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A STUDY ON BURNOUT OF GOVERNMENT AND PRIVATE SECONDARY SCHOOL TEACHERS IN AIZAWL CITY

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Abstract: In this study, an attempt has been made to find out the level of burnout among secondary school teachers of Aizawl City in the state of Mizoram with reference to their gender and workplace. Teachers Burnout Scale (TBS-GRMS) developed and standardized by Prof. Dr. Madhu Gupta and Ms. Suekha Rani was used as a primary tool and Annual Publication (2017-2018) by Department of School Education, Government of Mizoram as the secondary tool. The sample consist of 200 teachers from 28 secondary schools within Aizawl City, out of which 108 were male and 92 were female. Teachers were randomly selected from different secondary schools located within Aizawl City. The study revealed that there is no significant difference in burnout between Government and Private teachers of secondary school within Aizawl City.

Index Terms - Burnout, Government and Private Secondary School Teachers.

I. INTRODUCTION

Teaching is the profession where every day radical changes occur in the educational system. It is highly stressful profession, and teachers are leaving the profession at an alarming rate. Teaching career is one which is under the largest occupational pressure and prone to burnout. The quality and continuity of education is directly concerned with the phenomenon of teacher burnout. Teacher burnout is an ongoing problem in school system throughout the world. Burnout is a reaction to chronic stress. It is not a trivial problem but an important barometer of a major social dysfunction in the workplace.

The term burnout was first introduced in academic scenario by Freudenberg (1974) who defined it as 'to wear out, or become exhausted by making excess demands on energy, strength or resources. Burnout, as a form of work-related strain, is the result of a significant accumulation of work-related stress. In general, burnout is a state of emotional, mental, and physical exhaustion caused by excessive and prolonged stress. It occurs when one feels overwhelmed and unable to meet constant demands. It reduces one's productivity and eats up energy, leaving one's feeling increasingly helpless, hopeless, cynical and resentful. Eventually, one may feel like he has nothing more to give. An educator who is experiencing burnout has low morale, low self-esteem and is physically exhausted. Teacher burnout can lead to serious consequences in the individual, the school and the students. Adequate care and attention should be taken as Teacher burnout tends to be contagious. When dissatisfied and depressed teachers are present in a school, others can very easily become lethargic, cynical and discontented which can ultimately make the entire organization a dispirited place.

II. NEED AND IMPORTANCE OF THE STUDY

The issue of burnout has been given a lot of attention as it affects both the employee as well as the organization. Burnout has a negative impact on teachers. Teachers' burnout directly affects the quality of education. Burned out educators are unable to deal successfully with the overwhelming emotional stress of teaching. A teacher's satisfaction with his or her profession may have strong implications for his or her emotional attachment to the organization. The researcher in this study investigated how secondary school teachers' burnout is related to different aspects of demographic characteristics such as place of their work and gender. With these thoughts in mind, the investigator considered it a necessity to make a study on burnout of secondary school teachers in Aizawl City.

III. OBJECTIVES OF THE STUDY

1. To compare the variation in burnout between Government and Private teachers of secondary schools within Aizawl City.
2. To compare the variation in burnout between Government male and Private male teachers of secondary schools within Aizawl City.
3. To compare the variation in burnout between Government female and Private female 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. Mean
2. Standard Deviation (S.D)
3. t-Test

VIII. ANALYSIS AND INTERPRETATION OF THE STUDY

Objective No.1: To compare the variation in burnout between Government and Private teachers of secondary school within Aizawl City.

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

Table 1
Difference in Burnout among Government and Private Teachers of Secondary School within Aizawl City

Type of School	No. of teachers	Mean	SD	t-value	Significance Level
Government	107	46.18	19.4	0.88	Not Significant
Private	93	48.83	22.52		

Figure 1
Bar diagram showing Burnout among Government and Private Teachers of Secondary School within Aizawl City

