Zaključak: Iako doprinos svih skupina varijabli uključenih u regresijsku analizu nije statistički značajan, utvrđeno je nekoliko samostalnih statistički značajnih prediktora različitih dimenzija sagorijevanja na poslu, a to su: spol, dob, roditeljstvo, strategija suočavanja sa stresom konfrontacijom i samokontrola te interakcijska pravednost.

Ključne riječi: Stres, demografske varijable, strategije suočavanja sa stresom, sindrom sagorijevanja, organizacijska pravednost

BURNOUT AT WORK, COPING STRATEGIES AND EXPERIENCE OF ORGANIZATIONAL JUSTICE IN EMERGENCY EMPLOYEES

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Abstract
Introduction: Burnout syndrome indicates prolonged exhaustion, reduced professional efficiency and reduced interest in the business.
Objectives: The aim of this research was to study the relation between burnout syndrome and demographic variables (age, sex, education, marital status, parenting) and subjective health assessment. The research has tried to establish whether the burnout syndrome was related to stress coping strategies and the perception of organisational justice and to study whether demographic variables, subjective health assessment, stress coping strategies and perception of organisational justice are significant burnout syndrome predictors.
Methods: The research covered 122 participants. The following instruments were used: Demographic Data Survey, Christine Maslach (2012) Burnout Inventory- Human Services Survey, Folkman and Lazarus Ways of Coping Questionnaire (2012), Perceived Organizational Justice Scale.
Results: No statistically significant relation has been detected between burnout dimensions and age, education or marital status. Dimensions organizational justice is significantly negatively correlated to depersonalisation. The results of hierarchical regression analysis have shown the significant negative predictors of depersonalization are: confrontive coping and interactional justice, while statistically significant negative predictor of emotional exhaustion are parenting. Finally, the positive predictors of personal accomplishment are age and sex, and the negative predictor is self-control strategy.
Conclusion: Although the contribution of all variable groups included in the regression analysis is not statistically significant, several independent statistically significant predictors of different burnout syndrome dimensions have been found: sex, age, parenting, coping strategies by confrontation and self-control and interactional justice.

Key words: stress, demographic variables, coping strategies, burnout syndrome, organisational justice