

OUTCOME MEASURE	ALLEN ET AL, VARIOUS PROFESSIONALS	MAZEROLLE ET AL, ATHLETIC TRAINERS
JS and WLC	-0.23	-0.52
LS and WLC	-0.28	-0.11
JB and WLC	0.42	0.64
ITL and WLC	0.29	0.46
JS: job satisfaction; LS: life satisfaction; JB: job burnout; ITL: intention to turnover; WLC: work-life conflict.		

INDIVIDUAL OUTCOMES	ORGANIZATIONAL OUTCOMES
Depression	Absenteeism
Hypertension	Organizational commitment
Substance abuse	Job dissatisfaction
Life and family dissatisfaction	Turnover intentions
Personal burnout	Job burnout
Physical and psychological strain	Job performance

of staff members has been reported as sources both of work-life conflict and job dissatisfaction,⁷ linking the 2 constructs together. Athletic trainers are like other working professionals,¹⁴ as they experience conflicts with balancing their work and personal roles, the factors stimulating the conflict become similar sources of disdain leading to dissatisfaction. In fact, it appears for athletic trainers that conflicts experienced between work and home have a greater effect on their assessment of their job as compared to other working professionals.^{8,14}

Work-life conflict and job burnout have a positive relationship,¹⁴ as feelings of conflict increase, so do the levels of burnout. As found with job satisfaction, job burnout demonstrates a stronger relationship for the athletic trainer when compared to weighted correlations from other professionals.¹⁴ Fundamental to experiences of these organizational-based outcomes are hours worked and the demands placed on the individual; when they are overwhelming they create role conflict (ie, work to life), which stimulates experiences of dissatisfaction and burnout. The relationship to burnout is obvious, as burnout is a sequela of chronic stress due to repeated exposure to unrelenting demands, often in the work domain. The literature suggests that job satisfaction, burnout, and work-life conflict are intertwined as continued exposure to the stressful environment can lead to these outcomes because they often manifest from similar antecedents. For athletic trainers, long work hours coupled with travel and demands from patient care and coaches can lead to feelings of burnout, particularly as they are unable to spend time at home or engaged in personal hobbies or leisure activities.⁸