

Testing a Couple Burnout Model *

Eş Tükenmişliği Modeli'nin Test Edilmesi

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ABSTRACT

In this study, couple burnout has been tested with career burnout, dyadic adjustment, spousal support and spousal emotional jealousy in structural equation model. The study participants consisted of 576 married individuals who work in public institutions and accept to participate in this study in 2013. For the purpose of collecting data The Couple Burnout Scale, The Burnout Scale, The Spousal Support Scale, The Dyadic Adjustment Scale, The Spousal Emotional Jealousy Scale and Personal Information Questionnaire have been used. According to the Couple Burnout Model Test, career burnout and dyadic adjustment are related to couple burnout directly and significantly whereas spousal support-with the mediating role of dyadic adjustment-is related to couple burnout significantly. However, it is found that spousal support and spousal emotional jealousy is not related to couple burnout significantly. Spousal emotional jealousy and career burnout is not related to couple burnout significantly with the mediating role of dyadic adjustment. Additionally, it is observed that the result of the Couple Burnout Model Test is at “acceptable level”. According to results of this study, recommendations are proposed for researchers, counselors, policymakers who deal with marriage and family.

Keywords: Couple burnout, career burnout, spousal support, dyadic adjustment, spousal emotional jealousy

ÖZ

Bu çalışmada, eş tükenmişliği, mesleki tükenmişlik, çift uyumu, eş desteği ve eş duygusal kıskançlık kavramları ile birlikte yapısal eşitlik modeli içinde test edilmiştir. Araştırmanın çalışma grubunu 2013 yılında çalışmaya katılmayı kabul eden ve kamu kuruluşlarında çalışan 576 evli birey oluşturmaktadır. Veri toplamak amacıyla Eş Tükenmişliği Ölçeği, Tükenmişlik Ölçeği, Eş Destek Ölçeği, Çift Uyum Ölçeği, Eş Duygusal Kıskançlık Ölçeği ve Kişisel Bilgi Formu kullanılmıştır. Eş Tükenmişliği Model Testi'ne göre; mesleki tükenmişlik ve çift uyumunun eş tükenmişliğini doğrudan ve anlamlı düzeyde, eş desteğinin ise çift uyumu aracılığıyla eş tükenmişliğini anlamlı düzeyde yordadığı gözlenmiştir. Bununla birlikte, eş desteği ve eş duygusal kıskançlığının eş tükenmişliğini doğrudan ve anlamlı düzeyde yordamadığı bulunmuştur. Eş duygusal kıskançlığı ve mesleki tükenmişliğin ise eş tükenmişliğini çift uyumu aracılığıyla anlamlı düzeyde yordamadığı gözlenmiştir. Aynı zamanda, Eş Tükenmişliği Model Testi sonuçlarının “kabul edilebilir düzeyde” olduğu gözlenmiştir. Araştırmanın bulgularından hareketle, araştırmacılara, psikolojik danışmanlara, evlilik ve aile konusunda politika yapıcılara ve evli bireylere yönelik önerilerde bulunulmuştur.

Anahtar kelimeler: Eş tükenmişliği, mesleki tükenmişlik, eş desteği, çift uyumu, eş duygusal kıskançlığı

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INTRODUCTION

Married couples start their marriage with the expectation of lifelong happiness. The possibility of having complications in time, may not be acceptable for them even as an idea. The couples who decide to get married have the expectations of happiness by having family, children and to avoid loneliness by sharing the life with someone (Aile ve Sosyal Politikalar Bakanlığı [ASPB], 2009). It is common for almost all individuals having expectations in a relationship such as to love, to be loved, to feel herself/himself valuable, and to have support of someone. One of the essential conditions of having a healthy relationship is to come true these expectations of individuals. Couples may evaluate if their expectations come true or not and examine their relationships. Disappointments and stressful living conditions may cause corruption or collapse of relationships (Pines, 1996). The couples who have a happy marriage dream may notice in time that the relationship did not meet their expectations at the desired level and may have couple burnout as a result of their own evaluations.

In the literature, couple burnout concept is defined as the situation of physical, emotional, and mental exhaustion that occurs when expectations and reality do not match and couple burnout consists of three base dimensions as physical exhaustion, mental exhaustion and emotional exhaustion (Pines, 1996). It is possible that the couples who have physical exhaustion may have chronic insomnia and exhaustion, many physical health problems (chronic headache, stomach, and back pain), and significantly rapid weight gain and lose. The couples who have mental exhaustion feel exhaustion depends on the negativity of individualism and relationship perception. Furthermore, the couples who have emotional exhaustion may feel frustrated, desperate and hopeless.

The foundations of the concept of couple burnout are based on psychoanalytic-existential approach (Pines, 2004). Psychoanalytic-existential approach is a synthesis of the psychoanalytic approach defending that early childhood experiences may affect an individual's future life and existential approach that defends pursuit of meaning in life and to deal with the feeling of meaningless. An individual may desire to have a good job and a good relationship in order to satisfy his/her unfulfilled childhood needs and give meaning to his/her life (Pines, Neal, Hammer, & Icekson, 2011). Because all the choices that one individual has made during the life involve high expectation and hope, disappointment and meaning lose make possible both career burnout and couple burnout (Pines, 2004).

