

Efecto atenuante del compromiso de continuidad asociado a los sacrificios percibidos sobre el burnout: Papel mediador de un clima ético egoísta

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The mitigating effect of commitment to continuity related to perceived sacrifices on burnout: The mediating role of an egoistic ethical climate

Abstract: The relationship between commitment to continuity and burnout has been examined mainly through a unidimensional perspective. Therefore, the aim of this research is to examine how perceived sacrifices (PS), the second subscale of commitment to continuity, relate to burnout considering the mediating effect of an egoistic ethical climate. The sample analyzed consisted of 448 employees assessed through an online survey. The statistical analysis was performed through a simple mediation process. The results showed the buffering role of PS on burnout and the significant mediation of an egoistic ethical climate. In conclusion, the desire to stay in an organization through a strong perception of PS has a positive sequential effect, extrinsic and intrinsic, which protects individual emotions. Additionally, an egoistic ethical climate, based on self-interest, prevents risks and favors control over daily activities that avert excessive emotional exhaustion. This study is particularly relevant as it is one of the first to analyze the relationship between PS and burnout through a specific ethical climate such as the egoistic ethical climate.

Keywords: Commitment to continuity; perceived sacrifices; egoistic ethical climate; emotional exhaustion; depersonalization; burnout.

Resumen: La relación entre el compromiso de continuidad y el burnout ha sido estudiada fundamentalmente desde una perspectiva unidimensional. Por ello, el objetivo de esta investigación fue examinar cómo los sacrificios percibidos (PS), segunda subescala del compromiso de continuidad, se relacionan con el burnout teniendo en cuenta el efecto mediador de un clima ético egoísta. La muestra fue de 448 empleados que se evaluaron mediante una encuesta online. El análisis estadístico se realizó a través de un proceso de mediación simple. Los resultados evidenciaron el papel amortiguador de los PS sobre el burnout y la mediación significativa de un clima ético egoísta. En definitiva, el querer permanecer en una organización a través de una fuerte percepción de los PS tiene un efecto secuencial positivo, extrínseco e intrínseco, que protege las emociones individuales. Además, un clima ético egoísta, fundamentado en el interés propio, evita riesgos y propicia un control sobre las actividades diarias que impide un desgaste emocional excesivo. Este estudio es especialmente relevante ya que es uno de los primeros en analizar la relación entre los PS y el burnout a través de un clima ético específico como el egoísta.

Palabras clave: Compromiso de continuidad; sacrificios percibidos; clima ético egoísta; agotamiento emocional; despersonalización; burnout.

Introducción

Las circunstancias que fortalecen o ponen en peligro el estado emocional del empleado siguen siendo un interrogante para muchas organizaciones. En ese sentido, el enfoque organizacional es clave pues sus políticas,

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