CHAPTER V
SUMMARY AND CONCLUSIONS

Introduction:

In today's highly competitive world of sports winning is the key word and emphasis is on excellence. Under such conditions a coach who helps the athletes in their pursuits of excellence through carefully constructed training and practice schedules, effective teaching, vigilant supervision, systematic analysis of performance, skillful management of crises, constantly faces strain of the situations. He has to deal with varied people and diverse situations in his profession. According to Kroll and Gundersheim (1982) Coaches fit into the framework of the human services and helping professions and seem to be prime candidates for burnout. They are expected to play multiple roles and face constant pressures from authorities, parents, selectors, players and the spectators. Therefore, the researcher was motivated to study the stress and burnout as perceived by Indian coaches in their profession and also to investigate effect of factors (like age, sex, marital status, duration in profession, game coached, nature of coaching assignment, self participation background) on their perception of stress and burnout.

Statement

The present investigation may be stated as:

Stress and Burnout Among Indian Coaches
Objectives

On the basis of the indepth review of the related literature, discussion with experienced coaches, scholars, faculty members and experts in the field of physical education, sports sciences, management studies and sports psychology, the present investigation was designed with the following objectives in mind:

1. To study the stress and burnout pattern among Indian coaches.

2. To study whether any significant difference exists in stress and burnout level among the coaches of following categories:

   (a) The academic coaches and field coaches; (b) Coaches with team game assignment and coaches with individual game assignment; and (c) Coaches with different participation background such as international level, university level, national level and state level.

3. To study whether there exists any variations due to the demographic variables of age, gender, marital status and number of years in the profession with respect to stress and burnout among coaches.

4. To study whether any significant difference in stress and burnout level exists among coaches due to their perception of the work-related situations like satisfaction with self performance, salary and overall satisfaction.

5. To study whether there exists any significant relationship between stress level and burnout level among the coaches.

Keeping in view the objectives of the investigation it was decided to study burnout and stress using Maslach Burnout Inventory (MBI 1986). It covers three major aspects of burnout, namely, Emotional Exhaustion
Depersonalisation and Personal Accomplishment. To study stress perception the Stress Diagnostic Survey (SDS 1982) was selected. It covers macro and micro areas like politics, human resource development, rewards, participation, under-utilization, supervisory structure, organizational structure, workflow, gender discrimination, role ambiguity, role conflict, work overload, career progress, responsibility for people, time pressure, job scope and technology; for job attitude and demographic information a background pro forma was designed.

**Hypotheses**

Having a clear concept of the investigation and its issues the following hypotheses were framed.

I. The coaches in India are differentially placed on the variables of stress varying from low to high.

II. There exists a significant difference in stress perception among the coaches of following categories (a) Academic coaches and field coaches, (b) Coaches with individual game assignment and coaches with team game assignment, and (c) Coaches with the participation background of international, national, university and state level.

III. There exists a significant variation in stress level among coaches due to the demographic variables of age, sex, marital status and number of years in profession.

IV. There exists a significant difference among coaches in their perception of stress due to their attitude towards work-related situations like satisfaction with self performance, salary and overall job satisfaction.
V. The coaches in India are differentially placed on the variables of burnout varying from low to high.

VI. There exists a significant difference in burnout perception among the coaches of following categories.

(a) Academic coaches and field coaches, (b) Coaches with individual game assignment and coaches with team game assignment; and (c) Coaches with the participation background of international, national, university and state level.

VII. There exists a significant variation in burnout level among coaches due to the demographic variables of age, sex, marital status and number of years in profession.

VIII. There exists a significant difference among coaches in their perception of burnout due to their attitude towards work related situations like satisfaction with self performance, salary and overall job satisfaction.

IX. There exists a positive and significant relationship between stress and burnout perception among coaches.

Review

Stress has been considered as pre burnout stage and it has been well established that constant repetitive presence of a stressor contributes positively and significantly to burnout perception. Stress has been investigated by Cooper and Maichal (1978) Moffett (1983), Schucker (1984), Smeltzer (1987), Mang (1988), Nelson et al (1989), Alikah (1995), Betty (1995), Chuskey (1995), Cumming (1995), Human (1995), Larchick (1996) in different helping professions by taking up factors like age, sex, marital status, leadership, behaviour, decision making process,
skill, professional orientation, salary, academic rank, tenure, nature of work, time, professional identity, inter-personal relationships, school climate, job satisfaction, work overload, and work relationships in their respective studies. Studies on stress in coaching profession have been carried out by Kelley (1993), Kallus and Kellmann (1994), Wright (1994), and Rainey et al (1997). They have explored stress in relation to occupational roles, personality characteristics, age, years in the profession, social support system, rest period behaviour, physical environment and coaching issues. They have reported a significant degree of variance occurring in stress perception of the coaches due to these variables.

in their respective studies. They found these factors to be affecting the burnout perception at varying degree.


**METHODOLOGY**

**Pilot Study:**

The pilot study on a sample of 16 coaches to finalise the sample and the measuring tools was carried out.

**Sample:**

Finally 252 coaches (100 academic and 152 field coaches) comprised the sample of the present study.

