

M U N I

The impact of relationships in adolescence on job burnout in adulthood
A longitudinal study

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Introduction

By-product of the PsyCap longitudinal study

Psychological Capital (PsyCap):

- HERO = Hope, self-Efficacy, Resilience, Optimism

Quality of relationships in adolescence:

- Peer acceptance-rejection theory (e.g., Parker and Asher 1993)
- Three sources of attachment to parents: mutual trust, quality of communication, extent of anger and alienation (Armsden & Greenberg, 1987)

H1: Quality of relationships in 15 → PsyCap in 30 (preregistered main hypothesis)

H2: Quality of relationships in 15 → (PsyCap in 30) → Burnout in 30 (explored for this symposium)

Sample

„Children“ from European Longitudinal Study of Pregnancy and Childhood (ELPAC)

Almost all children born in 1991/1992 in Brno and surroundings

- T1 (2007): 15 years old, N = 553
- *T2 (2009): 17 years old, N = 497 (not included in preliminary analysis)*
- T3 (2022): 30 years old, N = 82
- 56% female

Measures: in 15 years

Attachment to parents

Inventory of Parent and Peer Attachment (IPPA-R, Armsden & Greenberg, 1987: Gullone & Robinson, 2005)

- 25 items, 3 subscales = sources of psychological (in)security
- mutual trust, quality of communication, extent of anger and alienation

Attachment to peers

The attachment to peers: Peer Attachment Style Questionnaire (Sirucek & Siruckova, 2008)

- 12 items, 2 subscales: Acceptance, Rejection

Measures: in 15 years

	trust	commun.	alien.	accept.
To parents:				
trust				
communication	.768**			
alienation	-.753**	-.682**		
To peers:				
acceptance	-0.103	-0.159	0.127	
rejectance	.329**	0.193	-.350**	-0.094

Measures: in 30 years

Burnout (30 years)

- BAT short version (12 items)

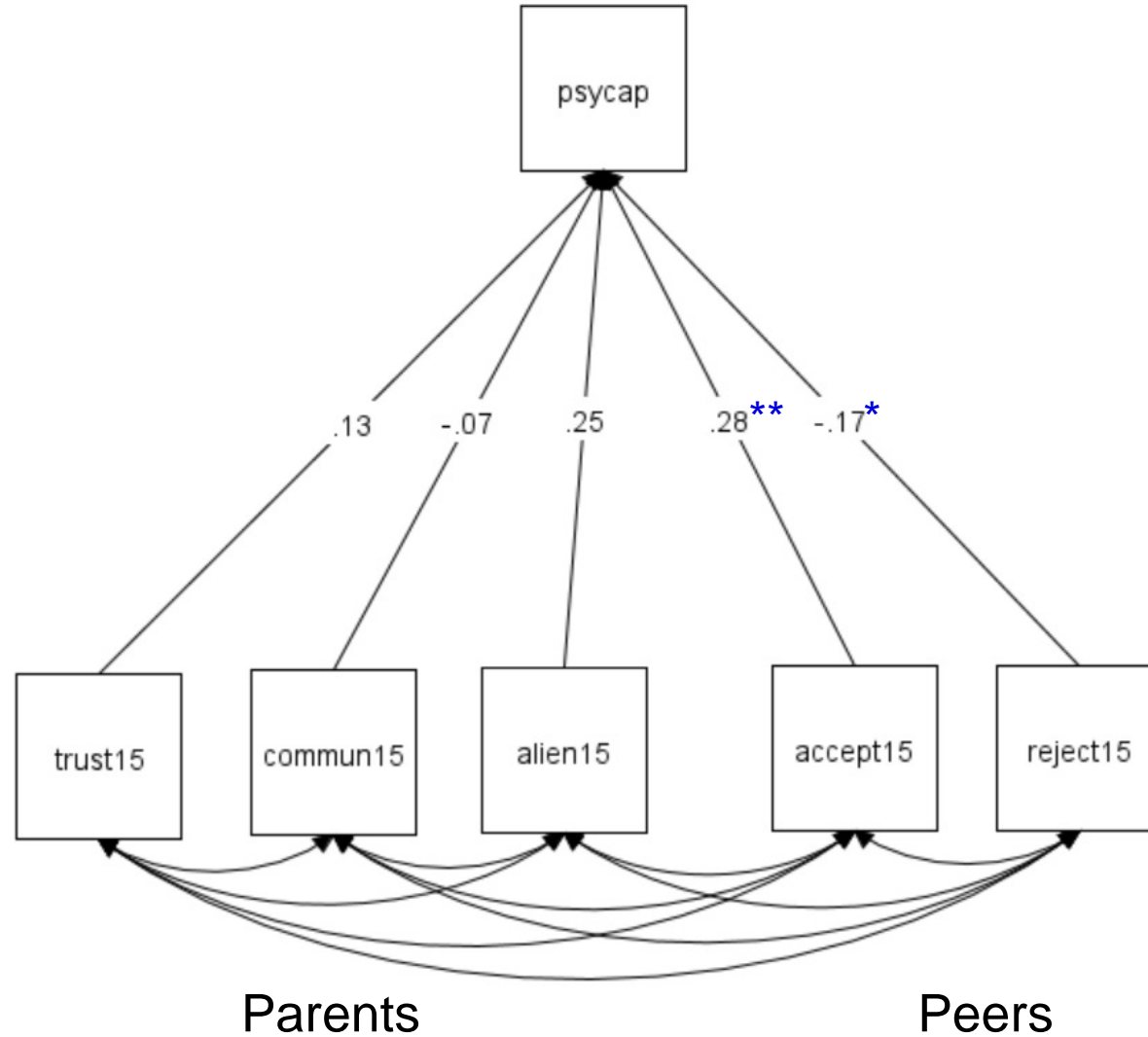
Psychological Capital (30 years)

