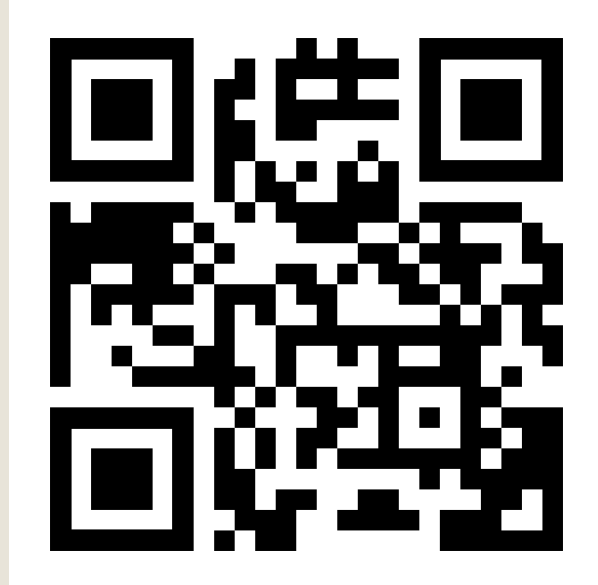


A RELIABILITY GENERALIZATION
META-ANALYSIS OF...
THE SPANISH BURNOUT INVENTORY



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1.INTRODUCTION

The Spanish Burnout Inventory (SBI; Cuestionario para la Evaluación del Síndrome de Quemarse por el Trabajo [CESQT]; Gil-Monte et al., 2009) was developed as a four-dimension scale aimed to assess the frequency and intensity of **burnout** among Spanish speakers working with people, and was made up of the following 20 Likert-type items with 5-point frequency categories, ranging from "never" (0) to "very frequently/everyday" (4):

Professional burnout can be understood as a response to the chronic work stress characteristic of professionals working with people

THE SBI / CESQT

I find my work is a stimulating challenge
I see my job as a source of personal accomplishment
I think my job gives me positive experiences
I find my work quite rewarding
I feel enthusiastic about my job

Item 1
Item 5
Item 10
Item 15
Item 19

Enthusiasm
toward job
Subscale

I feel I am overwhelmed by work
I feel weighed down by my job
I feel physically tired at work
I feel emotionally exhausted

Item 8
Item 12
Item 17
Item 18

Psychological
exhaustion
Subscale

I don't like taking care of some inmates
I think many inmates are unbearable
I think the relatives of inmates are very demanding
I think I treat some inmates with indifference
I feel like being sarcastic with some inmates
I label or classify inmates according to their behavior

Item 2
Item 3
Item 6
Item 7
Item 11
Item 14

Indolence
Subscale

I worry about how I have treated some people at work
I feel guilty about some of my attitudes at work
I regret some of my behaviors at work
I think I should apologize to someone for my behavior at work
I feel bad about some of the things I have said at work

Item 4
Item 9
Item 13
Item 16
Item 20

Guilt
Subscale

MAIN GOAL

STUDY THE RELIABILITY OF THE SBI / CESQT
BASED ON THE MODEL THAT BETTER FITS ITS
INTERNAL STRUCTURE .

The extensive administration of the SBI gives us the opportunity to synthesize and support the conclusions regarding some of its psychometric properties with samples of teachers from a wide variety of countries

2.METHOD

The **ONE-STAGE MASEM** approach was applied to synthesize the independent inter-item Pearson's correlation matrices from those studies that had factor analyzed the original SBI / CESQT.

1 POOLED INTER-ITEM CORRELATION MATRIX

Firstly, the four-factor model was fitted from a pooled inter-item correlation matrix based on a **fixed-effect model**. In the case that more heterogeneity than that due to random sampling was found among the correlations between a specific pair of items (and the model fit was, therefore, poor), the model was refitted from a pooled correlation matrix based on a **random-effects model**.

2 MEASUREMENT MODEL FIT

The **four-factor model** was fitted using weighted least square as the parameter estimation method. Several fit indices (χ^2 , CFI, TLI, RMSEA, and SRMR) were used to assessed the model fit.

3 RELIABILITY INDEX

A reliability index **was chosen accordingly** and computed based on the estimated model parameters.

