CHAPTER II

REVIEW OF RELATED LITERATURE
REVIEW OF RELATED LITERATURE

"All human knowledge can be found in books and libraries. Unlike other animals that must start a new with each generation, man builds upon the accumulated and recorded knowledge of the past". (Best 1983)

For progress in any field of life research is very important. Its constant addition to the vast store of knowledge makes progress possible in all areas of human endeavour. In every research work it is necessary for the researcher to be familiar with the related literature as it helps in understanding the potentialities of the problems in hand. Review of related literature also helps in the selection of a problem that may have been undetected by previous researchers.

The present investigation focuses on the mental health of the individual and how burnout (a term used to refer to "a loss of concern for the people with whom one is working in response to job-related stress" (Maslach 1976)) affects the mental health of a worker.

The study further seeks to establish whether individuals with internal locus of control possess positive mental health as compared to individuals with external locus of control. Locus of control is a personality dimension,
referring to an individual's perception of the place of events as determined internally by his/her own behaviour against luck, fate or external forces.

Every society expects a certain code of moral, ethical and social behaviour from its members. As long as an individual comes upto that, he is labelled as mentally sound, but when he transgresses those limits, he is considered as mentally ill.

Occupational stress has become an all pervading feature of modern organisations, involving serious cost both in human and financial terms. An employee's job role, which is composed of a set of activities to be performed by him, constitutes the most significant part of his job life, and is responsible for bringing in maximum amount of job satisfaction or job stress and anxiety. Role stress usually results from conflicting, incompatible, or unclear expectations that are derived from work environment. Kahn, Wolfe, Quinn, Snock and Rosenthal (1964) identified 'role conflict' and 'role ambiguity' as two major sources of stress in organisations. Besides 'role overload' has been suggested as a subform of role conflict. Ursprung, (1984); Roberts, (1984); Gillespie and Cohen, (1985); point out that role conflict, role overload and role ambiguity are the causal factors of burnout. Burnout may be readily observed to have significant and far reaching effects (usually
harmful) on employee's behaviour and adjustment 'on' as well as 'of' the job. It generates negative emotional responses such as anxiety, fear, depression, alienation accompanied by cognitive, physiological and behavioural changes resulting in a deterioration in mental health or psychological well-being of the employees.

There is a growing body of evidence in developing countries. To substantiate the fact that occupational stress is a causal factor in mental health of the employees (Aldrige, 1970; French and Caplan, 1970; Kahn and Quinn, 1970; Shepherd, 1974; Margolis, Kroes and Quinn 1974; Caplan and Jones, 1975; Frankenhauser, 1977; Rosenthal, 1978; House, 1979).

Research on locus of control indicates that internal locus of control orientation is correlated with some positive mental health components (Mullins, Siegel and Hodges, 1985; Clayson and Frost, 1985; Krause and Stryker, 1984; Federer, 1984; Carter, 1984). Other studies have reported a significant relationship between internal locus of control and job satisfaction (Kulcarni, 1984; Richard and Fortune, 1985; Rohman, 1985).

Among the various studies reviewed in International Journals and Abstracts both in Kenya and in India, no studies so far have reported on the relationship between burnout, locus of control and overall mental health of
teachers. This can be attributed to the fact that both burnout and mental health have controversial concepts and no single definition for both burnout and mental health has been agreed upon by the various disciplines concerned. Secondly in a developing country like Kenya, the government is deeply involved in bringing new developmental changes in the country in all fields and manpower training as one of the government priorities. Thus the government has focused its attention mainly on skilled manpower training programmes and enough attention has not been paid to the factors affecting the performance of skilled workers in various fields.

Hence in this study, burnout, locus of control and mental health studies have been reviewed. However, due to lack of relevant related studies, other areas that have focused on positive and negative aspects of mental health, (depression, anxiety, personal and emotional well-being stress, distress, self-esteem, illness, occupational stress, job satisfaction, life events, decisional deprivation, etc.) and studies on teachers, nurses, company employees and students have been taken to be relevant to the present investigation. Further, these studies have been grouped into four sub-headings.

