



WWJMRD 2017; 3(12): 350-357
www.wwjmr.com
International Journal
Peer Reviewed Journal
Refereed Journal
Indexed Journal
UGC Approved Journal
Impact Factor MJIF: 4.25
e-ISSN: 2454-6615

Zainab Hamid
University of Kashmir,
Hazratbal Srinagar, j&k, India

Shawkat Ahmad Shah
University of Kashmir,
Hazratbal Srinagar, j&k, India

A Comparative Analysis of Personality Traits, Burnout and Work Engagement among Nurses With Respect To Various Socio-Personal Demographics

Zainab Hamid, Shawkat Ahmad Shah

Abstract

The need for healthcare workers in hospitals is increasing worldwide, and since nurses represent the greatest proportion of health workers, it is important that nurses should be highly resistant to burnout and stay engaged in their jobs. In this context "A comparative analysis of personality traits, burnout and work engagement among nurses with respect to various socio-personal demographics", was aimed to assess personality traits (openness, conscientiousness, extraversion, agreeableness and emotional stability,) burnout and work engagement among nurses. Moreover, the objective was to explore the understudy constructs with respect to various socio-personal factors. The sample of the present study composed of 300 nurses selected from 11 different hospitals/nursing homes of Baramulla District. The tools used were Five Dimensional Personality Inventory(FDPI) by Muzamil and Shawkat (2015), Maslach Burnout Inventory-Human Services Survey (MBI-HSS) by Maslach and Jackson (1986) and Utrecht Work Engagement Scale (UWES) by Schaufeli, et al (2002). The comparative analysis indicated that there was significant difference in personality traits of nurses with respect to their work experience and marital status. However, there was no significant difference in personality traits with respect to type of hospitals/nursing homes in which they are working. As far as burnout is considered, the results depicted that there was significant difference in nurses' burnout and its dimensions with respect to type of hospitals/nursing homes, work experience and marital status.. As far as work engagement was considered, the comparative analysis revealed that there was a significant mean difference in work engagement of nurses with respect to their work experience. However there was no significant difference among nurses with respect to marital status. Moreover, nurses differed in vigor dimension of work engagement with respect to hospitals/nursing homes in which they are working.

Keywords: Nurses, Personality traits, Burnout, Work engagement

Introduction

Nursing is increasingly wide in scope and includes an ample range of work behaviors and role responsibilities. However it is also to be noted that nursing is a stressful and emotionally demanding profession which makes its beholder exceptionally susceptible to burnout (Coffey & Coleman, 2001). According to Schaufeli and Janczur (1994), nurses' tasks are demanding because they work with the suffering, grief and death of people. Although burnout can occur in any occupation, nursing is considered as being inherently stressful and an above-average risk group regarding work stress (Demerouti, Bakker, Nachreiner & Schaufeli, 2000). Similar to other helping professions, the prevalence of burnout in nursing is particularly high, because of the high emotional and physical demands of this work (Greenglass, Burke & Fiksenbaum, 2001; Leiter, Harvie & Frizzell, 1988). Researchers revealed that heavy workload, lack of control, insufficient rewards, lack of fairness, lack of community and incongruent values are barriers that nurses perceived to work engagement (Freeney & Tiernan, 2009). Although there is some debate over the specific scope of work engagement, most researchers agree that it consists of high levels of energy and strong identification with one's work (Bakker, Schaufeli, Leiter & Taris, 2008).

Research studies indicate that variables like self-efficacy, self-esteem, locus of control, emotional stability, extraversion, conscientiousness, positive affectivity, negative affectivity,

Correspondence:
Zainab Hamid
University of Kashmir,
Hazratbal Srinagar, j&k, India

optimism, proactive personality and hardworking impact highly on burnout (Bateman & Crant, 1993; Maslach, Schaufeli & Leiter, 2001; Maslach & Jackson, 1984). In other words, high disharmony between job nature and job holder's nature leads into burnout (Maslach & Leiter, 2005). Personality may also play an important role in work engagement (Macey, & Schneider, 2008). Makikangas, Feldt, Kinnunen and Mauno (2013) found that among the Big Five factors- emotional stability, extraversion, and conscientiousness were consistently related to higher work engagement. In addition, several studies found a positive relationship between the lower-order individual factors (also called personal resources) and work engagement (Xanthopoulou, Bakker, Demerouti & Schaufeli, 2007, 2009; Christian, Garza & Slaughter, 2011).

