



## DEALING WITH JOB BURNOUT IN HIGHER EDUCATION

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**ABSTRACT-** Being a teacher has been one of the most respected work on earth. But it can be equally demanding. Our study aims to evaluate the phenomenon of burnout among teachers in the province of Jaipur. To conduct this research, we relied on a pre-established questionnaire and the teacher's burnout scale (TBS). The results of our study showed that the notion of burnout is present among teachers, of the 100 people who participated in the survey, 69.8% have a high degree of burnout, 51% of professionals have a high degree of depersonalization and 44% have a low degree of personal achievement. In view of these results, certified by much of the literature consulted in this sense, this study shows that stress among teacher is a bitter reality, which must be acted to prevent and diagnose early this social scourge.

**Keywords:** job burnout, teachers, higher education.

### I. INTRODUCTION

Teaching has always been one of the most widely distributed profession in our country. Teachers associated with higher education forever enjoy a very high status in the society because of the prestige rank in the mind of the people. The society also keep watch on the teachers of college. So, especially the college teachers should be sincerely committed to their organizations. With these occupations, the prevailing norms are to be selfless and put others' needs first; to work long hours and do whatever they have to do to help the students; to give one's all. This job requires high working capacities, long working hours, chronic staff shortages, an aggressive administrative environment, and lacks the support from management. Moreover, the organizational environments for these jobs are shaped by various social and economic factors that result in work settings that are high in demands and lacks resources. This has been stressful condition resulting in teacher burnout which one can see in various physical (fatigue), psychological (irritation, depression) and behavioral (lack of interest, deterioration in work performances) symptoms. It causes a drop in the quality of work of the teachers and they can no longer perform their duty as required and this was referred as 'teacher burnout'.

### FURTHER STUDY IN BURNOUT

Gopal M. (2019) A Study of the Impact of Emotional Intelligence and Social Intelligence on Burnout of Teacher Educators. Objectives of the study to assess the levels of burnout of teacher educators. Finding of most of the teachers expressed average levels of burnout, followed by high levels and few of them exhibited high levels of burn out. Gangava Danappanavar (2018), burnout problems among physical education directors of degree colleges of north Karnataka. Finding of the study the dimensions of Burnout i.e. Distancing and Easy-going scores are dependent on each other. Jyothi's Kumar L.K. (2017) The study of Job Satisfaction Emotional Intelligence and Burnout Among Physical Education Teachers in Kerala. The finding of the study had brought which are the variables significantly influencing the job satisfaction of these teachers. Gellock, Jennifer (2019), Work-Life Factors that Impact *job burnout and* Turnover Intention among Athletic Academic Support Professionals. The purpose of the study was to investigate factors in the work environment that impact job burnout among academic support professionals who work with college student-athletes.

### OBJECTIVES

Teaching profession objectives are following: -

1. To study the level of job burnout in higher education teachers in relation to their Academic Program.
2. To study the level of job burnout in higher education teachers in relation to their Professional Program.

### POPULATION

Population of the present study is Higher Education teachers.

### SAMPLE

The study will be used conducted on a sample of 100 higher education teachers in Jaipur District.

## RESEARCH TOOL

In the present study, the standardized tool will be used by the researcher. The teachers Burnout Inventory Scale will be used in that. It is created by: -Job burnout questionnaire by Madhu Gupta and Surekha Rani.

## II. MATERIALS AND METHODS

The methodology adopted allowed us to build an appropriate data collection tool. This is a pre-established questionnaire for 100 people representing the academic teachers and professional teachers. Based on a measurement tool that is the teacher burnout Test to assess the degree of burnout in the target population.

