INTRODUCTION
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The buzz word of the 1980s, burnout, has become a major concern for many in the helping professions and is identified as being damaging to individuals in many situations (Paine, 1982; Freudenberger, 1984; Capel et al, 1987). Burnout is referred inter alia the 'crisis of the 80s' and the 'disease of modern life' (Maslach, 1982, p.29). How an individual experiences burnout has been impressively expressed elsewhere.

" I've got the burnout blues
Everything is tense
Feel too many stressors
Beating on my sense.

This endless flow of clients
Drowns me in their needs,
Hope, compassion, love are gone
As ire wounds my deeds.

Nights are not just restful
Days are nightmare bent,
Everything is dragging here
As energy is pent.

The people I do work with
Friends once in the past,
Now ambush me in corners
How long can this last?

Once I knew my passage
Running with the light
Today I creep in darkness
Pausing, trapped in bright.

Every thing's a jumble.
Values are askew,
No one's got my answer
This empty soul is new.
Got the burnout blues
So I just sit and stare,
Feel too many stressors
And no one seems to care
(Paine, 1982, P. 9-10)

Studies on burnout are in a sense offshoot of the researches on stress. Scientific study on burnout is fairly of recent origin. The first article in burnout appeared in the mid-1970s (Freudenberger, 1974). The research literature had grown rapidly in 1980s. The first National Conference on Burnout was organized at Philadelphia in November, 1981. The construct has been found to be more applicable to explaining certain behaviour patterns found among the practitioners in the helping professions in a number of studies.

Burnout is "a bonafide phenomenon and a very significant one" (Maslach, 1982, p.20). Understanding burnout is important due to the adverse effect it has on individuals and organizations. Paine, (1982) has presented an overview of burnout stress syndrome.

"Burnout Stress Syndrome (BOSS) the consequences of high levels of job stress, personal frustration, and inadequate coping skills, have major personal, organizational, and social costs - and these costs are probably increasing .......... Research on burnout developed largely independently of the occupational stress area"
(P. 11-12)

Burnout is reported to occur in response to chronic job related stress for the people who are working as helping professionals (Maslach, 1982). Coaching being a helping profession, coaches who make contact with their trainees often intensively are subjected to burnout (Capel et al, 1987). Many are the reasons for coaches to expe-
rience burnout. Coaches may enter into their profession with high expectations such as winning all the competitions in which they participate, representing in national and international sport competitions and coaching their trainees with all possible means to gain maximum achievements. In the latter years of their service these individuals find it hard to maintain their earlier level of performance and feel dejected. Finally, they enter into burnout cycle.

If the coaching is ineffective, the sport performance of the trainees will decline. Hence, the role of burnout in coaching is an important and vital element in sport performance. Increasing interest in sport is witnessed in India. The knowledge of burnout provides awareness of the cause and effect of burnout in coaching profession. Work situation, in turn, must be built on realistic awareness and knowledge of self including abilities, interest, values and motivation. In encouraging coaching, research on burnout may help refute allegations of compliance with oneself and existing occupational structures.

Need for the Study

The study on coaches with regard to burnout might further our knowledge of stress reaction in general and of specific forms of stress in particular. Burnout is a critical problem for individuals in the helping professions (Maslach, 1982; Shinn et al., 1984) and is described as a response to chronic job related stress in helping professions (Cherniss, 1980a; Maslach, 1982; Freudenberger, 1984).

The amount and degree of contact with other individuals contribute to the development of burnout. Even though the office hours of
coaches are the same like those of other workers employed in other
government and quasi-government and private organizations, the coa-
ches usually are expected to start their coaching early in the morning.
After attending to the office, the coaches get involved in coaching done
in the evening hours also. In indoor games coaches engage in coaching
in night as well. During the period of preparing his / her trainees
for competitions, the coach often renders his / her service more than
15 hours a day. The nature of contact with their trainees often leads
the coaches to burnout (Capel et al., 1987).

The coaching environment is not the same as the other profe-
ssions. Moreover in Tamil Nadu coaches are also entrusted to coach the
school students. It may be fairly said that the number of coaches
appointed in different District Sport Councils in Tamil Nadu is inade-
quate and a good number of posts sanctioned remain vacant due to
several reasons. Whereas the number of trainees in each sport council
is considerably large and constantly swelling. In general too few
a number of coaches are required to do a large number of coaching
sessions. In addition to the coaching assigned, they are required to
teach their events to school students in class rooms. The job demands
them to play a dual role in this context. The coaches are not provided
with residential facilities or special emoluments to compensate
their hardships. The infrastructures including the ground facility and
training materials available at each of the sport councils are barely
sufficient to conduct their coaching smoothly. The appointment of
goaches are not always made purely on the basis of the individuals
coaching ability or performance. In a few District Sport Councils, the
coaches have to work under the officers, who themselves are not adequately qualified. All these factors are likely to contribute to the stress among the coaches in Tamil Nadu.

