

Job Burnout of Workers in the Agricultural Extension Organization in Fayoum Governorate

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Abstract: This study aimed to: identify the level job burnout among respondents from agricultural extension workers, and the most important independent factors affecting it, , identify aspects of burnout, and to determine the differences between males and females of job burnout of agricultural extension workers , and to identify the extent of their desire in, then to identify the most important suggestions to reduce the negative effects of work pressures they face and causing the phenomenon. The study was conducted in Fayoum Governorate on a simple sample of Extension workers reached to 80 respondents in six districts in Fayoum which represented about 10% of the whole extension workers .The most important findings of the study: the high level of job burnout in general the respondents, where three-quarters degree of job burnout have either a large (58.7%), or medium (16.3%), and that about half of them (51.3%) among the manifestations of job burnout with medium, compared to 26.2%, and 22.5% who were manifestations of job burnout with a few large, respectively, and that the variables pluralistic unit commands, and the degree of security and economic security, and the number of courses, and the degree of specialization and division of labor, as well as to a variable degree of support and assertiveness, All these variables were responsible of 67.9% of variance of the dependent variable. As the results confirmed the presence of significant difference between males and females of Extension workers in the degree of job burnout they have, and that nearly two-thirds of respondents (61.3%) do not have the desire to continuity in the extension work, and they were the most important reasons for their unwillingness to continuity in: weak material and human resources available extension to work, and lack of access to technical training and guidance necessary, Where it was stated that increased by 91.8%, and 71.4%, respectively, as the most significant suggestions to reduce indicative of the pressures of work: providing appropriate working environment (Transportation - allowances and incentives) and unanimously by the respondents, in addition to provide material support extension work where various activities mentioned by 93.8%, and 87.5%, respectively.

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1. Introduction:

Modern organizations rely on different forms on specialists in the implementation of programs and achieve their goals, and who assumed their duties proactive ways, and as a result of environmental stimuli and professional multi- Which is influenced by the individual in his public life and career, which caused him stress and anxiety and dissatisfaction and lack of motivation and inability to adapt to the work environment and the feeling of insecurity and instability and disorder relations career, which lose the ability to give and functioning as expected of it, which is reflected in the level of job performance and his relationship with his colleagues, and superiors, as well as the negative effects reflected on the physical and psychological health.(Mustafa:2004)

It features a regulation guiding the Egyptian agricultural multi-level administrative and supervisory, with branched relations with the various agricultural sectors and other technical, and increasing numbers of beneficiaries, no doubt that the success of its employees in the performance of tasks assigned to them means success beacon whole in achieving its

objectives, and to achieve this organization objectives must be to improve all potential investment and private resources, both human and of its employees, who is implement and its necessitate nature of work to help farmers to help themselves, and interact with them Pfithm diverse through roles are many and varied, and they at the same time responding to the duties of administrative within the organization, and interview requirements renewable for guided as well as the organization of agricultural extension to which they belong, so the pressure resulting from these demands can be no sense of physical exhaustion and emotional, which usually leads to stress or the so-called job burnout (Sharshar: 2003).

The job burnout of the most prominent problems of modern times facing workers in various organizations and to its negative effects in terms of psychological and physiological, behavioral, which reduces the ability of individuals to ACCT, and decreases motivation towards work, which negatively affects individuals and organizations in particular and society in general. (Al-Nofaie: 2001), Where burnout leaves and the resulting problems at the individual,

both with regard to the inability to adapt to or control over the challenges faced by negative effects on burning himself, but could extend this to include the effects who interact and communicate with him as well. (Fahmi :2010) The eye phenomenon job burnout attention of researchers in the last two decades for several reasons, including: impact bad for workers and organizations and the public recipient of the service, and the seriousness of this phenomenon among workers in the bodies and professional organizations, social and increasing demand heavily on the services provided by Professionals, and in the event that these combustible career organization and society as a whole will face a serious problem, and it is possible to reduce or limit the spread of this phenomenon if well understood.(Mustafa: 2004)

Because workers device indicative are the basis of the success of this organization in achieving its objectives, so those responsible for this organization to accept the challenge and prepare for what may be suffered from problems and crises has ridden him and hinder his ability to perform his properly, and in the forefront of those crises phenomenon job burnout, especially since this organization is not immune to this phenomenon, which workers may be exposed to it and what it represents and psychological health risks are reflected on their career performance. The importance of this study of the relative scarcity and lack of studies indicative that dealt with such a phenomenon on one hand, and the negative repercussions that may reflect on the organizations and individuals working out, where to identify what job burnout and to identify the factors causing it and its implications of the basic elements.

