The Mediating Role of Subjective Well-Being in Job Burnout and Generativity Concern

Xingniu Lan
School of Education and Music, Hezhou University, Hezhou 542899, China.
346276549 @qq.com

Abstract. Recently, more and more researchers focused on the generativity concern. This study constructed a mediation model to examine whether generativity mediated the relation between job burnout and generativity concern. Based on cluster sampling, 415 white-collar workers in Guangxi province were recruited to participate in this study, and Maslach burnout inventory, Loyola generativity scale were adopted. This study indicated that: job burnout had a significantly negative prediction for generativity concern and generativity of the white-collar workers.

Keywords: job burnout; generativity; generativity concern.

1. Introduction

Generativity is the most important task in the development of adulthood. It is the further development of individual self-identity and the creation and extension of self-value, and the goal is to promote the development of individuals [1]. With the development of China's aging population in recent years and the promotion of policies such as the birth of two children, research on generativity that is important for the development of society and individuals has received extensive attention from researchers [2-4].

There is a significant correlation between generativity concern and job burnout [5]. Job burnout refers to the physical and mental exhaustion of the physical, emotional, and behavioral aspects of an individual when it is unable to cope with excessive demands beyond the individual's energy and resources [6-8]. Emotional exhaustion and depersonalization in job burnout are significantly positively correlated with family-work conflicts, while excessive family-work conflicts can significantly reduce individual generativity concern [9], anxiety and other emotions positively related to job burnout. The problem will affect the individual's concern for the children and the theme of growth, which affects the generativity concern [10].

Subjective well-being refers to the overall assessment of the quality of life of individuals according to their own criteria. It is a comprehensive psychological indicator to measure the quality of life of individuals, reflecting the individual's social function and adaptation status [11]. Recent research has found that workers' job burnout can effectively predict their subjective well-being [12], because individuals with job burnout can severely deplete physical and psychological resources and undermine work-family balance. Job burnout increases individual behaviors that are not conducive to health (increased bad living behavior, high smoking, lack of physical exercise, and lack of sleep, etc.), and then various physiological symptoms; work burnout leads to increased negative emotions and anxiety, depression Symptoms [13]; the loss of physical and psychological resources caused by job burnout, which in turn leads to individuals unable to invest enough time and energy in other roles (such as family roles, etc.), causing interference and conflict between different roles, affecting individuals work-family performance [14]. Subjective well-being is closely related to reproductive sensibility [15]. Subjective well-being can effectively predict reproductive sensation. Individuals with high life satisfaction and physical and mental health will pay more attention to generativity concern and hope to develop from various aspects to achieve satisfaction [16]. Peterson and Duncan also found that women's satisfaction with motherhood can positively predict their generativity concern [17].

These studies suggest that subjective well-being may play a mediating role between job burnout and generativity concern. Therefore, the current study uses generativity concern as a dependent

variable to explore job burnout with subjective well-being as an intermediary factor to affect generativity concern.

2. Methods

2.1 Participants

In this study, 550 policemen from Guangxi Province were selected as subjects, and 494 valid questionnaires were collected, with an effective rate of 89.8%. There were 337 males (68.2%) and 157 females (31.8%). The subjects were between 23 and 54 years old with an average age of 33.71 ± 6.84 years.

2.2 Assessment

2.2.1 The Loyola Generativity Scale, LGS

Using the Loyola Generativity Scale of McAdams and de St Aubin [18], including 20 items, the participants self-assessed each item from 0 "completely not suitable for me" to 3 "often or always suitable for me". In this study, the coefficient of the entire scale was 0.80.

2.2.2 Satisfaction with Life Scale, SWLS

The Life Satisfaction Scale [19] compiled by Diener, Emmons, Larsen and Griffin, including 5 items, uses Likert's 7-point score, l for “strong opposition” and 2 for “strongly agree”. The score is divided into scores for each question, and the score ranges from 5-35. Studies have shown that the scale is an effective and reliable tool for measuring life satisfaction.

2.2.3 Maslach Burnout Inventory, MBI

The Maslach Job Burnout Questionnaire [7], jointly developed by Maslach and Jaskson, contains three dimensions of Emotional Exhaustion, Depersonalization and Personal Accomplishment, totaling 16 questions, followed by domestic researchers. The revision became 15 questions. In this study, the Cronbach’s a coefficient of the entire questionnaire was 0.917, and the Cronbach’s a coefficient of the three subscales were 0.937, 0.940, and 0.939.

