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Comparing Different Marital Satisfaction and job Burnout among Engineers of Urban and Non-Urban Areas in Sari - Iran

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ABSTRACT: The purpose of the present study was to compare marital satisfaction and job burnout among engineers of urban and nonurban areas. The design of this study was casual-comparative. The sample population of this study consisted of the engineers who were members of engineers' society of Sari city among which two samples of 138 urban engineers and 112 nonurban engineers were chosen randomly. Enrich's Marital Satisfaction Questionnaire and Maslach Burnout Inventory were the instruments of this study. Data were analyzed using descriptive statistics, independent t-test and Loon test. The results of this study indicated that there is a significant difference between marital satisfaction and job burnout among engineers of urban and nonurban areas.

Keywords: marital satisfaction, job burnout, engineer

INTRODUCTION

Occupation is considered as one of the most important aspects of human life that has been the interest of so many researchers. Despite revenue, occupation satiates a number of human basic needs such as mental and physical exercise, social relationships, feeling valuable, self-confidence and self-esteem. On the other hand, having job is one of the main sources of mental pressure (Dehshiri, 2004). Most of the occupations have stressful conditions. The environment in which we are doing our job affects our performance. If the environment is hot, noisy, away from home and the working hours are irregular, stressful with high pressure on body, the individual's performance would be damaged. Generally, the environmental and psychological factors of job are effective in job performance and efficiency and any violation brings negative consequences for operation, incentives and skills of human source (Mehdad, 2001). When the job stress is intensified and nothing is done to deal with it, job burnout is created (Corey and Corey, 2003). Freudenberger (1974) used the term "job burnout" for the first time in the literature. Job burnout syndrome is not a mental disorder essentially; On the other hand, progresses slowly and most probably becomes a disability. The most common definition of job burnout was presented by Maslach. He defines it as a psychological syndrome consisted of emotional analysis or emotional fatigue, depersonalization and reduced sense of personal accomplishment. Maslach and Jackson consider job burnout as a syndrome that appears as emotional fatigue, depersonalization and failure and decreased performance of the individual and is the result of job stress. This phenomenon is a psychological syndrome and is seen in jobs which are associated with people for long hours. People who work in these situations gradually feel that they are under pressure and their emotional resources are reduced for the benefit of those they serve. After a while, they become ignorant about other's pains and difficulties and even on this basis, they may have negative feelings for them (Maslach *et al*., 1994). In order to cope with job demands, job stress is inevitable. Although these increasing pressures may be tolerable in the short-term periods, the physical and psychological resistance of individuals diminishes in the long-term period and eventually leads to burnout (Goldman, 2000). Accordingly, so many studies show the negative effects of job stress and job burnout on the public health and its effectiveness (Newman *et al*., 2000). Job burnout brings negative emotions such as pessimism and anger as a result of hopelessness and despair and negative feelings lead to the stability of emotional fatigue symptoms in person. On the other hand, burnout can act as a contagious among colleagues and by creating interpersonal and intrapersonal disorders, lead to psychosocial disorders (Maslach, 1994). Many businesses are affected by stress and burnout among which, engineering can be mentioned. Engineering is one of the most stressful jobs in todays' society that this stress can create problems in marriage and the relationships.

Marital satisfaction conducts the communication between spouses and children. Marital satisfaction exists when the present status of the individual in the marital relationship corresponds with what he or she expects. On the other hand, marital dissatisfaction happens when the present status of the individual does not correspond with expectations (Shifren *et al*., 2008).

Relationship with the partner is the central aspect of individual's emotional and social life (Barton *et al*., 2006). Marital dissatisfaction damages the ability of parents to have a satisfactory relationship with children and others out of the family (Fooladi, 2004). In recent years, feeling safe, calm and cordial relations between spouses has become slow and the family has been undergone unpleasant procedures (Farhoudian, 2005). Loretz *et al*. (2006) consider marital relationships as a process in which spouses exchange feelings and thoughts through verbal and non-verbal acts such as listening, facial expressions and gestures. Marital life satisfaction has an important role in survival and education of the next generation (Ferasat, 2002). Gutman (1998) considers marital satisfaction as an element resulting from feelings associated with experienced pleasure, satisfaction and joy by spouses. Elise (1992) considers the role of marital satisfaction as an important element and believes that ignoring the interests of other party leads to discouragement and failure in marital life. According to Gutman (1998), satisfaction comes in three main levels: couples satisfaction of marriage, family life satisfaction and overall life satisfaction. However, it can be accepted that marital satisfaction is the result of satisfaction and spouses' compatibility in different aspects of life and provides the strength of the family and parental health (Shahi *et al*., 2011). There are different factors affecting the satisfaction of spouses such as mutual respect, matched beliefs, marriage age, duration of mutual life, relatives and acquaintances, religious, business conditions, the number and health status of children and how to solve problems as well as thinking styles (Halford, 2005).