In the field of management development organizations, Due to the lack of studies indicative that dealt with research and study the phenomenon of job burnout guides, and how to confront this phenomenon, so this study was conducted in an attempt to answer some of the following questions: What is the level job burnout among extension workers in Fayoum Governorate? And how differences between the sexes in this level and what are the factors that influence this phenomenon?

Objectives of the study:

Based on the problem of the study identified the following objectives:

- 1 - Identify the level of job burnout among respondents from workers in agricultural extension organization, and the most important independent variables affecting it.
- 2 - Determine functional manifestations of job burnout in the respondents.
- 3 - To determine the differences between the male and female extension workers in the job burnout level indicative their career.

- 4 - Identify the extent of respondents desire to continue in the extension work, and the reasons for it from their point of view.
- 5 - Get the most important suggestions respondents to reduce the negative effects of work pressures they face and causing the phenomenon.

Reference Review:

This section deals with some of the concepts and causes burnout, in addition to previous studies on the field of study.

I knew Maslach (1982) burnout as a symptom of mental stress and emotional exhaustion and dull Profile, and a sense of dissatisfaction accomplished personal and professional performance, and heading the psychological scale to measure the three major dimensions of the burnout psychological are: emotional stress exhaustion, which means that the individual feels being tired and stressed to a large degree, in his passion and his mind and honorable, and dull depersonalization has translated some researchers that impartiality for properties or personal feeling carless in sensations toward work and others, and personal achievement which measures the level of feeling to achieve orlack of personal achievements at the working level. As Al- Qarni (2005) that physical and emot ional responses to the pressures of work among workers in the humanitarian and commercial professions and scientific research, among others. According to Nasreen Fahmi (2010) that there is usually confusion and ambiguity in the concept of burnout and its association with pressures psychological result of interference in the definition between the two terms. Has teams Niehause between them in three characteristics: occurs burnout from work pressures psychological result conflicting roles and increased volume of work, asusually happens to those who embrace vision is ideal for business performance and carry out professional responsibilities, burnout usually associated tasks that a person cannot be achieved, and Other researchers believe that burnout is the final outcome or extremist tragic stage of professional pressure, meaning that burnout is a symptom of stress. And burnout happens when there is no consensus between the nature of the work and the nature of the individual entrusted with the performance. The greater the contrast between these two environments increased burnout experienced by the individual. Potter (2005), to the roots and basis burnout lies in a combination of factors are concentrated in economic conditions and technological developments and management philosophy of work organization, namely: pressure of work, and the limited powers of labor, and the lack of positive reinforcement, and the lack of social, and notequity and justice, and conflict of values, Abound symptoms of burnout among professions where

dealing with the public, which usually require a direct confrontation or accurate accommodating the views and attitudes of people, which is a key litmus test in assessing the work of employees of those professions. Nasreen Fahmi(2010) added that the causes of burnout loss of a sense of control over work and production output, and the monotony and boredom at work, and the weakness of the individual's readiness to deal with the pressures of work, and work For long periods without getting enough rest, and the sense of isolation at work and multitasking required or role ambiguity, as well as the personal characteristics of the individual.

Previous studies:

A study Zainab Magd (2001) to a correlation between the pressures of work with extension agents and the degree their direction towards extension work, and age, and after residence for the workplace, as shown by a study Oliver and Venter (2003) there is a significant correlation inverse between the pressures of work and individual productivity, and job burnout is the main factor Shareholder not to job satisfaction among individuals, which may lead to illness or early retirement, as reported by a study Ashtari et al. (2009)and there is a correlation strong inverse between functionality for workers in non-governmental organizations and the degree of job burnout to have. It also confirmed a study Fawzia Al-Qasim (2008), which also added that there is an inverse correlation between the degree of combustion career and all of: educational level of the respondent, and the number of years of experience, and functional place, and decentralization. The study confirmed AL-Nofaie (2001) suffering organizations and incurred costs as a result of job burnout with employees, and who was one of the most important manifestations turnover in jobs, and absenteeism, and low productivity of the individual, as the study pointed out that there are factors contributed to the existence of this phenomenon among workers in the public sector, namely: organizational sources, and the requirements of the role, and personal relationships, social support, and personal expectations.

