Relationship between the organizational health of schools with the stress and exhaustion of primary teachers in the Tehran region 19

Relación entre la salud organizacional de las escuelas con el estrés y agotamiento laboral de los maestros de primaria en la región de Tehran 19

Relação entre a saúde organizacional das escolas com o estresse e o esgotamento dos professores primários na região de Teerã 19

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Abstract

The aim of this study was to investigate the relationship between organizational health of schools with stress and job burnout of elementary school teachers in district 19 of Tehran. This research is applied in terms of its purpose, and is descriptive-survey in terms of the nature and form of its implementation. The statistical population of this study is all 1050 primary school teachers in the 19th district of Tehran, of which 282 were sampled using the Morgan table. The main instruments for collecting data were three questionnaires: Hui and Feldman, Organizational Health Questionnaire, Maslach et al, Job Burnout of Teachers Questionnaire and Espoo Standard Job Stress Questionnaire. Validity of the questionnaires was confirmed by content validity method. To assess the reliability of the questionnaire, Cronbach's alpha coefficient was calculated. Cronbach's alpha coefficient was more than 0.7 in all questionnaires, which shows that the questionnaires used have a satisfactory reliability. Also, Kolmogorov-Smirnov test showed that the data used follow normal distribution. Durbin-Watson test showed that the condition for the independence of the errors is established and therefore the regression method can be used. In this research, regression technique and Pearson correlation coefficient

Resumen

El objetivo de este estudio fue investigar la relación entre la salud organizacional de las escuelas con el estrés y el agotamiento laboral de los maestros de escuelas primarias en el distrito 19 de Teherán. Esta investigación se aplica en términos de su propósito y es una encuesta descriptiva en términos de la naturaleza y la forma de su implementación. La población estadística de este estudio es de 1050 maestros de escuela primaria en el distrito 19 de Teherán, de los cuales 282 fueron muestreados utilizando la tabla de Morgan. Los principales instrumentos para recopilar datos fueron tres cuestionarios: Hui y Feldman, Cuestionario de salud organizacional, Maslach y otros, Cuestionario de agotamiento de trabajo de maestros y Cuestionario estándar sobre estrés laboral de Espoo. La validez de los cuestionarios fue confirmada por el método de validez de contenido. Para evaluar la fiabilidad del cuestionario, se calculó el coeficiente alfa de Cronbach. El coeficiente alfa de Cronbach fue superior a 0,7 en todos los cuestionarios, lo que demuestra que los cuestionarios utilizados tienen una fiabilidad satisfactoria. Además, la prueba de Kolmogorov-Smirnov mostró que los datos utilizados siguen una distribución normal. La prueba de Durbin-Watson mostró que se estableció la condición para la independencia de

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were used to test the hypothesis of the research. The results of calculating Pearson coefficient showed that there is a negative and significant relationship between organizational health and jobstress; there is a negative and significant relationship between organizational health and burnout: there is a positive and significant relationship between job stress and job burnout.

Keywords: Organizational Health, job burnout, Job Stress, Education.

los errores y, por lo tanto, se puede utilizar el método de regresión. En esta investigación, la técnica de regresión y el coeficiente de correlación de Pearson se utilizaron para probar la hipótesis de la investigación. Los resultados del cálculo del coeficiente de Pearson mostraron que existe una relación negativa y significativa entre la salud de la organización y el estrés laboral; existe una relación negativa y significativa entre la salud organizacional y el agotamiento: existe una relación positiva y significativa entre el estrés laboral y el agotamiento del trabajo.

Palabras claves: Salud organizacional, agotamiento laboral, estrés laboral, educación.

