

## The Relationship between Perfectionism and Job Burnout: Mediating Role of Workaholism

Reza Abdi\*  
Naghi Shabani\*\*  
Somayeh Javidfar\*\*\*  
Razieh Pak\*\*\*\*

### Abstract

The aim of present study was to examine the relationship between perfectionism and burnout with mediating role of workaholism among banks' employees. For this study, 300 employees were selected by simple random sampling method from banks in Tabriz. The instruments were Maslach Burnout Inventory, Hill Perfectionism Scale and Workaholism Questionnaire. Pearson correlation coefficient and Sobel test in regression analysis were used for data analysis. The results showed that perfectionism has negative correlation with job burnout significantly and positive correlation with workaholism. Also findings showed that workaholism negatively correlated with job burnout. Mediating effect analysis for workaholism showed that perfectionism have a negative impact on burnout ( $p < 0.01$ ) and a positive impact on workaholism, but mediation role of workaholism in relationship between perfectionism and job burnout was not confirmed. The findings suggest that the perfectionists show more workaholism but the individual with high levels of workaholism and perfectionism experienced lower level of job burnout, even though workaholism have not mediating effect in this relationship.

**Keywords:** job burnout, workaholism, perfectionism

---

\* Associate Professor, Department of Psychology, Azarbaijan Shahid Madani University, Tabriz, Iran (**Corresponding Author**) r.abdi@azaruniv.ac.ir

\*\* M.A. of Psychology, Tabriz Branch, Islamic Azad University, Tabriz, Iran

\*\*\* M.A. of Clinical Psychology, Welfare Organization of East Azarbaijan, Tabriz, Iran

\*\*\*\* M.A. of Psychology, Azarbaijan Shahid Madani University, Tabriz, Iran