



‘Interactional Effect of Professional Commitment and Job Involvement on Emotional Exhaustion Dimensions of Burnout’

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Abstract: Children are the future builders of nation and their spiritual, mental, emotional and physical development depends on teacher. In every segment whether it is family, society or nation, diligent and sincere persons are required. The responsibility of educating such capable person lies with a teacher. In ancient times, teachers were held in high esteem. *Nalanda* and *Taxila* Universities were famous for their wise and ideal teachers. In the perspective of organizers of Indian society, the value of teacher was great. Parents only look after the physical well-being of a child but lamp of moral and intellectual knowledge is lighted by teacher which is true, immortal and everlasting. It is quite deplorable that teachers are now no more held in reverent position on which they were placed in ancient times. The reason behind this is defective system of education. Despite worst circumstances, the role and importance of teacher in nation building will sustain, on the fact that the order of society depends on the character and thoughts of citizens. Though the teacher does not hold proper position in the present scenario, but in order to inculcate values among the citizens, the teacher has to deliver his duties and responsibilities amidst worst circumstances. Though number of thoughts are arising in mind but the motive behind all this is that an ideal teacher shows not only direction to his student but also helps him to reach heights in accordance with his/her dreams. Without

teacher's motivation and guidance a nation cannot excel on the path of progress and prosperity. The study was delimited to the thirty four governments and private degree Colleges located in territory of Himachal Pradesh and seven districts i.e. Hamirpur, Bilaspur, Una, Kangra, Shimla Chamba and Mandi of Himachal Pradesh.

The investigator in the present study has adopted descriptive survey method. The population for the present study comprised teachers teaching degree classes in government and private (aided and non-aided) colleges affiliated to Himachal Pradesh University. Since, it was not possible to cover all the colleges in the State of Himachal Pradesh, stratified random sampling technique was applied, first for selection of colleges by giving due weightage to type of management, mode of appointment, location and gender and secondly to draw the sample of 546 teachers from the colleges. In the present study, the researcher used the following tools for collection of data: Burnout Inventory (BI) developed by Karuna Shankar Misra (2005). Means, S.Ds. and t-value used as a statistical techniques to analyse and interpret the data.

Keywords: Burnout, Accomplishment, Depersonalization, Professional Commitment, Depersonalization

Introduction: The concept of burnout was floated in educational circles in mid 1970's. The researcher namely Christina Maslach and Susan Jackson, are closely associated with the development of this concept as they developed an assessment tool---the Maslach Burnout Inventory---that characterizes burnout as a syndrome involving exhaustion, cynicism, and inefficacy. The chief characteristic of burnout is usually reported to be exhaustion. Since 1970s, it has grown enormously and currently being used to refer to a state of mind where a person feels helpless, frustrated, lonely and depressed. The role of media in popularizing the term cannot be ignored. A number of researches have been conducted on this topic in India and abroad but these studies were conducted primarily in the field of medical and other organization. The field of education was included in the list of investigations at a later stage.

The field of education was included in the list of investigations at a later stage. Teachers are often expected to correct social evils or problems while educating the students in academic and skill areas, providing enrichment activities, meeting the individual needs of students and encouraging student's moral and ethical development. Teachers have found their credibility eroding with large community. Politicians, corporate executives and educational experts have expounded conflicting answers for correcting the ills of education. Their solutions are often simplistic, neglecting the complex social constrains under which teachers work and often blame the teachers for the problem they face. As a result of these problems many teachers leave the profession, suffers

stress and burnout. Hendrickson (1979) defined teacher's burnout as exhaustion of physical, emotional and attitudinal state of mind. It begins with the feeling of uneasiness and in this state; the joy of teaching begins to gradually dip. Teacher suffering from burnout appears overwhelmed, exhausted, cynical, irritable and withdrawn. In the stage of emotional exhaust, the employees who suffer from burnout manifest feelings of depression, helplessness and hopelessness. Pessimism dominates the job performance and life in general.

OBJECTIVE OF THE STUDY:

To study the interactional effect of professional commitment and job involvement on emotional exhaustion dimension of burnout related to college teachers in Himachal Pradesh.

HYPOTHESIS OF THE STUDY:

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There is no significant interactional effect of professional commitment and job involvement on emotional exhaustion dimension of burnout related to college teachers in Himachal Pradesh.

DELIMITATIONS OF THE STUDY:

The study was delimited to:

(i). thirty four government and private degree Colleges located in territory of Himachal Pradesh.

(ii). seven districts i.e. Hamirpur, Bilaspur, Una, Kangra, Shimla Chamba and Mandi of Himachal Pradesh.

(iii) teachers of three educational stream viz. Arts, Science and Commerce of bachelors degree

METHODOLOGY OF THE STUDY: This chapter deals with description of method and procedure adopted to complete the present study. The plan and procedure is a blue print of a research study. Without planning, a researcher cannot achieve objectives with good reliability and validity. Therefore, method and procedure of any research is essential for quality information and thereby quality findings. The investigator in the present study has adopted descriptive survey method.

