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# Measuring the synergy between emotional exhaustion and the behavior political of managers

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## Abstract

The aim of the study is to investigate the synergy between emotional exhaustion and the strategic behavior political of managers to achieve organizational glue via a statistical set of methods, and the importance relative, and the global empirical analysis through the use of Amos version 23. As a result, there is a correlation between the emotional exhaustion and the political behavior of the managers on the organizational glue. In conclusion, there is a high level of focus by the sample in question to encourage its affiliates to express their personal views in all frankness.

**Keywords:** Emotional exhaustion, organizational glue, behavior.

## Midiendo la sinergia entre el agotamiento emocional y el comportamiento político de los directivos

### Resumen

El objetivo del estudio es investigar la sinergia entre el agotamiento emocional y el comportamiento político y político de los gerentes para

lograr un vínculo organizativo mediante un conjunto estadístico de métodos, y la importancia relativa y el análisis empírico global mediante el uso de la versión 23 de Amos. Como resultado, existe una correlación entre el agotamiento emocional y el comportamiento político de los gerentes en el pegamento de la organización. En conclusión, hay un alto nivel de enfoque por parte de la muestra en cuestión para alentar a sus afiliados a expresar sus opiniones personales con toda franqueza.

**Palabras clave:** Agotamiento emocional, pegamento organizacional, comportamiento.

## **1. INTRODUCTION**

Most organizations have tended to maintain to survival in the business by world addressing overcoming and emotional exhaustion issues, given changes that have taken place. All organizations business strives to achieve the ambitions they have set. Emotional exhaustion is a mechanism important for the organization to address and find solutions appropriate to competitive achieve advantage in a business environment, as well as the uniqueness of these organizations from others. Exhaustion Emotional is the ultimate goal that organizations seek to in address order to improve their financial and competitive position. Exhaustion Emotional issues can be addressed the strategic behavior political of managers through the use of adhesion organizational, so we have to find appropriate solutions, methods and good methods to emotional address exhaustion issues.

## **2. THEORETICAL FRAMEWORK**

### *2.1 Emotional Burnout*

This theme is unique because of the importance of this concept and has been strengthened. Emotional exhaustion is the feeling of exhaustion and exhaustion of the entire emotional energy (Ghorpade et al., 2007). Halbesleben & Buckley (2004) argued that emotional exhaustion refers to the depletion of the emotional resources of workers. Employees who drain their emotions feel that they lack adaptive resources and cannot carry out the tasks entrusted to them. The energy they had to devote to their work has been depleted right (Aldubai et al., 2013). Brotheridge & Grandey (2002) indicate that emotional exhaustion is a set of attitudes that the employee carries toward others, causing him a state of emotional exhaustion.

Brotheridge and Grandey (2002) believe that emotional exhaustion means stress, intense tension, and dissatisfaction. Brotheridge and Grandey (2002) stressed that emotional exhaustion refers to separation or isolation from employment, and exhaustion from work. Emotional exhaustion is a negative response influenced by the work environment describes by Tukaev. Emotional exhaustion as a mechanism of psychological defense in the form of total or partial closure of emotion as a result of physical, emotional, and motivational exhaustion. Lambert believes that emotional exhaustion is an experience of depletion of energy and fatigue from work.

## *2.2 Organizational glue*

The concept of organizational glue is one of the relatively modern concepts that are important in business organizations. Organizational glue is one of the cornerstones in which organizational culture is measured (Adegue, 2012). Evans (1992) concluded that organizational glue is one of the main tasks of management development, and the integration of organizations' and sub-units with each other, which need autonomy. Belias & Koustelios (2014) argued that organizational glue is the basic foundation used by the organization in order to preserve itself and maintain its employees. Igo & Skitmore (2006) believes that organizational glue is the mechanisms and tools that bind and hold the organization, such as cohesion, teamwork, loyalty, commitment, entrepreneurship, flexibility, rules, policies, direction and competitiveness. Organizational glue is the commitment and innovation of the organization to achieve success and to produce unique products and services (Iravani & ShekarchiZade, 2014).