It may be one of the important determinants which prevent couple burnout to be in harmony with each other and to change or struggle together against any new situation or obstacle which occurs in changing life conditions. However, it is possible to occur couple burnout for the couples who are in low harmony level because they may have difficulties on some fundamental issues such as to spend time together and to meet expectations of each other. Some studies on literature which define variables affecting dyadic adjustment such as career burnout (Kinnunen & Feldt, 2004; Koçak & Çelik, 2009), couple burnout (Çapri, 2008), gender differences (Çakırlar, 2012; Yıldız, 2012), marriage style and reason of marriage (Yeşiltepe, 2011), anxious and avoiding attachment style (Martins, Canavarro, & Moreira, 2015), unhealthy family functions (Öngel Atar, Yalçın, Uygun, Çiftçi Demirci, & Erdoğan, 2016) and well-being (Rennebohm, Seebeck, & Thoburn, 2017) can be associated with couple burnout in marriage relation process. In these studies dyadic adjustment is in a negative relationship with situations such as couple burnout, anxious and avoidant attachment style, and unhealthy family functions; however it is a positive relationship with situations well-being, and marital status.

Besides dyadic adjustment, spousal support variable which points out "to help, to give an advice, to empathize, and to support each other" may also prevent couple burnout. It is extremely important for the couple in a marriage to receive support of spouse in daily life or hard times, to feel intimate with the spouse when they are under a lot of stress, and to become closer. By this means, dyadic adjustment can be affective on diminish of negative behaviors on relations, and can also strengthen the affinity between wife and husband. Spousal support can make better marriage relation and so can increase life quality of the couple. The results of some studies on literature which are related with spousal support such as couple burnout (Çapri, 2008; Pamuk & Durmuş, 2015), marriage satisfaction (Çağ, 2011) can be associated with couple burnout. In addition, marital satisfaction and stress (Phillips-Miller, Campbell, & Morrison, 2000), gender and similarities of couple's professions (Grood & Wallace, 2011), low parental self-efficacy (Lavenda & Kestler-Peleg, 2017) are related to social support so these variables may affect couple burnout. For example, low marital satisfaction may also prevent spousal support and

may increase the appearance of couple burnout. At the same time, having a low socioeconomic level of couples may increase the appearance of a couple burnout, as it can increase conflicts that can be experienced in marriage.

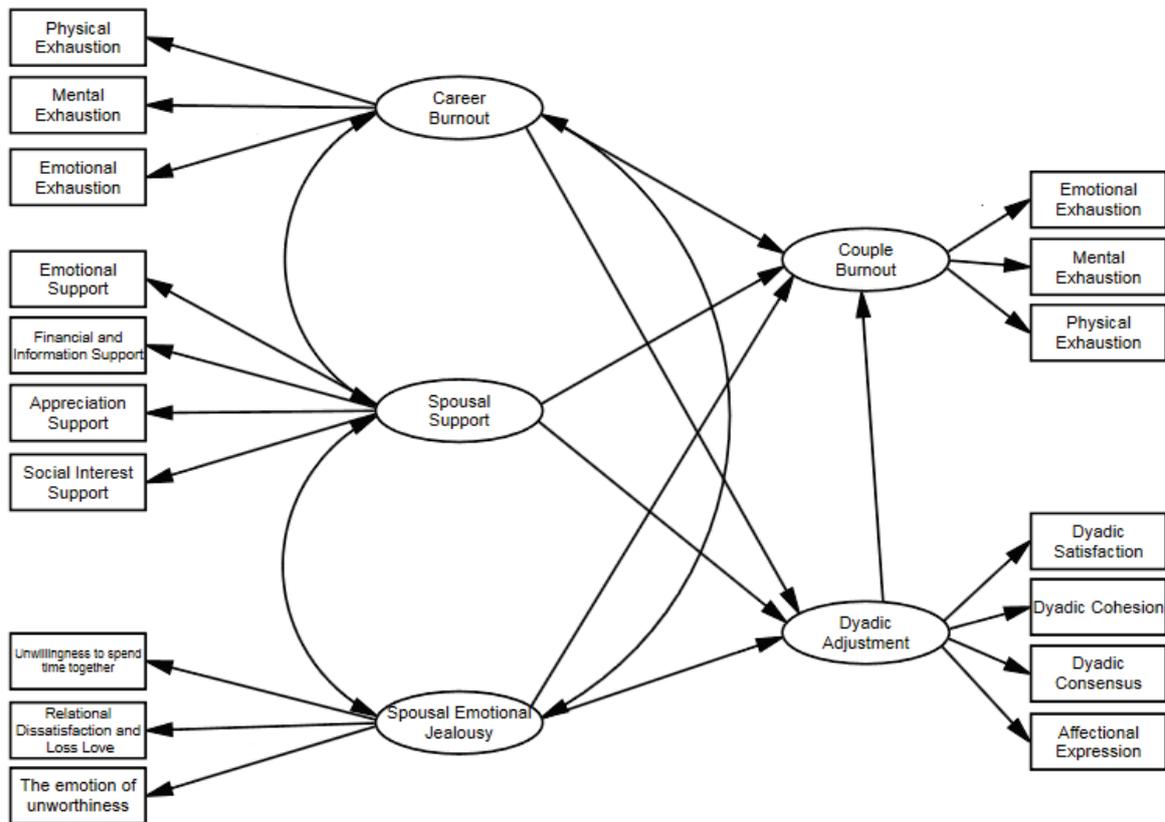
Besides dyadic adjustment and spousal support variables, one of the determinants of couple burnout is career burnout. Occupation is one of the main features that one individual has and it may affect the life of individual significantly. Therefore, it is mostly possible that one individual who has career burnout is unhappy also in his/her private and social life. Williams (2007) indicates that the interaction between occupation and marriage life is very strong, and any negation on one can affect the other. Some researches related with career burnout such as social support (Lingard, 2004; Pines, Aronson, & Kafry, 1981), family structure and life (Lingard, 2004) finding the meaning of life and childhood experiences (Pines & Yafe-Yanai, 2001), cultural structure (Pines, 2004), couple burnout (Çapri, 2008; Danner-Vlaardingerbroek, Kluwer, Van Steenbergen, & Van der Lippe, 2013; Pines & Nunes, 2003), life satisfaction (Çapri & Güler, 2016) present both personal and marriage relation aspects of career burnout.