1. Health related studies
2. Occupation related studies
3. Behaviour related studies
2.1 HEALTH RELATED STUDIES:

Klein, (1977) attempted a study on "Job attitudes and congruency of vocational interests with present job correlates of mental health". This study focused on a specific aspect of the person-environment fit, namely the congruency between the "person" factor of vocational interests and the "environment" factor of employment in an occupation, as a correlate of mental health. Results indicate that while interest congruency as a main effect was not related to mental health or job attitudes, it interacted with the variable of job tenure to effect the following mental health scales: self-esteem, life satisfaction and overall mental health. Individuals employed in jobs congruent with their interests possessed better mental health and they remained longer on their present jobs. Two major findings revealed that:

1. The mental health scales were strongly and frequently associated with satisfaction with work, supervision and co-workers.

2. The patterns of correlation between mental health and job involvement indicate that high involvement was simultaneously associated with indicators of poor mental health e.g. Somatic complaints and anxiety and indicators of positive mental health. Company tenure showed more and higher correlation with mental health
Review of Related Literature

scales. Income consistency correlated with higher mental health and attitudes; higher income was associated with a better state of well-being, higher job involvement and a tendency to develop more contented attitudes towards work, pay and co-workers.

Focusing his research on anxiety and locus of control, Krishna, (1981) attempted to ascertain the extent of relationship between locus of control on the Test, Manifest and Free Floating anxiety measures, on the others. Results indicate that against Pearsonian r, locus of control bears significant and positive association with Test anxiety (r = .24), Manifest anxiety (r = .36) and free floating anxiety (r = .31).

Bausch, (1981) analysed educational stressors leading to teacher distress, burnout and coping strategies. The purpose of this study was to identify the educational stressors that are predominant sources of teacher distress and burnout and to discover and classify the common and persistent distressful situations in the educational environment and illustrate a variety of coping strategies that can be practically implemented at the secondary school level. Findings indicate that "immediate crises situations" involving teaching material and personnel, seemed to be more distressful to junior high school teachers than high school teachers whose primary concerns were centred on the school's
Review of Related Literature

misuse of power and authority and the teachers struggle with inadequate salaries and unrealistic educational expectations. The 20 educational stressors identified by female teachers involved areas of the educational spectrum from paperwork to future of education, while male teachers evinced concern with the lack of adequate salary inconsistent educational methods and philosophies. Teachers with least experience showed the most distress, particularly in the areas of school policy and populace. The oldest teachers had the greatest distress in their lack of control of assignment, salary and subject matter as well as their feelings of lack of self-esteem through professional stagnation. The marital status of the teachers did have a significant effect derived from their dissatisfaction with salary, the power of the school board and the superintendent, lack of teaching materials, lack of job security, the derogatory public view of education, and the paperwork overload. Teachers with the least amount of educational preparation had the greatest distress in school policy formulation and in effective parental support. Secondary school teachers with advanced degrees were most distressed about the assignment of school duties.

Singh and Basu, (1982) studied anxiety components and related problem areas among students in medical colleges. Their research results confirm a positive relationship
between anxiety and problems related to poor health and physique.

In a study, Nelson and Cohen, (1984) found a relationship between life stress and psychological disorder. Mohan, (1983) conducted a research on the mental health of Diesel locomotive workers. The findings indicate that workers on fixed shifts with high routine orientation/work schedule appeared to be better off than workers on rotating shift with low mental health, physical well-being and emotional health.

Himmelfarb, (1984) conducted a research on "Age and Sex differences in mental health of older persons". The findings indicated that mental health was curvilinearly related to age with high symptom scores obtained in both 55-59 and 85-89 age groups and lowest in 60-69 age group.

While using the Beck Depression Inventory, Desirability of control scale and Levenson locus of control scale, Burger, (1984) attempted to study desire for control, locus of control and proneness to depression. Results indicate that locus of control scores, particularly the extent to which subjects perceived that their lives were controlled by chance, were significantly related to depression levels.

Gunthey and Singh, (1985) reported in their study that 8 clinical areas (Psychotic depression, maniac-depression, anxiety, obsessive-compulsive, social introversion, Peptic
ulcer, ulcerative colitus and bronchial-asthma) were significantly correlated with job satisfaction.

Lubin and Rubio, (1985) studied "Strain producing aspects of life events" and found significant relationship between life events, depression and general psychological distress.

Having examined personality factors and change with multiple sclerosis Hallingan and Rezinikoff, (1985) reported that internal locus of control was negatively related to depression.

In an investigation on self-esteem and depression of teachers, Beer, (1987) reported that self-esteem and depression appear to be negatively correlated. When self-esteem is high depression will be low and vice-versa.