Purpose of the study

Today's health institutions want and need nurses who are resistant to burnout and highly engaged in their work. Evidence indicates that those health institutions that have such nurses outperform those that don't. Compared to other general and professional service jobs, nursing requires handling complicated and dynamic occurrences under strict time pressures. Continuous and excessive workloads tend to deteriorate the work engagement and increases burnout. Research evidences have shown that personality factors play an important role in determining the burnout and work engagement (Langelaan, Bakker, Doornen & Schaufeli, 2006; Magnano, Paolillo & Barrano, 2015; Kim, Shin & Swanger, 2009; Soliemanifar & Shaabani, 2012; Mahboubi, Ghahramani, Mohammadi, Amani, Mousavi, Moradi & Kazemi, 2015; Mroz & Kaleta, 2016). Although a lot of research has been carried in past on the personality traits, burnout and work engagement, these variables have not been often studied together on the sample group of nurses. In this context, the present research study entitled " A comparative analysis of personality traits, burnout and work engagement among nurses with respect to various socio-personal demographics " was carried with the rationale that it may not only contribute to the literature on the said variables and help the researchers in the field of health psychology for better understanding of relationship between these variables, but also help them to develop strategies for prevention of burnout and enhancement of work engagement among the nurses and allied professionals, and to increase the effectiveness of health services. In the light of these facts, the importance of identifying personality traits as related to burnout and engagement is indisputably of great importance to improve the standard of health services and care in the nursing profession.

Objectives

The following primary objectives have been set for the present study:

1. To assess personality traits burnout and work engagement among nurses nurses.
2. To study the significance of difference in personality traits, burnout and work engagement of nurses on the basis of their socio-personal variables.

Participants

The participants of the present study comprised of 300 nurses taken from eleven different hospitals/ nursing homes of Baramulla District of Jammu and Kashmir, with inclusion criteria stated below:

The participant:

- Should possess the basic qualification required for the nursing job as prescribed by the hospital/recruitment authorities
- Have at least two years of working experience
- Should be performing the nursing job in the hospital/nursing home
- Should have been selected/engaged by the authorities and not working on voluntary basis.

Research Instrument/Tools

Following research instruments were used for the data collection.

- For the assessment of personality traits, Five Dimensional Personality Inventory (FDPI) (self-report form) developed by Muzamil and Shawkat (2015) was used. It is a 20 item instrument having 4 items in each of the five dimensions namely openness, conscientiousness, extraversion, agreeableness and emotional stability. The alpha coefficient in the present study for personality traits was 0.74 (see table1.1).
- The Maslach Burnout Inventory-Human Services Survey (MBI-HSS) (Maslach & Jackson, 1986) was used to measure burnout in this study. The MBI-HSS consists of 22 items having three subscales include emotional exhaustion, depersonalization, and personal accomplishment. The alpha coefficient in the present study for overall burnout was 0.76 (see table1.1).
- The Utrecht Work Engagement Scale (UWES) (Schaufeli, Salanova, Gonzalez- Roma & Bakker, 2002) measures levels of engagement. The UWES is scored on a seven point frequency scale, with three dimensions namely vigor (six items), dedication and absorption. The alpha coefficient in the present study for overall work engagement is 0.82 (see table1.1).

Table 1.1: Scale Characteristics and Reliability Analysis of the Personality traits and Burnout

| Measure | Items | Response Range | N | M | SD | Cronbach's alpha(α) |
|--------------------|-------|----------------|-----|-------|-------|---------------------|
| Personality Traits | 15 | 1-7 | 300 | 85.48 | 9.06 | .74 |
| Burnout | 20 | 0-6 | 300 | 40.77 | 16.35 | .76 |
| Work engagement | 16 | 0-6 | 300 | 78.91 | 11.30 | .82 |

The above table reveals a satisfactory internal consistency of the measuring instruments as indicated by the alpha coefficient scores of 0.74 and 0.76 and 0.82 in case of personality traits, burnout and work engagement respectively.

Data Collection Procedure

All Block Medical Officers of Government Hospitals in Baramulla district, and administrators of nursing homes were contacted for permission to carry the present study in their respective hospitals. After taking permission from the hospital authorities, nurses were personally contacted in

eleven hospitals of Baramulla. The data was collected from participants individually. The researcher provided all help to the participants to understand the item/s of the questionnaire. The investigator assured the confidentiality of the response and verbal consent was taken from each participant.

Data Analysis

The responses obtained from the participants were subjected to different statistical treatments. Using SPSS 20.0, the data was subjected to descriptive (frequencies,

percentages, mean, standard deviation), and inferential analysis like t-test to meet the objectives of the study The level of significance chosen was 0.05.

Assessment of Personality traits (openness, conscientiousness, extraversion, agreeableness and emotional stability) and Burnout among Nurses.

Descriptive analyses were conducted to assess the personality traits (openness, conscientiousness, extraversion, agreeableness and emotional stability) and burnout among nurses.

