

A Study of Job Burnout and Exploitation among Government and Private Employee

Vikram. V. Talpada¹, Dr. Sangeeta. N. Pathak^{2*}

ABSTRACT

The purpose of this study was to explore the Job Burnout and Exploitation among Government and Private sector Employee. Burnout is defined as a symptom of emotional exhaustion, depersonalization, and reduced personal accomplishment at work due to work activity (Meshach, 1982). Burnout is a prolonged response to chronic emotional and interpersonal stressors on the job, and is defined by the three dimensions of exhaustion, cynicism, and inefficacy. Wright (1997) proposes a related definition of exploitation though it is not formulated in terms of the concept of rent. In addition to the causal link between advantages and disadvantages of classes, Wright requires that the advantaged class depend on the fruits of labor of the disadvantaged class for exploitation to exist. Thus when the European settlers displaced Native Americans they did not exploit by obtaining an advantage at the expense of Native Americans; they engaged in “no exploitative economic oppression.” The sample consisted of 60 employees from government and private sector in Kheda and Ahmadabad. This includes 30 male and 30 female Government & private sector employees. (Bank/ LIC) The instruments used to measure the variables were: 1. job burnout and 2. Exploitation. The tool used for the research is job burnout scale developed by Zaki Akhtar and exploitation scale by Ramandeep Kaur and Mena Jhamat. Job- burnout scale has 30 statements, out of which 28 are positive and 2 are negative. And exploitation scale has 46 items. Data will be analyzed by ‘t’ test. The findings of the study indicated that a major portion of the employee’ population faced moderately low Job burnout and exploitation and the remaining faced moderately high job burnout and exploitation. Experience and gender did not affect the job burnout and exploitation among employee.

Keywords: Job burnout, Exploitation and Employee.

Burnout has been characterized as a particular sort of word related pressure in human administration experts, which results from the requesting and candidly charged connections amongst guardians and beneficiaries (Maslach furthermore, Jackson 1986).

¹ (Ph.D. Research scholar Department of Psychology, Sardar Patel University, Vallabh Vidyanagar. Gujarat, India)

² (Associate Professor, Department of Psychology, Sardar Patel University, Vallabh Vidyanagar, India)

*Responding Author

Received: October 2, 2018; Revision Received: November 14, 2018; Accepted: November 20, 2018

A Study of Job Burnout and Exploitation among Government and Private Employee

Lately, expanding consideration has been paid to the marvel of burnout, especially in human administrations callings. Burnout gives off an impression of being a reaction to relational stressors at work, in which a ver-burden of contact with individuals results in changes in dispositions and practices toward them. All the more particularly, burnout has been characterized as a disorder of enthusiastic fatigue, depersonalization, and a lessened feeling of individual achievement that can happen among people who work with individuals in some limit (Maslach and Jackson 1986, 1984). As portrayed above, burnout is examined in three distinct composes.

Exploitation

It isn't certain that all exploitation of vagrants happens in the human trafficking setting; vagrants who are not trafficked can be and all the time is exploitation. Less clear is the ticket exploitations to be comprehended and connected. The expression "exploitation" is comprehended by a few performers as a type of 'mishandle' in all types of unpredictable movement, by others as connected essentially to the exploitation of work without paying satisfactory pay, furthermore, by others again as a criminal demonstration executed for benefit. The idea is drawn closer through the domain of different performers serving diverse orders, bringing about various understandings. There is accord that abuse of transients is a genuine and across the board issue, hailing the requirement for an orchestrated operational comprehension of what it is. However, the nonattendance of such accord up to this point implies that a few associations might be marked as exploitive by a few and not be perceived as such by others.

REVIEW OF LITERATURE

Savicki and Cooley (1983) identify and explain many pitfalls and sources of error in developing theory and research about burnout. Suggestions are made for further investigation in the area of individual characteristics and their interaction with the burnout phenomena. Longitudinal and careful controlled studies are considered the most likely approaches to yield social information for practitioners.

As De (1976), has pointed out, "Quality of work life is an indicator of how free the society is from exploitation. Injustice, inequality, oppression and restrictions on the continuity of the growth of a man leading to his development to the fullest. By providing good Quality of Work Life, one can eliminate the exploitation, injustice, inequality oppression and restrictions which tamper the continuous growth of human resource which in turn leads to its overall development."

METHODOLOGY

Problem of the study

The present investigation attempts to "A Study of Job Burnout and Exploitation among Government and Private Employee."

