

The Relationship between Job Burnout and Leisure Needs: The Moderating Effects of Job Characteristics

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ABSTRACT

The relationship between job burnout and leisure needs is still confused and un-completed in the past studies. The purpose of this study was to verify the relation-ship between job burnout and leisure needs. The main hypothesis was that job burnout influenced leisure needs. It was also hypothesized that the relationship between job burn-out and leisure needs was moderated by job characteristics. Data was sampled from the survey of 420 copies of questionnaire, distributed to the employees with full time jobs. The valid samples were 370 copies and the retrieving rate was 88.0%.The re-sults of this study showed that depersonalization has significantly positive influence on leisure needs, and reduced personal accomplishment also has significantly positive in-fluence of leisure needs, contrary to the hypothesis. This study also found that skill va-riety can moderate the relationship between job burnout and leisure needs: the positive relation-ship becomes stronger as skill variety increases, contrary to the hypothesis. Feedback can moderate the relationship between job burnout and leisure needs: the negative relationship becomes stronger as feedback increases. Autonomy can moderate the relation-ship between job burnout and leisure needs: the negative relationship be-comes stronger as autonomy increases. Task significance can moderate the relationship between job burnout and leisure needs: the negative relationship becomes stronger as task significance increases. We recommend that the manager focus on the importance of leisure needs. Future study and practical implication of this study were also discussed.

Keywords : job burnout、leisure needs、job characteristics

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