The study AL-Omar (2003) that lack of capacity necessary technical work, and lack of appreciation by the presidents, and the length of hours work periods were a leading cause of job burnout for workers in the public sector, study also showed that there is correlation moral positive between the level of job burnout and the relationship between the variables workers, and change the organization of work, and change the functions of the job, while the relationship between him and the negative age, and experience. The study Etman (2004) that the most important reasons is due to leave the agricultural extension to work indicative to organizations other agricultural are:

the pressures of work of the Interior, and the duplication of instructions and possibly conflicting, and career incentives economic, physical and most important stop programs and demonstration projects that give the guides importance and functional value greater among colleagues, The diminutive career incentives literary and social comparison other sections administering agricultural, and exposure to the pressures of work of Foreign Affairs and that limit show functional efficiency agricultural extensions, and reasons related to extension work environment (administrative climate), particularly the neglect of officials at all administrative levels of the agricultural extension workers, and lack of attention to their problems In addition to the reasons the previous dearth of incentives and bonuses, and the lack of appropriate salary to the nature of the work, and there is no allowance nature of the work, and the lack of financial support for programs indicative, and the lack of specific responsibilities and clear agricultural extensions (El-Hawari et al:2006) The most important reasons for the poor application of organizational principles studied in extension work from the viewpoint of respondents governorates of Kafr el-Sheikh and Western: twice the equitable distribution of rewards and incentives, and inequality in equal opportunities for promotion, and not take prior decisions taken by presidents, and limited contact subordinates to other devices in the organization indicative agricultural, and limited contact with other developmental organizations subordinates, poor attention to continuous training and effective. (Issawi et al: 2007) According to a study Jasmine Ammar (2007) that the most important obstacles facing agricultural extension agents in their indicative and concerning organization indicative are: the small number of agricultural extension agents, and the need to develop systems method supervisory workers, and the lack of a sufficient number of mentors specialists, while the most significant obstacles associated Extension workers in: The need to pay attention to the physical and moral, and the need for specialized training, and the lack of standards for admission to employment indicative, and not a clear understanding of the philosophy of extension work, and not to give flexibility to the guide for the performance of the currency, and the routing method is appropriate Fbl presidents. Elham Qutb study (2009) added that the most important problems facing the respondents during the administration of professional responsibilities to work indicative in: non-participation in the indicative planning and goal setting, and lack of appreciation of the importance of extension work, and the difficulty of directing farmers in the light of freedom of decision-making farm, and the inability to distribute resources the possibilities

between indicative priorities for action, and not contribute to the adaptation of agricultural technology, and the existence of a gap between superiors and subordinates, and centralized decision-making. It showed Hassan et al (2010) that the lack of response officials with the requirements of counselors, and they do not appreciate the efforts of counselors, and deficiencies in the means of communication administrative levels beacon was of the main problems that hinder the performance of agricultural extension workers to their functions, as well as the lack of means of transmission facilitate periodic follow-up within the villages, and the lack of powers given to the guides to act in different situations, and the lack of funding allocated to the activities of financial guidance.

While Afifi study (2009) showed that the most important elements of job satisfaction among extension agents represented in: the relationship between colleagues, and the method of supervision, and provide possibilities, and the nature of extension work, and income of extension work, and style upgrade. Which previously introduced, and through review of different definitions of the concept of burnout, as well as the dimensions measured varied, it will be measured job burnout agricultural extension workers through four main components: emotional stress, dealing humanitarian personal achievement, and the attitude towards extension work.

2. Methodology:

The research hypotheses, the scientific method used in the study, the study sample, in addition to the method of measuring some of the variables under study, and statistical methods used in the following manner:

First: research hypotheses:

- 1- There is a significant correlation between the level of job burnout of respondents from agricultural extension workers and the independent variables under study.
- 2 - No effect of the independent variables under study, on the level of job burnout of respondents.
- 3 - There is a difference between male and female agricultural extension workers in the level of their job burnout.

Second: the scientific method used and the study sample:

This study is a descriptive analysis to describe and analyze the phenomenon of job burnout among extension workers, has used social survey method sample, so choosing a simple random sample of Extension workers reached to 80 respondents in six Fayoum districts representing about 10% of the whole extension workers, has collected field data through questionnaire personal interviews are set up for this purpose, and took data collection and tabulation for nearly four months.

Third: research variables and methods of measurement:

Age: variable Age was introduced according to the crude, while other variables were measured as follows.

Qualification: been allocated one degree of average qualification (diploma), and qualified two degrees above the average, three degrees higher qualification.

Major mode: give one degree of specialization is indicative agricultural, and two degrees of specialization, and three degrees specializing in agricultural extension.

Professional status: customize the following weights (1,2,3,4,5) and in accordance with the degree of functional and professional masters respondents Extension of inspectors on the level of agricultural administrations, and agricultural association managers, subject matter specialists, supervisors and agricultural extension workers, respectively.