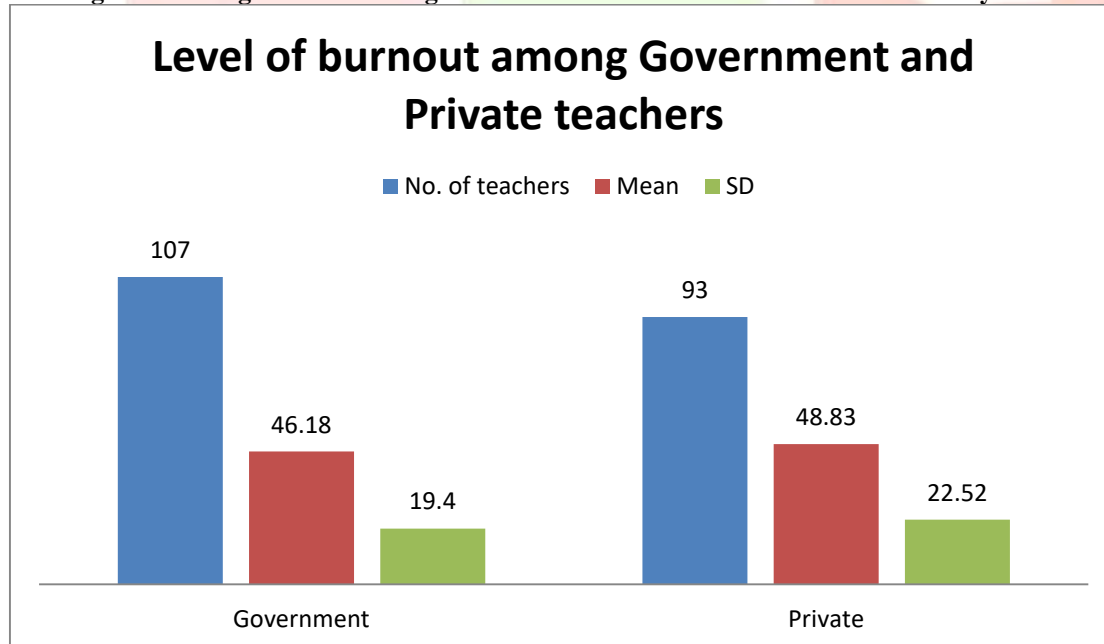


Table 1 and Figure 1 revealed that the mean scores of burnout level of Male and Female secondary school teachers are 46.18 and 48.83 with Standard deviation 19.4 and 22.52 respectively. The t-value come out from the above two groups is 0.88 with degrees of freedom 198 which is smaller than the critical value at the required level of significance and hence is not significant. Therefore, the null hypothesis "There is no significant difference in burnout between Government and Private teachers of secondary schools within Aizawl City" is accepted.

Objective No.2: To compare the variation in burnout between Government male and Private male teachers of secondary school within Aizawl City.

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

Table 2

Difference in Burnout among Government male and Private male Teachers of Secondary School within Aizawl City.

Type of Teachers	No. of teachers	Mean	SD	t-value	Significance Level
Government male	70	44.11	19.74	1.26	Not Significant
Private male	38	49.11	19.43		

Figure 2

Bar diagram showing Burnout among Government male and Private male Teachers of Secondary School within Aizawl City

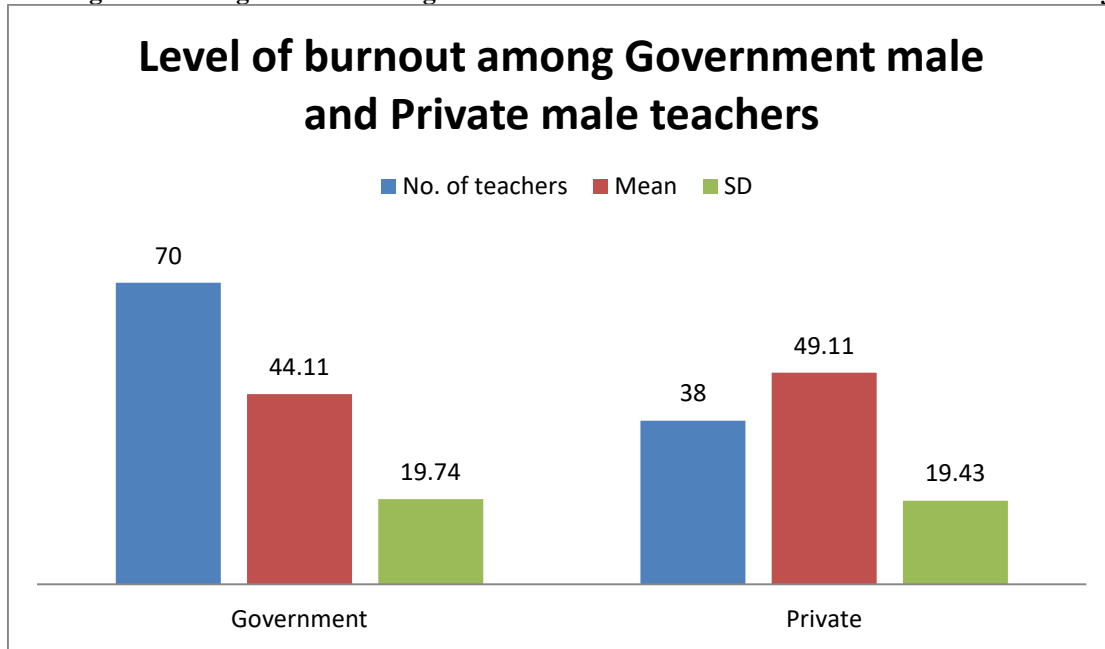


Table 2 and Figure 2 revealed that the mean scores of burnout level of Government male and Private male secondary school teachers are 44.11 and 49.11 with Standard deviation 19.74 and 19.43 respectively. The t-value come out from the above two groups is 1.26 with degrees of freedom 106 which is smaller 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 Government male and Private male teachers of secondary schools within Aizawl City" is accepted.