Table 1.2: Showing range of scores within different levels of personality traits.

| Personality traits | M | SD | LL-UL | Low | Average | High |
|---------------------|--------|---------|-----------|-------|-----------|-------|
| Openness | 5.9911 | .87616 | 5.11-6.86 | <5.11 | 5.11-6.86 | >6.86 |
| Conscientiousness | 6.1789 | .65446 | 5.52-6.83 | <5.52 | 5.52-6.83 | >6.83 |
| Extraversion | 5.9711 | .65446 | 5.26-6.67 | <5.26 | 5.26-6.67 | >6.67 |
| Agreeableness | 5.9633 | .75584 | 5.20-6.71 | <5.20 | 5.20-6.71 | >6.71 |
| Emotional stability | 4.3856 | 1.67896 | 2.70-6.06 | <2.70 | 2.70-6.06 | >6.06 |

LL=Lower limit; UL=Upper limit

Table 1.3: Showing frequency distribution of nurses on personality traits.

| Personality traits | Low | | Average | | High | |
|---------------------|-----|-------|---------|-------|------|-------|
| | F | % | F | % | f | % |
| Openness | 35 | 11.67 | 217 | 72.33 | 48 | 16 |
| Conscientiousness | 44 | 14.67 | 188 | 62.67 | 68 | 22.66 |
| Extraversion | 36 | 12 | 190 | 63.34 | 74 | 24.66 |
| Agreeableness | 54 | 18 | 203 | 67.67 | 73 | 14.33 |
| Emotional stability | 59 | 19.66 | 196 | 65.34 | 45 | 15 |

The table indicates that 11.67% of nurses have low level of openness trait, 72.33% have average level and 16% of nurses are having high level;14.67% of nurses have low level of conscientiousness trait, 62.67% have average level and 22.66% of nurses are having high level;12% of nurses have low level of extraversion trait, 63.34% have average level

and 24.66% of nurses are having high level;18% of nurse's have low level of agreeableness trait, 67.67 % have average level and 14.33% of nurse's are having high level and.66% of nurse's have low level of emotional stability, 65.34% of nurse's have average level, and 15% of nurse's are having high level of emotional stability.

Table 1.4: Showing range of scores within different levels of burnout and its dimensions.

| Variables | M | SD | LL-UL | Low | Average | High |
|---------------------------------|-------|-------|------------|-------|-------------|-------|
| Emotional exhaustion | 2.988 | 1.425 | 1.56-4.41 | <1.56 | 1.56-4.41 | >4.41 |
| Depersonalization | 2.260 | 1.330 | 0.93-3.59 | <0.93 | 0.93-3.59 | >3.59 |
| Lack of personal accomplishment | .887 | .8199 | 0.06-1.70 | <0.06 | 0.06-1.70 | >1.70 |
| Burnout | 2.045 | .859 | 1.186-2.90 | <1.18 | 1.186-2.904 | >2.90 |

LL=Lower limit; UL=Upper limit

Table 1.5: Showing frequency distribution of nurses on burnout and its dimensions of burnout.

| Variables | Low | | Average | | High | |
|---------------------------------|-----|-------|---------|-------|------|-------|
| | f | % | f | % | f | % |
| Emotional exhaustion | 62 | 20.67 | 170 | 56.66 | 68 | 22.67 |
| Depersonalization | 42 | 14 | 197 | 65.67 | 61 | 20.33 |
| Lack of personal Accomplishment | 42 | 14 | 214 | 71.34 | 44 | 14.66 |
| Burnout | 54 | 18 | 191 | 63.66 | 55 | 18.33 |

The table indicates that 18% of nurses were found to have low level of burnout, 63.66 have average level and 18.33 of nurses have high level of burnout;20.67% of nurses were found to have low level of emotional exhaustion; 56.66% have average level and 22.67 % of nurses have high level of emotional exhaustion;14% of nurses have low level of

depersonalization, 65.66% have average level and 20.33% of nurses have high level of depersonalization and 14% of nurses have low level of lack of personal accomplishment, 71.34% have average level and 14.66% of nurses have high level of lack of personal accomplishment.

