



Impact the Art of Living Programme on Burnout Among Veterinarians and Paraveterinarians of Gujarat State

KEYWORDS

Veterinarians, Paraveterinarians, the Art of Living Programme, Exhaustion, Cynicism Personal Efficacy and Burnout

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ABSTRACT

For this investigation, the 236 veterinarians and 146 paraveterinarians serving in the eight districts of public sector of Gujarat State and who have attended the Art of Living programme at art of living Ashram, Vasad, District : Anand were selected. The data revealed that majority of veterinarians and para veterinarians were having low level of exhaustion and cynicism (nearly 50 per cent). The percentage was increased for low category after the Art of Living programme. The personal efficacy was increased in both the categories of the employee from 46.00 to 65.00 per cent and 48.00 to 63.00 per cent in the case of veterinarians and para veterinarians, respectively. Further, significant difference between pre and post score was observed in case of all three burnout sub-scales viz., Exhaustion, Cynicism and Personal Efficacy.

introduction :

As consequences of industrial and political revolutions around the globe, increasing liberalisation of Government set-up, globalisation of trade and commerce and the nations, increasing public aspirations, boosting-up of researches and interventions, revolution in communication system and web-net technologies, the employees of different sectors work under tight schedule and dead lines. The pressure of balancing the work life and non work life is at peak. This pressure often results in increasing stress and burnout among the employees.

There are many interventions available to manage burnout and there are many other means available to counter the adverse effects of the stress and burnout.

There are many institutes working for the holistic development of human potentials including spiritual organisations which can easily manage burnout. Among these institutions, the Art of Living Foundation's claims are more eye catching as it has, with its effective interventions, reached across the majority of nations around the globe. This foundation, not only claims for management of stress, but also claims for improving holistic well being which develops human potentials to its fullest. Across the globe, cutting across all sections of the society, people are enjoying its benefits.

In this background, the study was taken-up to study the impact of the Art of Living programme on burnout among veterinarians and paraveterinarians working in the public sector of Gujarat State.

Objectives of the study

- [1] To Study the burnout among veterinarians and paraveterinarians working in the public sector of Gujarat State.
- [2] To study the impact of the Art of Living programme on burnout among veterinarians and paraveterinarians working in the public sector of Gujarat State.

METHODOLOGY :

Area of study

Out of 26 districts of the state, eight districts viz., Banas-kantha, Sabarkantha, Mahesana, Patan, Gandhinagar,

Ahmedabad, Kheda, and Anand were purposively covered under the study as the employees of these districts participated in the Art of Living programme.

Research design

The present study was confined to pre test-post test research design. The respondents were personally interviewed twice i.e., before conducting the Art of Living programme and after completion of the Art of Living programme.

SELECTION of sample

A list of the respondents was obtained from concerned office and all the veterinarians and paraveterinarians working in the selected districts were invited to attend the Art of Living programme at Gujarat Art of Living Ashram, Vasad, Taluka : Vasad, District : Anand. It was decided to study the whole population, but the respondents who were interested and joined for the intervention were taken as sample. A total of 254 veterinarians were working in the eight districts, out of whom 236 attended and responded to the study. Whereas, out of 376 paraveterinarians working in the eight districts on the day of collection of the data, 146 attended and responded to the study leading to the total sample size 382, which included 236 veterinarians and 146 paraveterinarians. The sample size was about 61.00 per cent of the universe.

burnout sub-scale

To study the burnout phenomenon among Public Sector Employees, the Maslach Burnout Inventory, a new version of the MBI designed for use with workers in other occupations – MBI - General Survey or MBI-GS developed by Maslach et al. (1996) was used.

The MBI-GS has three sub-scales : Exhaustion (EX), Cynicism (CY) and Professional Efficacy (PE). The details of the sub scale items are as under:-

- [1] **The Exhaustion** item includes references to fatigue.
- [2] **The Cynicism** item reflect indifference or a distant attitude towards work as a way of coping with exhausting demands.
- [3] **The Professional Efficacy** items include satisfaction with past and present accomplishment; it explicitly assesses an individual's expectations of continued effectiveness at

work.

Together the sub-scale of the MBI-GS provides a three dimensional perspective on burnout. A high degree of burnout is reflected in high scores on Exhaustion and Cynicism and low scores on professional efficacy.

The respondents based on three sub-scales of burnout were classified into three categories viz., high, medium and low.

statistical tools and techniques

- [i] Measures of central tendencies such as frequency distribution and percentage were calculated.
- [ii] Classifications of frequencies of burnout sub-scales were done.
- [iii] The Paired 't' test was used to compare the data before and after intervention (The Art of Living programme) with regard to burnout sub scales. The 't' value for each burnout sub-scale was calculated for comparing before and after score.

Results AND DISCUSSION :

The discussion on the results obtained are presented in the following tables.