Cheung et al. (2011) describe organizational glue as a method, test or tool through which to assess the level of loyalty of employees towards the organization and to assess the mutual trust built between colleagues in the organization. Tierney argues that organizational glue means the process by which the bonds of love and mutual trust between individuals are strengthened noted. Ahadi (2011) argued that organizational glue refers to the forces and commonalities that bind

members of the organization together. Kaarst et al. (2004) believe that organizational glue is one of the foundations that maintain the cohesion of the organization and direct it towards serving the local community and providing the required jobs. Organizational glue is the cornerstone that maintains the cohesion of the organization through formal rules and policies, loyalty, trust, and a common commitment among individuals engaged in the performance of their assigned business. Kaufman (2013) emphasized that organizational adherence is the way the organization takes to win, gain a good reputation, and succeed (Akbari et al, 2013; Saidi & Siew, 2019) .

### **3. METHODOLOGY**

In light of the objectives of the study, the descriptive study scheme was drawn up, see Figure 1, to express the relationship between the variables of the study. This diagram is a set of correlation and influence relationships between the variables of the study. Independent variable represents emotional exhaustion which is a one – dimensional variable. The dependent variable is the strategic behavior political of managers in dimensions (general political behavior, and move forward, wage policies and promotions). Mediator variable represented by organizational adhesion is a one - dimensional variable.

## 4. RESULTS AND DISCUSSION

### 4.1 The empirical analysis

For the purpose of verifying the structural integrity of the research tool, we must conduct a test of the empirical analysis on the variables of the study, using the empirical analysis, which is one of the applications of the structural modeling equation in the process of identification and testing of the built models and their validity and relevance to the study under consideration, including latent variable variables that represent the assumed dimensions, and the measured or internal variables, which represent the paragraphs (questions), these statements are linked to the dimensions through the arrows moving from the variables inherent to the internal variables.

Table 1: Quality of Conformity Indicators by Structural Modeling Equation

Sr.No.	Indicator	General rule
1	The ratio between the value of $\chi^2$ and degrees of freedom (df)	Less than 5
2	Good Matching Index (GFI)	Greater than 0.90
3	Corrective Matching Corrector (AGFI)	Greater than 0.90
4	From the middle root of the approximate error box (RMSEA)	Between 0.08 - 0.05
5	Comparative Comparison Index (CFI)	Greater than 0.90
6	Standard Conformity Index (NFI)	Greater than 0.90



#### 4.2 Emotional Exhaustion

This section shows the extent to which the AMOS version (23) has been used to analyze the global constructional determinism of emotional exhaustion clauses and thus to calculate the quality indicators of conformity used by the researcher. This confirms that the data extracted from the study sample are consistent with the measurement model of emotional exhaustion. Table (2) shows the quality of conformity indicators related to the emotional exhaustion variable.

Table 2: Match quality indicators related to the emotional exhaustion variable

<b>Indicator</b>	<b>Value of study</b>	<b>The condition of acceptance in the global standards</b>	<b>The researcher's decision</b>
Ratio between square value (x2) and degrees of freedom (df)	522.289 / 132 = 3.957	Less than 5	Accept the form
<b>Absolute Matching Indicators (AFI)</b>			
Good match (GFI)	0.909	Greater than 0.90	Accept the form
Adjusted Corrective Adjustment (AGFI)	0.948	Greater than 0.90	Accept the form
The average root of the approximate error box (RMSEA)	0.065	0.05-0.08	Accept the form
<b>Increased Compliance Indicators (IFI)</b>			
Standard Matching (NFI)	0.915	Greater than 0.90	Accept the form
Comparative matching (CFI)	0.918	Greater than 0.90	Accept the form

