed using Cox regression analysis, generalized estimating equation analysis and multinomial regression analysis. Adjustments at baseline were made for burnout or prolonged fatigue score, age, gender, education and absenteeism at baseline. Burnout at baseline was associated with an increased risk of subsequent prolonged fatigue (hazard ratio (HR) 1.33, 95% confidence interval (CI) 1.16-1.53) and prolonged fatigue was associated with an increased risk of subsequent burnout (HR 1.65, 95% CI 1.44-1.89). When burnout and prolonged fatigue influence each other in time, they tend to co-occur rather than replace each other. Burnout and prolonged fatigue seem to influence each other in the manner of a 'downward spiral'. Recognizing and correctly identifying fatigue complaints related to burnout and/or prolonged fatigue at an early stage seems important, as early intervention could prevent the conditions from co-occurring and avert a worsening of outcome. [Résumé de la base de données]

Liljegren, M. et K. Ekberg (2009). "Job mobility as predictor of health and burnout." Journal of occupational and organizational psychology **82**(2): 317-329.

A few earlier studies have shown that employee's turnover intentions and job mobility simultaneously could affect health and burnout. The present study investigated the cross-sectional, 2-year longitudinal and possible interactional or additive effects of turnover intentions and job mobility (internal and external mobility) on health (SF-36) and burnout (CBI). The study used questionnaire data from 662 Swedish civil servants, 73% remained at the same workplace, I3% were internally mobile, and 14% left the organization (externally mobile) during the 2-year follow-up period. The results showed that high turnover intentions were cross-sectionally associated with worse mental health (MH) and higher degree of burnout. The externally mobile group had, after the change of workplace, less degree of personal and work-related burnout compared to the non-mobile group. The effect of internal mobility on burnout and health was negligible compared to the effects of external mobility. The results also indicated that the relationship between turnover

intentions and actual job mobility are additive rather than interactive. One practical implication of the present findings is that external mobility, if it is in concordance with the individual intentions, could be a powerful health promoting factor. [Résumé de la base de données]

Mäkikangas, A., et al. (2012). "Do low burnout and high work engagement always go hand in hand? Investigation of the energy and identification dimensions in longitudinal data." <u>Anxiety, stress, and coping</u> **25**(1): 93-116.

> The aim of the present 2-year follow-up study among young managers (N =433) was to investigate the intraindividual developmental patterns of burnout and work engagement as well as their interconnections. More specifically, we examined the interconnectedness of the varying patterns (i.e., latent classes) of exhaustion and vigor (i.e., the energy dimension) and cynicism and dedication (i.e., the identification dimension) across time. The latent class solutions supported by the growth mixture modeling indicated four latent classes for exhaustion and five for vigor. In addition, four latent classes were found for cynicism and six for dedication. Cynicism and dedication represented opposites with a strong negative relationship, whereas exhaustion and vigor were not connected and seemed to be two independent constructs. Overall, the present findings confirmed the results of earlier studies relating to the energy and identification continua and underlined the importance of investigating the subdimensions of burnout and work engagement. Thus, our study showed that high cynicism goes hand in hand with low dedication, but high exhaustion and low vigor do not necessarily appear together. [Résumé de la base de données]

Montero-Marín, J., et al. (2013). "Causes of discomfort in the academic workplace and their associations with the different burnout types: a mixed-methodology study." <u>BMC Public Health</u> **13**(1): 1-24.

> Background Burnout is the result of prolonged workplace exposure to chronic stress factors and may present itself in one of the following subtypes: "frenetic", "under-challenged" and "worn-out". The aims of the present study were to identify the causes of workplace discomfort that affect employees in large organizations and to determine the predictive power of these causes with regard to the burnout subtypes. Method We employed a qualitative and quantitative analysis (QQA), using a cross-sectional design with an online survey administered to a randomly selected sample of University workers (n = 409). To determine the causes of discomfort, we raised the following open question: "What aspects of your work generate discomfort for you?". The responses were subjected to content analysis and categorized by three independent referees. The concordance between the responses was estimated with the kappa coefficient (k). Subtype classification was assessed according to the "Burnout Clinical Subtype Questionnaire" (BCSQ-36). The degree of association between the motives for the complaint and the burnout profiles was evaluated using adjusted odds ratio (OR), which was based on multivariate logistic regression models. Results The causes of discomfort included: physical environment (setting aspects, material conditions, journey/access), organization (schedules, structure, functions, interpersonal relations) and individual conditions (workload, powerlessness, rewards, negligence). The concordance index between the referees was k = 0.80. Employees who were upset with the hierarchical structure were more likely to be classified as frenetic (OR = 4.32; 95% CI =