The level of sense of security and economic security: identifying opinions respondents around six statements were given weights (3, 2, 1) responses respondents (large, medium, weak) then collected grades to reflect the degree of feeling respondent security and economic security as a result of his device indicative.

Organizational Variables include: multi-unit orders: to identify the views of respondents around six statements reflect the content over the plurality of sources to give orders within the organization indicative or plurality of individuals, and the extent of coordination between the various divisions and departments, and the extent of conflict and oppose those orders, were given weights (4,3, 2, 1) the responses of the respondents (always, sometimes, rarely, do not) And in the case of statements formulated in a positive, and vice versa in the case of negative phrases, then collected grades to reflect the degree of pluralism and unity indicative commands within the organization. Also using the same measurement method for the rest of the other organizational variables, which include: the degree of specialization and division of labor, and the supervisory method, and the participation of the respondents in the decision-making, and support and self-assertion? And give the opposite of the phrases negative, have been arbitration this measure through professors from specialists in the field of agricultural extension and Rural Sociology in Faculty of Agriculture, as well as professors of Social Work at the University of Fayoum, according to this arbitration has been modified some phrases scale, and dispensing with the others who do not express the terms of the measure, and thus amounted to number of phrases scale 48 words, was prepared pilot scale through its

application to 20 workers to the device status indicative Abshaway (One of the districts of the Fayoum Governorate), has been amended and the as others were excluded, wording of some phrases And distributed phrases measure eight Forty .from it ponents of the meter as aforesaid finalized on four com at the rate of nine ferries after emotional stress express feeling respondent emotional and physical work, and eleven words to after handling humanitarian or personal express no sympathy Category target with the extension service and lack of sense of humanity in dealing with others, and nine phrases for personal achievement reflects the feeling of the respondent competence and achievement in his work, in addition to the nineteen words of the trend towards extension work reflects the satisfaction of belonging to a work system indicative, and convinced of its importance and its mission, and the desirability of continuity in it, has been collecting these grades to reflect the degree of job burnout. Araava: statistical analysis techniques: the use of percentages, the range, chi square, Cramer coefficient, simple correlation coefficient of Pearson, stepwise regression analysis, and " F " test in order to analyze the data and test hypotheses of the study.

3.Results and Discussion:

First: the qualities and characteristics of the respondents from the device's working indicative:

The results table (1) that nearly half of respondents (48.8%) of the elderly (47 + years), and one-third (33.7%) between the ages of (35 - 46 years), compared with 17.5% of them less than 35 years, and 66.3% were male, and nearly two-thirds (61.3%) of them hold a Bachelor of Agriculture, compared to 20 percent of them hold a Diploma in Agriculture, Akma that about two-thirds (65%) of specialization of scientific agricultural in general, compared to 5% of them only specialty agricultural extension, reflecting the urgent need to provide training courses during the service needed to clarify the nature of the extension work and understand its objectives and philosophy, which may reduce the psychological pressure that may be exposed workers to the device when it is not clear indicative of their importance and the nature and objectives of what they are doing outreach activities. With respect to the situation professional results showed that nearly three-quarters of respondents (71.3%) Extension workers and that compared to 7.5% for subject matters specialists, and 3.7% only for Extension inspectors, and the results show the convergence rate of respondents with a great service in the sector Agriculture (18 years and over) with length of service ranged between (10-17 years), reaching 45%, and 42.5% for each of them, respectively, while there was a convergence between the percentage of respondents with at least the period of service of 10 years in the field of extension work

And working with a great service (16 + years), which amounted to 47.5%, and 46.2%, respectively, which also illustrates the importance of extension training during the service so polished experience and skills of Extension, which is reflected in the increase in membership and loyalty to that organization by and increases their confidence and respect self-esteem and thus their love for this profession, which may be reflected on improving the level of functionality. With regard to the training courses, the results show that more than half of the respondents and the proportion of 58.7% received training during their tenure in the beacon, while noting 41.3% of them to not receive any training sessions, reflecting palaces beacon in providing training courses Necessary for workers it and working to meet their training needs urgent necessary to perform job tasks entrusted to them to optimize. As also reported 55.3% of those who received the training that the number of those sessions was more than 10 courses, compared to 23.4% of them indicated that they received four courses only for the duration of their service in the extension work. Also reported results relative increase somewhat to income levels of employees guidance agricultural general, where two-thirds of the sample (66.2%) monthly income (900 pound and above), compared to 16.3% of it only a monthly income less than 750 pounds, which refers to the relative improvement to some extent. What in the incomes of the working in Agricultural Extension Organization that seemed clear after the Egyptian revolution of January 25, which helped to improve the relative wage levels for many low-wage jobs modest and which are not commensurate with the tasks and activities of these important functions. With regard to the level of a sense of security and economic security reported results in Table (2) do not feel the majority of respondents to security and economic security within the beacon, where reported 85% of respondents weak capacity of the machine to provide transportation necessary to perform the work, explained 80% of them twice the amount of salary the incentives generated by this work, as indicated by 72.5% poor drainage system of incentives and rewards, as well as opportunities for promotion within the beacon, and compared to 37.5% of them pointed out that there is justice relative (medium) in the distribution of incentives and rewards.