A review of literature reveals that only a few studies have examined burnout experienced by coaches (Locke & Massengale, 1978; Haggerty, 1982; Kroll & Gendersheim, 1982; Wilson & Chambers, 1983; Caccesse & Marerberg, 1984; Capel et al., 1987; Quingley et al., 1987).

Motivational analysis of burnout among coaches are meagre. Why do people go into coaching? How does motivation influence burnout among coaches? How can they be aided to become more successful in coaching? All these questions indicate areas of research.

The need for information about the coaches is also pertinent in India which shows increasing interest in sports. The Asian Games organized in India in 1982 prove its interest in sports. An important element in programs of regional or national development in sports is the identification, selection and training of interested persons in sports within the region. The mere existence and availability of all sports materials is not sufficient guarantee to induce sport development. The ability to convert human resources into viable coaching behaviour appears to be a crucial factor in the sport development of nations.

Hence, it is considered to be important for psychologists in India to expand their knowledge of those characteristics which distinguish coaches experiencing high level of burnout and the coaches experiencing low level of burnout and also the motivational characteristics of these groups. With this knowledge coaches experi-
encing high level of burnout might be identified and provided with special assistance. In addition, special coaching programs might be designed to foster coaches attitudes and behaviour.

Purpose of the Study

The purposes of the study reported here are to investigate the degree of burnout among coaches and to identify factors which may contribute to burnout. More specifically, the purposes of the study are:

1. To evolve a measure of burnout which could be applied exclusively to sport coaches in Indian setting.
2. To estimate the extent of burnout experienced by sport coaches.
3. To estimate the extent of the influence of the motivational orientations of the individuals on burnout.
4. To estimate the extent of the influence of the alienation of the individuals on burnout.
5. To estimate the extent of the influence of the conflict and the tension of the individuals on burnout.

Assumptions

1. Burnout significantly occurs in the helping professions (Cherniss, 1980a,b; Maslach, 1982; Freudenberger, 1984) The stress associated with interaction between the professional worker and recipients contributes burnout. The amount and degree of contact with other people is the main contributor to burnout.
2. Sport coaching is a helping profession. Coaches are required to have contact with their trainees, officials and students often. Hence, coaches are subjected to burnout (Capel et al., 1987; Quigley et al., 1987).

3. Burnout is a process and individuals differ to a large extent in experiencing burnout. Burnout may occur in varying degrees ranging from mild distraction to serious and debilitating illness (Veninga & Spradley, 1981; Carroll & White, 1982). Some are more prone to burnout than others.

4. Biographical factors influence the burnout experienced by individuals. This assumption is based on the works of Maslach & Jackson (1981a); Burke & Deszca (1986) and Russell et al. (1987).

5. The strength of motivation of the individuals influences their experience in burnout. Highly motivated workers are more likely to experience burnout than the less motivated workers (Cherniss 1980a, Carroll & White, 1982; Wider & Plutchik, 1982). Additive property of motivation is applicable to sport coaching.

Limitations

This piece of research is exploratory in nature since not many studies on coaches with regard to motivational analysis of burnout are available to make specific explanatory analysis. The present
investigation is confined to purposive sample drawn from District Sports Councils in Tamil Nadu region, supported by Government of Tamil Nadu. The sample used may not be considered representative of coaches in general. The study confines to sport coaches and its findings may not be directly generalised to all the helping professions.

Operational Definitions of the terms used

The following operational definitions are adopted in the present study for the purpose of investigation:

Coach: The individual who is employed as coach by designation in the District Sport Councils of Tamil Nadu.

Burnout: In the present study burnout is operationally defined as the score on the burnout inventory (BI; exclusively developed in this investigation).

Probabilistic orientation: In the present study probabilistic orientation is operationally defined as the score on the Probabilistic Orientation Questionnaire (POQ; Narayanan, 1979).

Social Desirability: In the present study social desirability is operationally defined as the score on the M-C Social
Desirability Scale (M-C SDS; Crowne & Marlowe, 1960).

Trait Alienation: In the present study trait alienation is operationally defined as the score on the Trait Alienation Questionnaire (TAQ; Vendal, 1981).

State Alienation: In the present study state alienation is operationally defined as the score on the State Alienation Scale (SAS; Kohn, 1976).

Role Conflict: In the present study role conflict is operationally defined as the score on the Role Conflict Differential (RCD; Narayanan, 1983d).

Job related tension: In the present study job related tension is operationally defined as the score on the Job Related Tension Index (JRTI; Kahn et al, 1964).

Summary

A general introduction was given in the first section of this chapter. The second section dealt with the need for the present study. Purpose of the study was presented in the third section. Various assumptions were given in the next section. In the fifth section of the chapter limitation of the study were described. The last section of the chapter dealt with operational definitions of the terms used.