

EXHAUSTION AND ORGANIZATIONAL COMMITMENT IN METAL WORKERS

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ABSTRACT

In this research, "Exhaustion Levels and Organizational Commitments of Metal Industry Employees are examined. Organizational Commitment Scale and Burnout Scale were used as data collection tools in this study. In the analysis of the data, the Pearson Moments Multiplication Correlation Coefficient and Multiple Regression Analysis techniques were used. According to the results of the research, exhaustion and organizational commitment levels were examined in metal workers. There was a positive and meaningful relationship found between team cohesion and work integration, team harmony and commitment to work, personal development and team cohesion, work integration and commitment to organization, emotional exhaustion and personal success, personal success and desensitization.

Keywords: Exhaustion, organization, commitment.

INTRODUCTION

Exhaustion is a syndrome that devotes attention to devoted, successful staff, causing them to become less productive, less energetic, and sadder, to their jobs, and even to leave their jobs. Exhaustion has a wide socio-economic effect.

Exhaustion is a phenomenon that damages both the individual and the social work. In the quality of the work done as a result of exhaustion, there are also strains. These stresses can have negative consequences not only for the individual but also for the individual's environment (Köse, 2014). Studies have shown that your exhaustion has many negative consequences and that these results are very important for both individuals and organizations

Researchers such as Maslach, the most visible effect of exhaustion; the decrease in the work performance of the person. This decline manifests itself in its quality and quantity, though not in the quantity of the work. People spend less time with customers; shorten the dialogue period. Motivation falls, nervousness increases and unpleasant attitudes arise. They are not careful when giving their decisions; they do not show importance for the results (Maslach, 2001).

Negative effect of burnout on employee; significant measures include the rate of occupation turnover, the drop in absenteeism and productivity. The results of the burnout appear in the form of a decrease in the performance amount, inadequate interest of the employees in the service areas, receiving the service personnel, developing them by accusing them, absenteeism, and changing the job (Maslach, 2001).

There are many negative consequences of depletion that concern organizations. The incompatibility that may arise between the individual and the business environment creates

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an effect that reduces the feeling of energy, belonging and competence that the individual possesses for work and leads to exhaustion. Commitment in these areas increases the individual's commitment to work (Leiter, 2003). The more the person contributes to the organization, the more he invests, the more connected. Commitment can be defined as high participation and high compliance (Shaw et al., 2003). Organizational commitment refers to the psychological commitment of employees. Work environment, management practices, intra-organizational socialization, character of person, character of organization, affects psychological agreement of individual with organization (Carver et al., 2011). A person moves or does not conform to the interests of the organization according to the power of the psychological bond formed by the organization (Yang and Chang, 2008). The stronger the psychological tie, the more likely it is that the employee sees the problems as their own problems and makes them hand in hand (Brooks and Zeitz, 1999).

The high level of organizational commitment is also a factor in increasing the prosperity of employees. Reaching out organizational success these days, where intense competition is prevalent, is closely related to the commitment and loyalty of employees to their organizations (Carver et al., 2011). As the exhaustion increases, the organizational commitment decreases and as the organizational commitment increases, then the exhaustion decreases.

METHOD

Research Model

In this research, the Relationship between Exhaustion and Organizational Commitment in Metal Industry Employees was examined. Relational survey model was used in the study. Relational survey models are the ones that aim at determining the presence and / or degree of exchange between two or more variances (Crano and Brewer, 2002).

Population and Sampling

The population of the research is made up of metal industry workers in Manisa province. The research was applied to 402 metal industry workers chosen by random sampling method.

Data Collecting Tools

Organizational Commitment Scale

The Organizational Commitment scale was developed in Meyer and Allen (1990), which is the most common in the literature. Validity and Reliability The Organizational Commitment Questionnaire, which has been tested before, consists of 3 dimensions and total 18 words. A 5-point Likert attitude scale was used to prepare this scale. The choices that the 5th Likert attitude scale presents to the respondent consist of the following expressions: "1 - Absolutely Disagree, 2 - Disagree, 3 - Neither I Agree Nor Disagree, 4 - Agree and 5 - I Absolutely Agree".

