Abstract
Our work concerns the psychometric evaluation of the Polish version of a self-report questionnaire to measure burnout. Although the Maslach Burnout Inventory (MBI) is the most commonly employed measure of burnout, researchers have been troubled by some of its psychometric limitations. The aim of this study is to examine the MBI-GS factor structure in three occupational groups (both within the human services sector and elsewhere), and to evaluate its reliability (internal consistency). In evaluating factorial validity, we carried out an exploratory analysis and a number of confirmatory analyses. An additional aim was to explore the relationships between biographic characteristics (gender, age, work experience, employment level, and occupation) and burnout.

The results of the confirmatory analyses show that all three models fit the data almost equally, both in the total sample (N=929) and in the separate occupational groups, and that the fit of the three-factor solution appears to be somewhat better than that of the one- and two-factor solutions. When the initial model failed to fit the data well, we had to eliminate two items with weak reliability. The results then confirmed the factorial validity of the MBI-GS—as expected, the MBI-GS consists of three scales that are moderately correlated.

Sample
The research, which was carried out during 2009 and the first half of 2010, involved 1,016 employees of Polish firms. Complete deletion of missing values on burnout subscales and outliers yielded a final sample of 839 participants. The respondents ranged in age from 19 to 66 years, with an average age of 35 (SD = 10.94). Women comprised 55% of the sample, and men 45%. They were all working people, with various career lengths (ranging from half a year to 45 years, although 3–5 years was the largest interval, accounting for 24% of participants). The women were on average a little bit older than the men, and connected with this, they had also had longer careers—the average age of the surveyed women was 36, while for men this figure was 34 (t(847) = 2.3, p < 0.01). Polish statistical office (GUS) data indicate that in Poland, men predominate among employees of firms. Listwise deletion of missing values on burnout subscales and outliers yielded a final sample of 839 participants.

Results
Our psychometric results confirm the factorial validity of the MBI-GS—as expected, the MBI-GS consists of three scales that are moderately correlated. The three-factor structure of the MBI-GS (with minor modifications) was validated. The three-dimensional model fit increased when items MG6 and MG13 were omitted, providing a mediocre but acceptable fit. These results indicated that the proposed three-factor structure of the MBI-GS based on 14 items could be replicated in the total sample, as well as across different occupations.

Sample structure

<table>
<thead>
<tr>
<th>Kind of job</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Data</td>
<td>436</td>
<td>397</td>
<td>833</td>
</tr>
<tr>
<td>Sex</td>
<td>66.3%</td>
<td>54.6%</td>
<td>60.0%</td>
</tr>
<tr>
<td>Age</td>
<td>35.9%</td>
<td>35.9%</td>
<td>35.9%</td>
</tr>
<tr>
<td>Total</td>
<td>839</td>
<td>839</td>
<td>1678</td>
</tr>
</tbody>
</table>

Group
Between the individual professional groups, there were significant differences in the level of burnout in the exhaustion (F(2, 850) = 4.48, p < 0.01) and cynicism (F(2, 850) = 3.1, p < 0.05). In this subgroup there were no differences between the sexes in the level of burnout in any of the dimensions subscales occurred. As the post hoc analyses carried out using Tukey's HSD test showed, production workers significantly differred from the two remaining groups in feeling more exhausted (MEXhaustion = 2.71, SD = 1.36), as did those who work with data (MEXhaustion = 2.3, SD = 1.21); the same was true for cynicism (MCynicism = 2.13, SD = 1.22, MCynicism = 1.85, SD = 1.14). These professional groups did not however differ significantly in their feeling of professional efficacy.

Social services workers
The group of social services workers does not differ from the remaining two groups in its level of burnout, which confirms the assumption that professional burnout does not so much result from the specific nature of working with people, but rather from a mismatch between the work and the worker.

Conclusion B

This study provided support for the three-factor structure of the MBI-GS in a Polish sample of three different occupational groups, confirming the cross-national validity of this instrument, and demonstrating that burnout is not limited to human service professions. Given the results of this study, we can recommend the Polish version of the MBI-GS (based, however, on only 14 items) to assess burnout across occupations.

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