

Special Features of Economical Self-Determination of a Person as a Predictor of its Burn-Out in Profession

(Based on Materials of Secondary School Teachers)

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Abstract—This article publishes the results of one of the series of multidimensional research of correlation of mental well-being of a subject of professional activity with individual features of his or hers economical self-determination. Social urgency of the research is connected with the necessity of improving the methodology and instrumentarium of psychological practicum taking into consideration complication, dynamics and unsteadyness of economic environment of living of a modern person (including professional functioning). Scientific timeliness is specified by inefficient study of interdependent influence of a content and results of professional and economic self-determination of a person on his or her subjective well-being in profession and his or her psychiatric health in general. Experimental basis of the published research is represented by teachers, working at different stages of secondary education (primary, middle and high classes) in town and country schools. (175 children). Empirical verification of suggestions about the existence of connection of signs of teacher's burn out of trilogy of eco-saving orientations in the process of his or her economic self-determination (nature, socio and self-saving confirmed its existence. In order to diagnose variables under study validate psychognostic methods were used: questionnaire "Burn-out V.V. Boiko and questionnaire «E-CO» G.G. Khashchenko, N.N. Safukova, S.V. Boltunova. For statistical data manipulation correlation analysis was used (Spirman method), comparison method of free variables (u-criteria of Mann-Whitney), cluster (K-means) analysis with the use of software programme «Statistika for Windows». Obtained results bear witness of the special features of economical self-determination of a person can act like a predictor of its burn-out in professional sphere, have practical applications in the number of reasons for predicting of psychological ill-being of a man and working out of preventive actions and removal.

Keywords—*subjective well-being; burn-out; economical self-determination; Eco-saving orientation; empiric verification.*

I. INTRODUCTION

Relevance of the published research is identified by the necessity development of methodology and instrumentarium of psychological practice on the basis of the objective laws holistic comprehension, circumstances and factors of psychological well-being of a person in different spheres of life in terms growing complexity, dynamics and instability of economic environment. Complication and variability of economical context of living and professional functioning of a person make actual necessity of factors identification of its physical ill-being to take into consideration interdependence of its professional and economic self-determination. At the same time presently intermediated impact of the contest and results of professional and economic self-determination of a person on his or her subjective well-being in profession that remains has not studied enough.

Economical self-determination of a person which expressed in searching his or her place and the way of existence in the space of economic relations that includes as well making decisions of self-being material circumstances acceptability in general and professional activity in particular, choice of specific sources of material benefits, ways and means of its getting, decision about acceptability of specific model of working behavior as a ratio of efforts and income etc. The question being actual is about the connection of man's priorities at making decisions of what is he ready to

neglect on the way of material well-being and acceptable for him material circumstances of his life and professional activity with his psychological «health» in profession including content/discontent with his own professional choice, professional destructions, burn-out.

Results published in the article are received in one of the series of multidimensional research of correlation of psychological well-being of the subject of professional activity with individual features of his or her economic self-determination such as orientation to the material, economical subjectivity and other variables of economic activity, triology of eco-saving orientations in the processes of economic self-determination of a person is reviewed. (orientation at nature, socio and self-saving) [10]. Pointing out this triology of orientations (nature, socio and self-saving) corresponds the logic of modern cross-disciplinary rendering of «eco» including not only outer-subjective sphere (nature and culture-manmade) but also social and inner (body, mental and inner world of a person [1, 8 and others.]. Orientations being a part of the triology may form the constellations, differentiated by the balance state (ratio by power of performance) as well as cooperation (for instance, proper strife, which is revealed in updating of one eco-saving orientation at the cost of deny of others owing to assurance of a subject in its essential inconsistency [11]).

Syndrome of burn-out, as manifesting psychological ill-being in profession refers to the number of active studying phenomena of deformation of a personality caused by stresses, which go along the professional activity of a person. World Health Organization define this syndrome as physical, emotional and (or) motivational exhaustion coming out in low productivity of work, fatigue, insomnia, high aptitude to somatic diseases.

II. LITERATURE REVIEW

The term of «burn-out» suggested by H.J. Freudenberger was used by him to describe disappointment, demoralization, and extreme fatigue which was noticed at the behavior of psychiatric establishments [15]. Such features as burnout (feeling weakness, exhaustion), reduction of own achievements, loss of sense of own work and the desire to put efforts in it depersonalization (dehumanization of relations with other people, showing towards them cruelty, cynicism and even rudeness [18] later were completed by the list of wide range of negative consequences (absenteeism, discontent by itself and by own life, heavy alcohol heath aids use, psychosomatic disorders, strife in relations and others.).

Received for a half century period a huge data massive about outer and inner factors of appearing and development of burn-out syndrome of different professions representative in Russia [2,3,4,5,6,9 and others], and abroad [7,12,13,14,15,16, 17,18,19,20,21 and others], significantly broadened and enriched its understanding its psychological patterns, however the only approach to understanding the sense and mechanisms of this phenomenon remained not formed. More over complete

and full understanding of psychological patterns and mechanisms of burn-out, as was already marked, is impossible without taking into account mutual mediation of the content and results of professional and economic self-determination of a person without understanding the connection between his or her burn-out subjective emotional well-being, priorities while making decisions about the acceptability of material facts of life and professional work as well as the facts that he or she neglects deliberately on the way of material well-being. one of the indirect proof of usefulness of study of this connection is the datum about the fact that professional burn-out in helping professions can correlate not only with the content and peculiarities of organization of professional activity but with the «outer» factor towards its content, like income [20]. However in general data about the connection of burn-out with individual features of economic self-determination remain fragmented and incomplete.

