



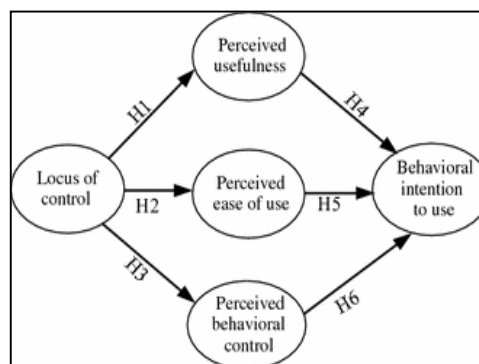
THE EFFECTS OF LOCUS OF CONTROL ON BURNOUT TENDENCY  
OF TEACHERS SERVING AT DIFFERENT LEVELS OF INSTITUTION



Dr. Mohammad Saheel Khan  
Associate Professor MANUU, Hyderabad.

**ABSTRACT**

In this study author try to explore the effects of Locus of control on burnout tendency of the teacher working in different level of schools in three district of UP. These district are Azamgarh, Gazipur, and Mau. The data were collected from Primary schools, Intermediate Colleges and Degree colleges for the study. The research hypotheses also stated that those teachers having internal locus of control are more burnout than the teacher of external locus of control. locus of control Scale and Hatwals Burnout Inventory was administered over the teachers to know the level of burnout among the teachers belonging to different groups. The statistical techniques like Mean, SD, t test were used to find out the result of the study.



**KEYWORDS:** Locus of control, Teacher Burnout.

**INTRODUCTION:**

According to the publishers of Merriam Webster's Dictionaries, burnout was a concern in the field of professional athletics and the performing arts in the 1930's. Present interest in the area grew out of the early work of Herbert Freudenberger and Christina Maslach. Their efforts and the work of others they stimulated led to the first National Conference on burnout held in Philadelphia in Nov. 1981.

There is no single definition of burnout that is accepted as standard, different opinions define it differently. Few definitions of burnout are given below for understanding the Burnout.

Freudenberger (1977) burnout has been described as physical and emotional exhaustion resulting from the excessive demands on energy strength or resources.

MC. Fadden (1980) explained that organizational burnout can be defined as "a collection of symptoms which are characterized by low morale in the workers, declining in rates of overall production elevated levels of work absenteeism. Poor or in-adequate communication among workers and increased level of job attribution.

Maslach (1976) define burnout as the "loss of concern for the people with whom one is working".

Cherniss (1980) describe burnout as a process in which a previously committed professional disengaged from his or her work in response to stress and strain experienced in the job.

Locus of Control is a personality construct, an expectancy variable, referring to an individual's perception of the place, events and the degree of personal control that one has over the reinforcements (e.g. events, stimulus or state of affairs) that change subsequent behaviour when it temporarily follows an instance of that behaviour. Rotter's (1966) social learning theory regards behaviour as mostly learned in social situations and fused with needs that are largely satisfied through people. It also explains the person's selection of specific responses from a larger repertoire. The potential for any behaviour to occur is a function

of the individual's expectancy that the behaviour will be effective in securing a desired goal or reinforcement.

The, effect of rewards on reinforcements preceding behaviour depends in part on whether the person perceives it as contingent upon his behaviour or independent of it. When the reinforcement is perceived by the subject as following some action of his own, but not being entirely contingent upon his action, then it is typically perceived as the result of luck, chance, fate, systems, powerful others or as unpredictable because of great complexity of forces surrounding him. This belief is labeled as external control. On the other side when the person perceives that the event is entirely contingent upon his behaviour and his own relatively permanent characteristics, it is rated as internal control. These internal vs. external dimensions of behaviour is known as locus of control orientation.

#### **METHODOLOGY OF THE STUDY:**

The present study dealing with the effect of locus of control on burnout tendency of the teacher working in the different level of the educational institutions of four district of eastern UP i.e Azamgarh, Gazipur, Mau and Varansi. The investigator selected 185 primary teachers, 240 Higher secondary Teachers and 215 PG & Degree college teachers. The major aim of the study is to find out the impact of the locus of control on Burnout tendency of the teachers working in different educational level.