1.43-13.06; p = 0.010); those who complained of routine duties were more likely to be classified as under-challenged (OR = 5.33; 95% CI = 1.84-15.40; p = 0.002); those whose discomfort was caused by structure control systems were more likely to be classified as worn-out (OR = 6.13; 95% CI = 1.57-23.91; p = 0.009). Conclusions The causes of discomfort among the different burnout subtypes are primarily attributable to the organization itself, in response to the structure and functions. The associations observed between the different subtypes and motives for complaint are consistent with the clinical profile-based syndrome definition, which suggests that interventions should be case-specific. [Résumé de l'auteur]

Norlund, S., et al. (2015). "Work situation and self-perceived economic situation as predictors of change in burnout - a prospective general population-based cohort study." BMC Public Health **15**(1): 1-9.

> Background: Sick leave rates due to mental and behavioural disorders have increased in Sweden during the last decades. The aim of this prospective study was to investigate changes in the level of burnout in a working subset of the general population and to identify how such changes relate to changes in work situation and self-perceived economic situation. Methods: A cohort of 1000 persons from a subset of the 2004 northern Sweden MONICA (Multinational Monitoring of Trends and Determinants in Cardiovascular Disease) general population survey was followed over a five-year period (2004-2009). In total, 623 persons (323 women and 300 men) were included in the analysis. Burnout levels were measured at baseline and follow-up using the Shirom Melamed Burnout Questionnaire. Risk factors were assessed at both measuring points. Results: In the whole study cohort, a small (-0.15) but statistically significant reduction in burnout level was found. No differences in change of burnout were found between men and women. Constant strain at work, an increased risk of unemployment, and a perceived worsening of economic situation during the study time period were related to an increased burnout level. An accumulation of these risk factors was associated with increased burnout level. Conclusions: Risk factors in work situation and self-perceived economy are related to changes in burnout level, and special attention should be directed towards persons exposed to multiple risk factors. [Résumé de l'auteur]

Nurmi, J.-E., et al. (2008). "Confidence in work-related goals and feelings of exhaustion during a therapeutic intervention for burnout : A time-series approach." Journal of occupational and organizational psychology **81**(2): 277-297.

> This study investigated recursive relations between confidence in achieving work-related goals and work exhaustion among employees who participated in an intervention to reduce their burnout. Thirty-six employees of age 33-59 years suffering from severe burnout (28 females and 8 males) filled in burnout and well-being measures before and after a 10-month therapeutic intervention. They also filled in weekly measures of confidence in work-related goals (progress and capability) and work exhaustion throughout the intervention, as well as 4 weeks before and 4 weeks afterwards. Intra-individual variation was modelled using dynamic factor analyses. The results showed that, for most participants, confidence in work-related goals and work exhaustion during a given week could be predicted from those of the preceding week. Moreover, high self-esteem predicted low weekly stability in goal

confidence, whereas high burnout contributed to high weekly stability in work exhaustion. The intra-individual stabilities in goal confidence and exhaustion also predicted which of the participants benefited from the intervention in terms of increasing well-being and decreasing work-related stress. [Résumé de la base de données]

Parslow, R. A., et al. (2004). "The associations between work stress and mental health: A comparison of organizationally employed and self-employed workers." Work and stress **18**(3): 231-244.

This study examined the associations between work stressors and mental health in organizationally employed and self-employed workers, and with the numbers of general practitioner (GP) services used by these two employment groups. The participants were selected from those already taking part in the PATH Through Life Project, in Australia. A total of 2275 men and women aged from 40 to 44 years participated in a community survey and were in the labour force at the time of the interview. Those who participated entered responses into a hand-held computer under the supervision of an interviewer. A total of 14.2% of the group identified themselves as self-employed. Respondents also provided details of their occupation and the extent to which they experienced work stressors. Some 72.6% of these participants gave consent for information on their use of GP services over a 12-month period to be obtained from national insurance records. We found that self-employed men and women reported more decision authority than the organizationally employed, while self-employed women also had more manageable job demands. Self-employment offered men no health benefit. However, women who were self-employed reported worse physical health than their organizationally employed counterparts. While work stress factors were most likely to be associated with the use of GP services by self-employed men, the use of those services by women was more strongly associated with their experiences of stress in organizational employment. Overall, self-employment was found to be associated with relatively few mental health benefits. [Résumé de la base de données]

Ronen, S. et M. W. Baldwin (2010). "Hypersensitivity to Social Rejection and Perceived Stress as Mediators between Attachment Anxiety and Future Burnout: A Prospective Analysis." Applied psychology **59**(3): 380-403.

