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Family and organization roles in disaster risk reduction: *Burnout reduction on workers*

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Abstract. Research and theories on the role of families and organizations in reducing disaster risk are still limited to home and corporate efforts on the physical aspects of disasters risks. Psychological factors are yet rarely addressed by families and organizations. This psychological factor can be the cause behind by the failure of the workforce in the industry and health personnel in the healthcare institution in implementing safe and careful work procedures, increasing disaster risks and disaster impacts. In turn, this can be caused by burnout, a psychological problem in the worker or health worker. This paper develops a conceptual framework to describe what steps can be taken by families and organizations in reducing burnout to workers and health workers. The concepts of work-family conflict and psychological therapies are introduced to explain burnout interventions that families and organizations can manage in the context of disaster risks and disaster impacts reduction.

1. Introduction

While the risk of natural disasters is largely due to natural factors, the severity of the impact of natural disasters comes from human factors. The severity of the impact of natural disasters is determined by political, physical, economic, and social vulnerability [1]. In the context of non-natural disasters such as technological failure, modernization failure, epidemics, and disease outbreaks, the human factor is even a major cause [2]. Therefore, the handling of human factors is essential to prevent non-natural disasters and minimize the impact of natural disasters.

Burnout is one of the human factors that play a role in raising the risk of non-natural disasters and exacerbate the impact of natural disasters. Burnout is a reaction to work pressure characterized by fatigue, cynicism, and a sense of loss of professional efficacy [3]. Burnout is known to have an impact on the high risk of occupational accidents on workers who experience it, and potentially also affect the people around him [4].

Meanwhile, the relationship between burnout and natural disasters is less frequently argued. More research sees that burnout is a consequence of natural disasters on health workers and other workers who respond to disasters, not as antecedents to the disaster [5]. However, a logical path can be built. Burnout in addition to causing the risk of accidents also affects job dissatisfaction and disruption to physical and mental health [6]. Physical and mental health disorders are part of the health vulnerability, which in turn is part of the physical vulnerability factor [7]. For example, it is known that people who experience burnout can take coping steps by taking illegal drugs, which makes them unable to respond well to disaster situations [8].



Also, people who experience burnout may experience depression or low physical health status, which in turn makes them vulnerable to becoming victims of natural disaster events that could otherwise be avoided if the person is healthy and has a high-spirited life. Similarly, weary construction workers can ignore safety aspects in construction, resulting in poor construction. Combined with the absence of surveillance and catastrophic events, the construction of bridges and buildings may collapse due to natural disasters. This should not happen if the worker does not experience burnout during construction. This framework of causality can be illustrated in figure 1.

