

A Correlation Study on Burnout and Personality Dimensions among Young Adults

¹Nishana P T, ²Devanayaki R², ³Maruthu Seeman³

¹Assistant Professor, ²Teaching Assistant, ³Assistant Professor

Department of Psychology

¹PSG College of Arts and Science, Coimbatore, India

Abstract: The study on burnout and personality dimensions among young adults. This study explored the relationship between burnout and the Big Five personality traits among young adults. A sample of 157 participants was assessed, and Pearson correlations were conducted to examine associations between burnout and Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Openness. Results indicated that burnout was negatively correlated with Extraversion and Conscientiousness, suggesting that individuals who are more outgoing and organized may experience slightly lower levels of burnout. Burnout was positively correlated with Agreeableness, Neuroticism, and Openness, with Openness showing the strongest trend, though not statistically significant. Overall, none of the correlations reached statistical significance, but the observed patterns highlight potential links between personality and burnout. These findings suggest that personality traits may influence vulnerability to burnout, with openness emerging as the most notable factor. Further research with larger and more diverse samples is recommended to clarify these associations and inform burnout prevention strategies.

IndexTerms - Burnout, Personality traits, Young Adults

INTRODUCTION

Burnout

A psychological condition known as burnout develops over time as a reaction to persistent interpersonal pressures at work. Overwhelming fatigue, emotions of cynicism and disengagement from the work, and a sense of inefficiency and failure are the three main aspects of this reaction. This three-dimensional model is significant because it explicitly situates the individual's stress experience within a social context and incorporates the individual's perception of themselves and others.

The symptoms include exhaustion, trouble focusing, and personality changes, as well as physical difficulties like headaches and heart problems. These symptoms are collectively known as Burnout. According to recent research, most of the employees are experiencing burnout, which may be caused by excessive workloads, a lack of social support, and injustice in the workplace. A recent study indicates that during the COVID pandemic, due to online working, the stress and fatigue increased, which have resulted as Burnout. Self-care routines, emotional support, and emphasizing work-life balance are ways to prevent burnout. Enhancing our positive thinking and well-being will increase productivity, which also results in work satisfaction.

The burnout was categorised into four types: overload burnout, under-challenged burnout, Neglect burnout, and Habitual burnout. Overload burnout occurs when you put in an increasing amount of effort and become desperate to succeed. If we go through this, we would be prepared to jeopardize our personal lives and health to feel successful. The under-challenged burnout is when we feel underappreciated or bored in the workplace due to a lack of learning opportunities or personal growth. This under-challenged burnout may lead us to distance ourselves, be cynical, and avoid responsibilities. Neglect burnout is when we feel helpless in the workplace. In workplace settings, we can't be sure that the day will be good. Sometimes things may go wrong. If we believe we are incompetent or unable to follow our responsibilities, it leads to burnout. Habitual burnout is a serious part of burnout in which the individual is drained both physically and mentally in the workplace. It will result in mental health issues and behavioural problems such as depression and suicidal thoughts.

Personality

Personality is defined as recurrent behavior patterns and intrapersonal processes originating within the individual. According to Allport (1961), personality is the "dynamic organisation within the individual of those psycho-physical systems that determine his unique adjustment to his environment". There are many personality theories in this study; the personality assessment is related to the Big Five model of personality. There are five different personality traits in the Big Five model of personality: Openness to experience, Conscientiousness, Extraversion, Agreeableness, and Neuroticism.

Neuroticism is related to negative emotions such as anxiety, sadness, and irritability. People with high neuroticism worry a lot, experience mood fluctuations, and emotional instability. They are also more vulnerable to stress and psychological disorders such as anxiety and depression. Those with a low level of neuroticism would be emotionally stable and optimistic.

Extraversion is related to affiliations with society, assertiveness, and interest in people. Individuals would be more talkative, outgoing, energetic, and experience happiness as a centre of attraction when they score high on neuroticism. Those who have low extraversion would be more guarded, have reduced social interactions, and be isolated.

Openness to experience is related to curiosity, imagination, and creativity. Those who are having high openness to experience would be open-minded, inquisitive, and imaginative; they think broadly and diversely. Those who have low openness to experience would be conventional, cliché, and narrow in their thinking.

Agreeableness is another personality trait that is related to cooperativeness. Those who are high in agreeableness would be amiable, sensitive to need for others, and also they are empathetic. In contrast, individuals with low levels of agreeableness would be less interested in being better than others and more competitive.

Conscientiousness is related to the level of self-discipline, organization, and goal orientation. Individuals with a high level of conscientiousness would be authentic, responsible, and organized. Those who have low levels of conscientiousness would be disorganized, flexible, and give less importance to structure and rules.

NEED FOR THE STUDY

The Need for this study is to understand the relationship between burnout and personality among Young Adults

RESEARCH METHODOLOGY

The study focuses on the correlation between burnout and personality dimensions among young adults.