S'appuyant sur la sociometer theory, la présente étude examine si la tendance à se préoccuper et s'inquiéter du rejet social sur le lieu de travail peut prédire le stress et l'épuisement. Les données ont été collectées par deux fois auprès de 231 employés d'hôtellerie. Le traitement des études longitudinales par des analyses de modélisation par équations structurelles révèle que l'hypersensibilité des sujets au rejet sur le lieu de travail contribue à une augmentation du stress et de l'épuisement au cours du mois de participation. Les conclusions soulignent que l'hypersensibilité au rejet social est totalement influencée par le lien entre anxiété, attachement et stress futur et que l'hypersensibilité au rejet social et au stress est totalement influencée par le lien entre anxiété, attachement et épuisement à venir. Approximativement 64% de la variance de l'épuisement à venir est expliqué par ces variables. Les résultats montrent le rôle significatif joué par des sources de stress liées au jugement social d'autrui dans le développement des réponses de stress sur le lieu de travail. [Résumé de la base de données]

Rui Gomes, A., et al. (2013). "Cognitive appraisal as a mediator in the relationship between stress and burnout." <u>Work and stress</u> **27**(4): 351-367.

> The relation between job stressors and burnout is well established in the literature. However, the mechanisms behind this relationship are still not clear. This study has the main goal of analysing the mediating role of cognitive appraisal in the relation between occupational stress and burnout. Cognitive appraisals comprise primary appraisals, which are of the significance of a situation to the individual, and secondary appraisals, which involve evaluating the individual's ability to cope with stressors. To test the relationship between appraisals, stress and burnout, structural equation modelling was used in a sample of academic teaching staff (N= 333) working at a public university in Portugal. The participants completed a survey with measures that included their level of stress, cognitive appraisals of aspects of their work, and the Maslach Burnout Inventory-Educators Survey. The results indicated perceptions of distinct sources of stress on their work activity and a relation between stress, cognitive appraisal and burnout. Most importantly, the results showed that primary and secondary cognitive appraisals partially mediated the relationship between occupational stress and burnout at work, making the relationship between these variables a promising underlying mechanism for explaining responses to work-related stress. [Résumé de la base de données]

Ruysseveldt, J. V., et al. (2011). "Job resources and emotional exhaustion: The mediating role of learning opportunities." <u>Work and stress</u> **25**(3): 205-223.

> The Job Demands-Resources model predicts that job demands increase and job resources decrease emotional exhaustion in employees. In this study, we investigated one possible mechanism for this, in order to provide a deeper insight into the role of job resources in this energy-depletion process. We assumed that job resources (autonomy and task variety) reduce emotional exhaustion through the promotion of opportunities for personal growth and development, especially workplace learning. Moreover, we expected that job demands (workload, cognitive and emotional demands) would be positively related to work-related learning opportunities. Our research model was tested in a large and heterogeneous sample out of the Dutch working population (N = 4589), following a cross-validation procedure. Multi-group structural equation modelling revealed that autonomy and task variety promoted learning opportunities, which in turn partially mediated between these job resources and emotional exhaustion. With respect to job demands, our study showed mixed results: cognitive demands promoted learning opportunities, workload frustrated such opportunities, and emotional demands were not significantly related to learning opportunities. Our results contribute to a better understanding of the interplay between job demands, job resources and learning opportunities in the energy-depletion process, and support the need for the promotion of learning opportunities in the workplace. [Résumé de la base de données]

Salanova, M. et W. B. Schaufeli (2000). "Exposure to information technology and its relation to burnout." <u>Behaviour & information technology</u> **19**(5): 385-392.