Table 1.6: Showing range of scores within different levels of work engagement and its dimensions.

| Variables | M | SD | LL-UL | Low | Average | High |
|-----------------|--------|--------|------------|--------|------------|-------|
| Vigor | 4.8133 | .90396 | 3.90-5.71 | ≤3.90 | 3.90-5.71 | >5.71 |
| Dedication | 5.2592 | .76101 | 4.48- 6.01 | ≤ 4.48 | 4.48- 6.01 | >6.01 |
| Absorption | 4.8322 | .86811 | 3.96-5.69 | ≤3.96 | 3.96-5.69 | >5.69 |
| Work engagement | 4.96 | .691 | 4.27-5.65 | ≤4.27 | 4.27-5.65 | >5.65 |

LL=Lower limit; UL=Upper limit

Table 1.7: Showing frequency distribution of nurses on work engagement and its dimensions of work engagement.

| Variables | Levels | | | | | |
|-----------------|--------|-------|---------|-------|------|-------|
| | Low | | Average | | High | |
| | F | % | f | % | F | % |
| Vigor | 48 | 16 | 207 | 69 | 45 | 15 |
| Dedication | 32 | 10.66 | 184 | 61.34 | 84 | 28 |
| Absorption | 39 | 13 | 217 | 72.34 | 44 | 14.66 |
| Work engagement | 44 | 14.66 | 207 | 69 | 49 | 16.33 |

The table indicates that 14.66% of nurses have low level of work engagement, 69% have average level and 16.33% of nurses have high level of work engagement; 16% of nurses have low level of vigor, 69% have average level and 15% of nurses have high level of vigor; 10.66% of nurses have low level of dedication, 61.34% have average level and 28% of nurses are having high level of dedication and on absorption dimension 13% of nurses have low level, 72.34% have average level and 14.66% of nurses have high level of absorption.

Analysis of Difference in Personality Traits (Openness, Conscientiousness, Extraversion, Agreeableness and Emotional Stability), Burnout and Work engagement of Nurses on the Basis of their Socio-Personal Factors.

Type of Hospital/nursing home: (Govt/ Private).

To address the problem of highly unequal sample size of Govt and Private nurses (Govt.= 200, Private=100) only 100 cases were chosen out of 200 from Govt group through the process of randomization.

Table 1.8: Mean difference in personality traits of nurses with respect to type of hospital/nursing home (Govt./Private) in which they are working

| Variables | Institution | N | M | SD | Df | t-values |
|---------------------|-------------|-----|--------|---------|-----|----------|
| Openness | Govt | 100 | 6.0700 | .67718 | 198 | 1.443 |
| | Private | 100 | 5.8967 | .99233 | | |
| Conscientiousness | Govt | 100 | 6.1267 | .65952 | 198 | 1.748 |
| | Private | 100 | 6.2933 | .68866 | | |
| Extraversion | Govt | 100 | 6.0000 | .62316 | 198 | .413 |
| | Private | 100 | 5.9600 | .74201 | | |
| Agreeableness | Govt | 100 | 5.9867 | .73538 | 198 | .390 |
| | Private | 100 | 5.9467 | .71338 | | |
| Emotional stability | Govt | 100 | 4.4567 | 1.60852 | 198 | .502 |
| | Private | 100 | 4.5700 | 1.58719 | | |

The above table highlights that all the calculated t-values of personality traits of nurses are insignificant at 0.05 level of significance. This indicates that nurses do not differ in their

personality traits with respect to the hospital/nursing home in which they are working.

Table 1.9: Mean difference in burnout of nurses with respect to type of hospital/nursing home (Govt. /Private) in which they are working

| Variables | Institution | N | M | SD | Df | t-values |
|---------------------------------|-------------|-----|--------|---------|-----|----------|
| Emotional exhaustion | Govt | 100 | 3.0767 | 1.61160 | 198 | 1.080 |
| | Private | 100 | 2.8522 | 1.31175 | | |
| Depersonalization | Govt | 100 | 2.5467 | 1.41224 | 198 | 3.302* |
| | Private | 100 | 1.8967 | 1.37126 | | |
| Lack of personal accomplishment | Govt | 100 | .9962 | .82063 | 198 | 2.403* |
| | Private | 100 | .7138 | .84168 | | |
| Burnout | Govt | 100 | 2.2065 | .92515 | 198 | 3.103** |
| | Private | 100 | 1.8209 | .82961 | | |

**=significant at p≤ 0.001 *=significant at p≤ 0.0 5

The results of the above table shows that the calculated t-values of burnout and its two dimensions depersonalization (t=3.302, p =.001) and lack of accomplishment (t=2.403, p=.017) are significant at 0.01 level, which indicates that

nurses working in Govt. hospitals have more burnout as compared to their counterparts working in private hospitals/nursing homes.