Resumo

O objetivo deste estudo foi investigar a relação entre a saúde organizacional de escolas com estresse e burnout de trabalho de professores do ensino fundamental no distrito 19 de Teerã. Esta pesquisa é aplicada em termos de sua finalidade e é uma pesquisa descritiva em termos da natureza e forma de sua implementação. A população estatística deste estudo são todos os 1050 professores do ensino primário no 19° distrito de Teerão, dos quais 282 foram amostrados usando a tabela Morgan. Os principais instrumentos para a coleta de dados foram três questionários: Hui e Feldman, Questionário de Saúde Organizacional, Maslach et al, Questionário Job Burnout of Teachers e Questionário Espoo Standard Job Stress. A validade dos questionários foi confirmada pelo método de validade de conteúdo. Para avaliar a confiabilidade do questionário, foi calculado o coeficiente alfa de Cronbach. O coeficiente alfa de Cronbach foi superior a 0,7 em todos os questionários, o que mostra que os questionários utilizados apresentam confiabilidade satisfatória. Além disso, o teste de Kolmogorov-Smirnov mostrou que os dados utilizados seguem distribuição normal. O teste de Durbin-Watson mostrou que a condição para a independência dos erros é estabelecida e, portanto, o método de regressão pode ser usado. Nesta pesquisa, a técnica de regressão e o coeficiente de correlação de Pearson foram utilizados para testar a hipótese da pesquisa. Os resultados do cálculo do coeficiente de Pearson mostraram que existe uma relação negativa e significativa entre saúde organizacional e estresse no trabalho; Há uma relação negativa e significativa entre a saúde organizacional e o burnout: há uma relação positiva e significativa entre o estresse no trabalho e o desgaste do trabalho.

Palavras-chave: Saúde Organizacional, esgotamento profissional, Estresse no Trabalho, Educação.

Introduction

One of the important terms which is applied to this perceive of public environment and influenced by the formal and informal organization, personality, and organizational leadership, is organizational "atmosphere" or "climate". Observing the behavior of school staff gives evidence based on that in a school where teachers are more comfortable, have socially interaction to each other and generally seem qualified and competent, but in another school, which is tense and conflict, its reflects are clearly seen In teachers' behavior and speeches, their relationships with each other, and with the principal of the school and students. In a school, the situation is powerfully under control of the principal, and the internal relations of the school are very formal and serious; in contrast, in another school, without neglecting the main duties of the school, the relations between the principal and the deputies with teachers and students are very intimate and informal. These differences, which determine the socio-psychological environment of schools, are related to the organizational climate of schools (Alaghehband, 1999).

The atmosphere can be thought of in many ways, such as open-closed, healthy-unhealthy, over-human-humans. An important aspect of organizational climate is organizational health,

which was introduced by Miles in 1965 at the University of Rutgers for creating innovation and change in schools (Miles, 1965). Following him, other scholars such as Kim Peston and Sonobend in 1973, Cichley in 1975 and Clark Freeman in 1983, followed up and completed this concept, and created a theoretical framework and a tool for measuring and evaluating it (Negubier, 1990). Kimpson and Sunbond developed the organizational health and tool for measuring it and identified five dimensions of decision making, relationships between individuals, innovation, independence, and community-school relationships (Balabaskar, 2010). Therefore, it can be deduced that organizational health is a factor that potentially reduces the job burnout of teachers. Therefore, in this study, the relationship between organizational health of schools with stress and job burnout of primary school teachers is studied. The question that arises in this research is whether there is a relationship between the organizational health of schools with the stress and excitement of primary school teachers in Tehran's 19th district?

Therefore, considering the stated points and the key and important role of teachers, it is important to study the stress and job burnout of teachers and the factors affecting it. In this study, among the various factors affecting the stress and job burnout of teachers, the study of the organizational health of schools with stress and job burnout of teachers will be addressed. Therefore, the main issue of this study is to investigate the relationship between the organizational health of schools with the stress and job burnout of elementary school teachers in district 19 of Tehran. It is hoped that this research and its suggestions will start a way to increase organizational health among the schools and the results of this study can be effective in improving the teacher's job performance and help the school developments and their progress. (Salehi & Ali Akbari,2017).

