Role of Coping Styles in Organizational Stress and Burnout

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Abstract

The present study conducted to examine the role of coping styles in organizational stress and Burnout. Total 100 male participants selected from different industries of Aurangabad. The participants were between age of 30-45 year old. Occupational Stress Scale, Maslach Burnout Inventory and Coping Styles Questionnaire were used to measure Organizational stress, Burnout and Coping Style. The results indicates that burnout correlates positively with organizational stress (r=.43). Rational coping negative correlates with burnout. Avoidance coping correlates positively with burnout. Emotional coping correlates positively with burnout. The data indicates that adaptive coping styles help reducing organizational stress and burnout, whereas, maladaptive coping enhances the risk of burout.
Key Words: Coping Mechanisms, Organizational Stress, Burnout

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