#### **OBJECTIVE:**

Whether locus of control has any impact on the burnout tendency of the school and college Teachers.

#### **RESEARCH HYPOTHESES:**

There is a significant difference in the burnout tendency of school and college teachers having different locus of control.

#### **SAMPLE OF THE STUDY:**

Random sampling techniques were used in this study for selection of samples. First of all, all the teachers were administered locus of control scale and were categorized into Internal Locus of control and external locus of control group. After that they were administered Burnout scale to investigate the impact of internal and external locus of control on Burnout tendency of teachers working in different level of educational Institutions. The sample of the study consist of the Primary Teachers (185), Higher Secondary School Teachers (240), and Degree and PG College Teachers (215). The sample collected from four district of Eastern UP i.e Azamgarh, Ghazipur, Mau, and Varanasi.

#### **Tools:**

For the present study the following tools were used

1. Burnout Scale – By Dr. Tripte Hatwal
2. Locus of Control Scale- By Kumar and Srivastava's Indian Adaptation of Rotter's Locus of Control Scale

#### **Statistical Techniques:**

1. Mean
2. Standard Deviation
3. T test were used to find out the research result of the study.

#### **RESULT AND DISCUSSION:**

To make a comparative study of Burnout score of teacher respondents serving at different educational level, locus of control Scale was administered over the teachers belonging to three different groups and were categorized into teachers belonging to external orientation and teachers belonging to internal orientation. After the categorization, they were administered Hatwal's Burnout Inventory to explore the influence of locus of control over burnout tendency of teacher respondents. Obtained mean S.D. and t-value were presented in Table 1

**Table- 1 – Showing Mean, S.D. and t value on Burnout inventory.**

Groups	N	M	S.D.	df.	T	Level of Significance
External	321	93.93	6.95	638	9.18	0.01
Internal	319	77.76	6.75			

A thorough inspection of table 1 presenting the mean Burnout scores of teacher at two types of locus of control reflects that teachers belonging to external orientation have obtained comparatively higher score than the respondents of internal orientation. Meaning thereby that external respondents possess different orientation than the respondent of internal orientation. To see the significance of mean difference between external and internal respondents, t-test was applied. Obtained t-value 9.18 is statistically significant at 0.01 level of confidence. Thus, the hypothesis has been proved that those teachers having internal locus of control are more burnout than the teacher of external locus of control.

**CONCLUSION:**

- The teachers having internal locus of control are more burnout because they blame and praise themselves for every success and failure.
- The teachers having external locus of control are low burnout because they praise and blame for every success and failure to some external forces such as luck, chance, God etc.

**REFERANCES:**

- Abel, B.J. and Hayslip, B. Jr. (1986). "Locus of control and attitude towards work and retirement". *Journal of Psychology*, 120, 5.
- Aggarwal, Y.P. and Berry, P. (1974). "Internal-External Control as a Determinant of Academic Achievement". *Kurukshetra University Research Journal: Arts and Humanities*, VII, 1 and 2, pp. 27.
- Aggarwal, Y.P. and Kumar M. A. (1975). A Study of Locus of Control of Boys and Girls at Various Levels of S.E.S". *K.U.K. Res. J. (Arts and Human.) IX*, pp. 26 - 32.
- Freudenberger, H.J. (1974). Staff burnout, *Journal of Social Issues*, 30, 159 -165.
- Cherniss, C. (1980a). *Professional burnout in human service organizations*, New York: Praeger Stevenson.
- Freudenberger, H.J. (1975). *The staff burnout syndrome*. Washington, D.C.: Drug Abuse Council.
- Freudenberger, H.J. (1977). Burnout : Occupational hazard of the child care worker. *Child Care Quarterly*, 6(2), 90-97.
- Hatwal, T. (1996). "A study of relationship of Personality adjustment, Locus of control and Organizational structure with Teacher's Burnout. Doctoral Thesis, University of Lucknow.
- Maslach, C. (1978). The client role in staff burnout. *Journal of Social Issues*, 34(4), 111 - 124.
- Maslach, C. (1982 B). *Burnout : The cost of carrying*. Englewood Cliffs, NJ : Prentice-Hall.