

Leader-Member Exchange as a Significant Correlate of Work Exhaustion Beyond Controlled-for Correlates

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Using a sample of 229 nurses working for a hospital in Oman, this study tested for the impact of leader-member exchange (LMX) on work exhaustion. Results indicated that LMX was a significant negative correlate to work exhaustion directly, as well as beyond the controlled-for correlates of gender, organization experience, occupation experience, education level, job satisfaction, occupation satisfaction and work interfering with family. Limitations and directions for future research are discussed.

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