> This paper investigates -in a sample of 202 Spanish employees- the hypothesis that the impact of the exposure to technology on burnout is mediated by the appraisal of technology. In addition, the factorial validity of the Maslach Burnout Inventory-General Survey (MGI-

GS) is studied. The hypothesized three-factor-model of the MBI-GS (i.e. exhaustion, cynicism and professional efficacy) was not replicated; instead a four-factor model (i.e. exhaustion, cynicism, self-confidence and goal-attainment) fitted better to the data. Results from Structural Equation Modelling confirmed the hypothesis that the impact on burnout of the exposure to technology (in terms of time and frequency of use of computer aided technology) is mediated by the appraisal of technology. The higher the exposure, the more positive the appraisal and the lower the burnout levels (i.e. less cynicism, more self-confidence and a greater sense of goal attainment). No such effect was demonstrated for exhaustion. Limitations of the study and future research directions are discussed. [Résumé de la base de données]

Salmela-Aro, K., et al. (2004). "The role of work-related personal projects during two burnout interventions: a longitudinal study." Work and stress **18**(3): 208-230.

Burnout is nowadays a common problem among employees, and a new approach to reduce its extent is needed. This study looked at burnout interventions in terms of personal goals and/or projects. These represent what individuals are striving to achieve, and include work-related goals. Our aim was to examine the extent to which two kinds of burnout intervention, in the form of different types of psychotherapy, influence employees' personal projects. The two types of therapy were psychoanalytic and experiential, both in the form of group therapy. To determine the extent, 62 employees who had contacted the Helsinki Occupational Health Services suffering from severe burnout participated, in the course of a single year, in 16 sessions of either analytic or expenential group psychotherapy. In addition, 28 employees suffering from severe burnout served as controls. All the participants filled in Little's Personal Project Analysis and the Bergen Burnout Indicator one month before the intervention, in the middle of the intervention and one month after the intervention. The results showed that among participants in the intervention groups the level of burnout decreased. Further, the number of work-related personal projects, project-related negative emotions, and tendencies towards negative action, decreased among those in the intervention groups compared to the control group. Moreover, project-related progress, social support and managing project-related emotions increased during the intervention. Finally, the results showed that when the negative emotions related to personal projects decreased during intervention, the level of burnout also decreased. [Résumé de la base de données]

Schaufeli, W. B. et M. Salanova (2007). "Efficacy or inefficacy, that's the question: Burnout and work engagement, and their relationships with efficacy beliefs." Anxiety, stress, and coping **20**(2): 177-196.

We challenge traditional view that lack of efficacy - measured with the corresponding reversed efficacy scale (Maslach Burnout Inventory, MBI) - is a burnout dimension. Instead, we claim that in addition to exhaustion and cynicism, in efficacy - measured with a newly developed scale -characterizes burnout. MBI-efficacy is apparently related to work engagement, considered as the positive antithesis of burnout. We performed Structural Equation Modeling in two samples of Spanish (n =239) and Dutch (n =235) university students, and two Spanish employee samples, working in various jobs (n = 342) and working with information and communication technologies (n = 283). Our expectations

were largely confirmed: (1) compared with efficacy beliefs inefficacy beliefs relate more strongly to the other two burnout components; (2) the alternative three-factor burnout model including in efficacy fits better to the data than the traditional model including efficacy; (3) a model with inefficacy loading on burnout and efficacy loading on engagement fits the data. It is suggested that an in efficacy scale rather than a reversed efficacy scale should be used to assess burnout in future studies. [Résumé de la base de données]

Taris, T. W. (2006). "Is there a relationship between burnout and objective performance? A critical review of 16 studies." Work and stress **20**(4): 316-334.

Previous research has suggested that high levels of burnout lead to impaired functioning on the job. However, as this research has usually relied on self-reported performance, it is imperative to examine whether this association is also confirmed when using 'objective' performance data (e.g., supervisor reports). This study reviewed previous research on the associations between burnout (exhaustion, depersonalization, and personal accomplishment) and various types of objective performance. A systematic literature search identified 16 studies dealing with the burnout-performance relationship. These studies showed the wide variety of approaches that are used to study burnout and objective performance. Using data from these 16 studies, a meta-analysis was conducted to obtain mean correlations. The meta-analytical correlations between exhaustion and in-role behaviour (based on five studies), organizational citizenship behaviour (OCB; five studies), and customer satisfaction (two studies) were -.22, -.19, and -.55, respectively, underlining the practical relevance of burnout research for organizational performance. The evidence for the relationships between depersonalization, personal accomplishment, and performance was inconclusive. Future research should focus on valid indicators of job performance, should more often employ longitudinal designs and large samples, and should consider the theoretical basis for the study expectations more extensively. [Résumé de la base de données]

Taris, T. W. et P. J. G. Schreurs (2009). "Explaining worker strain and learning : how important are emotional job demands?" Anxiety, stress, and coping **22**(3): 245-262.