Hypothesis

1. There will be no significant difference between government and private employee in relation to their job burnout.
2. There will be no significant difference between government and private employee in relation to their exploitation.
3. There will be no significant difference between male and female employee in relation to their job burnout.

A Study of Job Burnout and Exploitation among Government and Private Employee

4. There will be no significant difference between male and female employee in relation to their exploitation.
5. There will be no significant difference between interaction of employee' sector and gender in relation to their job burnout.
6. There will be no significant difference between interaction of employee' sector and gender in relation to their Exploitation

Sample

A sample of 60 participants including both male and female were taken. In which 30 Sample Governments Employee and 30 Sample Private Employees of Bank, LIC etc were taken.

Research design

This research was adopted *2X2 factorial designs* with 2 types of sector (Government and Private), 2 types of gender (Male and Female).

Tool

1. Job Burnout Scale by Zaki Akhtar: The final format of the job- burnout scale has 30 statements, out of which 28 are positive and 2 are negative.

Reliability

The reliability of the scale was determined by two ways: (1) Test-Retest Method and (2) Split-half (odd-even) method.

(1) Test-Retest Method: The scale was administered on a randomly selected sample of 150 personals (75 male +75 female). This sample was read ministered the scale after a gap of 14 days. The correlation of co-efficient found was $r = 0.74$ which is significant at .01 level of significance.

(2) Split-half (Odd-even): Correlation by Spearman brown prophecy formula was +0.76 which is significant at .01 level of significance.

Validity

The validity of the scale was checked by concurrent validity method. It was determined by applying job-burnout inventory of maslach & Jackson (1986). Both these scale were administered on sample of 150 personnel. The correlation found was +0.69 which is significant at .01 level of significance.

2. Exploitation Scale by Ramandeep Kaur and Meena Jhamat: A scale was prepared which has 46 items. There are four negative items and 42 positive items in the scale .The scale is based on five point liker's technique. It is five points scale which assign a scale value to each five responses i.e. Always, Very Often, Occasionally, Very Rare and Never.

Reliability

The reliability of a scale pertaining to the work place exploitation scale was calculated by split half method. Items of the scale were divided into two groups' i.e. odd items and even items and scores on these items were calculated for each individual. To find out the reliability of the whole scale, Karl Pearson correlation formula was used. The reliability coefficient of the scale was found to be 0.87. Cronbech alpha of scale on work place exploitation was found to be .75 with the help of Statistical Package for social sciences (SPSS) version 17.1). The results are significant at .01 Level of significance.

Validity

The scale on work place exploitation was given to different experts to check the face validity and content validity. The experts were from different fields like education, psychology, law, commerce, business management and economics. The content validity index of scale is 0.93.

Procedure

For the conduction of research, job burnout and exploitation scale were administered on sixty employees of governments and private organizations. The sample in the study is purposive – cum –incidental. The instructions regarding both the scales were made clear. The doubts were also cleared if the participants had any. Finally the data was put into excel sheet and the result was analyzed. The mean standard deviation as well as the ‘t’ test was analyzed and interpreted.

Statistical Analysis

After conducting the research, the data was put for statistical analysis. In the first step mean and ‘t’ test was used to analyze the obtained results.

RESULTS AND DISCUSSION

Table 1. Mean and F value summary of overall job burnout with reference to sector and gender.

Source	Type III Sum of Squares	df	Mean Square	F	Sig. Level
sector	74.817	1	74.817	1.321	NS
gender	2124.150	1	2124.150	37.518	Sig.
sector * gender	163.350	1	163.350	2.885	NS
Error	3170.533	56	56.617		
Total	914011.000	60			
Corrected Total	5532.850	59			

0.05=4.00, 0.01= 7.08

As shown in table F value for sector is 1.31 and the mean value of government is 121.9333 and private is 124.1667. This shows no significant difference between government and private employee in relation to job burnout thus the hypothesis: “There will be no significant difference between government and private employee in relation to their job burnout.” Hence null hypothesis is accepted.

The F value for gender is 37.518 and the mean value of male is 117.1000 and female is 129.0000. The female employee is on the higher side in relation to study job burnout then male. Thus the hypothesis: “There will be no significant difference between genders of employee in relation to their job burnout.” Hence null hypothesis is rejected.

The F value for sector*gender is 2.885. This means there is no significant difference between sector and gender. Thus the hypothesis: “There will be no significant difference between interaction of employee’ sector and gender in relation to their job burnout...” Hence null hypothesis is accepted.

Table 2, Mean and F value summary of overall exploitation with reference to sector and gender.

