

ASSESSING SELF-PERCEPTIONS OF COLLEGE TEACHERS TOWARDS JOB BURNOUT

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ABSTRACT

Burnout is a major issue in educational institutions among the college teachers which makes them drained out from the workload making them to have a diminished behavior in work, keeping this the present study aims to assess the self-perception of college teachers towards their job. The sample size of the study is 100. The educational institutions from Coimbatore city is considered for the study. The statistical tools adopted was percentage analysis and structural equation modelling, indicating that the self-perception of the college teachers towards their job has a positive relation with family type having low level of burnout. The results of the study suggest that management must encourage the teachers to participate in workshops on stress management and behavioral science.

KEYWORDS: Self-Perceptions, Burnout

INTRODUCTION

Psychology is an academic and applied discipline that involves the scientific study of mental functions and behaviors. Psychology has the immediate goal of understanding individuals and groups by both establishing general principles and researching specific cases, and by many versions through which it ultimately aims to benefit society. In this field, a professional practitioner or researcher is called a psychologist and can be classified as a social, behavioral, or cognitive scientist. Psychologists attempt to understand the role of mental functions in individual and social behavior, while also exploring the physiological and biological processes that underlie cognitive functions and behaviors.

While psychological knowledge is often applied to the assessment and treatment of mental health problems, it is also directed towards understanding and solving problems in many different spheres of human activity. The majority of psychologists are involved in some kind of therapeutic role, practicing in clinical, counseling. Many do scientific research on a wide range of topics related to mental processes and behavior, and typically work in university psychology departments or teach in other academic settings (e.g., medical colleges, hospitals). Some are employed in industrial and organizational settings, or in other areas such as human development and aging, sports, health, and the media, as well as in forensic investigation and other aspects of law

THEORETICAL CONCEPTS

Burnout is a psychological term that refers to long-term exhaustion and diminished interest in work. Burnout has

been assumed to result from chronic occupational stress (e.g., work overload). However, there is growing evidence that its etiology is multifactorial in nature, with dispositional factors playing an important role. Despite its great popularity, burnout is not recognized as a distinct disorder, neither in the DSM, nor in the ICD-10.

This is notably due to the fact that burnout is problematically close to depressive disorders. In the only study that directly compared depressive symptoms in burned out workers and clinically depressed patients, no diagnostically significant differences were found between the two groups: burned out workers reported as many depressive symptoms as clinically depressed patients. Moreover, a recent study by Bianchi, Schonfeld, and Laurent (in press) showed that about 90% of burned out workers meet diagnostic criteria for depression, suggesting that burnout may be a depressive syndrome rather than a new or distinct entity

THEORIES ON BURNOUT

Many theories of burnout include negative outcomes related to burnout, including measures of job function (performance, output, etc.), health related outcomes (increases in stress hormones, coronary heart disease, circulatory issues), and mental health problems such as depression. It has been found that patients with chronic burnout have specific cognitive impairments, which should be emphasized in the evaluation of symptoms and treatment regimes. Significant reductions in nonverbal memory and auditory and visual attention were found for the patient group. The term *burnout* in psychology was coined by Herbert Freudenberger in his 1974 *Staff burnout*, presumably based on the 1960 novel *A Burnt-Out Case* by Graham Greene, which describes a protagonist suffering from burnout.

REVIEW OF PAST RESEARCH

Few past researches on this study include:

Ahmet Emin Serin & Mehmet Onur Balkan, Burnout: The Effects of Demographic Factors on Staff Burnout: An Application at Public Sector, published in International Business Research, Vol. 7, Issue 4, 2014, Pg.No: 151-159. The aim of this research is, it should be considered a descriptive survey in the general sense, to highlight the effects of demographical differences on staff burnout. The sample size of the study is 261. The statistical package used were factor analysis, correlations and Hierarchical regression analysis. The study resulted that there was a positive relation on title and negative relation on depersonalization and age which explains that the older people have developed immunity to the burnout while the young employees suffer from burnout than older employees.