Table 1.10: Mean difference in work engagement of nurses with respect to type of hospital/nursing home (Govt./Private) in which they are working

| Variables | Institution | N | M | SD | Df | t-values |
|-----------------|-------------|-----|--------|--------|-----|----------|
| Vigor | Govt | 100 | 4.6550 | .89714 | 198 | 2.011* |
| | Private | 100 | 4.9200 | .96559 | | |
| Dedication | Govt | 100 | 5.3125 | .75910 | 198 | 1.681 |
| | Private | 100 | 5.1225 | .83749 | | |
| Absorption | Govt | 100 | 4.8417 | .84000 | 198 | .189 |
| | Private | 100 | 4.8650 | .90475 | | |
| Work engagement | Govt | 100 | 4.9364 | .68855 | 198 | .314 |
| | Private | 100 | 4.9692 | .78329 | | |

*=significant at $p \leq 0.05$

The result of the above table highlights that the calculated t- values of vigor ($t = 2.011, p = 0.046$) is significant at 0.05 level. A comparison of means reveals that nurses working in private hospitals/nursing homes show high vigor than

their counterparts.

Work Experience (5 years/More than 5 years):

Table 1.11: Mean difference in personality traits of nurses with respect to their work experience.

| Variables | Experience | N | M | SD | Df | t-values |
|---------------------|-------------------|-----|--------|---------|-----|----------|
| Openness | 5 years | 147 | 5.974 | .91567 | 298 | .247 |
| | More than 5 years | 153 | 6.0000 | .83858 | | |
| Conscientiousness | 5 years | 147 | 6.2785 | .68148 | 298 | 2.673** |
| | More than 5 years | 153 | 6.0784 | .61269 | | |
| Extraversion | 5 years | 147 | 6.0342 | .74662 | 298 | 1.60 |
| | More than 5 years | 153 | 5.9041 | .66411 | | |
| Agreeableness | 5 years | 147 | 6.0000 | .72185 | 298 | .820 |
| | More than 5 years | 153 | 5.9281 | .79005 | | |
| Emotional stability | 5 years | 147 | 4.6598 | 1.65095 | 298 | 2.695** |
| | More than 5 years | 153 | 4.1438 | 1.6590 | | |

**=significant at $p \leq 0.001$ *=significant at $p \leq 0.05$

The results of the above table indicates that among the calculated t-values of personality traits of nurses, only the calculated t-values of conscientiousness trait ($t = 2.673, p = .008$) and emotional stability trait ($t = 2.695, p = .007$) are

significant at 0.01 level of significance. A comparison of means revealed that nurses with 5 years of experience possess more conscientiousness trait and emotional stability trait than nurses having more than 5 years of experience

Table 1.12: Mean difference in burnout of nurses with respect to their Work experience.

| Variables | Experience | N | M | SD | Df | t-values |
|---------------------------------|-----------------|-----|--------|---------|-----|----------|
| Emotional exhaustion | 5 years | 147 | 2.7565 | 1.40735 | 298 | 2.776** |
| | Morethan5 years | 153 | 3.2099 | 1.41620 | | |
| Depersonalization | 5 years | 147 | 2.0365 | 1.37583 | 298 | 2.879** |
| | Morethan5 years | 153 | 2.4749 | 1.25696 | | |
| Lack of personal accomplishment | 5 years | 147 | .7800 | .83515 | 298 | 2.273* |
| | Morethan5 years | 153 | .9943 | .79541 | | |
| Burnout | 5 years | 147 | 1.8577 | .88663 | 298 | 3.785** |
| | Morethan5 years | 153 | 2.2264 | .79730 | | |

**=significant at $p \leq 0.001$ *=significant at $p \leq 0.05$

The results of the above table shows that the calculated t- values of burnout ($t = 3.785, p = 0.00$) and its entire three dimension are significant at 0.01 level of significance. A

Comparison of means indicates that nurses with more than 5 years of experience have more burnout as compared to their counterparts having five years or less experience.

Table 1.13: Mean difference in work engagement of nurses with respect to their Work experience.

| Variables | Experience | N | M | SD | Df | t-values |
|-----------------|-----------------|-----|--------|--------|-----|----------|
| Vigor | 5 years | 147 | 4.9566 | .94323 | 298 | 2.786** |
| | Morethan5 years | 153 | 4.6688 | .84184 | | |
| Dedication | 5 years | 147 | 5.3082 | .79494 | 298 | 1.144 |
| | Morethan5 years | 153 | 5.2075 | .72649 | | |
| Absorption | 5 years | 147 | 4.8995 | .88679 | 298 | 1.390 |
| | Morethan5 years | 153 | 4.7603 | .84484 | | |
| Work engagement | 5 years | 147 | 5.0548 | .72230 | 298 | 2.216* |
| | Morethan5 years | 153 | 4.8789 | .64938 | | |

**=significant at $p \leq 0.001$ *=significant at $p \leq 0.05$

The results of the above table depicts that the calculated t-value of work engagement is significant (t=2.216, p=0.027) at 0.05 level of significance and its dimension vigor (t =2.786, p=.006), is significant at 0.01 level, which

indicates that nurses having 5 years or less experience show more work engagement as compared to their counter parts.

