

# **An Exploratory Study of Factors that Relate to Burnout in Professional Photographers**

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## ABSTRACT

Burnout is a state of exhaustion, which leads to paralysis of our forces, accompanied by a loss of feeling and joy about life. Nowadays, burnout is more frequent. This applies not only to the social professions which burnout was characterized above, but hobby-jobs as well.

Despite the fact that now in Russia photography is the most popular profession, many people experience burnout, especially individuals who moved to professional photography from a hobby.

The relationship with job demand factors, personality type and internal factors (hobby-job similarity, less time spend on hobby) with burnout phenomenon was investigated. In order to see how the change of job demands from a hobby to a profession influences the individuals and how their personality may help or hinder their resilience, the Oldenburg Burnout Inventory (OLBI) was used. The 16-item Oldenburg survey was used to measure two dimensions of burnout: exhaustion and disengagement. The variety was measured in 17-items Swedish Job-Demand-Control-Support (DCSQ) survey, with 4 dimensions: Psychological demand(5 items), Skill(4 items) Discretion,Decision latitude(2 items), Support( 6 items).Personality was measured using 10 items in the Big Five Model.

In order to conduct the research, 180 professional photographers from Russia have been interviewed to collect better results and find the exact causes of the burnout problem.

Findings suggest that job demands factors are the most predictors of burnout from the all of study variables. Also, personality traits and behavior, which is coming from the traits, may help to predict and protect individuals from the burnout or reduce the level of it.

**Keywords:** burnout; job demands; personality traits.

## ÖZ

Tükenmişlik durumu, hayattan zevk alamamamıza yol açan, duygusuzlaşma ile beraber gelen, tüm kuvvetimizin yok olduğunu hissettiren bir bitiklik durumdur. Bu durum, sadece sosyal profesyonel etkinliklerde varolmayıp, aynı zamanda hobi olarak yapılan işlerde de mevcut olabilir.

Rusya'da halen en popüler meslek fotoğrafçılık olmasına rağmen, hobiden profesyonel fotoğrafçılığa geçen kişilerde özellikle olmak üzere, birçok kişi tükenmişlik yaşamaktadır.

Bu araştırmada, iş talep faktörleri, kişilik tipi, ve içsel faktörler (hobi-iş benzerliği, hobiyeye daha az zaman ayırma) ile tükenmişlik arasındaki ilişki incelenmektedir. 16 sorudan oluşan bşr Oldenburg Tükenmişlik Envanteri (Oldenburg Burnout Inventory) anketi kullanılarak toplanan verilerde, hobi durumundan profesyonel meslek durumuna geçiş sebebiyle, iş taleplerinde meydana gelen değişikliklerin kişilere olan etkileri, ve bu etkiler mevcutken, kişilik tipinin kişinin dayanma azmini ne kadar artırdığı veya azalttığı ölçülmeye çalışılmıştır. İki tür tükenmişlik gözlemlenmeye çalışılmıştır: bitkinlik ve geri çekilme. Değişkenlik 17 soruluk İsveç İş Talep Kontrol Destek (Swedish Job Demand Control Support) anketi ile ölçülmüş, bu dört farklı boyutta yapılan bu ölçümlerde, 5 soru ile psikolojik talepler, 4 soru ile yetenek, 2 soru ile muhakeme ve karar otonomisi, ve 6 soru ile de destek boyutu incelenmiştir. Kişilik tipi ise Büyük Beş Modeldeki 10 soru kullanılarak ölçülmüştür.

Anket çalışması, Rusya'da 180 profesyonel fotoğrafçı üzerinden very toplanarak yapılmıştır.

Arařtırma bulguları gsteriyor ki tm alıřılan faktrler arasında tkenmiřliđin en iyi tahmin edilebileceđi factor iř talepleridir. Ayrıca, kiřilik zellikleri ve ona bađlı olan davranıřlar tkenmiřliđin seviyesini azaltmada veya tamamen nlemede tahmin amalı olarak kullanılabilirler.

**Anahtar szckler:** tkenmiřlik, iř talepleri, kiřilik zellikleri

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## **LIST OF ABBREVIATIONS**

MBI	Maslach Burnout Inventory
BMS	Burnout Measure Short form
OLBI	Oldenburg Burnout Inventory
TIPI	Ten-Item personality inventory
DCSQ	Swedish Job-Demand-Control-Support Questionnaire

# Chapter 1

## INTRODUCTION

### 1.1 Relevance of current topic

In our modern world photography profession is particularly important. Photography presents in all parts of human life: photos for passports and social nets, photos for business and internet marketing, photos of your own city and memories of travelling, photos of weddings and everyday life, etc. Photography is one of the most necessary human inventions, for example, in science it became an independent method of research long time ago and helps to penetrate not only to our visible world, but even in the depths of the microcosm and the macrocosm. Shooting surface of the Earth, provide necessary and important information for the development of many modern sciences, as well as sectors of the economy in many countries. There is no wonder that along with the development of technology, for the last 10 years, numbers of photographers extremely increased. According to research in 2013, there are more than 700 thousand people in Russia who consider himself as a photographer and 23 thousand works professionally. (Kedrinskiy,2013).

Many people move from their hobby to professional photography. Doing things you love and make money at the same time. Why it is not working for everyone? After all, if a person loves what he is doing, he will definitely achieve success. However, even in such scenario, he will face a lot of barriers that can stop him on the way to his dream. “You have to love this job because the schedules, the emotional ups and

downs, the pressures would sometimes be too much if you didn't love it. It is a creative field. If you go to a game and make a good picture or shoot a nice portrait, you go home feeling great, but if you miss something, you go home feeling awful” (Brian Horton, 2000, p.16).

There are some professions in which individual begin to feel a sense of inner emptiness and emotional discomfort due to the constant contact with other people. Photography is one of them. Russian psychologist Ronginskaya said that for man nothing is so powerful and strong challenging as another person (Safonova, 2010) this metaphor can be put in the basis of studies of the psychological phenomenon - burnout.

To better understand the burnout in photography we conducted research in purpose to prevent the burnout within people who moved from their hobby to photography profession. Relevance and social significance of the research topic is the complex nature of the relationship of professional burnout with job demand-control-support issues of the individual, as well as the diversity of interpretations of the causes and the creation of appropriate psychological tools

## **1.2 Aims of the study**

A lot of surveys have already been done about the burnout (Maslach, 2001), job characteristics (Hackman, 1971), job demands (and influence of personality type. However, the discovering of several assignments, scientific journals and books underline the interaction between these variables which led to decision to do survey to show relationships and fulfill this theme.

The main aim of current study is to examine and determine the relationship between job characteristics, personality type, external, internal factors with burnout. Within the hypotheses in chapter 4 and theoretical model the following research questions have been done:

1. How personality traits as an internal resource of a job can affect the burnout in photography?
2. Can job demand factors and social support in general help workers and reduce the burnout in professional photography in Russia?
3. How does job similarity affect to burnout?
4. Does time spending on hobby before and after beginning professional carrier related to the burnout?

Therefore, this study has been done with the aim of filling with the information literature gap and to do implementations by managers.

### **1.3 Outline of the study**

The thesis presented by 7 chapters. The first chapter has presented to illustrate the importance of the topic, underline the aims of it and the objectives at the same time. Second chapter shows previous studying of burnout and chosen independent variables, also literature provide the information about relationships of these. Next chapter was created in order to look at the photography as a profession, to see pros and cons of it and show the features of Russian photography. Chapter 4 illustrates theoretical model and hypotheses created for the exploratory study. Chapter 5 explains methodology used to create and develop questionnaire for the current survey, how data has been received. The sixth chapter presents the following analysis of data collected according to the hypotheses and models with the Pearson



correlation analysis, descriptive statistics and hierarchical multiple regression. The last chapter is discussion about results found and their limitations, conclusion and implementations for managers.

## **Chapter 2**

### **LITERATURE REVIEW**

#### **2.1 Burnout phenomenon**

Usually, when people think or read about professional activity of different professions, the emphasis is primarily on the positive aspects of working with people. However, it is clear that working with people due to the high requirements, emotional stress and responsibility potentially contains the danger of heavy emotions associated with working situations and risk of stress. Negative psychological emotions and feelings can affect the different phases of labor process: professional activities, professional identity, and professional communication and in general have a negative impact on the professional development of the individual. Social workers, by the nature of its activities, involved in the intense long chat with other people are tending to have burnout syndrome.

Burnout is a specific syndrome that occurs in person during their career and expressed in a state of emotional and physical exhaustion, alienation from the people with whom they work, as well as the lack of professional plans and frustration (Vodopyanova, Starchenkova, 1997). Burnout phenomenon is a popular subject for study since 70s of XX century. For the last ten years, interest to this problem increased in Russia ( Vodopyanova, Starchenko,1997; Gnezdilova, 2005; Maltseva, 2005; Orel, 2006).

For the first time, the problem of burnout was noticed by American psychiatrist Freudenberg (1974) within the development and mass distribution of social services, whose workers with professional education in psychology or sociology, on duty came into regular contact with visitors, who came to them with its diverse and quite difficult problems. Often their only duty was to provide psychological support to listen and advise something. Although specific training and recruitment, over time their work was faced with the facts of inadequate staff work, primarily with complaints of visitors to their inattention, indifference, and even rudeness. The research led to the discovery the kind of occupational stress - stress communication, which, in conjunction with other professional stress, leads to the phenomenon of burnout (Stratiy, 1995).

## **2.2 Approaches to burnout**

In the early stages of learning, a burnout idea has been developed through collecting descriptions of symptoms that are associated with it. Most of the researches have been focused empirically and do not try to give theoretical definition (Cox, Griffiths, 1998). The authors of burnout review, T. Cox and A. Griffiths, list about 150 symptoms that the researchers attributed to burnout. Among them are affective symptoms: moodiness, tearfulness, mood instability, decreasing of emotional resources, cognitive symptoms - feeling of despair and hopelessness, cynical actions in dealing with colleagues and clients. All this is going with the typical for stress health complaints: headaches, nausea, dizziness, anxiety and insomnia. There are also motivational symptoms including decrease in such parameters like enthusiasm, effort, commitment and idealism; In contrast, the appearance of disappointment, frustration, resignation possibility (Cox, Griffiths, 1998).

Diversity of symptoms, as a part of them is a result from stress, can mix definition of burnout. The most conceptually developed model of burnout proposed in 1976 by researchers C. Maslach and C. Jackson. This model illustrates burnout as a syndrome, which consists of three basic symptoms: emotional exhaustion, depersonalization (or cynicism) and reduction of personal achievement. Emotional exhaustion refers to complex manifestations of emotional tiredness or emptiness by constantly experienced stress and stress reactions in the process of working with people. Depersonalization is expressed primarily in the tendency to see primarily the bad side in the character and behavior of other people. The reduction of personal achievement marked if a person loses the sense of self-worth as a professional; do not see any prospects of their development (Cox, Griffiths, 1998). Important that only sum of these components can be seen as a burnout syndrome, none of them separately will be the syndrome. This three dimensions model is a base of the most popular burnout questionnaire- Maslach Burnout Inventory (MBI).

Most of the time in a literature burnout considered as a consequence of a long occupational stress, and often the terms “stress” and “burnout” are used as synonyms(Cox, Griffiths, 1998).According to this theory, stress can explain only symptom of exhaustion and does not explain two other symptoms: depersonalization (or cynicism) and reduction of personal achievement. It means that stress, in general, does not explain burnout syndrome.

However, another theory of A. Pines and E. Aronson (1998) looks at exhaustion as a major component of burnout and finds its supporters today. This shows the original research on validation of the French version of the tool burnout –Burnout Measure

Short version- BMS (Maslach-Pines, 2005), confirming the view that the burnout is nothing like exhaustion.(Lourel, Gueguen, Mouda, 2008)

Table 1. Models of burnout

Models of burnout				
	One-dimensioned model	Two-dimensioned model	Three-dimensioned model	Four-dimensioned model
Authors	A.M. Pines, E. Aronson, 1988	D. Dierendonck, W. Schaufeli, H.Sixma, 1994	C. Maslach, S.E. Jackson	E. Iwanicki, R. Schwab1981; G. Firth, A. Mims, 1985
Components	Exhaustion	Emotional exhaustion, Depersonalization	Emotional exhaustion, depersonalization, reduction of personal achievement	Emotional exhaustion, depersonalization, reduction of personal achievement, forth is relationship between any two of them.