Burke, Ronald J; Greenglass, and esther, A longitudinal study of psychological burnout in teachers, published in Sage Publications, vol. 48, Issue 4, February 1995, Pg.No:1-10. The study examined the antecedents and consequences of psychological burnout among human service professionals. The sample size of the study were 362 school based educators. The statistical tools used were descriptive statistics, multiple regression and hierarchical multiple regression. The study resulted that the teachers have only limited effects of well-being on them. The study suggested that we need to direct greater research attention to understanding the developmental processes underlying the burnout construct.

Farah Iqbal and Farhana abbasi. Relationship between emotional intelligence and job burnout among university professors, published in Asian journal of human science and humanities, Vol. 2, Issue. 2, May 2013. The study was designed to investigate the relationship between emotional intelligence and job burnout university professors in Karachi. The sample size of the study is 100. The statistical tool used for this study was linear regression. The inventory

used were Schutte self-report emotional intelligence test (SSEIT) and Maslach burnout inventory (MBI). The study resulted that there existed a significant negative association between emotional intelligence and job burnout among university professors as student rated, and it's suggested that higher the EI, the better teacher effectiveness is.

SIGNIFICANCE OF THE STUDY

The study focused on identifying the self-perception of college teachers towards their job. However, despite a rapidly growing literature, there is still a notable lack of critical perspective on the field. Because the field is new, there have been relatively few opportunities for theorists, researchers and consultants to collaborate, exchange views or criticize each other's work. Progress in the field has also been hindered by the burden of a 'Pop Psychology' image. Burnout, unlike stress, is the more 'popular' current concern. But aversive working conditions may produce a variety of stressful reactions of which burnout is but one, though severe form. There are many stress reactions of non-burnout variety and there should not be confused with burnout. Burnout is the result not of stress, but of unmediated stress-of not being able to cope with the stress, having no outlet for it, no buffer, no support system, and no compensation. Inability to cope may make the individual unable to maintain the enthusiasm, care and commitment he initially brought to the job and then the process of burnout begins.

OBJECTIVES OF THE STUDY

The purpose of the research is,

- To understand the socio demographic profile of the respondents.
- To assess the self-perception of college teachers towards their job.

HYPOTHESIS OF THE STUDY

H1: There is no significant relation between the demographic profile of the respondents and self-perception of college teachers towards their job.

MODEL

The theoretical model was used to assess the self-perception of college teachers towards their job. The model is tested for good fit to the data using AMOS ver.22.

Theoretical Model Used to Assess the Relationships

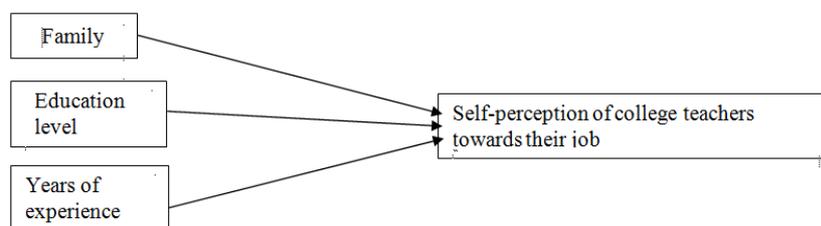


Figure 1

RESEARCH DESIGN AND METHODOLOGY

The study is an endeavor for assessing the relationship among the demographic profile of the respondents and the

self-perception of college teachers towards their job in terms of burnout.

Sample Size and Design

The sample consisted of teachers who are working as assistant professors in universities, arts and Science College and engineering colleges of Coimbatore city with more than 300 teachers. The sample was selected on the basis of convenient sampling technique confining 100 as the sample size.

Data Collection Form and Generation of Scale Items

The Survey method was used for collecting the data. The measures of burnout were drawn out from the previous studies and a discussion of burnout measure is as follows,

Burnout

There are many measures for burnout one among them is Maslach Burnout Inventory (MBI) by Randolph Warley (1992). The measure employs Likert-type scale with the scale ranging from 1-5, 1 representing strongly agree and 5 representing strongly disagree.