Marital Status (Married/Unmarried)

Table 1.14: Mean difference in personality traits of nurses with respect to their marital status.

| Variables | Marital status | N | M | SD | Df | t-values |
|---------------------|----------------|-----|--------|---------|-----|----------|
| Openness | Married | 132 | 5.9419 | .82528 | 298 | .862 |
| | Unmarried | 168 | 6.0298 | .91475 | | |
| Conscientiousness | Married | 132 | 6.0076 | .63201 | 298 | 4.125** |
| | Unmarried | 168 | 6.3135 | .64196 | | |
| Extraversion | Married | 132 | 5.8813 | .65529 | 298 | 1.960* |
| | Unmarried | 168 | 6.0417 | .74239 | | |
| Agreeableness | Married | 132 | 5.8207 | .82928 | 298 | 2.934* |
| | Unmarried | 168 | 6.0754 | .67431 | | |
| Emotional stability | Married | 132 | 4.2273 | 1.68026 | 298 | 1.450 |
| | Unmarried | 168 | 4.5099 | 1.67242 | | |

**=significant at p≤ 0.01 *=significant at p≤ 0.05

The above table indicates that the calculated t - value in case of conscientiousness (t =4.12, p=.000) and agreeableness (t =2.93, p=.004) are significant at 0.01 level of significance.

Further comparison of means reveal that unmarried nurses show more conscientiousness, more extraversion and more agreeableness than married nurses

Table 1.15: Mean difference in burnout of nurses with respect to their marital status.

| Variables | Marital status | N | M | SD | Df | t-values |
|---------------------------------|----------------|-----|--------|---------|-----|----------|
| | Married | 132 | 3.4066 | 1.43405 | 298 | 4.661** |
| | Unmarried | 168 | 2.6594 | 1.33301 | | |
| Depersonalization | Married | 132 | 2.7803 | 1.27668 | 298 | 6.393** |
| | Unmarried | 168 | 1.8512 | 1.22773 | | |
| Lack of personal accomplishment | Married | 132 | .9886 | .72862 | 298 | 1.894 |
| | Unmarried | 168 | .9943 | .87910 | | |
| Burnout | Married | 132 | 1.8577 | .82150 | 298 | 6.618** |
| | Unmarried | 168 | 2.2264 | .78972 | | |

The results of the above table shows that all the calculated t- values of burnout and its dimensions are significant at 0.01 level of significance except "lack of personal accomplishment". The mean comparison indicates that

married nurses have more burnout, more emotional exhaustion and more depersonalization as compared to unmarried nurses.

Table 1.16: Mean difference in work engagement of nurses with respect to their marital status.

| Variables | Marital status | N | M | SD | Df | t-values |
|-----------------|----------------|-----|--------|--------|-----|----------|
| Vigor | Married | 132 | 4.7740 | .80371 | 298 | .668 |
| | Unmarried | 168 | 4.8442 | .97680 | | |
| Dedication | Married | 132 | 5.2652 | .66090 | 298 | .121 |
| | Unmarried | 168 | 5.2545 | .83320 | | |
| Absorption | Married | 132 | 4.8308 | .78498 | 298 | .025 |
| | Unmarried | 168 | 4.8333 | .93056 | | |
| Work engagement | Married | 132 | 4.9566 | .58790 | 298 | .257 |
| | Unmarried | 168 | 4.9773 | .76533 | | |

The result of the above table indicates that all the calculated t-values of work engagement and its dimensions are insignificant at 0.05 level of significance.

Findings of Descriptive Statistics

Majority of the nurses were found to show average level of personality traits, burnout and work engagement. The results are in line with Ang, *et al.* (2016); Alsaawi, *et al.* (2014); Denton, Newton and Bower (2008) ;Mahboubi, *et al.* (2015) have also found in their study that majority of the sample fall on average or moderate level with respect to under constructs. The results also highlighted that nurses do not differ in their personality traits with respect to the nature of hospital/nursing home in which they are working.

However comparison of means revealed that nurses working in Govt. hospitals showed high burnout, more depersonalization and more lack of personal accomplishment than their counterparts working in private hospitals/nursing homes. The results are in line with the results of study carried out by Cano- Garcia, Padilla Munoz and Carrasco- Ortiz (2005) in which it was mentioned that burnout was more in public sector employees than their counterparts working in private sector. Moreover, nurses don't differed in work engagement and its dimensions except in one dimension-vigor where nurses working in private hospitals/nursing homes showed high vigor than their counterparts working in Govt. hospitals. The present study found that there is significant difference

in conscientiousness trait and emotional stability trait of nurses with respect to their work experience. The results also showed that the nurses differ in burnout and its dimensions. Liu, *et al.* (2012) also have found that nurses who had worked more than one year were more dissatisfied with their job and suffering severe burnout. Ang, *et al.* (2016) also revealed a significant relationship between work experience and burnout. The study also highlighted that there is significant mean difference in work engagement and results are in line with Van Rhenen, Schaufeli and Van Dijk, (2008) have showed that there is a significant difference in work experience with respect to work engagement as defined by vigor. In contrast Thomas (2009) have highlighted that there is no significant difference in burnout and work engagement with respect to work experience, age, job role and area of practice.

