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AN ENQUIRY INTO THE AGE DIFFERENCE IN BURNOUT, EMOTIONAL COMPETENCE AND PROBABILISTIC ORIENTATION OF SCHOOL TEACHERS

Dr. N. Balasubramanian¹ and Abhilash Babu P.²

¹ Former Professor and Head, Department of Education, Bharathiar University, Coimbatore, Tamil Nadu .

² Lecturer in IFIC (In service programme, Field interaction, Innovation and Coordination), DIET, Wayanad, Kerala.

ABSTRACT:

This research paper is an attempt to find out the age difference in burnout, emotional competence and probabilistic orientation of school teachers. In this study data was collected from 300 teachers. Data was analysed by One way ANOVA. The mean scores of burnout (component wise and burnout-total), emotional competence (component wise and emotional competence-total) and probabilistic orientation obtained for the three different age groups were compared using One-way ANOVA. The finding of the study

reveals that there is no significant age difference in burnout, emotional competence and probabilistic orientation of school teachers.

KEYWORDS: Burnout, Emotional Competence and Probabilistic Orientation.

INTRODUCTION

Maslach (1998), in an influential conceptualization characterized burnout as a syndrome that included emotional exhaustion, depersonalization, and reduced personal accomplishment. It occurred among people doing "people work" of some kind. Exhaustion reflects Freudenberg's view that burnout represents a sense of wearing out. Depersonalization involves an emotional separation of the teacher from the student, in which student gets viewed as an object to be processed and a nuisance, not a

person of worth. The reduced personal accomplishment is a feeling that one is not achieving the set goals, and one's effort at the job produces no results, making it meaningless to continue to work.

In Goleman's view, emotional competencies build on each other in a hierarchy. One must identify one's emotions in order to manage them. One aspect of managing emotions involves entering into drive-to-achieve emotional states. These three abilities, when applied to other people, lead to the fourth one: to read and influence positively other people's emotions. All four competencies lead to increased ability to enter and sustain good relationships. The emotional

competence comprises twenty competencies belongs to the four components viz., Self-awareness, Self-management, Social awareness and Relationship management

Probabilistic Orientation is a personality variable formulated by Narayanan (1979). It is reported to be a significant factor characterizing Indian culture.

Probabilistic orientation may be described as the phenomenological style of an individual. It emphasizes the random nature of events in Nature (Narayanan, 1983). Probabilistic orientation assumes that one who is given to probabilistic orientation is given to a balanced perception of the role played. Probabilistic Orientation refers to the

relatively long enduring personality disposition of an individual to have an openness of perception that enables him to be aware of the predetermined harmony of nature and accept occurrence of every event as a natural outcome of the random order inherent in stochastic unfolding of the Nature (Narayanan, 1983).

OBJECTIVE OF THE STUDY

- To study whether age difference exists in burnout, emotional competence and probabilistic orientation of school teachers.

HYPOTHESIS

- There is a significant age difference in burnout, emotional competence and probabilistic orientation of school teachers.

METHODOLOGY

The study is carried out on a representative sample of 300 teachers from the primary, secondary and higher secondary schools of Kerala state. *Proportionate stratified sampling technique* was employed. In selecting the sample, due representation is given to the category of teachers, gender (male and female), school locale (rural and urban), type of management of schools (government and private aided) and also to the biographical aspects (age, educational qualification, teaching experience, marital status, type of career of couples and number of dependents) of teachers. The sample is drawn from the three districts of Kerala, viz., Kannur, Kozhikode and Malappuram taking 100 each from primary, secondary and higher secondary schools.

Table 1: Break-up of the Sample

Locale	Category of School	Type Management of	Gender Teacher of		Total	Grand Total	Grand Grand Total
			Male	Female			
Urban	Primary	Govt.	8	8	16	40	120
		Private	12	12	24		
	Secondary	Govt.	8	8	16	40	
		Private	12	12	24		
	Higher secondary	Govt.	8	8	16	40	
		Private	12	12	24		
Rural	Primary	Govt.	12	12	24	60	180
		Private	18	18	36		
	Secondary	Govt.	12	12	24	60	
		Private	18	18	36		
	Higher secondary	Govt.	12	12	24	60	
		Private	18	18	36		
Total							300

TOOLS USED

- Burnout Inventory for Teachers by Balasubramanian & Babu (2008).
- Emotional Competence Inventory for Teachers by Balasubramanian & Babu (2008).
- Probabilistic Orientation Questionnaire by Narayanan (1979).

DELIMITATIONS OF THE STUDY

1. Even though the sample selected for the present study is on a proportionate stratified sampling basis, it represents a few percent of the total population of teachers of Kerala. Time cost factor forced the investigator to limit the sample size to 300.
2. The sample of the study is not a state-wide one, but confined to three districts in Kerala viz., Kannur, Kozhikode, Malappuram

ANALYSIS AND INTERPRETATION**Comparison of Mean Scores of Burnout, Emotional Competence and Probabilistic Orientation between Groups of Teachers based on Age**

The total sample was classified into three groups viz., teachers with less than 35 years of age, teachers with age between 35 and 45 years and those with more than 45 years of age. The mean scores of burnout (component wise and burnout - total), emotional competence (component wise and emotional competence - total) and probabilistic orientation between these three groups were compared using one-way ANOVA. Data and Results of the comparison are presented in Table 2.

Table 2: Data and Results of the One-way Analysis of the Variance between Groups of Teachers formed on the basis of Age

Variables	Source of Variation	Sum of Squares	df	Mean Square	F	p-value
Emotional Exhaustion	Between Groups	529.607	2	264.803	1.605	.203
	Within Groups	48989.630	297	164.948		
	Total	49519.237	299			
Depersonalization	Between Groups	184.202	2	92.101	.850	.428
	Within Groups	32183.585	297	108.362		
	Total	32367.787	299			
Reduced Personal Accomplishment	Between Groups	47.483	2	23.741	.429	.652
	Within Groups	16433.237	297	55.331		
	Total	16480.720	299			
Burnout Total	Between Groups	1727.597	2	863.798	1.029	.359
	Within Groups	249260.573	297	839.261		
	Total	250988.170	299			
Self- Awareness	Between Groups	3.589	2	1.795	.036	.964
	Within Groups	14708.398	297	49.523		
	Total	14711.987	299			
Self -Management	Between Groups	124.785	2	62.392	.488	.614
	Within Groups	37940.345	297	127.745		
	Total	38065.130	299			
Social Awareness	Between Groups	122.033	2	61.016	1.400	.248
	Within Groups	12944.554	297	43.584		
	Total	13066.587	299			
Relationship Management	Between Groups	40.284	2	20.142	.096	.908
	Within Groups	62006.846	297	208.777		
	Total	62047.130	299			
Emotional	Between Groups	268.859	2	134.430	.106	.899

Variables	Source Variation	Sum Squares	df	Mean Square	F	p-value
Competence -Total	Within Groups	375044.927	297	1262.778		
	Total	375313.787	299			
Probabilistic Orientation	Between Groups	15.423	2	7.712	.084	.920
	Within Groups	27321.493	297	91.992		
	Total	27336.917	299			

From Table-2, the p-value obtained (>0.01) in each case, the One-way ANOVA revealed that the biographical variable, age has no significant effect of burnout (dimension wise and burnout - total), emotional competence (component wise and emotional competence - total) and probabilistic orientation. In statistical terms, there is no significant difference exists in burnout, emotional competence and probabilistic orientation of teachers with regard to their ages.

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