



Comparing the effectiveness of occupational stress training package with mindfulness-based cognitive therapy on job burnout of Tam Kar's employees in order to health promotion

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Abstract:

AIM: The purpose of the present study was to compare the effectiveness of an occupational stress training package with mindfulness-based cognitive therapy (MBCT) on job burnout of Tam Kar employees.

MATERIAL AND METHODS: The research method was a three-stage, three-group semiexperimental design. To this end, the statistical population including all the employees who worked in the technical departments of Tam Kar Company in Isfahan and in terms of the level of stress in middle and higher levels, using purposive sampling, 60 employees were selected and randomly divided into three groups (20 for each group). Geldard (1989) burnout inventory (GBI) was used for data collection. Experimental group 1 received eight 90-min sessions of mindfulness-based cognitive therapy training, and experimental group 2 received job stress coping training in ten 90-min sessions. Repeated measurement ANOVA was used to analyze the data with the help of a statistical software package in social sciences (SPSS) version 22.

RESULTS: The results showed that coping with job stress training and mindfulness-based cognitive therapy were equally effective in reducing the employees' burnout ($P \leq 0.05$) and this effect continued at follow-up.

CONCLUSION: Given the high prevalence of burnout and psychopathologic symptoms among industry staff, coping with job stress training and mindfulness-based cognitive therapy training can be suggested to reduce burnout syndrome in the industry.

Keywords:

Coping with job stress, health promotion, job burnout, mindfulness-based cognitive therapy

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Introduction

The industrial workplace is one the most stressful working environments accompanied by highly emotional tensions for the employees. Workers in industrial workplaces encounter problems, like reducing human communications, exposing the pollutants and noise pollution, working

with the equipments and chemicals, working at altitude, and so on; then, under such circumstances, they are susceptible to job burnout.^[1,2] Job burnout is one of the biggest problems of a workplace that involve employees with a variety of physical and emotional tensions.^[3] It seems that depending on the personality characteristics in communicating with others and workplace conditions, human beings

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have faced with many challenging and stressful factors. Cutthroat competitions, imbalanced level of trial and the expected success from the viewpoint of the people, discriminations, incorrect leadership and managerial approaches of the managers and organizations, and poor working condition prove the existence of job burnout and stress.^[4] Geldard (1989) defined job burnout as emotional exhaustion and physical fatigue together with the feeling of being unworthy and unqualified. He believed such people are pessimistic and unable to improve.^[5]

Another definition given by Maslach and Jackson (1993) about job burnout referred to psychological syndrome. Also, Gibson (1994) defined job burnout as a psychological process mixed with physical and emotional exhaustion that happened under intense occupational stress and is considerable in the personality disorders and lack of motivation to improve.^[6] According to Maslach and Leiter (2016), job burnout is the person's decrease in compatibility with stressful factors (and not involving with such factors). Therefore, job burnout is a state of mental, physical, and emotional exhaustion that happens following the continuous and frequent tension of long-term interactions with humans Maslach and Leiter (2016). Signs of job burnout would emerge in the form of helplessness, hopelessness, suppression, and the state of pessimism toward themselves and others.^[7,8]

The occupational clinical theorists at first assumed that signs of job burnout were limited to the reinforcing professions like counseling, clinical psychology, and social work, but it turns out that this sign is a potential problem in all professions and jobs.^[9] In such conditions, people disregard themselves and experience chronic exhaustion and fatigue and get used to behave aggressively, and tend to be pessimistic. Consequently, after being such less patient and intolerant, they get peevish, and experience anger and physical problems like backache, chronic headaches, and ulcer.^[10] In a research conducted on 120 male employees of a university, a negative relationship between health and job burnout has been found. Another result of this research was that a multidimensional relation has been found between health factors (physical symptoms, anxiety, and disorder in social and depressive functions). Zhang, *et al.*^[11] (2019) have demonstrated in a research that there is a significant relationship between depression and job burnout. Therefore, the results of the previous research proved that there is a positive and significant relationship between job satisfaction and job burnout and depression, and stress. Doubtless, the main responsibility of the managers is not limited to increase productivity and pay attention to the organization's properties and assets. Industrial management is also not an exception and it is necessary for the senior managers of the industrial sections to

provide programs for promoting health and preventing organizational attention deficit disorder and job burnout.^[12]