Due to the need of organizations to provide physical and mental health of staff and examining the effective factors on them, the present study wants to answer this question that are thinking styles, marital satisfaction and job burnout different among engineers working in urban and nonurban areas?

METHODOLOGY

The design of the present study is casual-comparative. The sample population of this study consisted of all married male engineers who were members of engineers' society of Sari city that consisted of 850 people among which, 469 people are working in urban area and 381 people in nonurban area. Through random sampling method, 250 people (138 of urban area and 112 from nonurban area) were chosen. The instruments used in this study consisted of Enrich's Marital Satisfaction Questionnaire and Maslach Burnout Inventory.

Enrich's Marital Satisfaction Questionnaire: the main form of this questionnaire consisted of 115 items that have 12 subscales that Elson *et al*. (1993) prepared its short form that consisted of 47 items with 9 subscales including topics such as personality, marital communication, conflict resolution, financial management, activities related to leisure, sexual relations, marriage and children, relative and friends and religious orientations (Ahadi, 2007). This scale consists of 47 items that the subjects specify their agreement with each item on a five-point Likert scale (strongly disagree, disagree, no idea, agree and strongly agree). The reliability of the short-form questionnaire was calculated using Cronbach's alpha as 0/92. Also, its validity was calculated as 0/85 and 0/95 (Abbasi, 2008). In Iran, this scale has been used in different studies that its reliability has been reported as between 0/41 and 0/94 using Cronbach's alpha. In order to assess the reliability of this test, Pearson's correlation coefficient was calculated by test-retest method (with 1 week interval) and the results were 94% for women, 93% for man and 94% for all (men and women). This questionnaire has a correlation of 0/41 to 0/60 with different scales of family satisfaction questionnaire that indicates good construct validity of the questionnaire (Vigel *et al*., 2005).

Maslach Burnout Inventory: Maslach (2001) believes that the only instrument that can measure the three dimensions of job burnout is Maslach inventory or MBI. In so many of studies related to job burnout, this instrument has been used. This questionnaire that has been designed by Maslach and Jackson (1994), has 25 items that in general, consists of four subscales: emotional exhaustion, personal performance, depersonalization and personal involvement. In each of the subscales, there are two scales of frequency and severity. These 25 items consist of 9 items that are related to emotional exhaustion, 8 items are related to personal performance, 5 items are related to depersonalization and 3 items are dedicated to involvement. The instructions are very simple. The subject will be asked to read each sentence and describe him- or herself according to the frequency and severity of what has come in the sentence. For scoring each item, 2 points are considered (frequency and severity). This means that in each frequency item, the subject obtains a score from 1 to 6 and in severity, from 1 to 7. Finally, according to the questions, each subscale is calculated separately and theMean Scores are obtained. It should be noted that these four scales are not retractable; because, in the subscale of personal performance, the higher the score is, the less burnout would be. In other subscales, the high scores are indicative of high burnout. Among the four subscales of this questionnaire, emotional exhaustion, personal performance and depersonalization are the main subscales and involvement is considered as the secondary subscale. Using Cronbach's alpha, the reliability of this scale has been reported by Jackson (1994) as 0/83 for frequency and 0/84 for severity. Also, the reliability of three subscales has been calculated as between 0/72 to 0/89.

MBI has already been used by a number of Iranian researchers and according to the available reports its reliability and validity have been confirmed. According to Shfi'abadi *et al.* (2008), the internal consistency of MBI indicates a strong correlation between the given responses in two retests (R=0/87). Also, the internal consistency of instruments has been reported as 0/90. In this study, in order to collect data and data analysis, SPSS18 software was used. In descriptive statistics such as drawing tables based on the frequency as well as analyzing the data, inferential statistics methods such as t-test and Loon test were used.

RESULTS

Descriptive parameters (frequency, percentage, mean and standard deviation) and research variables (job burnout, marital satisfaction and thinking styles) are presented in Tables 1-2. Hypothesis 1: The marital satisfaction is different between engineers working in urban areas and engineers working in nonurban areas. (The results of hypothesis testing are presented in tables 3 and 4.). According to the significance level of Loon test (0/01) that is less than 0/05, assuming the equality of variance between the groups is rejected.

Table 1: Frequency distribution of sample volume according to the place of employment.

Frequency percentage	frequency	Statistical indicators / Groups
55/2	138	Engineers working in urban area
44/8	112	Engineers working in nonurban area
100	250	total

Table 2: Calculating the descriptive indicators of research variables according to the place of work.