Consequently, spousal emotional jealousy concept which basically involves disengagement fears and threats is also related with couple burnout. Couples who have problems because of jealousy in their marriage may be tend to control each other more. Controlling behavior may tire the couple in time and cause damage of confidence feeling. However; to be able to find healthy solutions for conflicts which are depending on jealousy can improve the quality of relation and reduce the possibility of having couple burnout. For example, dyadic adjustment and trust (Hansen, 1985); emotional, cognitive and behavioral jealousy and dyadic adjustment (Guerrero & Eloy, 1992); marriage style (Güngör-Houser, 2009), marriage satisfaction (Barelds & Barelds-Dijkstra, 2007; Dandurand & Lafontaine, 2014), alcohol problems (DiBello, Rodriguez, Hadden, & Neighbors, 2015) can affect marital quality.

Nowadays, researches about marriage and divorce in the community show that rate of marriage has decreased and divorce rate has increased (United State Census Bureau [USCB], 2012; Türkiye İstatistik Kurumu, 2013). According to ASPB (2016) “to be irresponsible and insensible” comes first among the most important reasons of divorce.

At the same time, involvement of the other family members to marital relationship, infidelity, economic problems and violence are among the causes of divorce (ASPB, 2014). Both couple and the other members of the family are affected negatively from the relations that have couple burnout. This negative situation that reflects on family relations may affect children’s relations with their parents and also their school life at an important level. Thereby, the expectations that stand on the basis of couple burnout should be analyzed within the whole family system. Individuals’ problems regarding to start and maintenance a relation, increasing unhappy marriages in society and the effects of these kind of marriages on the other relation systems such as working relationships and social relationships gradually increase the need for researches and academic programs that have the aim of understanding marriage relation and rearrangement and development of it. So, the aim of this research is to test couple burnout in the structural equation model with the concepts of “career burnout, dyadic adjustment, spousal support and spousal emotional jealousy”. Therefore, Couple Burnout Model which is created under the light of theoretical principals is presented with below Figure 1.

Figure 1. Couple Burnout Model



It was hypothesized that career burnout, dyadic adjustment, spousal support, spousal emotional jealousy would combine so as to influence couple burnout.

The following specific hypotheses were tested by SEM analysis in a sample of married people: 1. whether the career burnout would relate to couple burnout; 2. whether the relationship between career burnout and couple burnout would be mediated by dyadic adjustment. 3. whether the dyadic adjustment would relate to couple burnout; 4. whether the spousal support would relate to couple burnout; 5. whether the relationship between spousal support and couple burnout would be mediated by dyadic adjustment, 6. whether spousal emotional jealousy would relate to couple burnout; 7. whether the relationship between spousal emotional jealousy and couple burnout would be mediated by dyadic adjustment.

METHOD

Study Group

Study group of this research consists of 579 married individuals who live in Ankara in 2013 and work on public institutions. The information of study group is presented on Table 1.

Table 1. Demographic Information of Participants

Variable		f	%
Sex	Woman	269	46.5
	Man	310	53.5
Age	24 to 31 age	122	21.1
	32 to 39 age	154	26.6
	40 to 47 age	174	30.0
	48 to 59 age	129	22.3
Marriage Style	By meeting/ companionate marriage	358	61.8
	Arranged Marriage	221	38.2
Total		579	100%

Data Collection Tools

The information of scales which are used with the aim of data collection for this research are presented below.

Couple Burnout Scale (CBS)

Couple Burnout Scale (CBS) which aims to measure burnout level of individuals who are in flirt, engagement, marriage or all the other relationship forms named as couple was developed by Pines (1996) and adapted in Turkish by Çapri (2008). This scale has seven rating and consists of 21 items. "Being tired"; "Being physically exhausted" and "Feeling energetic" items for physical exhaustion dimension; "Feeling depressed", "Feeling worthless" and "Feeling anxious" items for emotional exhaustion dimension can be given as examples. Lastly, "Feeling trapped", "Feeling rejecting of mate", "Feeling optimistic" items can be given for mental exhaustion dimension. It has three components as "physical exhaustion, mental exhaustion, and emotional exhaustion". Validity and reliability studies of this scale were implemented by Çapri (2008). As a result of factor analysis of CBS, it was found that results obtained point out construct validity. As a result of criterion-referenced validation studies with the help of Maslach Burnout Inventory (MBI) and Burnout Scale (BS), a positive correlation at a meaningful level among subscale score of emotional burnout ($r = .44, p < 0.1$) and depersonalization ($r = .35, p < .01$) of MBI and total score of BS was found. Also, a negative correlation at a meaningful level among subscale scores of personal success ($r = -.31, p < .01$) was found. According to reliability results of Couple Burnout Scale, internal consistency coefficient was $\alpha = .94$ and test-retest correlation coefficient which was obtained every two months was found as $r = .91$ (Çapri, 2008). On the scope of this study, Cronbach Alpha reliability coefficient of CBS was found .95.