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
sector	144.150	1	144.150	3.686	NS
gender	442.817	1	442.817	11.324	Sig.
sector * gender	25.350	1	25.350	.648	NS
Error	2189.867	56	39.105		
Total	1375001.000	60			
Corrected Total	2802.183	59			

0.05=4.00, 0.01= 7.08

A Study of Job Burnout and Exploitation among Government and Private Employee

As shown in table F value for sector is 3.686 and the mean value of government is 149.7333 and private is 152.8333. This shows no significant difference between government and private in relation to exploitation thus the hypothesis: "There will be no significant difference between government and private employee in relation to their exploitation." Hence null hypothesis is accepted.

The F value for gender is 11.324 and the mean value of male is 148.5667 and female is 154.0000. The female employee is on the higher side in relation to study exploitation than male. Thus the hypothesis: "There will be no significant difference between genders of employee in relation to their exploitation." Hence null hypothesis is rejected.

The F value for sector*gender is .648. This means there is no significant difference between sector and gender. Thus the hypothesis: "There will be no significant difference between interaction of employee' sector and gender in relation to their exploitation..." Hence null hypothesis is accepted.

CONCLUSION

In this present study, job burnout and exploitation are more common in women than men. In the private sector, job burnout is more in women than in government sector. In government sector, the proportion of work is seen in the private sector. In the private sector, the job burnout ratio is much higher than the government, because of the woman caring for the children, housework and other work. As well as exploitation, there are a higher proportion of women than men. In this, the proportion of exploitation in the private sector is seen more than government. In the private sector, women suffer more than the amount of salary, physical and mental exploitation in men. In this study 2X2 factorial designs have been selected and selected 't' test. In this study, a total of 60 samples have been taken. It includes 30 male and 30 female workers. The government and the private sector have also been selected. In this study, Zaki Akhter's Job Burnout Scale and Ramanip Kaur and Meena Jhamat have used the Exploitation Scale.

LIMITATIONS

1. Sample size was too small.
2. Samples of employee were only from Kheda and Ahmadabad District.

REFERENCES

- Annu. Rev. Psychol. 2001.52:397-422. Downloaded from arjournals.annualreviews.org
- Christina Maslach , Wilmar B. Schaufeli , Michael P. Leiter, JOB BURNOUT Annu. Rev. Psychol. 2001.52:397-422. Downloaded from www.annualreviews.org
- Digital Labor Studies Go Global: Toward a Digital Neocolonial Turn ANTONIO A. CASILLI Telecom Aristech, Paris Scaly University, France International Journal of Communication 11(2017), 3934–3954 1932–8036/20170005
- Exploitation and Economic Justice in the Liberal Capitalist State Mark R. Reiff ISBN 978–0–19–966400–9
- Gonca, Elbeyi Pelit, Murat selim selvi (2011) the relationship between professional burnout and job satisfaction levels employee: A study into employees in hotel enterprises Volume: 8 Issue: 1 Year: 2011 ISSN: 1303-5134.
- Jeremy Snyder Exploitation and Sweatshop Labor: Perspectives and Issues Jeremy Snyder Source: Business Ethics Quarterly, Vol. 20, No. 2 (April 2010), pp. 187-213

A Study of Job Burnout and Exploitation among Government and Private Employee

- Malikeh Beheshtifar, Ali Reza Omidvar(2013) Causes to Create Job Burnout in Organizations International Journal of Academic Research in Business and Social Sciences, Vol. 3, No. 6 ISSN: 2222-6990
- Mohammadbagher Gorji (2011) The Effect of Job Burnout Dimension on Employees Performance. International Journal of Social Science and Humanity, Vol. 1, No. 4, Novembers 2011.
- Natalia Ollus (March 2016) Forced Flexibility and Exploitation: Experiences of Migrant Workers in the Cleaning Industry, Nordic journal of working life studies Volume 6 Number 1.
- Risky Business: Tackling Exploitation in the UK Labour Market FLEX 2017 RESEARCH PAPER
- Social Fieldwork Research (FRANET) Severe forms of Labor Exploitation Supporting victims of severe forms of labor exploitation in having access to justice in EU Member States United Kingdom, 2014

Acknowledgments

The author(s) profoundly appreciate all the people who have successfully contributed to ensuring this paper is in place. Their contributions are acknowledged however their names cannot be able to be mentioned.

Conflict of Interest

There is no conflict of interest.

How to cite this article: Talpada. V. V & Pathak. S. N (2018). A Study of Job Burnout and Exploitation among Government and Private Employee. *International Journal of Indian Psychology*, 6(4), 143-148. DIP:18.01.058/20180604, DOI:10.25215/0604.058