## III. RESULTS AND DISCUSSIONS

### 1- Emotional exhaustion

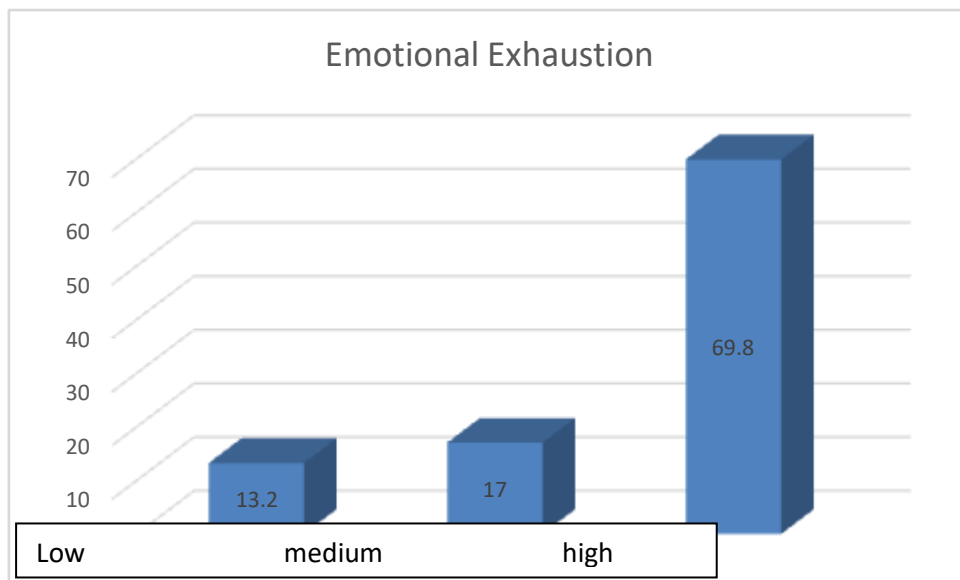


Fig 1: Distribution of burnout by degree

of the professionals surveyed, 69.8% have a high degree of emotional exhaustion while 13.2% have a low degree of burnout.

Madhu Gupta and Surekha Ranideveloped a way to measure burnout: teachers burnout scale. The final draft of the scale with 40 items was administered on the randomly selected sample.

2- Depersonalization / Loss of empathy

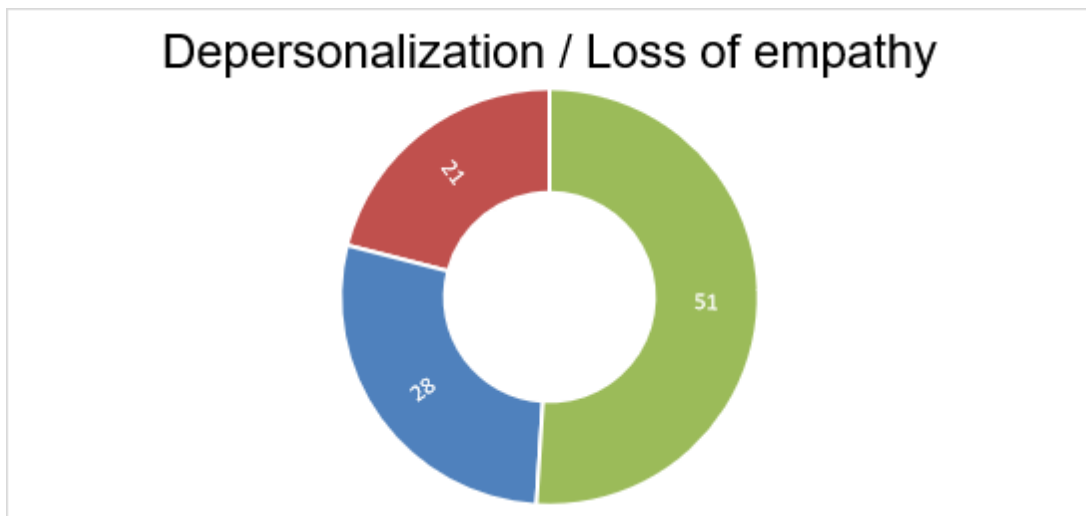


Fig 2: Distribution of depersonalization according to the degree

The data in this chart shows that 51% of professionals have a high degree of depersonalization and 28% moderate, while 21% have a low degree of depersonalization.

3. Personal achievement



Fig3: Distribution of personal achievement by degree

This graph shows that 44% of professionals have a low degree of personal achievement, compared to 28% of participants who have a moderate degree or even a high degree.

The high prevalence of burnout syndrome among teachers under provincial teachers' delegation of Jaipur is in line with studies that have shown that this syndrome is found in occupations with strong emotional interpersonal involvement. This result may be explained by a lack of knowledge about the existence of Burnout, as well as it could be due to working and exercise conditions in the province of Jaipur exposing teacher to stressful situations and the occurrence Burnout.

