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**ASSOCIATION IN BURNOUT AND JOB SATISFACTION AMONG  
WORKING SOCIAL SCIENCES POSTGRADUATE STUDENTS OF  
LAHORE**

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**ABSTRACT**

Burnout is linked with the professional performance; it may lead to less professional satisfaction and less career achievement. This research was conducted to find out the association in burnout and job satisfaction among working post graduate students of Lahore. The target population was the working social sciences postgraduate's students of private universities of Lahore. A multistage sampling technique was used to collect the data. The drawn sample size was 147social sciences postgraduate's students that were currently studying in chosen universities of Lahore. Minnesota satisfaction questionnaire was

used for the job satisfaction and stress as well as burnout questionnaire used for burnout measurement. Pearson's Correlation and Linear regression analysis was used to test the hypothesis through SPSS version 25. Results showed that there is significant association between the burnout and job satisfaction. The victims of burnout syndrome present with mental and physical exhaustion. It is found that a significant association exists in burnout and job satisfaction among working social sciences postgraduate students of Lahore.

## **INTRODUCTION**

According to the International Classification of Diseases (ICD-11) burnout syndrome is a consequence of consistent work load and stress which were not properly handle. (Arandjelovic, Nikolic, & Stamenkovic, 2010). Burnout can be explained by three dimensions which is energy reduction or tiredness (emotional exhaustion); psychological distance or tiredness from job, or feeling distrust and negative thoughts about job (depersonalization); and decrease in effectiveness of work (personal accomplishment) (Maslach & Leiter, 2006).

Job satisfaction is the positive outcome of the relationship between the employee and the employer. It refers to contentment with the job. It depends on many factors like appreciation if not given, results in frustration. Moreover, lack of communication with the employer and the colleagues also affects. Benefits accompanying are important factors. Job environment and opportunities for promotions have a vital role in building up job satisfaction. Nature of the work also impacts the level of satisfaction. Lastly, spaces for personal and professional growth greatly influence the satisfaction with the job.

The burnout theory given by Maslach in 1982 according to him burnout is a psychological phenomenon which has three measurements the first one is emotional exhaustion, the second is depersonalization and the third is personal accomplishment which occurred during professional's work at the time of tough situations. Maslach said that the burnout situation can decrease the task performances of the person jobs like the teachers, police, lawyers, doctors, nurses, and others.

Objective of the study was to see the association in burnout and job satisfaction among working social sciences postgraduate students of Lahore. The null hypothesis was that, there is not significant association in burnout and job satisfaction among working postgraduate students of Lahore.

The research purpose was to investigate the relationship in burnout with job satisfaction among working postgraduate students. when a person felt burnout, he became emotionally exhausted, depersonalized and the professional efficacy is reduced (Maslach & Leiter, 2006). The situation of high strain risk occur when job demands increases and job control decreases at the work place, it affects the health and job performance of the people (De Jonge, Dollard, Dormann, Le Blanc, & Houtman, 2000). Both the theories are relevant to the study and support to find out the objectives of the current research.

The study will help to resolve the issues and problems faced by the working students whom work and study at a time. And the educational institutions and professional organizations will make the strategies which will help the working students to continue their studies and work to gather at the same time without any work load or anxiety issues.

WHO describes the burnout is a condition of job-related context and it should not be applied in other areas of life (Milićević-Kalašić, 2013). (GHAFOOR, CHAUDHRY, & KHAN, 2018) explore dental sciences students had high level of emotional exhaustion and personal accomplishment and low for depersonalization. (Schramer, Rauti, Kartolo, & Kwantes, 2019) examine burnout and found lack of interest toward employment, exhaustion toward employment, lack of interest toward academics and exhaustion toward academics in employed university students.

Theoretical review on past five year publications in different databases done and it was find out that Stress affects the mental and physical health of the university students (Gouveia et al., 2017). (Tarcan, Hikmet, Schooley, Top, & Tarcan, 2017) point out that high level of association exists between job satisfaction and burnout among the working staff.

## **METHODOLOGY**

This is the quantitative study. The source of data collection is primary and the research is exploratory in nature. The working postgraduate students enrolled in social sciences in the universities of Lahore were the target population. By the use of simple random sampling technique, the (University of management and technology) UMT, Lahore and Riphah International University, Lahore were selected for the collection of the data.