Problem statement

In schools, as a social system, the human element has a special place, and among the people at school, students and teachers play the most important role. Teachers are under pressure from principals, parents, students, socio-political institutions, and formal and informal groups in the school due to their critical role, besides, they are faced with many other problems inside and outside the school. With the increasing responsibility of schools and the increasing complexity of their environment, teachers and principals are expected to carry out their activities on a much wider level than before (Alaghehband, 1999). Also, their level of responsibilities increases to respond to changes in cultural background and the diversity of their needs, each with different physical and mental abilities and learning styles (Miles, 1965). This increasing expectation has put them under constant pressure. This pressure, if excessive, falls the teachers' personal health and comfort in jeoperdise and gets them into stress, and after some time, their major force and energy is reduced and it causes to get into burnout due to pressures on them (Molavi & Cheraghi,2017). Bhlilida et al. Showed that there is a significant correlation between the total job burnout score and its dimensions with the overall score and general health and its dimensions. Also, emotional exhaustion dimension affected the general health of teachers more than other aspects of job burnout (Negubier, 1990). Sha'bani Baha et al. Concluded that there was a significant relationship between the general burnout and the general health of physical education teachers, so that those with a high level of job burnout had lower general health. Also, Tabatabaei and Mahmudi concluded that when employees have full mental health and feel satisfied with their job, it makes them health and can lead to maximum efficiency in the organization (Tabatabaei Nasab, 2015).

The current status of the educational system in Iran indicates that the problem of job burnout of teachers, as it should, has not been taken into consideration by the practitioners and decision makers; even many school principals are reluctant to the stresses of the work environment and the job burnout of teachers (Kiani, Motallebi, 2017).

Therefore, considering the importance of human resources in achieving the goals of organizations, the undeniable influence of teachers with high effectiveness and efficiency in the process of education and teaching, as well as the decisive role of the elementary period in the growth and prosperity of students, it is necessary to investigate the issue of job burnout, and factors that potentially affect the reduction of job burnout more seriously, so that proper measures can be taken to reduce the job burnout of teachers. The present study is conducted basically for this purpose, studies related to this

issue can provide preconditions for creating an efficient and competent human system, and educational policy makers and planners - Ministry of Education - teachers - school principals and all members of the educational system can use the results of this study to advance the goals of the educational system. Doing such research from both theoretical and applied perspectives can be important. From an academic perspective, doing such research will help to richer domestic literature in the area of job burnout and human resources management. From the operational point of view, this research also helps practitioners and decision-makers to gain a better understanding of how organizational health influences job burnout and thus develop strategies to reduce job burnout and improve teachers' productivity. Considering the above points, the purpose of this study was to investigate the relationship between the organizational health of schools with stress and job burnout of elementary school teachers. Therefore, it is essential that the stress and burnout of teachers are studied regularly and scientifically and carefully considered by the researchers to create necessary knowledge among the teachers, considering to meet the needs of the present age, and to promote motivation and, as a result, improves the conditions of the work environment and increases the efficiency of educational institutions. In this regard, according to research conducted, it was found that the organizational health standards of schools with stress and teachers' job burnout have been less studied and therefore the research has been conducted to study the relationship between the organizational health of schools with the stress and job burnout of elementary school teachers in the 19th Tehran. The findings of this research can be used by education officials and practitioners at various levels, especially primary school principals throughout the country.

Research background

(Avanzi et al. 2018), in an empirical test of social identity model, presented stress through two-step mediation and assumed that teachers needed more support from colleagues that this support in turn would relate to perceptions of reduction of workload that will eventually lead to less job burnout. They tested their model in a large cross-sectional sample of 2685 Swiss teachers. The results obtained confirm the hypothesis and support the designed model.

Therefore, colleagues' support will reduce the job burnout of teachers.