**Measuring Tools**

Following measuring tools were used for illiciting the required data.

i. Background Information Pro forma and Job Roles and Job Attitude Pro forma.
ii. Stress Diagnostic Survey (SDS)

iii. Maslach Burnout Inventory (MBI)

**Data Collection**

All the tools used for data collection were self-administering tools and were administered on group of coaches, personally by the researcher as well as through mail.

**Data Analysis**

The instruments were scored as per manuals and the raw scores obtained were subjected to statistical analysis. As per objectives of the present investigation mean, standard deviation, 't' values and correlations were computed.

**Significance**

The present study will bring to light the burnout status, the stress level and sources of stress among the coaches. Coaches undoubtedly are the architects of our sports. They play multiple roles for the promotion of sports at every level, from hunting of talent to excellency - the achievement. Knowing the problems which cause poor standard of coaching will surely help in removing them and improving the sports standard to a great extent. Thus the findings of the present study will make a positive contribution in this direction. Besides, the present study will be of immense importance to physical educationists, sports scientists, sports administrators, coaches in particular and society at large.
CONCLUSIONS

Based on the findings of the study following main conclusions were drawn:

1. The Indian coaches are found to be placed in moderate to low stress region and they perceive greater stress (moderate level) from macrostressors (that are of organizational nature than from the microstressors (that are individual oriented).

2. The field coaches exhibited more stress in comparison to the academic coaches in their profession.

3. The team game coaches perceived a greater degree of stress perception in comparison to the individual game coaches.

4. The group III (University level self participation background) coaches; demonstrated highest degree of stress perception in their profession followed by group II (National level self participation background) coaches; group IV state level self participation background) coaches; and group I (International level self participation background) coaches who exhibited lowest degree of stress perception.

5. There exists a difference in perception of stress among coaches
due to the demographic variable of age. The younger group of coaches when compared with the older group of coaches exhibited a greater degree of stress perception.

6. The female coaches have demonstrated higher stress perception than their counterparts.

7. The group I coaches (with experience up to 6 years) demonstrated a higher degree of stress in comparison to the group II coaches (30 years and more experience).

8. The group I coaches (poorly satisfied with self performance) perceive a higher degree of stress than the group II coaches (very well satisfied with self performance).

9. The group I coaches (poorly satisfied with salary) are found to be more stressed than the group II coaches (very well satisfied with salary).

10. The group I coaches (dissatisfied with overall job satisfaction) demonstrated a higher degree of stress than the group II coaches. (Very satisfied with overall job satisfaction).

11. Rewards, participation, supervisory style, responsibility for people, time pressure and technology have been viewed as sources of
maximum stress by different groups of coaches and they demonstrated minimum stress perception on work flow, organizational structure, qualitative overload and role ambiguity.

12. The coaches in India experience an average degree of burnout in their profession.

13. The field coaches demonstrated a significantly higher degree of burnout perception when compared with the academic coaches.

14. The team game coaches perceived a greater degree of burnout in comparison to the individual game coaches.

15. The group III coaches (university level participation background) in comparison to rest three groups of coaches (international, national and state level participation background) are found to perceive a higher degree of burnout on depersonalization and personal accomplishment sub-scale. On emotional exhaustion the group II coaches (national level) exhibited the highest burnout perception. On the whole the group I coaches (international level) demonstrated a lowest degree of burnout perception.

16. The group I coaches (younger in age) demonstrate a slightly higher degree of burnout perception than the group II coaches (older in age).
17. The female coaches have exhibited a higher degree of burnout perception on emotional exhaustion and lesser on depersonalization and personal accomplishment than the male coaches.

18. The coaches with lesser (6 years and less) experience in coaching profession demonstrated a higher degree of burnout perception in comparison to coaches with more (30 years and more) experience in coaching.

19. The coaches with poor perception of their self performance in coaching exhibited a higher degree of burnout perception on all the MBI sub-scales when compared with the coaches who placed themselves in the very well response category in respect to their perception of self performance on the job.

20. The group I coaches (poorly satisfied with salary) demonstrated a higher degree of burnout perception than the group II coaches (very well satisfied with salary) only in case of emotional exhaustion.

21. The group I coaches (dissatisfied with overall job satisfaction) demonstrated a slightly higher degree of burnout than the group II coaches (very satisfied with overall job satisfaction) on emotional exhaustion and personal accomplishment subscales of MBI and not on depersonalization.
22. On emotional exhaustion the burnout perception of field coaches, team game coaches, younger age group coaches, female coaches, lesser years in coaching profession group and national level self participation background group of coaches has been found to be of a higher degree in comparison to their respective counterparts.

23. On depersonalization sub-scales the burnout perception of field coaches, team game coaches, younger age group coaches, male coaches, lesser number of years coaching experience group of coaches and university level self participation background coaches is found to be of higher level than that of other groups of coaches.

24. On personal accomplishment sub-scale the field coaches, team game coaches, younger age group coaches, male coaches, lesser years of coaching experience group of coaches and the coaches with university level self participation background have demonstrated a higher degree of burnout perception than that of the remaining groups of coaches.

25. A significant and positive relationship has been found to exist in coaches' perception of stressors with their perception of emotional exhaustion and depersonalization sub-scales of burnout and a negative relationship with stressors has been found to exist in the case of personal accomplishment sub-scale of MBI.