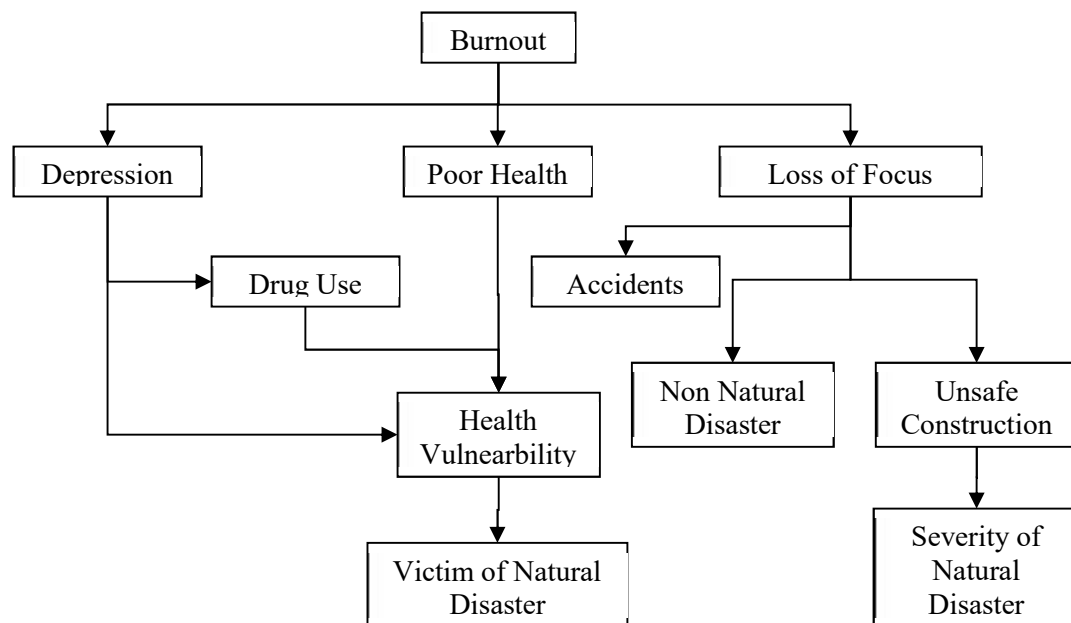


Figure 1. Burnout and Disaster Relation

Burnout occurs due to unpredictable and demanding work environments as well as many other factors in the work environment [9]. Efforts have been made to reduce burnout in the workplace and society [10]. This article will develop the framework that families and organizations need to adopt to reduce burnout to reduce the vulnerability of public health in the face of natural disasters as well as to prevent the potential for non-natural disasters and accidents

2. Burnout Theory

Burnout is a feeling that relates to helplessness and difficulty in dealing with work or working effectively, generally forming gradually, and can be the result of high workload or because of an unsupportive environment [11]. Burnout consists of three subtypes namely phrenetic, under-challenged, and worn-out [12]. The phrenetic burnout is when one feels that the work is getting heavier until they are tired [13]. Individuals experience excessive workload and feel that they risk their health and personal life to achieve good results in work [14]. Individuals try to do several things at once and look workaholic by spending a lot of time to work [15]. Individuals tend to be sensitive to their environment and easily complain about the organizational structure in which they work [16].

Burnout of the under-challenged type is characterized by disinterest with work, boredom, and lack of self-development of its work, resulting from lack of stimulation, monotony in work, lack of training and attention from superiors, and the desire to work on other jobs [17]. The pressures faced by the individual are caused by feeling trapped in his work, leading to a lack of motivation and capacity [18]. Burnout type worn-out is characterized by lack of control, lack of recognition, and neglect and rejection when faced with stress and lack of gratification [19]. Individuals are not concerned and do not care when given the responsibility for feeling inefficiency [20]. In other words, frenetic burnout leads to exhaustion

because it continues to work optimally, burning the under-challenged type leads to boredom and lack of enthusiasm for continuing to do the same thing, and worn-out burnout carries on indifference as it constantly gets no recognition

Various factors have been identified as factors that lead to burnout. These factors include red tape, overly fussy clients or bosses, lack of support from supervisors, lack of social integration, and many self-doubts about the job [21]. Also, role conflict, role ambiguity, and excessive role burden also affect improving burnout [22]. From the perspective of the theory of self-determination, the need for competence, autonomy, and linkage are known to negatively affect burnout [23].

3. The Role of Family and Organization in Reducing Burnout

Previous research has generally only directed the role of the organization in reducing burnout under the assumption that burnout is merely an organizational problem. However, role theory asserts that burnout is caused by role problems such as role conflict, role ambiguity, and excessive role burden. This role conflict can occur in the form of a family work conflict. A family work conflict is a situation where work in the office is brought home and vice versa; homework is brought to the office [24]. This results in role conflict which in turn makes the individual experience burnout. Also, the family should also play a role in reducing burnout because the family becomes a safe place for individual workers after being tired of working. The ability of families to reduce burnout can be even greater through the active role of the family, thus providing more benefits for employees as well as for the family

3.1. The family's role in burnout reduction.

To determine the role of families in burnout, it is important to note the individual targeted by the intervention about the family work conflict. The border theory distinguishes between two human types: segmenters and integrators [25]. Segmenter or separator is a person who actively seeks to separate between the roles he has.

Meanwhile, an integrator is a person who actively seeks to combine the roles he or she possesses. For segmenters, borders are very inflexible and not permeable, while for integrators, borders are flexible and permeable. Segmenters will select jobs that have a clear border while integrators will choose jobs that have borders with high flexibility.