Roberts, (1987) explored the relationship among anxiety level, selected personality characteristics and job satisfaction among paramedics. Results indicated that individuals with internal locus of control were more satisfied than those with an external locus of control.

Whitman, et.al, (1987) developed a multidimensional locus of control scale which could be used specifically for studies of depression in adolescent population. They report that the scale can be used as a tool to assess whether depressed subjects hold internal chance, or powerful others locus of control beliefs about their depression. Upon
determining the subject's locus of control orientation, one might tailor treatments for depressed subjects upon those beliefs.

Yoash, et.al, (1987) studied "Relationship between work commitment and experience of personal well-being". Using 257 store managers of whom 93% were men, they used the measures of: Affective symptoms - a measure comprising of four subscales, each descriptive of a class of psychiatric symptoms as follows: Somatic complains, depression, anxiety and irritation; Self-esteem measure, General Life Satisfaction measure, over-all personal well-being score was computed for each subject by totaling scores on the three indices above, the Hrebiniak & Alluto, (1972) scale for Organizational Commitment; Job Involvement scale Lodahl & Kejner, (1965) to measure job commitment; and career commitment was measured using Concern for Career Advancement and Planning Career Salience Inventory (Greenhaus, 1973). Reports suggest that work related commitments, particularly organizational and job commitments, were related to feelings of personal well-being as indicated by the experience of general life satisfaction and self-esteem and by the absence of effective psychiatric symptoms. The higher the commitment to work, the greater is the feeling of personal well-being. Of the three types of commitments job commitment, organizational commitment and career commitment,
organizational commitment emerged the strongest predictor of personal well-being.

Peterson and Seligman, (1988) in their study "Explanatory style and illness", discuss the possible relationship between explanatory style (Es), a concept derived from learned helplessness theory, and physical health. Es refers to the habitual way in which individuals attribute negative events. Results suggest that a pessimistic Es (ie internal stable global) is related to both mortality and morbidity. This relationship maybe mediated by such variables as passivity, social withdrawl, depression, health-related behaviours, problem-solving skills or physiological response to stress.

Reijo, et.al,(1988) in a study "Assessment of mental health and illness considered in the light of 9-13-year longitudinal study: Mental health of the Finish student-Follow up III", present findings from 272 subjects who were assessed 3 times between 1965 and 1978 for mental health status. Results show that the development of mental disorders and occurance of symptoms increased with age and that men and women differ in many ways in terms of the nature of their mental health.

Fretz, et.al, (1989) surveyed intervention targets for reducing pre-retirement anxiety and depression. Self-efficacy, attitudes, knowledge, planfulness, job
commitments, and social support were studied as predictors of anxiety and depression about retirement. Results indicate that psychosocial factors add significantly to health and money as predictors of anxiety and depression when considering retirement.

2.2 OCCUPATION RELATED STUDIES:

Timmreck, (1976) conducted a study to evaluate stress and mental health in the work life span of mountain Bell employees. He found the existence of a correlation between stress of life changes and psychiatric symptomatology. Years of employment and stress from life change events were correlated, while no correlation was found with mental health and years of employment. One of the major findings of this study was that stress due to life change events in comparison with mental health status does not increase as age increases. A high positive correlation was shown between age and stress and mental health status with three of the nine age groups, the youngest age group of < 24, 40-44 years, and the oldest age group of -60 +. Age group 30-34 showed a negative correlation. Age group 55-59 showed very low positive correlation. When comparing stress and mental health status between sexes, it was found that females and males exhibited no differences in stress levels but more psychiatric symptomatology was shown in females than in
Harris, (1978) investigated emotional stress in secondary school principals and reported that data provided evidence that the prevalence of insomnia, migrain headache and hypertension were greater for those who were dissatisfied with their jobs.