- [1] Categorisation of frequency of Burnout sub-scale before and after the Art of Living programme

Table 1 : For Exhaustion Subscale of Burnout

Sr. No.	Category	BEFORE				AFTER			
		Veterinary Officers		Paraveterinarians		Veterinary Officers		Paraveterinarians	
		Freq.	Per cent	Freq.	Per cent	Freq.	Per cent	Freq.	Per cent
1.	Low	116	49.15	80	54.79	154	65.25	99	67.81
2.	Medium	92	38.98	49	33.56	70	29.66	37	25.34
3.	High	28	11.86	17	11.64	12	5.08	10	6.85
Grand Total:-		236	100.00	146	100.00	236	100.00	146	100.00

Table 1 indicates that before the Art of Living programme, 49.15 per cent of veterinary officers and 54.79 per cent of paraveterinarians had low Exhaustion, whereas 38.98 per cent of veterinary officers and 33.56 per cent of paraveterinarians had medium Exhaustion. Remaining 11.86 per cent of veterinary officers and 11.64 per cent of paraveterinarians were under high category. After the Art of Living programme, the data were changed and 65.25 per cent of veterinary officers and 67.81 per cent of paraveterinarians were found in low category of Exhaustion, whereas 29.66 per cent of veterinary officers and 25.34 per cent of paraveterinarians had medium Exhaustion.

Table 2 : For Cynicism Subscale of Burnout

Sr. No.	Category	BEFORE				AFTER			
		Veterinary Officers		Paraveterinarians		Veterinary Officers		Paraveterinarians	
		Freq.	Per cent	Freq.	Per cent	Freq.	Per cent	Freq.	Per cent
1.	Low	83	35.17	51	34.93	112	47.46	65	44.52
2.	Medium	118	50.00	74	50.68	102	43.22	66	45.21
3.	High	35	14.83	21	14.38	22	9.32	15	10.27
Grand Total :-		236	100.00	146	100.00	236	100.00	146	100.00

Table 2 indicates that before the Art of Living programme, 50.00 per cent of veterinary officers and 50.68 per cent of paraveterinarians had medium Cynicism, whereas 35.17 per cent of veterinary officers and 34.93 per cent of paraveterinarians had low Cynicism. Remaining 14.83 per cent of veterinary officers and 14.38 per cent of paraveterinarians were

under high category. After the Art of Living programme the data were changed and 47.46 per cent of veterinary officers and 45.21 per cent of paraveterinarians were found in low and medium category of Cynicism, respectively, whereas 43.22 per cent of veterinary officers and 44.52 per cent of paraveterinarians had medium and low Cynicism, respectively.

Table 3 : For Professional Efficacy Subscale of Burnout

Sr. No.	Category	BEFORE				AFTER			
		Veterinary Officers		Paraveterinarians		Veterinary Officers		Paraveterinarians	
		Freq.	Per cent	Freq.	Per cent	Freq.	Per cent	Freq.	Per cent
1.	Low	83	35.17	41	28.08	36	15.25	24	16.44
2.	Medium	44	18.64	35	23.97	45	19.07	30	20.55
3.	High	109	46.19	70	47.95	155	65.68	92	63.01
Grand Total :-		236	100.00	146	100.00	236	100.00	146	100.00

Table 3 indicates that before the Art of Living programme, 46.19 per cent of veterinary officers and 47.95 per cent of paraveterinarians had high Professional Efficacy, whereas 35.17 per cent of veterinary officers and 28.08 per cent of paraveterinarians had low Professional Efficacy. Remaining 18.64 per cent of veterinary officers and 23.97 per cent of paraveterinarians were under medium category. After the Art of Living programme, the data were changed and 65.68 per cent of veterinary officers and 63.01 per cent of paraveterinarians were found in high category of Professional Efficacy, whereas 19.07 per cent of veterinary officers and 20.55 per cent of paraveterinarians had medium Professional Efficacy.

[4] Test of Significance for burnout sub-scales

Table 4 : Test of Significance for the intervention of the Art of Living Programme in relation to Burnout

Category of Burnout	Mean			S.E.	't' value	Result
	Before	After	Difference			
Ex	8.14	5.98	2.157	0.243	8.868**	HS
Cy	7.30	5.88	1.414	0.222	6.363**	HS
PE	25.26	29.13	-3.869	0.469	8.242**	HS

** = Significant at 0.01 level; HS = Highly Significant.

The Art of Living programme was organised to know its impact on three sub-scales of burnout viz., Exhaustion, Cynicism and Professional Efficacy. Using mean difference score, 't' value was calculated to compare the before and after score on each of the above three sub-scales. The results are given in table 4. It can be observed that 't' values in case of Exhaustion, Cynicism and Professional Efficacy were 8.868, 6.363 and 8.242, respectively. All the 't' values were found statistically highly significant. The mean difference score in case of Exhaustion and Cynicism was 2.157 and 1.414, whereas in case of personal efficacy, it was -3.869. Thus, the Art of Living programme has created its significant impact in increasing Professional Efficacy and decreasing Exhaustion and Cynicism.

CONCLUSION:

On the basis of forgoing discussion following conclusions have been drawn :

- [1] Looking to Exhaustion sub-scale, the percentage of both veterinarians (49.15 %) and paraveterinarians (54.79 %) in low category has increased to 65.25 and 67.81 per cent, respectively after intervention. Similar trend was observed in case of Cynicism and total number of both veterinarians and paraveterinarians in low category had increased after intervention. Personal Efficacy had increased to considerable extent as 46.19 and 47.95 per cent of veterinarians and paraveterinar-

ians respectively were found having high Professional Efficacy before intervention. After intervention, a great majority of veterinarians (65.68 %) and paraveterinarians (63.01 %) were observed under high category of Professional Efficacy.

[2] Significant difference between pre- and post score was also observed in case all of the three burnout scales viz., EX, CY and PE.

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