An analysis of the literature, most research uses a three-dimensional description of burnout is meant tool MBI. Though there are some alternative tools burnout, such as Oldenburg Burnout Inventory (Demerouti et al., 2002) and the Copenhagen Burnout Inventory (Kristensen et al., 2005). It is two-dimensional theories of burnout

Analysis of case studies of burnout syndrome shows that the main efforts of psychologists have focused on identifying the factors that cause burnout. Traditionally, they are grouped into two large blocks, job demands and individual characteristics of professionals (Dion, 1985; Schaufeli, 1998)

## **2.3 Individual factors and burnout**

### **2.3.1 Socio-demographic characteristics.**

Influence of socio-demographic characteristics on the effect of burnout studied in detail in psychology (Maslach, Jackson, 1996).

#### **2.3.1.1 Age**

From all of the socio-demographic characteristics the biggest relationship with burnout is age, which is confirmed by numerous studies (Dietzel, 1998; Huebner, 1994; Oktay, 1992; Widjk, 1997). It detects the presence of a negative correlation of age and burnout (Dietzel, 1998; Widjk, 1997) For example, work of C. Maslach shows that the average medical staff of psychiatric hospitals "burn" in 1.5 years after the start of work, and social workers are beginning to experience this symptom in 2-4 years (Maslach, 1993).

Some studies have confirmed the sensitivity older to this syndrome. In particular, the study carried out on an average staff of military medical institutions, it was noted that the most susceptible to burnout are not only young people (19-25 years) but older (40-50 years) (Wijk, 1997).

The tendency of younger age to burnout is due to emotional shock that they experience, when confronted with reality, often irrelevant to their expectations (Kunzel, Sulte, 2001) Influence of age on the effect of burnout is too ambiguous. Better connection found with emotional exhaustion and depersonalization, and less - with a reduction of professional achievements.

### **2.3.1.2 Gender**

The relationship between burnout and gender is not that clear. In some research (Burke, 1995; Ogus et al, 1990) men are more prone to the burnout phenomenon than woman, while other works have some completely opposite conclusions (Shabo, 1993; Zabo, 1994). Data reconciliation of opposite points of view, appears to consider this issue from the point of the specificity of the effect of gender on the components of burnout and the presence of another factors, such as sex-role orientation (Maslach, 1999)

According to articles, men have higher score in depersonalization, and women are more prone to emotional exhaustion (Burke, 1995; Shabo, 1993; Urban, Gross 1994; Ogus, 1990). It is related to men and women values, women are more emotionally responsive and men have instrumental values. (Ogus 1990; Ponomareva 1995) Risk of burnout depends on a functions of workers related to their sex-roles orientation. This relationship was found in the study of the Chinese researchers Tang and Lau in Hong Kong (1996) men were more susceptible to the effects of stressors in those situations that required them to demonstrate the true masculine qualities such as physical data, men's courage, emotional restraint, show their achievements at work. At the same time, women were more sensitive to stress factors in the performance of duties that require them empathy, educational skills, subordination.

### **2.3.1.3 Working experience**

Most of the studies observed no significant correlation between working experience and burnout (Dietzel, 1998; Orel, 1999) and only a few works reveal a negative relationship between these variables (Wright, Bonnet, 1997). In particular, there is a negative correlation between emotional exhaustion and working experience in human services personnel (Wright, Bonnet, 1997).

#### **2.3.1.4 Another socio-demographic characteristics and burnout**

There are researches showing association between marital status and burnout (Maslach, 1996). They found out that a higher degree of susceptibility to burnout in unmarried individuals, especially males. And the interesting fact is that even bachelors are more prone to burnout than divorced men. Most likely, this may be due to the simultaneous actions of other factors (Maslach, 1996).

There are some evidences of a positive relationship between level of education and degree of burnout (Maslach et al, 1996). The reason for this can be overstated claims of people with higher level of education. However, such tendency is observed only in respect of depersonalization, but emotional exhaustion does not depend on this factor (Maslach, 1996). Reduction of the professional achievements gives a completely opposite picture, with the highest values in moderate, rather than higher education. The reason of influence of education level on the components of burnout is likely in the association between level of education and specific content of work. (Schaufeli et al, 1998). The influence of other socio-demographic variables on burnout: nationality, race, place of residence, socio-economic status, level of salary- have been studied in a much less extent (Pedrabissi et al, 1991).

#### **2.3.2 Personality traits and burnout**

The study of personality types and their relationship with burnout is an important field of study of this phenomenon. Some scientists believe that personality traits much more influence on the development of the burnout not only in comparison with the demographic characteristics, but also factors in the working environment (Huebner et al,1994; Bakker et al,2006; Oktay et al, 1992).



Usually, in the most studies of this area is used five-factor model of personality, suggested by P. Costa, R. McCrae (Costa et al, 1992). This model consists of five basic personality characteristics: extraversion, agreeableness, conscientiousness, neuroticism and openness to experience.

Several researches show the close relationship between “Big Five” and tendency of burnout. The closest relationship we can see between emotional stability and all factors of burnout (Bakker et al, 2006; Mills et al, 1998; Tokar et al, 1993) and such factors as emotional exhaustion and openness to experience (Tokar et al, 1993).

W. Schaufeli did extra statistic analysis and found out connection between another factors of burnout and personal characteristics. Disengagement has negative relationship with emotional stability, and positive with agreeableness, personal achievement has strong relation with four out of five factors of “Big five”: neuroticism, conscientiousness, extraversion, openness to experience( Schaufeli, 1999).

Study of the relationship between personality characteristics and burnout with the five factor model seems to be perspective, as others approaches to the study of personality is not showing positive results, such as an attempt to use the typological approach (Forey et al, 1994; Gargen, 1991).

Close to the study of these relationships is to identify the relationship between burnout and personality characteristics such as anxiety, emotional sensitivity, and some others. It is shown a positive relationship between burnout and aggressiveness, anxiety and negative - with a sense of group cohesion (Naisberg et al, 1991; Vealey

et al, 1998). Interesting data have been obtained concerning the dependence of sensitivity from the emotional exhaustion. The presence of a positive relationship between this personality trait and burnout confirmed by a number of researches, highlights the role of mediating emotional sensitivity in the prediction of burnout. It is shown by the example of rescue workers, that people who are able to influence others emotionally, "infecting" them with their energy, but not sensitive to the emotions of others, have a greater risk of a burnout, which has a negative effect on the productivity of their work (Gargen, 1991).

## **2.4 Job demand factors and burnout**

Group of job demand factors, which includes psychological demand, decision latitude, skill discretion, social support and others, is the most representative in the research of burnout. Not by chance in some papers emphasized the dominant role of these factors in the occurrence of burnout (Bennet et al, 1992; Leithwood et al, 1996; Wag et al, 1995).

### **2.4.1 Decision latitude**

The important factor, which is contacting with burnout, is the degree of independence of a worker in his field and decision latitude. Almost all researches prove negative correlation between this variables and burnout, but closer relationship is with decision latitude (Byrne, 1994; Jonge et al, 1996; Leithwood et al, 1996; McGrath, 1989; Oktay, 1992). However, the relationship between these characteristic and burnout is not linear. In particular, the study of J. de Jonge and W. Schaufeli established the presence of the introversive relationship between the degree of independence in activities and emotional exhaustion (De Jonge et al, 1998). The results seem to us interesting and important as consistent with similar data in areas of psychology (Orel et al, 1987).

### **2.4.2 Social support**

Social and psychological factors are very important in every organization in vertical and horizontal ways. The biggest role belongs to social support from the colleagues and people with a higher professional and social status as well as other persons (family, friends, etc). Practically in all studies of this issue, there is a negative relationship between burnout and social support from representatives of almost all professions related to the providing to people professional help (Bennet et al, 1994; Burke et al, 1997; Himie et al, 1991; Virginia, 1998).

The most important for the workers is superiors and administration support. That was also proved by some authors (Bennet et al, 1994; Burke et al, 1997; Virginia, 1998). Moreover, some researchers highlights that intrapersonal conflicts in a group of employees (horizontal conflicts) is much less psychologically dangerous than the conflicts with people, whom are in a higher professional status (Vierick, 1996). Several studies illustrate the fact that social support can be some kind of protection between stress and professional status. Workers with social support can better resist stress effects and thus be less prone to burnout (Dolan et al, 1992).

For questions regarding to vertical burnout in a company, there are few studies on the influence of leadership style on the burnout tendency of subordinates (Mazur et al, 1989; Melchior et al, 1997). Noted a slight correlation between these two variables, the democratic style of leadership provide a less extent to burnout.

Social support of colleagues also protects from the burnout but more less than support of the superiors (Byrne, 1994; Burke, 1997).

Influence of the social support covers all the components of burnout, but the closest relationship is with depersonalization and emotional exhaustion. Several studies show that instrumental, informational and emotional support, especially in terms of role conflict and a lot of works have closer relationship with burnout (Himie et al, 1991).

Analysis of the interaction between socio-psychological attitude of workers to the object of their work and burnout was conducted in two directions: the position of workers in relation to their recipients and the behavior of the recipients themselves (students, patients, clients, etc.).

Almost all the work associated with the study of the position of workers in relation to their recipients show a relationship between this value and burnout, and tactics suspension social workers and medical staff from customers gives low or the average of burnout (Letter et al, 1998; Miller, 1995).

This dependence may be due to the specifics of the activity itself. Thus, the medical staffs, whom having a close direct contact with patients and their emotional problems are more affected by stress factors, than medical staff, whose main functions are the professional contacts and supervision of patients (McGrath, 1989). Teachers are characterized by the presence of custodial ideology in the relationship with the students, as well as not using repressive tactics and situation, demonstrated a high level of burnout (Pierce, 1990).

There are a number of works, mainly in the field of education, indicating that the atmosphere in the team of students and their relation to the teacher and the learning

process can trigger the occurrence of burnout in teachers. In particular, it is noted that the apathy of students and unfavorable atmosphere in the classroom can lead to emotional exhaustion teachers (Byrne, 1994; Friedman, 1995). For example, it is shown that the typical ways of resistance to the teacher in the form of negative behavior of pupils cause burnout of the teachers, while the passive strategy gives a negative correlation. At the same time we found gender differences: men burning mostly caused by negligence students, and women - their irreverence (Friedman, 1995).

All of these researches underline the importance of factors such as feedback, the lack of which is related to all components of burnout.

#### **2.4.3 Skill discretion**

In studies, there was no significant association between skill discretion and burnout (Leiter, 1998). This is due to the fact that it is quite difficult to find objective, quantitative skill discretion indicators in the several kinds of professions. The use of subjective indicators, such as peer assessment by superiors, gives very weak correlations (Leiter, 1998).

#### **2.4.4 Psychological demand**

The main emphasis in the study of this factor has been made mainly on the timing of activities and workload. Almost all of the studies give a similar picture, indicating that the increased loads in psychological demands overtime stimulate the development of burnout (Byrne, 1994; Mazur, 1989; Wijik, 1997). Similar results were obtained between the length of the working day and burnout, as these two variables are closely related to each other (Wijik, 1997, Mc Grath, 1989).

By reducing psychological demand, for example, by giving days off can reduce the level of burnout, but this effect is temporary: the level of burnout in part increases in three days after returning to work and completely restored in three weeks(Westman, 1998).

The links between this group of factors and burnout, to some extent due not only to their actual influence on the phenomenon, but their objective content, the ability to measure and understand (Westman, 1998).