Davis, (1981) studied "secondary teachers Satisfaction-Dissatisfaction : A symbolic interactionist analysis". The primary purpose of the study was to identify those factors which contribute to teacher satisfaction-dissatisfaction. The secondary purpose was to compare the participant's current view of their earliest interpretation of teaching; to examine the effect of dissatisfaction on job performance, and to identify the escape mechanisms described as meaningful. The findings show that the primary sources of satisfaction were in aspects of working with students, intellectual stimulation, holidays, autonomy and job security. The major source of dissatisfaction was in teacher administration interaction through policies and politics, at the local, state and federal levels. All the subjects reported a lack of confidence in and a lack of support from administration who as powerful dictator-adversary left teachers feeling anonymous and powerless. Tenure was seen as necessary for protecting teachers jobs. However, 63% of the subjects were concerned about incompetent teachers, 80%
reported problems emanating from teacher-colleague relationships, 97% reported that teaching was not a profession because of the low salary, lack of prestige and teacher's lack of control. All participants reported feeling negative and guilty from continued exposure to failure which had resulted in a loss of self-esteem and job-related health problems. All subjects reported that dissatisfaction was injurious to educational institutions in terms of lost money, time, services and job efficiency. Prolonged dissatisfaction encouraged a deliberate withdrawal of caring, a breakdown in communications, health problems and destructive escape mechanisms.

Ahmed and Razzak, (1983) reported a study on mental health in relation to job satisfaction among blue collar workers in an electric factory. Results of their study indicate clearly that differences in satisfaction and dissatisfaction are associated significantly with corresponding differences in mental health of the industrial employees.

Srivastava, (1983) purported to examine the effect of perceived role-stress on mental health resulting from role-ambiguity, role-conflict and role-overload. The investigation revealed that the perceived role-stress was positively associated with various criteria for mental ill health such as free floating anxiety, Somatic concomitant
anxiety, neurotic depression and hysterical traits and symptoms.

While conducting research on the origin and intensity of job-related stress of elementary school teachers, Fleischut, (1983), recommended that there was a need for continued investigation of the relationship of stress to health and performance patterns.

Quattrochi-Tubin, et.al, (1983) attributed higher levels of burnout to greater job dissatisfaction, greater use of alcohol and prescription drugs, more job searches for new employment and higher illness rates.

Solomon, (1983) investigated the relationship of locus of control with teacher stress using internal-external locus of control scale on a sample of 100 secondary school teachers. By cross-tabulation of selected items of demographic data, the analysis by cluster revealed that most subjects who were under little stress, and considered themselves to be in excellent health, were < 40 years old, females, married and Anglo-saxon and had < 10 years of teaching experience.

Belcastro and Gold, (1984) studied teacher stress and burnout implications for school health personnel and concluded that burnout poses a serious health risk to teachers and that school health personnel should provide teachers with information and skill to cope with
Review of Related Literature

occupational stress.

In a study on teacher's decisional participation in the managerial and instructional domains and teacher stress, Wong, (1984) reported one major finding that anxiety and stress from non-participation are significantly related to teacher decisional deprivation.

Spradling, (1984) investigated the statistical relationships between school location, school size, number of people supervised, age, sex, years of administrative experience, and perceived job stress of elementary school principals. He further investigated the frequency of use and perceived effectiveness of stress coping techniques of elementary school principals. Results indicate that there were no statistically significant relationships between school location, school size, age, sex, years of experience, number of people supervised and perceived job stress.

Ursprung, (1984) examined the construct of burnout in para-professional residential service workers and found that job satisfaction, role ambiguity and perceived efficacy were significantly correlated with the three dimensions of burnout Role conflict and satisfaction with supervisors were each significantly correlated with emotional exhaustion. Satisfaction with co-workers was not significantly correlated with burnout. Measures of burnout, job satisfaction and perceived efficacy were all
Review of Related Literature

significantly correlated with social desirability.

While using a two-tailed test of statistical significance, Jones, (1984) found that the principal's perceived levels of on the job-stress were significantly related to their role relations with groups internal and external to the organisation.

In a study Birmingham, (1985) examined job satisfaction and burnout among selected public school teachers in Minnesota to determine the prevalence of the problem and identify variables and relationships that best explain the differences in job satisfaction and burnout among teachers. The results indicate a low level of job satisfaction. Teachers were most satisfied with intrinsic reinforcers such as social service, creativity, variety, and ability utilization. They were dissatisfied with extrinsic reinforcers of advancement, compensation, company policies and practices and recognition. Although dissatisfied with their jobs, the majority of teachers were classified as not burned out. Teachers over 55 years and < 25 were the most satisfied. The highest level of emotional exhaustion was experienced by 34-44 year olds. Females were more satisfied than males. Men experienced more frequent feelings of depersonalization and lack of personal accomplishment. Participation in school decision making and perceived community support were related to increased job satisfaction.
and low burnout. The occurrence of life change events in the teacher's lives during the past year was unrelated to job satisfaction and burnout.

