

Another finding of this study is that when depersonalization increases affective commitment, normative commitment increases, too. Then, there is not a negative effect of depersonalization to the organizational commitment. In conclusion, although the personnel of medicine faculty hospital have depersonalization feelings, they keep their organizational commitments at high levels mainly because of their specific occupational characteristics.

In sum, this study revealed the relationship between burnout and organizational commitment. It is considered that quality issues, right service, efficiency, and effectiveness in the health sector make the issues of burnout and organizational commitment more important in today's organizational environment. In that respect, a future study is recommended to research these issues in another sector and groupings.

The results are consistent with the expectation that burnout leads to reduced organizational commitment. Although each of the three aspects of burnout were significantly correlated with organizational commitment, they did not all display a unique relationship with organizational commitment when entered into a multiple regression. The relationship between commitment and depersonalization appears to be redundant with that of the other two aspects of burnout. It may be, as suggested earlier, that the role of depersonalization is in mediating the development of reduced personal accomplishment, and thus it does not have an independent contribution to make to the level of commitment.

This study had several limitations. First, both samples were taken from the same hospital setting. Although this strengthens the comparative aspect of the design by ruling out organizational goals, structure, and other potential confounds, it also restricts the generalizability of these results. Second, the present analyses excluded other potential mediators of burnout, such as supervisory support, co-worker support, job satisfaction, etc. Third, more integrated investigations of these two issues are warranted and further systematic research is needed to explore the dynamics of the interaction between these important constructs among various occupational groups. Even though this study has several limitations, it sheds a light to future research efforts. In the future conducting studies with larger sample sets will contribute to the literature. Especially including organizational behaviour matters -that may affect organizational commitment and burn out to the study may result in more effective results.

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