[The construct validity of an alternative measure of burnout: Investigating the English translation of the Oldenburg Burnout Inventory](https://web-s-ebscohost-com.ezp-prod1.hul.harvard.edu/ehost/pdfviewer/pdfviewer?vid=0&sid=245f7ced-d469-4620-a58d-37a0089ee33d%40redis)

* The most common burnout measure it the Maslach Burnout Inventory(MBI)
* An alternative measure has been developed called the Oldenburg Burnout Inventory(OLBI)
* The paper analyzes the validity of the OLBI measure when translated to English

The term Burnout was first coined in the 1970s by American Psychologists Herbert Freudenberger. However, it was Professor of Psychology Christina Maslach who revolutionized the study in 1981-1982 by concreting the 3 categories that describe burnout:

* Emotional Exhaustion: “over extended and depleted of ones physical resources”
* Reduced Personal Accomplishments: “a decline in feelings of competence or productivity at work”
* Depersonalization: “negative, callous or excessively detached response to various aspects of the job”

Many criticisms have been raised against Maslach and the Maslach Burnout Inventory she developed to identify individuals facing burnout:

* Concerns include:
  + the inclusion of personal accomplishment as a factor in chronic work related stress diagnoses. Some researchers have found that it is an irrelevant and inconsistent predictor
  + the wording of the survey utilizes clusters positive and negatively worded questions into groups. This might lead to an “artificial clustering of factors” that affect the test takers responses
  + the focus on just emotional exhaustion is incomplete. Chronic work stress also challenges ones physicality and cognitive ability. It should also factor physical and cognitive exhaustion

The Oldenburg Burnout Inventory was created to address these concerns. it has only 2 categories:

* Exhaustion
* Disengagement

The OLBI is based on the authors’ findings about the Job Demands-Resources Model, which argues that burnout stems from job demands, but disengagement stems from a lack of support and resources.

**Testing OLBI’s viability:**

* Sample
  + 2431 working adults
  + 1022 males
  + 1409 females
  + average age of 41.65 years

Conclusion:

* “In conclusion, this study provided initial validation evidence of the English-translated version of the Oldenburg Burnout Inventory, a measure designed to address shortcomings with the Maslach Burnout Inventory.”

**Noteworthy statement**

* “Along those lines, one issue in the burnout literature that the OLBI does not resolve is that of clinical cutoff scores for burnout.”