The role of families in segmenters is to try to support workers by not intervening in their work. When workers are with families, families should restrict the access of companies or organizations to contact the worker. This can be done strictly by blocking access between workers and organizations. Gentle moves can be done by diverting the workers' attention as far as possible to the family so there is no time for the worker to get distracted on the job.

The family role of an integrator is the opposite, trying to provide support for the worker when he works, thus increasing his morale. Also, the family needs to open up a wide space for intervention by the company, for example by providing a direct relationship with the organization whenever necessary. Also, families should keep themselves to not complain about worker activity that may be considered excessive in providing the portion of work than the family. Remember that this work is an integrator so that even if she is not physically present to the family, she thinks of family and is open to being able to be contacted and asked for attention by the family at work.

3.2. The role of the organization in burnout reduction.

Is a wealth of literature on how organizations need to address burnout issues with their workers. These steps can be either direct intervention or organizational steps. The intervention measures can be both preventive and careful. Preventive measures can be MST-CS (Multimodal Skills Training for Coping with Stressors), MBI (Mindfulness-Based Intervention), psychosocial interventions, and of course routine burnout rating [26]-[28]. Meanwhile, treatment intervention measures can be CBT (Cognitive Behavioral Therapy), physiological regulation, self-pity programs clarification of life and work values, ACT (Acceptance and Commitment Therapy), BAT (Behavioral Activation Therapy), and if necessary pharmacotherapy interventions [29]-[33].

Organizational steps to reduce burnout will be specific to the type of burnout facing employees. Burnout frenetic types can be overcome by changing the workload of employees and the definition of success in a job. Burnout type under challenged can be improved by increasing the level of employee challenges. Burnout type worn-outs can be fixed by changing organizational rewards system [12].

3.3. Conceptual framework for family and organizational roles in burnout reduction.

The combination of family roles and the role of the organization in burnout reduction resulted in a comprehensive framework that enabled conflicting organizations and families and enlarged worker burnouts, in fact working together to reduce burnout. In turn, this cooperation will reduce the risk of non-natural disasters and reduce the impact of natural disasters faced by individual workers, organizations, and their families. This comprehensive framework is shown in Figure 2. It can be observed that family interventions are generally supportive of worker characteristics while organizational interventions are more directed at the burnout characteristics faced by workers

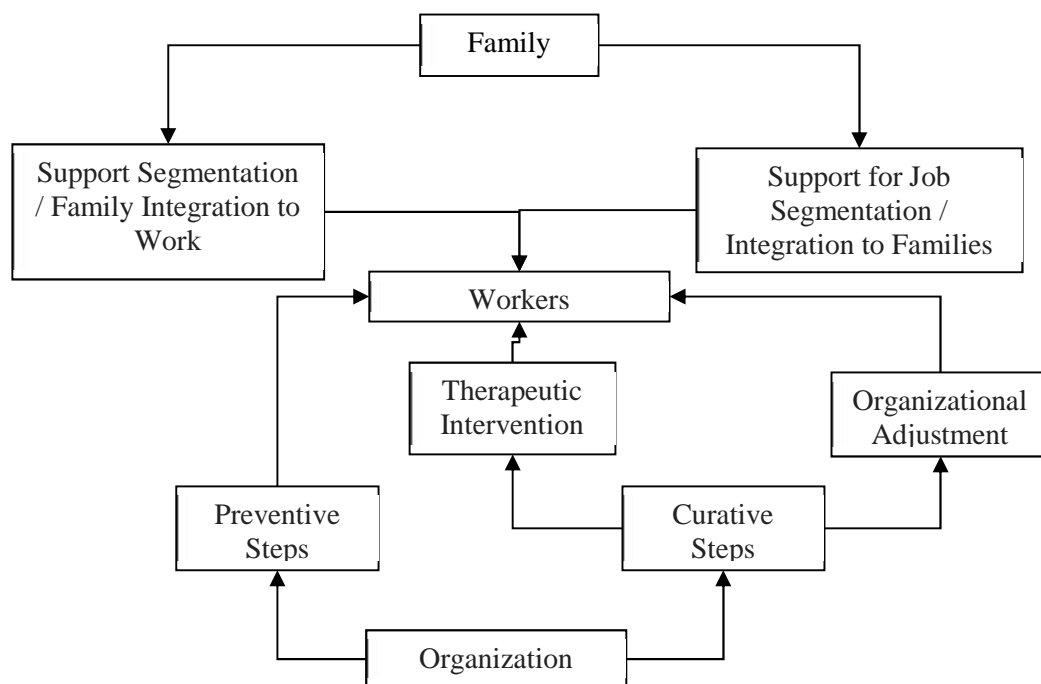


Figure 2. Comprehensive Framework the Role of Families and Organizations in Burnout Reduction

Based on the picture above, the following conceptual framework in this study is shown in figure 3.