Second: some of organizational variables associated agricultural extension organization in Fayoum Governorate:

The results table (3) availability feature multi-unit orders in extension organization generally, of which the majority of respondents (80.2%) that pluralism unit commands available either moderately (48.7%) or significantly (32.5%), while noting the majority of respondents and accounted for 90.2% of

twice the degree of specialization and division of labor within the beacon. Where the degree of specialization and division of labor either medium (48.7%) or low (42.5%), as the results show convergence ratios of noted quality method supervisory or weakness, which amounted to 42.1%, and 37.5%, respectively, while explained. Results also weak participation of the respondents in the decision-making within the beacon, where he explained over a third of respondents and accounted for 36.3% of weak participation in decision-making, as reported by nearly Half (45%) that their participation was moderate, compared to 18.7 of them only reported involvement positive in the decisions within the beacon, as indicated by nearly half the respondents (47.5%) weak support and assertiveness have, versus 41.2% of them reported that the degree of support and assertiveness have medium.

Third: the level of job burnout among respondents from agricultural extension workers:

- A - degree of emotional stress: The results table (4) high degree of emotional stress among the respondents, the majority of them and accounted for 90% of the degree of emotional stress they have either medium (56.2%) or high (33.8%).
- B- Degree humanitarian deal: reported degrees affinity results dealing with humanitarian respondents low and high, which amounted to 26.3%, and 25% each respectively.
- C - The degree of personal achievement Profile: results highlighted the high degree of personal achievement among respondents in general, in terms of the degree of their achievement either medium (67.5%), or high (23.8%).
- D - the attitude towards extension work: According to results convergence of the three categories of respondents in their direction towards extension work, which amounted to 38.7%, and 30%, and 31.3% for those with negative trends, neutral and positive, respectively.
- E - the total score of job burnout of respondents: The results showed the high level of job burnout in general the respondents, as the three-quarters degree job burnout with the large (58.7%), medium (16.3%), compared with 25% of them score Career few, which refers to the need to pay attention to study this phenomenon and work to reduce the pressures on working device indicative and reflected on the increased levels of job burnout have, which is reflected on the low morale have increased apathy and indifference towards extension work which adversely affect the efficiency of performing the tasks the job entrusted to them and therefore not indicative system's ability to achieve its objectives..

Fourth: aspects of burnout:

- A - Organic manifestations: According to the results table (5) the presence of organic manifestations significantly to the respondents, where 83.5% of them indicated their existence either moderately (65%), or significantly (27.5%).
- B - psychological manifestations: The results showed low level of psychological manifestations among nearly two-thirds of respondents accounted for 62.5%, compared with 20% of them with a large degree of those symptoms have as a result of their work indicative regulation.
- C - Behavioral manifestations: The results showed convergence rates of the respondents in the categories of some pathological behavioral manifestations have a low degree and large, reaching 37.5%, and 35%, respectively.
- D - total score of manifestations of job burnout among extension workers : The results showed that about half of respondents (51.3%) among the manifestations of job burnout with medium, compared to 26.2%, and 22.5% who were manifestations of combustion career with a few large, respectively, suggesting up symptoms. And manifestations of types (organic, psychological and behavioral) has surveyed in agricultural extension workers in general, which refers to the need to focus attention on this phenomenon and to identify the causes and work to address the negative effects of her and that may reflect on the many symptoms of the behavioral respondents than may adversely affect their attitudes towards extension work and also towards achieving its goals(Sharshar: 2003).