Dilworth, (1985) in her study; "Occupational Stress and the School Administrator", found that the stress symptoms reported by 98% of the sample were: Primary tenseness, anger, coffee-drinking, worry, anxiety and job dissatisfaction. She concluded that administrators were affected by stress and variables of age, sex, race, job context, personal style and predisposition. Health assessment and physical and psychological fitness were critical concerns in the management of stress.

The administrative, custodial and programme staff of two correctional institutions were surveyed to determine the levels of stress/burnout experienced and the relationship between the existential construct-purpose in life and stress/burnout. Miller and Adwell (1985), report from this study that purpose in life had significant correlation with burnout, health, nutrition, physical exercise and job satisfaction scores.

Kerr, (1985) conducted an investigation to determine the possible existence of burnout and job satisfaction among randomly selected special education teachers in rural Kansas. Whether special education teachers of self-contained classes, and special educational teacher's of intinerant and
resource rooms would reveal any differences in job satisfaction and/or levels of burnout was also investigated. Job satisfaction of these special education teachers was also compared with demographic variables of sex, age, marital status, degree of religious faith, number of children in the house, years of teaching experience and number of years of college education. Correlation coefficient determined that marital status, number of years employed, teachers age and degree of religious faith influence the degree of job satisfaction felt by this sample. The number of years of schooling, number of children in the home, participant's sex did not influence the job satisfaction of this group.

Malloch, (1985) investigated job stress among academic and vocational teachers to determine if there existed any significant differences between levels of self-reported burnout of urban and rural vocational and academic teachers. He concluded that there existed a moderate amount of burnout among the four principal groups studied. Stressful dimensions of their occupation mentioned by the teachers were; administration, workload, discipline, lack of colleague support, feelings of powerlessness and class size. Young teachers and particularly young vocational teachers were significantly more burned out. Young female teachers were also experiencing more burnout than young male
Dubey and Kumar, (1986) in their study on management of stress and mental health of executives, concluded that solutions to stress do not lie in drug use. Instead social and life situations have to be changed and new techniques have to be adopted to meet the job challenges in modern organisational environment. Managers have to encourage their subordinates to be healthier by using effective stress management strategies.

Barbara, (1986) studied job stress, psychological health and social support of family practice residents and found that high levels of job stress and/or low levels of social support were associated with high number of reported symptoms of psychological distress. Low levels of problem-solving and of emotional support from people within and outside of the work setting also associated with high number of reported symptoms.

Cooper, (1987) studied differences in stress appraisal and psychological strain within occupations of policework. Findings indicated that three factors defined the job events rated for perceived stress: Physical/Psychological threat, Internal Stressors, and External Stressors. Low job satisfaction and high tedium/burnout were related to each other. Low job satisfaction, more feelings of time pressure, more appraisal of external stressors as stressful and a more
Oppenheim, (1988) obtained demographic data from 239 randomly selected Registered Music Therapists (RMTs) and correlated this data with degrees of occupational stress or burnout as measured by Maslach Burnout Inventory (MBI). Results indicated that no relationship exists between the predictor variables of: hours worked/week, number of years as an RMT, type of institution, sex, age, and years at present job. The subject's most prevalent criticisms concerned insufficient pay, lack of respect and support from administrators and the compulsion to perform activities outside their field.

Leiter (1988), studied burnout as a function of communication patterns on a multidisciplinary mental health team. Using Job Description Index, Maslach Burnout Inventory and the communication network analysis procedure, he found that burnout was high for workers who communicated extensively regarding work, but maintained relatively few informal supportive relationships with co-workers.

2.3 BEHAVIOUR RELATED STUDIES:

Carter, (1984) investigated locus of control and attitudes towards physical activity and death anxiety. He reported that internals showed greater capacity for self control which in turn may have fostered the development of more positive health attitude and behaviour as compared to
externals.

Federer, (1984) in a study "Research Cognitive-Behavioural and Educational Programming in the Treatment of Job Stress", suggested that the possible relationship between work stress and certain psychological illness conditions shows the development and evaluation of treatment programming directed at reducing job-stress. The results of this research area suggest that a cognitive behavioural approach may be superior in teaching individuals to modify their psychological, physiological and behavioural reactions to work stress.

Harris, (1984) assessed burnout from the organisational and individual perspective and he holds that burnout is a gradual process that may involve individual and organisational states. Feelings associated with burnout include helplessness, hopelessness, disenchantment and emotional exhaustion. Attitudes and behaviours are manifested in negativism, inflexibility and powerlessness. Possible somatic states associated with the condition are physical exhaustion, accident proneness and increased susceptibility to illness.