Burnout Scale (BS)

Burnout Scale (BS) which aims to measure physical, mental, and emotional burnout level of individuals who work on different area of professions was developed by Pines and Aronson (1983) and adapted in Turkish by Çapri (2006). This scale has seven rating and consists of 21 items. The difference between this scale and CBS is the wording on 15th item "disappointment related with spouse/relationship"; BS use the word "people" instead of "spouse/relationship". BS has three components as "physicalexhaustion, mental exhaustion, and emotionalexhaustion". As a result of criterion-referenced validation studies with the help of Maslach Burnout Inventory (MBI) for the validity of Burnout Scale, it was reported that there was a negative correlation at a meaningful level between subscale score of emotional burnout ($r = .57, p < .01$) and depersonalization ($r = .30, p < .01$). According to reliability results of BS, internal consistency coefficient was $r = .93$ and test-retest correlation which was obtained every four months were $r = .85$ and $r = .83$ in order. Cronbach Alpha reliability coefficient of Burnout Scale was found .88 with the data collected on the scope of this study.

Spousal Support Scale (SSS)

Spousal Support Scale which aims to measure the support that couple take from each other was developed by Yıldırım (2004). This scale has three rating and consists of 27 items. SSS consists of four factors as “emotional support”, “financial support and information support”, “appreciation support”, and “social interest support”. SSS and Beck Depression Inventory (BDI) were implemented together in order to test its reliability with similar scales and a negative relation at a meaningful level ($r = -.27$) between the two scales was found (Yıldırım, 2004). According to results of reliability studies of Spousal Support Scale, Cronbach Alpha reliability coefficient was found $\alpha = .95$ and test-retest reliability coefficient was found $r_{xx}=.89$ (Yıldırım, 2004). On the scope of this study, Cronbach Alpha reliability coefficient of SSS was found .96. According to scoring of SSS, min. score that can be taken from the score is 27 and max. score is 81. The high score of the scale refers to high level of support that is took from the spouse of person who filled the scale. On the scope of this study, Cronbach Alpha reliability coefficient of SSS was found .96.

Dyadic Adjustment Scale (DAS)

Dyadic Adjustment Scale was developed by Spanier (1976) in order to evaluate quality of relationship in the way that married couples or couples who are living together perceive it and adapted in Turkish by Fıfılođlu and Demir (2000). DAS has two items as “yes” and “no”, and the other 30 items of it have rating between five and seven. DAS has four factors as “spousal satisfaction, spousal affiliation, spousal consensus and expression of emotions” (Spanier, 1976). According to validity results of Dyadic Adjustment Scale, correlation coefficient between DAS and Locke-Wallace Marital Adjustment Scale was found .82 ($p < 0.05$) (Fıfılođlu & Demir, 2000). On the sampling of Turkey, internal consistency reliability coefficient of the scale is $r = .92$ as approximate to original result. Moreover, reliability results of subscales changes between .75 and .84. The scores that can be taken from the scale changes between 0-151 and the high score of scale refers high level of dyadic adjustment (Fıfılođlu & Demir, 2000). On the scope of this study, Cronbach Alpha reliability coefficient of DAS was found .93.

Spousal Emotional Jealousy Scale (SEJS)

Spousal Emotional Jealousy Scale was developed by Kızıldağ and Yıldırım (2017) with the aim of measuring emotional jealousy level of married couples. SEJS has three rating and consists of 22 items. Scale consists of three factors as “feeling of valuelessness, relational dissatisfaction, loss of love, unwillingness for having time together”. According to results of SEJS validity studies, it was found that KMO value was .94, and Barlett Sphericity test= 4312,785; $sd= 231$, $p = .000$. It is determined that three factor of SEJS has eigenvalue which is greater than 1. It is observed that first factor represents 49.251% of total variance, two factors together represent 56.71% of total variance, and three factors together represent 59.75% of total variance. General adhesion coefficients of measurement model are $\chi^2_{204}=600.988$; $p = 0.00$; $\chi^2/sd = 2.95$; $GFI = .84$; $AGFI = .80$; $NFI = .87$; $CFI = .91$ and $RMSEA = 0.08$. According to results of SEJS reliability studies, Cronbach Alpha coefficient was .95 on the data set for 267 people, Cronbach Alpha coefficient was found .95 on the data which was gathered from 303 people. Cronbach Alpha reliability coefficient of SEJS was found .94 with the data collected on the scope of this study. The minimum score that can be taken from the scale is 22, and maximum score is 66. High score refers to high level of jealousy of the spouse who fill the scale. On the scope of this study, Cronbach Alpha reliability coefficient of SJES was found .94.

Personal Information Form (PIF)

Personal Information Form was designed by the researchers to get social-demographic information about the individuals who participate this study. The form includes questions about “gender, age, marriage style” of participants.

Implementation of Data Collection Tools

Data collection tools which were used for this research were implemented directly by the researcher to individuals who work on public institutions and accepted to participate this study, are at least high-school graduated or have higher education level. Implementation time of the scales was 25 minutes on average. Despite data was collected from 625 married individuals for this research, 46 of them were took out because of insufficient or incorrect information, and analysis was made on the data from the rest 579 married individuals.

Data Processing and Analysis

Before the analysis, data was evaluated in terms of correct data input, missing data, and applicability to normal distribution with the help of SPSS (for descriptive statistics), LISREL (for confirmation factor analyses), AMOS (for testing model) programs. By this way, firstly incorrect data was determined; frequency, maximum and minimum values of all data were observed and the data which was on below or above of criterions was controlled and corrected. Moreover, some missing data was determined because participants did not fill some or all scale items. Because more than 5% loss was observed on the data from 31 participants and the data from 15 participants was out of normal distribution, these data were not included to analysis. Consequently, analysis was made with the data from 579 married individuals.