## **Chapter 3**

# **PHOTOGRAPHY**

### **3.1 Importance of the field**

Nowadays, there is no area of human activity, which is not related to photography field. This is natural, because the photo is constantly has to deal with the many millions of people of different professions (Sztompka, 2007).

Photography is one of the most important types of fine art and like all art is based on the use of various techniques. None of the fine arts have such a wide array of hardware and does not require the artist's extensive technical knowledge such as photography.

### **3.2 Specifics of profession**

“To become a real photographer you need to learn how to see from your soul, because the real camera is your heart and soul.” Bennis and Nanus (1985, p.221)

Photographer is a person or professional, who is creating pictures with the camera and special equipment for their printouts. Photographer is a man, who stops the beautiful moments of life (Morozov, 1990).

Photographer's work is the direct process of shooting and maintenance of equipment. During shooting, the photographer selects the optimum illumination, background, pose. But the main meaning of photography is in the ideas. Today, thanks to digital

technology, photographers can convert ready images with the special programs and remove defects to create the most incredible stories.

In addition to shooting and processing images, the work of the photographer includes preparation for the filming: the choice of topics, the negotiations with the customer, if necessary, to obtain permission for shooting, choice of the place and so on. These functions may be delegated to assistants or other helpers, if the photographer is working in a team. Ideally, the photographer should be creative without being distracted by another work (Morozov, 2001).

### **3.3 Amateur and professional photographer**

One of the most common questions that can be asked to the individual with a camera “are you professional photographer?”

Who is a professional photographer? Some people think that it is just simple as to buy a new camera and technique. However the reality is so far from it. Professional photographer is the one for whom photography is a profession and for whom it is the main source of income and livelihood (Morozov, 2001).. And as can be seen, the word “professional” does not have a direct reference to how good pictures this photographer make. But at the same time he cannot do bad photos, because otherwise he will not have a good job. And it is not necessary that every shot must be a masterpiece. If we draw an analogy with school marks, the professional photographer has to take pictures on a B and above and at the same time to shoot exactly what the customer asks.

On the other hand, amateur is the one who loves photography. At the same time professional in his spare time can also be an amateur. The main difference between



an amateur from a professional photographer in the fact, that amateurs have another main source of income, not related to photography field. They can take photos when they want, of what they want, and how they want (Morozov, 2001)..At the same time, some amateurs may have better equipment and more expensive than some professionals, as well as they may have an occasional masterpiece pictures. The level of photography of amateurs can be different. They are doing some experiments and sometimes take money or shooting as well. Some amateurs can be better than professionals, but they are doing it simply for themselves or not regular.

To sum up, it is better not to ask photographer is he professional or not, but to see their work by yourself and check the quality.

### **3.4 Advantages of the work**

First of all, photography profession is very prestigious and profitable, especially if photographer already have their own database of clients or there is any brand under which photographer is working. Also, it is very creative profession, which involves a relatively free schedule of the work and lack of everyday routine (Zakharov, 2008). The advantages of the profession include the versatility of the job, the demand in various fields - journalism, modeling, museums, etc.

### **3.5 Disadvantages of the work**

Among with the pros, there are several cons. Photographer's work is always held in the face of the big competition. Another disadvantage is that good equipment, which depends on the quality of the work, is very expensive. Also this work requires a lot of patience and even an ordinary photo shoot involves a great number of pictures for several successful shots (Zakharov, 2008). For example, it is difficult to shoot active children or wild animals. At the same time the photographer should be able to find an

individual approach to each client to identify its most attractive features and interesting perspective. Different vision and understanding of beauty of the customer and the photographer can trigger customer dissatisfaction.

### **3.6 Photography in Russia**

Nowadays in Russia photography is extremely popular. More than 700 thousand people consider themselves a photographer. From them 23 thousands are professionals, 200 thousands of amateurs and the rest are half professionals, who is rarely work as a photographer (Zoster, 2012).

In other words, every 200 individual in a country consider themselves as a photographer, every 6000 – professional photographer. It means that on each photographer it is about 6000 possible clients. At the same time, the rate of the doctors in Russia is about 1500-2000 people for one doctor, that is, only three times more doctors (Kedrinskiy, 2013).

For example, in Moscow it is about 550 photo studios that offer professional services (Kedrinskiy, 2013).. In fact, it is a huge competition. A lot of offers, web sites and the streets are constantly full of the people with cameras for shooting someone. In order to achieve success in the photography field is necessary to work hard.

The problem with this situation is unreal cut price for photo services. Now, many photographers in Russia, mostly beginners, offer to shoot weddings and other things for free, in order to get portfolio (Kedrinskiy, 2013). Such amateurs and beginners take away many potential customers from professionals. Therefore, it is not clear how much this photography categories affect the overall competition. Naturally, the quality there is absolutely no professional.

Also in Russia, there is a huge category of photographers who offer their services with the quite good quality for a very low cost. Now that is a real problem for Russian photographers who want to earn more. Because not many customers see the difference between "good" and "not good", but the difference between "5000 rubles for shooting" and "25 000 rubles," they see and understand perfectly (Sztompka, 2007).

Thus, because of such a large number of offerings on the market price falls substantially, to find new customers willing to pay decent money becomes very difficult.

Another interesting fact is that, coming into the market in such quantities, the young photographers are making life very complicated for them, as to compete in such environment becomes more and more difficult. However, such problem in Russia has two advantages. First of all, photography equipment becomes more available. Now you can get a good technique in the range of 100 000 rubles, while operating costs is quite small. There is no need to buy films and reagents and it is enough to pay for internet and electricity. The technique also becomes cheaper (Pondopulo, 2012). Second - is the mental part - the image of the profession. For some reasons it is believed that to be a photographer is very fun and easy. In general, this is partly true. First, when the level is still not very high, the work is really easy. Then photographers start to grow. And then it becomes not so simple, because it is always difficult to grow. On this level burnout is the most likely (Pondopulo, 2012). However, there are more financial opportunities.

## Chapter 4

### THEORETICAL MODEL AND HYPOTHESIS

#### 4.1 Theoretical model

Scientific and practical interest to burnout is due to the fact that this syndrome has direct influence on increasing problems related to the well-being of workers, their efficiency and stability of the business life of the organization. The first work on this problem appeared in the United States. American psychiatrist H.Freudenberger (1974) described the phenomenon of the psychological state of healthy people in the intensive contact with the patients in the hard emotionally atmosphere and gave him the name of "burnout". Social psychologist C.Maslach(1976) identified this condition as a syndrome of physical and emotional exhaustion, including the development of negative self-esteem, negative attitude to work, loss of understanding and empathy towards clients or patients.

The most common method of measuring burnout has been three-dimensioned Maslach Burnout Inventory, however it has some troubles with the psychometric limitations of that scale. For example, Demerouti et al. (2001) noted that all of the items within the three subscales are phrased in the same direction; the exhaustion and depersonalization scales are all worded negatively and the personal accomplishment scale is worded positively. As a result, Demerouti et al. have developed an alternative measure of burnout, the Oldenburg Burnout Inventory(OLBI).

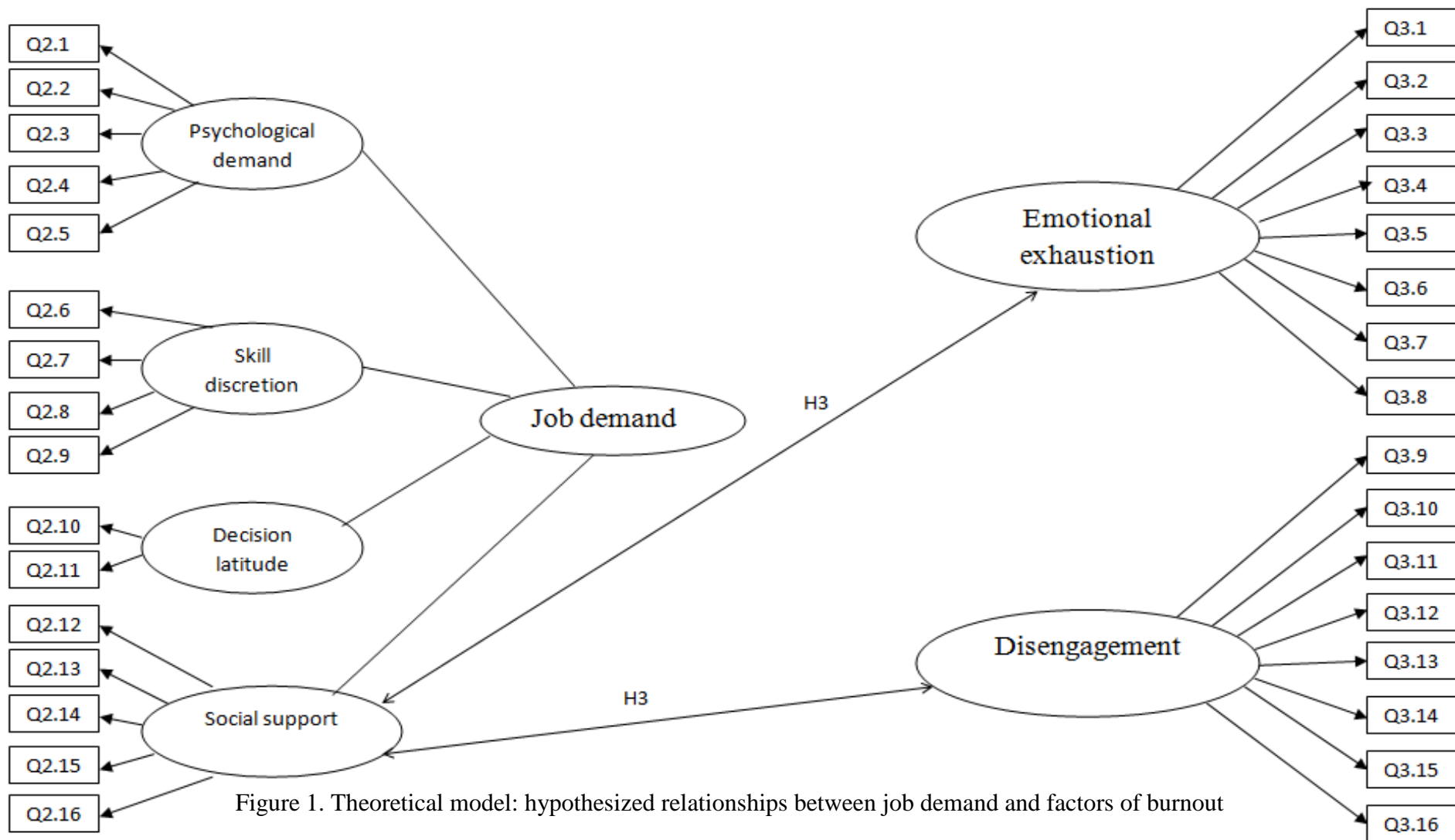


Figure 1. Theoretical model: hypothesized relationships between job demand and factors of burnout

