Leadership styles and their relation to job burnout and its reflection on social relations among university staff members and teaching assistants

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Abstract:
The current study aimed to determine the effect of the leadership styles of the study sample on social relations in the presence of job burnout as a mediating variable, and to determine the nature of the statistical differences between faculty members and their assistants, the research sample in each of job burnout in its axes (emotional stress - dulling feelings - lack of personal achievement) and social relationships With its axes (relations within the family environment - relationships within the work environment) according to gender (male - female), determining the nature of statistical differences between faculty members and their assistants in each of the three axes of leadership styles (democratic style – dictatorial style – chaotic style) and job burnout With its axes (emotional stress - dull feelings - lack of personal achievement) and social relationships with its axes (relations within the family environment - relationships within the work environment) according to the nature of the study at the college (practical - theory), determining the nature of the discrepancy between faculty members and their assistants The research sample in job burnout with its axes (Emotional stress - dull feelings - lack of personal achievement) according to (member's age - member's current academic degree).

Methodology and tools: The current study followed the descriptive analytical approach, where a questionnaire on leadership styles was prepared and standardized, and the researcher adopted the Maslak scale of job burnout with some modifications to it to suit the nature of the current study, and a questionnaire about social relations, Sample: the questionnaire was applied to a sample of (375) members The teaching staff and their assistants in some of the faculties of Al-Azhar University, and they were selected in a purposive way from the various faculties of Al-Azhar University.

Results: The results of the study showed that: - There is a statistically significant effect between the leadership styles of the study sample and social relations in the presence of job burnout as a mediating variable,
- There are statistically significant differences between the mean scores of faculty members and their assistants in the male and female study sample in the total job burnout axes in favor of males.
- There are statistically significant differences between the average scores of faculty members and their assistants in the male and female study sample in the total social relations axes in favor of males.
- There are no statistically significant differences between the mean scores of the faculty members and their assistants in the study sample in the total axes of the leadership styles questionnaire according to the nature of the study in the college (practical - theoretical).
- There are no statistically significant differences between the mean scores of the faculty members and their assistants in the study sample in the total axes of the job burnout questionnaire according to the nature of the study in the college (practical - theoretical).
- There are no statistically significant differences between the mean scores of the faculty members and their assistants in the study sample in the total axes of the social relations questionnaire according to the nature of the study in the college (practical - theoretical).
- There is a statistically significant difference between faculty members and their assistants in the study sample in the total axes of the job burnout questionnaire according to the age of the member in favor of faculty members and their assistants whose ages are 45 years and over.
- There is also a statistically significant difference between the faculty members and their assistants in the study sample in the total job burnout questionnaire according to the academic degree of the member in favor of the faculty members and their assistants who hold the rank of professor..
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