

Mediating Role of Job Burnout for the Relationship of Perceived Organizational Politics and Counterproductive Work Behaviors Among School Teachers

***Irsa Fatima Makhdoom**

Department of Psychology, University of Sargodha, Sargodha, Pakistan

Babak Mehmood, PhD

Department of Sociology, University of Sargodha, Sargodha, Pakistan

Mohsin Atta, PhD

Department of Psychology, University of Sargodha, Sargodha, Pakistan

Present study was an empirical attempt to investigate mediating effect of job burnout in relationship between POP and counterproductive work behaviors (CWBs) among high school teachers ($N = 453$). Multistage sampling technique was used to draw the sample of 453 participants. Counterproductive Work Behavior Checklist-32 items (Spector et al., 2006), Perception of Organizational Politics Scale (Kacmar & Carlson, 1997) and Maslach Burnout Inventory-ES (Maslach, Jackson, & Leiter, 1996) were used to measure the pertinent constructs. Indirect effect of burnout was figured out using the bootstrap approach with 1000 bootstrapped samples. Path analyses demonstrated significant positive impacts of POP and job burnout on CWB as well as the mediating effect of job burnout between POP and CWB. Job burnout was found to be a full mediator for the relationship of POP and CWB. Sobel's Z was also found to be the significant for the indirect effect of POP. Limitations and implications of the findings are also enunciated at the end.

Keywords. Perceived organizational politics, job burnout, counterproductive work behaviors, school teachers.