Abstract

Our purpose was to extend the Job Demand-Resources Model (Schaufeli & Bakker, 2004) by including personal resources, job demands and job resources to predict burnout (exhaustion, cynicism, depersonalization) and work engagement (vigour and dedication). The sample comprised 274 teachers from 23 secondary schools of the Valencian Community (Spain). Hierarchical multiple regression analyses have revealed: (1) the predictor effect of quantitative overload on exhaustion and dedication at T2, (2) role conflict on cynicism and (3) role ambiguity on dedication. Lastly, the mediating role of burnout and engagement at T2. Practical implications and directions of future research are discussed.