The study focuses on the following objectives

To find the relationship between burnout and personality dimensions among young adults

To find the levels of burnout among young adults

Hypothesis

There is no significant relationship between burnout and personality dimensions among young adults

Inclusion criteria

Age ranges from 18 to 25 years, and random samples from young adults. The samples were from Coimbatore

Exclusion criteria

The participants were below the age of 18 and beyond the age of 25. The participants who were unwilling to participate.

Area

The research was carried out around Coimbatore among young adults

The reason for selecting this area is as follows:

Availability of samples. Willingness and cooperation of the sample to be part of the study. Easy accessibility to carry out the research

Socio Demographic

The personal data sheet, developed by the researcher, was used for gathering the basic information about the samples.

Maslach Burnout Inventory (MBI)

The Maslach Burnout Inventory was developed by Christina Maslach and Susan E Jackson. It consists of 22 items, which consist of three sections: burnout, depersonalisation, and personal achievement, respectively. And which has seven alternatives that are never, a few times per year, once a month, a few times per month, once a week, a few times per week, and every day. The scoring is adding up the scores for each section and interpreting based on the interpretation.

Big Five Personality Inventory 10

Big Five Personality Inventory 10, which was developed by Beatrice Rammstedt and Oliver P. John. It consists of 10 items, and it is a 5- point Likert scale, and the score ranges from 5 to 100. The total score is obtained by adding up each score for each personality type and interpreting based on it. The scale has reliability and validity.

Procedure

The participants' ages ranged from 18 to 25 years and were selected for the study. The purposive sampling method was used in the study. Then, the researcher established a rapport with the participants. A personal data sheet, Maslach Burnout Inventory (MBI), and Big Five Personality 10 were administered to 149 participants. Big Five personality 10 and Maslach Burnout Inventory (MBI) among young adults were measured. The data analyzed on correlation was computed statistically using the SPSS (Statistical Product and Service Solution) software version 21.

IV. RESULTS AND DISCUSSION

4.1 The Results of Inferential Statistics

Table 1: The correlation of Personality and Burnout among young adults

Variable		Burnout	Extraversion	Agreeableness	Conscientiousness	Neuroticism	Openness
Burnout	Pearson Correlation	1	-.139	.120	-.021	.109	.532
	Sig.(2-tailed)		.651	.695	.946	.722	.061
	N	157					

Note: **=Significant at level 0.01

Table I shows the relationship between burnout and personality traits among young adults. Extraversion ($r(155) = -.14, p = .651$) and conscientiousness ($r(155) = -.02, p = .946$) showed a negative correlation with burnout. The negative direction suggests that persons high in extraversion and conscientiousness may have reduced degrees of burnout. Extraverted individuals generally rely on social support and active coping mechanisms, which may help them balance the consequences of overload. Similar to this, conscientious people are usually disciplined, well-organized, and focused on their professional duties, which may help them avoid burnout by allowing them to handle chores effectively.

Burnout was positively correlated with Agreeableness ($r(155) = .12, p = .695$), Neuroticism ($r(155) = .11, p = .722$), and Openness ($r(155) = .53, p = .061$). The positive direction of these associations implies that people with higher levels of these characteristics may be more susceptible to burnout, even if none of them attained statistical significance. When demands exceed their capacity, agreeable people may put peace and the needs of others above their own, which can result in feelings of weariness. Due to their increased sensitivity to job pressures, neurotic people who are prone to stress and emotional instability may be more vulnerable to burnout. Openness showed the strongest positive correlation with burnout, approaching significance. This pattern implies that people with high openness levels, who are inventive and inquisitive, may occasionally push themselves too far in discovering novel concepts and experiences, making them susceptible to burnout when goals outweigh available resources.

Conclusion

The purpose of this research was to investigate the connection between young adults' burnout and personality traits. Burnout was found to be negatively correlated with Extraversion and Conscientiousness, suggesting that individuals who are more outgoing and organized may experience slightly lower burnout. In contrast, burnout was positively correlated with Agreeableness, Neuroticism, and Openness, with Openness showing the strongest trend, though not statistically significant. Overall, none of the correlations reached significance, but the results indicate that personality traits may influence burnout tendencies, warranting further investigation with larger samples.

Limitations

The study relied on a limited number of young adults, recruited through convenience sampling. Self-report questionnaires were used to measure prosocial behavior and personality, which may not accurately reflect real behavior due to social desirability bias. The study was conducted in a specific cultural context that may influence prosocial tendencies and personality expression. In other cultural circumstances, the results can be different.

Future Directions

Longitudinal designs could be used in future studies to investigate how prosocial behavior changes over time are predicted by personality factors. Beyond self-reports, prosocial behavior can be measured more objectively through experimental or observational methods. Examining mediators like empathy, moral reasoning, or social support could shed light on the mechanisms underlying the link between prosocial behavior and personality.

Implication

Involving part of the daily routine helps us to enhance the well-being of young adults. implies establishing both short-term and long-term goals for young adults, which may raise their level of well-being.

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