Additionally, in recent years, one of the significant issues is to pay attention to industry and craftsmen, because the well-being of this big group of people in the society could play a crucial role in the wellness of our society and economy. Considering this matter that financial problems in the country would follow by job burnout and its side effects like the employees' absence, reduction of work quality, the increase in events followed by hard work condition, interpersonal conflicts with coworkers, mental-physical problems, change of job, and finally to leave the occupation,^[13] and by considering the fact the case of research and studies regarding job burnout in Iran were mostly nurses and teachers and a short number of the researchers analyzed this topic among the employees in the industry. Therefore, it seems necessary to focus on workers and employees working in industry, because they are the producer of our country and if they are faced with stressful conditions, the side effects of stress and burnout would emerge. Additionally, after studying the previous the literature review of the previous studies, this unpleasant fact has been considered and the researchers just have given some simple statistics and did not focus on intervention or training to prevent or stop such disorders.

Mindfulness-based cognitive therapy (MBCT) is from among the effective interventions for stress and job burnout which was applied in some of the research.^[14-16] Mindfulness-based cognitive therapy is shown in the form of living at the moment with a nonjudgmental attitude used widely in treating a variety of disorders and psychological symptoms like depression and anxiety.^[17] This therapy, which is a structured and short-term 8-session intervention, has developed based on the mindfulness-based stress reduction model of Kabat-zinn. This therapy has been improved by adding the principles of cognitive therapy. The target of training mindfulness is not to change the content of the thoughts, but the target is to provide an attitude and a different relationship with the thoughts, feelings, and emotions including keeping full attention, and having an understanding and nonjudgmental attitude.^[18]

Mindfulness-based cognitive therapy stands against cognitive behavioral therapy, focusing on the change of thoughts, teaching the patients to remind the permanent and automatic cognitive processing, and training new approaches for putting aside inefficient cognitive patterns.^[19] Generally, mindfulness is related to a mental state of nonjudgmental and unintentional openness, curiosity, and acceptance of the internal and external experiences happening at the moment.^[20]

The main learned skill in the practice of MBCT is freeing from rumination-based thoughts and also freeing from the negative and self-continuous patterns of thoughts.^[21] To live in the moment, to concentrate on the acceptance of whatever exists at the moment, without any target or trial to change is a more clear explanation for such status.^[22] Living at the moment, instead of drowning in problems or some situations, can be recognized by direct observation and acceptance of whatever happens at the moment including the thoughts and the feelings that necessitate immediate action. The observer would just see and observe such thoughts and feeling, and not experience them. No trial has been done to analyze, change the content, or evaluate the logic of the considered thoughts.^[23] This mindfulness approach toward thoughts and feelings slows down reactivity toward mood and increases the time and ability of selecting new responses.^[24] In this regard, a clinical trial study was conducted by Grensman *et al.*^[25] in Stockholm on 2018. They have tested and analyzed three methods of MBCT, cognitive and behavioral therapy, and yoga on people suffering from quitting their occupations as a result of job burnout. The results have shown that the life quality of the respondents in different dimensions like emotional, physical, cognitive functioning, and relaxing in all three groups had a significant difference. Another research, regarding the effectiveness of MBCT on job burnout of the employees in prison conducted by Mohammadi (2016),^[15] has demonstrated that training MBCT had a significant effect on the employee's job burnout.