There were 12 universities which offer weekend program, from them the 2 universities were selected for the data collection. The total population of the postgraduate social sciences students was 237, out of which the total students of Riphah international university was 112 and UMT, Lahore students was 125. At the last stage, the purposive sampling technique was used to collect the target audience. The sample size was 147, the margin of error was 5% and the confidence level was 95%. The 121 students respond to the questionnaire and 26 didn't give respond.

The Social Survey was used in the examination of the existing study. Survey through the questionnaire was conduct from the employed university students of social sciences in Lahore. The main process of the survey was that the working students were asked different questions through the questionnaire on the basis of research objectives

Minnesota satisfaction questionnaire was used for the job satisfaction and stress and burnout questionnaire used for burnout measurement. Pre-testing was done with the 10 respondents. The SPSS (statistical packages for social sciences) was used to examine and analyze the information. In statistical techniques Percentages, Pearson correlation, Regression analysis use for the investigation of the collected data. Interval and nominal scales used for measurements.

## **RESULTS**

Out of 121 respondents 92(76) were enrolled in M.Phil. Majority of the respondents were male 83(68.6%). Most of the respondents were belonging to the full-time employment which was 84(69.4 %). The respondents 93(76.9%) were doing job from 5 or less than 5 years. The reliability of the questionnaire was check with the Cronbach's alpha, the value 0.934 is excellent which means items in the test are highly correlated and can be use for further statistical analysis.

**Table 1: Frequency Distribution of Feeling constantly exhausted, tired or fatigued**

Feeling constantly exhausted, tired or fatigued	Frequency	Percent
for experiencing this only occasionally	54	44.6
This is true quite frequently (weekly)	43	35.5
This true often (usually daily)	24	19.8
Total	121	100.0

The above table related to the burnout questionnaire which shows the exhausted, tired or fatigued feelings of the respondents. Out of 121 respondents 54 (44.6%) were experiences it occasionally and 43(35.5%) experiencing it weekly and 24 (19.8%) experiencing it daily.

**Table 2: Frequency Distribution of Regular sleep disturbance, wakefulness, never enough sleep**

Regular sleep disturbance, wakefulness, never enough sleep	Frequency	Percent
for experiencing this only occasionally	54	44.6
This is true quite frequently (weekly)	32	26.4
This true often (usually daily)	35	28.9
Total	121	100.0

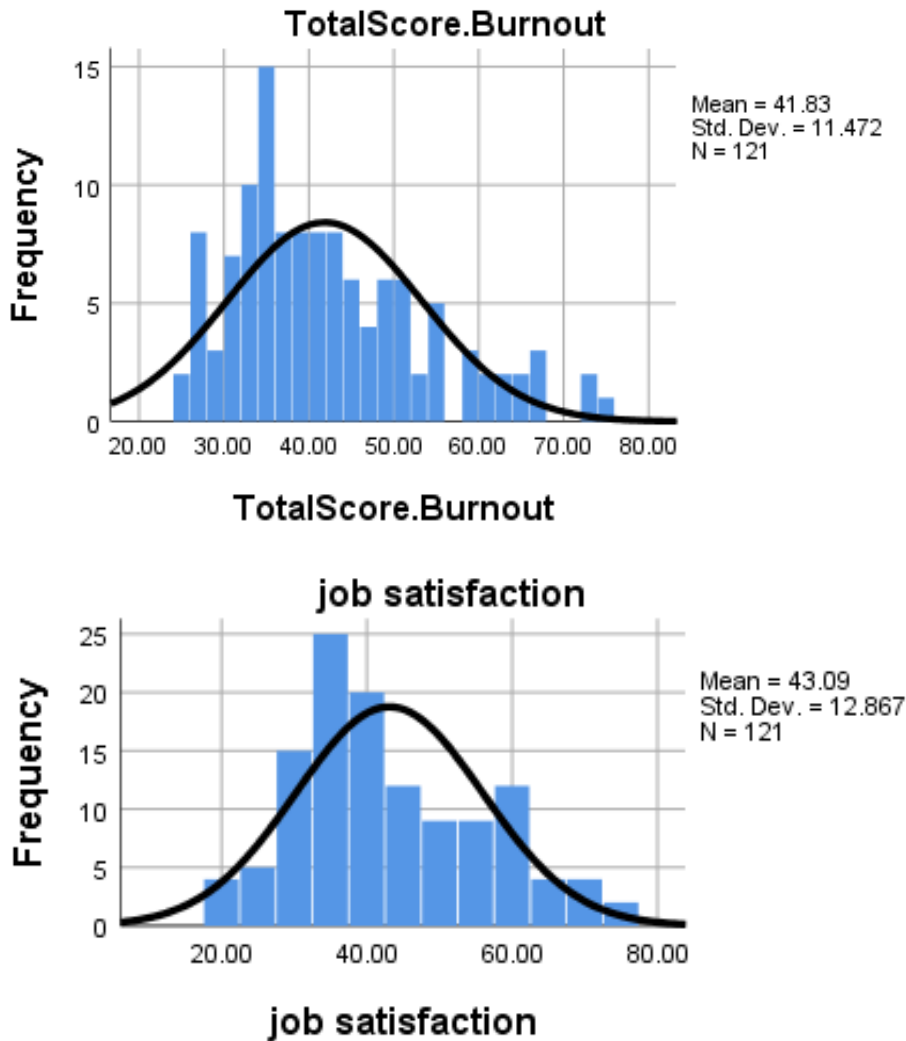
The table describes the sleep difficulties pattern of the respondents. The majority of the respondents feel sleep disturbance occasionally which was 54 (44.6%), 32(26.4%) respondents feel it weekly and 35 (28.9%) feel it daily.

