

**DECLARATION**

I Ms. **Sana Daud**, ID **15001257016** Student of **MS Counseling Psychology** session **2015- 2016**. Hereby declare that the matter printed in the thesis titled **Burnout Tendencies and Mental Health Issues of Administrative Staff of the University** is my own work and has not been printed, published and submitted as research work thesis of publish in any form in any university, research, institution etc. in Pakistan or abroad.

**Dated: 16-01-2017**

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**Signature of Deponent**

## Certificate of Approval

Accepted by the Faculty of the Institute of Clinical Psychology, University of Management & Technology Lahore in partial fulfillment of the requirements for the degree of MS in Counseling Psychology

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## Acknowledgements

All praises & thanks to Almighty Allah who has given me a courage and strength to initiate and accomplish this task. Secondly, I would like to express my sincere gratitude to my research supervisor Prof. Dr. Zahid Mahmood for the constant support and guidance not only to complete my MS study and related research, but also for the opportunity to allow me for admission and give a chance to present a research paper in the International conferences. His patience, motivation, and immense knowledge helped me all the time in writing and analyzing of this study. I could not have imagined having a better advisor and mentor for my MS study.

Besides my advisor, I would like to extend my thanks to my colleagues of ICP especially Associate Professor, Dr. Sadia Saleem and Assistant Professor Sara Subhan for their critical feedback that helped to improve the quality of my work, their valuable comments and encouragement helped me to develop insight, their hard questions which incited me to widen my research from various perspectives. I am grateful to Research Associate Mr. Zohaib Bashir for enlightening me the first glance of research especially in the analysis and the discussion and Clinical Counsellor Ms. Zobia Amin in my sleepless nights and the motivation to achieve a goal.

I am grateful to all my teachers, colleagues, support staff of the Universities, the participants of this research, all the authorities, The Rector Dr. Hasan Sohaib Murad for allowing me to do MS and my fellow classmates for the stimulating discussions; we were working together before deadlines

Last but not the least, I would like to thank my family: my parents and to my brothers and sister for supporting me spiritually throughout writing this thesis and my life in general.

**Sana Daud**

# Dedication

I would like to dedicate my work to my mother who is my strength to achieve my every goal and objective

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### **Abstract**

The current study is an attempt to explore the relationship between Burnout tendencies and Mental Health functioning in Administrative staff of University. The current study was carried out in four stages in the first stage the phenomenology of the Burnout tendencies was explored through open ended approach from 20 participants. This phase resulted into 75 items the final list of 53 items was further validated by 10 experts and piloted on 30 participants age range Mean. In the final stage a sample of 193 (75% male, 25% female) with the age range of ( $M$  32.35,  $SD$  8.40) was selected through purposive sampling from Private Sector University and given Burnout Scale, Depression Anxiety Stress Scale DASS, (Lovibond, & Lovibon, 1995) along with the demographic form. The results of factor analysis revealed a three factor solution namely Feeling Exhausted, Feeling of Dysfunctional and Somatic Complaints. The Burnout scale was found to have high internal consistency and concurrent validity the results of Hierarchical Regression analysis revealed that Burnout was found to be significant predictor of Mental Health issues in Administrative staff of the University. The results are discussed in terms of stress management and counseling for the administrative staff of the university

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<b>Table of Contents</b>		<b>Page No.</b>
	<b>Declaration</b>	i
	<b>Certificate of Approval</b>	ii
	<b>Acknowledgements</b>	iii
	<b>Dedication</b>	v
	<b>Abstract</b>	vi
	<b>List of Tables</b>	vii
	<b>List of Appendixes</b>	
<b>Chapter I</b>	<b>Introduction</b>	1-10
	<ul style="list-style-type: none"><li>• Implications of the Current Research</li><li>• Aims</li><li>• Objectives</li><li>• Operational Definitions</li></ul>	
<b>Chapter II</b>	<b>Review of Literature</b>	11-22
	<ul style="list-style-type: none"><li>• Recent local and International literature</li><li>• Significance of the Study</li><li>• Rationale of the Study</li><li>• Research Question</li><li>• Hypotheses</li></ul>	

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<b>Chapter III</b>	<b>Method</b>	23-27
	<ul style="list-style-type: none"><li>• Research Design</li><li>• Setting</li><li>• Participants (Sampling Strategy)</li><li>• Measures</li><li>• Procedure (Ethical Considerations)</li></ul>	
<b>Chapter IV</b>	<b>Results</b>	28-52
	<ul style="list-style-type: none"><li>• Sample Description</li><li>• Hypotheses Testing</li><li>• Summary of Results</li></ul>	
<b>Chapter V</b>	<b>Discussion</b>	53-57
	<ul style="list-style-type: none"><li>• Suggestions for Further Research</li><li>• Conclusion</li></ul>	
	<b>References</b>	58-65
	<b>Appendices</b>	

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### List of Tables

Table No	Page No
<b>Table 1:</b> Means and Standard Deviations of Participant's Age and no. of Children of the Participants (N=193)	29
<b>Table 2:</b> The Frequencies and Percentage of Demographic Characteristics of Participants (N=193)	30
<b>Table 3:</b> The Factor Analysis of 41 Items of Burnout in University Students with Varimax Rotation	32
<b>Table 4:</b> Eigen Value and Variance Explained by 3 Factors of the Burnout Scale	33
<b>Figure 1:</b> Graphical representation of Burnout (BO) factors	34
<b>Table 5:</b> Cronbach Alpha for total and Subcales of Burnout Scale, Depression Anxiety Stress Scale	36
<b>Table 6:</b> Inter-Factor Correlation, Burnout Scale (BO) and Depression Anxiety Stress Scale(DASS) of University administrative Staff (N=193)	38
<b>Table 8:</b> Means, Standard Deviation and t Value of Both Genders with Three Factors of BO-Burnout Scale (N=193)	39
<b>Table 9:</b> One Way Analysis of Variance of Three Levels of Designations (Junior, Middle, Senior) and Burnout Factors Scores and DASS	41
<b>Table 10:</b> One Way Analysis of Variance of three different years of experience and three factors of Burnout Scale and DASS	43
<b>Table 12:</b> Means, Standard Deviation and t value of family system with three Factors of BO-Burnout Scale	47

<b>Table 13:</b> Means, Standard Deviation and t Value of Family System with Three Factors of BO-Burnout Scale	48
<b>Table 14:</b> Hierarchal Regression Analysis of Predictors of Identity and Social Intelligence in orphans and main stream adolescents (N= 193)	49

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## **List of Appendices**

**Appendix A:** Demographic Performa

**Appendix B:** Burnout Scale (BO)

**Appendix C:** Depression Anxiety Stress Scale (DASS)

## **Introduction**

The rationale of this study is to investigate the phenomena of burnout and its relationship with mental health of University employees. The university is the place where different professionals are working together to achieve a certain goal that is “providing a quality education to the students” and there are certain pressure on these people to achieve these goals (United Nations Children's Fund [UNICEF], 2000). These pressures can be internal or external. Work pressure and stressors at work are important for the employees to keep on their work. These pressures can be positive or negative. Positive pressures keeps the employee motivated towards their work and negative pressures lead them into stress at work (Gómez, Hermosa, & Perilla 2012).