(Molavi & Cheraghi,2017) investigated the relationship between organizational health and job stress in the staff (case study: Tax Administration of Urmia) and indicated that the present study was placed in the applied research group in terms of the purpose of the research, and was descriptive according to the data collection method, and it was placed in the format of survey research in terms of how it is conducted. The statistical population of the study consisted of employees of the Tax Administration of Urmia, which number 278 were selected by stratified random sampling method. In this research, data collection tools were a 53-item questionnaire, the main body of which was a standardized questionnaire that has a good validity and its reliability (alpha-Cronbach's coefficient) is 0.869, which indicates the relatively good reliability of the questionnaire. SPSS software was used to analyze the data which was examined inferential statistics using data from the questionnaire. Also, Kolmogorov-Smirnov tests and correlation coefficient were used in statistical analysis. The results of this study showed that there is a relationship between organizational health and job stress of staff.

Research Methodology

This research is considered to be an applied research in terms of the purpose. It is also a descriptive-analytic research of correlation based on the nature and method. The statistical population of this study is all 1050 elementary school teachers in district 19 of Tehran. In this study, a sample of 282 people was selected to compute the sample size using the Morgan table. Sampling was done using random method. Library methods and field methods are used to collect information. Data were collected by three questionnaires. The first questionnaire, Hui and Feldman's organizational health questionnaire (1996) included seven dimensions and 44 questions. Because the questionnaire was based on the Hubfieldman School Organizational Health Theory (1987), on the one hand, and the Talcott Parsons Social System Theory (1967), on the other hand, and its use in domestic research and foreign studies have content validity, and in this study, it has been approved by a number of professors and specialists before the implementation. The Cronbach's alpha obtained in Sharifi's research (2010) is equal to 0.96 which

indicates the appropriate reliability of the questionnaire.

The second questionnaire, Maslach et al' Teacher Job Burnout Questionnaire (1985) consists of 3 dimensions and 22 items. The validity of this questionnaire has been proven in domestic and foreign studies. Also, in a study by Khaledi in Iran in 1996, the reliability of the questionnaire was 0.91. The questions of the questionnaire are divided into two categories of general and specific questions. The third tool used is the OSPOW Job Stress Questionnaire, which consists of five dimensions and 60 questions. Their general questions include four questions about the demographic characteristics of respondents. These questions are: gender, age, level of education, job record. It is necessary to mention that the questionnaires are set according to the five-point Likert scale. In order to evaluate validity, the designed questionnaire was presented to qualified experts, advisor & supervisor professors and other experts. Cronbach's alpha coefficient for all dimensions of the questionnaires was more than 0.7. Therefore, the reliability of the questionnaire has been evaluated optimal. The tests used were Durbin-Watson Test, F (Chow Test) and regression analysis.

The main hypothesis

There is a relationship between the organizational health of schools with stress and job burnout of elementary school teachers in Tehran's 19th district.

Sub-Hypotheses

There is a relationship between organizational health and job burnout among elementary school teachers in Tehran's 19th district.
There is a relationship between organizational health and job stress in elementary school teachers in Tehran's 19th district.
There is a relationship between job stress and the exhaustion of elementary school teachers in Tehran's 19th district.

Research Findings

- Data normality test: Prior to the selection of statistical tests and the use of parametric tests, pre-assumptions should be considered. Since the regression equations are based on the assumption that the data are normal, so the first, the normalization test has been done. In this study, the following methods are used to check the normality of the data:

- Kolmogorov-Smirnov test: The Kolmogorov-Smirnov test is tested at a 5% error level. Therefore, if a significance value is greater than or equal to 0.05, then the distribution of data will be normal. The statistical assumptions are set as follows:

Table 1: Data Normality test

longationE	kiddingS	Shapiro-Wilk	K-S Statistics	umberN	Research Variables
1.300	1.215-	0.623	0.110	282	organizational health
0.139	0.557-	0.525	0.119	282	Job Stress
1.947	1.332-	0.544	0.226	282	Job Burnout

- Durbin - Watson test: One of the assumptions considered in the regression is the independence of the errors (the difference between the actual values and the values predicted by the regression equation). If the assumption of the independence of errors is rejected and the errors are correlated, use of regression is not possible. The Durbin-Watson test is used to check the independence of the observations (the independence of residual values or errors). In statistics, the Durbin-Watson statistic is a test statistic used to examine the existence of self-correlation (the relationship between values that are separated by a certain

delay) between the residues in the regression analysis. The value of this statistic is always between 0 and 4. In the regression analysis, especially when variables are studied over a period of time, data changes may follow a specific pattern over time. Durbin-Watson test is used to identify this pattern.