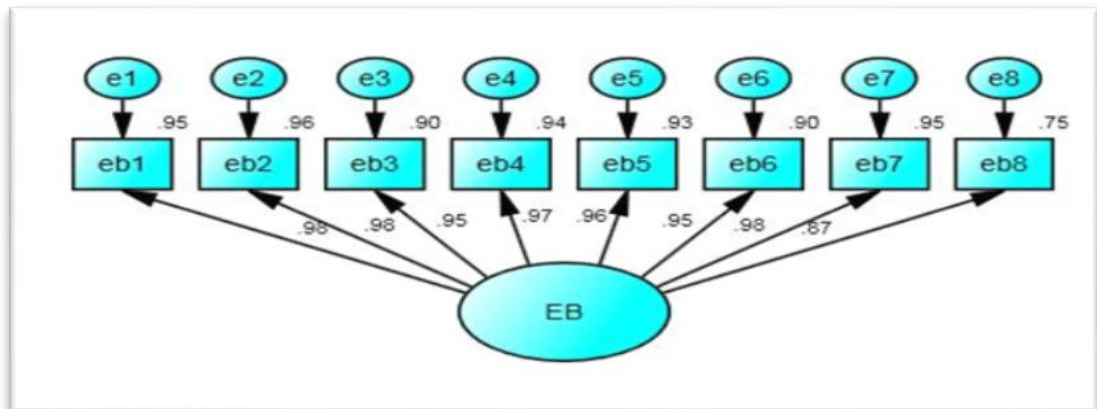


Figure 1: The structural chart of emotional exhaustion paragraphs

Table 3: Standard regression weights (standard deviation box) for the emotional exhaustion variable

Item	Estimate
eb1	<--- EB .976
eb2	<--- EB .979
eb3	<--- EB .946
eb4	<--- EB .967
eb5	<--- EB .965
eb6	<--- EB .948
eb7	<--- EB .977
eb8	<--- EB .867

#### 4.3. Organizational variable of glue

This paragraph shows the extent to which the AMOS version (23) has been used in the analysis of the global structural determination scheme for the paragraphs and distances of the regulatory adhesion, and thus the calculation of the quality of conformity indicators used by the researcher. Figure (1) shows the structural pattern of the adhesion

adhesions, which shows all the paragraphs obtained acceptable standard parameters higher than (0.3). This confirms that the data extracted from the study sample conforms to the measurement model of organizational glue. Table (4) shows the quality of conformity indicators related to the organizational glue variable.

**Table 4: Quality of conformity indicators related to the variable of glue**

<b>Indicator</b>	<b>Value of study</b>	<b>The condition of acceptance in the global standards</b>	<b>The researcher's decision</b>
Ratio between square value (x2) and degrees of freedom (df)	5.245/2=2.6225	Less than 5	Accept the form
<b>Absolute Matching Indicators (AFI)</b>			
Good match (GFI)	0.993	Greater than 0.90	Accept the form
Adjusted Corrective Adjustment (AGFI)	0.963	Greater than 0.90	Accept the form
The average root of the approximate error box (RMSEA)	0.0721	0.05-0.08	Accept the form
<b>Increased Compliance Indicators (IFI)</b>			
Standard Matching (NFI)	0.997	Greater than 0.90	Accept the form
Comparative matching (CFI)	0.998	Greater than 0.90	Accept the form

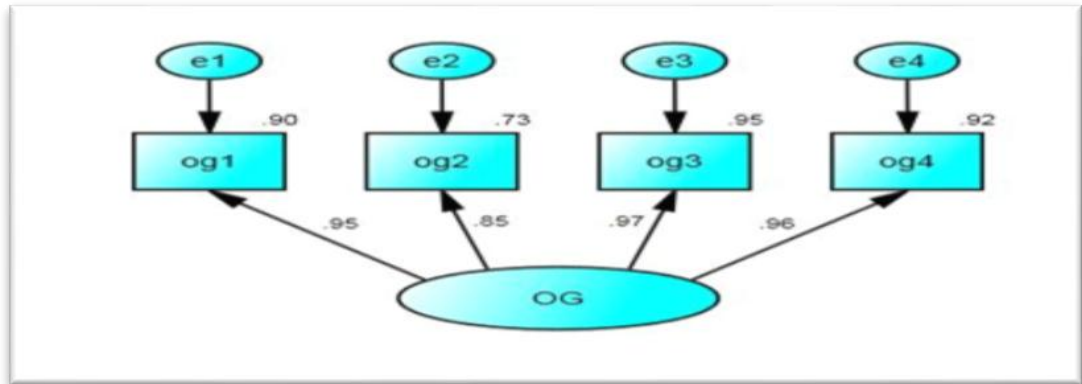


Figure 2: Structural chart of organizational glue clauses

Table 5: Standard slope weights (standard deviation square) for the organizational glue variable

Item			Estimate
<b>og1</b>	<---	OG	.920
<b>og2</b>	<---	OG	.945
<b>og3</b>	<---	OG	.727
<b>og4</b>	<---	OG	.905

#### 4.4 Manager's strategic behavior

This section shows the extent to which AMOS (23) has used the analysis of the global constructional chart for the paragraphs and the dimensions of the political behavior of the managers. This confirms that the data extracted from the study sample conforms to the measurement model of strategic behavior of managers.