Rastgoo, *et al.*^[26] (2016) conducted a research about mindfulness group training on job burnout and job satisfaction. They have shown that MBCT group training has had a significant effect on the reduction of job burnout problems among the teachers. Additionally, in another research, Motaghedi, Donyavi, and Mirzaeian proved that some factors, like fast decision making, job strain, long work hours, and stressful environments, were significantly effective in nurses' mental and physical stress. They also reported that MBCT played a crucial role in the increase of nurses' distress toleration and the decrease of their job burnout.^[27] Hamilton-West, *et al.*^[28] (2018), conducted an article about the potential effects of MBCT on stress reduction and job burnout of general practitioners. The results have shown that the trainings caused the reduction of emotional exhaustion, occupational stress, and reduction of job burnout in general practitioners. Therefore, in reviewing the literature, it is possible to mention that (1) considering the scarce of the conducted interventional (experimental) studies on industrial environments about workers' job burnout as well as (2) considering the shortage of the existing information and studies regarding the determining and distorting factors of this variable and

naturally (3) following the lack of the related results of studies regarding MBCT effectiveness on this variable, it seems helpful if a codified training program would be used. A program arising from those factors caused stress and anxiety for this group of people.^[29] In other words, the existing reasons taken from the workers' experiences should be explored to properly draw the pattern of forming their problems by applying careful and comprehensive analysis, categorization, and codified planning.^[30]

By doing so, researchers would be able to explore the key cycles to form and complete this defective cycle and try to provide the condition for the empowerment of the workforce against stressful factors by the reduction or omission of weakening factors or boosting or improving the optimizing factors. Therefore, coping with occupational stress is a fundamental concept in perceiving people's compatibility with their own occupational roles in their own jobs and job-related events.^[31] Therefore, because many events that happened during their working hours resulted from human factors like job burnout and not paying attention to the workers, various events happened to them including life and financial loss, motivation reduction toward their job, and job burnout. To decrease the side effects, the occupations' mental health experts are focusing on the person. Although there exists potential stressful resource in the occupational environment of the employees, it is believed that the most available factor is human forces; i.e., it is possible to help people by developing their personal capabilities and to guarantee him/her against stresses and mental strains. To reach this target, it is necessary to train the employees. Therefore, the present research has been conducted to analyze the research hypothesis to see if there is any significant relationship between the effectiveness of occupational stress training package and mindfulness-based cognitive therapy on job burnout of Tam Kar employees.

Materials and Methods

Study despising and setting

The present study was of applied research with a three-group, semiexperimental design (phenomenological model-based group coping with job stress, the MBCT group, and control group) and three steps (pretest, posttest, and three-month follow-up). In an introduced research design, considering the recommended participants in experimental research which were supposed to be at least 15^[32] and the probability of sample members' relinquishment and omission in the research administration process, the number of 60 participants was chosen randomly. This selection was based on involvement criteria such as (to have day shift working, not to face with severe stressful events of life like mourning and divorce and other heartbreaking

happenings during the previous year, not to be involved with similar psychological or psychiatric therapies, and having at least one year background of working in one of the chemical industry's technical branches) and reasons of omission (being absent more than two training sessions and being under the other similar training or therapy session). After initial sampling, 60 participants were randomly categorized into three 20-people groups finally, the sample size of the group coping with stress, the cognition group, and the control group was 13, 15, and 14 participants, respectively. The Geldard burnout inventory (GBI) was used for data collection (Geldard 1989). In the beginning, he provided this inventory for evaluating the counselor's burnout level. Currently, this inventory is been used in many researches. This instrument comprises 40 statements indicating people's viewpoint and feeling toward their occupation. In other words, this inventory shows that, to some extent, people are exposed to job burnout. The rating method was based on the Likert scale and scores from 1 to 7 were assigned to each question. The statements that include 1, 3, 4, 7, 8, 9, 13, 18, 21, 22, 25, 27, 31, 34, 35, 37, 38, and 40 were rated (from strongly disagree (7) to strongly agree (1)). Further items that comprised 2, 5, 6, 10, 11, 12, 14, 15, 16, 17, 19, 20, 23, 24, 26, 28, 29, 30, 32, 33, 36, and 39 were adversely rated. To achieve a total burnout score, all questions' scores were accumulated and interpreted as follows: Participants whose score was between 40 and 80 were so active and did not have job burnout. The score between 81 and 120 was related to participants who worked greatly. The score between 121 and 200 was related to participants without the proper condition who must be more careful and refer to a counselor. Participants whose score was between 200 and 280 were at risk and needed an immediate and necessary action. This inventory was applied in numerous researches and its reliability was calculated. Khakpoor and Birashak reported reliability coefficient of 0.68 and 0.67, respectively.^[33] The mentioned inventory's reliability coefficient in this research was obtained as 0.17 using Cronbach's alpha.