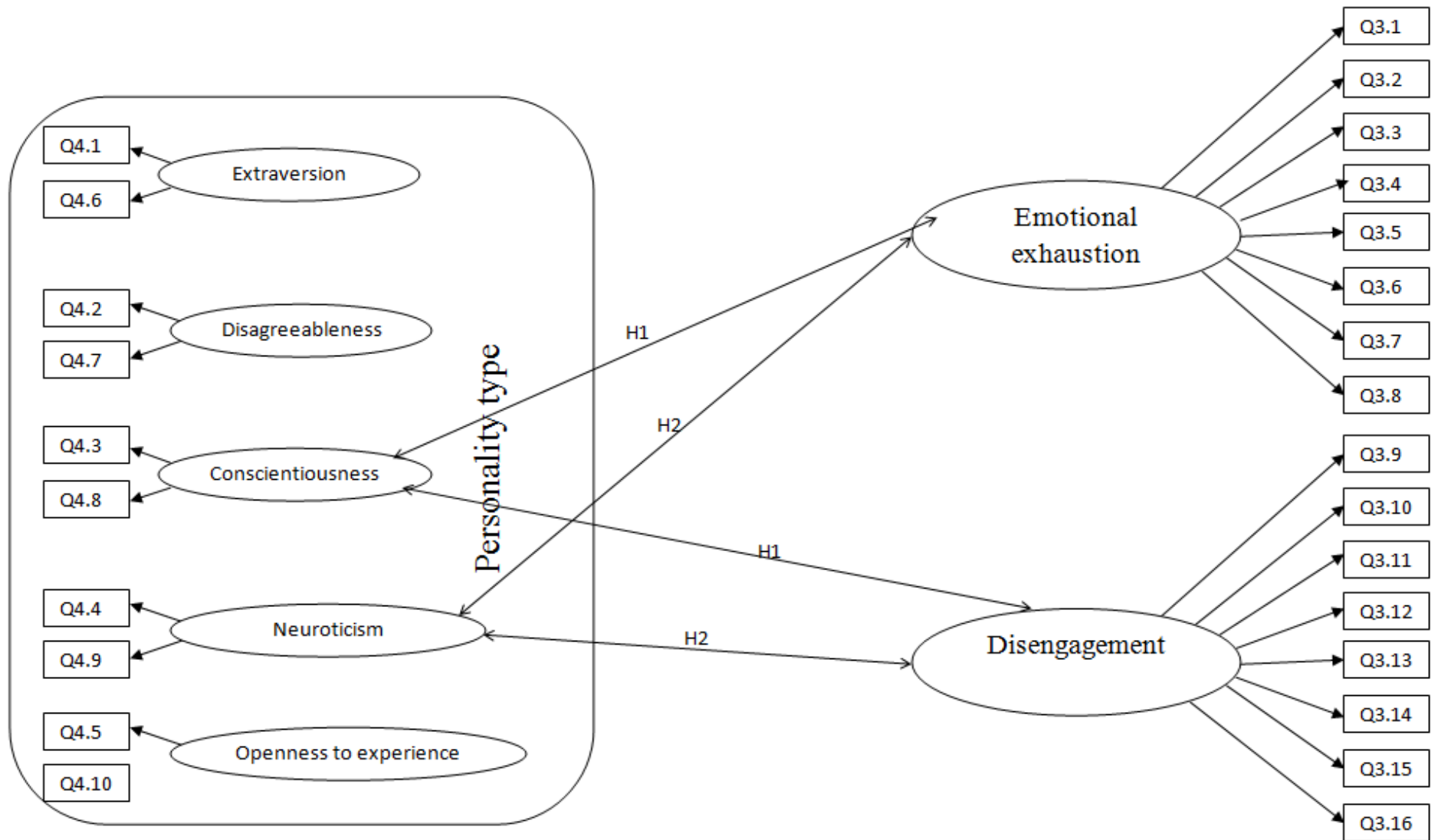


Figure 2. Theoretical model: hypothesized relationships between personality type and factors of burnout

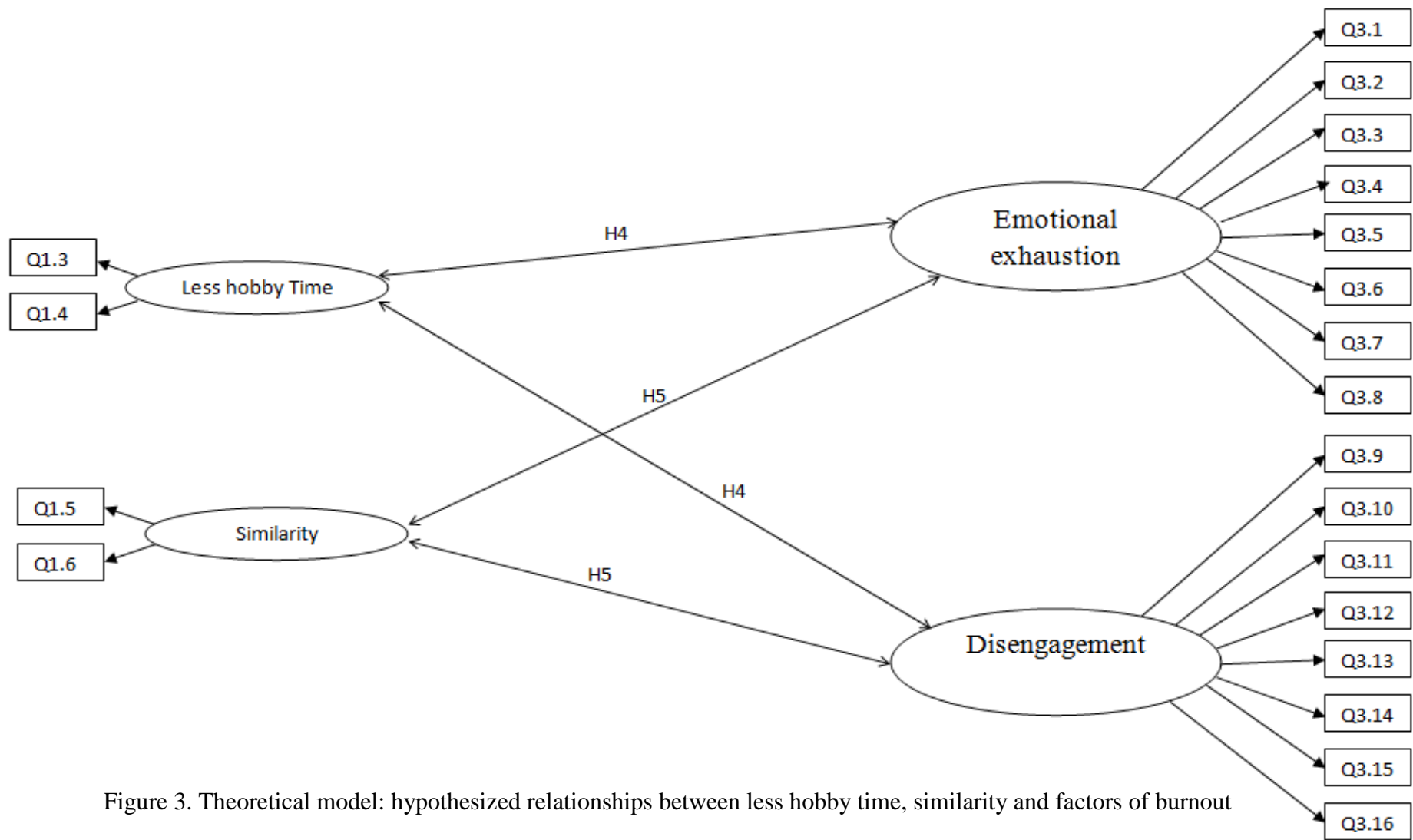


Figure 3. Theoretical model: hypothesized relationships between less hobby time, similarity and factors of burnout

We will use the theory of Oldenburg Burnout Inventory as a foundation in the theoretical model, which purpose will be to investigate possible relationships between two dimensions of burnout (exhaustion, disengagement) and job demand in Figure 1, burnout with personality type in Figure 2 and other factors(less hobby time, similarity) with burnout in Figure 3.

The models has been developed based on the ideas of S.Volpone, S.Perry, C. Rubino (2012),and examines whether the job demands generate the burnout factors of hobby-job as a photographer; and whether personality type influence burnout in direct way.

## 4.2 Hypotheses

In the following section there are hypothesized relationships between job demands, personality, internal factors and burnout will be derived.

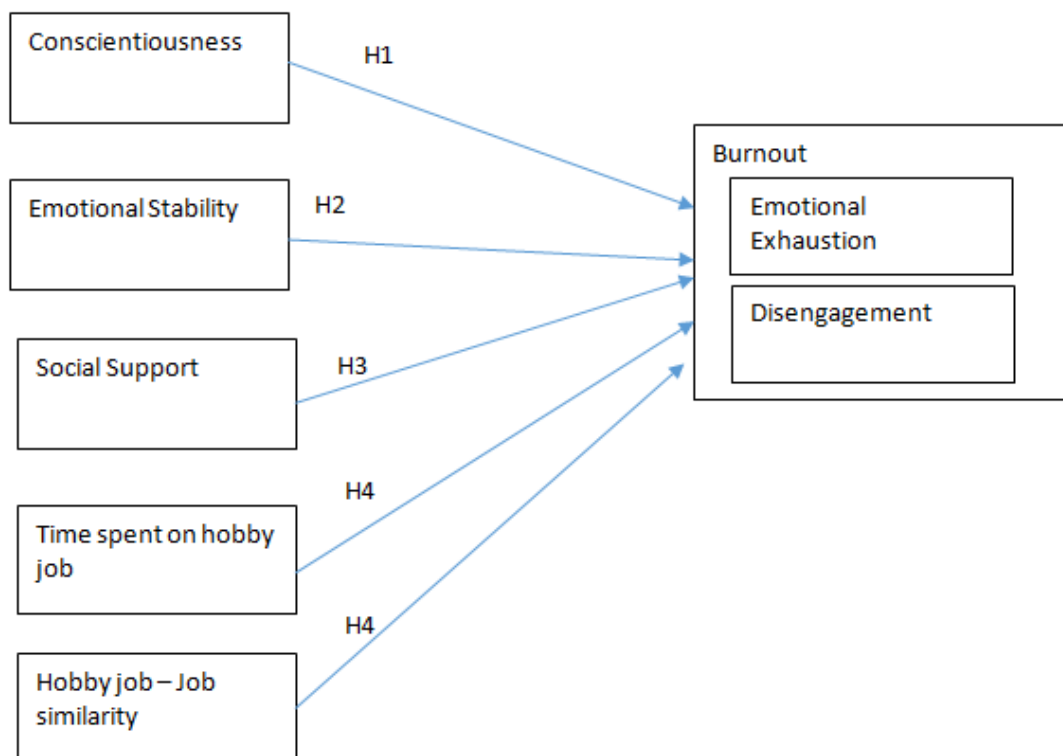


Figure 4. Hypotheses



#### 4.2.1 Internal resources and prediction of burnout

Photographer's job is characterized by high intensity, part of the intervention of internal factors, numerous social contacts of different levels and prevalence of direct communication of other people. In addition to purely business functions and related formal relations, a large share of the photographer's activity is the human factor and informal relations in the team. The latter, in turn, is characterized by significant emotional stress.

Previous studies noted that some resources can make bad effects lower (Bakker, Demerouti and Euwema, 2005; Perry, Witt, Peney and Atwater, 2010). With the reason, that not only personal characteristics or situation influence on the outcomes of the work, but both of them (Halbesleben and Buckley, 2004; Perry et al, 2010), we suggest the hypotheses of job-resource interaction.

According to Richter and Hacker (1998) resources of a job are divided into internal resources (i.e. actions of workers) and external resources (i.e. communication, organizational) Figure 5.

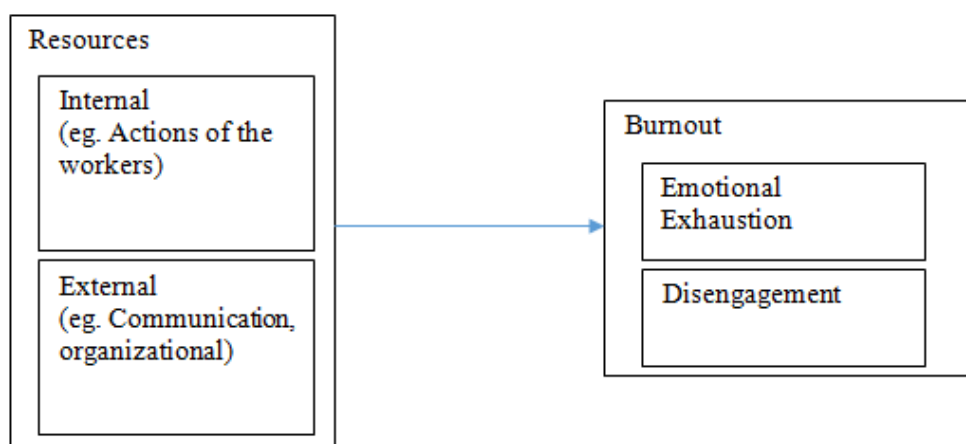


Figure 5. Relationship between resources and burnout. Richter and Hacker (1998)

Personality traits are considered as a internal resources because they are cognitive features that produce action patterns used to manage job demands (Connor-Smith and Flachsart, 2007; Hobfoll 1989) From the big five model we will focus on the two factors, which are from the previous studies are the most related to burnout: neuroticism and conscientiousness. Neuroticism is tend to be the most expected predictor of burnout depending on the context (Halbesleben and Backley, 2004) and according to Mount, Barrick and Strauss (1999) conscientiousness is one of the most important predictor of job performance.