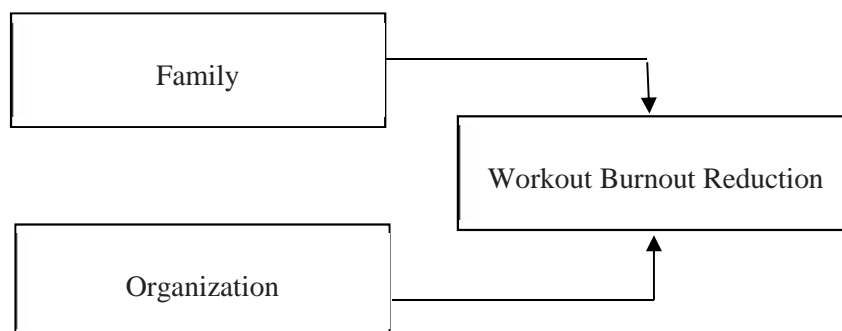


Figure 3. Conceptual Framework

4. Objective

1. Analyze the influence of the family to reduce Worker Burnout
2. Analyzing the influence of the organization Reducing Worker's Burnout

5. Hypothesis

H1: There is a significant relationship between families with Burnout workers

H2: There is a significant relationship between the organization and Burnout workers

6. Method

Data collection was conducted by survey method, i.e. by selecting the sample proportionally among the population. The survey result data is a cross-section data, which is a collection of data obtained from the research at one point in time, where data varies according to the characteristics of respondents not based on coherence time (time series). Cross-sectional design is one of the kinds of quantitative research design that is analytic and is included in observational research type.

Epidemiologically this design aims to answer the question of the relationship between the effect and its cause, by observing the cause and effect status of individuals of a population.

The population in this study are: Employees who have status as permanent employees working in PT Vale Indonesia Tbk, PT KPC (Kaltim Prima Coal Tbk), PT Puma Jaya Utama and PT Sawerigading Utama. The population is distinguished between the sampling population and the target population. The sampling population is all employees who work in the mining department at the operator level. The target population is all employees in the mining department.

Questionnaires distributed to respondents through two ways (1) direct researchers submit to respondents (2) Researchers submit to HR to be distributed to employees. The return of the questionnaire was submitted directly to the researcher after the respondent completed the questionnaire.

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Based on the distribution of questionnaires, Given the number of populations, the degree of uniformity of population and precision desired, then in this study, the overall sample size is set at 10% of the target population then the number of sampling research is PT. Vale Indonesia: 82 people, PT KPC (Kaltim Prima Coal): 41 employees, PT Puma Jaya main: 21 employees and PT Sawerigading: 12 employees.

6.1. Technical Data Analysis.

For descriptive and inferential analysis, the existing survey data results are processed using the EXCEL and SPSS (Statistical Package for Social Science) programs. Hypotheses were tested using SEM (Structural Equation Model) analysis. SEM analysis consists of measurement and structural model through AMOS (Analysis of Moment Structures) program

6.2. Descriptive Family Statistics.

Based on the results of descriptive statistics, it is known that the Descriptive Family means value ranging from the lowest of 1.14 for items staying at home in-laws and the highest is 5.89 for the youngest child item. Standard storage 0.37 to 4.66.

Table 1. Descriptive Family Statistics

Number	Item	Mean	Information	Std. Deviation
X1.1	Number of children	2.69	Min = 0, max = 7	1.28
X1.2	Age of youngest child	5.89	Min = 0, max = 19	4.66
X1.3	Number of children who attend school	1.99	Min = 0, max = 4	1.18
X1.4	Number of children who attend school and stay home	1.67	Min = 0, max = 4	1.14
X1.5	Single Parent	1.15	Yes = 23, No = 126	0.37
X1.6	The husband works	1.73	Yes = 110, No = 36	0.48
X1.7	Living in an old man's home	1.17	Yes = 28, No = 119	0.42
X1.8	Stayed at the in-laws house	1.14	Yes = 22, No = 124	0.38
X1.9	Age of marriage	13.20	Min = 0, max = 30	8.15

Source: Primary Data Processed 2018.

