



A STUDY ON BURNOUT OF SECONDARY SCHOOL TEACHERS IN AIZAWL CITY

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Abstract: Teachers are the backbone of a country's economy, quality and prosperity. The future of a country lies in the hands of the teachers as they are the key persons in shaping the next generation. However, Teachers efficiency and effectiveness can be hampered due to different reasons like mood disturbances, psychological distress, stress, anxiety, lowered morale, cardiovascular diseases and fatigues. All the reasons mentioned above are the symptoms of what we generally call as 'Burnout' among teachers. We are many a time unaware that teachers lose interest and efficiency in their profession due to burnout which might be caused due to mental and physical exhaustion resulting from excessive and prolong stress. Therefore, the present study entitled, 'A study on burnout of secondary school teachers in Aizawl City' was taken up in different secondary schools within Aizawl City. It was found from the study that the level of burnout among secondary school teachers was comparatively low which is a good news for the educational system in Mizoram and particularly for the students within Aizawl City. However, it was evident from the study that burnout exists in bits and pieces among teachers which calls for immediate care and attention so that it does not get out of hand. The study also reveals that there is no significant difference among male and female teachers in regard to burnout. However, the mean score indicates that female teachers have higher level of burnout compared to their male counterpart. There is no significant difference in level of burnout between married and unmarried teacher which indicates that marital status of an individual have no effect on the level of burnout in their profession.

Index Terms - Burnout, Secondary School

I. INTRODUCTION

Schools are the nurseries of the Nation and Teachers are the architects of the future. Teachers' role in education is significant as it acts as the backbone of a countries development and future. A teacher is the medium through which objectives and plans are made into reality. Therefore it is vital that a teacher possesses sound mental and physical health. However, teacher's health, character and effectiveness can be handicapped by different elements such as stress, heavy syllabus, inadequate facilities, emotional exhaustion, etc which overlap with the established symptoms of burnout. As a metaphor, "burnout points the quench of candle or a fire; if fire doesn't receive adequate resources it will be quenched after a while." **Shaufiel(2009)**.

Therefore, to keep the fire burning the needed resource should be provided. For teachers with burnout, the joy of teaching gradually slips away if no precaution or help are rendered to them. Teacher's burnout has been recognized as a serious occupational hazard as it diminishes the level of an individual's commitment to their work/profession. **Capel (1992)** cited that based on several international studies, approximately 60% to 70% of all teachers repeatedly show symptoms of stress, and a minimum of 30% of all educators show distinct symptoms of burnout. Burnouts have adverse affect and should be taken seriously. **Maslach (1976)** reported that teachers' burnout affects the mental, psychosomatic and social health of educator; it also decreases the quality of teaching and work performance, which in turn may negatively influence students' academic achievement. Similarly, Burnout has deteriorating effect on the teachers themselves.

Therefore, burnout has been the main reason behind teachers leaving their job/profession. There can be many reasons/factors that lead to burnout among teachers like poor working condition, poor staff relationship, inadequate administration and surrounding environment. Therefore, it is ideal that teachers possess sound mental and physical health and good and healthy work environment.

II. NEED AND IMPORTANCE OF THE STUDY

The basic purpose of this research is to study the different aspects of burnout that can be witnessed among the secondary school teachers. The researcher hoped that the findings of this study would contribute to an understanding of the role of burnout in relation to some demographic characteristics and the relationship between them. The results of this research are important in terms of its contribution to decrease the burnout and to increase efficiency of teachers. Also, the findings would be helpful for other researcher in policy discussions and efforts to improve teachers' quality of work life and performance. Therefore, the present study finds its need and relevance.

III. OBJECTIVES OF THE STUDY

1. To find out the different levels of burnout among secondary school teachers within Aizawl City.
2. To study the difference in burnout among male and female teachers of secondary school within Aizawl City.
3. To compare the variation in burnout between the married and unmarried teachers of secondary schools within Aizawl City.

IV. RESEARCH METHODOLOGY

In the present study, the investigator studied the burnout among secondary school teachers within Aizawl City which required fact-finding and survey. Therefore, the investigator used descriptive survey research.