First, we propose that high level of conscientiousness will likely lower burnout (Perry et al., 2010). These people are much better at protecting themselves from the bad influences of the job demands with their problem-solving abilities:

***H1:** Conscientiousness in photography will affect negatively on factors of the burnout, such as emotional exhaustion and disengagement.*

Second, we expect neuroticism is positively related to the burnout. For example, calm people even in the stress of a hard work (Costa & McCrae, 1992; Goldberg, 1999). They are not easily to get exhausted. On the other hand, in a recent study Buhler and Land in the study of nurses (2003) found that people who were higher in emotional stability have low levels of emotional exhaustion and disengagement. In the study of Francis et al. (2004), there is a strong significant correlation between neuroticism and emotional exhaustion. In the current study, we predict the following:

***H2:** Neuroticism will have positive influence on exhaustion and disengagement.*

#### 4.2.2 Job characteristics and job demands

Podsakoff (2003) define demands as ‘the degree to which the environment contains stimuli that peremptorily require attention and response. Demands are the “things that have to be done.”’ On the other hand, job demands are not necessarily negative. Previous studies shows that social support, performance feedback and opportunities to learn can lower down burnout, not only because of their inherent motivational qualities but also because a lack of these job resources has been associated with managerial stress (Burke, 1988). For instance, proper feedback fosters learning, thereby increasing job competence, whereas decision latitude and social support satisfy the needs for autonomy and the need to belong, respectively (Meijman & Mulder, 1998). Thus, the relationship between social support and burnout expected to be strong:

***H3:** Social support has strongly negative relationship with the dimensions of the burnout such as exhaustion and disengagement.*

Similarity in the hobby and a job and amount of time spent on hobby before and after starting a job are also very interesting job demands when examining such hobby job as a photographer in Russia. Positive values of the less hobby time illustrates that individuals tend to spend more time on a hobby before starting to work in this field and since starting it is less and less, however negative values shows that now, after starting the job, they use more time to their hobby.(S. Volpone, S.Perry, C.Rubino, 2012). Hobby can protect people from experiencing burnout, because it somehow restore them, it means that if they will spend less time on a hobby they will feel emotionally drained and experience disengagement (Ryan& Deci, 2000).

When photographers begin to use less time on their hobby, emotional resources is likely to be affected, which can lead to emotional exhaustion or the feeling of professional incompetence. As such, we propose the following:

***H4:** Less time spent on the hobby as a photographer after beginning a hobby job will have positive relationship with the burnout.*

Burnout phenomenon can appear, when hobby and hobby job for the photographers are not similar. If the work is similar to hobby, individuals can restore their forces at work, in other words, they will protect themselves from the burnout (Ryan & Deci, 2000). Also the study of Fritz and Sonnentag (2006) shows that similarity negative influence on all factors of the burnout. Another reason for that can be because of different skills requirement, that are necessary for a hobby job, this has negative influence, people become emotionally unstable and start to have emotional exhaustion and other factors of burnout(S. Volpone, S.Perry, C.Rubino, 2012). To sum up, we propose the following:

***H5:** Hobby/job similarity is negatively related to (a) emotional exhaustion,(b) disengagement.*

## **Chapter 5**

### **METHOD**

#### **5.1 Data collection**

In order to collect better results the questionnaire was distributed to all the types of photographers in Russia, from the people who do simple photography for documents to photojournalism. Online questionnaires were sent to approximately 20 photography forums. Therefore, the questionnaire was distributed to each photographer in private messages. To have the right to participate in the research, people were 18 years or more, and currently are working as a professional photographer. Photographers responded to a 10-minute online survey. Surveys were spread to all participants during May and June 2015. All the questions were coded from Q1.1 to Q4.10 (see Appendix A) and were translated to Russian (see Appendix B). In total, 180 people completed the survey.

##### **5.1.2 Confidentiality and ethical issues**

The questionnaire was carried out anonymously and participation in it was voluntary. The private information of photographers would be hidden there were no questions asked about their name or the exact age, just the number of years of working experience.

All the results collected for the survey were confidential. The data was located in a google drive and was protected by the function, that only researcher has access to it.

## **5.2 Questionnaire measures**

This survey consists of control factors questions and four different techniques of data collection:

- The Swedish Demand-Control-Support Questionnaire (Theorell, 1996).
- Demerouti and Bakker (2003) Oldenburg burnout inventory 16-items questionnaire (OLBI) supposed to determine two factors of burnout: emotional exhaustion and disengagement.
- Ten-Item Personality Inventory (TIPI) (Gosling et al, 2003).
- Time spent on hobby 2-items and other 2-items for testing hobby/job similarity ( Volpone at al, 2013).

The following information describes these techniques in details.

### **5.2.1 Control factors**

Information about the control factors of professional photographers in Russia has been collected using several specially designed questions (see appendix A and B). It consists of questions about gender(Q 1.2), number of years of working experience (Q1.1), types of photography specializing (portrait photography, photojournalism, wedding photography, photo for documents, landscape, architectural photography, still life, subject photography, fashion photography and others to fulfill (Q1.7) .

### **5.2.2 Time spent on hobby**

Also respondents were asked to estimate the amount of hours spending per week on their photography hobby before and after beginning hobby-job (see Q1.3 and Q1.4) using a scale: 0hrs, 1-5hrs, 6-10hrs, 11-20 hrs, 21-30hrs, 31-40hrs, 41-50hrs, 51 and more hrs (Volpone at al, 2013). As in the article example we subtracted the number of hours spent after starting to work as a professional from the number of hours

before working, when it was just a hobby. So the variable represents “less time spent on hobby after becoming professional”. Positive values illustrate that individuals start spending less time on a hobby after starting to work as a professional, while negative values show the opposite ( Volpone at al, 2013).

### **5.2.3 Hobby/job similarity**

To measure hobby/job similarity 2 items were used from previous studies (see Q1.5 and Q 1.6 reverse). The questions were “In general, doing this activity as a hobby and as a job is similar” and reversed question “The way of doing this activity as a job is clearly different from the way I did this activity as a hobby” The 7-point scale was used for response ( from “strongly disagree” till “strongly agree”). Higher values conducted high similarity.( Volpone at al, 2013).

### **5.2.4 Oldenburg burnout inventory (OLBI) 16-items**

Oldenburg burnout inventory (OLBI) questionnaire is a good alternative to Maslach Burnout Inventory (MBI) as it offers balanced wording. (Demerouti, 2004) It has been chosen in order to find burnout in professional photography in Russia. OLBI has two factors: exhaustion and disengagement. It also can be used to test the opposite phenomenon- engagement. This version comprises 16 items divided on two categories:

1. The first eight questions (from Q 3.1 till Q3.8) aimed at measuring disengagement. Three of them are reversed-score items.
2. The rest eight questions (from Q 3.9 till Q 3.16) used to determine exhaustion of respondents. Four of them are reversed-score.

Measurements are consist of a 4-items Likert scale, where 1 is “strongly disagree”, 2 is “disagree”, 3 is“agree”, 4 is “strongy agree”.

With regard to reliability and validity, there were found the Cronbach alpha coefficient. For disengagement it was 0.772 illustrating good enough internal consistency; and for emotional exhaustion it was found to be 0.695, which is also a sufficient level of internal consistency.

### **5.2.5 The Swedish Job-Demand-Control-Support Questionnaire (DCSQ)**

The Swedish job-demand-control-support questionnaire (DCSQ) consists of 17 questions directed on determining 4 dimensions:

1. Psychological demand with 5 questions to measure it (from Q2.1 till Q2.5). One of them is reversed-score. A four-point Likert scale has been used to determine the responds (1 = “never”, 2 = “rarely”, 3=”sometimes”, 4=”always”).
2. Skill discretion, which consists of 4 items (from Q2.6 till Q2.9) (one reversed) with the same four-point Likert scale (from “never” till “always”).
3. Decision latitude with two items to measure it (Q2.10 and 2.11). The same four-point Likert scale was used as measurement (from “never” till “always”).
4. Social support, which consists of the last 6 items from this questionnaire (from Q2.12 till Q2.16) For this items measurement was based on a four-point Likert scale (1 =“strongly disagree”, 2=“disagree”, 3=“agree”, 4=“strongy agree”).

The Cronbach alpha for psychological demand was found to be 0.513, which shows poor internal consistency; for skill discretion it was 0.215, which is insufficient; for decision latitude it was 0.729, which demonstrates high enough level of internal consistency; and for social support it is 0.78, showing good which is reliable, good internal consistency.

The poor internal consistency of psychological demand and skill discretion can be explained by several factors. First of all, original questionnaire was for Western



Europe, but we used it for Russia, and big cultural differences could affect our data. Second reason is that for photographers' items in this scale mean different things because of their unique profession. For example, item "Are you expected to use imagination and ingenuity in your work?" can be read by some photographers as they do not need imagination for using photoshop and, at the same time, they need imagination for another part of their work, which is direct shooting, which is confusing.

Implementing the Swedish Job-Demand-Control-Support Questionnaire (DCSQ) it has been found that psychological demand and decision latitude are correlated positively with all factors of burnout: exhaustion ( $r=0.178$  and  $0.232$  relatively), disengagement ( $r=0.303$  and  $r=0.150$ ). On the other hand, skill discretion and social support showed negative correlation with burnout:  $-0.418$  and  $-0.457$  with emotional exhaustion relatively;  $-0.265$  and  $-0.379$  with disengagement relatively.

### **5.2.6 Ten-item personality inventory (TIPI)**

Ten-item personality inventory (TIPI) is a very brief measure of the Big-five personality domains (Gosling, 2003). The questionnaire consists of 10 statements that illustrate subjective opinion responders about themselves. Respondents were asked to indicate the extent to which they are "agree" or "disagree" with the statements. Items were aimed at determining the photographers' degree of extraversion (Q4.1 and reversed Q4.6), disagreeableness (Q4.2 and reversed Q4.7), conscientiousness (Q4.3 and reversed Q4.8), openness to experience (Q4.5 and reversed Q4.10) and neuroticism (Q4.4 and reversed Q4.9). Measurement has been done by 7-point scale including following options: 1= "strongly disagree", 2= "moderately

disagree”, 3= “disagree a little”, 4= “neither agree nor disagree”, 5= “agree a little”,  
6= “moderately agree”, 7= “strongly agree”.

## Chapter 6

### ANALYSIS AND RESULTS

For analysis and interpretation of the data collected Statistical Package for Social Sciences (SPSS) has been used. Job demands, personality type, have been chosen as independent variables. As a dependent variable burnout has been taken.

Two job demand factors (psychological demand, decision latitude) showed positive correlation with all factors of burnout, and another two (skill discretion and social support) demonstrate negative correlation with this phenomenon.

With regards to all components of personality, disagreeableness, as well as, conscientiousness showed negative correlation with emotional exhaustion. Neuroticism demonstrated positive correlation with all factors of burnout. Finally, openness to experience showed negative correlation with exhaustion and disengagement.

With the regards to reliability and correlation means, Cronbach alfa and standard deviation has been found. To see how dependent and independent variables are related with each other the hierarchical multiple regression has been done.

## 6.1 Descriptive statistics

Number of male and the number of female respondents were almost the same (Table 2): 93 (51.7%) men and 87 (48.3%) women.

