



A CO-RELATIONAL STUDY OF JOB BURNOUT & DIASTOLIC BLOOD PRESSURE OF THE EMPLOYEES OF THE SOLAPUR UNIVERSITY

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Abstract:

Objective of the study is to find out correlation between the Job burnout & Diastolic Blood Pressure of the employees of the Solapur University. Study was conducted at Solapur University over the population of 102 teaching as well as non teaching employees of the University. Study was done with the help of well structured questionnaire which is used to calculate burnout score of the employees while the recordings of diastolic blood pressure of the employees are taken by using a standard sphygmomanometer in a scientific manner. Data is analyzed & hypothesis is tested using Pearson correlation analysis.

From the findings, it shows that there is little or no correlation between the job burnout & the diastolic blood pressure of the employees.

KEYWORDS:

Job burnout, Diastolic Blood Pressure, Employees, Solapur University, Pearson correlation.

Problem Statement

Hypertension is a medical condition which is characterized by raised blood pressure levels (especially diastolic blood pressure) is the major health concern amongst the all working people in the government as well as private sector. Hypertension if ignored can lead to myocardial infarction, brain stroke, paralysis etc. Increased job demand is thought to be associated with the growing prevalence of hypertension amongst the employees. This demanding nature of job is affecting the overall wellness of the employees & they are facing job burnout. In the today's competitive world, everybody is facing various challenges & pressure in day to day work. Though Solapur University is an autonomous body, it is under government regulations & it is also a public service institute so the employees working in the university are daily interacting with the common public. The nature of their job is always demanding. Employees working in the university are under constant pressure from outside public which includes students within the jurisdiction of university, residents of Solapur city, print media etc. Whether this job burnout is directly related to the raised blood pressure amongst the employees is an area of concern. A need is felt assess the degree of job burnout & its impact over the diastolic blood pressure of employees & to take appropriate measures to overcome that.

Significance of the Research

This study is helpful for the authorities of the university to assess the level of job burnout & its impact on the health of their employees. According to the needs of the employees university can start various positive health promotional activities for the employees & counseling of the employees regarding job burnout. The implementation of wellness program within the university will be beneficial to the employees & it will enhance their job satisfaction.

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Objective of the Research

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Scope of the Research

This research is aimed the employees of the Solapur university having various different characteristics. In this research we have included all the employees which differs from each other in various parameters such as gender -male/female, nature of appointment- regular or contract, nature of job- teaching or nonteaching, class of employee – Class I to Class IV. This pattern of employees is repeated in all the other universities of Maharashtra. So this research gives a symbolic picture about the wellness & job burnout amongst the employees of Universities.

Limitation of the Research

This research is limited only to the employees in the Solapur University so it does not give true picture of all the wellness & burnout in all the government employees. In this study researcher have considered only 2 variables which are job burnout & diastolic blood pressure, but raised diastolic blood pressure can occur due to many other important causes related to the employee such as habits like smoking, tobacco chewing, family history of diabetes, other medical conditions etc. These other causes are not considered in this study. Also the study is focused on the job burnout aspect at workplace but there might be other causes of hypertension in the individual such as family issues, financial problems, emotional stress which are not considered in this study.

Research Methodology

Research Design

The study adopted a descriptive survey design taking a format of a survey. It is a common method of studying individuals under natural conditions. (Saunders, Lewis, Thornhill 2003)

Population of study

Population of study included a total of 102 teaching & non teaching employees of Solapur University. Since population is small, study was a census.

Data Collection

In this study, data was obtained with a view to get information about total wellness & its component and level of job burnout amongst the employees. Qualitative data was obtained using 2 well structured questionnaires for the 2 variable, one for finding wellness score & another for job burnout score.

Questionnaire for finding out burnout score was partly adopted from Maslach Burnout Inventory-General Survey (MBI-GS).It is Burnout Self Test Survey. (www.mindtools.com) it consisted of 15 questions regarding the overall status of employees work habits, job satisfaction & factors affecting his ability to work within the institute.

