

Effectiveness of Group Training Based on Rational, Emotive, Behavioral Theory (REBT) on Promoting Self-Esteem and Reducing Occupational Burnout in Married Working Men

Omrani, B., et al.

Extended Abstract

Aim

This study aimed to examine the efficacy of group training based on rational, emotive, behavioral theory (REBT) on enhancing self-esteem and decreasing occupational burnout in married working men

Method

This study employed a quasi-experimental, control-group, pretest-posttest design with a one-month follow-up period to examine the efficacy of group training based on rational, emotive, and behavioral theory (REBT) on enhancing self-esteem and decreasing occupational burnout in married working men in Tehran, Iran, during the winter of 2020.

This study's hypotheses were as follows:

The first main hypothesis (H1):

Group training based on REBT significantly boosts self-esteem among married working men.

The second main hypothesis (H2):

Group training based on REBT significantly reduces the occupational burnout among married working men.

- Sub-hypothesis H2a: REBT-based group training is effective for reducing emotional exhaustion.

- Sub-hypothesis H2b: REBT-based group training is effective at reducing depersonalization.

- Sub-hypothesis H2c: REBT-based group training is effective for enhancing feelings of personal accomplishment.

Forty subjects who fulfilled the criteria for participation in the study were randomly assigned to the experimental and control groups using the available sampling method (20 participants in each group). The subjects were evaluated at the beginning of the intervention using the Coopersmith Self-Esteem Inventory (CSEI) and the Maslach Burnout Inventory (MBI) as a pre-test. The MBI is designed to measure the three components of burnout: emotional exhaustion, depersonalization, and personal accomplishment. The experimental group was exposed to eight weekly, 90-minute REBT-based group training sessions conducted by the researcher (as the independent variable), while the control group did not receive any intervention. At the conclusion of the 8-week group training sessions, the subjects in both groups were re-evaluated using the same instruments as a post-test to determine whether the intervention produced significant differences in self-esteem and occupational burnout as dependent variables of the study. After a month, both groups were re-evaluated using the same instruments to determine the intervention's long-term effectiveness. Three subjects from the experimental group and five subjects from the control group were excluded from the study.

Findings

In addition to descriptive statistics, analysis of covariance (ANCOVA) and analysis of variance with repeated measures were applied to the data (ANOVA). The experimental group's self-esteem was substantially higher than the control groups, and this effect persisted throughout the follow-up period ($P < 0.001$). Regarding the subscales of occupational burnout, the experimental group demonstrated a significant decrease in emotional exhaustion and a significant increase in personal accomplishment compared to the control group, and this effect was maintained during the follow-up phase ($P < 0.001$). However, the decrease in depersonalization was insignificant.

Discussion

In conclusion, group training based on rational, emotive, behavioral theory (REBT) can be an effective intervention for promoting self-esteem, reducing emotional exhaustion, and enhancing personal accomplishment, which are two of the three subscales of occupational burnout.

Keywords: Group Training, Occupational Burnout, Rational-Emotive-Behavioral Theory, Self-Esteem.