Fifth: associated factors affecting the degree of job burnout with Extensionists: You can view the most important results are as follows:

- 1) Correlation between the independent variables studied for guides and degree of job burnout have. The results table (6) and a correlation moral among the five variables (Dummy and ordinal variables) and the level of job burnout with Extension: the type, academic qualifications, and scientific specialization, employment status, and attend training courses using the chi square test. Also reported results table (7) and there is a significant correlation between eleven variable fifteen variable degree of job burnout for extensions: age, period of service in the agriculture sector, and length of service in agricultural extension, And the number of sessions, and unit level commands, and the degree of specialization and division of labor, and the degree of method supervisory, and the degree of participation in decision-making, and support and self-assertion, and the degree of security and economic security, and organic aspects to job burnout , and thus been rejected

hypothesis statistical regarding these variables, but for the rest of variables of the study did not clear moral relationship between them and the degree of job burnout, and based on that can not be refused statistical hypothesis which states that "there is no significant relationship between the rest of the independent variables and the degree of job burnout.

2-The contribution of the independent variables in influencing the degree of job burnout with Extensionists

The results of the regression analysis in table (8) that the variables pluralistic unit commands, and the degree of security and economic security, and the number of sessions, the degree of specialization and division of labor, in addition to a variable degree of support and assertiveness contribute together representing 67.9% in the interpretation of contrast incident in the dependent variable, and based on it cannot be rejected hypothesis partly statistical variables affecting rejection of the variables affecting, and returns the remainder of the variance to the other variables were not included in this study and that can be addressed in future studies in the same field.

Sixth: the differences between males and females in the level of job burnout with Extensionists:

The results confirmed the scale (9) and a significant difference between male and female guidance agricultural extension in degree of job burnout they have, and based on that can be accepted hypothesis research, which provides a significant difference between males and female agricultural extension workers in the level of their job burnout.

Seventh: the desire to continue in the agricultural extension work:

According to the results table (10) that nearly two-thirds of respondents (61.3%) do not have the desire to continuity in the extension work, and they were the most important reasons for their unwillingness to continuity in: weak material and human resources available to work indicative, and lack of access to technical training and guidance necessary, and the weakness of the beacon relationship approaching agricultural research, and the limited availability of modern information necessary where stated rate of 91.8%, and 71.4%, and 63.3%, and 63.3%, respectively.

While showed 38.7% of them desire to continue to work indicative, and the most important reasoning so represented in: love dealing with others and contribute to changing their behavior for the better, and love of extension work and long experience in it, where it was stated that by 67.7%, and 58.1%, respectively.

Eighth: respondent's proposals to reduce the pressures of work within the extension organization:

The most important suggestions respondents to reduce indicative of the pressures of work: providing appropriate working environment (Transportation - allowances and incentives) and unanimously by the respondents, as well as to provide material support extension work its various activities, and the provision of training courses based on the identification training needs for guides, and provide a sufficient number of Extension to ensure proper coverage, where it was stated that increased by 93.8%, 87.5%, and 75%, respectively.

Table (1) the qualities and characteristics of the respondents from agricultural extension workers to the device

Qualities and characteristics	Number	%	Qualities and characteristics	Number	%
1 - Age		n = 80	6-Period of service in the agriculture sector:		
-Young (less than 35 years old)	14	17.5	-Few (less than 10 years)	10	12.5
-Middle-Age (35-46 years old)	27	33.7	-Medium (10 - 17 years)	34	42.5
-Seniors (47+ years)	39	48.8	-Large (18+ years)	36	45
2- Sex:			7- Period of service in agricultural extension:		
-Male	53	66.3	-Few (less than 10 years)	38	47.5
- Female	27	33.7	-Medium (10 – 15 years)	5	6.3
			-large (16+ year)	37	46.2
3- Qualification			8-Attend training:		
-Diploma	16	20	-Attended	47	58.7
-qualified above the average cultivation	15	18.7	-did not attend	33	41.3
-Bachelor of Agriculture	49	61.3			
4-Scientific Specialization:			9-Number of Sessions:		N=47*
-Non-Extension	24	30	-Less than 5 sessions	11	23.4
-General	52	65	-From (5-10)	10	21.3
-agri.extension	5	5	-11 sessions or more	26	55.3
5-Professional status			10- Total monthly income:		
Subject matter_Specialist	6	7.5	- Less than 750 pound monthly	13	16.3
- Extension inspector	3	3.7	- From 750 to less than 900 pound	14	17.5
- director of the Agricultural Association	8	10	- 900 pound or more	53	66.2
-Agricultural supervisor	6	7.5			
- Agricultural advisor	57	71.3			

Source: calculated from the study sample questionnaires.

*Percentage was calculated according to the number of representatives who attended the training courses, they are 47.

