IMPACT OF BURNOUT SYNDROME IN EMOTIONAL INTELLIGENCE AMONG COLLEGE TEACHERS

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ABSTRACT

Burnout and Emotional intelligence of a teacher is always the backbone of any educational institution, so keeping this the existing paper targets in knowing the impact of burnout condition in emotive intellect among college teachers. Questionnaire method was used and the paper is carried out among the college teachers at Coimbatore municipal corporation. The respondents for this paper was confined to 500. Proportionately stratified random sampling technique was adopted for this study and it is evaluated using apt tools. The study resulted that the teachers with high level of burnout is found high among the teachers who are aged between 31 to 35.

Key words: Emotional, Burnout, Intellect


INTRODUCTION

Burnout and Emotional intelligence are the major concern for a teacher, since it is a noble and great profession which creates more smart minded people, because of that the teacher must be well sturdy in his/her mind resulting in having a positive feel among themselves which will eventually make the whole environment positive vibe. Burnout is the outcome not because of anxiety, it is a result of un-meditated stress in not being capable to survive with the stress. Failure to handle may create the specific powerless to uphold the zest, overhaul and pledge he primarily carried to the profession and so course of burnout commences.
THEORETICAL FRAMEWORK
Maslach (1986), defined Burnout as a disorder of emotive fatigue and condensed individual achievement which can happen amongst the people who perform the work in some kind. According to Maslach, faculty members in social service area and learning organizations are essential to employ huge time in concentrated association the people. This lingering stress can be ardently strenuous for staff members who deal with the students under hectically surroundings which may eventually tip to burnout.

SOME OF THE MAJOR FACTORS IN WHICH A PERSON CAN EXPERIENCE BURNOUT
According to Micklevitz (2001), it is frequently the beginning, committed proficient prepared to “pacify the realm” eventually ends up exhausted via undesirable causes of burnout. Few readings have established stating, people with a progressive side of training, account for greater altitudes of burnout when compared with the educated employees who are not much educated (Maslach, Schaufeli, & Leiter, 2001). Since burnout is hugely pointed in beginning, more learnt people, aspiring specialists, more people think that clash amongst a person’s outlooks and realism as unique individualities of breakdown. Educators land in their career anticipating themselves to be competent perceiving the wishes of their institution and students providing a worthy education. This goal applies to every teacher.

Numerous nature qualities stood willful in an effort to determine sort of individuals who may be at greater menace for undergoing burnout. Maslach et al. (2001) acknowledged toughness, locus of control, surviving polishes, persona form, and brashness as imperative aspects in budding burnout.

Hardiness: Persons who exhibit small stages of resoluteness (e.g., participation in day-to-day doings, an intellect of governance over proceedings, and candidness to variation) have advanced burnout grooves, predominantly on the fatigue aspect.

Locus of control: Burnout is sophisticated amid people having exterior locus of control (ascribing proceedings and accomplishments to authoritative or giving a chance) reasonably than an inner resistor (credits to an individual’s competency and strength). Managing charms. Alike outcomes are conveyed on handling charms and burnout. The people being burned out, survive by means of traumatic actions in a somewhat passive and self-justifying way, whereas lively and opposed coping is related with fewer burnout.

Personality type: The fatigue aspect of exhaustion also seems to be appearing relatively to type A character conduct (e.g., rivalry, overstretched routine, aggression).

Attitude: Educators differ by means of prospects they carry themselves for the job. Nearly few circumstances, these opportunities are precisely great, together by means of environment of the work (e.g., exhilarating, stimulating, and amusing) and the possibility of accomplishing victory (e.g., curative customers).

LITERATURE BACKGROUND
1. Agha Mohammad Hasani P, Mokhtaree MR, Sayadi AR, Nazer M and Mosavi SA. Study of Emotional Intelligence and Marital Satisfaction in Academic Members of Rafsanjani University of Medical Sciences, Journal of Psychology Psycholther, vol. 2, Issue. 2, September 2012. The reading is steered on the assessment of the relations and links amid the issues of emotive intellect and matrimonial fulfillment in academic members of Rafsanjani University of medical sciences. The sample size of the study
was 122. The inventory used were Bar-On Emotional Quotient Inventory (EQ-I). The statistical tools used were Descriptive statistics, Mann-Whitney test and correlation. The study resulted that majority (68.3%) were moderately satisfied on marital satisfaction.

2. Ahmet Emin Serin & Mehmet Onur Balkan, Burnout: The Effects of Demographic Factors on Staff Burnout: An Application at Public Sector, International Business Research, Vol. 7, Issue 4, 2014, Pg.No: 151-159. The goal of this study is, it must be measured as a descriptive survey in the general sense, to acme the effects of demographical alterations 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.

3. Burke, Ronald J; Greenglass, and esther, A longitudinal study of psychological burnout in teachers, 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.

4. Farah Iqbal and Farhana abbasi. Relationship between emotional intelligence and job burnout among university professors, 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.

RESEARCH GAP

Previous researches has been carried out in emotive intellect and burnout individually, only a quite number of people has done the research on merging these two parts, even that study has carried out suiting the overseas countries and not befitting Indian context.

