The Effect of Team Burnout on Individual Performance and Job Satisfaction: Do Self-motivating Resources Counteract Resource Threats from the Work Context?

By

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All interested are welcome
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Abstract

This study examines the multilevel relationship between teams’ mean-level burnout and job performance and satisfaction. We tested this relationship using different samples, different measures, and designs (cross-sectional and three-wave data collection). In both studies, results demonstrated that the negative effects of teams’ mean-level burnout on performance were stronger for individuals with low levels of self-motivational resources (Study 1: intrinsic motivation, Study 2: mastery goal orientation). The negative effects of teams’ mean-level burnout on performance were buffered, however, when self-motivational resources were high. Further, Study 2 found that individuals’ levels of work effort mediated the interactive effect of teams’ mean-level burnout and self-motivational resources on performance.