FINDINGS

Findings Related with Couple Burnout Model Test

For the presentation of findings which were discussed on the scope of this study, descriptive statistics among variables were presented firstly. After, information about recommended model regarding suggested structure and findings about the effectivity of recommended model were presented. A similar approach was followed also on structural model.

a. Descriptive Statistics among Variables on the Scope of Model

There are five latent variables (couple burnout, career burnout, spousal support, dyadic adjustment, spousal emotional jealousy) and 17 indicator variables (couple burnout – emotional exhaustion, mental exhaustion, and physical exhaustion; career burnout - emotional exhaustion, mental exhaustion, and physical exhaustion; spousal support – emotional support, financial and information support, appreciation support and social interest support; dyadic adjustment – spousal satisfaction, spousal affiliation, spousal consensus, and expression of emotions; and spousal emotional jealousy – unwillingness for having time together, relational dissatisfaction, and feeling of valuelessness) on Couple Burnout Model. Pearson correlation coefficients of all indicator variables were presented on Table 2. As it can be seen on Table 2, correlation coefficients among the variables of the model are between .38 and .88. Correlation coefficients among the indicator variables are meaningful ($p < .01$ and $p < .05$) and it indicates that stipulated cause and effect relations on the beginning of this study can be tested by structural equation model.

b. A Recommended Model for Couple Burnout

17 indicator variables are rectangular-shaped and 5 latent variables are shown as elliptical on Figure 2. Single-ended arrow marks that go from latent variables to indicators are regression coefficients or indicator weight which correlate these variables with latent structures. According to recommended model, regression coefficients between latent and indicator variables are between .55 (mental exhaustion belonging career burnout) and .96 (emotional exhaustion belonging couple burnout). When the model on Figure 2 is examined, it is observed that the relation between spousal emotional jealousy and dyadic adjustment ($r = -.04$, $p > 0.00$); and the relation between spousal emotional jealousy and couple burnout ($r = -.05$, $p > 0.00$) are not meaningful. Also, the correlation between spousal support and couple burnout, and the correlation between spousal support and dyadic adjustment were found out different than expected. However, the highest relation is between latent variables of spousal support and dyadic adjustment ($r = -.76$); and the lowest relation is between latent variables of spousal emotional jealousy and dyadic adjustment ($r = -.04$). Adhesion coefficients of the suggested model on this study ($\chi^2 = 454.63$; $sd = 109$; $\chi^2/sd = 4.171$; $p = .00$); are CFI = .95; NFI = .94 and RMSEA = .07. It is indicated that the range of 0-.05 RMSEA value refers to good adjustment, the range of .05- .10 refers to acceptable adjustment; the range of .97 - 1.00 CFI value refers to good adjustment, the range of .95-.97 refers to acceptable adjustment; the range of .95-1.00 NFI value refers to good adjustment, the range of .90-.95 refers to acceptable adjustment (Schermelleh-Engel & Moosbrugger, 2003). When the adhesion coefficients of the model are examined, it is observed that the model is on “acceptable level” in terms of subject criteria. Despite variables represent latent variables on an acceptable level on the results of suggested model, some modifications were needed to have a better model. For this purpose; because the relation between “spousal emotional jealousy and dyadic adjustment” ($r = -.04$, $p > 0.00$); and the relation between “spousal emotional jealousy and couple burnout” ($r = -.05$, $p > 0.00$) are not meaningful, the latent variable of spousal emotional jealousy was took out

from the model. From this point of view, the model was tested with “couple burnout, career burnout, spousal support, dyadic adjustment” latent variables of structural model and their indicator variables.