Table (2) the distribution of respondents according to their sense of security and economic security

Item	Level of a sense of security and economic security					
	Large		Average	Weak		
	frequency	%	frequency	%	frequency	%
-The amount of salary and incentives generated by the extension work	5	6.3	11	13.8	64	80
-Drainage system of incentives and rewards	2	2.5	18	22.5	58	72.5
-The distance between the workplace administrative and field work (fields)	10	12.5	36	45	34	42.5
- Opportunities for promotion within the beacon	5	6.3	17	21.3	58	72.5
- Equitable distribution of incentives and rewards.	8	10	30	37.5	42	52.5
- The availability and transportation necessary to perform the work	6	7.5	6	7.5	68	85

Source: calculated from the study sample questionnaires.

Table (3) the distribution of respondents according to their opinions on some of the organizational variables related with agricultural extension organization

Variable	Number	%	Variable	Number	%
12- Multi-unit orders within the indicative:			15- Participation in decision making:		
-Few (less than 12)	15	18.8	-Weak (less than 10)	29	36.3
-Average (from 12 to 17)	39	48.7	- average (from 10-12)	36	45
-Large (18+)	26	32.7	- Strong (14 or more)	15	18.7
13- Specialization & work dividing:			16- Self-Support :		
- few (less than 11)	34	42.5	- Weak (less than 18)	38	47.5
- Average (11-14)	39	48.7	- Average (from 18-22)	33	41.2
- Large (15 +)	7	8.7	- Large (23+)	9	11.2
14- Supervision Approach :					
- Poor (less than 14)	30	37.5			
- Average (from 14-18)	7	8.8			
- Strong (19 +)	33	41.2			

Source: calculated from the study sample questionnaires.

Table (4) distribution of the respondents according to the level of their Job Burnout

Job Burnout	frequency	%	Job Burnout	frequency	%
A - degree of emotional stress			C - the degree of personal achievement:		
-Few:(less than 26)	8	10	- Few: (less than 28)	7	8.7
- Average (from26-35)	45	56.2	- Average: (from 28-34)	54	67.5
-Large (36+)	27	33.8	- Large : (35 or more)	19	23.8
B- Degree humanitarian deal			d-attitude towards the extension work		
-Few:(less than 26)	21	26.3	- Negative (less than 62)	31	38.7
- Average (from26-35)	39	48.7	- Neutral (from 62-76)	24	30
-Large (36+)	20	25	- Positive (77 or more)	25	31.3
Aggregate Score job burnout					
-Few (less than 156)	20	25			
- Average (156- 170)	13	16.3			
- Large (171 or more)	47	58.7			

Source: calculated from the study sample questionnaires.

Table (5) Distribution of the respondents according to the functional aspects of burnout has:

Manifestations of job burnout	Number	%	Manifestations of job burnout	Number	%
A - manifestations of membership	6		C - behavioral manifestations	30	37.5
- Few (less than 13)	52	7.5	- Few (less than 12)	22	27.5
- average (from 13-15)	22	65	- average (from 12-14)	28	35
- Large (16 or more)		27.5	- Large (15 or more)		
B - Organic psychological			D - total class appearances combustion Career		
- Few (less than 15)	50	62.5	- Few (less than 40)	21	26.2
- average (from 15-17)	14	17.5	- average (from 40-50)	41	51.3
- Large (18 or more)	16	20	- Large (60 or more)	18	22.5

Table (6) the results of chi square test and Cramer coefficient of the relationship between the level of job burnout for workers and some characteristics to them:

Variables	Chi-square value	Coefficient Karamir value	Significant
Sex	31.5	0.627	Sig. **
Qualifications	40.9	0.363	Sig. **
Scientific Specialization	40.9	0.506	Sig. **
Professional Status	21.1	0.426	Sig. **
Training Attendance	65.5	0.905	Sig. **

** significant at 0.01

Table (7) correlation between the independent variables studied and the degree of job burnout among respondents

Independent variables	The value of the correlation coefficient
1- Age	**0.293
2-duration of employment in the agriculture sector	**0.876
3- Duration of employment in the agricultural extension.	**0.851
4- Number of sessions	**0.617
5- Multi-unit orders	0.196
6-The degree of specialization and division of labor	**0.297
7- Method supervisory	**0.322
8- The degree of participation in decision-making	**0.359
9- The degree of support and assertiveness	**0.234
10-Degree of security and economic security	**0.378
11 - organic manifestations of job burnout.	0.171
12-psychological manifestations of job burnout.	*0.265
13-Behavioral manifestations of job burnout.	0.034
14-Total score for the manifestations of job burnout	**0.234
15-Total monthly income	0.066

* Significant at 0.05 and ** significant at 0.01

Table (8) Analysis results stepwise multiple regression of the relationship between some of the variables studied respondents and the degree of their job burnout

