

## Relationship Between Time Management and Mental Health with Employees' Occupational Burnout of Neka's City Health Center

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**Abstract:** The aim of this study is to determine the relationship between time management and mental health with employee's Occupational burnout of Neka's city health center. This research is applied in terms of purpose and in development field and in terms of the nature and method is descriptive and correlational research. The population in this study includes all of the Neka's city health center employees and their number is equal 73 person based on registered statistic. The research's sample size was considered 60 person regarding to population size and Referring to Morgansample size estimate table. Stratified random sampling method is used to select research's samples based on gender. Data collection methods had included: Library and field. Data collection tool in this study is standard questionnaire, mental Health Questionnaire (GHQ28), Queen time management questionnaire and Galdard occupational Burnout questionnaire (GBI) that their reliability by using Cronbach's alpha in order is equal 0.81, 0.93 and 0.92. The collected data analyzing has been done by two descriptive and inferential methods through SPSS software. The done test in this research is Pearson correlation and regression test. The results showed that there is an inverse relationship between time management and employee's occupational burnout of Neka's City health center. Also there is an inverse relationship between mental health and employees Occupational burnout Both time management and mental health variables have a share in subject's Occupational burnout prediction. Among them mental health variable to time management variable, had been most share in explaining the subjects' Occupational burnout.

**Key words:** Time management, mental health, occupational, burnout

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### INTRODUCTION

Today, employees encounter with instantly increasing of job duties at their workplace. Meanwhile spend more time to working and this is caused too much pressure on them. Today, expectations of employees within and outside the social system have been increased and they are constantly "under the pressure of work". This pressure affects them more than before probably and Endangers their personal health and comfort make them stressful (stress) and In effect the pressure that comes over them, after a while, the primary power and energy is reduced and therefore it may be reduce their efficiency and effectiveness. If this stress be continues, leading to their Exhaustion and burnout (Moorhead and Griffin, 2009, translated Alwani, 2012).

Occupation Burnout is a phenomenon that has attracted psychology and management science psychologists and scientists' attention in recent years. This disorder have been seen among kinds of helper jobs such as counselors, teachers, social workers, policemen, doctors, nurses, offices employees and other such these and relates with a stressor stimuli such as having excessive users at a time, have not enough time and Lack

of enough time and lack as Burnout 's main factor". Today, too much Working pressure and haven't enough time is one of the mental pressure main sources, but the rate of Working pressure and occupational mental pressure and occupational burnout consequently is different in different people.

The question that is arisen is that how can be prevented from occupational burnout? To avoid of occupational burnout should be found that's creating cause or causing before anything else with identifying and eliminating the cause paid to its treatment. (Abbas, 2012). The primary cause of occupational burnout is that the person be under severe mental pressure and neurological in long period. Moorhead and Griffin have divided employees stress pressure into two categories: organizational stress pressure and life stress pressure.

They have mentioned the Life changing and life disaster as causes of life pressures creating and have cited job requirements, type of work, supplying, physical requirements, heat, office design, the role requirements, ambiguous conflict, Relationships perceptions, group pressure, leadership and personality fever as causes of organizational stress pressure creation (Moorhead and Griffin, 2009, Alwani translation, 2013)

At the present time, lack of time is one of the main sources of mental pressure. That people have what job and be in which position is not important because all encounter with this problem in a way (Lewis, 2011, Roh Shahbazi, 2014).

All we have seen two people who have completely same working conditions but one of them constantly "is weepy of little time and workload If other feels comfortable and ends things in their time and even has high efficiency and effectiveness. Time management and effective use of resources is a way to achieve to the personal goals .In addition, time management includes skills such as self-discipline, goal-setting, interrupt controlling, methods of affairs organization and so on. This skills as well can be eliminated many sources of organizational stress and reduced its negative effects (Adib rad 2013)

Other factors associated with employees occupational burnout is their mental health. Attention to mental health in all areas of life, including one's work life has important for discussion. Factors in the workplace associated widely with employees' individuals' health and disease. According to the International Labor Organization among three employees one of them mentions conflict between work and family environment as one of the life greatest problems. there is no doubt In relation to important impact of occupational health ignoring on mental health and extensive researches indicate this matter, In a study that Orangi done to evaluate the job stress and its relation with mental health of 397 person of hospitals personnel of Shiraz University Medical Sciences, Concluded that the rate of occupational burnout has relation with mental health of this hospitals Medical and administrative personnel and also It was found that Medical personnel of these hospitals have lower mental health than office personnel (Sharifi, 2013). Now, the matter of Subject dementia or occupational burnout is a common problem in all health systems such that, according to available statistics one in seven employees at the end of the day is wasted. Since occupational burnout among health centers personnel is caused to Reduce work effectiveness, increase absenteeism, increase health care costs and the movement of personnel, physical and behavioral changes, decrease the quality of provided services to clients, followed by dissatisfaction of judicial services, so identification and prevention of occupational burnout will have effective role in promotion of mental health and Improve the quality level of provided services.