The results revealed that among personality traits, there is significant difference in case of conscientiousness, extraversion and agreeableness. As far as burnout and its two dimensions are consider, significant difference was found in nurses with respect to marital status, except in one dimension "lack of personal accomplishment". The results are in line with Ang, *et al.* (2016) who found that demographic characteristic such as marital status have been found to play an important role in emotional exhaustion and individual's depersonalization level. However Liu, *et al.* (2012) found that there is no significant difference among nurses in burnout with respect to marital status or employment status and gender. Moreover the results indicated that nurses do not differ in work engagement and in its dimensions with respect to their marital status and the results are incongruent with Othman and Nasurdin (2011) who have revealed that marital status are Significantly and positively related to engagement and they also found that married nurses were highly engaged in their work as compared to unmarried nurses.

Limitation and Suggestions

- The data was collected only from the hospitals/ nursing homes of Baramulla district on a small sample, if the future study will include large sample of nurses from a broad cross section of hospitals/ nursing homes of various districts it will ensure greater generalizability of results.
- Disproportionate sample size with respect to various socio-personal factors may have caused significant errors in results, though care has been taken to further equalize the groups by selecting equal no. of subject from larger group. The un- equalization of groups need to be avoided in future research.
- Besides quantitative measures qualitative procedures need to be adopted to get into the grounded factors of burnout in nurses.

Implications

Based on the findings of the study, the researcher recommends the following suggestions:

- Organizational strategies to reduce the stress associated with patients' care.
- Organizations should strive to reduce the high rush of patients in Govt hospitals and increase the salary in private sector to improve the overall performance of their employees.
- Lastly there is need for more research to delineate the

specific psychological and other problems faced by the nurses in Kashmir.

Conclusion

The comparative analysis revealed that nurses do not differ in their personality traits. However, they differ in burnout and its dimensions. Nurses working in Govt. hospitals showed high burnout, depersonalization and lack of personal accomplishment than their counterparts working in private hospitals/nursing homes. Moreover, nurses don't differed in work engagement and its dimensions except in one dimension-vigor. The comparative analysis showed that among personality traits of nurses, there was significant difference in conscientiousness trait and emotional stability trait with respect to their work experience. The results also showed that the nurses differ in burnout and its dimensions with respect to work experience. Moreover, study also highlighted that there was significant mean difference in work engagement of nurses with respect to their work experience. Marital status of nurses does have a significant impact on their personality traits and burnout. However, nurses do not differ in work engagement and in its dimensions with respect to their marital status.

References

1. Alsaawi, A., Alrajhi, K., Albaiz, S., Alsultan, M., Alsalamah, M., Qureshi, S., & Alanazi, A. (2014). Risk of burnout among emergency physicians at a tertiary care centre in Saudi Arabia. *Journal of Hospital Administration*, 3(4), p. 20.
2. Ang, S.Y., Dhaliwal, S. S., Ayre, T. C., Uthaman, T., Fong, K.Y., Tien, C. E., & Della, P. (2016). Demographics and Personality Factors Associated with Burnout among Nurses in a Singapore Tertiary Hospital. *Bio. Med. Research International*.
3. Bakker, A. B., Schaufeli, W. B., Leiter, M. P. & Taris, T. W. (2008). Work engagement: An emerging concept in occupational health psychology. *Work & Stress*, 22(3), 187-200.
4. Bateman, T. S., & Crant, J. M. (1993). The proactive component of organizational behavior: A measure and correlates. *Journal of Organizational Behavior*, 14(2), 103-118.
5. Cano-Garcia, F. J., Padilla-Munoz, E. M. & Carrasco-Ortiz, M. A. (2005). Personality and contextual variables in teacher burnout. *Personality and Individual Differences*, 38(4), 929-940.
6. Christian, M. S., Garza, A. S., & Slaughter, J. E. (2011). Work engagement: A quantitative review and test of its relations with task and contextual performance. *Personnel Psychology*, 64(1), 89-136.
7. Coffey, M., & Coleman, M. (2001). The relationship between support and stress in forensic community mental health nursing. *Journal of Advanced Nursing*, 34(3), 397-407.
8. Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2000). A model of burnout and life satisfaction amongst nurses. *Journal of Advanced Nursing*, 32(2), 454-464.
9. Denton, D. A., Newton, J. T. & Bower, E. J. (2008). Occupational burnout and work engagement: a national survey of dentists in the United Kingdom. *British. Dental Journal*, 205(7), E13-E13.

