

## CHALLENGE-HINDRANCE STRESSORS, JOB BURNOUT AND JOB PERFORMANCE AMONG PSYCHIATRIC ATTENDANTS: THE MEDIATING ROLE OF ANGER

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### ABSTRACT

The present study was conducted to identify challenge-hindrances stressors, job burnout and job performance among psychiatric attendants and to investigate that if the anger acts as a mediator. Correlational Research Design and Non Probability Purposive Sampling Strategy was employed. A total sample of N=500 participants; Males (n=250) and Females (n=250) were recruited from public & private hospitals of Lahore and Islamabad, Pakistan. To assess challenge-hindrances stressors, job burnout, job performance and anger; four questionnaires were used i.e. Challenge-Hindrances Stressors Scale (Cavanaugh et al., 2000), Maslach Burnout Inventory (Maslach, Jackson, & Leiter, 1996). Employee Job Performance Scale (Wiedower, 2001) and Trait Anger and Expression Scale (Rashid & Siddique 2005) respectively. Findings of the study depicted that Challenge Stressors (CS) are negatively associated with burnout and positively associated with job performance. It indicates that CS are perceived as positive stressors (eustress) which buffers job performance. Furthermore, Hindrance Stressors (HS) shared a positive relationship with burnout and negative relationship with Job Performance. It highlights that HS are perceived as negative (distress) which causes burnout among psychiatric attendants and hampers their job performance. Findings also indicated that anger is the mediator between predicting variables (CS and HS) and outcome variables (job burnout and job performance).

**Keywords:** Challenge-Hindrances Stressors, Job Burnout, Job Performance, Anger.