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Ammu G. Thampi

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**THE MEDIATING EFFECT OF PSYCHOLOGICAL CAPITAL ON THE
RELATIONSHIP BETWEEN PERFECTIONISM AND BURNOUT AMONGST
HEALTH PROFESSIONALS**

Ammu G Thampi & Dr. Keshava Pai K.

ABSTRACT

The healthcare profession is a unique and challenging one resulting in professional and personal satisfaction along with high levels of occupational stress and burnout among professionals, especially in a country like India. Perfectionism being a personality trait affecting variables like Job Burnout, Job Satisfaction, etc., intervention for the same relationship is limited. Psychological capital is a state-like higher-order variable and has Optimism, Hope, Resilience, and Self Efficacy as its sub-components that could be intervened. Hence the study aimed to understand the mediating effect of psychological capital on the relationship between perfectionism and job burnout among healthcare professionals in India. To measure these three variables the Psychological Capital Questionnaire (2007), Frost Multidimensional Perfectionism Scale (1990), The Job Burnout Scale (2009) were administered on 114 healthcare workers currently practicing in India. The results of the study revealed that there was a partial mediation effect of psychological capital on the relationship between perfectionism and job burnout. This relationship could be established through regression analysis and partial correlation. Along with this highly significant correlation could be established between perfectionism and burnout. A highly significant correlation could also be established between psychological capital and burnout. There was no significant correlation between perfectionism and psychological capital or any of its components, except for optimism. The results of the current study, since it includes state-like variables should indeed be discussed in the light of the Covid-19 pandemic situation in the country at the time of data collection.

Keywords: Psychological Capital, Burnout, Perfectionism, Healthcare Professionals.

