

## عنوان مقاله:

Relationship of Glass Ceiling and Mental Health with Burnout in Women Working in Khansar and Golpayegan Health Care Networks in 2018

## محل انتشار:

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## خلاصه مقاله:

Background: Burnout affects people's occupational performance and reduces their efficiency. The present study was conducted to investigate the relationship of glass ceiling and mental health with burnout among women working in Khansar and Golpayegan health care networks. Methods: The study population of this analytical- correlational study consisted of women working in Khansar and Golpayegan health care networks in 2018. In order to collect data, 159 women were selected from these health care networks using convenience random sampling. Data collection instruments were General Health Questionnaire, Glass Ceiling Inventory and Burnout Questionnaire. After collecting the questionnaires and drawing raw data, analysis of the data was performed using descriptive statistics (mean and standard deviation) and inferential statistics (Pearson's correlation coefficient and multiple regression analysis). Results: Glass ceiling perception was correlated with emotional exhaustion 0.49 and personal accomplishment -0.38, and mental health with emotional exhaustion 0.54 and personal accomplishment -0.50 among women employed in Khansar and Golpayegan health care networks ( $P$ -value < 0.001). Predictor variables (glass ceiling perception and mental health) could significantly predict emotional exhaustion and personal accomplishment. The model's coefficient of explanation also showed predictor variables (glass ceiling perception and mental health) could explain 46.2% and 26% of the variation in emotional exhaustion and personal accomplishment in these women. Conclusion: Given the significant role of glass ceiling perception and mental health in predicting emotional exhaustion and personal accomplishment of employed women, it is suggested that the causative agents of the glass ceiling and damaging ones to mental health in employed women be taken into account to prevent burnout among them.

## کلمات کلیدی:

Glass Ceiling, Mental Health, Burnout

## لینک ثابت مقاله در پایگاه سیویلیکا:

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