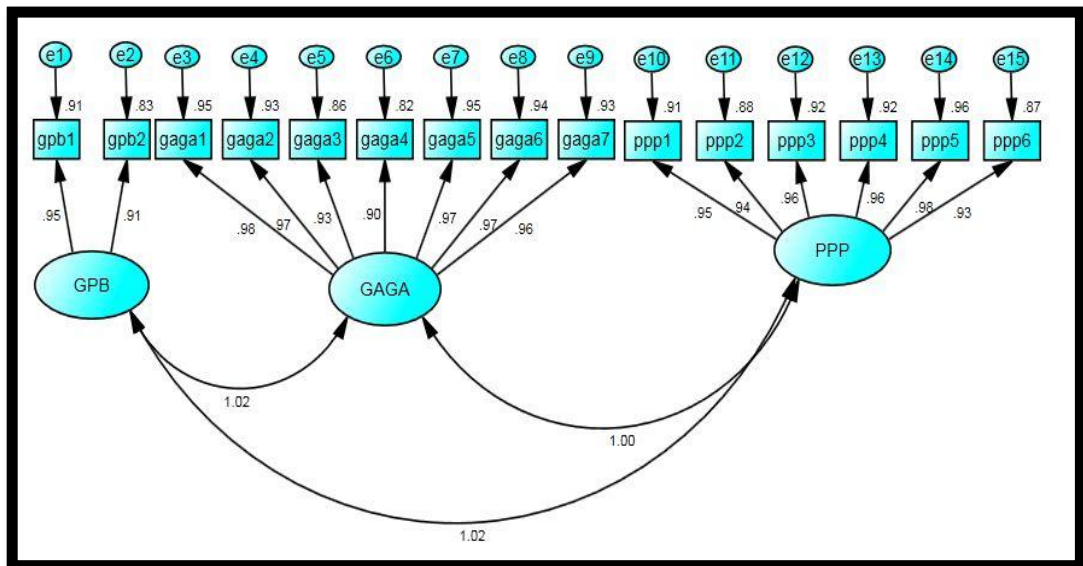


Figure 3: The structural chart of the strategic behavior political of managers

Table 6: Standard slope weights (standard deviation square) for the variable of strategic behavior political of managers

Item		Estimate
gpb1	<---	GPB .954
gpb2	<---	GPB .913
gaga1	<---	GAGA .977
gaga2	<---	GAGA .965
gaga3	<---	GAGA .926
gaga4	<---	GAGA .903
gaga5	<---	GAGA .973
gaga6	<---	GAGA .968
gaga7	<---	GAGA .964
ppp1	<---	PPP .952
ppp2	<---	PPP .940
ppp3	<---	PPP .959
ppp4	<---	PPP .960

<b>ppp5</b>	<---	PPP	.979
<b>ppp6</b>	<---	PPP	.933

All estimates of the constructional model are significant, and the values of C, R are greater than 1.96. This confirms the acceptance of this model.

## 5. CONCLUSIONS

- 1- The results of the research show that there is a correlation between the emotional exhaustion and the political behavior of the managers on the organizational glue, which can be relied upon. The sample must provide methods and methods to ensure that its members commit to an additional effort of the fee of the performance of the work entrusted which leads to maintaining the desired level of this sample.
- 2- There is a clear interest of patients by the sample examined, which is reflected positively, and therefore will lead to satisfaction of patients for the services provided by them.

- 3- There is a clear confirmation by the sample asked to urge its employees to provide their full potential when providing health service at work.
- 4- There is a clear confirmation by the sample to obtain the satisfaction of patients and patients with them.
- 5- The sample examined by the participants confirms the focus on the official rules and policies that maintain the hospital's status among the other hospitals.
- 6- There is a high level of focus by the sample in question to encourage its affiliates to express their personal views in all frankness.
- 7- The sample encourages its employees to develop new ideas even if their opinions differ with the presidents.

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