

**‘Specialization in ICTs and Special Education: Psychopedagogy of Integration’  
Postgraduate Program  
DEMOCRITUS UNIVERSITY OF THRACE Department of Greek Philology  
in collaboration with  
NCSR DEMOKRITOS Informatics and Telecommunications Institute**

**BURNOUT AMONG SPECIAL EDUCATORS OF STUDENTS WITH  
MENTAL RETARDATION**

VLACHAKI ELENI

POSTGRADUATE  
THESIS

SUPERVISORY COMMITTEE

1. Ζωή Γαβριηλίδου  
Καθηγήτρια Τ.Ε.Φ. Δ.Π.Θ.
2. Διονύσιος Λουκέρης  
Συνεργαζόμενος Ερευνητής, Ι.Π.&Τ. Ε.Κ.Ε.Φ.Ε. ΔΗΜΟΚΡΙΤΟΣ
3. Αγάθη Σταθοπούλου  
Συνεργαζόμενη Ερευνήτρια, Ι.Π.&Τ. Ε.Κ.Ε.Φ.Ε. ΔΗΜΟΚΡΙΤΟΣ

ATHENS 2018

**Abstract**

The present study examines the levels of burnout among special educators of students with mental retardation and the relationship between gender, age, marital status, work experience, training, initial personal career prospects and the degree of burnout experienced by teachers of mental retardation students. The survey was distributed in a sample of 64 special education teachers working with mental retardation students in public schools. The data was collected by using the Maslach Burnout Inventory (M.B.I.-E.S.). The results indicated that special education teachers experience middle levels of emotional exhaustion, low levels of depersonalization and middle levels of personal achievement. Gender, marital status, training and initial personal career prospects were found to have significant correlation with special educators' burnout. In addition, the results showed that there is not significant correlation between teachers' age or work experience and the three dimensions of burnout.

**Keywords:** burnout, special educators, mental retardation.

## References

- Abel, M.H., & Sewell., J. (1999). Stress and Burnout in Rural and Urban Secondary School Teachers. *The Journal of Educational Research*, 92 (5), 287-293.
- Αβεντσιάν-Παγοροπούλου, Α., Κουμπιάς, Ε., & Γιαβρίμης, Π. (2002). Σύνδρομο επαγγελματικής εξουθένωσης: Το χρόνιο άγχος των δασκάλων και η μετεξέλιξή του σε επαγγελματική εξουθένωση. *Μέντορας*, 5, 103-127.
- Αβραμίδης, Η., & Καλύβα, Ε. (2006). *Μέθοδοι Έρευνας στην Ειδική Αγωγή: Θεωρία και Εφαρμογές*. Αθήνα : Παπαζήσης.
- Anderson, M.B., & Iwanicki, E.F. (1984). Teacher motivation and its relationship to burnout. *Educational Administration Quarterly*, 20, 109-132.
- Antoniou, A.S. (1999). Personal traits and professional burnout in health professionals. *Archives of Hellenic Medicine*, 16 (1), 20-28.
- Antoniou, A.S., Polychroni, F. & Walters, B. (2000). Sources of stress and professional burnout of teachers of special educational needs in Greece. *Paper presented at International Special Education Congress 2000, 24-28, July 2000, 1-11.U.K.:* University of Manchester.
- American Psychiatric Association (2000). *Diagnostic and Statistical Manuals of Mental Disorders* (4th ed.). Washington, DC: APA.
- Bakker, A.B., Demerouti, E., & Euwema, M.C. (2005). Job Resources Buffer the Impact of Job Demands on Burnout. *Journal of Occupational Health Psychology*, 10 (2), 170-180.
- Bakker, A.B., Hakanen, J. , Demerouti, E., & Xanthopoulou, D. (2007). Job resources boost work engagement, particularly when job demands are high. *Journal of Educational Psychology*, 99 (2), 274–284.
- Banks, S., & Necco, E. (1990). The effects of Special Education Category and Type Training on Job Burnout in Special Education Teachers. *Teacher Education Division of the Council for Exceptional Children*, 13 (3), 187-191.

