

ABSTRACTWORK ETHICS, SOCIO DEMOGRAPHIC AND OCCUPATIONAL  
FACTORS AS CORRELATES OF BURNOUT IN ARMY PERSONNEL

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Study of burnout has been a challenging task for 'psychologists', managers, counsellors as well as academicians. Review of literature conducted on burnout and other facets of work life during last ten years has not brought to light any single factors on a group of factors that consistently affect burnout of employees particularly in army personnel. Different factors differently influenced burnout of employees, as it is closely related to the needs, aspirations of the individual socio-psychological, occupational and more importantly environmental and technological factors pervading in our society not emphasized in Indian scenario. Keeping in mind the importance of these variables in individuals well being life it impress us to select these variable and to observe their effect on burnout in individuals especially in army personnel.

The present investigator reviewed the theories and critically analysed the factors that have been researched. According to our socio-cultural milieu some variables related to socio-demographic & occupation (such as work ethics, work load, personnel control (autonomy), age, role ambiguity and educational qualification etc) has been selected as predictors. These variables were considered as independent variables (predictor) while burnout considered as dependent variables (criterion). The main objective of the present research work was to find out relationships between independent and dependent variables along with casual relationship.

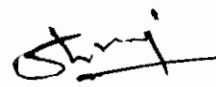
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For this purpose a sample of 406 army personnel were randomly selected from various units. The sample consists of both higher and lower ranking personnel who were personally contacted. Burnout was measured by Maslach Burnout Inventory GS (MBI-GS), work ethics was measure by Multidimensional Work Ethics Profile (MWEP) and demographic of occupational factor by Personal Data Schedule. To carry out research in a scientific manner correlational design was used eight objectives and accordingly eight hypotheses were formulated. The data was analysed with the help of simple multiple regression (because of several independent variable and one is dependent variable). t-test were further used where variables emerged as significant predictor. The analysis was conducted in three phases as total sample, higher ranking personnel and lower ranking personnel.

Findings obtained by simple multiple regression revealed that as a whole job level and role ambiguity were emerged as significant predictors while for higher ranking personnel work load and educational qualification were found significant predictors but in case of junior level personnel 'work load' & 'role ambiguity', further emerged as significant predictor. Thus work load was found very important variable in all categories. t-test was also used to find out of significant difference between the groups. In this respect the findings of the present research investigation has applied application in the field of defence organisation. We can reinforce our findings for future and can suggest adopt intervention strategies to reduce burnout among personnel and can foster more positive and psychologically healthy personnel so they can face every challenge of their work and personal life.

  
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