6.3. Descriptive Statistics Organization.

Table 2. Descriptive Statistics Organization

Number	Indicator	Mean	Assessment	Std. Deviation
X2.1	Teamwork in the organization	4.45	Very well	1.10
X2.2	Flexibility and Organizational Resiliency	4.08	Good	1.23
X2.3	Organizational Decision	4.44	Very well	1.04
X2.4	Organization Participates in Problem Solving	4.42	Very well	1.07
X2.5	Help Lead yourself	4.13	Good	1.28
X2.6	Focus on people who need to be served	4.12	Good	1.27
X2.7	Training	4.31	Very well	1.12
X2.8	Influence	4.10	Good	1.29
X2.9	Building interpersonal relationships	4.13	Good	1.26
X2.10	Oral communication	4.24	Very well	1.19

Source: Primary Data Processed, 2018.

Based on the results of descriptive statistics, it is known that the workers have excellent criteria in the field of teamwork in the organization, organizational decisions, organizations participate in problem-solving, training, and oral communication. Lower items include flexibility and resiliency, self-direction, focusing on people who need to be served, influencing, and building interpersonal relationships. The average organizational article is 4.24 and the standard deviation averages 1.19

6.4. Descriptive Burnout Statistics.

Table 3. Burnout statistics

Number	Indikator	Mean	Assessment	Std. Deviation
Y1.1	Feel tired	3.28	Fair	1.43
Y1.2	Feeling physically exhausted	3.28	Fair	1.38
Y1.3	Feeling mentally exhausted	2.94	Good	1.49
Y1.4	"Thinking "I can not do it anymore."	2.34	Good	1.52
Y1.5	Feeling powerless	2.77	Fair	1.52
Y1.6	Feel weak and vulnerable to illness	2.77	Fair	1.49
Y1.7	Feeling powerless after work	2.88	Fair	1.51
Y1.8	Fatigue in the morning when thinking about going to work again	2.60	Good	1.48
Y1.9	Do not have the energy for family and friends on holidays	2.66	Fair	1.50
Y1.10	Feeling working in an exhausting field mentally	2.67	Fair	1.51
Y1.11	Feel working in a frustrating field	2.47	Good	1.42
Y1.12	Feeling exhausted from work	2.49	Good	1.48
Y1.13	Feel difficulty working with colleagues	2.48	Good	1.53
Y1.14	Feeling running out of energy working with colleagues	2.44	Good	1.47
Y1.15	Feeling frustrated while working with colleagues	2.56	Good	1.57

Source: Primary Data Processed 2018.

Most items have enough judgment. Seven items have good ratings, indicating that respondents still feel able to work, fit when ready to work, work in a job that is not frustrating, still have energy after work, and easy to work with colleagues. The average score is 2.71 with a standard deviation of 1.49.

6.5. Bivariate Analysis

The result of the bivariate analysis is shown in the following table:

Table 4: Bivariate Correlation Table Research Variables Burnout

ITEM	X2	Y1	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8
X2. Organization										
Y1. Burnout	-0.04									
X1.1. Number of children	0.1	0.074								
X1.2 Youngest Child Age	-0.12	0.159	0.118							
X1.3. Number of Children in School	.239**	0.075	.415**	0.156						
X1.4. Number of Children Schooled and Staying at Home	0.126	0.088	.456**	-0.01	.523**					
X1.5. Single Parent	0.061	0.155	0.003	-0.02	0.055	0.157				
X1.6. Husband Works	0.101	-0.05	0.049	0.033	-0.00	0.041	0.132			
X1.7. Living in an old man's home	-0.01	0.008	0.056	-0.06	-0.06	-0.11	.346**	0.113		
X1.8. Stayed at the in-laws house	0.123	0.017	0.06	-0.04	-0.02	-0.08	.333**	0.149	.767**	
X1.9. Age of Marriage	0.054	.174*	.472**	.505**	.510**	.287**	-0.03	0.045	-0.13	-0.03