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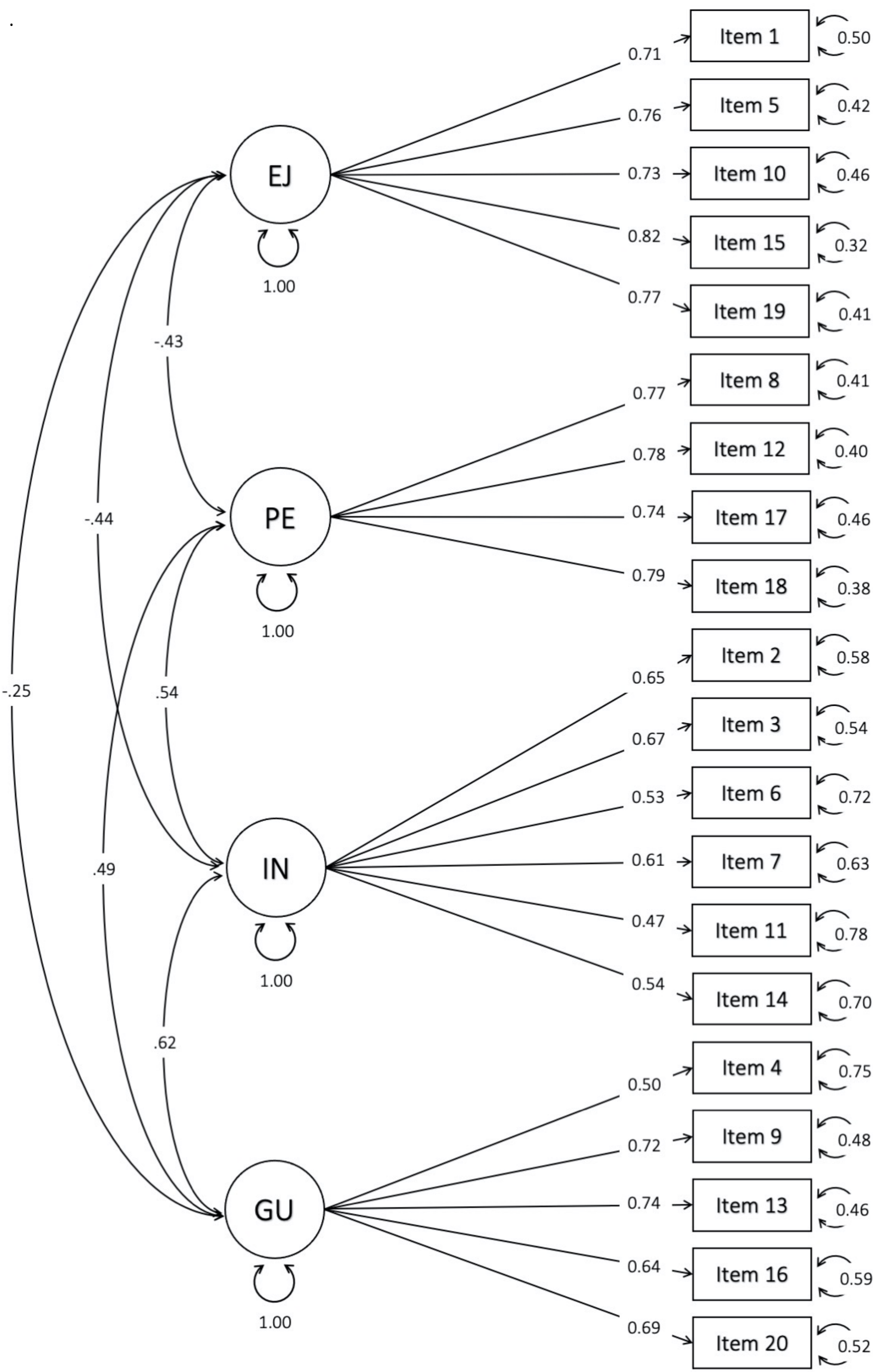
3.RESULTS

DESCRIPTIVE CHARACTERISTICS OF THE STUDIES

→ Correlation matrices were extracted from **32 independent studies**, leading to a total sample size of 20,727 observations per each inter-item correlation.

POOLED CORRELATION MATRIX AND MEASUREMENT MODEL

- All matrices were positive definite and, therefore, **included** in the subsequent analyses.
- Good fit indices were found for the four-factor model based on **fixed-effect** correlations: $\chi^2 = 6,267.752$ ($df = 164$, p -value = 0), CFI = .94, TLI = .93, RMSEA = .0424, and SRMR = .0517)



OVERALL SCALE RELIABILITY

- Overall omega for the **Enthusiasm towards job** Subscale equal to .87
- Overall omega for the **Psychological exhaustion** Subscale equal to .85
- Overall omega for the **Indolence** Subscale equal to .75
- Overall omega for the **Guilt** Subscale equal to .79

4.DISCUSSION

WHAT HAVE WE GOT?

Regarding the measurement model...

- No substantial heterogeneity was found for the inter-item correlations and, therefore, a **fixed-effect pooled correlation matrix** was assumed
- Adequate fit indices were obtained for the **four-factor model**
- All four factors were found to be **correlated** ($-.25 < r < .62$)
- All **factors loadings** were high enough (above .40, ranging from .47 to .82; Brown, 2015; Kline, 2015)

... and, with respect to the reliability

- Only the reliability for the **Enthusiasm towards job** and the **Psychological exhaustion** subscales was above the threshold of .80, recommended for **general research purposes** (Nunnally & Bernstein, 1994).