IMPACT OF LEARNED RESOURCEFULNESS ON THE BURNOUT OF TURKISH CORRECTIONAL OFFICERS

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ABSTRACT

Based on informal learning experiences, individuals use self-regulatory processes to minimize negative emotions and to cope with unpleasant events. Learned resourcefulness refers to behavioral repertoire for both redressive self-control and reformative self-control. The first type of self-control struggles to resume normal functions that have been disrupted. The other self-control is directed at breaking habits in order to adopt new and more effective behaviors (Rosenbaum, 1990). As a result of self-control cognitive skills, individuals render a belief in himself/herself and utilize problem-solving strategies to regulate disturbing negative emotions. High resourceful individuals have better self-control and would manage the burden of the work (Wang et al., 2007). Learned resourcefulness is positively correlated with physical and mental health (Chen, Chen and Chu, 2014). While it is being negatively associated with worthlessness, powerlessness and hopelessness (Zausniewski et al., 2009), in this study it is expected to verify the same pattern of relationship with the correctional officers’ burnout level.
Under the framework of Job Demands-Resources Model (JD-R), in this research the role of learned resourcefulness was examined in the context of burnout dimensions of correctional officers. Additionally, the mediating role of learned resourcefulness on the relationship between tenure in organizations and burnout was analyzed. Data were collected from a sample of correctional officers working in various prisons in Ankara (Turkey). Learned Resourcefulness Scale and Maslach Burnout Inventory were used. Results supported the assumption that learned resourcefulness can be assessed as a personal resource to cope with burnout. According to the results of hierarchical regression technique, learned resourcefulness of correctional officers predict their burnout dimensions. Learned resourcefulness did not mediate the relationship between tenure in organizations and burnout.

Keywords: Correctional officers, Learned resourcefulness, Burnout.

REFERENCES