Research administration method

After sample selection, the job burnout scale was filled by the three groups at the beginning of the study. Then, the first experimental group passed MBCT during 10 sessions. The second experimental group received ten training sessions to cope with job stress. The control group except the meeting therapist received no intervention. To respect ethical considerations, the selection of therapy was optional for participants. Three months after the time the training sessions were finished, the three groups refilled the considered scale. Participants' ages ranged between 27 and 54. Based on statistical calculations in terms of demographic factors (age, education level, and job experience), no significant difference was observed

among the three groups. The MBCT was performed in eight 90-min training sessions, weekly for two months on the first experimental group. The review of the mentioned sessions is represented in Table 1.

The content of the researcher-made package of coping with occupational stress gathered the experiences of employees at the technical departments of Tam Kar Company based on a phenomenological approach. Accordingly, a model was compiled to reduce job burnout. Seven main codes were achieved from Collaizi's method, including anxiety, depression, low emotional intelligence, inefficient coping strategies, cognitive problems, poor social skills, and poor religious beliefs. Training package for coping with job stress was arranged based on some aspects such as its reliability and validity verified based on experts confirmation and evaluator's confirmation coefficient. This approach was held in ten 90-min training sessions, weekly for two months on the second experimental group. The content of job stress is represented in Table 2.

Data analysis method

Research findings were analyzed in the descriptive statistic level (measure of central tendency and variance as means and standard deviation); and in the level of inferential statistic based on variance analysis through repeated measurements (analyzing necessary defaults

Table 1: MBCT sessions' review

Sessions	Sessions' topics
First session	Regarding the purposes and contents of sessions, the required definitions were represented and participants were asked to have active participation in all sessions. The first session's goal was to train them to know what times their mind goes toward automatic direction so that they can control it.
Second session	Being able to analyze and discuss the rejected problems in physical examination. Understanding how depreciation and the emergence of systematic feelings and thoughts boost each other and rise to form an incomplete cycle involving challenging conditions.
Third sessions	Being aware of this issue, how the mind can be disturbed and busy; spontaneous concentrations bring about conscious respiration and integral learning.
Forth session	Participants can look at events from another view to have far more extended and different insight toward them. Admiring them to give up feeling of hopelessness and regret for the past.
Fifth session	The aim was to accept past unpleasant feelings and experiences and create a relationship full of various experiences.
Sixth session	Reducing referee's incorporation with their thoughts in a way that considering and being aware of them as thinking and can have more relationship with them.
Seventh session	Understanding this issue by referee that being aware is not enough for solving problems consists of the aims of this session.
Eighth session	Referee must find how to take care of himself and valuates momentarily experience gradually.

including normal distribution of variables, homogeneity of variances, and matrix of covariances). In variance analysis, repeated measurement (participant's scores in pretest, posttest, and follow-up sessions) was analyzed as within subject and group membership (in the form of membership in a training session and control group) was analyzed as between subject. The analyzed data were fed into SPSS software version 22.

Research findings

The information in Table 3 gives descriptive information regarding the mean and standard deviation of the control group, cognition, and job burnout-related training package in the pretest, posttest, and follow-up test. Based on this information, after representing the job stress training package and its comparison with MBCT, the mean of employee's job burnout in posttest and follow-up test within two cognition groups, cognition and training package have reduced.