4. Distribution according to the physical or technical environment

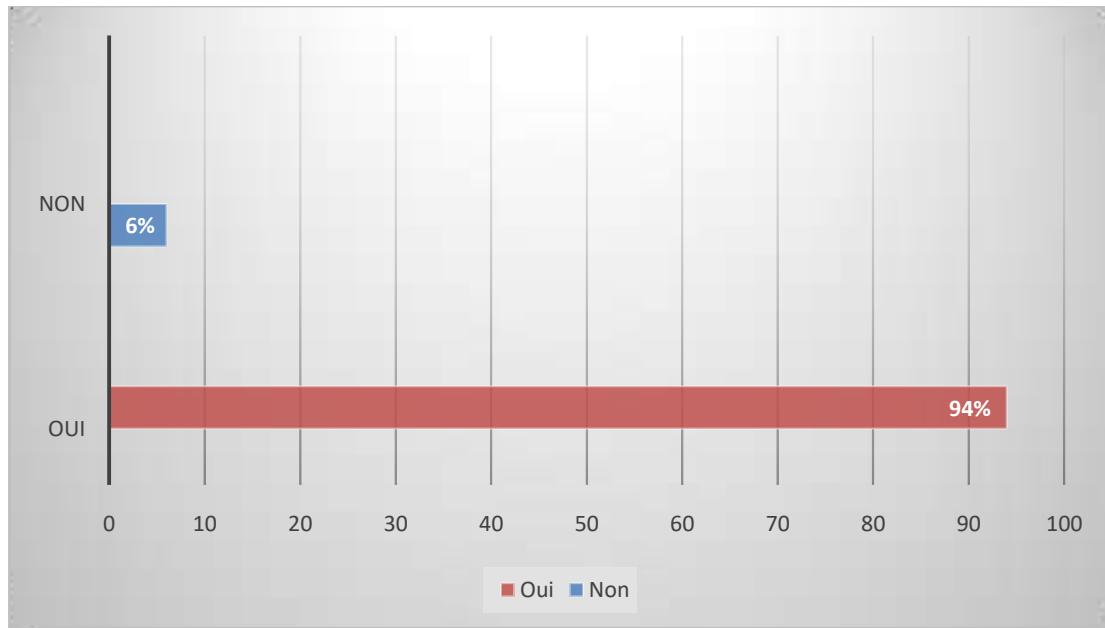


Fig 4: Distribution according to the physical or technical environment

Of the professionals surveyed, 94% indicated that the physical or technical environment is a factor in their exhaustion. According to a study the physical and technical environment of the work and which are nuisances related to the workplace (noise, heat, cold, lighting, architecture, space, ...), will contribute to the emergence of burnout among teachers.

5. breakdown by lack of staff

teachers who work in the higher education system will face every day with more difficulties: lack of staff, workload, and lack of time. These multiple and simultaneous demands also focus on the sources of stress that contribute to burnout among teachers.

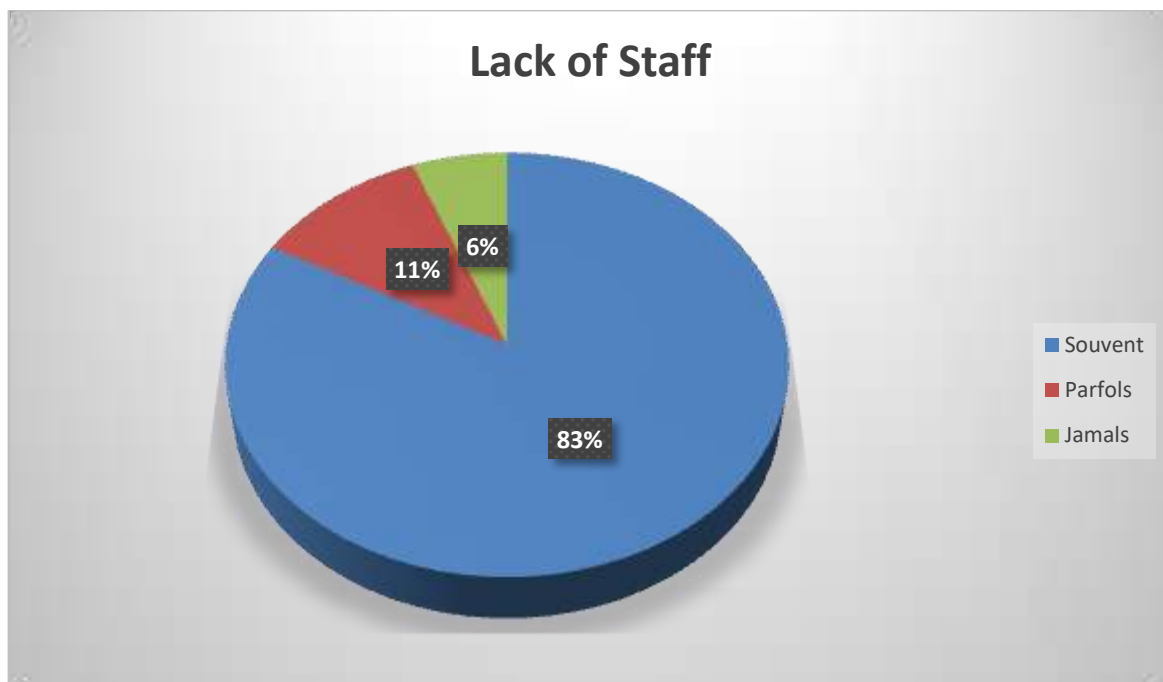


Fig 5: breakdown by lack of staff

The lack of personnel is another factor of exhaustion, in this context 83% of respondents said the lack of staff often puts them in a state of exhaustion.

#### IV. CONCLUSION

Burnout refers to the feeling of exhaustion and inner emptiness caused by work, especially health professionals are more exposed to this phenomenon. Throughout their careers, health professionals have lived and felt this phenomenon may be unknowingly. This study was able to establish a diagnosis of burnout for the benefit of careers exercising at the province. The results mentioned by the professionals who participated in this study showed the need to have a heuristic approach to control this phenomenon and prevent its subsequent effects.

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