Job Demands-resources Model and Its relationship with Job Burnout, Job Engagement and their effects on Teachers' Job Performance- an Empirical study on basic education teachers in Fayoum Governorate

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**Abstract**

**Purpose**- This paper aimed at using Job demands-resources (JD-R) model to predict teachers Job Burnout as negative feelings and Job Engagement as positive feelings, which related to job environment, then investigate theirs effects on teacher job performance.

**Design/methodology**- Causal study was done to study the impact of relationships. A survey questionnaire was developed and validated using a pilot data (factor analysis using lisrel 8.8). Random sampling was used to select the employees from basic education schools in Fayoum governorate. A total of 400 questionnaires were distributed and 333 valid responses collected. Descriptive statistics and structural equation modelling were used to predict and estimate the relationships.

**Findings** – It was found that job demands had a positive effects on the three job burnout dimensions (path parameter=0.68), whereas job resources had a negative effects on all burnout dimensions (path parameter= - 0.26), Job resources had a positive effects on job engagement dimensions (path parameter=0.80), a negative total effect of job burnout on job performance was (-.43), and a positive total effect of job engagement on job performance was (0.59).

**Limitation**- Job performance was assessed by using self-report, the results may be differ if supervisor rating was used.