

Protective Factors and Resources for Burnout Prevention and Intervention

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Abstract

This study investigates the relationship between difficulties in emotional regulation, perceived organizational support, and occupational burnout among employees. The objective of the study was to identify significant psychological, organizational, and contextual factors that can serve as protective resources against professional burnout. Research hypotheses were formulated to examine direct relationships between variables and the role of organizational support as a moderator.

The study had a correlational, cross-sectional, non-experimental design. The sample included 135 participants from various occupational fields. Three instruments were used: the Difficulties in Emotion Regulation Scale (DERS, Gratz & Roemer, 2004), Multidimensional Scale of Perceived Social Support (MSPSS, Zimet, Dahlem, Zimet & Farley, 1988, Zimet, 2016, 2021), and the Maslach Burnout Inventory –General Survey (MBI-GS, Schaufeli, Leiter & Kalimo, 1995). Statistical analyses included correlations, linear regressions, and moderation analysis.

The results confirmed the existence of significant relationships between emotional regulation difficulties and burnout levels, as well as between perceived organizational support and burnout. Organizational support also moderated the relationship between emotional regulation and burnout, amplifying the protective effect of self-regulation on professional exhaustion. Methodological and practical implications of the study are discussed, and prevention/intervention strategies to stimulate protective resources are proposed, highlighting the importance of an integrated approach to individual and organizational factors in preventing burnout.

Keywords: burnout, emotional regulation, perceived organizational support, protective factors, prevention and intervention strategies.

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