Based on the reviews it was clear that burnout and emotive intelligence are crucial amongst educators, so the researcher needs to discern about the level of burnout, level of emotive intellect and level of hassle between the college teachers and so the study is framed as,

“IMPACT OF BURNOUT SYNDROME IN EMOTIONAL INTELLIGENCE AMONG COLLEGE TEACHERS”

SIGNIFICANCE OF THE STUDY

Each research theme will be judged by means of its significance to the people, overall its accomplishment rest on justification of the researcher. Keeping all the suspicions aside, all study quite a few welfares to the public nevertheless, the situation based on the investigator’s services that the way he persuades nearby. In the present
cultured realm teachers brands a lively part in evolving a student to a highly self-controlled and an out-and-out good person to the nation. When the educators are frustrated and dejected, some people with no trouble become sluggish, suspicious and displeased as a result the whole environment turns out to be a discouraged and disgusting place. Thus educators become a major protagonist of the education.

OBJECTIVES OF THE ARTIFACT
The purpose of this paper are as follows,
- To evaluate the demographic profile of the respondents
- To investigate the stress levels by means of burnout.

HYPOTHESIS OF THE STUDY
H0: There isn’t a significant relation amongst the stress and level of burnout.

MODEL
A theoretic prototype was carried out to evaluate the pressure and level of burnout on the educators by means of burnout. The model is tested for good fit to the data using AMOS ver.22.

METHODOLOGY
The study is analytical in nature. Survey method was used and the study is piloted amongst college teachers at Coimbatore Municipal Corporation. The respondents for the study is confined to 500 college teachers. Proportionally stratified random sampling technique was adopted. Primary data is collected with the help of the questionnaire.

ANALYSIS AND INTERPRETATION

<table>
<thead>
<tr>
<th>matrimonial position</th>
<th>Numbers</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Married</td>
<td>329</td>
<td>65.80</td>
</tr>
<tr>
<td>Unmarried</td>
<td>171</td>
<td>34.20</td>
</tr>
<tr>
<td>Total</td>
<td>500</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Computed and calculated through questionnaire
Exhibit 1 matrimonial position of the respondents

Interpretation
Large number of the educators that is 65.80% (329) are married and the residual 34.20% (171) educators are unmarried.

Inference
It is concluded that large number of the educators are married, since education is a honourable occupation with usual employment hours when associated with other careers.

TEST FOR THE PLANNED MODEL
A structural equation modeling (SEM) method is carried out to investigate the relationship between one or more observed variables and one or more latent variable. AMOS ver.22 was applied for creating this model. Outcomes of the model showed that the model offers a good fit with all the observed values meet the recommended values.

Table 2 AMOS - Figures for model fit

<table>
<thead>
<tr>
<th>Model fit index</th>
<th>Recommended values</th>
<th>Observed values</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chi-square/degrees of freedom</td>
<td>&lt;=3.00</td>
<td>1.887</td>
</tr>
<tr>
<td>GFI</td>
<td>&gt;=0.90</td>
<td>1.234</td>
</tr>
<tr>
<td>AGFI</td>
<td>&gt;=0.80</td>
<td>.974</td>
</tr>
<tr>
<td>CFI</td>
<td>&gt;=0.90</td>
<td>.912</td>
</tr>
<tr>
<td>RMSEA</td>
<td>&lt;=0.08</td>
<td>.025</td>
</tr>
<tr>
<td>TLI</td>
<td>&gt;=0.95</td>
<td>.999</td>
</tr>
</tbody>
</table>

Source: Computed and calculated through questionnaire

CFI- comparative fit index, GFI- Good Fit Index, AGFI-adjusted goodness of fit, RMSEA-Root mean square error of approximation and TLI-Tucker-Lewis Index.

*Source* for model fit index and recommended values “Application of structural equation modeling in educational research and practice” by Myint Swe Khine (Ed.).
The following are the latent variables used:

- I don’t really care what happened to my students, (burnout).
- My future is limited in my current position,
- I didn’t have enough work to do,
- I feel emotionally drained,
- I feel exhausted in morning before going to work,
- My work load is right
- I can see brighter side of my situation

**DISCUSSIONS**

The hypothesis- there is no significant relationship between pressure and level of burnout is braces the straight regression lines from I feel exhausted in the morning before going to work to I don’t really care what happens to my students, since it is positively correlated also the regression value is 0.03 and the value of p (0.012) is less than 0.05.

**CONCLUSION**

Burnout isn’t stress, but it is an impact of stress which causes a major drip in a teacher’s mind and also in the lack of knowledge, teachers are the backbone of education without them there isn’t anything to carry out. So the teachers must make sure that they rule out the possibilities which makes them stressed out which will eventually avoid them being burned out, this will result in emergence of new ideas in
learning among them, uphold ethics of uprightness and constantly question themselves making them to be in the right track of teaching.

FUTURE SCOPE FOR THE EXISTING STUDY
The future scope for the current study can be carried out by making it as a comparative study on burnout and emotional intelligence among the students, between the private and government colleges in Coimbatore Municipal Corporation (CMC), which will help in knowing about the Burnout and Stress level in the student’s perspective which would make the study a whole one.

REFERENCES

[2] Structural equation modeling with AMOS, Barrbara M.Byrne, special indian edition, 2010