Abstract
The purpose of this study was to validate Japanese research version of Maslach Burnout Inventory-General Survey (MBI-GS), a newly developed measure intended for persons of every occupation. The Japanese MBI-GS was administered to a sample of hospital workers. Exploratory factor analysis found three factors, as in original MBI-GS. Confirmatory factor analysis largely supported MBI-GS structure of three subscales, but the correlation between two subscales was unexpectedly high. To examine its construct validity, the subscale scores were then examined in relation to selected work characteristics. Conservation of resources theory was successful in its predictions of different patterns of effects among the correlates and three burnout subscales. The successful predictions suggested that meaning of each subscale was quite distinct. In all, our examination showed that Japanese MBI-GS assessed the same three dimensions as the original measure for human service workers.