Stage	Variable	Multiple correlation coefficient	Explanatory variable cumulative output	% Contrast variable cumulative output	Regression coefficient	F value
First	Multi-unit orders	-	-	40.1	0.86	**54
Second	The degree of economic sense of security	0.76	57.3	17.2	1.9	**53.9
Third	Number of sessions	0.81	62.4	5.1	0.11	**44.7
Fourth	The degree of specialization and division of labor	0.84	64.2	1.8	2.4	**36.4
Fifth	Support and assertiveness	0.83	67.9	3.7	1.5	**34.4

* Significant at 0.05 and ** significant at 0.01

Table (9) Analysis of variance between male and female respondents working in The Agricultural Extension Organization and the degree of their job burnout

Source of difference	Total square deviations	Degrees of freedom	Contrast	F	Signification
Between groups	16672.3	1	16672.3	50.3	Sig. **
In groups	25880.5	78	331.8		
Total	42552.8	79			

* Significant at 0.05 and ** significant at 0.01

Table (10) Distribution of respondents according to their willingness to continue in the extension work and the reasons for this

The desirability of continuity	Number	%
-Want	31	38.7
-Do not want	49	61.3
Reasons for wanting to continue in the extension work	frequency	N=*31
-Love dealing with others and contributing to change their behavior for the better	21	67.7
-Love dealing with others and contributing to change their behavior for the better	18	58.1
-Contribute to the promotion of agriculture and rural Egypt	12	38.7
-Indicative nature of the work is routine and mutual respect among colleagues	11	35.5
-Acquire new skills and increase self-confidence	6	19.4
-Acquire new skills and increase self-confidence	5	16.1
Reasons for not wanting to continue in the extension work	frequency	49**=ن
-The weakness of material and human resources available to work indicative	45	91.8
- Lack of access to technical training and guidance necessary	35	71.4
-Weak relationship beacon approaching agricultural research	31	63.3
-Limited availability of modern information	31	63.3
-The small number of agricultural extension workers and the lack of a second row agricultural extension	30	61.2
-Central management and lack of participation in decision-making	30	61.2
-Lack of transparency and credibility among different organizational levels to work on the actual conditions indicative of current	28	57.1
-organizational levels to work on the actual conditions indicative of current	20	40.8
-The confidence of farmers in the beacon after the removal of subsidies on agriculture	20	40.8
-The low level of wages and incentives for agricultural extension workers and the lack of clarity and identify their roles	12	24.5
-The lack of a culture of teamwork among workers guiding device	10	20.4
-Illiteracy among the members of the rural community	10	20.4
Suggestions	frequency	%
- Provide a suitable working environment (Transportation - allowances and incentives)	80	100
-Provide material support extension work its various activities.	75	93.8
-Provide training courses based on the identification of training needs for guides.	70	87.5
- Provide a sufficient number of extensions to ensure good coverage.	60	75
-Back the state's role in supporting the agriculture sector financially and Bethany.	56	70
- Decentralization of management and participation in decision-making.	55	68.8
- Develop a specific job description is simple roles of agricultural extension agents.	40	50
- Strengthening the relationship between the beacon and relevant and private research organizations.	40	50
-Raise the salaries and incentives Advisors commensurate with the effort.	37	46.3
-Facilitate the lines of communication between the extension and decision makers in the Ministry of Agriculture.	37	46.3
-Need to focus on supporting Extension new in agriculture and training them constantly.	36	45
- The social aspect of interest between Extension and provide social and recreational activities for them.	18	22.5
-Provide training opportunities abroad and attend conferences ,seminars and successful agricultural experiences and exchange of experiences.	5	6.3

*That percentage was calculated according to the number respondents who indicated that they want to

**That percentage was calculated according to the number respondents who indicated that they do not want to continue in guiding work. They were 49.

Recommendations:

In light of the outcome results of the study could draw some recommendations and as follows:

- 1 - Need to focus on providing training courses of Extension which is reflected in the increase in membership and loyalty to the organization which they belong, and to make every effort possible to work to achieve their goals, as well as their sense of institutional support and assert themselves, which could reduce the time they fall into the clutches of the phenomenon of job burnout.
- 2 - The need for participation of agricultural Extensionists decision-making process because they are most familiar conditions and status organization in which they work, which could have the greatest impact of the benefit of their views and ideas born of the circumstances and the actual situation on the part of, as well as sense of pride

and self-esteem as a result of careful organization take advantage of the views and suggestions which may be reflected on the positive attitudes towards extension work.

- 3 - The need attention and focus on the respondents' suggestions to reduce work stress under which they operate, and put them into practice.

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