

## ABSTRACT

**MARASIGAN, M, F., Factors Affecting Burnout of Faculty Members in Selected Tertiary Schools in Cavite: A Basis for a Stress Management Program.** Master in Business Administration, De La Salle University-Dasmariñas, Cavite, March 2009. Adviser: Dr. Alice T. Valerio.

This study aimed to identify and analyze the factors affecting burnout of faculty members in selected tertiary schools in Cavite for the first semester of academic year 2008-2009, which will serve as basis for a proposed stress management program. This program would provide a guide and help the faculty members, the academic deans and school administrators, and the human resource department buffer the effects of burnout. The burnout level of the faculty members from DLSU-D, CvSU, and CCT; and the demographic and work-related variables affecting it was investigated using a self-administered survey questionnaire composed of demographic profile, work-related factors, and burnout inventory questionnaires.

The responses to each of the questionnaire were statistically treated using percentage, mean, frequency count, standard deviation, ANOVA, correlation, and multiple regression analysis. ANOVA was used to determine if significant differences exist between the mean scores of respondents with regard to selected demographic and work-related variables. Pearson correlation was also used to determine the relationship between the variables and the burnout scores of the respondents. Multiple regression analysis was used to test if the respondents' burnout level is affected by the selected demographic; and work-related variables.

Results show that faculty-respondents have slightly moderate degree of burnout with a mean burnout score of 2.0029. With regards to the respondents' demographic variables, significant differences were found between the level of burnout of the respondents and age; civil status; monthly salary; employment status; length of work experience; and number of workload in a week. Significant differences were also found between the respondents' level of burnout and work-related variables such as student discipline problems and availability of facilities. Civil status, monthly salary, and number of workload in a week proved to be significantly affecting the burnout level of the respondents. Moreover, harmonious relationship with co faculty members and balanced workload were also detected to be significantly affecting the burnout level of the respondents. Negative correlation was found between burnout score and civil status, monthly salary, and employment status. A positive correlation however, was found between the respondents' burnout score and number of workload in a week and work-related factor, balanced workload.

The proposed stress management program was based on the findings derived from the results of this study and its implementation is highly recommended.