

# Burnout Syndrome as Related To Age among Army Soldiers



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## Abstract

The purpose of the present research paper was to examine the relationship between age and burnout among army personnel. 06 army personnel aged 22 to 54 were participation in the present research investigation. Burnout was measured by administering Maslach Burnout Inventory (MBI). Every personnel was personally contacted from their working place and residential areas. Simple multiple regression analysis, post hoc comparison and t – test were used to analyze the data. From simple regression it was found that age was not emerged as significant predictor of burnout among army personnel. While analysis from post hoc revealed that middle age employees (age 32 – 40) have more burnout problem as compared to young (age 21 – 31) aged personnel but statistically no significant difference was obtained between these groups. We can say that all age level personnel have more or less some level of burnout problem. If we compared mean we found that middle aged personnel have more burnout as compared to young and aged personnel.

Thus, the findings of present study provide ideas for policy change at their work place that may facilitate in development of psychologically healthy being. So that personnel can easily manage risk and cope with situation. In this reference findings have applied application in the field of behavioural sciences.

**Keywords:** Burnout, M.B.I., Multiple Regression, Facilitate, Sacrifice.

## Introduction

The concept of burnout was first coined by the American psychologist Herbert Freudenberger in 1970's. Initially this term was used to describe the consequences severe stress and high ideals experienced by people working in helping professions such as doctors and nurses who sacrifice themselves for others. But nowadays, the term is not only used for these helping professions or for the dark side of self – sacrifice. It seems that anyone can be affected from stressed – out, careerist and celebrities to over worked employees and home makers. A stressful life style can put people under extreme pressure at to the level where anyone can feel exhausted, empty, unable to sleep, mental and physical fatigue, forgetfulness/impaired concentration and attention, loss of appetite, anxiety, anger, depression, loss of enjoyment, isolation, detachment etc and unable to cope with the situation, so that stress at work place can cause mental and physical symptoms, possible causes include feeling either permanently overworked, under –challenged, being time pressures or having conflicts with colleagues. Some time individual's own work ethics, their personal commitment can also lead employees to neglect their own needs. These causes are the root of burnout at work place.

Thus, burnout is a dynamic concept which depends upon psychological and physiological responses related to work. Maslach and Pines (1977) described burnout as three dimensional syndrome of exhaustion, cynicism and diminished professional efficacy which can result from a combination of prolonged work stress and dysfunctional ways of coping (Ahola et al, 2008; A. Marchand et al 2018). This phenomenon was summarized by Haley et al (2013; Fickline, 1983) who opined that "it is compared with dissatisfaction, tedium, stress, moral anxiety, tension, conflict, boredom, fatigue and depression.

Keeping in mind the concept of burnout and its consequence, the present research paper gave impetus on the effect of age and burnout syndrome among army personnel. There were no well researched methods to diagnose burnout yet, various questionnaires can be used for self assessment. Maslach Burnout inventory (MBI) was the most common

questionnaire that was used in burnout problem. This questionnaire was used to find out the level of burnout among army personnel. We reviewed the literature on burnout and found that burnout was studied with various facets of work life such as age, personal and organizational factors (Fogarty and Singh at al, 2000; Erickson 2007; Ramos et al 2016; Marek and Sechaufeli, 2017 etc). Most of the researchers on burnout were interested to find out antecedent and consequences of burnout in organization. But the present research work focused upon the relationship between age and burnout among army personnel.

#### **Aim of the Study**

The aim of the present study was to explore the relationship between age and burnout among army personal. The present study investigated the three different age group namely young, middle aged and aging army personnel.

1. To identify age as a predictor of burnout among army personnel.

#### **Hypothesis**

Age would significantly affect burnout among army personnel

#### **Method & Sample**

The sample of the present research work was 406 army personnel working at junior and senior levels. The sample was randomly drawn different unit of army. The age ranges of personal were 22 to 42 and above years old. That was divided in to three

categories (22 – 31 young, 32 – 41 middle, and 42 – above aging group).

#### **Tool Used**

Two scale were used in this research first MBI (Maslach Burnout Inventory – GS, 1996) and second self made PDS (personal data schedule). Maslach Burnout Inventory was measure burnout on three main dimensions as Exhaustion (EX), Cynicism (CY) and Professional Efficacy (PE). While age was measured by using the personal data schedule (PDS) where this variable was classified in year.

**Table-1**

#### **One way Analysis of Variance (Age & Burnout)**

Variation	Sum of Squares (SS)	Df	Mean Squares	F
Between Groups	237.525	2	118.762	2.334
Within Groups	20502.901	403	50.876	
Total	20740.426	406		

One way analysis of variance revealed that F value was found not significant at 0.05 level of significance. F value 2.334 indicates that age not significantly influenced burnout among army personnel, because value was found not significant at any level of significance.

**Table-2**

#### **Multiple comparisons of age range and job burnout Post Hoc Tests**

(I) Age Range	(J) Age Range	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
22-31	32-41	-.491	.869	.839	-2.53	1.55
	42- Above	1.302	.920	.334	-.86	3.47
32-41	22-31	.491	.869	.839	-1.55	2.53
	42 – Above	1.793	.842	.085	-.19	3.77
42 – Above	22-31	-1.302	.920	.335	-3.47	0.86
	32-41	-1.793	.842	.085	-3.77	0.19

From table 2 we inferred that age was negatively related to burnout it means that as age is increasing the burnout problem continuously decreasing. Finding should that mean value of young soldiers (22 – 31 years) were M = 0.491, middle age personnel (32 – 41 years) M = 1.79 while aging personnel 42 and above 1.302. But no significant differences were obtained between groups.

#### **Discussion**

On the basis of above results we can interpreted our findings by saying that as age is growing with experience, the burnout problem became decreasing. It was found in the present research work that age was independently and inversely association with burnout among army personnel. This inverse association may be occur due to development of better coping strategies by more experienced army personnel as age is closely associated with experience. The finding of the present research revealed that burnout was differently associated with age in different age groups among

army personnel. In reviews which have concerned mostly human services work, burnout has been reported decrease with age, where as in our research findings we found the opposite results. A high level of burnout was more common in middle age group (32 – 41 years) M=1.79, as compared to young (M = 0.491) and aged personnel (M = 1.30).

Thus we can summarized our findings by saying that middle age personnel (32 – 41 years) were found more prone towards having burnout problems may be due to lack of family support, lack of support from superiors, more working hours, lack or high responsibility at work place, over load work, lack of proper communication etc can lead to more burnout problem among middle aged personnel. This is amply reflected in our findings where we found, that middle aged army personnel have more burnout as compared to their counter parts (viz young / aged) it is due to personal, organizational as well as family and societal pressure. These findings of the present study may be very beneficial in policy making of employees.

They provide guideline for reducing stress in the work place by engaging personnel can exercise (mental and physical), meditation, entertainment, and providing recreational activities, to reduce burnout at the work place and can load their life ahead.

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