RESULTS AND ANALYSIS

The demographic profile of the respondents are as below

Table 1: Demographic Characteristic of the Respondents

S. No	Respondents	Characteristics	% of respondents
1	Age group	Less than 27	30
		28-31	50
		Above 32	20
2	Gender	Male	45
		Female	55

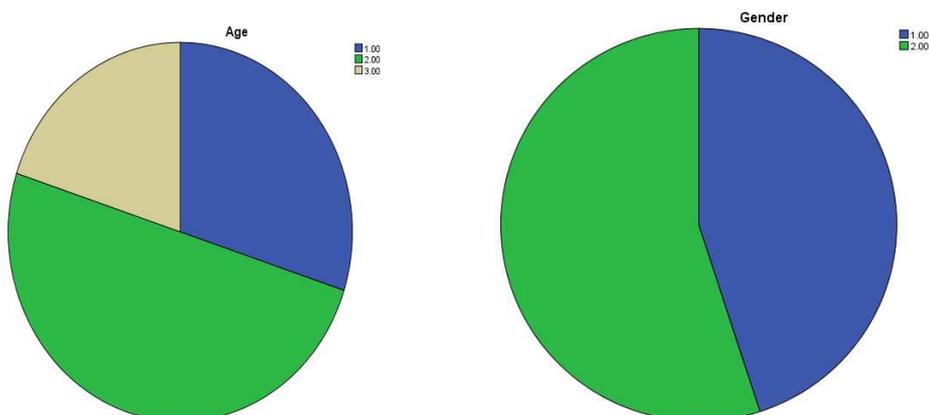


Figure 1

Test for the Proposed Model

A structural equation modelling (SEM) technique was used to test the relationship between one or more observed variables and one or more latent variable. AMOS ver.22. Was employed for this purpose.

Results indicate that the model offers a good fit.

Summary Statistics of Model Fit

Table 2

Fit Index	Recommended Values	Observed Values
CFI	>=0.90	1.000
RMSEA	<=0.08	0.59

CFI- comparative fit index and RMSEA-Root mean square error of approximation.

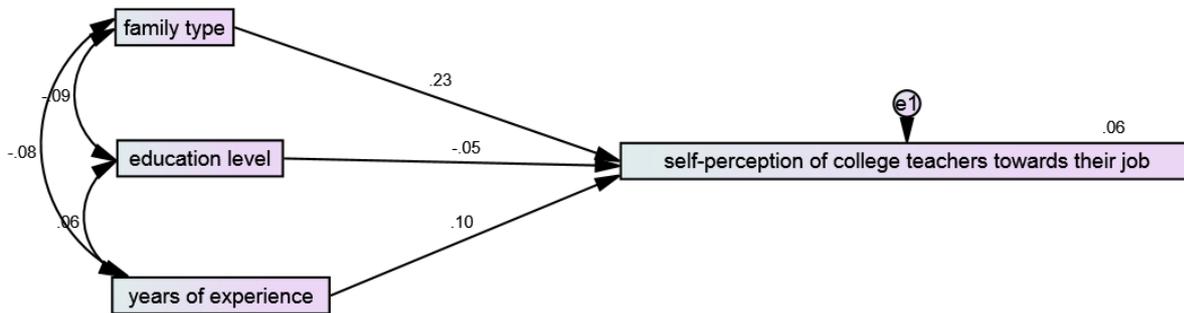


Figure 2: Test of Research Model

Observed Variables-family type, education level and years of experience

Latent Variable-self-perception of college teachers towards their job

→ Regression lines

Particulars	Estimate	S.E	C.R	P
Self-perception of college teachers towards their job and family	.236	.112	2.340	.019
Self-perception of college teachers towards their job and education	-.039	.074	-.524	.600
Self-perception of college teachers towards their job and years of experience	.086	.084	1.035	.301

S.E- Standard estimates, C.R- Critical ratio, P- probability value.

DISCUSSIONS

There is a positive relation and also there is a significant relationship between the family and self-perception of college teachers towards their job, because the 0.019 (probability value) is less than 0.05. Employees who belong to nuclear family type have high level of self-perception towards their job.

CONCLUSIONS

The present study using the advanced statistical tool to know about the self-perception of college teachers towards their job. Burnout which is psychological construct, which a management has to look upon and encourage teachers in involving workshops like stress management and behavioral science, because teachers are the backbone of the educational institutions.

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