

Examining the Relationship Between Job Stress And Burnout Among Academic Staff During The Covid-19 Pandemic; The Importance Of Emotional Intelligence

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Abstract : The global outbreak of Covid-19 forced a swift shift in the education sector, transitioning from traditional in-person settings to remote online setups in a short period. This abrupt change, coupled with health risks and other stressors such as the lack of social interaction, has had a negative impact on academic staff, leading to increased job-related stress and psychological pressures that can result in burnout. To address this, the current research aims to investigate the relationship between job stress and burnout among academic staff in Hebron, Palestine. Furthermore, this study examines the moderating role of emotional intelligence to gain a deeper understanding of its effects in reducing burnout among academic staff and teachers. This research posits that emotional intelligence plays a vital role in helping individuals manage job-related stress and anxiety, thereby preventing burnout. Using a self-administered questionnaire, the study gathered data from 185 samples comprising teachers and administrative staff from two universities in Hebron. The data was analyzed using moderated regression analysis, ANOVA model, and interaction plots. The findings indicate that work-related stress has a direct and significant influence on burnout. Moreover, the current results highlight that emotional intelligence serves as a key determinant in managing the negative effects of the pandemic-induced stress that can lead to burnout among individuals. Given the high-demand nature of the education sector, this research strongly recommends that school authorities take proactive measures to provide much-needed support to academic staff, enabling them to better cope with job stress and fostering an environment that prioritizes individuals' wellbeing. The results of this study hold practical implications for both scholars and practitioners, as they highlight the importance of emotional intelligence in managing stress and anxiety effectively. Understanding the significance of emotional intelligence can aid in implementing targeted interventions and support systems to promote the well-being and resilience of academic staff amidst challenging circumstances.

Keywords : job stress, burnout, employee wellbeing, emotional intelligence, industrial organizational psychology, human resource management, organizational psychology

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