Table 2: Review of coping with job stress-related sessions

Sessions	Content of sessions
First session	Improving cognition and awareness regarding job stress and trying to understand the concept of depression, the cognitive distortion role in depression's emergence and continuum, and getting familiar with the meaning of job burnout.
Second session	Indicating the relationship between depression, job burnout, and job stress.
Third session	Getting familiar with cognitive distortions and substituted thoughts and knowing ways of their identification.
Fourth session	Getting acquainted with definitions and symptoms of anxiety, gaining knowledge about stressful factors in workplace, and teaching coping strategies in urgencies of job stress.
Fifth session	Training some techniques for reducing anxiousness conditions in the workplace.
Sixth session	Gaining knowledge about emotional intelligence and its training advantages for reducing occupational stress.
Seventh session	Enhancing proportions of emotional intelligence and training assertiveness in communication skills.
Eighth session	Boosting communication skills and learning different ways of expressing disagreement to say no.
Ninth session	Getting familiar with semantics concepts, self-understanding in the semantics area, and improving motivation and tolerance.
Tenth session	The issue of human and entity in semantics area, improving responsibility, motivation, and tolerance feelings and reducing anxiety and stress.

The results of the Levene test have shown the equality default of scores' variances in posttest and follow-up steps ($P \geq 0.05$). The Kolmogorov–Smirnov test was used to analyze the normality of observations. The results of this test indicated that the Smirnov statistic in 0.05 P value related to the variable of job burnout; accordingly, the distribution of data in this variable was normal. Also, the results of Mauchly's test regarding analyzing the equality default of covariance's matrix were confirmed. Totally, analyses have shown that defaults of variance analyses were calculated with repeated measurements.

Results, according to Table 4, have shown that values of Sig levels were less than $\alpha = 0.05$ Sig level's value. Therefore, the mentioned difference in hypothesis was significant and training-based coping with job stress training package and MBCT has an effect on the mean of job burnout among employees at Iran's Investigating Company of Chemical Industry. The time duration effect of (pretest, posttest, and follow-up test) and the simultaneous effect of cognition and training package and time on the mean of employee's job burnout were significant which was estimated as ($P > 0.05$). Also, the Eta square (the effect size) represented the effectiveness level of time and group variables on employees' job burnout. Accordingly, the value of 6.99% that made changes through the time duration variable (pretest, posttest, and follow-up test) had an effect on the dependent variable, employee's job burnout at Iran's Investigating Company of Chemical Industry. The effect size of accompanying time and group was depicted that the applied changes were 2.67% in employees' job burnout variable which were derived from the simultaneous effect of these variables (time in group).

According to Table 5, there was a significant difference between the control group and training package and cognition group, this result was achieved by using a paired comparison between all three groups, control, training package, and cognition, and also considering Sig level-related column and observing the value of 0.000 and 0.037 and their comparison with $\alpha = 0.05$, it has been expected that considering time factor, the job burnout in the control group would be more than this factor in the training package and cognition groups; it is in a way that considering the time factor, the most significant difference was reported between the control group and training package and cognition groups, respectively.

Table 3: Comparing the mean of job burnout in three steps, pretest, posttest, and follow-up in three groups of control, cognition, and training package

Index	Control group			Training package			Cognition group		
	Pretest	Posttest	Follow-up test	Pretest	Posttest	Follow-up test	Pretest	Posttest	Follow-up test
Number	14	14	14	13	13	13	E	15	15
Mean	3/55	3/73	3/64	4/73	4/53	4/32	3/85	3/64	3/46
Standard deviation	0/35	0/30	0/51	0/39	0/36	0/45	0/49	0/47	0/79

As it is considerable in Table 6, the type of the test was identified using the Bonferroni test. Considering the Sig level-related column of this table and observing the 0.031 and 0.34 and their comparison with $\alpha = 0.05$ provided this result that there is a significant difference between the follow-up test and both the pretest and posttest. It has been expected that the job burnout in the follow-up test was less than this factor in the pretest and posttest. The obtained results can be seen within the following diagram.

It is worth noting that based on (moderated marginal average) in the above Figure 1, there exists no significant difference between the effectiveness of MBCT and coping with job stress in reducing job burnout; in other words, the effectiveness of both approaches was the same.

