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# Shaping the Future: Key Themes in Higher Education

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## Burnout among Canadian faculties of business in higher education in private universities

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# Introduction

The COVID pandemic brought systemic **fast-paced changes** to the world. As a result, new challenges emerged regarding employees' adaptation to change. <sup>1</sup>

Studies have shown that the rate of change puts tremendous pressure on organizations, especially on educational institutions. Job insecurity caused by COVID-19 has **not only adversely affected faculty burnout but has intensified it, too.** <sup>2</sup>

Burnout is a condition of **emotional, physical, and mental fatigue** arising from extreme and long-term stress caused by a person and work/life factors. <sup>3</sup>

Many educational institutions try to take national and international **accreditation**, which requires faculty's continuous involvement with service and scholarly activities in addition to their course load. This issue creates growing pressure on faculties. <sup>4</sup>

1. Nemteanu et al., 2021
2. Tylor & Frechette, 2022
3. Olley, 2022
4. Al Serhan & Houjeir, 2020

# Introduction

The increased competition between **public and private universities**, causes more tension and pressure on faculty. <sup>1</sup>

Studies show that **consistent burnout** has been observed mainly in **private education** institutions, where employees often suffer from burnout due to a **highly stressful atmosphere at the working place**. <sup>2 3</sup>

A review of the research literature shows that only a **few studies** have been conducted on the consequences of burnout. Therefore:

This Research not only contributes to raising awareness about faculty members' burnout in private universities' but also reveals the **consequences of burnout**.

1. De Meis et al., 2003
2. Parmar et al., 2022
3. Dinibutun et al., 2020

# Aim & Research Objectives

## **Research Population**

**Identifying faculties in Canadian private universities with high burnout and investigating the consequences in them.**

## **Objective of the Research**

**Present consequences of burnout among faculty members.**

# Literature Review

The area of research	The result of the research
Investigating antecedents of burnout	<ul style="list-style-type: none"> <li>• Maslach and Leiter (1997): Six factors workload, control, value, fairness, reward, and community as predictors of job burnout.</li> <li>• Dewi et al (2021): work overload has a positive effect on burnout.</li> </ul>
Investigating the role of demographic characteristics in burnout	<ul style="list-style-type: none"> <li>• Cassidy-Vu et al (2017): Higher levels of burnout were reported in female faculty members, ascribable to gender problems in expectations and keeping of work-life balance</li> <li>• Marcassa (2022): Both academic and non-academic women perceive more significant degree of work pressure than men, which can affect burnout and, a larger degree of gender inequality than men.</li> </ul>
Burnout after the Covid-19 pandemic	<ul style="list-style-type: none"> <li>• Yuceoli et al (2021): Work-life balance among generation Y academics who are working remotely due to the Covid-19 has a positive effect on their mental health.</li> <li>• Nemteanu et a (2021): The positive relevance between job insecurity and job instability . The negative relationship between Perceived job insecurity and satisfaction with supervisor and satisfaction with promotion opportunities. The negative relationship between general work satisfaction, satisfaction with supervisor support, and promotion opportunities.</li> </ul>

# Literature Review

Higher levels of burnout are related to high levels of anxiety, depression, and psychological grievances.<sup>1</sup>

For this reason, stress and burnout among faculty during the pandemic in Canada context are still under examination. In this regard, it is crucial to investigate the consequences of faculty burnout at universities, especially private universities

1. Sabagh et al., 2018

## Methodology

The present study uses the phenomenological approach.

Phenomenology analysis is the study of different types of phenomena as they are described and experienced by humans.

What is the participant saying?  
How are they saying it?  
What sense do they make of it?

## Data Collection

Faculty members with high burnout were identified using **Maslach scale**.  
(AWS;MBI,HSS). <sup>1</sup>

This questionnaire combines the **Maslach Burnout Inventory Human Services Survey** (MBI-HSS) and the **Areas of Work-life Survey** (AWS) to measure burnout.

1. Maslach scale (AWS + MBI-HSS)

## Data Collection - Initial Plan

- ✓ Send an email to randomly selected faculty asking to respond to the **Maslach** questionnaire
- ✓ Analyze the results and identify the respondents with a high stress
- ✓ **Interviews** with faculty members with high stress.  
(Contains eight phenomenological questions)

## Data Collection - Initial Plan

1. Could you tell us about your **experience** in the workplace during the COVID-19 pandemic? (i.e., any challenges or moments of success you experienced).
2. What were your **responsibilities** in your job? **Recreate** a day of the activities you engage in, from when you wake up to when you go to sleep.
3. When do you often **feel tired** or physically weak?
4. Have you ever felt worthless or that you have **failed** because of work?
5. Could you tell us about your **social relationships** at work?
6. Can your organization/institution **do better** to support staff?
7. How has your working experience during the pandemic affected **your well-being**? How did you **take care of yourself**?
8. Based on what you said about your life and your current job, is there anything you think **needs improvements** in your life?

## Work in Progress

- Lack of interest in faculty to talk about job burnout and to be recognized
- Low participation rate of faculty
- Continue the research not using the Maslach questionnaire and ask the randomly selected faculty to participate in 30 minutes structured interview using the eight questions. <sup>1</sup>
- Transcribe the interview and analyze the results using the phenomenological process

## Conclusion

- Employees who work in stressful jobs are more likely to display higher levels of burnout.
- Working as a faculty member is burdensome due to consecutive mentally-demanding activities such as teaching, marking assignments, and planning lessons. <sup>1</sup>
- Understanding how burnout effect faculties in a private Canadian universities might help to minimize the issue

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