III. RESEARCH METHODOLOGY

The purpose of the published series of the empirical research was the study of the connection of burn-out of a secondary school teacher with a triology of eco-saving orientations in the process of his or her economical self-determination. Its methodological basis is ecopsychological approach with paradigm position of which the system «subject of psychological activity – is the environment» is reviewed as ontology-based subject of form support of psychic reality [8, 9].

Empirical basis of the research is represented by the teachers of schools, teaching at different levels of secondary school (in primary, middle and high classes) of city (116 students) and country (59 students) schools. Volume of selection (175 students) of different age and sex (as teachers work in different schools, results obtained in the results of the research are not defined by the specific of an educational environment). The research was directed to uncover the most general objective laws irrespective of gender and age. More detailed comparative gender and age analysis is suggested on a big selection.

For diagnostics of studied variables questioner by V.V. Boiko «Burn-out» was used as well as «E-Co» questioner [10], undergoing a test on the satisfying psychometric requirements.

V.V. Boiko treats burn-out as mechanism of psychological defense as partly or fully exclusion of emotions in response of stressful impact. In his opinion burn-out represents professional deformation of a person., based on external and internal factors, acquired stereotype of emotional (professional) behavior. In dynamic gradually spread process of burn-out the author distinguishes gradually phases of anxious tension, resistance and exhaustion appropriate to these phases symptoms and signs, specifics of using emotional consumption.

Questioner Eco-caring orientations (E-CO) worked out and validated by the group of authors [10], that allows to measure the mark of the triology of eco-saving orientation of the subject of economical activity and correlation in triology. Authors rely on the understanding of eco-saving orientation of a subject of economic self-determination as an integral personal motivational complex provoking him./her to caring attitude to external an internal sphere of own life and munimisation of possible negative consequences.

For the statistical data processing correlational Spirman method, U-criterium of Mann-Whitney, cluster analysis method (K-means) were used software program «Statistika for Windows».

IV. RESULTS

Correlation analysis found out negative correlation of consolidated figures of E-CO (summarizing indicator of three eco-caring orientations) and summarizing indicators according to scales corresponding to phases of burn-out: «tension» ($R = -0,19$ при $p = 0,01$), «resistance» ($R = -0,16$ при $p = 0,04$) and «exhaustion» ($R = -0,16$ при $p = 0,04$). Comparative analysis of peculiarities of burn-out of group of teachers singled out in the process of cluster analysis with the help of K-means, found out that in the groups of teachers with highly well-balanced (close meaning) indicators of eco-caring orientations (13% of selection) less often in comparison with others, where it's noticed symptoms characteristic for the phase of resistance ($Z = -3,07$; $p\text{-level} = 0,00$) and exhaustion ($Z = -2,46$ при $p\text{-level} = 0,01$). That is the teachers who have the same extremely intense all eco-caring orientations including the triology have less possibility of burn-out up to the level (phase) of resistance and exhaustion. Comparative analysis of groups of teachers with different "profile" of eco-caring orientations (with overrepresentation of one eco-caring orientations over the others in triology) revealed statistically significant differences (comparing to other selection) in expression of separate symptoms of burn-out. It appears from this analysis that with overrepresentation of socio-caring orientations in triology probability of teacher's defense at inadequate elective emotional reaction is decreased ($Z = -2,16$; $p\text{-level} = 0,03$). At overrepresentation of self-caring orientations probability of his or her emotional experience of own discontent is decreased ($Z = -2,32$; $p\text{-level} = 0,02$), emotionally-moral disorientation ($Z = -1,95$; $p\text{-level} = 0,05$), emotional shortage ($Z = -2,49$; $p\text{-level} = 0,01$), emotional and personal detachment ($Z = -2,15$; $p\text{-level} = 0,01$), psychosomatic and psychovegetative disturbances ($Z = -2,14$; $p\text{-level} = 0,03$). At the same time in the groups with overrepresentation of nature-caring orientations some symptoms of burn-out are observed more often in comparison to the rest selection. Including inadequate selective emotional reaction ($Z = 2,39$; $p\text{-level} = 0,02$), state emotional and personal detachment ($Z = 2,32$ и $2,30$ respectively; $p\text{-level} = 0,02$), psychosomatic and psychovegetative disturbances ($Z = 2,01$; $p\text{-level} = 0,05$).

Received results lead to the following conclusions:

1. Revealed on the statistically significant level the connection of burn-out of teacher with triology of his or her eco-caring orientations in the process of economical self-determination. Subjective professional ill-being of a person in particular his or her burn-out is determined not only by the conditions and the content of professional activity, but priorities as a subject of economic activity using the things which are possible for him to neglect or sacrifice on the way of acceptable for him way of material well-being.

2. The connection of burn-out of a subject of professional activity with his or her eco-caring orientations in the process of economic self-determination mediated by the ratio (balance) of these orientations in triology. With gradual growth of eco-caring orientations possibility of burn-out in resistance and exhaustion phases is decreased, also the possibility of defense usage is decreased which are negatively reflected on the process and results of professional activity. Dominating of one of the eco-caring orientations on the back of feebly mark of others doesn't reduce the possibility of these phases of burn-out but define the special features of used defenses

3. Obtained results bear witness that special features of economic self-determination of a person (including his or her eco-caring orientation) may act as a predictor of his or her burn-out in professional sphere and their psychological diagnosis may be used while predicting psychological ill-being of a man and working out the actions aimed at its preventive measures and disposal.

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