** significant at $p < 0.01$; * significant at $p < 0.05$; source: data processed.

The result of bivariate analysis above shows the following conclusions:

- a. The number of children in school correlates with the organization positively with a correlation coefficient of 0.239 with a significance level of <0.01 .
- b. The number of children in school correlates with the number of children positively with the correlation coefficient of 0.415 and the significance level of <0.01 .
- c. The number of children who attend school and stay home is positively correlated with the number of children with a correlation coefficient of 0.456 and the significance level of <0.01 .
- d. The number of children attending school and living at home is positively correlated with the number of children attending school with a correlation coefficient of 0.523 and a significance level of <0.01 .
- e. Staying in a parent's house correlated with single parent positively with a correlation coefficient of 0.346 and a significance level of <0.01 .
- f. Staying at home in-laws correlated with single parent positively with correlation coefficient 0.333 and significance level <0.01 .
- g. Staying at home in-laws correlates with remaining in a parent's house positively with a correlation coefficient of 0.767 and a significance level of <0.01 .
- h. Age of marriage correlated with burnout positively with correlation coefficient 0,174 and significance level $<0,05$.
- i. The age of marriage correlates with the number of children positively with the correlation coefficient of 0.472 and the significance level of <0.01 .
- j. The age of marriage correlates with the youngest child's age positively with the correlation coefficient of 0,505 and the significance level <0.01 .
- k. The age of marriage correlates with the number of children who attend school positively with a correlation coefficient of 0.510 and a significance level of <0.01 .
- l. Marriage age correlates with the number of children attending school and living at home are positively associated with correlation coefficient 0,287 and a significance level of <0.01 .

6.6. Multivariate Analysis.

Variable normality is checked by calculating skewness and kurtosis of 14 variables studied (X2, X1.1 - X2.9, Y1).

Table 5. Normality Test Tables Research Variables Burnout

	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
X2	4,2423	,85384	-1,193	,194	,787	,386
Y1	2,7087	1,15223	,412	,195	-,707	,389
X1.1	2,6901	1,28374	,314	,203	,426	,404
X1.2	5,89	4,656	,849	,202	-,067	,401
X1.3	2,1643	1,70741	2,775	,205	15,261	,407
X1.4	1,6667	1,13952	,195	,209	-,837	,414
X1.5	1,15	,373	1,618	,198	1,965	,394
X1.6	1,73	,475	-1,425	,199	,927	,396
X1.7	1,17	,415	1,140	,199	,960	,395
X1.8	1,14	,381	1,376	,199	2,228	,396
X1.9	13,1957	8,15082	,317	,206	-,779	,410

Source: SPSS 20 Program Output (Processed).

Table 6: Hypothesis Test Results

	Association		Path Coefficient	Standard Error	Critical Ratio	Sig.	Label
Burnout	<--	X1.6	-,359	,261	-1,377	,169	The influence of husbands working against Burnout
Burnout	<---	X1.5	,695	,324	2,147	,032	Influence single parent to Burnout
Burnout	<--	X1.2	,002	,022	,095	,924	The influence of the youngest child's age on Burnout
Burnout	<-	Organization	-,434	,170	-2,550	,011	Organizational Influence on Burnout
Burnout	<--	X1.1	,041	,079	,527	,599	Influence of Number of Children to Burnout

Source: AMOS 20 Program Output (Processed)

Table 7: Significance of the total effect of each variable on burnout

Variables	Direct Effect		Indirect Influence		Conclusion
	Sig.	Sign	Sig.	Sign	
Organisasi	0,011	Negatif	0,707	Positif	There is only a direct influence of the Organization on Burnout
X1.1	0,599	Positif	0,470	Negatif	There is no direct or indirect influence of the number of children on burnout
X1.2	0,924	Positif	0,213	Positif	There is no direct or indirect influence of the younger child's age on burnout
X1.5	0,032	Positif	0,038	Positif	There is a direct and indirect influence of single parent on burnout.
X1.6	0,169	Negatif	0,718	Positif	There is no direct or indirect influence of husbands working on burnout.