This study examined the added value of emotional job demands in explaining worker well-being, relative to the effects of task characteristics, such as quantitative job demands, job control, and coworker support. Emotional job demands were expected to account for an additional proportion of the variance in well-being. Cross-sectional data were obtained from 11,361 female Dutch home care employees. Hierarchical stepwise regression analysis demonstrated that low control, low support and high quantitative demands were generally associated with lower well-being (as measured in terms of emotional exhaustion, dedication, professional accomplishment and learning). Moreover, high emotional demands were in three out of four cases significantly associated with adverse well-being, in these cases accounting for an additional 1-6% of the variance in the outcome variables. In three out of eight cases the main effects of emotional demands on well-being were qualified by support and control, such that high control and high support either buffered the adverse effects of high emotional demands on well-being or increased the positive effects thereof. All in all, high emotional demands are as important a risk factor for worker well-

being as well-established concepts like low job control and high quantitative job demands. [Résumé de la base de données]

Tone Innstrand, S., et al. (2008). "Positive and negative work-family interaction and burnout : A longitudinal study of reciprocal relations." Work and stress 22(1): 1-15.

This study examined the longitudinal relationship between work-family interaction (WFI) in terms of the direction of influence (work-to-family vs. family-to-work) and type of effect (conflict vs. facilitation) and burnout. A sample of 2235 respondents from eight different occupational groups (lawyers, bus drivers, employees within information technology, physicians, teachers, church ministers, employees within advertisement, and nurses) supplied data at two points in time with a 2-year time interval. Building upon Hobfoll's (1989) Conservations of Resources (COR) theory, three causal models were proposed. The results of SEM-analyses revealed evidence for both a normal (WFI → burnout), a reverse (WFI ← burnout), and a reciprocal (WFI ↔ burnout) relationship. In general, there were lagged positive effects between the conflict dimensions of WFI and burnout and lagged negative effects between the facilitation dimension of WFI and burnout. One exception was a significant lagged negative effect between disengagement at Time 1 and work-to-family conflict at Time 2, suggesting that distancing oneself from job might act as a coping strategy causing lower levels of work-to-family conflict. [Résumé de la base de données]

Trépanier, S.-G., et al. (2013). "Workplace bullying and psychological health at work: The mediating role of satisfaction of needs for autonomy, competence and relatedness." Work and stress 27(2): 123-140.

The aim of this study was to investigate how exposure to workplace bullying undermines psychological health at work. Drawing on self-determination theory, this study proposes and tests a model in which the experience of workplace bullying predicts poor psychological health at work (higher burnout and lower work engagement) through lack of satisfaction of basic psychological needs (autonomy, competence and relatedness). The results of this study, conducted among 1179 nurses in Quebec, Canada, provide support for the model. Workplace bullying negatively predicted work engagement through employees' unsatisfied needs for autonomy, competence and relatedness. Workplace bullying also positively predicted burnout, via lack of satisfaction of employees' need for autonomy. Invariance analysis also confirmed the robustness of the model across gender and job status. Implications for workplace bullying research and managerial practices are discussed. [Résumé de la base de données]

Vallerand, R. J., et al. (2010). "On the Role of Passion for Work in Burnout: A Process Model." Journal of personality 78(1): 289-312.

The purpose of the present research was to test a model on the role of passion for work in professional burnout. This model posits that obsessive passion produces conflict between work and other life activities because the person cannot let go of the work activity. Conversely, harmonious passion is expected to prevent conflict while positively contributing to work satisfaction. Finally, conflict is expected to contribute to burnout, whereas work satisfaction should prevent its occurrence. This model was tested in 2 studies with nurses in 2 cultures. Using a cross-sectional design, Study 1 (n = 97) provided support

for the model with nurses from France. In Study 2 (n = 258), a prospective design was used to further test the model with nurses from the Province of Quebec over a 6-month period. Results provided support for the model. Specifically, harmonious passion predicted an increase in work satisfaction and a decrease in conflict. Conversely, obsessive passion predicted an increase of conflict. In turn, work satisfaction and conflict predicted decreases and increases in burnout changes that took place over time. The results have important implications for theory and research on passion as well as burnout. [Résumé de la base de données]

Van Den Broeck, A., et al. (2008). "Explaining the relationships between job characteristics, burnout, and engagement : The role of basic psychological need satisfaction." Work and stress **22**(3): 277-294.

