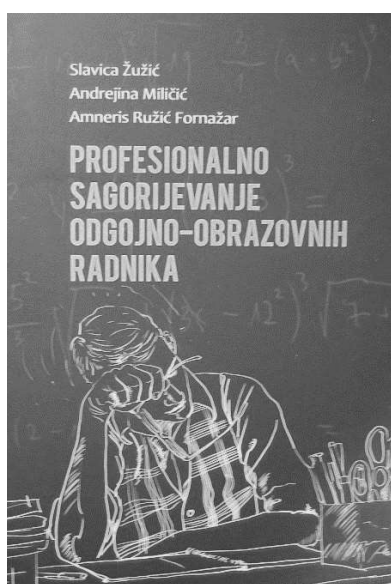


BOOK REVIEW
**PROFESSIONAL BURNOUT OF
EDUCATIONAL WORKERS**

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The book *Profesionalno sagorijevanje odgojno-obrazovnih radnika* is the authorship of three educators: Slavica Žužić, Andrejina Miličić and Amneris Ružić Fornadžar. The current topic of professional burnout is thematically divided into six chapters. The book begins with an introductory part and ends with information about the authors. In addition to the theoretical part, each chapter also consists of an empirical part, i.e. research that educational workers like educators, teachers, professors, professional associates and principals took part in. The majority of subjects is from the Republic of Croatia, and to a lesser extent from European countries. At the end of each chapter there are questions that open the possibility for readers to question themselves through the prism of their profession.

In the first chapter (*Pojam profesionalnog sagorijevanja*, The concept of professional burnout), the authors conceptually define the *burnout syndrome*, i.e. professional burnout, defining it according to the eminent theorists of this syndrome. They single out Maslach and her conceptual definition of professional burnout as a syndrome of emotional exhaustion, depersonalization and diminished personal and professional achievement.

In the second chapter (*Profesija odgojno-obrazovnih radnika*, Profession of educational workers), the authors deal with the issue of profession, distinguishing profession from occupation, and determining the teaching profession. The empirical part brings the interpretation of the profession towards stakeholders in educational practice, as well as the examination results concerning subjects' job satisfaction.

The third chapter (*Čimbenici profesionalnog sagorijevanja*, Factors of professional burnout) explains the causes of professional burnout, highlighting stress as the main factor, along with the remaining internal and external factors. In the empirical part, stress factors are ranked according to the testimony of educational workers. The first factor is more and more problems with children/students, followed by high job responsibility, exposure to constant changes in educational policy, inability to harmonize different requirements, inadequate working conditions, time pressure, demands and control of superiors, reduced investment in education, inadequate educational plans and programs, misunderstanding of colleagues and parents, and relatively low salaries.

The fourth chapter (*Simptomi profesionalnog sagorijevanja*, Symptoms of professional burnout) presents the classification of *burnout syndrome* symptoms according to Burisch, and the authors' position on four groups of burnout symptoms, i.e. the existence of the following symptoms: physical, emotional, mental and behavioural symptoms. Each symptom is accompanied by the results of the educational subjects' testimonies, as well as

explanations of the claims that referred to the examination of these symptoms.

The fifth chapter (*Prevenција profesionalnog sagorijevanja*, Prevention of professional burnout) explains human behaviour through the ten axioms of choice theory according to Glasser, followed by ranked responses of subjects and their behaviours in stressful situations. In addition, the opinions of the subjects on the measures of prevention of professional burnout are presented, whereby open communication takes the first place. The chapter also contains a schematic presentation of the prevention model with three groups: individual, institutional and social group, and recommendations for the prevention of professional burnout that relate to overcoming stress in everyday life and at work.

The sixth chapter (*Metodologija istraživanja*, Research Methodology) presents the instruments of the conducted research, explains the subject, goal and tasks of the research that are the basis of the theoretical part of this book. The sample of subjects that are grouped into seven groups, which includes 721 subject, is also

concisely explained. The processing of the collected data is also explained at the end of the chapter.

This book has contributed to a better understanding of the professional burnout of educators through a theoretical and empirical approach. It provides an extremely detailed theoretical overview of the professional burnout phenomenon, but also the results of the conducted research, mostly in the Croatian context. The book will provide everyone, regardless of their profession, with answers about the factors and symptoms of professional burnout. At the same time, it will serve as a guide for all those who seek to help and who deal with the prevention of this syndrome. The book provided a foundation and opened the possibility of conducting further research, also at the level of higher education.

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