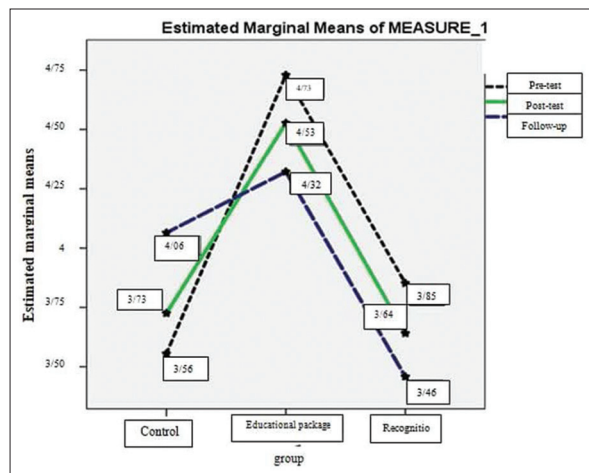


Figure 1: Comparing the marginal average of job burnout variable based on three groups, control, training package, and cognition in three steps of pretest, posttest, and follow-up test

Discussion and Conclusion

Results have shown that both approaches coping with job stress and MBCT had an effect on reducing employee's job burnout. The mentioned effects were stable in a short time, soon after ending sessions as well as in a long time, the next two months after finishing the training sessions. In other phrase, in comparison with the groups which were trained, the control group receiving no intervention experienced job burnout reduction more than the other groups. The comparison of two approaches' effectiveness, which was applied in this research, did not show any significant difference. Actually, both MBCT and coping with job stress had the same effect on reducing employees' job burnout which was cleared in posttest and follow-up test. This result was in line with the results of previous studies as Mohammadi,^[15] (2016), Rastgoo *et al.*^[26] (2016), Motaghedi, *et al.* (2016), Grensman *et al.*^[25] (2018) and Hamilton-West *et al.*^[28] (2018). They have found that when employees are coping with job strains involving job burnout, MBCT has an effect on people's job burnout. It means that by time passage, when they cannot cope with these issues at first they take a negative attitude toward their job and experience exhaustion feeling, lack of motivation, drain energy, fatigue, and emotional exhaustion. Finally, when people do not apply effective coping styles to take away the mentioned feelings, it can be concluded that they cannot be effective and successful in this job because they do not observe any improvement in their job and confront with poor job performance. People usually spend 1.3 of their own time in workplace. The important factors of physical and emotional exhaustion are as job strains, conflicts, and hopelessness.^[34] As Maslach and Leiter^[7] (2016) stated, job burnout reduces an individual's compatibility with stressful factors;

Table 4: The between-subject effect on job burnout variable

Model	Sum square	Degree of freedom	Mean square	F test statistic	Significant level	Effect size Eta-square	Statistical power
Time	1995/055	1	1995/055	8792/66	0/000	0/996	0/001
Time* group	18/145	2	9/073	39/98	0/000	0/672	0/001
P	8/849	39	0/048	—	—	—	—

Table 5: Paired comparison of three groups, control, training package, and cognition, in job burnout variable

Confidence		Sig level	Standard error	Means difference (I-J)	Group (J)	Group (I)
Maximum level	Minimum level					
0/479	0/209	0/000**	0/106	0/744	Training package	Control
0/387	0/124	0/037*	0/102	0/232	Cognition	

** $P \leq 0/001$, * $P \leq 0/05$

Table 6: The Bonferroni test for paired comparison of pretest, posttest, and follow-up based on marginal average

Job burnout (I)	Job burnout (J)	Means difference (I-J)	Standard error	Sig level	Confidence level	
					Minimum level	Maximum level
Follow up	Pretest	-0/197	0/114	0/031*	-0/382	0/087
	Posttest	-0/116	0/119	0/034*	-0/315	-0/082

therefore, an individual cannot be compatibilized with the workplace mental stress, involving physical and emotional exhaustion. This issue would boost self-negative perspective, negative attitude toward the job, and also not the status of having any positive feeling during hard tasks with coworkers that finally cause job burnout. Although both approaches have emphasized individuals cognition and cognitive belief and used relevance techniques in this field, they are effective in reducing job burnout.