> Within the Job Demands-Resources model, the presence of job demands (e.g., work pressure) and the absence of job resources (e.g., social support) relate to burnout through a psychological energetic process, whereas the presence of job resources associates with work engagement through a motivational process. Although various mechanisms have been suggested to understand these processes, empirical evidence for these mechanisms is scarce within the JD-R framework. This study examines the role of basic need satisfaction, as defined within Self-Determination Theory, in the relationships between job demands, job resources, and employees' exhaustion and vigour, the main components of burnout and engagement, respectively. Structural equation modelling in a heterogeneous sample of 745 employees of the Dutch-speaking part of Belgium confirmed that satisfaction of basic psychological needs partially explained the relationships from job demands to exhaustion and from job resources to vigour. It fully accounted for the relationship between job resources and exhaustion. We conclude that the current study adds to the research pointing at need satisfaction as a promising underlying mechanism for employees' thriving at work. [Résumé de la base de données]

Van Der Linden, D., et al. (2005). "Work stress and attentional difficulties: An initial study on burnout and cognitive failures." Work and stress **19**(1): 23-36.

> Professional burnout is a stress-related disorder, having mental exhaustion due to work stress as its most important characteristic. Burned out individuals also often complain about attentional problems. However, it is currently not clear whether such complaints are based on true cognitive deficits or whether they merely reflect the way burned out individuals rate their own cognitive performance. To confirm the cognitive complaints we used a cognitive failure questionnaire (CFQ) to assess the level of self-reported attentional difficulties in daily life. We also measured performance on tasks of sustained attention and response inhibition (the SART and the Bourdon-Wiersma Test). We compared three groups: (1) a group of 'burned out' individuals (n=13) who stopped working due to their symptoms and sought professional treatment; (2) teachers at a vocational training institute (n=16) who reported high levels of burnout symptoms but continued to work; and (3) teachers from the same institute (n =14) who reported no burnout symptoms. The level of burnout symptoms was found to be significantly related to the number of cognitive failures in daily life, and to inhibition errors and performance variability in the attentional tasks. To our knowledge, explicit tests of objective cognitive deficits in burned out individuals have not been

conducted before. Consequently, this is the first study to indicate that burnout is associated with difficulties in voluntary control over attention and that the level of such difficulties varies with the severity of burnout symptoms. [Résumé de la base de données]

Vander Elst, T., et al. (2012). "The mediating role of frustration of psychological needs in the relationship between job insecurity and work-related well-being." Work and stress **26**(3): 252-271.
This study aims to test a new process underlying the negative relationship between job insecurity and work-related well-being. Specifically, based on Self-Determination Theory, frustration of the psychological needs for autonomy, belongingness and competence was expected to explain the associations between job insecurity and emotional exhaustion and vigour (i.e. the core energy-related components of burnout and work engagement, respectively). Structural equation modelling using data from a heterogeneous sample of 3185 Flemish employees confirmed that frustration of the three needs mediated the association between job insecurity and both outcomes. These results suggest that job insecurity is related to impaired work-related well-being, because it frustrates employees' psychological needs. This study contributes to a rather small, but growing body of research on the theoretical explanations of the negative consequences of job insecurity for employees' work-related well-being. [Résumé de la base de données]

Westman, M., et al. (2011). "Crossover of job demands and emotional exhaustion within teams: a longitudinal multilevel study." Anxiety, stress, and coping **24**(5): 561-577.
This study investigated the crossover of job demands and emotional exhaustion among team members and the moderating effect of cohesiveness and social support on this process. Participants were 310 employees of an employment agency in the Netherlands, working in one of 100 teams. Multilevel analysis using a longitudinal design did not reveal a main effect of crossover. However, consistent with the study's hypotheses, the results showed a moderating effect of team cohesiveness and social support. We detected crossover of job demands and emotional exhaustion across time from the group to individual team members only in teams characterized by high levels of cohesiveness and social support. Teams characterized by low levels of cohesiveness and social support showed no crossover of job demands and exhaustion. The findings demonstrate that team-level moderators play an important role in crossover processes. Moreover, social support and cohesiveness may not always be positive. [Résumé de la base de données]