V. SAMPLE OF THE STUDY

For the present study, the sample of the study consisted of 200 teachers from 28 secondary schools within Aizawl City. Teachers were randomly selected from different secondary schools located within Aizawl City.

VI. TOOLS USED

In the present study of investigator used Teacher's Burnout Scale (TBS-GRMS) developed and standardized by prof. (Dr Mandhu Gupta and Ms. Surekha Rani as a primary tool and Annual Publication (2017-2018) by Department of School Education, Government of Mizoram as its secondary tool.

VII. PROCEDURE OF DATA ANALYSIS

For the analyzing of the data, the following statistical techniques were used by the investigator-

1. Percentage
2. Mean
3. Standard Deviation (S.D)
4. t-Test

VIII. ANALYSIS AND INTERPRETATION OF THE STUDY

Objective No. 1: To find out the different levels of burnout among secondary school teachers within Aizawl City.

The level of Burnout among the Secondary School Teachers within Aizawl City was measured from the scores of the Teacher's Burnout Scale by comparing with the Burnout Scale norm table. The burnout level of secondary school teachers are listed in table shown below:

Table 1
Burnout Level among the Secondary School Teachers within Aizawl City

Level of Burnout	Range of Raw Score	No. Of Teachers	Percentage
Extreme high	141 & above	1	0.5
High	120 - 140	1	0.5
Above average	99 - 119	0	0
Average	70 - 98	25	12.5
Below average	49 - 69	61	30.5
Low	28 - 48	71	35.5
Extreme low	27 and below	41	20.5

Figure 1

Bar Graph showing Burnout Level among the Secondary School Teachers within Aizawl City

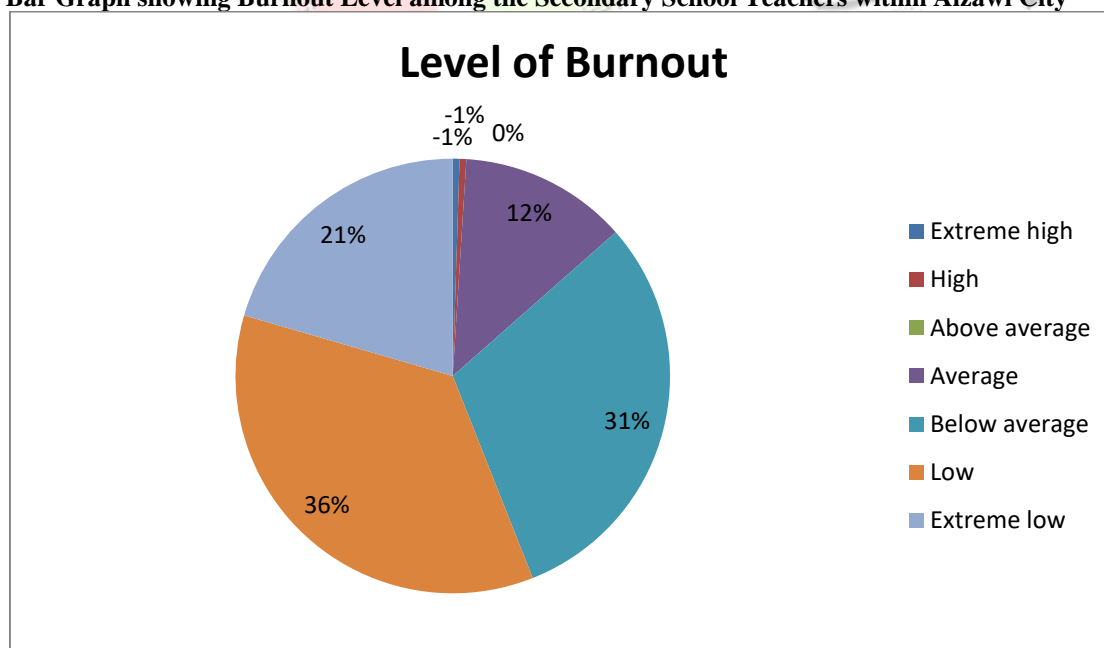


Table 1 and Figure 1 shows the levels of sampled teachers burnout. Out of 200 secondary school teachers, only 1 teacher (0.5 %) falls under extreme high level and High level of Burnout. No sample teacher falls under above average level of burnout. 25 teachers (12.5%) have Average level of burnout. At the same time, 61 teachers (30.5%) have Below average level of burnout. There were 71 teachers (35.5%) who fall under the Low level of burnout. Of all the sample 41 teachers (20.5%) fall under the Extreme Low level of burnout.

