

## **The Relationship of Personality Traits and Psychological Empowerment with Job Burnout: An Structural Model**

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### **Abstract**

The purpose of the present study was to investigate the relationship of personality traits and psychological empowerment with job burnout. The participants were 450 employees of Kermanshah Gas Company who were selected by census sampling method. Data were collected by five factor model of personality, psychological empowerment and job burnout questionnaires. Correlation coefficients, regression analysis and path analysis were used for data analysis. Results indicated that neuroticism had a positive relationship with job burnout, extraversion, agreeableness and accountability negatively related with job burnout, and psychological empowerment had negative relationship with job burnout. The relationship between openness and job burnout was not significant. Findings also showed that the effects of neuroticism and extraversion on job burnout through psychological empowerment are not significant. Moreover, agreeableness had an significant effect on job burnout through psychological empowerment.

**Keywords:** personality traits, psychological empowerment, job burnout.