Table 2. Gender of the respondents

	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Male	87	48,3	48,3	48,3
Female	93	51,7	51,7	100,0
Missing value	0	0	0	
Total	180	100,0	100,0	

The working experience or number of years of working (Table 3) demonstrates that number of respondents, who were working “4-6 years” prevails over other categories with its 46.1%; the year category “1-3 years” was presented by 24.4 percent of photographers; another category “7-9 years” includes 16.1% of respondents; and the least number of respondents has been working for “10 years or more”, amounted at 13.3%.

Table 3. Number of years of working

	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
1-3 years	44	24,4	24,4	24,4
4-6 years	83	46,1	46,1	70,6
7-9 years	29	16,1	16,1	86,7
More than 9	24	13,3	13,3	100,0
Total	180	100,0	100,0	

The time spent on hobby (hrs in a week), which respondents spent before starting to work as a professional and after presented by Table 4 and Table 5.

The highest number of photographers answered that “1-5 hrs” per week they used to spent on hobby before working in this field(33,3 percent); a bit less photographers spent “6-10 hrs” per week on it (31,1%); 17,2% chose category “11-20hrs”; another 7,2% in “21-30hrs” category; 3,9% of our sample were not interested in photography before working and chose category “0hrs”; 3,3% answered “31-40hrs”; 2,2% spent all of the time on their hobby before working and chose “51 and more hrs”; the smallest category is “41-50hrs” and 1,7% answered like this in our questionnaire.

**Table 4. Time spent on hobby before starting to work as a professional**

	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
0hrs	7	3,9	3,9	3,9
1-5hrs	60	33,3	33,3	37,2
6-10hrs	56	31,1	31,1	68,3
11-20hrs	31	17,2	17,2	85,6
21-30hrs	13	7,2	7,2	92,8
31-40hrs	6	3,3	3,3	96,1
41-50hrs	3	1,7	1,7	97,8
51 and more hrs	4	2,2	2,2	100,0
<b>Total</b>	<b>180</b>	<b>100,0</b>	<b>100,0</b>	

The number of photographers changes their time on their hobby spending after starting to work, Table 4 is demonstrating it. The biggest percent 40,6 answered that “1-5 hrs” per week they spent on hobby; less photographers spent “11-20 hrs” per

week on it (13,9%); 12,2% chose category “6-10hrs”; another 10,6% in “21-30hrs” category; 10% of our respondents stopped spending their free time on photography after working and chose category “0hrs”; 6,1% answered “51 and more hrs”;5,6% chose”31-40 hrs”; and 1,1% of our respondents answered “41-50”.

Table 5. Time spent on hobby after starting to work as a professional

	<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
0hrs	18	10,0	10,0	10,0
1-5hrs	73	40,6	40,6	50,6
6-10hrs	22	12,2	12,2	62,8
11-20hrs	25	13,9	13,9	76,7
21-30hrs	19	10,6	10,6	87,2
31-40hrs	10	5,6	5,6	92,8
41-50hrs	2	1,1	1,1	93,9
51 and more hrs	11	6,1	6,1	100,0
<b>Total</b>	<b>180</b>	<b>100,0</b>	<b>100,0</b>	

## 6.2 Hypotheses testing

The subkey presented below describes the analysis of correlations between gender, working experience, hobby time, job similarity, all job demand factors (psychological demand, skill discretion, decision latitude, social support), personality traits (extraversion, disagreeableness, conscientiousness, neuroticism, openness to experience) and burnout factors such as emotional exhaustion and disengagement.

### **6.2.1 Correlation analysis**

Means, standard deviations and correlation between all variables presented in Table 6. Pearson correlation was used in order to measure the linear relationship between the all variables.

Extraversion from big five personality traits model shows no correlation at all with the factors of burnout. Disagreeableness showed weak negative correlation with emotional exhaustion (with coefficient amounted at  $-.232$ ) and no correlation with disengagement. While openness to experience showed negative correlation with all two factors of burnout. With regard to conscientiousness, there is a negative correlation with emotional exhaustion (with coefficient amounted  $-.297$ ) and no correlation with disengagement, which is supporting H1 only by half. Neuroticism showed positive correlation with both emotional exhaustion and disengagement, which is contrary to our hypothesis H2.

All job demand factors showed significant correlation. Psychological demand and decision latitude indicated weak positive correlation with emotional exhaustion and disengagement (with coefficients amounted  $.178$ ,  $.303$  and  $.232$ ,  $.150$  relatively). On the other hand, skill discretion showed negative correlation with the both burnout factors ( $-.418$  for exhaustion and  $-.265$ ). With regard to social support, there is a moderate negative correlation with emotional exhaustion ( $-.457$ ) and with disengagement ( $-.379$ ), that provides a support to H3.

As mean of the hobby time value is negative ( $-.071$ ), it indicates negative hobby time value and it has positive correlation with emotional exhaustion ( $.221$ ) as well as with disengagement ( $.150$ ), which is supporting H4.

Table 6. Correlations, means and SD of study variables

#	Variables	Mean	SD	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Years of working	6.62	6.2	-														
2	Gender	1.52	0.50	.266**														
3	Less hobbytime	-0.78	2.14	-,071	,058													
4	Hobby similarity	5.66	3.11	,093	-,045	-,185*												
5	Psychological demand	2.61	0.43	,117	-,156*	,196**	-,116											
6	Skill discretion	3.28	0.33	-,002	-,075	-	,131	,031										
						,328**												
7	Decision latitude	2.19	0.68	,041	,003	,114	-,094	,223**	-,103									
8	Social support	3.37	0.48	,049	,049	-,111	,249**	-,148*	,199**	-,123								
9	Extraversion	8.01	1.83	,084	-,122	,024	,008	,056	-,024	-,093	-,051							
10	Disagreeableness	5.91	2.19	,022	,143	,058	-,012	,158*	-,126	,180*	-	-,136						
											,205**							
11	Conscientiousness	10.96	2.20	,117	-,022	-,116	,000	,010	,242**	-,124	,168*	-,178*	-					
													,294**					
12	Neuroticism	6.89	2.70	,032	-	,039	-	,111	-,068	,205**	-	,282**	-,225**	-				
					,236**		,202**				,284**			,239**				
13	Openness to experience	11.31	2.01	,190*	-,052	-,169*	-,086	,090	,361**	-,105	,191*	,161*	-,176*	,214**	,028			
14	Emotional Exhaustion	1.68	0.46	-,015	-,029	,221**	-	,178*	-	,232**	-	,020	,232**	-	,320**	-		
							,192**		,418**		,457**			,297**		,320**		
15	disengagement	2.15	0.53	,110	-,047	,150*	-	,303**	-	,150*	-	,060	,143	-,101	,297**	-,159*	,470**	-
							,195**		,265**		,379**							

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).



According to correlation analysis, job similarity has weak negative correlation with emotional exhaustion (.192) and disengagement (.195), which supports H5.

### **6.3 Hierarchical multiple regression**

To check and analyze the relationship between burnout factors and all independent variables the hierarchical multiple regression has been done.

The following two subkeys are presenting the effects of gender, years of working, job demand factors (psychological demand, skill discretion, decision latitude and social support), personality traits (extraversion, agreeableness, conscientiousness, openness to experience and emotional stability) on the factors of burnout.

#### **6.3.1 Regression analysis of the effects of independent variables on emotional exhaustion**

To investigate the effects of gender, years of working, job demand factors and personality traits factors on the first burnout factor emotional exhaustion in more detail the following regression has been done.

Model 1 (Table 7) comprise of two control variables: gender and working experience (number of working years). With regard to Model 1, 0.1% of changes in emotional exhaustion caused by gender and working experience. Addition of another two factors: hobby time and job similarity in Model 2 shows that 7.5% of changes in emotional exhaustion explained by these 4 factors. Model 2 created a change in 7.4% only, which is not significant impact. Much bigger changes we can see in Model 3. With addition of job demand factors (psychological demand, skill discretion, decision latitude, social support) R-squared raised to 35,6% . It caused a change in 28,1%. Finally, in Model 4, when personality traits factors have been entered

(extraversion, agreeableness, conscientiousness, openness to experience and emotional stability) R-squared became 42%, which means that the last predictor caused a change in 6,4% in emotional exhaustion.

Table 7. Total variance explained by the models that measure emotional exhaustion

Model	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	Std. Error of the estimate	R <sup>2</sup> change
1	.030 <sup>a</sup>	,001	-,010	,46665	,001
2	.274 <sup>b</sup>	,075	,054	,45154	,074
3	.597 <sup>c</sup>	,356	,326	,38111	,281
4	.648 <sup>d</sup>	,420	,374	,36724	,064

<sup>a</sup>Predictors: (Constant), Gender, number of working years

<sup>b</sup>Predictors: (Constant), Gender, number of working years, hobby time, job similarity.

<sup>c</sup>Predictors: (Constant), Gender, number of working years, hobby time, job similarity, job demand (psychological demand, skill discretion, decision latitude, social support).

<sup>d</sup>Predictors: (Constant), Gender, number of working years, hobby time, job similarity, job demand (psychological demand, skill discretion, decision latitude, social support), personality traits (extraversion, agreeableness, conscientiousness, openness to experience and emotional stability).

\* Dependent variable: emotional exhaustion.

Coefficient changes at each stage of the addition in model of new variables have been presented in Table 8, namely control factors, hobby time, job similarity, job demand, personality factors. With regard to Model 1, gender and working experience (number of working years) did not show any effect on emotional exhaustion. The Model 2 shows positive significant beta of hobby time (.042) and negative significant beta of hobby/job similarity (-.024) on emotional exhaustion, that explain 19.6% of positive and 16% of negative changes in emotional exhaustion.

Table 8. Factors regressed on emotional exhaustion

Model	Predictor	Unstandardized coefficients		Standardized coefficients	t	Sig.
		B	Std. Error	Beta		
1 Control Factors	(Constant)	1,730	,112		15,509	,000
	1.Working experience	-,001	,006	-,008	-,100	,921
	2. Gender	-,025	,072	-,027	-,341	,734
2 Control factors, hobby time, job similarity	(Constant)	1,891	,126		14,961	,000
	1.Working experience	,002	,006	,028	,374	,709
	2. Gender	-,051	,070	-,055	-,723	,471
	3. less hobby time	,042	,016	,196	2,639	,009
	4. hobby/job similarity	-,024	,011	-,160	-2,156	,032
3 Control factors, hobby time, job similarity, job demand	(Constant)	3,925	,409		9,601	,000
	1.Working experience	,000	,005	-,002	-,031	,975
	2. Gender	-,023	,061	-,025	-,379	,705
	3. less hobby time	,008	,015	,038	,561	,576
	4. hobby/job similarity	-,005	,010	-,033	-,513	,608
	5. psychological demand	,100	,072	,093	1,376	,171
	6. skill discretion	-,454	,094	-,323	-4,836	,000
	7. decision latitude	,086	,043	,127	2,000	,047
8. social support	-,335	,062	-,349	-5,357	,000	
4 Control factors, hobby time, job similarity, job demand, personality traits	(Constant)	3,890	,469		8,301	,000
	1.Working experience	,002	,005	,031	,471	,638
	2. Gender	-,004	,063	-,004	-,064	,949
	3. less hobby time	,006	,014	,026	,398	,691
	4. hobby/job similarity	-,007	,010	-,048	-,729	,467
	5.psychological demand	,122	,071	,113	1,708	,089
	6. skill discretion	-,350	,097	-,250	-3,626	,000
	7. decision latitude	,045	,043	,066	1,040	,300
	8. social support	-,259	,063	-,270	-4,093	,000
	9.extraversion	-,012	,017	-,047	-,706	,481
	10.disagreeableness	,001	,014	,005	,077	,939
	11.conscientiousness	-,024	,014	-,115	-1,712	,089
	12.neuroticism	,030	,012	,177	2,459	,015
13.open. to experience	-,037	,016	-,159	-2,293	,023	

\*Dependent variable: emotional exhaustion

With regard to Model 3, addition of job demand factors reflected significant changes in hobby time and hobby/job similarity. Psychological demand is also not significant. Decision latitude showed positive significant beta (.086) that explain 12.7% of changes in emotional exhaustion. On the other hand, skill discretion and social support indicated negative significant betas. It causes 32.3% and 34.9% of negative changes respectively.