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

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

Table 3

Difference in Burnout among Government female and Private female Teachers of Secondary School within Aizawl City.

Type of Teachers	No. of teachers	Mean	SD	t-value	Significance Level
Government female	37	50.08	18.37	0.32	Not Significant
Private female	55	48.62	24.6		

Figure 3

Bar diagram showing Burnout among Government female and Private female Teachers of Secondary School within Aizawl City

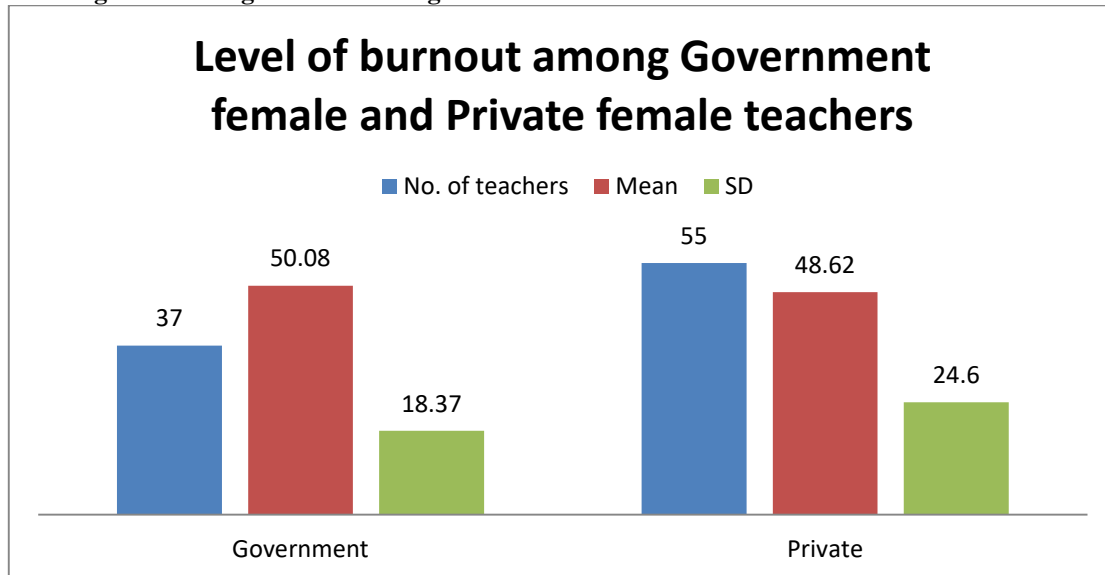


Table 3 and Figure 3 revealed that the mean scores of burnout level of Government female and Private female secondary school teachers are 50.08 and 48.62 with Standard deviation 18.37 and 24.6 respectively. The t-value come out from the above two groups is 0.32 with degrees of freedom 90 which is smaller 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 Government female and Private female teachers of secondary schools within Aizawl City” is accepted.

VIII. FINDINGS

1. In regards to the burnout level between Government and Private teachers of Secondary School within Aizawl City. The present study reveals that there is no significant difference in burnout between Government and Private teachers of secondary school within Aizawl City.
2. In regards to the burnout level between Government male and Private male teachers of Secondary School within Aizawl City. The present study reveals that there is no significant difference in burnout between Government male and Private male teachers of secondary school within Aizawl City.
3. In regards to the burnout level between Government female and Private female teachers of Secondary School within Aizawl City. The present study reveals that there is no significant difference in burnout between Government female and Private female teachers of secondary school within Aizawl City.

CONCLUSION

The present study revealed the actual position of teachers in relation to burnout. It is good to know that the difference in levels of burnout among teachers have little bearing in regard to their gender and workplace. But the mean indicates that teachers working in private institutions have comparatively higher level of stress and burnout compared to teachers working in Government institutions. There can be many reasons such as low pay, higher number of students which results in higher workload, working environment, inadequate facilities, heavy syllabus and relationship among colleagues and so on. Therefore, it is crucial that all necessary help and guidance be made available so that burnout among teachers does not go out of control. Though the present study indicated that there exists no significant difference in burnout among the genders, it does not indicate the total absence of burnout among teachers. Burnout, very truly, exists among teachers of secondary schools within Aizawl city. Burnouts have adverse effect on the teachers, students, institution and community. Since teachers are considered to be valuable resources to educational institutes, management must invest adequate resources in the assessment of their working environment, both mental and physical, to maximize the quality of service delivery.

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