Does the Perceived Organizational Support Reduce Burnout? A Survey on Turkish Health Sector

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***Abstract*--OST (Eisenberger et al., 1986; Rhoades & Eisenberger, 2002; Shore & Shore, 1995) holds that the formation of POS is encouraged by employees' tendency to assign the organization human like characteristics (Eisenberger et al., 1986; Rhoades & Eisenberger, 2002; Shore & Shore, 1995). Burnout is a reaction to stress and job-related demands in the work place (Raiger, 2005: 72; Halbesleben and Demerouti, 2005: 208; Lee et al., 201: 405; Salmela-Aro et al., 2009: 163; Oliviera et al., 2011: 177). Burnout is analysed in one composite general burnout measure consisting of three dimensions namely, emotional exhaustion, depersonalization and reduced personal accomplishment. Emotional exhaustion refers to the deplation of emotional resources of person. Depersonalisation refers maintaining a remote and negative attitude towards one's collegues and disregard ind them. And lastly reduced personal accomplishment means considering oneself negative and inadequate in regard to job performance (Evers, et al., 2004: 132; Raiger, 2005: 72). The aim of this study was to examine the effect of perceived organisational support on burnout. Besides it was investigated the effect of perceived organisational support on the dimensions of burnout. Data were collected from 103 health workers who are working in a private older people health caring home. Maslach Burnout Inventory was used to assess the burnout level. To assess the perceived organisational support was used measure developed by Eisenberg et al., (1986).**

Keywords: **Perceived organisational support, burnout, emotional exhaustion, depersonalization, reduced personal accomplisment, healthsector**

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