Concerning Model 4, addition of personality traits made psychological demand not significant. Also skill discretion, social support and openness to experience showed negative significant betas, that explains 25%, 27% and 15.9% of negative changes respectively. However, emotional stability has positive significant beta and causes 17.7% of positive changes in emotional exhaustion.

### **6.3.2 Regression analysis of the effects of independent variables on disengagement**

Table 9 illustrates that the first model, which consists of two factors: gender and working experience, explains 1.8% of changes in disengagement. Considering Model 2, gender, working experience, hobby time and hobby/job similarity have caused 8% of changes in disengagement. Addition of hobby time and hobby/job similarity created small changes, which is 6.2%, the effect of it is not significant. In the next Model 3, R-squared increased to 26.7% with addition of job demand factors at Model 3 that led to a change in 18.7% of variance in disengagement. Model 4 shows that with addition of personality traits, R-squared rose up to 30.3%, which is just 3.6% of changes in disengagement with comparing to the previous model.

Table 9. Total variance explained by the models that measure disengagement

Model	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	Std. Error of the estimate	R <sup>2</sup> change
1	.136 <sup>a</sup>	,018	,007	,52512	,018
2	.284 <sup>b</sup>	,080	,059	,51116	,062
3	.517 <sup>c</sup>	,267	,233	,46166	,187
4	.550 <sup>d</sup>	,303	,248	,45701	,036

<sup>a</sup>Predictors: (Constant), Gender, number of working years

<sup>b</sup>Predictors: (Constant), Gender, number of working years, hobby time, job similarity.

<sup>c</sup>Predictors: (Constant), Gender, number of working years, hobby time, job similarity, job demand (psychological demand, skill discretion, decision latitude, social support).

<sup>d</sup>Predictors: (Constant), Gender, number of working years, hobby time, job similarity, job demand (psychological demand, skill discretion, decision latitude, social support), personality traits (extraversion, agreeableness, conscientiousness, openness to experience and emotional stability).

\* Dependent variable: disengagement.

Table 10 represents changes in coefficients by step with adding of a independent variable for the next models. In Model 1, both variables are not significant. In Model 2, addition of less hobby time and hobby/job similarity shows a positive significant beta in hobby time (.033), which explains 13.3% of changes in the second factor of burnout: disengagement. Hobby/job similarity indicates negative significant beta, which causes 19.1% of negative changes.

According to Model 3, with addition of job demand factors, hobby time and hobby/job similarity lose their significance and also decision latitude has not significant beta. On the other hand, psychological demand has positive significant beta (.282) and it explains 23.1% of disengagement. Skill discretion and social support indicates negative significant beta and causes 20.6% and 28.4% of changes in disengagement respectively.

Table 10. Factors regressed on disengagement

Model	Predictor	Unstandardized coefficients		Standardized coefficients	t	Sig.
		B	Std. Error	Beta		
1 Control Factors	(Constant)	2,214	,126		17,635	,000
	1.Working experience	,011	,007	,132	1,709	,089
	2. Gender	-,086	,081	-,082	-1,063	,289
2 Control factors, hobby time, job similarity	(Constant)	2,421	,143		16,920	,000
	1.Working experience	,014	,006	,166	2,186	,030
	2. Gender	-,113	,079	-,107	-1,421	,157
	3. less hobby time	,033	,018	,133	1,793	,075
	4. hobby/job similarity	-,032	,013	-,191	-2,571	,011
3 Control factors , hobby time, job similarity, job demand	(Constant)	3,574	,495		7,218	,000
	1.Working experience	,010	,006	,115	1,644	,102
	2. Gender	-,049	,074	-,047	-,667	,506
	3.less hobby time	,000	,018	-,002	-,025	,980
	4. hobby/job similarity	-,014	,012	-,081	-1,165	,246
	5. psychological demand	,282	,088	,231	3,216	,002
	6. skill discretion	-,328	,114	-,206	-2,881	,004
	7. decision latitude	,023	,052	,030	,443	,658
	8. social support	-,309	,076	-,284	-4,082	,000
4 Control factors, hobby time, job similarity, job demand, personality traits	(Constant)	3,232	,583		5,544	,000
	1.Working experience	,010	,006	,113	1,557	,121
	2. Gender	,000	,078	,000	,004	,997
	3.less hobby time	-,002	,018	-,009	-,120	,904
	4. hobby/job similarity	-,012	,012	-,069	-,958	,339
	5.psychological demand	,307	,089	,251	3,449	,001
	6. skill discretion	-,279	,120	-,175	-2,318	,022
	7. decision latitude	-,007	,053	-,009	-,127	,899
	8. social support	-,250	,079	-,230	-3,180	,002
	9.extraversion	-,005	,021	-,016	-,221	,826
	10.disagreeableness	-,007	,018	-,027	-,367	,714
	11.conscientiousness	,005	,018	,023	,311	,756
	12.neuroticism	,038	,015	,196	2,494	,014
	13.open. to experience	-,031	,020	-,117	-1,542	,125

\*Dependent variable: disengagement

Model 4 present changes with addition of personality traits. Psychological demand became significant and shows positive beta, that causes 25.1% of positive changes in disengagement. Also emotional stability has positive significant beta and explains 19.6% of changes. However, skill discretion and social support indicated negative significant beta that causes 17.5% and 23% of negative changes in disengagement. Another variable did not show any effect on disengagement in this model.

## Chapter 7

### DISCUSSION AND CONCLUSION

#### 7.1 The results of the study

In the beginning of current thesis (see Chapter 1) were predetermined the aim questions. According to it and conducted analysis, the received results can be discussed as following.

##### 7.1.1 How personality traits as an internal resource of a job can affect the burnout in photography?

Not all of the five traits have been found related to the factors of burnout: emotional exhaustion and disengagement. It proves that personality traits did not have that much influence (6.4% of changes of emotional exhaustion and 3.6% changes of disengagement) on the development of the burnout in the photography field in comparison with the working environment, as it was in previous studies (Huebner et al,1994; Bakker at el, 2006; Oktay et al, 1992). In accordance to present research results, extraversion does not show any relationship with both exhaustion and disengagement. Also disengagement in Russian photography is not affected by disagreeableness and conscientiousness.

However, in most of the studies, emotional stability and openness to experience, from the Big five, were the main predictors of burnout (Bakker at el,2006; Mills at el,1998; Tokar et al, 1993; Halbesleben and Backley, 2004) and this survey among photographers showed the same: with the positive relationship between burnout and



neuroticism (.320 with emotional exhaustion and .297 with disengagement) and negative relationship between burnout and openness to experience (-.320 with emotional exhaustion and -.159 with disengagement).

Perry (2001) said that high level of conscientiousness will likely lower down burnout, but present study illustrate that it can make only emotional exhaustion lower, and cannot help with disengagement as well as agreeableness.

### **7.1.2 Can job demand factors and social support in general help workers and reduce the burnout in professional photography in Russia?**

From representatives of almost all professions related to the providing to people professional help there was a negative relationship between burnout and social support (Bennet et al, 1994; Burke et al, 1997; Himie et al, 1991; Virginia, 1998). Photographers in Russia were not an exception, the current study shows negative relationship with both emotional exhaustion (-.457) and disengagement (-.379).

It important to note that all job demand factors indicated big influence on burnout and explained 28.1% of changes in emotional exhaustion and 18.7% in disengagement. Social support as well as skill discretion will help to make burnout in Russian photography slow down, however psychological demands will help burnout to grow, decision latitude has positive correlation with the burnout, however, the beta is not significant, which means that the result of it is not reliable.

### **7.1.3 How does hobby/job similarity can influence on the factors of burnout?**

Previous study of hobby-jobs showed that when the job and hobby similar, it has positive impact. Otherwise, hobby-job may require different skills and workers become stressed, which leads to the high level of emotional exhaustion and disengagement (S. Volpone, S.Perry, C.Rubino, 2012).

In the current survey results have been indicated weak, but negative relationship between hobby-job similarity and emotional exhaustion (-.192) and disengagement (-.195). Such result shows that when photographers move from hobby to the similar type of job, it does not affect individuals in a bad way.

#### **7.1.4 Does time spending on hobby before and after beginning professional carrier related to the burnout?**

When people spend less time on their hobby emotional resources are likely to slow down (S. Volpone, S.Perry, C.Rubino, 2012). With regard to photography case is Russia situation is the same. According to the analysis of conducted survey with positive correlation of less hobby job time with emotional exhaustion and disengagement, photographers who spend less and less amount of the time on hobby since they start hobby job will increase their burnout.

### **7.2 Implications for managers**

Nowadays, in the current conditions of human life the state of burnout has become widespread and more natural phenomenon for all of the professions in comparison with the past. As it has been reported, photography has influence in all parts of our life, which makes extremely important for managers, to predict and avoid the burnout among photographers. It will help not to lose lackof energy and enthusiasm,to not lose the ability to see the positive results of their work, to preventnegative attitudes towards work and life in general and other results of burnout.

So far, the attention should be paid on the job demand factors. Managers should reduce psychological demand in order to predict exhaustion and disengagement. Also managers should provide better atmosphere in a work, have better relationship

with photographers and support them in their creativity. They should focus on skill discretion as well, give work that photographers are able to do and give those more of decision freedom.

In general, working with the burnout syndrome begins with unloading. Managers can reduce the time pressure, to delegate something to share responsibility, set realistic goals and consider expectations critically.

With regard to photographers, to prevent the burnout they should:

- Learn to switch from one activity to another;
- Do not try to be best, always and everywhere;
- Easy take conflicts at work;

### **7.3 Limitations**

The conducting survey has several limitations. First of all, our questionnaire was built for Western Europe, perhaps the cultural differences influenced and reduced internal consistency of the scale. Second, because of language differences the respondents may misunderstand some items. Another limitation is the specific of photography profession and items scale can have different meaning for another profession.

Finally, limitations can be, because of spreading questionnaire online. It cannot be guaranteed that all people, who respond, are professionals.

### **7.4 Suggestions for future research**

In the current survey the online questionnaire has been used, so future studies may wish to spread questionnaire manually.

Most of the studies are using Maslach burnout inventory (MBI) to interpret burnout. In order of better comparison for future studies it can be better to purchase the access to MBI.

The current theme could be expanded by using more variables, which can also influence on burnout. For example, more demographic variables can be applied for the future research in order to collect more detailed information about photographers.

