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DISSERTATION ABSTRACT

MAIN PROBLEM:

This study attempted to determine the level of teacher burnout in private elementary schools in Quezon City and how it relates to and is predicted by the independent variables: the stressors, the demographic and ecological variables, and the motivational factors.

SPECIFIC PROBLEMS:

More specifically, this study sought to determine --- (1) the general level of teacher burnout in Quezon City private elementary schools; (2) the burnout profile of the respondent teachers based on the demographic variables (age, sex, civil status, monthly salary, and number of years of teaching experience) and on the ecological variables (number of hours of teaching per week, class size handled, school population, type of school, educational set-up); (3) the stressors that affect the private elementary schol teachers of Quezon City; (4) the level of motivation; (5) if there is a significant relationship between the level of

teacher burnout and the demographic variables, the ecological variables, the stressors, and the motivational factors; (6) which among the demographic variables, the ecological variables, the stressors, and the motivational factors are the most significant predictors of the teacher respondents' burnout level; which among the variables classified under stressors, demographic variables, ecological variables, and motivational factors are significant predictors for loss of idealism, loss of energy, loss of concern, and loss of motivation.

PROCEDURE:

The descriptive method -- normative, comparative, and correlational -- was used in this study. The respondents were 435 teachers from 15 private elementary schools in Quezon City. The questionnaire used was Mercado's adaptation of Farber's Teacher Attitude Scale which has been used extensively to assess burnout in a wide variety of human service professions.

TREATMENT OF DATA:

The following measures were applied: frequency

distribution to get the demographic and ecological profiles of the dependents; means to determine the level of burnout; multiple correlation with regression analysis to determine the relationship between the burnout factors and the independent variables.

FINDINGS:

1. The general level of teacher burnout in Quezon City private elementary schools is mild.

2. The level of motivation is highly moderate.

3. All the stressors are significantly related to burnout at the .01 level. There is no significant relationship between burnout and the demographic variables. Among the ecological variables, school population and educational set-up are significantly related to burnout at the .05 level. All the motivational factors are negatively related to burnout at the .01 level.

4. The following are significant predictors of teacher burnout: total stressors, physical environment stressors, total motivation, type of school, and organizational stressors.

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CONCLUSIONS:

1. The mild level of burnout of the teacher respondents is still within manageable limits.

2. The stressors related to the physical environment, job assignment, organization, and human relations significantly affect the teacher respondents.

3. School population and set-up contribute to the level of burnout.

4. The highly moderate level of motivation explains the mild level of burnout.

5. Burnout is likely to occur among teachers in boys' schools, in the absence of motivational factors, and when the stressors, especially the physical environment and organization stressors, are present in a school situation.

RECOMMENDATIONS:

1. It is recommended that the TAS be given at various intervals during the year so as to get a more complete picture of the teachers' attitudes about their job.

2. It is also recommended that the TAS be given to other groups of teachers or to a larger scope

so as to verify its findings and conclusions.

3. APSA areas can organize teacher-support groups, workshops, and programs aimed at stress reduction and burnout prevention.

The burnout level is still mild, but this phenomenon has to be attended to before it escalates into a serious problem.