The first six questions on this scale measure the emotional dimension of organizational commitment, the second six questions continue dimension, and the last six questions measure the normative dimension. Variables 3, 4, and 5 of the scale are inversely related. Meyer, Allen, & Smith (1993) found the 0.82, 0.74, and 0.83 alpha values for emotional, continuity, and normative commitment dimensions of organizational commitment (Al, 2007).

Maslach Exhaustion Scale

The Maslach Exhaustion Inventory (MEI), developed by Christine Maslach and Susan E. Jackson (1981), is used frequently and is composed of 3 sub-dimensions. These sub-

dimensions consist of "Emotional Exhaustion" 9, "Desensitization" 5, and "Personal Achievement" sub-dimension 8 items.

Validity of the scale, reliability studies were carried out by Çam (1991) and Ergin (1993). The scale had a 7-point Likert scale (0-6) in the original; However, it is understood that the 5-Likert is used in the form translated as 0 = never, 1 = very rare, 2 = sometimes, 3 = most of the time, 4 = always "in the form and which was translated by Ergin (1995) into Turkish. The reliability of the scale is also determined as very high.

Emotional Exhaustion and Desensitization dimensions are negative, Personal Achievement dimension is composed of positive expressions. The Maslach burnout scale's personal success subscale can be scored reversely or evenly. In this study, personal success dimension is coded in reverse. (0: always and 4: never), the high score acquired from this sub-dimension represents personal failure. As a result, high scores on the scale show a high level of exhaustion. The high score from the emotional exhaustion and desensitization subscales and the low score from the personal success subscale indicate high exhaustion.

Analysis of the Datum

The data acquired in the research were analyzed by using Pearson Moments Multiplication Correlation Coefficient and Multiple Regression Analysis techniques in order to see the relations between the variances.

FINDINGS

Table1. Correlation analysis results on exhaustion and organizational commitment levels in metal industry workers

		Team Cohesion	Integration with Work	Commitment to Institution	Personal Development	Emotional Exhaustion	Desensitization
Integration with Work	Pearson Correlation	,136**					
	Sig.(2-tailed)	,008					
	N	379					
Commitment to Institution	Pearson Correlation	,608**		,134**			
	Sig.(2-tailed)	,000		,009			
	N	379		379			
Personal Development	Pearson Correlation	,130*		-,012		,249**	
	Sig.(2-tailed)	,012		,809		,000	
	N	379		379		379	
Emotional Exhaustion	Pearson Correlation	,067		-,148**		-,035	
	Sig.(2-tailed)	,194		,004		,445	
	N	379		379		379	
Desensitization	Pearson Correlation	-,092		-,034		-,087	
	Sig.(2-tailed)	,073		,515		,091	
	N	379		379		379	
Personal Success	Pearson Correlation	,066		-,149**		-,036	
	Sig.(2-tailed)	,199		,004		,480	
	N	379		379		379	

Exhaustion and organizational commitment levels in metal industry workers were examined. There was no meaningful relationship found between; Self-sufficiency and team adjustment ($r = .067$ $p < .194$), desensitization and team cohesion ($r = -.092$ $p < .073$) ($r = -.012$ $p < .809$), integration with work and desensitization ($r = -.034$ $p < .515$), institutional commitment and emotional exhaustion ($r = -.039$ $p < .445$), work integration and depersonalization ($r = -.035$ $p < .493$), personal development and emotional exhaustion ($r = -.087$ $p < .05$) and no significant relationship was found between personal development and personal success ($r = -.036$ $p < .480$).

There was a positive and meaningful relationship found between; Team cohesion and work integration ($r = .136$ $p < .008$), team cohesion and work commitment ($r = .608$ $p < .000$), team cohesion and personal development ($r = .130$ $p < .249$ $p < .000$), emotional exhaustion and desensitization ($r = .412$ $p < .000$), emotional exhaustion and personal success ($r = .846$ $p < .000$), personal success and desensitization ($r = .413$ $p < .000$).