- Beck, C.L., & Gariulo, R.M. (1983). Bourn out in teachers of retarded and not retarded children. *Journal of educational research*, 76, 169-173.
- Beres, K.A., Kaufman, A.S., & Perlman, M.D. (2000). Assessment of child intelligence. In G. Goldstein & M. Hersen (Eds.), *Handbook of psychological assessment*, 3rd Edition, 65-96.
- Betoret, F.D. (2006). Stressors, Self-Efficacy, Coping Resources, and Burnout among Secondary School Teachers in Spain. *Educational Psychology*, 26, 519-539.
- Billingsley, B.S. (1993). Teacher retention and attrition in Special and General Education: A critical review of the literature. *The Journal of Special Education*, 27, 137-174.
- Billingsley, B.S., Carlson, E., & Klein, S. (2004). The working conditions and induction support of early career serial educators. *Exceptional Children*, 70, 333-347.
- Brissie, J.S., Hoover, K.V., & Bassler, O.C. (1998). Individual, Situational Contributors to Teacher Burnout. *The Journal of Educational Research*, 82 (2), 106-112.
- Boe, E.E., Bobbitt, S.A., & Cook, L.H. (1997). Retention, reassignment, migration and attrition of Special and General Education teachers in national perspective. *The Journal of Special Education*, 30, 371-389.
- Burke, R.J., & Greenglass, E. (1993). Work stress, role conflict, social support and psychological burnout among teachers. *Psychological reports*, 73 (2), 371-380.
- Burke, R.J., Greenglass, E.R., & Schwarzer, R. (1996). Predicting teacher Burnout over time: Effects of work stress, social support and self-doubts on Burnout and its consequences. *Anxiety, Stress and Coping*, 9, 261-275.
- Byrne, B.M. (1993). Testing the factorial validity and invariance across elementary, intermediate and secondary teachers. *Journal of Occupational Psychology*, 66, 197-212.
- Byrne, B.M. (1994). Burnout: Testing for the validity, replication, and invariance of causal structure across elementary, intermediate, and secondary teachers. *American Educational Research Journal*, 31, 645-673.

- Calderhead, J. (2001). Handbook of research on teaching. In V. Richardson (Ed.), *International experiences of teaching reform* (4th ed.). Washington, DC: American Educational Research Association.
- Carmona, C., Bunk, A.P., Peiró, J.M., Rodríguez, I. & Bravo, M.J. (2006). Do social comparison and coping styles play a role in the development of burnout? Cross-sectional and longitudinal findings. *Journal of Occupational and Organizational Psychology*, 79 (1), 85-99.
- Carson, R.L. (2006). Exploring the episodic nature of teacher's emotions as it relates to teacher burnout. *Purdue University Press Journals*. Ανακτήθηκε την 26/04/2018, από <https://search.proquest.com/docview/305265960>.
- Chan, D.W. (2003). Hardiness and its role in the stress–burnout relationship among prospective Chinese teachers in Hong Kong. *Teaching and Teacher Education*, 19, 381-395.
- Chang, M.L. (2009). An appraisal perspective of teacher burnout: Examining the emotional work of teachers. *Educational Psychology Review*, 21, 193-218.
- Chung, M.C., & Harding, C. (2009). Investigating burnout and psychological wellbeing of staff working with people with intellectual disabilities and challenging behaviour: the role of personality. *Journal of Applied Research in Intellectual Disabilities*, 22, 549-560.
- Constable, J.F., & Russell, D.W. (1986). The effect of social support and the work environment upon burnout among nurses. *Journal of Human Stress*, 12 (1), 20-26.
- Cooper, C.L. (1985). The stress of work: An overview. *Aviation Space and Environmental Medicine*, 56 (7), 627-632.
- Cortes, C.L., & Dougherty, T.W. (1993). A review and integration of research on Job Burnout. *Academy of Management Review*, 18, 621-656.
- Day, C., & Leitch, R. (2001). Teachers' and teacher educators' lives: The role of emotion. *Teaching and Teacher Education*, 17 (4), 403-415.