The descriptive method involves quantitative information that can be tabulated along a continuum in numerical form. It involves gathering data that describe events and then organizes, tabulates, depicts, and describes the data collection (Glass & Hopkins, 1984). Descriptive research summarized many information in form of mean, median, mode, standard deviation, variance, percentage, correlation between variables etc. The descriptive research often uses quasi-experimental research design (Campbell & Stanley, 1963). Data collection in descriptive research includes surveys, interviews, observations, and portfolios. The descriptive research involves the description, recording, analysis and interpretation of conditions that exist. It involves some types of comparison or contrast and attempts to discover relationships between existing non-manipulated variables (Best, 1981).

POPULATION AND SAMPLE OF THE STUDY:

Population is the entire aggregation of cases or units that meet criteria set by investigator. According to Best (2007), "A population is any group of individuals who have one or more characteristics in common that are of interest to the researcher. The population for the present study comprised teachers teaching degree classes in government and private (aided and non-aided) colleges affiliated to Himachal Pradesh University. Since, it was not possible to cover all the colleges in the State of Himachal Pradesh, stratified random sampling technique was applied, first for selection of colleges by giving due weightage to type of management, mode of appointment, location and gender and secondly to draw the sample of 546 teachers from the colleges.

TOOLS AND TECHNIQUES USED: A researcher requires many data-gathering tools or techniques. Tools are essential for measurement of traits of variables and it they guide the researcher in data collection and also in evaluation. In the present study, the researcher used the following tools for collection of data:

Burnout Inventory (BI) developed by Karuna Shankar Misra (2005).

The Burnout Inventory used in the present study was originally developed by Karuna Shankar Mirsa to measure burnout among teachers working in higher education. The BI contains 48 items and it measures burnout in terms of eight dimensions namely Emotional Exhaustion, Depersonalization and Non-accomplishment, Friction, Task avoidance, Distancing, Neglecting and Easy going. Descriptive statistics like mean, S.D., skewness and kurtosis were calculated to see normality and other purposes. To find out difference between two groups t-test was used. To find interaction between professional commitment and job involvement on burnout, two-way analysis of variance is applied here.

ANALYSIS AND INTERPRETATION OF THE DATA:

After data collection and analysis of data, main work of researcher is to present results and interpretation in systematic and effective way.

Interactional Effect of Professional Commitment and Job Involvement on emotional exhaustion Dimensions of Burnout

Summary of two-way analysis of variance for interaction between professional commitment and job involvement on emotional exhaustion dimension of burnout is given in Table-1

Table -1

Summary of two way ANOVA showing interactional effect of professional commitment and job involvement on emotional exhaustion dimension of burnout

Source of Variation	Sum of Squares	df	Mean Sum of Square	F	Prob.
Main Effects					
PC	219.079	2	109.540	4.221	.015*
JI	445.169	2	222.585	8.578	.000*
2-Way Interactions					
PC X JI	405.350	4	101.338	3.905	.004*
Residual/Error	13934.335	537	25.948	*p<0.05	
Total	15053.137	545	27.620		

Table-1 reveals that F-values for main effect of PC and JI on emotional exhaustion dimension of burnout are 4.221 and 8.578, respectively. Probability of these F-values are much less than 0.05. This means that main effect of PC and JI on emotional exhaustion are significant for college teachers. F-value for interaction between PC and JI on emotional exhaustion is 3.905. Probability of this F-value is 0.004 which is much less than 0.05. This means that

interaction between PC and JI on emotional exhaustion is significant. This indicates that main effect is coloured. In this case, it is essential to control one factor to see effect on other.

Therefore, null hypothesis H_{07} , that “There are no significant interactional effects of professional commitment and job involvement on burnout of college Teachers in Himachal Pradesh”, is rejected for emotional exhaustion dimension of burnout.

RESULTS AND CONCLUSION:

Interaction between professional commitment and job involvement were found on burnout regarding dimension emotional exhaustion. No significant interaction effects were found between professional commitment and job involvement on burnout dimensions non-accomplishment, friction, distancing, neglecting, and easy going dimensions of burnout and total burnout.

SUGGESTIONS FOR FURTHER STUDY:

Suggestions for further study are internal visions of researcher that he realized during conduction of research. Following researches will be fruitful for future researchers in the area of present study:

1. A study should be conducted on different levels of teachers working in different states.
2. A study of burnout should be conducted in relation to monthly income of teachers and socio-economic-status of family members.
3. A study of burnout should be conducted in relation to teachers' age and disciplines (arts, science and commerce).
4. A study should be replicated on the teachers teaching in mentally retarded schools, mentally handicapped schools, orthopedically handicapped schools, hearing impaired school and blind schools.
5. A study of burnout of teachers should be conducted in relation to people of different profession like architects, doctors, lawyers, patients and nurses etc.

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