Objective No.2: To study the difference in burnout among male and female teachers of secondary school within Aizawl City.

Comparison of burnout level among Male and Female Teachers of Secondary School within Aizawl City was done by testing the null hypothesis by using t-test.

Table 2
Difference in Burnout among Male and Female Teachers of Secondary School within Aizawl City

Gender	No. of teachers	Mean	SD	t-value	Significance Level
Male	108	45.87	19.68	1.12	Not Significant
Female	92	49.22	22.21		

Figure 2
Bar diagram showing Burnout among Male and Female Teachers of Secondary School within Aizawl City

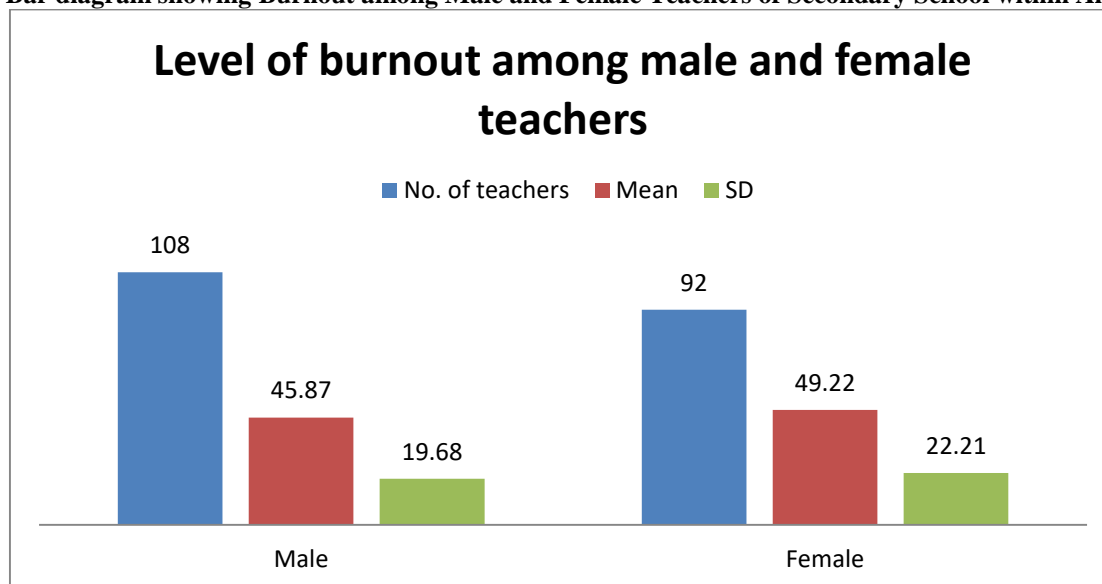


Table 2 and Figure 2 reveals that the mean scores of burnout level of Male and Female secondary school teachers are 45.87 and 49.22 with Standard deviation 19.68 and 22.21 respectively. The t-value come out from the above two groups is 1.12 with degrees of freedom 198 which is smaller than the critical value at the required level of significance and hence is not significant. Therefore, the null hypothesis "There is no significant difference in burnout among male and female teachers of secondary schools within Aizawl City" is accepted.

Objective No.3: To compare the variation in burnout between the married and unmarried teachers of secondary school within Aizawl City.

Comparison of burnout level among Married and Unmarried Teachers of Secondary School within Aizawl City was done by testing the null hypothesis by using t-test.

