

PSYCHOLOGY

N.E. Vodopyanova, K.N. Shestakova

(St. Petersburg state university. St. Petersburg, Russia)

Positive approach to professional burnout resistance

The aim of this research was to identify the positive determinants of preventing professional burnout. Based on the literature review and analysis of previous studies it was found that positive working conditions can be considered as factors of burnout. It is revealed that such indicators of work engagement as vigor and enthusiasm interfere with burnout, and the preoccupation activity, on the contrary, promotes its emergence. Also with the help of regression analysis the contribution of indicators of enthusiasm by work in each subscale of professional burnout that will allow to analyse mechanisms of its prevention in more detail is revealed. The results of this research can be applied to a psychological assistance to representatives of an actor's profession, and also to counteraction to burnout in other professional groups. In particular, development of subjectivity of experts could be a basis for programs of burnout prevention: development of cognitive and existential activity of the subject of a vital and professional way, expansion of sensibleness of personal resources and skills of a constructive coping with professional and existential stresses.

Key words: professional burnout, work engagement, positive approach of counteraction to burning out.

October, 8, 2014