- Dekker, S.A., & Schaufeli, W.B. (1995). The effects of job insecurity on psychological health and withdrawal: A longitudinal study. *Australian Psychologist*, 30 (1), 57-63.
- Eichinger, J. (2000). Job Stress and Satisfaction among Special Education Teachers: Effects of gender and social role orientation. *International of Disability, Development and Education*, 47, 399-412.
- Embich, J.L. (2001). The relationship of secondary special education teachers' roles and factors that lead to professional burnout. *Teacher Education and Special Education*, 24 (1), 58-69.
- Evans, B.K., & Fisher, D.G. (1993). The nature of burnout: A study of the three-factor model of burnout in human service and non-human service samples. *Journal of Occupational Psychology*, 66, 29-38.
- Evers, W.J.G., Brouwers, A. & Tomic, W. (2002). Burnout and self-efficacy: a study on teachers' beliefs when implementing an innovative educational system in the Netherlands. *British Journal of Educational Psychology*, 72 (2), 227-243.
- Farber, B.A. (1984). Stress and burnout in suburban teachers. *Journal of Educational Research*, 77, 325-331.
- Farber, B.A. (1991). *Crisis in education: Stress and burnout in American teachers*. San Francisco, CA: Jossey-Bass.
- Friedman, I. A. (1991). High and low burnout schools: School culture aspects of teacher burnout. *Journal of Educational Research*, 84, 325-333.
- Friedman, I.A., & Farber (1992). Professional self-concept to teacher burnout. *Journal of Educational Research*, 88 (5), 281-292.
- Friedman, I.A. (1995). Student Behavior Patterns Contributing to Teacher Burnout. *The Journal of Educational Research*, 88 (5), 281-189.
- Friedman, I.A. (2003). Self-efficacy and burnout in teaching: The importance of interpersonal-relations efficacy. *Social Psychology of Education*, 6, 191-215.
- Fore, C., Martin, C., & Bender, W. (2002). Teacher Burnout in Special Education: The causes and the recommended solutions. *High School Journal*, 86, 36-45.

- Freudenberger, H.J. (1974). Staff burnout. *Journal of Social Issues*, 30, 159-165.
- Gardner, H. (1983). *Frames of Mind: A Theory of Multiple Intelligences*. New York: Basic Books.
- Guglielmi R. S., & Tatrow, K. (1998). Occupational Stress, Burnout, and Health in teachers: A methodological and theoretical analysis. *Review of Educational Research*, 68 (1), 61-99.
- Gold, Y. (1985). Does teacher burnout begin with student teaching? *Education*, 105, 254-257.
- Hakanen, J., Bakker, A.B., & Schaufeli, W.B. (2006). Burnout and work engagement among teachers. *Journal of School Psychology*, 43, 495–513.
- Hall, B.W., Pearson, L., & Carroll, D. (1992). Teachers' long-range teaching plans: a discriminant analysis. *Journal of Educational Research*, 85, 221–225.
- Hastings, R.P., & Brown, T. (2002). Behavioral knowledge, casual beliefs and selfefficacy as predictors of special educators' emotional reactions to challenging behaviors. *Journal of Intellectual, Disability Research*, 46, 144-150.
- Hastings, R.P., Horne, S., & Mitchell, G. (2004). Burnout in direct care staff in intellectual disability services: a factor analytic study of the Maslach Burnout Inventory. *Journal of Intellectual Disability Research*, 48, 268-273.
- Hendrickson, B. (1979). Teacher Burnout: How to Recognize it? What to do about it. *Learning*, 7 (5), 37-39.
- Hoffman, S., Palladino, J.M., & Barnett, J. (2007). Compassion fatigue as a theoretical framework to help understand Burnout among Special Education Teachers. *Journal of Ethnographic & Qualitative Research*, 2 (1), 15-22.
- Hogan, L.H., & McKnight, M.A. (2007). Exploring burnout among university online instructors: An initial investigation. *Internet and Higher Education*, 10, 117-124.
- Hughes, R.E. (2001). Deciding to Leave but Staying: Teacher Burnout, Precursors and Turnover. *International Journal of Human Resource Management*, 12 (2), 288–98.