2.3 Test Procedure

The general demographic questionnaire and the official scale are bound into a book. The survey sampling and questionnaires are completed by the undergraduate students. The unified guidance is used to collect them through on-site distribution. It takes about 30 minutes to complete the questionnaire. Statistical analysis of the collected data was performed using SPSS 20.0.

3. Results

3.1 Control and Verification of Common Method Deviations

The data collected in this study were all self-reported by the participants, so there may be common method biases. In order to reduce the impact of this deviation on the research results, in the program control, this study sets different response statements for the topics of each measurement questionnaire, some are the degree of conformity, and some are frequency. Statistically, the Harman single factor model method was used to test the degree of common method bias of the data [20]. The results showed that there were 22 factors with eigenvalues greater than 1, and the first factor explained a variation of only 7.06%, which was much smaller than the critical value of 40%, indicating that there was no serious homology deviation in each variable in this study.

3.2 Mean, Standard Deviation and Correlation Matrix of Each Variable

Table 1 lists the mean, standard deviation, and Pearson product difference correlation matrices for each variable. The results showed that there was a significant positive correlation between subjective

well-being and generativity concern, and there was a significant negative correlation between job burnout and the former two.

Table 1. Mean, standard deviation and correlation matrix of each variable (*N*=415)

Variable	*M*±*SD*	1	2	3
1 job burnout	3.04±0.96	—		
2 subjective well-being	2.70±0.44	-0.46***	—	
3 generativity concern	2.12±0.41	-0.34***	0.57***	—

*$p < 0.05$, **$p < 0.01$, ***$p < 0.001$

3.3 The Mediating Effect Test of Subjective Well-being between Job Burnout and Generativity Concern

As shown in Table 2, the work burnout in Equation 1 was significantly negatively predictive of generativity concern (b=-0.259, p<0.001), and the work burnout in Equation 2 negatively predicted subjective well-being (b=-0.388, p<0.001) Subjective well-being in Equation 3 is positively predictive of generativity concern (b=0.467, p< 0.001). Subjective well-being plays a mediating role in the impact of job burnout on generativity concern.

Table 2. Mean, standard deviation and correlation matrix of each variable (*N*=415)

Predictive Variable	Equation 1 generativity concern			Equation 2 subjective well-being			Equation 3 generativity concern		
	b	*SE*	*t*	*b*	*SE*	*t*	*b*	*SE*	*t*
job burnout	-0.259	0.052	-5.015***	-0.388	0.049	-7.974***	-0.088	0.049	-1.797
subjective well-being							0.467	0.050	9.338***
R^2		0.145			0.241			0.354	
F		8.390***			14.870***			20.133***	

4. Discussion

This study found that job burnout negatively affects generativity concern, which is consistent with previous research findings: the higher the job burnout, the lower the generativity concern [21].

The current research also shows that subjective well-being has a mediating effect between job burnout and generativity concern, which confirms our hypothesis. The satisfaction that adults get in their work and life can be extended to a wider range, such as focusing on their own achievements, caring about the growth and happiness of the next generation, caring for others, caring for society, etc., that is, generativity concern [16]. When job burnout occurs, the physical and psychological resources of adults and the work-family balance are broken, which has a negative impact on the subjective well-being of the individual, and may even cause anxiety and depression [22, 23], which are not conducive to the individual's production and creation activities. The subjective well-being of adults is closely related to generativity concern. The decrease in happiness affects the individual's generativity concern, which reduces the concern, care and care for the next generation, others and society [24]. Current research provides supporting evidence for this hypothesis.

5. Summary

This study indicated that: job burnout had a significantly negative prediction for generativity concern and generativity of the white-collar workers.

References

[1]. Erikson. Childhood and society (2nd Ed.). New York: Norton. 1963.

[2]. Clark, M., & Arnold, J. The nature, prevalence and correlates of generativity among men in middle career. Journal of Vocational Behavior, Vol. 73(2008) No.3, p.473-484.

[3]. Garcia, P. R. J. M., Bordia, P., Restubog, S. L. D., & Caines, V. Sleeping with a broken promise: The moderating role of generativity concerns in the relationship between psychological contract breach and insomnia among older workers. Journal of Organizational Behavior, Vol. 39(2018) No. 3, p.326-338.

[4]. McKeering, H., & Pakenham, K. I. Gender and generativity issues in parenting: Do fathers benefit more than mothers from involvement in child care activities? Sex Roles, Vol. 43(2000) No.7, p.459-480.