Table 3
Difference in Burnout among Married and Unmarried Teachers of Secondary School within Aizawl City

Marital Status	No. of teachers	Mean	SD	t-value	Significance Level
Married	85	46.54	18.4	0.52	Not Significant
Unmarried	135	48.05	22.63		

Figure 3
Bar diagram showing Burnout among Married and Unmarried Teachers of Secondary School within Aizawl City

Level of burnout among married and unmarried teachers

■ No. of teachers ■ Mean ■ SD

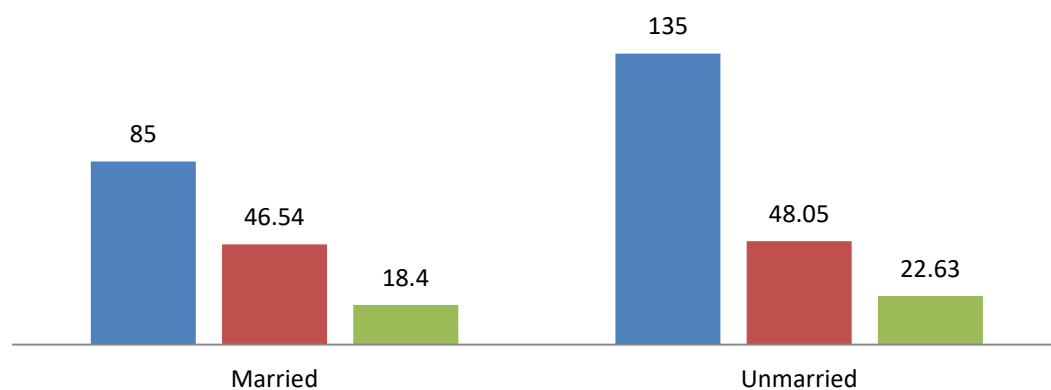


Table 3 and Figure 3 revealed that the mean scores of burnout level of Married and Unmarried secondary school teachers are 46.54 and 48.05 with Standard deviation 18.4 and 22.63 respectively. The t-value come out from the above two groups is 0.52 with degrees of freedom 198 which is smaller than the critical value at the required level of significance and hence is not significant. Therefore, the null hypothesis "There is no significant difference in burnout between married and unmarried teachers of secondary schools within Aizawl City" is accepted.

VIII. FINDINGS

8.1 OBJECTIVE 1

Regarding the different levels of burnout among secondary school teachers, it was found that most of the secondary school teachers within Aizawl City have low levels of burnout.

8.2 OBJECTIVE 2

Regarding the burnout level among male and female teachers of Secondary School within Aizawl City. The present study reveals that there is no significant difference in burnout among male and female teachers of secondary school within Aizawl City. However, the mean score indicates that female teachers have higher level of burnout compared to the male teachers.

8.3 OBJECTIVE 3

In regards to the burnout level between married and unmarried teachers of Secondary School within Aizawl City. The present study reveals that there is no significant difference in burnout between the married and unmarried teachers of secondary school within Aizawl City.

CONCLUSION

The present study reveals the actual condition of teachers in relation to burnout. The results reveal that the burnout level among teachers of secondary schools within Aizawl City is comparatively low. This result is good for the Educational system in Mizoram as well as for the students. Nevertheless, it is evident from the result obtained that there definitely exists burnout among the teachers and it is totally necessary that all needed measures be undertaken so that burnout among teachers can be controlled before it gets out of hand. Burnout among teachers has adverse effect on the teachers, students, institution and community as a whole. The economic, social as well as emotional growth of a nation depends on the soundness of the educational background of its people. Teachers are the backbone of the entire system of education. Due to present days demanding situations, while dealing with students, teachers experience higher level of stress. Overcrowded classes, heavy syllabus and inadequate facilities make their work more complex. On the basis of previous researches, it was found that majority of teachers have suffered from depression, stress, emotional exhaustion, which overlap with the established symptoms of burnout. As the well-being (both physical and mental) of the teachers affects the well-being of the learners, so every possible attempt should be made to make them free from burnout. Also, for intervention, teachers, the organization, society and family should work together to buffer the burnout syndrome.

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