- Kahn, J.H., Schneider, K.T., Jenkins, T M., & Moyle, L. (2006). Emotional social support and job burnout among high-school teachers: Is it all due to dispositional affectivity? *Journal of Organizational Behavior*, 27, 793-807.
- Kalyva, E. (2013). Stress in Greek primary schoolteachers working under conditions of financial crisis. *Europe's Journal of Psychology*, 9, 104-112.
- Κάμτσιος, Σ, & Λώλης, Θ. (2006). Βιώνουν οι Έλληνες εκπαιδευτικοί την επαγγελματική εξουθένωση; Ο ρόλος των δημογραφικών χαρακτηριστικών και των καθημερινών στρεσογόνων ερεθισμάτων. *Επιστημονική Επετηρίδα του Παιδαγωγικού Τμήματος Νηπιαγωγών της Σχολής Επιστημών Αγωγής του Πανεπιστημίου Ιωαννίνων*, 9, 40-87.
- Καντάς, Α. (1996). Το σύνδρομο της επαγγελματικής εξουθένωσης στους εκπαιδευτικούς και σε εργαζόμενους σε επαγγέλματα υγείας και πρόνοιας. *Ψυχολογία*, 3 (2), 71-85.
- Karasek, R. A. (1979). Job demands, job decision latitude, and mental strain: Implications for job redesign. *Administrative Science Quarterly*, 24, 285-307.
- Kokkinos, C.M. (2006). Factor structure and psychometric properties of the Maslach Burnout Inventory-Educators survey among elementary and secondary teachers in Cyprus. *Stress and Health*, 22 (1), 25-33.
- Κόκκινος, Κ.Μ., & Δαβάζογλου, Α. (2006). Επαγγελματική εξουθένωση σε εκπαιδευτικούς Ειδικής και Γενικής Πρωτοβάθμιας Εκπαίδευσης. Στο Ε. Φιάκα, Α. Γαγάτσης, Ι. Ηλία & Μ. Μοδέστου (Επιμ.), 9<sup>ο</sup> Συνέδριο Παιδαγωγικής Εταιρείας Κύπρου, 2-3 Ιουνίου 2006, 1065-1074. Λευκωσία: Πανεπιστήμιο Κύπρου.
- Kokkinos, C.M. (2007). Job stressors, personality and Burnout in primary school teachers. *British Journal of Educational Psychology*, 77, 229-243.
- Kokkinos, C.M. & Davazoglou A.M. (2009). Special education teachers under stress: evidence from a Greek national study. *Educational Psychology*, 29 (4), 407-424.
- Κολιάδης, Ε., Μυλωνάς, Κ.Λ., Κουμπιάς, Ε., Τσιναρέλης, Γ., Βαλσάμη, Ν., & Βάρφη, Β. (2003). Το Σύνδρομο της επαγγελματικής εξουθένωσης σε εκπαιδευτικούς της Πρωτοβάθμιας και της Δευτεροβάθμιας Εκπαίδευσης. Στο Α. Παππάς, Α. Τσιπλητάρης, Κ. Χάρης, Ν. Πετρουλάκης, Σ. Νικοδήμος, & Ν. Ζούκης (Επιμ.),

- Πρακτικά, 2<sup>ο</sup> Πανελλήνιο Συνέδριο της Παιδαγωγικής Εταιρείας Ελλάδος, Ελληνική Παιδαγωγική και Εκπαιδευτική Έρευνα, Β' Τόμος, 282-297. Αθήνα: Ατροπός.
- Κουστέλιος, Α., & Κουστέλιου, Ι. (2001). Η επαγγελματική ικανοποίηση και επαγγελματική εξουθένωση στην εκπαίδευση. *Ψυχολογία*, 1, 30-39.
- Kozak, A., Kersten, M., Schillmoller, Z., & Nienhaus, A. (2013). Psychological workrelated predictors and consequences of personal burnout among staff working with people with intellectual disabilities. *Research in Developmental Disabilities*, 34, 102-115.
- Κρουσταλάκης, Χ. (1994). *Παιδιά με ιδιαίτερες ανάγκες στην οικογένεια και το σχολείο – Ψυχοπαιδαγωγική παρέμβαση για μια συμβουλευτική γονέων και εκπαιδευτικών*. Αθήνα: Λύχνος.
- Lazarus, L. (2006). Occupational stress, negative affectivity and physical health in Special and General Education Teachers in Greece. *British Journal of Special Education*, 33, 204-209.
- Leiter, M.P., & Maslach, C. (1988). The impact of interpersonal environment on burnout and organizational commitment. *Journal of Organizational Behavior*, 9, 297-308.
- Leung, D.Y.P., & Lee, W.W.S. (2006). Predicting intention to quit among Chinese teachers: differential predictability of the component of burnout. *Anxiety, Stress, Coping*, 19, 129–141.
- Λινάρδης, Α., Παπαγιαννόπουλος, Κ., & Καλησπεράτη, Ε. (2011). *Η Διαδικτυακή έρευνα. Πλεονεκτήματα, μειονεκτήματα και εργαλεία διεξαγωγής διαδικτυακών ερευνών*. Αθήνα: Εθνικό Κέντρο Κοινωνικών Ερευνών.
- Macan, T.H. (1994). Time management: Test of a process model. *Journal of Applied Psychology*, 79 (3), 381-391.
- Macdonald, D. (1999). Teacher attrition: A review of literature. *Teaching and Teacher Education*, 15, 835-848.
- Male, D.B., & May, D. (1997). Stress, burnout and workload in teachers of children with special educational needs. *British Journal of Special Education*, 24 (3), 133-140.

