

# The Relationship between Burnout and Performance of Physical Education Teachers in Kermanshah



International  
Interdisciplinary Journal  
of Scholarly Research  
(IJSR)

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Research Publisher

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## Abstract

This study aimed to investigate the relationship between burnout and performance of physical education teachers in Kermanshah. It was a descriptive - correlation field study. The population consisted of all physical education teachers in the academic year 2014-2015 (N=360). The Morgan table and cluster sampling method were used to estimate the sample size (n=186). The research tool included two standard questionnaires: Maslach burnout questionnaire and the evaluation of staff's performance questionnaire. The validity of questionnaires was confirmed by professors of physical education. Also, the Cronbach's alpha was used to assess the reliability (burnout questionnaire= 0.93, performance evaluation questionnaire= 0.83). The descriptive statistics including Kolmogorov-Smirnov test and Pearson correlation coefficient was used in this study. The results showed that there was a significant and negative relationship between burnout and performance of physical education teachers in Kermanshah ( $P \leq 0.01$ ).

**Key words:** burnout, performance of teachers, physical education.

## 1. Introduction

The success of any organization depends on its expertise, equipment, and human resources and appropriate use of tools in conducting the programs. This will be realized and will be possible if these organizations use the skills, abilities, and characteristics of staff in line with the objectives of organization. Today, the organizations consider the human resource from different aspects. The issues such as employees' training and improving their abilities and skills, their engagement and organizational commitment, their job satisfaction, their performance, and etc. have got important.

In today's aggressive and competitive world, the knowledge development, obtaining economic capabilities, and social welfare in any society depend on efficient use of capacities and human resources. In this respect, if the employed human resources in various sectors in a country are robust, more motivated, and healthy, the success and development of the country will be more in various fields such as science, economy, and society. Of course, achieving such a goal requires strategic and long-term approach in preservation and development of human resources in any organization. One of the most important and effective principles in maintaining and developing human resources in any organization is the management and control of stress and prevention of burnout in workplace. The burnout is defined as severe mental pressure caused by improper nature, type, or condition of work. In this situation, the individuals are always tired, pessimistic, aggressive, negative, and angry. A person with burnout soon affects all his/her colleagues. This can affect the performance of individuals and naturally, the organization. Therefore, the person with burnout must be quickly identified and some solutions will be considered to relieve his/her tension. The people who are experiencing burnout are neutral and focus on worst aspects of job. The researcher state that this issue is caused by stressful situation and lack of positive conditions in the workplace. The lack of attention to job stress and burnout leads to reduction in the quantity and quality of individuals' performance (Demarco, 2007). Maslach considers the burnout as a psychological response to the pressures of work which accompany with three states including emotional exhaustion, depersonalization, and reduced personal performance. According to the research, if the pressures and demand will be more at work, the burnout will be more among the staff (Maslach, 1982). Robbins states that the burnout is caused by high levels of stress in the workplace and lack of necessary



skills to deal with it. In a multi-stage process, the burnout converts the effective and dynamic human resources to unprofitable, inefficient, and tired individuals. In addition, the burnout is associated with negative organizational consequences such as low levels of commitment, reduced job satisfaction, and consequently reduced performance (Robbins, 2002).

### 1.1. The effects of burnout:

In classifying the effects and consequences of burnout, Mouse (1981) classified these effects in three categories: physical indicators, behavioral changes, and job performance (Atashpour, 2005).

Job Performance	Behavioral changes	Physical indicators
Reduced income	Increased irritability	Headache
Loss of interest in work	Mood changes	Sleep disorder
Reduced capacity to maintain effective performance	Reduced tolerance for failure capacity	weight loss
Inflexible and closed process of thinking	Increased suspicion to others	Gastrointestinal - Intestinal disorders
	Prepared more to take risks	Burnout and fatigue
	Trying to self-medicate	

Table 4-2: the effects of burnout (mouse, 1981) - (quote by Atashpour, 2005)

When there is no burnout, the performance will be increased. The performance is the results of employee activities in terms of implementation of duties in certain period. The result may be product or service. The performance measurement is usually done after a certain time period (the former organization of employment affairs in Iran, 1994.p 9). The evaluation of performance has many applications for organizations such as identifying weak staff and determining the development level according to staff performance (Robbins, 2002). The education organization has an important role in the education and training of human resources. Therefore, because of this task, the education organization needs lively, motivated and committed manpower. Like other organizations, this organization is also exposed to burnout due to individual, organizational, or meta-organizational reasons which leads to loss of motivation, reduced commitment, and low efficiency among human resource (eskandari Rad, 1995). Among the courses that are taught in schools, some of them have high workload. The physical education is one of the lessons which have high workload. Consequently, the volume of referring to physical education teachers is significant. Therefore, the physical education teachers are susceptible to burnout. From the perspective of scientists, however, the important reasons of burnout are high workload, large number of clients, and organizational commitment. According to above, the researcher aims to identify the problems of this human resource (physical education teachers) to provide suitable working environment for their activities.

## 2. Methodology

It was a descriptive - correlation field study. The population consisted of all physical education teachers in the academic year 2014-2015 (N=360). The Morgan table and cluster sampling method were used to estimate the sample size (n=186). The research tool included two standard questionnaires: Maslach burnout questionnaire and the evaluation of staff's performance questionnaire. The validity of questionnaires was confirmed by professors of physical education. Also, the Cronbach's alpha was used to assess the reliability (burnout questionnaire= 0.93, performance evaluation questionnaire= 0.83). The descriptive statistics including Kolmogorov-Smirnov test (to determine the normal distribution of scores) and Pearson correlation coefficient (to examine the relationship between variables) was used in this study. The software SPSS 16 was used to analyze the data. Also, the Excel Software was used for drawing charts. It should be noted that the significant level for all hypotheses was considered to be  $\alpha=0.05$ .

## 3. Findings

The results of Pearson correlation in Table 1 shows that there is a significant negative correlation between performance and burnout ( $p < 0.01$ ,  $r = -0.838$ ). Since the significance level (0.001) is smaller than (0.01) ( $p < 0.01$ ), it is concluded that this hypothesis (there is negative significant correlation between performance and burnout) is confirmed and the null hypothesis is rejected.



Statistics Variable	N	Correlation coefficient	Significant level	Coefficient of determination
Organizational performance	240	$r = -0.838$	0.001	$r^2 = -0.702$
Burnout				

Table 1: the results of Pearson correlation test between performance and burnout of physical education teachers

#### 4. Discussion and conclusion

The success of organizations and societies in today world depends on optimal use of management science and its capabilities. Therefore, the organizations and sports managers cannot be an exception. They should be equipped with update science to deal with current situation and organizational issues and they should always conduct research to solve organizational problems. Since physical education plays an infrastructure role in improving physical and mental health of people, especially the younger generation and also due to special situation of sport which is directed partly by education organization, it is vital that the organization will have efficiency and effectiveness; this may not be possible unless the organization uses efficient managers and employees.

There is a significant difference between burnout and performance of physical education teachers in Kermanshah. This means that by increasing of burnout, the performance of physical education teachers decreases. The result (there is a significant relationship between burnout and performance) is consistent with research results of Amiri, Mirhashemi, and ParsaMoein (2011) and Kimiyai (2008). Also, it is inconsistent with research results of Yavari, Ismaili, and Rezai (2011). The reduced individual performance can be seen in the definitions of various dimensions of burnout. This shows the importance and impact of burnout on performance. Therefore, the physical education teachers without burnout have better performance compared to physical education teachers who suffer from burnout.

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