**Table3: Descriptive Statistics and Pearson Correlations**

	Mean	Std. Deviation	Pearson correlation	Sig.
1. Burnout	41.82	11.47		
2. Job satisfaction	43.09	12.86	0.538	0.00

Correlation is significant at the 0.01 level.

The table explains means, std. Deviations and results of Pearson correlation. The significant value is 0.000 which is less than the default value which is 0.01 as shown in the above table that means a significant relationship found between the burnout and job satisfaction variables. In coefficient the beta value 0.538 describes that the change in independent variable that is job satisfaction by one unit bring about change in dependent variable that is burnout by 0.538 units.



**Table 4: Linear Regressions**

Model R	R square	adjusted R square
10.5380.29		0.284

Constant (burnout), job satisfaction

The above table shows the linear regression, in which R Square means the total variance or the impact of dependent variable burnout because of the independent variable job satisfaction. In other words, how much the job satisfaction caused by the change of the burnout level in the existing research. As describe in the regression results R square value is 0.29 which means that independent variable i.e., job satisfaction causes 29% change in the dependent variable i.e., burnout.

## DISCUSSION

In this research reject the null hypothesis and on the basis of the results it is found that a significant association exist in burnout and job satisfaction among working social sciences postgraduate students of Lahore. The victims of burnout syndrome present with mental and

physical symptoms. All the three dimensions of the burnout i.e., first emotional exhaustion, second depersonalization and third less accomplishment contribute to poor performance at workplace and eventually lead to less job satisfaction.

The majority of the respondents were male and most of the population was enrolled in M.Phil. The students who were doing a full-time job during the week-days (Monday to Friday) were affected more than the part-time working students. Educational institutions and professional organizations should make the strategies which will help the working students to continue their studies and job at the same time without any work load or anxiety issues.

## CONCLUSION

On the basis of the results, conclusion is that there is a significant association found between high burnout and less job satisfaction among working social sciences postgraduate students of Lahore. The researches on burnout have been done in other countries, but very few researches have been done in Pakistan especially in working social sciences postgraduate students of Lahore. The study should be done to check the level of burnout among the professional male and female in Pakistan.

Males were found to be more affected with high level of burnout in this study. Moreover, students who were doing master of philosophy (with one full year of thesis) displayed the burnout symptoms more than the Master of Science students. All the students who were doing a full-time job during the week-days (Monday to Friday) were affected more than the part-time working students.

In this research reject the null hypothesis and on the basis of the results it is found that a significant association exist in burnout and job satisfaction among working social sciences postgraduate students of Lahore. Majority of the respondents feel moderate and high level of burnout and other feel low level of burnout. Most of the respondents were feeling average satisfaction from their job and one third feel low level of satisfaction.

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