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Exploring the Effect of Sport Employee Identification on Burnout Among Employees in Competitive Sport Settings

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Employee burnout is an increasingly popular topic in research and has been studied in many industries. Burnout occurs when employees are continually faced with stressors related to their work, which can have negative personal and organizational implications. Working in the sport industry presents unique challenges for employees. Factors such as excessive and non-traditional hours and interacting with emotional fans create a distinctive employment experience that can stimulate the development of burnout. Sport employee identification (SEI) provides a theoretical understanding of how an employee identifies with the organization for which they work, which may improve their mental well-being. The purpose of this thesis was to explore if SEI mediated the relationship between known antecedents and burnout among employees in competitive sport organizations. The results of this study indicate that SEI heightens the tendencies of workaholism and lessens the effect of surface acting on burnout. This study broadens what is known regarding the benefits of SEI on competitive sport employees, particularly as it applies to burnout.