10. Freeney, Y. M., & Tiernan, J. (2009). Exploration of the facilitators of and barriers to work engagement in nursing. *International Journal of Nursing Studies*, 46(12), 1557-1565.
11. Greenglass, E. R., Burke, R. J., & Fiksenbaum, L. (2001). Workload and burnout in nurses. *Journal of Community & Applied Social Psychology*, 11(3), 211-215.
12. Kim, R. J., Shin, K. R. & Swanger, N. (2009). Burnout and engagement: A comparative analysis using the Big Five personality dimensions. *International Journal of Hospitality Management*, 28(1), 96-104.
13. Langelan, S., Bakker, A. B., Van Doornen, L. J. & Schaufeli, W. B. (2006). Burnout and work engagement: Do individual differences make a difference?. *Personality and Individual Differences*, 40(3), 521-532.
14. Leiter, M. P., Harvie, P., & Frizzell, C. (1998). The correspondence of patient satisfaction and nurse burnout. *Social Science & Medicine*, 47(10), 1611-1617.
15. Liu, K., You, L. M., Chen, S. X., Hao, Y. T., Zhu, X. W., Zhang, L. F., & Aiken, L.H.(2012). The relationship between hospital work environment and nurse outcome in Guangdong, China: a nurse questionnaire survey. *Journal of Clinical Nursing*, 21(9-10), 1476-1485.
16. Magnano, P., Paolillo, A. & Barrano, C. (2015). Relationships between Personality and Burn-out: An Empirical Study with Helping Professions' Workers. *International Journal of Humanities and Social Science Research*, 1,10-19.
17. Mahboubi, M., Ghahramani, F., Mohammadi, M., Amani, N., Mousavi, S. R., Moradi, F. & Kazemi, M. (2015). Evaluation of work engagement and its determinants in kermanshah hospitals staff in 2013. *Global Journal of Health Science*, 7(2), 170.
18. Maslach, C. & Jackson, S. E. (1986). *Maslach Burnout Manual*. Palo Alto.
19. Maslach, C. Schaufeli, W. B., & Leiter, M. P. (2001). Job burnout. *Annual Review of Psychology*, 52(1), 397-422.
20. Maslach, C., & Jackson, S. E. (1984). Burnout in organizational settings. *Applied Social Psychology Annual*.
21. Maslach, C., & Leiter, M. P. (2005). Stress and burnout: The critical research. *Handbook of Stress Medicine and Health*, 2, 155-172.
22. Mroz, J. & Kaleta, K. (2016). Relationships between personality, emotional labor, work engagement and job satisfaction in service professions. *International Journal of Occupational Medicine and Environmental Health*, 29(5), 767-782.
23. Muzamil, M. & Shawkat, S. (2015). Five dimensional personality inventory.phd Thesis. Department of Psychology, University of Kashmir.
24. Othman, N. & Nasurdin, A. M. (2011). Work engagement of Malaysian Nurses: Exploring the impact of hope and resilience. *World Academy of Science, Engineering and Technology*, 5(12), 391-395.
25. Schaufeli, W. B., & Janczur, B. (1994). Burnout among Nurses A Polish-Dutch Comparison. *Journal of Cross-Cultural Psychology*, 25(1), 95-113.
26. Schaufeli, W. B., Salanova, M., Gonzalez-Roma, V. & Bakker, A. B. (2002). The measurement of engagement and burnout: A two sample confirmatory factor analytic approach. *Journal of Happiness Studies*, 3(1), 71-92.
27. Thomas, E. A. (2011). Personality characteristics and behavioral outcomes associated with engagement in work-related roles. Alliant international university, Los Angeles.
28. Van Rhenen, W., Schaufeli, W. B. & van Dijk, F. J.R. (2008). Do job demands, job resources and personality predict burnout and work engagement? A two- sample study. In W.V Rhenen (Ed.), *From Stress to Engagement*. (pp.140-163). ArboNed BV: Amsterdam.
29. Xanthopoulou, D., Bakker, A. B., Demerouti, E. & Schaufeli, W. B. (2009). Reciprocal relationships between job resources, personal resources, and work engagement. *Journal of Vocational Behavior*, 74(3), 235-244
30. Xanthopoulou, D., Bakker, A. B., Demerouti, E. & Schaufeli, W. B. (2007). The role of personal resources in the job demands-resources model. *International Journal of Stress Management*, 14(2), 121.