The data were subjected to qualitative and quantitative analysis. The results revealed significant differences in hierarchies of values of employees of Search and Rescue Teams experiencing different extents of burn-out. It was found that activity for achieving positive change in society is less significant for the participants experiencing high burnout and self-realization and getting new knowledge are less significant for those who have low emotional exhaustion. Those who are not satisfied with value realization in the sphere of close relationships are exposed to burnout in greater extent than those who are satisfied with their relationships.

The results further show that the participants with different burnout levels possess value systems of different extent of harmony (values are of different level of significance and availability). It concerns the following value spheres: "Independence", "Faith", "Justice", "Creative Work". The role of meaningfulness of one's life, and experiencing control over one's life discriminating between the high level and moderate level burnout groups are also shown. Implications of the study are discussed. The ideas for future investigation are addressed.

The influence of job satisfaction in Portuguese nurses' burnout

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Nowadays, work plays a key role in individuals' lives. In some contexts, there are specific requirements that make professionals more vulnerable to stress and emotional distress. In health organizations such as hospitals, professional performance can be characterized by multiple demands and can be influenced by different factors of occupational stress. When these factors are associated with unfavourable working conditions, health workers become particularly susceptible to psychological distress and job dissatisfaction, contributing to stress and burnout syndrome (Carlotto, 2010; Maslach, Schaufeli & Leiter, 2001). These professionals work under great psychological pressure, sometimes in adverse work contexts in which contact with disease, pain, suffering and death are part of their daily lives, leading them to an emotional distress caused by labour demands (Avellar, Iglesias & Valverde, 2007).

This study aims to identify the influence of job satisfaction in burnout among 1216 nurses in the district of Porto (Portugal) through the application of the MBI-HSS (Maslach & Jackson, 1997) and SLS20/23 (Meliá & Peiró, 1989) Portuguese versions (Marques-Pinto, 2009; Carlotto, 2008).

Results show that job satisfaction is a significant predictor of burnout. In particular, nurses who have more satisfaction in their work have more personal accomplishment, less emotional exhaustion, and less depersonalization. We found that intrinsic satisfaction (β =-. 448, p < .001); supervision satisfaction (β =-. 216, p < .001) and environment condition's satisfaction (β =-. 096, p < .001) negatively

predict emotional exhaustion. Furthermore, intrinsic satisfaction (β =-. 259, p < .001) and supervision satisfaction (β =-. 146, p < .001) negatively predict depersonalization. Finally, personal accomplishment is significant predicted by intrinsic satisfaction (β =. 305, p < .001), satisfaction with benefits and political organization (β =-. 093, p < .001), participation satisfaction (β =.160, p < .001), and supervision satisfaction (β =. 090, p < .001).

These results suggest that job satisfaction lead nurses to adopt more positive attitudes to work, increasing their motivation and protecting them from burnout. The combination of individual and organizational factors is an important influence for the mental well-being of nurses, and professionals satisfied with their work provide better care to patients.

The influence of work-home interaction on burnout among Portuguese police officers

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Workers deal with job and family demands, trying to not have conflict between these two important domains of their lives. Work-home interaction has become a topic of research (Demerouti & Geurts, 2004), with researchers searching the direction and the valence of this interaction. Policing has special rules that can interfere with family schedules and organization, dealing with uncertain and unknown events. Due to their stressful professional activity (Brown & Campbell, 1994; Dowler, 2005; Ranta & Sud, 2008), police officers are also vulnerable to burnout, experiencing emotional exhaustion, depersonalization, and reduced professional accomplishment (Kop, Euwema & Schaufeli, 1999; Page & Jacobs, 2011; Pines & Keinam, 2006; Taris et al., 2010). Recently, work-family interaction was related with burnout (Innstrand et al., 2008), indicating bi-directional causal paths. This study aims to investigate the influence of work-home interaction on burnout, in a sample of Portuguese police officers.

Participants were 78 male Portuguese police officers working in a small town in north Portugal. They were aged between 35 to 54 years (M= 46.1 and SD= 4.9), all married and with children. The Maslach Burnout Inventory - Human Services Survey (Maslach & Jackson, 1997) and Survey Work-Home Interaction Nijmegen (Geurts et al., 2005) Portuguese versions were fulfilled.

Despite low levels of burnout (between 1.05 to 1.73 to negative dimensions and 4.33 for professional accomplishment in a 0 to 6 points likert scale) and low levels of work-home interaction (0.49 and 1.07 in a 0 to 3 points likert scale for negative interaction, and 1.21 and 1.42 for positive interaction), results show positive statistical significant correlations between burnout negative dimensions and negative work-home interactions. Stepwise regression show that emotion exhaustion is predicted by work-home negative interaction (β = .378, p < .001)