According to presented material, the main question of this research is that is there a direct relation between time management and mental health with employees

occupational of Neka city health center? In this regard, Nuri (2016) in a study as The relationship between time management and first high school Teachers occupational burnout of Boshehr city concluded that there is a relationship between time management and Teachers occupational burnout. The share of each time management component is different in teachers occupational burnout predicting. among the Time Management component the components of devotion to work has the largest share in employees occupational burnout predicting .

Pourreza (2015) in a study, as the relationship between occupational burnout with mental health in employed nurses in Qom province, concluded that the results showed that there is an inverse relation between occupational burnout and its components with nurses mental health.

However employees have better mental health, also have less occupational burnout. Pardakht Chi (2015) in a study as "examining the relationship between mental health and occupational burnout of managers and teachers of Takestan city schools came to this conclusion that there is a significant and inverse relationship  $r = 0.352$  between mental health and occupational burnout of teachers and managers.

Among the mental health components, in order variables of fair pay, social relevance, overall living space and the development of individual capabilities have the greatest impact on occupational burnout.

Also Sadeghi (2014) in a study as "Evaluation of occupational burnout degree and its relationship with public health of healthcare workers of Razi Psychiatric Center" came to this conclusion that: 92% of this center employees experience some degree of occupational burnout and 45% employees are in the highest stage of occupational burnout. Occupational Burnout among therapists and social workers was reported more than Nurses and healthcare workers. Also work experience has direct relation with occupational burnout and was found a relation between general health and occupational burnout.

These are predicting order of occupational satisfaction and most is related with factors such as work stress and burnout. As well as the quality of communication with supervisors and colleagues has significant relationship with occupational satisfaction and working Pressure (Sadeghi, 2014).

Evans (2013) in a study as mental health, occupational burnout and satisfaction in England came to this conclusion that employees who have a lot of work pressure showed High levels of emotional exhaustion and low levels of job satisfaction and 47% of these

people showed high levels of stress and emotional exhaustion and lack of occupational satisfaction. emptiness and worthlessness feeling in work, expanding job duties, inability to make decisions in amount of work and be sad were the factors that reduce the occupational satisfaction and most determining factor of occupational and career satisfaction was occupational burnout factor. (Sadeghi, 2014).

## MATERIALS AND METHODS

In this study Analyzing Methods is the correlation and by using Kerjesi and Morgan table has been selected 60 people by stratified random sampling based on gender to investigate the relationship between time management and mental health with employees occupational burnout of Neka city health center among all employees of Neka city health center that is equal 73 person according obtained statistic.

Data collection methods had included: library and field .Data collection tool in this study is standard questionnaire, mental Health questionnaire (GHQ28), Queen time management questionnaire (1990) and Goldard occupational Burnout questionnaire (GBI) that their reliability is equal 0.81, 0.93 and 0.92 in order by using Cronbach's alpha . collected data analyzing has been done by two descriptive and inferential methods through SPSS software. The test in this research includes Pearson correlation and regression tests.

## RESULTS AND DISCUSSION

Demographic Findings showed that 73% of subjects have allocated male (most frequently) and 27% have allocated women (lowest frequency). Also, 57% of the subjects have Bachelor's degree, 28% education diploma and 15% Graduate education degree. 75% of the subjects are married (most frequent) and 25% are single (lowest frequency). 34 % of the subjects have under 10 years working experience (minimum frequency) and 66% have over 10 years work experience (minimum frequency). Since Replies Rating in occupational Burnout questionnaire is between 1 to 5, so the responses theoretical average is equal to 3 (Table 1). Average of subject's Occupational burnout score is above than average amount 3 Which shows the level of subjects Occupational burnout level is above than considered average level in research?

Considering that the answers ranking in time management questionnaire is between 1 and 5 so the responses theoretical average is equal to 3. The average score of subjects time management is equal 3

Table 1: describing of subjects occupational burnout variable

Variable	Lowest score	highest score	Mean on replies	Standard deviation
Occupational burnout	1.51	4.83	3.23	0.66

Table 2: Description of time Management variable

Variable	Lowest score	Highest score	Mean of replies	Standard deviation
Time Management	1.72	5	3.03	0.89

Table 3: Describing of mental health variable

Variable	Mean on replies	Standard deviation
mental health	79.21	13.92

Table 4: Statistical analysis of the first hypothesis

Variables	Pearson coefficient	Error rate ( $\alpha$ )	Sig (significant level)
Time Management and occupational burnout	-0.201	0.05	0.004

averages (Table 2) that shows the subjects are in moderate level in terms of time management.