Table 2. Amount of Durbin-Watson Statistic for Research Variables Relationships

Durbin-Watson statistics	Dependent Variable	Independent Variable
1/914	Job Burnout	Organizational Health
1/914	Job Burnout	Job Stress
1/769	Job Stress	Organizational Health

Durbin - Watson statistics is between 0 and 4. If there are no consecutive correlations between the residuals, the value of this statistic should be close to 2. If it is close to zero, it indicates a correlation and, if close to 4, indicates a negative correlation. In general, if this statistic is between 1.5 and 2.5, it is not a concern. Given the values in Table 4-4, therefore the independence of the errors is established and a regression test can be used.

- Co-linearality: Co-linearality is a situation that indicates an independent variable is a linear function of other independent variables. If the co-linearity is high in a regression equation, this means that there is a high correlation between the independent variables, and the model may not be of high validity in spite of the high R2. In other words, although the model looks good, it does not have significant independent variables. In regression analysis, Variance Inflation Factor (VIF) statistics assess the intensity of multiple co-linearality. In fact, this index indicates how much the changes in the estimated coefficients have been increased for co-linearity. The co-linearality intensity is analyzed by examining the magnitude of the VIF.

Table 3. The Value of Variable Variance Factor for Relationship between Research Variables

Variance Inflation Factor Statistic	Independent Variable	Independent Variable
3/552	Job Burnout	سلامت سازمانی
3/552	Job Burnout	استرس شغلی
1/000	Job Stress	سلامت سازمانی

As an empirical rule, if the value of VIF is greater than 5, then the multiple co-linearity is high. (Note that in some cases the number 10 is also introduced as threshold). Given the values in Table 3, in all cases, VIF is obtained equal to 1, so there is no co-linearity problem and the results of the regression test can be used.

Data Analysis

Regression has been used to study the research hypotheses. In regression studies, the goal is to predict one or more dependent variables (criteria) on the basis of one or more independent variables (predictor). Finally, a general model of the research is presented using the regression model.

- The first hypothesis: There is a relationship between organizational health and job stress. In this hypothesis, "organizational health" is as the predictor variable and "job stress" is as the criterion variable. Therefore, using linear regression test, the effect of organizational health on job stress has been evaluated. The results of this analysis are presented in Table 4.

Table 4. Beta coefficient for influence of organizational health on job stress

Significance Value	t-Statistic	Standard beta Coefficient	Criterion variable	Predictor variable
0/000	-39/428	-0/921	Job Stress	Organizational Health

The standard beta coefficient for the influence of organizational health on job stress is -921/0, which is an acceptable value. Therefore, the t test statistic is -39.428, which is greater than the absolute value of critical value of 1.96. Therefore, the observed beta coefficient is significant. The normal significance value (sig.) Is also smaller than the error level, which confirms the above finding. (It should be noted that the error level in this study is 5%.).

The final step is the calculation of the error by Roughly Error Variance. The estimation error may be due to the influence of the variable which is not included in the model. After calculating linear regression, Table 4-Model Summary is used:

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change	Durbin-Watson
					Change Statistics					
dimension0	1	.921a	.847	.847	.20446	.847	1554.587	1	280	.000	1.769

a. Predictors: (Constant), X

b. Dependent Variable: M

The value of the detection coefficient is used to calculate the error. The detection coefficient with R Square (R2) is specified in Table 4 and is used to calculate the error with the formula √ (1-R2):

$e = 1 - 0.847 = 0.39$

In the current analysis, it is obvious that organizational health justifies 85% of changes in job stress.

