Reviewer's report

Title: Understanding burnout according to individual differences: ongoing explanatory power evaluation of two models for measuring burnout types

Version: 4 Date: 31 August 2012

Reviewer: Pedro Gil-Monte

Reviewer’s report:

The authors have carried out an interesting work to improve the study. They have properly handled many shortcomings identified in the previous version. However, some flaws remain, and they must be properly handled.

1. I agree with the Farber's typology of burnout. I think this author has developed an interesting approach to burnout. The paper considers properly the model developed by Farber, but it incorporates a confusing approach because it is taking into consideration stressors as symptoms of burnout. Maybe the problem is coming from the questionnaire applied -i.e., BCSQ-12 and BCSQ-36.

According the paper “burnout is the results of prolonged exposure to chronic stressors in the workplace” (p. 3, #3, lin. 2-3), but it considers overload and other stressors as symptoms of burnout evaluated by the BCSQ-12. Some variables are being considered as both predictors and symptom for the same phenomenon -i.e., burnout. Relations between theoretical background and Measurement section are confusing.

Both, theoretical and empirical relationship between stressors (e.g., overload) and burnout symptoms remains confused. The authors should continue working to improve the document, and to clarify the relation between theory (i.e., model) and instruments -i.e., BCSQ.

2. The reviewed version has included a new variable related to burnout –i.e., feelings of guilt (p. 3, #3). This is a relevant improvement for this paper, because previous studies (Gil-Monte, 2012) have analyzed the relationship between burnout and feelings of guilt in a similar way to the proposal of this study -i.e. taking into consideration the typological approach of Farber. The relation between guilt, burnout, and the typology of burnout according the Farber model must be incorporated in the Discussion section. In this way the model increases the explanatory power of the burnout, and the paper improves the contribution to the advance of the knowledge on burnout.

Reference:

Level of interest: An article whose findings are important to those with closely
related research interests

Quality of written English: Acceptable

Statistical review: Yes, and I have assessed the statistics in my report.

Declaration of competing interests:

'I declare that I have no competing interests'