- Compound PsyCap Scale 12 – revised (CPC12-r, Dudasova et al., 2021)

Other variables measured in the measurement wave

- Detachment (work), Work-related stress, Task job performance, Contextual job performance, Attachment (parents)

Preliminary results



Mplus 8.2, MLR estimator

$R^2 = .21$, $p = .016$

$N = 82$

standardized scores

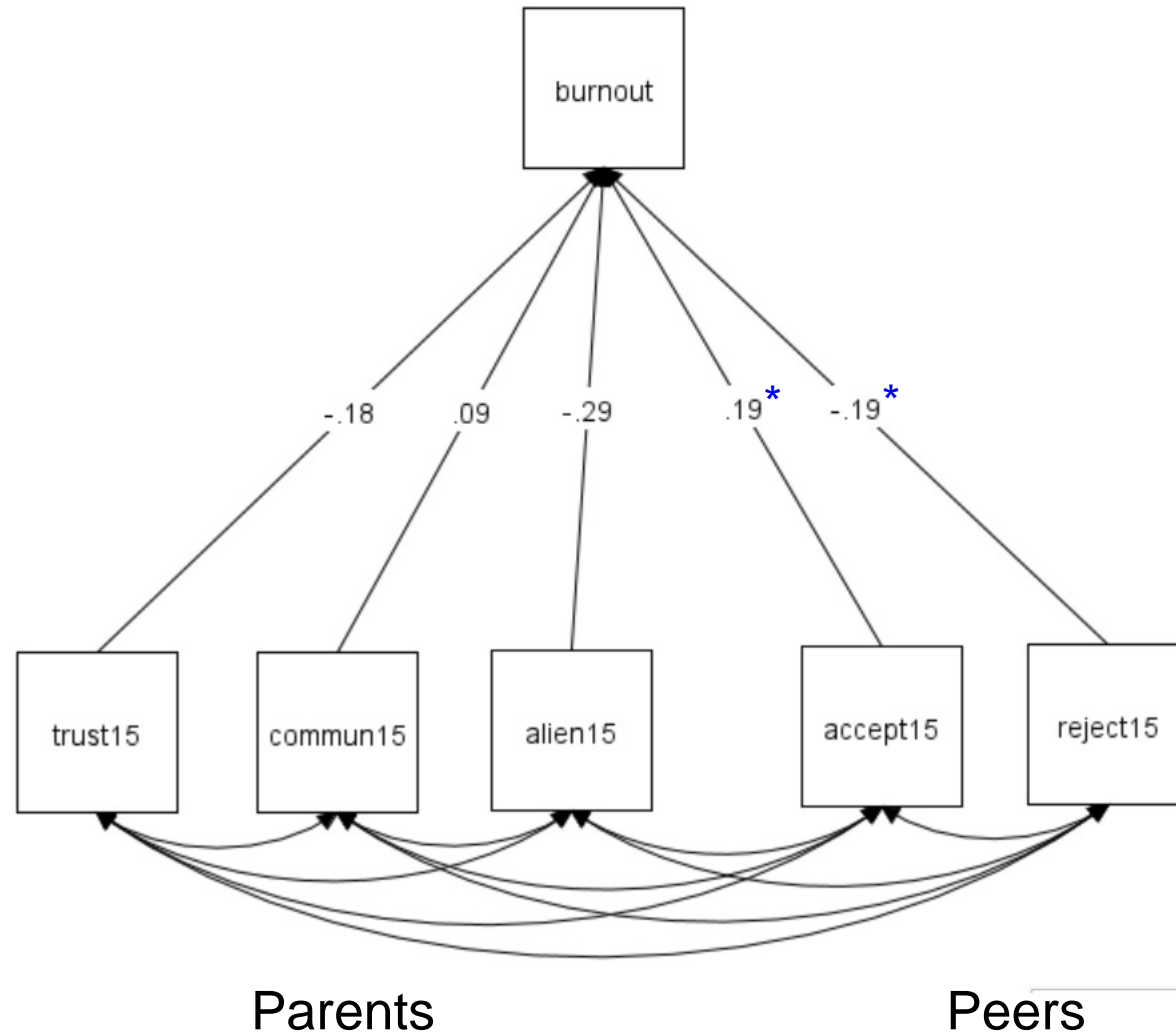
Preliminary results

Mplus 8.2, MLR estimator

$R^2 = .10$, $p = .08$

$N = 82$

standardized scores



Discussion

- Quality of relationships in adolescence may have some effect on burnout in adulthood
- It is not because of PsyCap ($r = -.12, p = .270$)
- Possible mechanism: quality of relationships in adulthood (resource)

Limitations

- Only 82 respondents in a sample,
- high sample mortality,
- one source - self-reports,
- causality?
- old theories and scales in the age of 15.

Strengths

- Measurement waves 15 years apart

Thank you for attention