

## **A Study of Job Burnout and Its Effective Factors amongst Librarians of Public Libraries (A Case Study of Ardabil Public Librarians)**

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### **Abstract**

**Purpose:** The aim of the current study is to determine the rate of job burnout and its effective factors amongst librarians of Ardabil public libraries.

**Methodology:** The Maslach and Jackson burnout inventory were used to investigate the job burnout rate and its effective factors amongst all 51 public library employees (librarians and managers) from 5 public libraries in Ardabil. Descriptive and inferential statistical methods were used to analyze the data.

**Findings:** Analysis of the data indicated that the rate of job burnout amongst the librarians of Ardabil public libraries for the two scales of frequency and intensity is at a low level. The rate of job burnout in terms of frequency and intensity in the aspects of emotional exhaustion, depersonalization and Personal Accomplishment is at a low level too, but the rate of job burnout in the area of involvement is medium on the frequency scale and high on the intensity scale.

**Originality/Value:** This is one of the first research studies that endeavor to review effective factors of job burnout amongst Librarians.

**Keywords:** Job burnout, Emotional exhaustion, Depersonalization, Personal Accomplishment, Involvement.