

Personality and Emotional Intelligence as Correlates of Burnout among Middle Level Executives

Umed Singh¹ and Kanupriya²

Abstract

The objective of this research was to study burnout among middle level executives in relation to their personality and emotional intelligence. To realize the main objective, 206 middle level executives of private sector organizations (who voluntarily participated), participants in the age range of 27 to 60 years were administered Neo-Five Factor Inventory, Multidimensional Measure of Emotional Intelligence and Maslach Burnout Inventory (General Survey). Obtained data were analyzed by descriptive statistics, Pearson's correlations and Principal Component Factor Analysis. Correlational analysis revealed emotional exhaustion to be positively associated with neuroticism and negatively with agreeableness and conscientiousness. Cynicism has been found to be coorelated positively with neuroticism and negatively with openness and conscientiousness. Professional efficacy was associated positively with extraversion, openness and conscientiousness. In case of association between burnout and emotional intelligence, emotional exhaustion and cynicism were associated negatively with managing emotions, motivating oneself, self-awareness, and handling relations; whereas professional efficacy was associated positively with most of the measures of emotional intelligence. Neuroticism emerged as the most common personality contributor in burnout; whereas, emotional intelligence emerged as protector. Findings are confirmatory to the findings of earlier studies.

Key Words-Personality, Emotional Intelligence, Burnout

¹ Professor, Deptt of Psychology KUK

² Research Scholar, Deptt of Psychology KUK