Maximum score	Minimum score	SD	mean	number	Statistical indicators / variable	
67	16	14/17	42/30	138	Engineers working in urban area	Job burnout
89	36	13/01	70/91	112	Engineers working in nonurban area	
205	79	31/15	155/4	138	Engineers working in urban area	Marital satisfaction
131	72	9/20	87/29	112	Engineers working in nonurban area	

Table 3: Comparing the mean score of marital satisfaction among engineers working in urban areas and engineers working in nonurban areas.

Significance level	Degree of freedom	t-value	SD	mean	Loon test		Statistical indicators / groups
					Significance level	F	
0/00	153/2	23/64	31/15	155/4	0/00	95/12	engineers working in urban areas
			9/20	87/29			engineers working in nonurban areas

Table 4: Comparing the mean score of job burnout among engineers working in urban areas and engineers working in nonurban areas.

Significance level	Degree of freedom	t-value	SD	mean	Loon test		Statistical indicators / group
					Significance level	F	
0/00	248	-16/9	14/1	42/30	0/35	0/85	engineers working in urban areas
			13/01	70/91			engineers working in nonurban areas

Therefore, second row t-test data were used for analysis. As a result, there is a significant difference between the marital satisfaction of engineers working in urban areas and engineers working in nonurban areas.

Hypothesis 2: Job burnout is different among engineers working in urban areas and engineers working in nonurban areas.

According to the significance level of Loon test (0/35) that is higher than (0/05), assuming the equality of variance between the groups is confirmed. Therefore, first row t-test data were used for analysis. As a result, there is a significant difference between the job burnout of engineers working in urban areas and engineers working in nonurban areas.

DISCUSSION AND CONCLUSION

The purpose of the present study was to compare marital satisfaction and job burnout among engineers of urban and nonurban areas. The first purpose was to determine and compare the mean scores of marital satisfaction in two groups and there was a significant difference. Therefore, it clarifies that the marital satisfaction of engineers working in urban areas was better than those working in nonurban areas. The second purpose of this study was to determine and compare the mean scores of job burnout of the two groups. Again, there was a significant difference and it shows that job burnout of engineers working in nonurban areas was more than those working in urban areas. High levels of job burnout in the individual performance can be indicative of negative attitudes toward person's profession and lack of interest in job and decreased self-confidence in individuals (Abdi *et al*., 2007). Also, Bahri *et al*. (2003) reported that there is a significant relationship between job burnout and mental health. About accompaniment of psychiatric symptoms and job burnout, Dacket states: "mostly, the first symptoms that appear along job burnout are symptoms such as emotional analysis and extreme exhaustion, lack of energy, irritability, anxiety and anger. Job burnout resulted from stress leads to decreased consistency of individuals with stressful factors that this endangers individuals' health. As a result, a person with job burnout will be affected by physical and mental exhaustion, his performance decreases and will be plagued by headaches, sleep disorders, weight loss and so on (Mohammadi, 2006). Again, a significant difference was observed. The results of this study are consistent with the results of studies by Chang (2012), Gold *et al*. (1996), Lemir *et al*. (2007), Hill *et al*. (2008), Felt *et al*. (2002), Davis *et al*. (2003), Shfi'abadi *et al*. (2015), Najafabadi *et al*. (2010), Keshavarz *et al*. (2015).

About this case that why those engineers who are working in nonurban areas have worse conditions in marital satisfaction, job burnout and, the following interpretation can be presented: those engineers who are working out of cities are in a place which is full of environmental pollution, high amount of work, high working hours, tiresome work, work speed, being careful and sensitive in work, discomfort of cold and heat in workplace, job insecurity, the lack of appropriate stuff and job responsibilities accompanied by roles and responsibilities of home. Therefore, it is suggested to consider the following factors in order to reduce the amount of job burnout and increase the health of engineers; specially, those who are working in nonurban areas. Also, informing engineers and encouraging them to express the problems available in workplace and finding a way to solve them, conducting more studies on job burnout among engineers and providing applicable solutions to reduce the stressful factors, strengthening work medication in order to identify harmful agents of workplace and providing solutions to prevent mental disorders and factors leading to burnout, frequent and regular medical and psychiatric examinations in order to carefully identify endangered engineers in unpleasant environments, identifying burnt out engineers and providing counseling services for their treatment, providing employment benefits such as insurance, rewarding engineers to motivate them, changing the mental and physical conditions of engineers, using relaxation techniques, exercise and proper diet in order to enhance the mental health of individuals. Generally, researchers propose that the officials of this field must pay special attention to this problem and according to the above mentioned methods for reducing job burnout, design and implement some programs.

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