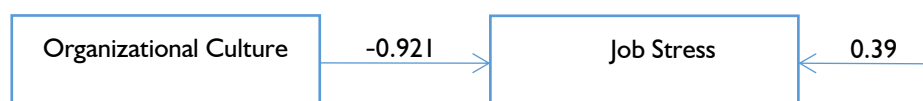| Organizational Culture | —-0.921→ | Job Stress | ←0.39 |

Figure 1. The influence of organizational health on job stress

- The second hypothesis: There is a relationship between organizational health and job burnout.

In this hypothesis, "organizational health" is as the predictor variable and "job burnout" is as the criterion variable. Therefore, using linear regression test, the influence of organizational health on job burnout has been evaluated. The results of this analysis are presented in Table 5.

Table 5. Beta coefficient for the influence of organizational health on job burnout

Significance value	t-Statistic	Standard beta Coefficient	Criterion variable	Predictor variable
0/000	-12/193	-0/268	Job Burnout	Organizational Health

The standard beta coefficient for the influence of organizational health on job burnout is -0.268, which is an acceptable value. Also, the absolute value of the t test statistic is -12.193, which is greater than the absolute value of the critical value of 1.96. Therefore, the observed beta coefficient is significant. The normal significance value (sig.) Is also smaller than the error level, which confirms the above finding. The value of the coefficient of determination is used to calculate the error. The coefficient of determination with R Square (R2) is specified in Table 4.

In the present analysis, organizational health justifies 49% of changes in job burnout.
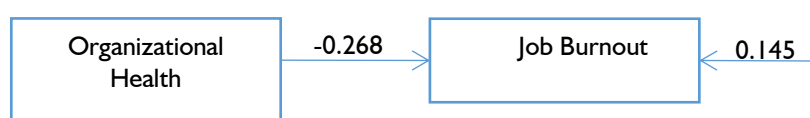

Figure 2. The effect of organizational health on burnout

- The third hypothesis: There is a relationship between job stress and job burnout.

In this hypothesis, "job stress" is a predictor variable and "job burnout" is a criterion variable.

Therefore, using linear regression test, the effect of job stress on job burnout has been evaluated. The results of this analysis are presented in Table 6.

Table 6. Beta coefficient for the influence of organizational health on job stress

Significance value	t-Statistic	Standard Beta Coefficient	Criterion Variable	Predictor Variable
0/000	33/554	0/737	Job Burnout	Job Stress

The standard beta coefficient for the influence of job stress on job burnout is obtained 0.737, which is an acceptable value. Also, the t-test statistic is 334.54, which is larger than the critical value of 1.96. Therefore, the observed beta coefficient is significant. The normal significance value (sig.) Is also smaller than the error level, which confirms the above finding. In the present analysis, it is obvious that job stress, along with organizational health, justifies 97% of changes in job burnout.

Figure 3. The influence of organizational health on job stress

- Main hypothesis of the research: There is a relationship between organizational health of schools with stress and job burnout.

The standard beta coefficient for the influence of organizational health on job stress is 921/0, which is an acceptable value. The t test statistic is -39.428 which is also greater than the critical value. Therefore, organizational health has a negative and significant influence on job stress. The standard beta coefficient for the influence of organizational health on job burnout is -0.268, which is an acceptable value. The absolute value of the t-test statistic is also found to be 12.193. Therefore, organizational health has a negative and significant influence on job burnout. The standard beta coefficient for the influence of job stress on job burnout is 0.737, which is an acceptable value. Also, the t-test statistic is 33.554. Therefore, organizational health has a positive and significant influence on job burnout.
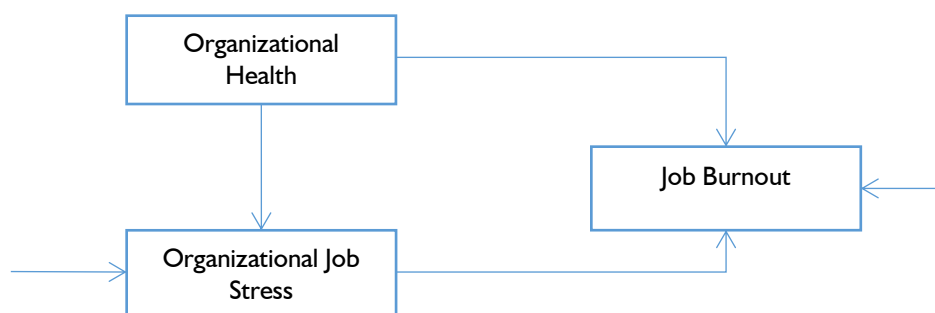