Training mindfulness by facilitating positive process evaluation resulted in the increase in pernicious outcomes sourced from stressful conditions; also, through quitting habits of coping with issues, reducing stressful condition of problems (based on combining sprightliness and having clear sight toward experiences) could create positive changes in tolerance and frustration. For indicating the effectiveness of both phenomenological approaches, including coping with job stress and MBCT on job burnout, this fact has been taken into consideration that burnout feeling is a part of people's cognitive personality (resulting from individual's beliefs and cognition). Consequently, both training approaches which were the same in changing cognition are having similar effect on reducing job burnout. The cognitive change forms in MBCT, i.e., participants have been stimulated to see the stressful factor as a challenge not as a threatening status and accept their thoughts without taking side and having any judgment about them. Participants were trained to allow their thoughts to remain unchanged in their mind by the emergence of negative feelings and thoughts. Additionally, some patterns for training decentralization skills and using different methods for processing information were provided to continue cycles of human thought. However, cognitive changes in the phenomenological cognitive approach for coping with stress were formed through a method in which individuals were trained some skills to have more logical thoughts and appose their negative thoughts consciously. In addition, individuals in MBCT are helped to reply the emerged problems and challenges in the workplace during the process their behavior is changing through more effective methods. While changing the health behavioral habit process is a really hard and frustrating duty, taking a nonjudgmental beside the self-compassion through mindfulness helps individuals to change their behavior and reduce job burnout.

To indicate resulted findings regarding the approach to coping with job stress, it can be stated that this training package is provided based on the interview taken with employees of Tam Kar Company. It comprises all employees-related important issues and troubles which induced their job stress. Additionally, the mentioned training package has concentrated on the cognition triangle (thought, feeling, and behavior) and employees

were trained that inefficient cognitive beliefs can affect their reactions and ways of coping with stress; Finally, negative thoughts and inefficient cognitive beliefs bring about their job burnout. Meanwhile, phenomenological training package for coping with stress using the semantics methods and life skills such as emotional management, expressing assertiveness, the ability to say no and lifestyle correction, changing negative habits, and substituting positive habits which are really applicable in daily life. These behavioral alterations which are based on cognitive changes have reduced the job burnout among employees. In other words, the trainings applied in the present research with an effect on different aspects caused reducing job burnout among industrial employees, whereas the phenomenological approach to coping with stress has focused on cognitive reconstruction as well as cognitive and behavioral trainings. Therefore, this therapy made a mutual relationship between experience, feeling, and behavior which create new beliefs and thoughts on the one hand and improve feelings and behaviors on the other hand. This positive cycle would continue in the same manner to be compatible with the behavior of the external world which consequently has its own effect on reducing an individual's job burnout. This approach provides them with useful methods and information about employees' abilities, characteristics, desires, and goals, resulting in increasing job motivation and decreasing their stress regarding job conditions and job burnout. The main reason for this issue is related to making insight and achieving special information regarding personal and occupational characteristics during the administration of training sessions.

Totally, it can be mentioned that regarding the effectiveness of these two approaches on job burnout, no significant difference was reported. Because of this reason and due to the group nature of psychological interventions and concentration of both approaches on cognition and its effect on individuals' performance, doing exercises and particular techniques of each approach during sessions help increasing motivation and individual's changing imagination of occupation and their abilities. These factors are really effective in reducing job burnout. Generally, the assumption is that employees possess behaviors and skills that they have trained before. Therefore, after ending all training sessions, they could learn new behaviors and skills which induced job burnout. Totally, using job stress training package and the method of MBCT and obtaining their significant and positive results on reducing job burnout is a motivation for reaching the research implications which is culturalization for substituting and using counseling training methods as prevention and treatment in emergence or psychological cares for syndromes and disorders associated with this area of health.

The limitations of this research were that each organization was different in terms of role, conventions, management methods, organizational culture, and structures. Because of the mentioned limitations, the fast generalizability of results to all organizations with different structures and aims (industrial, servicing, and trading) and organizations with governmental and nongovernmental structures should be done more cautiously. Furthermore, because training coping with lower level of stress is rarely applied in occupational fields and industrial workplaces to reduce the effects of stressful factors, it seems that this approach can have a great effect on occupational variables. Therefore, it is recommended that more investigation and research would be assigned to this area.

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Conflicts of interest

There are no conflicts of interest.

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