

The Impact of Salary Interruption Crisis on Job Burnout of Public Sector Employees: A Case Study of Bethlehem Educational Directorate

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Abstract

The study aims at identifying the impact of salary interruption crisis on Job Burnout of public sector employees: a case study of Bethlehem Educational Directorate. The study approached the literature as a multi-dimensional phenomenon, which addressed both theoretical and applied research. The significance of this recent study is the first, which dealt with this theme, to the author knowledge, which in turn encourages other researchers to work on further research on this important issue.

To achieve this end, the study adopted the quantitative research approach using the survey method. A 56-item questionnaire is appropriate for the exploratory nature of the research. The survey comprised of a (262) males and females employees at Bethlehem Educational Directorate using the convenience sampling during 2019/2020. The collected data was statistically analyzed using the statistical package for social sciences (SPSS).

The study findings revealed that the employees of Bethlehem Educational Directorate experienced a moderate level of job burnout (M 3.42 SD 0.78). The study results revealed statistical positive correlation between salary interruption crisis on job burnout of public sector.

These findings confirm the value of salary interruption crisis on increasing job Burnout of public sector employees at Bethlehem Educational Directorate, and recommend the Ministry of Education has to take measures to alleviate the salary cutoff crisis and its role in job burnout, by reducing work pressure, reducing official working hours to suit the current conditions resulting from salary cutoffs, staff time in their nearby housing areas, the necessity to review and develop the salaries of all public sector employees, which leads to the elimination of job burnout and its causes, which have positive impact on the employees performance, further research is essential in the area of salary interruption crisis on job burnout using the qualitative research design.

Keywords: Salary interruption crisis, job burnout, education, Palestine.



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