- Maslach, C., & Jackson, S.E. (1981a). *Maslach Burnout Inventory*. Palo Alto, CA: Consulting Psychologists Press.
- Maslach, C., & Jackson, S.E. (1981b). The measurement of experienced Burnout. *Journal of Occupational Behavior*, 2, 99-113.
- Maslach, C., Jackson S.E., & Leiter M.P. (1985). The Role of Sex and Family Variables in Burnout. *Sex Roles*, 12, 837-851.
- Maslach, C., & Jackson S.E. (1986). *Maslach Burnout Inventory* (2<sup>nd</sup> ed.). Palo Alto, CA: Consulting Psychologists Press.
- Maslach, C. (1989). Stress, Burnout and Workaholism. In R. Gilburg (Eds.), *Professionals in Distres*, 53-75. Washington: American Psychological Association.
- Maslach, C., & Schaufeli, W.B. (1993). Historical and conceptual development of Burnout. In W.B. Schaufeli, C. Maslach & T. Marek (Eds.), *Professional Burnout: Recent developments in theory and research*, 19-32. Washington, DC: Taylor & Francis.
- Maslach, C., Jackson S.E., & Leiter M.P. (1996). *Maslach Burnout Inventory* (3<sup>rd</sup> ed.). Palo Alto, CA: Consulting Psychologists Press.
- Maslach, C., Jackson S.E., & Schwab, R.L. (1996). *Maslach Burnout Inventory – Educators Survey* (MBI-ES). In C. Maslach, S.E. Jackson, & M.P. Leiter (Eds.), *MBI Manual* (3<sup>rd</sup> ed.). Palo Alto, CA: Consulting Psychologists Press.
- Maslach, C., & Leiter, M.P. (1997c). *The truth about Burnout: How organizations cause personal stress and what to do about it*. San Francisco: Jossey-Bass.
- Maslach, C., Schaufeli, W.B., & Leiter, M.P. (2001). Job Burnout. *Annual Review of Psychology*, 52, 397-422.
- Maslach, C., (2003). New directions in research and intervention. *Current Directions in Psychological Science*, 12 (5), 397-422.
- Maslach, C. & Leiter, M.P. (2008). Early predictors of job burnout and engagement. *Journal of Applied Psychology*, 93, 498-512.