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## **APPENDICES**

## Appendix A: Professional photography questionnaire

*The following questionnaire created for people, who are working as a professional photographer.*

**Q1.1 How many years are you working as a photographer?**

\_\_\_\_\_year(s)

**Q1.2 Gender**

- Male*
- Female*

**Q1.3 How many hours per week did you spend on your hobby as a photographer before you start working as a professional?**

- 0hrs*
- 1-5hrs*
- 6-10hrs*
- 11-20hrs*
- 21-30hrs*
- 31-40hrs*
- 41-50hrs*
- 51 and more hrs*

**Q1.4 How many hours per week did you spend on your hobby as a photographer after you start working as a professional?**

- 0hrs*
- 1-5hrs*
- 6-10hrs*
- 11-20hrs*
- 21-30hrs*
- 31-40hrs*
- 41-50hrs*
- 51 and more hrs*

**Q1.5 In general, doing this activity as a hobby and as a job is similar.**

*Strongly disagree* ○ ○ ○ ○ ○ ○ ○ *strongly agree*

**Q1.6 The way of doing this activity as a job is clearly different from the way I did this activity as a hobby**

*Strongly disagree* ○ ○ ○ ○ ○ ○ ○ *strongly agree*

**Q1.7 In which type of photography do you specialize?(you can choose more than one)**

- *Portrait photography*
- *Photojournalism*
- *Wedding photography*
- *Photo for documents*
- *Landscape*
- *Architectural photography*
- *Still life photography*
- *Fashion photography*
- *Other: \_\_\_\_\_*

**Q2.1 Do you need to work very quickly? (work quickly)?**

*Never* ○ ○ ○ ○ *always*

**Q2.2 Do you need to concentrate intensively while you work?**

*Never* ○ ○ ○ ○ *always*

**Q2.3 Does your work demand excessive effort?**

*Never* ○ ○ ○ ○ *always*

**Q2.4 Do you have enough time to complete all your tasks? (enough time)**

*Never* ○ ○ ○ ○ *always*

**Q2.5 Are you often asked to perform tasks that *contradict with each other*?**

*Never* ○ ○ ○ ○ *always*

**Q2.6 Do you need advanced skills and specialized abilities to do your work?  
(require skills & ability)**

*Never* ○ ○ ○ ○ *always*

**Q2.7 Do you learn new things through your work? (learn new things )?**

*Never* ○ ○ ○ ○ *always*

**Q2.8 Are you expected to use imagination and ingenuity in your work? (require  
imagination & ingenuity)?**

*Never* ○ ○ ○ ○ *always*

**Q2.9 Do you have to repeat the same tasks over and over again? (repetitive work)?**

*Never* ○ ○ ○ ○ *always*

**Q2.10 Do you exert any influence over decisions about how your work should be carried out? (how to do the work)**

*Never* ○ ○ ○ ○ *always*

**Q2.11 Do you exert any influence over decisions about the nature of your work? (what work to do)?**

*Never* ○ ○ ○ ○ *always*

**Q2.12 There is a calm and comfortable atmosphere in my workplace.**

*Strongly disagree* ○ ○ ○ ○ *strongly agree*

**Q2.13 Everyone in my workplace gets on well with each other.**

*Strongly disagree* ○ ○ ○ ○ *strongly agree*

**Q2.14 My colleagues support me.**

*Strongly disagree* ○ ○ ○ ○ *strongly agree*

**Q2.15 The people around me show some understanding when I am not feeling at my best.**

*Strongly disagree* ○ ○ ○ ○ *strongly agree*

**Q2.16 I have a good relationship with my superiors.**

*Strongly disagree* ○ ○ ○ ○ *strongly agree*

**Q2.17 I have a good time working with my colleagues.**

*Strongly disagree* ○ ○ ○ ○ *strongly agree*

**Q3.1 I always find new and interesting aspects in my work.**

*Strongly disagree* ○ ○ ○ ○ *strongly agree*

**Q3.2 It happens more and more often that I talk about my work in a negative way**

*Strongly disagree* ○ ○ ○ ○ *strongly agree*

**Q3.3 Lately, I tend to think less at work and do my job almost mechanically**

*Strongly disagree ○ ○ ○ ○ strongly agree*

**Q3.4 I find my work to be a positive challenge.**

*Strongly disagree ○ ○ ○ ○ strongly agree*

**Q3.5 Over time, one can become disconnected from this type of work**

*Strongly disagree ○ ○ ○ ○ strongly agree*

**Q3.6 Sometimes I feel sickened by my work tasks**

*Strongly disagree ○ ○ ○ ○ strongly agree*

**Q3.7 This is the only type of work that I can imagine myself doing.**

*Strongly disagree ○ ○ ○ ○ strongly agree*

**Q3.8. I feel more and more engaged in my work**

*Strongly disagree ○ ○ ○ ○ strongly agree*

**Q3.9 There are days when I feel tired before I arrive at work.**

*Strongly disagree ○ ○ ○ ○ strongly agree*

**Q3.10 After work, I tend to need more time than in the past in order to relax and feel better**

*Strongly disagree ○ ○ ○ ○ strongly agree*

**Q3.11 I can tolerate the pressure of my work very well**

*Strongly disagree ○ ○ ○ ○ strongly agree*

**Q3.12 During my work, I often feel emotionally drained**

*Strongly disagree ○ ○ ○ ○ strongly agree*

**Q3.13 After working, I have enough energy for my leisure activities**

*Strongly disagree ○ ○ ○ ○ strongly agree*

**Q3.14 After my work, I usually feel worn out and weary**

*Strongly disagree ○ ○ ○ ○ strongly agree*

**Q3.15 Usually, I can manage the amount of my work well**

*Strongly disagree ○ ○ ○ ○ strongly agree*

**Q3.16 When I work, I usually feel energized**

*Strongly disagree* ○ ○ ○ ○ *strongly agree*

**Q4.1 I see myself as extraverted, enthusiastic.***(please rate the extent to which the pair of traits applies to you, even if one characteristic applies more strongly than the other.)*

*Strongly disagree* ○ ○ ○ ○ ○ ○ ○ *strongly agree*

**Q4.2 I see myself as critical, quarrelsome.**

*Strongly disagree* ○ ○ ○ ○ ○ ○ ○ *strongly agree*

**Q4.3 I see myself as dependable, self-disciplined.**

*Strongly disagree* ○ ○ ○ ○ ○ ○ ○ *strongly agree*

**Q4.4 I see myself as anxious, easily upset.**

*Strongly disagree* ○ ○ ○ ○ ○ ○ ○ *strongly agree*

**Q4.5 I see myself as open to new experiences, complex.**

*Strongly disagree* ○ ○ ○ ○ ○ ○ ○ *strongly agree*

**Q4.6 I see myself as reserved, quiet.**

*Strongly disagree* ○ ○ ○ ○ ○ ○ ○ *strongly agree*

**Q4.7 I see myself as sympathetic, warm.**

*Strongly disagree* ○ ○ ○ ○ ○ ○ ○ *strongly agree*

**Q4.8 I see myself as disorganized, careless.**

*Strongly disagree* ○ ○ ○ ○ ○ ○ ○ *strongly agree*

**Q4.9 I see myself as calm, emotionally stable.**

*Strongly disagree* ○ ○ ○ ○ ○ ○ ○ *strongly agree*

**Q4.10 I see myself as conventional, uncreative.**

*Strongly disagree* ○ ○ ○ ○ ○ ○ ○ *strongly agree*

## **Appendix B: Professional photography questionnaire (In Russian)**

*Данное исследование создано для людей, которые работают фотографом.*

**Q1.1 Сколько лет Вы работаете фотографом?**

\_\_\_\_\_ лет.

**Q1.2 Пол**

- Мужской
- Женский

**Q1.3 Сколько часов в неделю Вы занимались своим хобби фотографией до того как стали работать по профессии?**

- 0ч
- 1-5ч
- 6-10ч
- 11-20ч
- 21-30ч
- 31-40ч
- 41-50ч
- 51 и больше

**Q1.4 Сколько времени в неделю Вы тратите на свое фотографическое хобби после того как начали работать фотографом?**

- 0ч
- 1-5ч
- 6-10ч
- 11-20ч
- 21-30ч
- 31-40ч
- 41-50ч
- 51 и больше

**Q1.5 В общем, работать фотографом не сильно отличается от хобби.**

*Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен*

**Q1.6 Работа фотографа сильно отличается от хобби по фотографии**



Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен

**Q1.7 Каким типом фотографии Вы занимаетесь?** (можно выбрать несколько)

- Портретная съемка
- Репортажная съемка
- Свадебная съемка
- Фото на документы
- Пейзаж
- Архитектурная фотография
- Натюрморт
- Фэшн фотография
- Другое: \_\_\_\_\_

**Q2.1 Вам приходится выполнять работу в короткие сроки? (работать быстро)**

Никогда ○ ○ ○ ○ всегда

**Q2.2 Нужна ли вам высокая концентрация при работе?**

Никогда ○ ○ ○ ○ всегда

**Q2.3 У вас хватает времени на выполнение всех заданий на работе?**

Никогда ○ ○ ○ ○ всегда

**Q2.4 У вас хватает времени на выполнение всех заданий на работе?**

Никогда ○ ○ ○ ○ всегда

**Q2.5 Часто ли вас просят выполнить задания противоречащие друг другу ?**

Никогда ○ ○ ○ ○ всегда

**Q2.6 Нужна ли вам высокая квалификация и конкретные способности для выполнения своей работы?**

Никогда ○ ○ ○ ○ всегда

**Q2.7 Открываете вы ли для себя что-то новое на работе (узнаете новое) ?**

Никогда ○ ○ ○ ○ всегда

**Q2.8 Требуется ли вам использовать воображение и изобретательность в вашей работе?**

*Никогда* ○ ○ ○ ○ *всегда*

**Q2.9 Часто ли вы выполняете одну и ту же работу снова и снова?**

*Никогда* ○ ○ ○ ○ *всегда*

**Q2.10 На вас оказывают какое-либо влияние на принятие решений о том, как ваша работа должна проводиться(как нужно это делать)?**

*Никогда* ○ ○ ○ ○ *всегда*

**Q2.11 На вас оказывают какое-либо влияние на принятие решений по поводу характера вашей работы(что нужно сделать)?**

*Никогда* ○ ○ ○ ○ *всегда*

**Q2.12 На моей работе очень приятная и комфортная атмосфера.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q2.13 Все люди на моей работе в хороших отношениях друг с другом.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q2.14 Мои коллеги поддерживают меня.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q2.15 Коллеги проявляют понимание (помогают), когда я не очень хорошо себя чувствую.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q2.16 Я в хороших отношениях с начальством.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q2.17 Я провожу отличное время, работая с коллегами.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q3.1 Я всегда нахожу новые и интересные аспекты в моей работе.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q3.2 Все чаще и чаще я говорю о своей работе негативно.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q3.3 Теперь я меньше думаю о работе и выполняю ее практически механически**

*Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен*

**Q3.4 Я считаю, что моя работа- это приятное занятие.**

*Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен*

**Q3.5 Со временем, можно стать отрешенным(ой) из-за данного вида работы**

*Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен*

**Q3.6 Иногда я чувствую отвращение к своей работе.**

*Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен*

**Q3.7 Ямогу представить себя выполняющим(щую) только эту работу.**

*Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен*

**Q3.8 Я чувствую себя все более и более вовлеченным(ой) в работу.**

*Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен*

**Q3.9 Я чувствую себя все более и более вовлеченным(ой) в работу.**

*Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен*

**Q3.10 Я заметил(а), что после работы мне нужно все больше времени, чтоб расслабиться и чувствовать себя хорошо, чем раньше.**

*Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен*

**Q3.11 Я очень хорошо справляюсь с нагрузкой на работе**

*Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен*

**Q3.12 После работы у меня достаточно энергии для моего досуга.**

*Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен*

**Q3.13 После работы Я обычно чувствую себя истощенным(ой) и уставшим(ей).**

*Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен*

**Q3.14 После работы Я обычно чувствую себя истощенным(ой) и уставшим(ей).**

*Полностью не согласен ○ ○ ○ ○ ○ ○ ○ ○ полностью согласен*

**Q3.15 Обычно я хорошо распределяю (хорошо справляюсь) количество моей работы.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q3.16 Когда я работаю, я обычно полон(льна) энергии**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q4.1 Я считаю себя экстравертом с энтузиазмом .**

*(Пожалуйста, напишите номер рядом с каждым утверждением, чтобы указать, в какой степени Вы согласны или не согласны с утверждением. Вы должны оценить, в какой степени пара признаков относится к Вам, даже если одна из характеристик подходит больше чем другая)*

*Полностью не согласен* ○ ○ ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q4.2 Я считаю себя критичным, сварливым.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q4.3 Я считаю себя надежным, самодисциплинированным.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q4.4 Я считаю себя беспокойным, легко расстраиваюсь.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q4.5 Я считаю себя открытым для новых впечатлений, сложным.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q4.6 Я считаю себя защищенным, спокойным.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q4.7 Я считаю себя отзывчивым, теплосердечным.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q4.8 Я считаю себя неорганизованным, небрежным**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q4.9 Я считаю себя спокойным, эмоционально стабильным.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ ○ ○ *полностью согласен*

**Q4.10 Я считаю себя обычным, не креативным.**

*Полностью не согласен* ○ ○ ○ ○ ○ ○ ○ ○ *полностью согласен*