Carveth, (1984) studied the effect of leadership behaviour and specified personal organisational variables on teacher burnout. The purpose of this study was to investigate whether personal organisational correlates of
elementary classroom teacher's burnout could be identified. The results indicated that the best predictors of emotional exhaustion were: teachers' rating of their mental health, change in assignment, predictive accuracy, and marital status.

Krause & Stryker, (1984) reported a correlation of behaviours associated with external locus of control and stressful events and mental health.

Ruisel, (1984) conducted research on self-assessment as a regulator of cognitive performance and found that subjects with high self-assessment were more active, had more positive ratings of mood, and were internally rather than externally regulated in their behaviour.

Clayson & Frost, (1985) found internal locus of control and increased levels of self-esteem, self-liking, marital satisfaction, and a more conservative orientation to relate to levels of low stress.

Richard & Fortune, (1985) reported that internality was positively associated with job satisfaction and non-manipulative behaviour.

Cash, (1985) studied the irrational beliefs test and its relationship with cognitive-behavioural traits and depression. He reported that multiple regression analysis indicated that locus of control, irrationality, and cognitive set predict assertion and that locus of control and
irrationality predict depression.

Rodolfo and Richard, (1985) studied health locus of control, values, and the behaviour of family and friends. The purpose of the study was to aid in understanding preventive health behaviour. Results of this investigation indicate that subjects who both valued health had an internal locus of control, were most likely to engage in preventive health behaviour. Conversely subjects with external locus of control who were exposed to association with poor health behaviour patterns, exhibited lower levels of preventive health behaviour than internals.

Valine and Carolyn, (1985) examined perceived helplessness to determine its relationship to locus of control, self-reported symptoms of depression, and voluntary participation in therapy. They found that attitudes of helplessness towards personal problems were associated with external locus of control, increased levels of objective and subjective life-stress, lower performance level on impersonal problem solving.

Rohman, (1985) used hierarchical multiple regression to test (i) Participative leader behaviour of the principal and overall facet job satisfaction of teachers. (ii) Whether directive leader behaviour of the principal and overall facet job satisfaction of teachers were conditional upon the level of role ambiguity and the locus of control of
Review of Related Literature

Teachers. Results indicate that the three way interaction of participative leader behaviour of the principal and the role of ambiguity and locus of control of teachers explained a significant increment in the variance of teacher's overall job satisfaction with supervision, work, promotion and the job in general, but not of their satisfaction with pay and people.

Madden, et.al, (1988), investigated perceived control and student involvement in campus activities and found that subjects liked to feel being in control of life events; this desire was related to concern for well-being and self-esteem.

Tennen and Affeck, (1988) in their study: "The Costs and Benefits of Optimistic Explanations and Dispositional Optimism", report that the behaviour of subjects to blame others for illness or other type of victimization is associated with psychological disturbances and adverse health outcomes.

2.4 CAUSAL RELATED STUDIES:

Ensor (1983), tried it to determine the impact of burnout, workshops and social support systems on teacher's ability to cope with job stress. He reported that the ten outstanding predictors of burnout were overload, teaching satisfaction significance, feedback, sharing social
realities, social feedback, variety, underload, supervisors and age. The burnout workshop was found to be an effective way of exposing professionals to burnout. Several dimensions of teaching were implicated as critical to well-being. When a job does not provide these dimensions, burnout is likely to occur.

Brown, (1983), attempted to identify and analyze selected stress factors as perceived by elementary teachers. In addition the study analyzed relationships between selected stress symptoms and the degree of stress as reported by the elementary teachers. The findings indicate that five symptoms experienced most frequently were exhaustion, tension, irritation, anger and headache.

Hunter, et.al,(1984), studied burnout among providers of emergency health care and found that causes of stress include emotional demands, lack of self awareness, pressures in personal life, work demands and work atmosphere. They report that stress is a function of continued exposure to a large variety of stimuli in all areas of life that can lead to an increased risk of disease and a form of chronic disease termed burnout.

