

Relations among Irrational Cognitions, Emotional Distress, Job Satisfaction and Burnout. A mediation analyses.

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Abstract

This research examines the validity of irrational beliefs, as described by Rational Emotive Behavioral Therapy (REBT), to predict job satisfaction and burnout while controlling for emotional distress. REBT argues that irrational beliefs will lead to maladaptive emotions which in turn will lead to dysfunctional behaviour (while rational beliefs will lead to adaptive emotions and consequently to functional behaviour). Despite evidence of overall effectiveness of REBT, research on its use in organizational environment is in its infancy. Mediation analyses showed that the impact of irrationality on job satisfaction and burnout is not mediated by emotional distress. Results and implications are analyzed and discussed.

Keywords

irrational beliefs, emotional distress, job satisfaction, burnout, REBT.

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