Figure 2. A recommended model for Couple Burnout

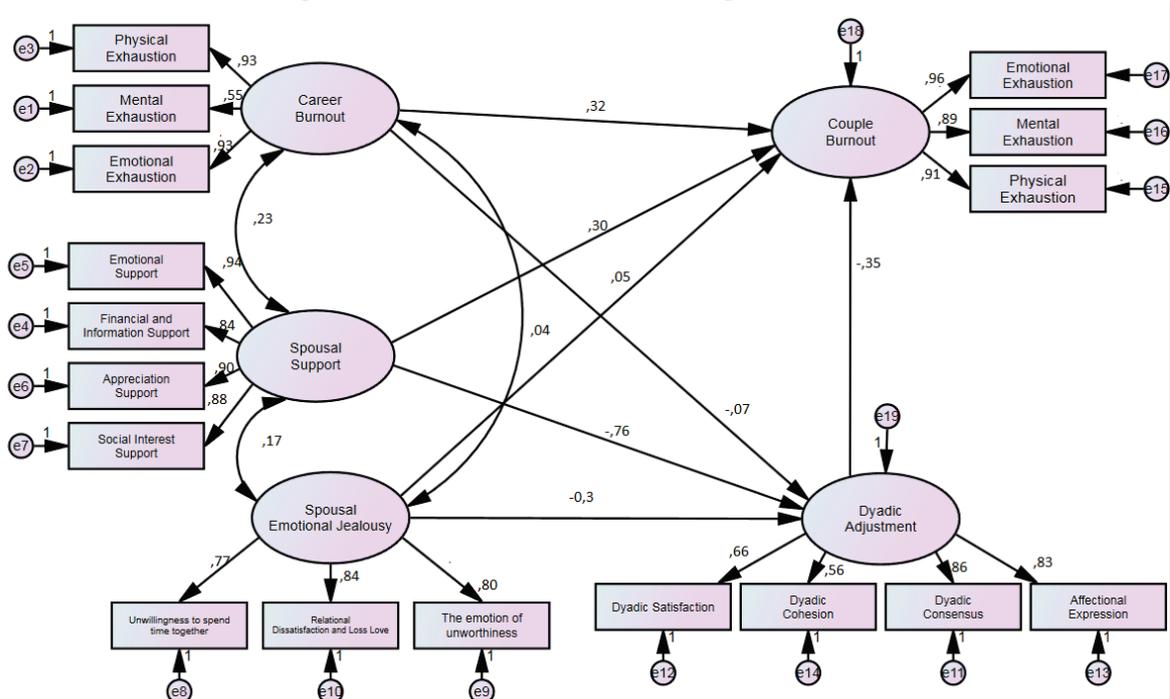


Table 2

Variables	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1 C.B.Emotional Exhaustion	1																
2 C.B.Mental Exhaustion	.86**	1															
3 C.B.Physical Exhaustion	.88**	.80**	1														
4 S.E.J.Emotion of unworthiness	.10*	.15**	.08	1													
5 S.E.J.-Relational dissatisfaction and loss of love	.18**	.21**	.15**	.68**	1												
6 S.E.J.Unwillingness to spend time together	.08	.14**	.07	.63**	.65**	1											
7 D.A.-Dyadic cohesion	-.39**	-.42**	-.34**	-.11*	-.13**	-.06	1										
8 D.A. Dyadic Satisfaction	-.50**	-.51**	-.45**	-.08*	-.10*	-.07	.51**	1									
9 D.A.-Dyadic Consensus	-.51**	-.53**	-.45**	-.09*	-.10*	-.12**	.44**	.53**	1								
10 D.A.Affectional expression	-.52**	-.57**	-.48**	-.12**	-.14**	-.14**	.38**	.48**	.78**	1							
11 C.A.B. Emotional Exhaustion	.46**	.37**	.44**	.04	.03	.04	-.13**	-.19**	-.24**	-.20**	1						
12 C.A.B. Mental Exhaustion	.25**	.14**	.18**	-.01	.06	.06	-.06	-.12**	-.09*	-.06	.50**	1					
13 C.A.B. Physical Exhaustion	.41**	.30**	.44**	.01	.05	.02	-.08*	-.12**	-.20**	-.14**	.87**	.52**	1				
14 S.S.Emotional Support	.57**	.63**	.53**	.15**	.18**	.11**	-.51**	-.56**	-.59**	-.57**	.20**	.04	.13**	1			
15 S.S. Financial and Information Support	.51**	.55**	.46**	.13**	.20**	.09*	-.48**	-.49**	-.56**	-.49**	.21**	.06	.20**	.80**	1		
16 S.S. Appreciation Support	.58**	.61**	.53**	.11**	.14**	.08	-.50**	-.57**	-.59**	-.56**	.25**	.06	.19**	.85**	.78**	1	
17 S.S.-Social Interest Support	.53**	.58**	.50**	.10*	.12**	.06	-.53**	-.53**	-.59**	-.54**	.25**	.07	.20**	.84**	.74**	.79**	1

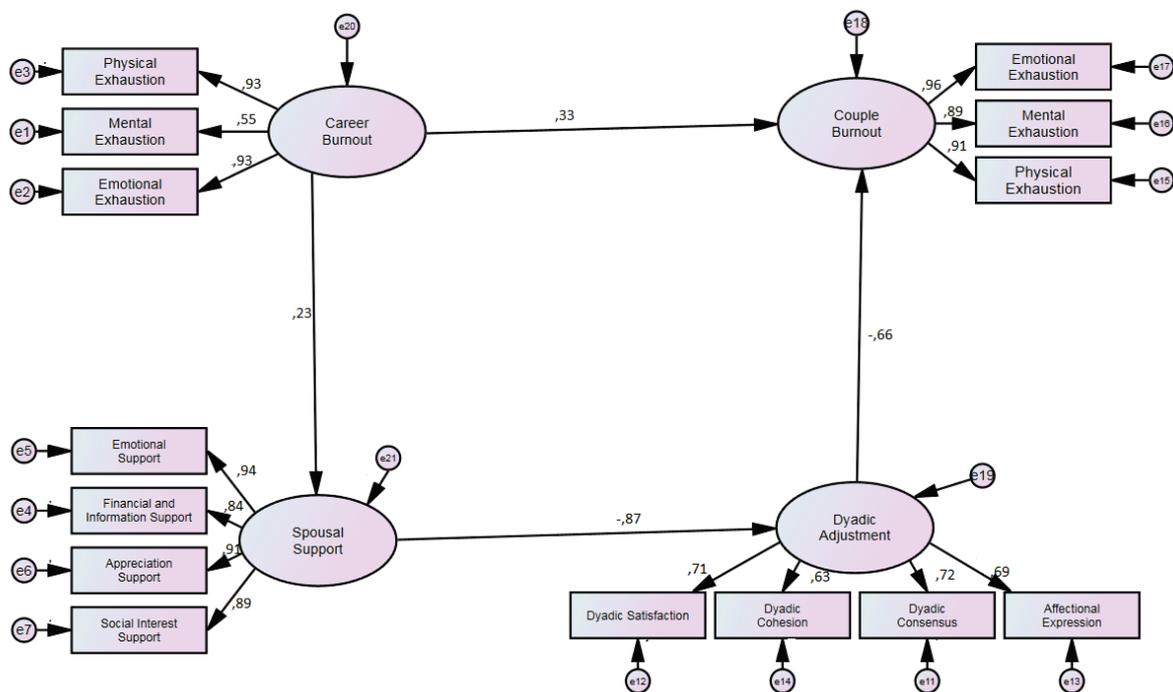
Pearson Correlations of Variables

* $p < 0.05$; ** $p < 0.01$ [C.B.: Couple Burnout; S.E.J. Spousal Emotional Jealousy; D.A.; Dyadic Adjustment; C.A.B.: Career Burnout; S.S.: Spousal Support]