Based on the above calculation table, it can be drawn conclusions related research hypotheses as follows:

Hypothesis 1: There is a significant relationship between families with burnout. Hypothesis test results are as follows:

a. Variable Number of Children (X1.1)

The significance value for the X1.1 variable about Burnout is $0.599 > 0.050$ and the critical ratio is $0.527 < 2$, so H8 is rejected, which means no significant relationship between Number of Children with Burnout. This result means that there is no direct influence on the number of children on burnout. In line with this, H2 is rejected for the variable number of children as Family proxies.

b. Youngest Child Age Variable (X1.2)

The significance values for the X1.2 variables about Burnout are $0.924 > 0.050$ and the critical ratios $0.095 < 2$ so that H8 is rejected, which means no significant relationship between Youngest Child Age and Burnout. This result means that there is no direct influence of the younger child's age on burnout. In line with this, then H2 is rejected for the age variable of the youngest child as a proxy of Family Structure

c. Single parent variable (X1.5)

The significance value for the X1.5 variable about Burnout is $0.032 < 0.050$ and the critical ratio is $2.147 > 2$ so that H8 is accepted, which means there is a significant relationship between single parent and Burnout. This relationship is positive, where employees who are a single parent have a higher

burnout rate than employees who are not a single parent. This result means that there is a direct influence of single parent on burnout. Correspondingly, H2 is accepted for single parent variables as Family proxies. This relationship is positive.

d. Variable Husband Working (X1.6)

The significance values for the X1.6 variables about Burnout were $0.169 > 0.050$ and the critical ratios $-1.377 > -2$ so that H1 was rejected, meaning no significant relationship between husbands worked with Burnout. This result means that there is no direct effect of husbands working on burnout. In line with this, H1 is rejected for the husband's working variable as a Family proxy.

Since there is one family variable that has a significant relationship with burnout, it is concluded that H1 is accepted, i.e. there is a significant relationship between family structure in reducing burnout.

Hypothesis 2: There is a significant relationship between the Organization and the burnout. The hypothesis test results show the significance for the Organization variable about Burnout is $0.011 < 0.050$ and the critical ratio is $-2.550 < -2$, so H_0 is accepted, which means there is a significant relationship between the organization and Burnout. Relationships are negative which means the higher the organization, the lower the burnout perceived. This result means that the organization directly affects the reduction of burnout. In line with this, H2 is accepted that there is a significant relationship between the organizations in reducing burnout, noting that this relationship is direct.

7. Discussion

7.1 Organizational relations and burnout.

The statistic test results show the significance value for the organizational variable in relation to burnout is $0.011 < 0.050$ and the critical ratio is $-2.550 < -2$, so H_0 is accepted, which means there is a significant relationship between the organization with burnout

The organization has a direct negative effect on burnout. This can happen because in the organization of the organization leaders can tame to prevent stress and maintain work balance. Also, organizational leaders in making decisions, problem-solving, and self-directed leadership indicators in a good organization in reducing employee burnout. The organizations with high leadership competence should lead to a low burnout because organizations with good leadership lead to the empowerment of subordinates and hence, making it easier for employees to see their work more meaningful [34].

The personal characteristics of an organization's leader were able to lower burnout. Another explanation is that organizations with competent leaders provide the knowledge, skills, and abilities necessary to reduce burnout. This is because knowledge, skills, and abilities provide the choice of effective coping strategies in the face of burnout. Employees in organizations lacking leadership competence in specific role assignments and objectives are not equipped with the behaviors and skills necessary to produce an effective coping strategy to reduce burnout [35].

According to Maslach, Burnout is more common in younger age groups. One explanation for this is that older people have more work experience than younger people. Another explanation is that the first bout of burnout that may occur in the first years of one's career. If people have difficulty handling burnout at this time, they leave their profession entirely, or they change their work. Therefore, people who cope well with the strain of work and who manage to handle the threat of burnout in the early years of their careers live to do well in their careers [36].