[5]. Zacher, H., Clark, M., Anderson, E. C., & Ayoko, O. B. A lifespan perspective on leadership. In Aging workers and the employee-employer relationship. Springer International Publishing. 2015. p. 87-104.

[6]. Freudenberg, H. J. Staff burnout. Journal of social issues, Vol. 30 (1974) No.1, p. 159-165.

[7]. Maslach, C., & Jackson, S. E. The measurement of experienced burnout. Journal of organizational behavior, Vol. 2 (1981) No.2, p. 99-113.

[8]. Shaukat, R., Yousaf, A., & Sanders, K. Examining the linkages between relationship conflict, performance and turnover intentions: Role of job burnout as a mediator. International Journal of Conflict Management, Vol. 28(2017) No.1, p. 4-23.

[9]. Netemeyer, R. G., Boles, J. S., & McMurrian, R. Development and validation of work–family conflict and family–work conflict scales. Journal of applied psychology, Vol. 81(1996) No.4, p. 400-410.

[10]. Toker, S., & Biron, M. Job burnout and depression: unraveling their temporal relationship and considering the role of physical activity. Journal of Applied Psychology, Vol. 97(2012) No.3, p. 699-710.

[11]. Lawford, H., Pratt, M. W., Hunsberger, B., & Mark Pancer, S. Adolescent generativity: A longitudinal study of two possible contexts for learning concern for future generations. Journal of Research on Adolescence, Vol. 15 (2005) No.3, p. 261-273.

[12]. Cenkseven-Onder, F., & Sari, M. The Quality of School Life and Burnout as Predictors of Subjective Well-Being among Teachers. Educational Sciences: Theory and Practice, Vol. 9(2009) No.3, p. 1223-1235.

[13]. Genin, E., Haines III, V. Y., Pelletier, D., Rousseau, V., & Marchand, A. Why the long hours? Job demands and social exchange dynamics. Work, Vol. 55 (2016) No.3, p. 539-548.

[14]. Adkins, C. L., & Premeaux, S. F. Spending time: The impact of hours worked on work–family conflict. Journal of Vocational Behavior, Vol. 80(2012) No.2, p. 380-389.

[15]. Aubin, E. d. S., & McAdams, D. P. The relations of generative concern and generative action to personality traits, satisfaction/happiness with life, and ego development. Journal of Adult Devel opment, Vol. 2(1995) No.2, p. 99-112.

[16]. Hofer, J., Busch, H., Chasiotis, A., Kärtner, J., & Campos, D. Concern for generativity and its relation to implicit pro-social power motivation, generative goals, and satisfaction with life: A cross-cultural investigation. Journal of Personality, Vol. 76 (2008) No.1, p. 1-30.

[17]. Peterson, B. E., & Duncan, L. E. Midlife women's generativity and authoritarianism: marriage, motherhood, and 10 years of aging. Psychology and aging, Vol. 22 (2007) No.3, p.411-419.

[18]. McAdams, D. P., de St Aubin, E. D., & Logan, R. L. Generativity among young, midlife, and older adults. Psychology and aging, Vol. 8(1993) No.2, p. 221-230.

[19]. Diener, E., Emmons, R. A., Larsen, R. J., & Griffin, S. The satisfaction with life scale. Journal of Personality Assessment, Vol. 49(1985) No.1, p. 71-75.

[20]. Zhou Hao, Long Lirong. Statistical test and control method of common method deviation. Progress in psychological science, Vol. 12 (2004) No. 6, p. 942–950.

[21]. Berkowitz, 1987 Berkowitz, M. Therapist survival: Maximizing generativity and minimizing burnout. Psychotherapy in Private Practice, Vol. 5(1987) No.1, p. 85-89.

[22]. Judge, T. A., & Bono, J. E. Relationship of core self-evaluations traits—self-esteem, generalized self-efficacy, locus of control, and emotional stability—with job satisfaction and job performance: A meta-analysis. Journal of applied Psychology, Vol. 86 (2001) No.1, p. 80-92.

[23]. Schwarzer, R., & Hallum, S. Perceived teacher self-efficacy as a predictor of job stress and burnout: Mediation analyses. Applied Psychology, Vol. 57(2008) No. s1, p. 152-171.

[24]. Serrat, R., Villar, F., Warburton, J., & Petriwskyj, A. Generativity and political participation in old age: A mixed method study of Spanish elders involved in political organisations. Journal of Adult Development, Vol. 24(2017)No. 3, p. 163-176.