- Miller, K.I., Ellis, B.H., Zook, E.G., & Lyles, J.S. (1990). An Integrated Model of Communication, Stress, and Burnout in the Workplace. *Communication Research*, 17 (3), 300-326.
- Mills, S., & Rose, J. (2011). The relationship between challenging behaviour, burnout and cognitive variables in staff working with people who have intellectual disabilities. *Journal of Intellectual Disability Research*, 55, 844-857.
- Milner, H.R., & Woolfolk Hoy, A. (2003). Teacher self-efficacy and retaining talented teachers: A case study of an African American teacher. *Teaching and Teacher Education*, 19, 263-276.
- Mitchell, G., & Hastings, R.P. (2001). Coping, burnout, and emotion in staff working in community services for people with challenging behaviours. *American Journal of Mental Retardation*, 106, 448–459.
- Μόττη-Στεφανίδη, Φ. (2000). Επαγγελματική εξουθένωση ειδικού προσωπικού σχολικών μονάδων ατόμων με ειδικές ανάγκες και μελών Ιατροπαιδαγωγικών Κέντρων. Στο Α. Καλαντζή & Η.Γ. Μπεζεβέγκης (Επιμ.), *Θέματα επιμόρφωσης, ευαισθητοποίησης στελεχών ψυχικής υγείας παιδιών κι εφήβων*, 95-103. Αθήνα: Ελληνικά Γράμματα.
- Murphy, L.R. (2003). Stress Management at Work: Secondary Prevention of Stress. Στο M.J. Schabracq, J.A. Winnubst & C.L. Cooper (επιμ.), *Hanbook of work and Health Psychology (2<sup>nd</sup> ed.)*, 533-548. West Sussex: John Wiley & Sons Ltd.
- Nichols, A.S., & Sosnowsky, F.L. (2002). Burnout Among Special Education Teachers in Self-Contained Cross-Categorical Classrooms. *Teacher Education and Special Education*, 25 (1), 71-86.
- Ozdemir, Y. (2007). The role of classroom management efficacy in predicting teacher burnout. *International Journal of Social Sciences*, 2 (4), 257-263.
- Παντελιάδου, Σ. (2000). *Μαθησιακές Δυσκολίες και Εκπαιδευτική Πράξη*. Αθήνα: Ελληνικά Γράμματα.
- Παπαδάτου, Δ., & Αναγνωστόπουλος, Φ. (1999). *Η ψυχολογία στο χώρο της υγείας*. Αθήνα: Ελληνικά Γράμματα.

- Παρασκευόπουλος, Ι.Ν. (2013). *Ψυχολογικά Προβλήματα παιδιών και Εφήβων*. Αθήνα: Εκδόσεις Πεδίο.
- Πάτσαλης, Χ., & Παπουτσάκη, Κ. (2010). Η επαγγελματική εξουθένωση των εκπαιδευτικών της πρωτοβάθμιας εκπαίδευσης. *Επιστημονικό Βήμα*, 14, 249-261.
- Peiro, J.M., González, V., Tordera, N., & Manas, M.A. (2001). Does role stress predict burnout over time among health care professionals. *Psychology & Health*, 16 (5), 511-525.
- Platsidou, M., & Agaliotis, I. (2008). Burnout, job satisfaction and instructional assignment-related sources of stress in Greek special education teachers. *International Journal of Disability, Development and Education*, 55 (1), 61-76.
- Platsidou, M. (2010). Trait emotional intelligence of Greek special education teachers in relation to burnout and job satisfaction. *School Psychology International*, 31 (1), 60-76.
- Petkovic, N., Petrovic, D., Balos, V., Mistic, M., & Djordjevic, M. (2012). Burnout syndrome among special education professionals. *Journal of Society for Development in new net environment in B & H*, 6, 3403-3412.
- Pines, A.M., Aronson, E., & Kafry, D. (1981). *Burnout: From tedium to personal growth*. New York: Free Press.
- Pines, A.M., Aronson, E., & Kafry, D. (1986). *Who is to blame for helper's burnout? Environmental impact*. In C.D. Scott & J. Hawk (Eds), *Heal Thyself: The Health of Health Care Professionals*. New York: Bruner Publications.
- Pines, A.M. (2002). Teacher burnout: A psychodynamic existential perspective. *Teachers & Teaching*, 8 (2), 121-140.
- Πολυχρονοπούλου, Σ. (2001): *Παιδιά και έφηβοι με ειδικές ανάγκες και δυνατότητες - Σύγχρονες τάσεις εκπαίδευσης και ειδικής υποστήριξης (Τόμος Α')*. Αθήνα: Ατραπός.
- Πολυχρονοπούλου, Σ. (2001): *Παιδιά και έφηβοι με ειδικές ανάγκες και δυνατότητες - Σύγχρονες τάσεις εκπαίδευσης και ειδικής υποστήριξης (Τόμος Β')*. Αθήνα: Ατραπός.