Taton (1984), studied the causes and levels of teacher's stress as perceived by teachers and former teachers and site administrators. The purpose of the study was to identify causes of teacher stress, investigate the
relationship between the number of teacher activities and levels of stress, compare levels of stress of teachers and former teacher and determine the relationship between selected demographic factors and levels of teacher stress. He concluded that: Teachers perceived organisational stress as being most stressful; site administrators are not cognizant of the causes of teacher-perceived stress; Teachers with high levels of stress realise that illness is related to stress; Teachers cannot rely upon activities as stress reduction techniques.

Lentz (1984), attempted to identify differences in the sources of job-related stress among Missouri's Secondary School Vocational Teachers and investigated on the relationship between sources of job-related stress and selected personal and personality characteristics. Findings of the research indicated significant differences among the mean scores on job-related sources of stress of vocational educators when grouped by their area of teaching. Female vocational educators indicated higher scores on time pressures and classroom structure components. Generally teachers with older age categories had lower scores on professional problems and time pressure sources. Vocational educators having less than a Bachelor's degree indicated lower scores on professional problems, time pressure and classroom structure sources when compared with those having
higher educational levels. Statistically significant negative correlations were found between intolerance of ambiguity and classroom structure sources as well as between self-acceptance and pupil misbehaviour and poor pupil's sources. The type A personality characteristics were significantly and positively correlated with professional problems and time pressures components of job-related stress.

Zastrow, (1985) researched on understanding and preventing burnout and found that burnout is caused by two types of factors: Distressing events and certain kind of self-defeating thought about distressing events.

Martin, (1985) conducted a study on "A new source of job stress, inability to leave, in relation to role overload, role ambiguity, participation in decision making equity and group cohesiveness and support for their predictive impact on acute and chronic mental health problems." Findings showed that inability to leave ones job and role overload predicted acute and chronic mental health problems. Role ambiguity and lower group cohesiveness and support also predicted health phenomena.

Hviid, (1985) investigated the burnout syndrome. He reviewed various definitions of burnout and the occurrence of this syndrome among social workers and psychologists. Results indicate that factors that bring about this
phenomenon include exhaustion, defection, disappointment, anger, guilt, sleep disorders, poor working relations with colleagues, family problems, and periods of illness.

2.5 TRENDS:

The trends depicted in the above studies indicate that positive aspects of mental health are related to job satisfaction, personal well-being, length of stay on the job, job security, internal locus of control, low stress and low burnout levels.

Negative aspects of mental health are related to professional stagnation, inadequate salaries, lack of proper teacher preparation, life events, retirement, use of drugs and alcoholism, job stress, high levels of burnout and external locus of control orientation.

Demographic variables associated with mental health include age, sex, work experience, marital status and number of years on the job.

2.6 CONCLUSION:

Human feelings and behaviour are extremely variable. Many emotions and reactions fall within the normal range since everyday events evoke varying responses from us. Sound mental health must comprise not only freedom from emotional disturbances and mental disorders, but also an ability to function to the maximum level of one's interests and
Review of Related Literature

capabilities. This entails striving, after the fulfillment of elementary needs, for the actualization of one's potential.

2.7 BURNOUT LOCUS OF CONTROL AND MENTAL HEALTH--AN INTERLOCK

As evidenced in the literature reviewed, the burnout syndrome, locus of control orientation and mental health seem to have an interlock in relation to the components of mental health although the link is not clearly defined. However, the studies relating to mental health components suggest that a link exists.

Review of Related Literature

(Lubin & Rubio, 1985), Locus of control predicts depression (Cash, 1985). Exhaustion is a stress symptom (Brown, 1983) and emotional exhaustion is a feeling associated with the burnout syndrome (Harris, 1978; Hviid, 1985). External locus of control orientation is related to poor health behaviour patterns (Rodolfo & Richard, 1985). Burnout is reported to pose serious health risk (Belcastro & Gold, 1984) and is referred to as a chronic disease (Hunter, et.al, 1984) and is related to psychological illness (Hviid, 1985) and susceptibility to illness, (Harris, 1984). Psychological illness is related to job dissatisfaction, greater use of alcohol, and drugs and higher illness rates (Quattrochi-Tubin, et.al, 1983), High stress levels are associated with stress related illness (Taton, 1984) and the act of blaming others for illness or other types of victimization is associated with psychological disturbance and adverse health outcomes (Tennen & Affleck, 1988).

From the above reported studies it is clear that the burnout syndrome and locus of control orientation seem to link up with mental health and thus the present investigation aims to find out if there exists a relationship between the independent variables—burnout and locus of control and the dependent variable of mental health.