c. Structural Model Test

On the first stage of Couple Burnout Model Test which is measurement model analysis, it is observed that the model has general adhesion coefficients on a satisfactory level. On the next stage of the analysis, structural model which the directions of the relations among latent variables were identified in was tested and the results were presented on Figure 3. As it can be seen on Figure 3, one unit increase on the score of career burnout causes .27 ($\beta = .23$) increase on the score of spousal support ($Z = 5.09$; $p < .000$). One unit increase on the score of spousal support causes -2.97 ($\beta = -.87$) decrease on the score of dyadic adjustment ($Z = -17.31$; $p < .00$). One unit increase on the score of career burnout causes 1.01 ($\beta = .33$) increase on the score of couple burnout ($Z = 8.61$; $p < .000$). One unit increase on the score of dyadic adjustment causes -.51 ($\beta = -.66$) decrease on the score of couple burnout ($Z = -14.89$; $p < .000$). As a result, adhesion coefficients of the structural model on this study ($\chi^2 = 268.11$; $sd = 72$; $\chi^2/sd = 3.724$; $p = .000$); CFI = .97; NFI = .96 and RMSEA = .07. When the adhesion coefficients of the model are examined, it is observed that the model is on “acceptable level”.

Figure 3. Couple burnout model (the last version)



RESULTS AND DISCUSSION

On this stage of the study, different hypothesis results belonging the same variables of Couple Burnout Structural Model which was developed in order to explain couple burnout of married couples were discussed all together for the sake of completeness.

Results and Discussion Belonging the First and Seventh Hypothesis Findings of Career Burnout and Couple Burnout Variables

Hypothesis 1: The hypothesis of “Career burnout and couple burnout are statistically correlated.” was verified on the scope of this study. The result obtained show consistency with the results of other studies on the literature which introduce the relation between career burnout and couple burnout variables (Çapri, 2008; Çapri & Güler, 2016; Laes & Laes, 2001; Pines & Nunes, 2003; Pines et al., 2011; Pines, Nunes, Rodrigue, & Utasi, 2000). In these studies, it has been concluded that career burnout is related to psychological situations that affect the individual as a whole, such as social support, family structure and life, marital adjustment, meaningful of life, life satisfaction. Thus, it is also possible that the individual who has career burnout, also he may have couple burnout. For example, physical exhaustion as a result of career burnout affects an individual’s performance negatively about going to work; and this negativity may cause married couples to have physical and emotional

exhaustion in time. An individual who cannot achieve his/her goals about professional life may reflect this negative situation to married life also.

Hypothesis 2: The hypothesis of “Mediating role of dyadic adjustment variable on the relation between career burnout and couple burnout is statistically correlated.” could not be verified on the scope of this study. This finding is not similar with the results of other studies which introduce the direct relation between dyadic adjustment and career burnout (Çapri, 2008; Kinnunen & Feldt, 2004; Koçak & Çelik, 2009). On these studies, a negative relation between career burnout and dyadic adjustment was determined (Çapri, 2008; Deveci Şirin & Deniz, 2016; Koçak & Çelik, 2009). It can be possible on relational context that career burnout may effect couple burnout by affecting dyadic adjustment; but on scope of this study dyadic adjustment has not a mediation effect because it can be say that the relation among the variables has a stronger effect than mediation effect.

Results and Discussion Belonging the Second Hypothesis Findings of Dyadic Adjustment and Couple Burnout Variables

Hypothesis 3: The hypothesis of “Dyadic adjustment and couple burnout are statistically correlated.” was verified. The result obtained show consistency with the results of other studies on the literature which introduce the relation between couple burnout and dyadic adjustment variables (Çapri, 2008; Deveci Şirin & Deniz, 2016). In addition to this, researches which deal with some indirect variables (such as depression, sex life) indicating dyadic adjustment also introduce the relation between couple burnout and dyadic adjustment. For example, a stressed marriage relation may cause individuals to fall into depression easily (Parker, Tambling, & Campbell, 2012).

On the other hand, any problem on sex life which is one of the important determinants of dyadic adjustment may affect this relation on different levels (Trudel, Villeneuve, Preville, Boyer, & Frechette, 2010). Pines (1996) states that positive situation on the sex life sometimes has saver role on the relationship and also the couples who have positive sex life have lower level of couple burnout. It can be say that the possibility of having couple burnout is lower for the couples who have positive sex life and they are more resistant to couple burnout.

Results and Discussion Belonging the Third and Sixth Hypothesis Findings of Spousal Support and Couple Burnout Variables

Hypothesis 4: The hypothesis of “Spousal support and couple burnout are statistically correlated.” could not be verified. The result obtained cannot be substantiated by the results of other studies on the literature about this subject (Çapri, 2008; Grood & Wallace, 2011; Lavenda & Kestler-Peleg, 2017; Phillips-Miller et al., 2000; Pines, 1989, 1996; Pines et al., 1981). In these studies, it is emphasized that spousal support increases marital satisfaction, reduces stress and affects perception of parenting positively. The achievement of such a result within the scope of this study is both surprising and contributing to the literature. For an individual who has financial and information support from the spouse, his/her spouse give an idea about the solutions of any problem and this can be a behavior which support or strengthen the marriage relationship; but this support may be not has a direct effect on the occurrence of couple burnout. In other words, in spite of having spousal support, expectations on the idea of ideal marriage may not come true in general. For example, a wife may have deep interest and support from her husband when she got sick; but she may not have the same attitude on any time. However, main expectation of the wife may be having interest and support not only when she is sick but every time.