- Πολυχρονοπούλου, Σ. (2004). Αναλυτικά Προγράμματα Σπουδών για μαθητές με Ελαφρά και Μέτρια Νοητική Υστέρηση. Υπουργείο Εθνικής Παιδείας και Θρησκευμάτων, Παιδαγωγικό Ινστιτούτο, Τμήμα Ειδικής Αγωγής.
- Schaufeli, W.B., & Bakker, A.B. (2004). Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior*, 25, 293-315.
- Σούλης, Σ. et al. (2004). Αναλυτικά Προγράμματα Σπουδών για μαθητές με Βαριά Νοητική Υστέρηση. Υπουργείο Εθνικής Παιδείας και Θρησκευμάτων, Παιδαγωγικό Ινστιτούτο, Τμήμα Ειδικής Αγωγής.
- Rajesh, J., & Suganthi, L. (2013). The satisfaction of teachers with their supervisors' interpersonal communication skills in relation to job burn-out and growth satisfaction in southern India. *Management in Education*, 27 (4), 128-137.
- Sari, C. & Hakan, D.L. (2004). Analysis of Burnout and Job Satisfaction among Turkish Special School Headteachers and Teachers, and the Factors Effecting Their Burnout and Job Satisfaction. *Educational Studies*, 30 (3), 291-306.
- Schafer, W. (1996). *Stress management for wellness*. London: Harcourt Brace.
- Schwarzer, R., & Hallum, S. (2008). Perceived teacher self-efficacy as a predictor of job stress and burnout: Mediation analyses. *Applied Psychology: An international review*, 57, 152-171.
- Skirrow, P., & Hatton, C. (2007). Burnout amongst direct care workers in services for adults with intellectual disabilities: A systematic review of research findings and initial normative data. *Journal of Applied Research in Intellectual Disabilities*, 20, 131-144.
- Στασινός, Δ. (1991). *Η ειδική εκπαίδευση στην Ελλάδα - Αντιλήψεις θεσμοί και πρακτικές - Κράτος και ιδιωτική πρωτοβουλία*. Αθήνα: Gutenberg.
- Sturgess, J., & Poulsen, A. (1983). The prevalence of burnout in occupational therapists. *Occupational Therapy in Mental Health*, 3 (4), 47-60.
- Sutton, R. (1984). Job stress among primary and secondary school teachers: its relationship to ill-being. *Work and Occupations*, 11, 7-28.

- Trendall, C. (1989). Stress in teaching and teacher effectiveness: A study of teachers across mainstream and special education. *Educational Research, 1*, 52-58.
- Thompson, L., & Rose, J. (2011). Does organizational climate impact upon burnout in staff who work with people with intellectual disabilities? A systematic review of the literature. *Journal of Intellectual Disabilities, 15*, 177-193.
- Travers, C.J., & Cooper, C.L (1996). *Teachers Under Pressure: Stress in the Teaching Profession*. London, Routledge.
- Unger, D.E. (1980). *Superintendent Burnout: Myth or Reality*. Columbus: Doctoral dissertation. Ohio State University.
- VanDick, R., & Wagner, U. (2001). Stress and strain in teaching: A structural equation approach. *British Journal of Educational Psychology, 71*, 243-259.
- Wisniewski, L. & Gargiulo, R.M. (1997). Occupational Stress and Burnout among Special Educators: A review of the literature. *The Journal of Special Education, 31*, 325-346.
- Wood, T., & McCarthy, C. (2004). *Understanding and Preventing Teacher Burnout* (Report No. EDO-SP-2002-03). Washington, DC: Office of Educational Research and Improvement.
- Zarafshan, H., Mohammadi, M.R., Ahmadi, F., & Arsalani, A. (2013). Job Burnout among Iranian Elementary School Teachers of Students with Autism: a Comparative Study. *Iranian Journal Psychiatry, 8* (1), 20-27.
- Zellars, K.L., Hochwarter, W.A., Perrewe, P.L., Hoffman, N., & Ford, E.W. (2004). Experiencing job burnout: The roles of positive and negative traits and states. *Journal of Applied Social Psychology, 31* (5), 887-911.
- Zembylas, M., & Barker, H. (2007). Teachers' spaces for coping with change in the context of a reform effort. *Journal of Educational Change, 8* (3), 235-256.