

The Effect of Job Satisfaction on Employees' Burnout; A Meta-Analytic Analysis Concerning The Different Occupational Groups

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Abstract

The purpose of the study is to determine the effect of job satisfaction on employees' burnout. The effect of employees' job satisfaction on their burnout was tested with meta-analysis method which allowed for seeing the results of the independent quantitative research studies between 2005-2016. In total, 48 independent research studies collected and 10177 sample group was obtained. The results of meta analysis via random effects model show that employees' emotional exhaustion and depersonalization is affected by their job satisfaction but employees' reduced personel accomplishment is not affected by their job satisfaction. In this study moderator analysis was performed to see the effect level on different occupational groups.

Keywords: Job satisfaction, burnout, meta-analysis