

## **The Effect of Organizational Commitment and Burn out on Organizational Cynicism: A Field Study in the Healthcare Industry**

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**Abstract :** The aim of this study is to examine the relationship between organizational commitment which is defined as a strong belief in and acceptance of the organization's goals and values, and burnout syndrome and organizational cynicism. Accordingly, a field research based on survey method was conducted on the employees of a health institution operating in the province of Konya. The findings of the research show that there is a positive statistically significant relationship between organizational cynicism and burnout while there is a negative statistically significant relationship between organizational commitment and burnout. Furthermore, it has been also realized that there is a negative and statistically significant relationship between organizational commitment and organizational cynicism.

**Keywords :** burnout, organizational commitment, organizational cynicism, healthcare management

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