

## The Effects of Burnout on Organizational Commitment in Logistics Sector

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### Abstract

Burnout is a psychological syndrome that reduces people's motivation, job satisfaction and organizational commitment. People whose jobs are related with human interaction are usually exposed to burnout. In the literature, three dimensions of burnout were defined as emotional exhaustion, depersonalization and reduced personal accomplishment. In this study antecedents (cynicism, role ambiguity, role conflict and organizational justice) and consequences (job satisfaction, organizational commitment) of burnout were determined in logistics sector which has never been analyzed before in Turkey. Sample size of the study was 420 and judgment sampling method was used. As a result, it was found that antecedents of burnout except organizational justice are positively correlated with burnout factors, and burnout is negatively correlated with its consequences.

**Keywords:** Burnout, Cynicism, Organizational Commitment, Job Satisfaction, Organizational Justice, Logistics