7.2 Family relations and burnout.

In this study there is one family variable that has a significant relationship with exhaustion, hence concluded that H_0 accepted, that there is a significant relationship between the family structure with burnout

The significance value for the X4.5 variables in relation to burnout is $0.032 < 0.050$ and the critical ratio is $2.147 > 2$ so H_0 is accepted, which means there is a significant relationship between single parent

and burnout. This relationship is positive, where employees who are single parent have a higher burnout rate than employees who are not single parent.

Single parent is positively significant directly in the burnout. The single parent situation by itself has resulted in fatigue in employees. Research, in general, confirms the results of the present study. Research on hospital nurses found that single parent had a significant effect on sleep disorder, which was a strong predictor of burnout [37]. Similarly, the others research found that being single parent affected the occurrence of fatigue disorders work [38]. This is because of the multiple demands to work to fulfill office tasks while working with the family [39]. This finding also matches the results of Erickson [40].

According to Ramirez et al., unmarried is an independent risk factor for burnout. [41] Workers who experience, are often exhausted, while those who are married experience slightly. Divorced employees generally fall between these two groups, those with greater emotional singles, but closer to the married group regarding depersonalization, lower and greater sense of personal achievement [36].

According to Houkes et al., burnout affects both male and female sex; it is more likely to be triggered by depersonalization in men and by emotional fatigue in women. The men suffer from emotional fatigue and higher rates of depersonalization than women [42, 43].

The European Agency for Occupational Safety, explains that individual characteristics, such as age, sex, occupation, occupational status, and environmental perspective and social factors interact with workplace stress [44].

According to Soares et al. that, unmarried men and divorced women have been described to be potential risk groups [45]. Whereas the women are a potential group at risk [46].

Other epidemiological studies in Europe have focused on background variables for teacher fatigue. Risk factors include gender, age, marital status, and classroom level of teaching [47].

A post epidemiological survey among over 20,000 French education workers indicates that female teachers are more prone to high levels of emotional fatigue and less personal achievement, while male teachers are more prone to high levels of depersonalization [48].

A cross-sectional study of Trend Monitoring and Determinants in Cardiovascular Disease (MONICA) reported that in women, the poor socioeconomic position was associated with burnout. Unfavorable working conditions and situational life may explain high rates of burnout in women compared with men [49].

According to WHO, gender disparity is even higher in developing countries In this region; women are heavily influenced by the balance between work and home, with consequences when poverty, unemployment, and poor living conditions. Some of the causes of burnout and job stress that may be more frequent and specific for women include 1). The double roles they have to do at home and work. 2). The role of community gender and the influence of social expectations. 3). Domestic violence [50].

According to Maslach, 2003, theoretically, men and women are quite similar in their burnout experience. Women tend to experience more emotional exhaustion, while men are more likely to have depersonalized and callous feelings at work, Maslach 2003. Maslach further explains that there are differences in employment between men and women. [36] The results of several population-based studies there is shown that more women than men suffer from burnout [49].

However, research by Tokuda et al. 2009, explains that gender differences become nonsignificant when other factors are taken into account. Also, men have less willingness to recognize fatigue than women [51]. In the Work Life study, women were 1.6 times more likely to burn out than men. The likelihood increases by 12-15% for each additional 5 hours of work per week for 40 hours [52].

According to Van Hooff et al., increasing employment opportunities for working women has led to higher levels of stress levels due to increased responsibilities at home and work. The two members of the couple entering the workforce become more general, the demands of the work affect or disrupt the life of the home and vice versa have appeared [53].

8. Conclusion

The conclusions obtained in this study include:

1. Single parent is positively related directly and indirectly to burnout. This is because of the multiple demands to work to fulfill the office task and work to manage the family
2. The organization directly affects negatively on burnout. This is due to the ability of employees to make their work more meaningful in the eyes of family members so that family member can understand and give less stress to employees.

9. Theoretical Implications

1. Only single parent variables are found to play a role in work-family conflict and burnout of some proposed family structure variables. The variable number of children and the age of the youngest children has no significant effect on family burnout and conflict. Therefore, the theoretical concern in the linkage of family structure to burnout should be more focused on the role of parents, rather than family volume.
2. This study found no gender differences in all research variables, indicating that burnout problems can occur in female or male employees, regardless of whether the employee is single, married, or single parent. It demands criticism of gender role theory that women are often harmed more than men in work matters.

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