There was a negative and significant relationship between work integration and emotional exhaustion ($r = -.148$ $p < .004$) and personal integration with work ($r = -.149$ $p < .004$).

Table 2. Regression analysis for prediction of exhaustion in metal industry workers

$R = .108$ $R^2 = 0.012$, $p = .000$

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.	Correlations		
	B	Std. Error	Beta	t		Zero-order	Partial	Part
(Constant)	37,794	8,451		4,472	,000			
Continuance Commitment	,105	,087	,063	1,206	,229	,047	,062	,060
Normative Commitment	-,268	,242	-,057	-1,106	,269	-,056	-,057	-,057
Emotional Exhaustion	-1,216	4,133	-1,165	-,294	,769	,027	-,015	-,013
Desensitization	-,102	,073	-,081	-1,402	,162	-,046	-,072	-,069
Personal Success	1,282	4,137	1,227	,310	,757	,027	,016	,015

Multiple regression analysis results were given for exhaustion and organizational commitment subscales. When the bilateral and partial correlation values between independent variables and dependent variable were examined, no significant relationship was found between emotional commitment and normative commitment ($t = 1,206$ $p < .001$). A meaningful positive correlation was found between emotional commitment and continuing commitment ($r = .062$), whereas when other variables were controlled, the correlation between emotional commitment and continuance commitment was found as $r = .060$.

The correlation between emotional commitment and emotional exhaustion ($r = -.015$) was found to be positively correlated, whereas when other variables were controlled, the correlation between emotional commitment and emotional exhaustion was found as $r = -.013$. There was a meaningful positive correlation between emotional commitment and desensitization ($r = -.072$), whereas when the other variables were controlled, the correlation between emotional commitment and desensitization was found as $r = -.069$. The correlation between emotional commitment and personal success ($r = .016$) was found to be positively positive, while when other variables were controlled, the correlation between emotional commitment and personal achievement was found as $r = .015$.

When the results of multiple regression analysis on the predictions of exhaustion in the metal industry workers are examined, there is a significant relationship between burnout and organizational commitment subscales ($R = .108$, $R^2 = 0.012$, $p < .001$). Along with all the variables mentioned, metal workers account for about 1% of the total variance.

According to the standardized regression coefficient (β), the order of significance of predictive variables over exhaustion is; Personal success ($\beta = 1.282$), continuance commitment ($\beta = .105$), desensitization ($\beta = -.102$) normative commitment ($\beta = -.268$), and emotional exhaustion ($\beta = -1.216$).

DISCUSSION AND RESULT

According to the findings of the research, exhaustion and organizational commitment levels were examined in metal industry workers. There was a positive and significant relationship found between team harmony and work integration, team harmony and commitment to work, personal development and team cohesion, work integration and commitment to organization, emotional exhaustion, emotional exhaustion and personal success, personal success and desensitization.

Fernet et al. (2012) reported that low organizational commitment, attributable to employees, may result in high emotional exhaustion results.

Talmor, Reiter and Feigin (2005), There was a negative correlation between organizational, psychological and social factor and exhaustion in the study. The negative correlation between social factor and burnout was found to be highest. Azeem (2013) has shown that total organizational role stress, role erosion, redundancy, resource inadequacy, role isolation, role ambiguity, commitment, control, and barriers to work are important determinants of job exhaustion. Chen and Chen (2012) also examined the factors that influence cabin crews in their search for work commitment and exhaustion situations. They investigated job commitment and occupational burnout and their impact on job performance. According to the results of the research, employees with a high level of commitment to work show better job performance than those with low levels of burnout. The findings of the research show parallelism with the literature.

When the results of multiple regression analysis on the predictions of exhaustion in the metal industry workers are examined, there is a meaningful relationship found between exhaustion and organizational commitment subscales.

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