Considering that subjects mental health score have been calculated equal 70.21 (Table 3), this result was concluded that the status of subjects mental health is in the disease eve situation.

Considering that in Table 4 amount of Sig (significance level) in 0.05 error level is significant ( $\text{sig} = 0.004 < \alpha = 0.05$ ), so this result was achieved with 95% confidence that There is a relationship between the two variables. But Considering that the Pearson coefficient Mark is negative ,This result is achieved that the relationship between the two variables is inverted and in fact there is an inverse relationship between time management and employees occupational burnout. I.e. however employees have better time management, occupational burnout level will be lower in them:

Considering that in Table 5 amount of Sig (significance level) in 0.05 error level is significant ( $= 0.000 < \alpha = 0.05$ ) sig, so this result was achieved with 95% confidence that There is a relationship between the two variables. But Considering that the Pearson coefficient Mark is negative, This result is achieved that the relationship between the two variables is inverted and in fact there is an inverse relationship between mental health and employees occupational burnout. That means however employees have better mental health; their occupational burnout level will be lower:

As is seen in Table 6, overall correlation between research variables is equal to 0.523 which represents the relatively modest correlation between research variables. Also Considering that the determination coefficient amount , it can be concluded that variables such as time management and mental health, allocate only 0.284 of

Table 5: statistical analysis of the research second hypothesis

Variables	Pearson coefficient	Error rate ( $\alpha$ )	Sig (significant level)
mental health and Occupational burnout	-0.319	0.05	0.000

Table 6: Regression model summary

R (the correlation between variables)	R <sup>2</sup> (Coefficient of determination)
0.533	0.284

Table 7: The regression coefficients

Sig	t	Standardize coefficientsBeta	Non-standardized standard error	Model
000.0	082.8		152.0	Fixed value
012.0	261.5	383.0	042.0	mental health
027.0	800.7	258.0	033.0	Time Management

the mental health changes that is lowpercentage and the rest is related to other components that have not been investigated in this study.

As can be seen in Table 7 both time management and mental health variables remain in the regression model and have a share in subjects occupational burnout predicting that among them mental health variable due to the greater size of its beta to the Time Management variable, had included the most share in the subjects occupational burnout explaining.

## CONCLUSION

The results of the first hypothesis show that, there is an inverse relationship between time management and employees' occupational burnout of Neka's city health center. Means However employees have better time management, occupational burnout level will be less in them. These results are consistent with the results of Nuri (2015), Puor Reza (2014), Pardakht Chi (2015), researches. Stress and job stress is the main factor of occupational burnout .so with eliminating or reducing stress can be eliminated or improved occupational burnout. Occupational Burnout is one of the most important of job stress inevitable consequences and as long as the stress is not eliminated, will continue. In the other hand, time is one of the stress and job stress factors, and time management has high relation and significant role in job stress. Occupational Burnout has an reverse and significant relationship with time management that is aligned directly with this research's results. According to this survey results, can be conclude that the time is a factors of occupational burnout and time management can be prevented occupational burnout and employees who

are familiar with management effective and special skills on themselves time because they can use of themselves time Efficiently and compensate that's Deficiency ,are Less affected to stress and occupational burnout consequently.

The results of the second hypothesis suggest that, there is an inverse relationship between mental health and employees' occupational burnout of Neka's city health center. means However employees have higher mental health, occupational burnout level will be less in them. this results are consistent with the results of Nuri (2015), Puor Reza (2014), Pardakht Chi (2015) , researches. As was mentioned previously , mental health of health center employees is at risk than other segments of society for different reasons. the most important of these reasons can be refer to stressful nature of this profession, working pressure, faced with unexpected situations, shifts, organizational factors and personal factors .These factors are caused to increase anxiety and stress in this stratum of society and their mental health is placed at risk. According to that occupational burnout creates various Emotional, physical and mental complications so this agent can be effective in person's mental health. On the other hand about mental health can be said that a complex combination of different factors involves in this field. Today's the researchers recommend that in the study of mental health should be considered both variables related to the workplace or organizational factors and outside the workplace variables including personal factors. Among the Factors related to work environment can be pointed to working conditions, workload, working hours, interpersonal communication, job satisfaction and job security. And among the individual factors affecting on mental health can be pointed to demographic characteristics, personality characteristics, balance between work and the lives and family and friends support. The results of the third hypothesis suggest that both variables of time management and mental health have a share in subjects occupational burnout predicting. Among them mental health variable to time management variable, had been most share in subjects occupational burnout expressing

This results are consistent with the results of Nuri (2015), Pour Reza (2014), Pardakht Chi (2015) researches'. In fact, employees that in organization have plan to their works and always do their works according to program and when they encounter with several working case that require immediate actions how willingness to do the most difficult case and they feel at that times have better performance, will be have less occupational burnout .

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