Hypothesis 5: The hypothesis of “Spousal support and couple burnout are statistically correlated with the mediating effect of dyadic adjustment.” was verified. This result is consistent with the results of some studies in the field (Acitelli & Antonucci, 1994; Julien & Markman, 1991; Yedirir & Hamarta, 2015). Moreover, the direction of the relation between spousal support and dyadic adjustment is found out negative as different as expected. This situation can be explained by the spousal relationship within Turkish family system and the way of spousal support and dyadic adjustment perception. Namely, spousal support especially at some extends –such as financial support and information support- is offered from men to women because of the economic and social conditions. Besides, in a society which expression of emotions is perceived as weakness, it is hard to take emotional support from men compare to women. For this reason, if a man do not express his feelings in a relationship, this may not be evaluated as a negative situation. For some relations; if the husband has a strong position, the wife can be satisfied with this situation and can be more agreeable with the aim of having more support from her husband. At the same time, the concept of dyadic adjustment in Turkish family system can be

perceived as “not to make trouble, to obey”. For example; if the wife always behave calm and sing another tune, the husband can be satisfied with this situation and can offer more support to his wife who has dyadic adjustment with relatively in his idea. In other words, the dynamic of the relationship may be established in this way. The studies which examine the marriages in Turkey with the variable of submissive behaviors bring out the truth that submissive behaviors are not perceived as a problem by the socio-cultural values or the features of society structure.

Results and Discussion Belonging the Fourth and Fifth Hypothesis Findings of Spousal Emotional Jealousy and Couple Burnout

Hypothesis 6: The hypothesis of “Spousal emotional jealousy and couple burnout are statistically correlated.” could not be verified. Any other study which introduce the relation between spousal emotional jealousy and couple burnout was not found. Spousal emotional jealousy may not be an easily acceptable emotion on the relationships in Turkey. The situations that can cause this emotion are seen as even impossible within the relationship. When it is evaluated from the viewpoint of gender mainstreaming, existence of spousal emotional jealousy may not be discussed clearly. Gender roles that are attributed to men or women are visible also within the relationship. If a woman meet her opposite sex friends even only with social aims without her husband, it can be reason of a big discussion. If the woman behave independent from her husband, the husband may restrict social life activities of the woman for the continuousness of the relationship. Socio-cultural environment which they live in may also promote these restrictions directly or indirectly. Especially in traditionalist societies, jealousy is accepted as a situation which should interfere in immediately for the men. Besides gender roles, jealousy may not be accepted always as a negative experience within the relationships. Namely; if spouses express or live their emotion of jealousy within the relationship in a healthy way, they can use the threat which occurs because of the jealousy in a constructive way (Pines & Aronson, 1983). Couple burnout cannot be predicted by spousal emotional jealousy and this can be explained by above reasons. Pines (1998) indicates that jealousy may have also benefits. These benefits as “jealousy provide the couple to evaluate or to look over the relationship again; jealousy teach the couples that they are not guarantee for each other; jealousy is a sign of love; jealousy is a tool that stimulates the engagement; jealousy reinforces the emotions; jealousy adds ambition to sex life; jealousy save the love”. On the scope of this study, spousal emotional jealousy may be evaluated from the viewpoint of its positive aspects. However, some studies in the related literature have shown that jealousy negatively affects couple adjustment (Guerrero & Eloy, 1992), negatively affects relationship satisfaction (Barelds & Barelds-Dijkstra, 2007; Dandurand & Lafontaine, 2014; DiBello et al., 2015).

Hypothesis 7: The hypothesis of “Mediating role of dyadic adjustment on the relation between spousal emotional jealousy and couple burnout is statistically correlated” could not be verified but however, in some studies, it has been emphasized that reducing the couple adjustment (Guerrero & Eloy, 1992), relationship satisfaction (Barelds & Barelds-Dijkstra, 2007; Dandurand & Lafontaine, 2014). As it was said on Hypothesis 6 also, it can be say that spousal emotional jealousy cannot be expressed easily with regards to conception and qualitative way in Turkey and it is not a socially accepted concept yet. Individuals cannot express easily their feeling of jealousy to theirselves or to the others. Social norms react against emergence of situations which can tolerate the reasons of jealousy within the relationship or can deal with this in a healthy way. On the scope of this study, only emotional jealousy has discussed; but cultural values motivate the couple to solve the problem by clear or hidden messages without discussing the existence of this concept within the time course.

Limitations and Recommendations

This study of Couple Burnout Model Testing has some limitations. One of these limitations is the evaluation of one-way (only one married individual) of the couple burnout, which is an interactive process, especially in marriage. In addition, since the couple burnout, the classification of the data obtained from the participants according to the years of marriage may also be a limitation in the presentation of the coexistence framework. From of this point of view, on this stage, some suggestions were presented starting from the results of Couple Burnout Structural Equation Model. The researchers who work on the area of Marriage and Family Counseling can plan qualitative studies about couple burnout, can prepare intervention programs in order to prevent couple burnout and search the effectiveness of these programs. Moreover, they can plan longitudinal studies in order to be able to examine couple burnout by years. In addition to this, psychological counselors who work on Marriage and Family Counseling can examine the problems of couples on marriage stages and plan intervening and preventive studies for these problems of different years. At the same time, psychological

counselors can plan studies to concretize the marriage expectations of couples and to make them realizable. Lastly, policy makers oriented to strengthen the institution of marriage can study on comprehensive samplings in order to identify the reasons of couple burnout with the research projects at national level as part of Ministry of Family and Social Policies. Contents of the programs which are presented in Centers of Family Consulting can enrich by including the concept of couple burnout.

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