Figure 4. Final Model of the Research

Pearson Correlation Test

Pearson Torque Correlation Coefficient was used to measure the relationship between the variables of the research. The results of the analysis are presented separately. The correlation coefficient is a statistical tool for determining the type and degree of the relationship of a quantitative variable with another quantitative variable. Correlation coefficient is one of the criteria used to determine the correlation between two variables. In correlation studies, the aim is to investigate the relationship between two variables in the research. Since in most studies two-variable correlation is used, the distance scale with the default of the normal distribution of two variables is used to measure the variables, so the correlation coefficient calculated in these studies is Pearson's or Spearman's correlation coefficient. Because the data is normal, Pearson correlation coefficient is used. Correlation coefficient shows the severity of the relationship as well as the type of relationship (direct or inverse). This coefficient is between 1 and -1, and in the absence of a relationship between the two variables, is equal to zero.

Table 7. Pearson correlation coefficient for research variables

Job Burnout	Job Stress	Organizational Health	Research Variables	
		1	Pearson correlation coefficient	Organizational Health
		0.000	Significance	
	1	0.921-	Pearson correlation coefficient	Job Stress
	0.000	0.000	Significance	
1	0.984	0.947-	Pearson correlation coefficient	Job Burnout
0.000	0.000	0.000	Significance	

The Pearson correlation coefficient between two variables of organizational health with job stress is obtained -0.921. A significant value of 0.000 is also obtained, which is smaller than the error level of 1% and shows that the correlation observed is significant. So, there is a negative and significant relationship between organizational health and job stress with 99% confidence. The Pearson correlation coefficient between organizational health and job burnout was -0.947. A significant value of 0.000 is obtained, which is smaller than the error level of 1% and shows that the correlation observed is significant. Therefore, there is a negative and significant relationship between organizational health and job burnout with 99% confidence. The Pearson correlation coefficient between two variables of job stress with job burnout was 0.984. A significant value of 0.000 is obtained, which is smaller than the error level of 1% and shows that the correlation observed is significant. Therefore, with a confidence level of 99%, there is a positive and significant relationship between job stress and job burnout.

Summary and Conclusion

In the educational system, many people are busy working and their activities are directly or indirectly effective in educating students, but the role of teachers is more prominent, as most students spend time under their supervision and other factors also provide the groundwork for the teacher's activity. Therefore, many of the graduates of the traditional and modern educational system are indebted to their teachers for the formation of their personalities and therefore the influence of job stress and burnout of teachers is very important. The organizational health of the school is a framework for the conceptualization of the school's general atmosphere. The concept of positive health in an organization draws attention to conditions that facilitate the organization's growth and / or cause organizational dynamism. Organizational health can be considered as a very important factor in facilitating and expediting the achievement of the school's goals and mission. On the other hand, the industrialization of societies has led workers to spend more than half a day working in the workplace. Such conditions, along with the complexity of the working environment, make the role of stress more colorful. Job stress is defined as the lack of coordination between job needs and the capabilities, desires and needs of the individual. Job stress has various physical, psychological and behavioral consequences. Job burnout is a complication of job stress. job burnout includes a series of mental and functional and personal characteristics, in which a person has some psychological symptoms. Job burnout reduces productivity, depression and disease. There is no doubt that job burnout in teachers is a common and universal phenomenon, and this is the product of the influence of the various factors that exist in all communities. But its intensity seem to vary in different societies. In other words, there are factors that affect the degree of burnout of teachers. According to the results, if the education organization wants to increase their efficiency and effectiveness, they should apply the recommended methods to reduce the job stress and job burnout of teachers in a healthy administrative and institutional system.

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