The responses to each question were assessed on the scale of 0-3 & total score was then calculated. The interpretation depending upon the total burnout score is as follows,

Score	Interpretation
5-6	no signs of burnout
7-11	Little signs of burnout here, unless some factors are particularly severe
12-16	Be careful, may be at the risk of burnout
17-21	May be at severe risk of burnout
21-25	Severe burnout is there

Diastolic blood pressure of the employees was recorded serially on various days on variable timings. Blood pressure was measured using standard mercury sphygmomanometer with the individual lying in supine position.

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Diastolic Blood pressure	Interpretation
70-80	Normal Blood Pressure
81-89	Pre hypertension
< 90	Hypertension

Data Analysis & Interpretation

Response rate

Questionnaire for the assessment of job burnout was given to the 150 employees of the university. Out of 150 employees, 102 employees had given response by filling up the questionnaire. This makes the response rate of 68%.

Demographic Analysis

Total Respondents	Sex		Nature of Post		Class of employee	
	Male	Female	Regular	Contract	Class I & II	Class III & IV
102	84	18	80	22	48	54

Total Respondents	Persons with normal diastolic blood pressure scores (<90 mm of Hg)	Persons with high diastolic blood pressure scores (>90 mm of Hg)
102	85	17

Total Respondents	Persons with normal Job burnout score (<12)	Persons with high Job burnout score (>12)
102	81	21

Data Analysis

Descriptive statistics is used to compute the frequencies & mean. Aim of the study is to find out the correlation between the job burnout & wellness of employees so a Correlation analysis is used. For this purpose Karl Pearson Coefficient is used to find out any correlation between wellness & burnout. It is denoted by 'r'.

The method used to find out the correlation coefficient is Pearson's Product Moment coefficient of Correlation. (Ref: Research in education, John Best & James Kahn 10th edition, page no.382)

This method requires a setting up of 7 column table which has following values.

X = Burnout score of the individual employee

\bar{X} = Mean Burnout Score

$X - \bar{X}$ = Burnout score of individual employee – Mean burnout score

Y = Diastolic blood pressure of the individual employee

\bar{y} = Mean Diastolic Blood pressure

$y - \bar{y}$ = Diastolic blood pressure of individual employee – Mean diastolic blood pressure. The Pearson coefficient of correlation is calculated by using following formula,

$$r = \frac{\sum xy}{\sqrt{\sum x^2 \sum y^2}}$$

Using the formula for calculating Pearson coefficient of correlation, various values of 'r' are calculated for Burnout & Diastolic blood pressure correlation. These are as follows,

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Pearson Correlation Coefficient	r
'r' for correlation of all the values of Job Burnout Scores & Diastolic Blood Pressure Readings	0.031
'r' for the correlation between high values of diastolic blood pressure & corresponding job burnout scores	0
'r' for the correlation between high scores of job burnout with the corresponding diastolic blood pressure scores	-0.018

John Best & James Kahn (Educational Research Page no.388) has given the table indicating the values of 'r' the corresponding nature of relationship (Correlation) between the two variables. It is as follows,

Coefficient (r)	Relationship
0.00 - 0.20	Negligible
0.20 - 0.40	Low
0.40 - 0.60	Moderate
0.60 - 0.80	Substantial
0.80 - 1.00	High to very high

Conclusion & Recommendations

As all the values of Pearson correlation coefficient are 0.031, 0, -0.018 respectively, it concludes that there exists no or negligible correlation between the job burnout & diastolic blood pressure values of the individual.

According to this research it is concluded that High diastolic blood pressure is not related to the degree of job burnout the employee faces at the work place. In this research author has considered only two variables which are diastolic & job burnout. But diastolic blood pressure of an individual might be depending upon number of other characteristics such as physical characteristics like age, sex, medical history, family history and personal characteristics like bad habits, mindset of the individual. So a further co-relational study between these other variables & diastolic blood pressure could be helpful. This study will be helpful to start a variety of wellness programs in the university for its employees.

Top officials of the university can do an internal assessment of their employees & that would give them a clear indications as to where interventions can be planned for betterment. The behavior change method is an active, systematic program for permanent behavior change which helps to achieve optimum health of an individual.

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