



De La Salle University – Dasmariñas

GRADUATE PROGRAM

**THE COMPARATIVE ANALYSIS OF THE LEVEL OF BURNOUT  
AND SOME RELATED FACTORS AFFECTING TEACHING  
PERFORMANCE OF PUBLIC SCHOOL TEACHERS  
IN EAST AND NORTH CAVITE: BASES  
FOR BURNOUT MANAGEMENT  
PROGRAM**

A Master's Thesis  
Presented to  
the Faculty of the Graduate School of Education, Arts and Sciences  
De La Salle University-Dasmariñas  
Dasmariñas, Cavite

In Partial Fulfillment  
of the Requirements for the Degree  
Master of Arts in Education  
Major in Guidance and Counseling

**ARLYN M. CLAROS**

March 2004

JAN 16 2006

**AKLATANG ENLILIO AGUINALDO ARCHIVES**



**ABSTRACT**

**Name of Institution:** De La Salle University-Dasmarinas

**Address:** Dasmarinas, Cavite

**Title:** **The Comparative Analysis of the Level Burnout and Some Related Factors Affecting Teaching Performance of Public School Teachers in East and North Cavite: Bases for Burnout Management Program**

**Author:** Arlyn M. Claros

**Degree:** Master of Arts in Education

**Major:** Guidance and Counseling

**Date Started:** November 2003

**Date Completed:** October 2004

**STATEMENT OF THE PROBLEM:**

This study sought to compare and analyze the level of burnout of the public school teachers in north and east Cavite, school year 2003-2004, and to determine the related factors that affect their teaching performance which served as the bases for the proposed burnout management program in the said districts involved in the study.



The following specific problems were answered;

1. What is the overall burnout profile of the teachers in east Cavite and north Cavite in terms of age, civil status, and years of service?
2. What is the burnout profile of the two groups of respondents according to the five dimensions: personal, social, work, family, and financial?
3. Are there significant differences in the level of burnout when the respondents were grouped as to age, civil status, and years of service?
4. What is the level of teaching performance of the two groups of respondents in the two districts when grouped according to age, civil status and years of service?
5. Are there significant differences in the teaching performance when the two groups of respondents were grouped as to age, civil status, and years of service?
6. Are there significant relationships between the levels of burnout of the respondents and their teaching performance?
7. Based on the result of the study, what would be the proposed burnout management program?



**SCOPE AND COVERAGE:**

This study focused on the comparative analysis of the levels of burnout and some related factors that affect the teaching performance of public school teachers in north and east Cavite, specifically, Districts of Noveleta and Silang II, school year 2003-2004. Likewise, intervening variables such as age, civil status, and years of service were included in relation to the teachers' teaching performance. The respondents of the study were 75 or 91 per cent of the teachers in the District of Noveleta and 75 or 32 per cent of the teachers in the District of Silang II. They were selected through random sampling. Respondents included only the permanent teachers.

**METHODOLOGY**

This study employed the descriptive correlational design with the use of self-made questionnaire, patterned from Beverly Potter's Burnout Questionnaire, as a tool for gathering data. For analyzing data, statistical tools such as frequencies, percentages, and chi-square were used.

**MAJOR FINDINGS:**

The following findings were drawn from the study.

1.1. As to the overall burnout profile in relation to age, in north Cavite, 8 or 10.67 per cent belonged to age group of 21-30 years old and 47 or 62.67 per cent belonged to the group of 31-40 years old. The highest burnout level of 38.56 (HL) was registered in the age bracket of 51



years old and above and the lowest burnout level of 22.86 (ML) was registered in the age bracket of 21-30 years old. In the east Cavite, 12 or 16 per cent belonged to 21-30 years old and 26 or 34 per cent belonged to 51 years old and above. The highest burnout level of 38.07 (HL) was registered in the age bracket of 51 years old and above and the lowest level of 20.03 registered in the age bracket of 21-30 years old.

1. 2. As to the overall burnout profile in relation to civil status, in north Cavite, 10 or 13.33 per cent were single and 65 or 88 per cent were married. The highest burnout level of 30.89 (HL) was registered in the married group. In east Cavite, 4 or 5.33 per cent were single and 71 or 94.67 were married. Also, the highest burnout level of 30.43 (HL) was registered in the married group.

1.3. As to the overall burnout profile in relation to years in service, in north Cavite, 19 or 25.33 per cent belonged to 6-10 years in service and 4 or 5.33 per cent belonged to 21-25 years in service category. The highest burnout level of 42.35 (VH) was registered in the category of 26 years and above in service and the lowest was registered in the category of 5 years and below in service. In east Cavite, 20 or 26.67 per cent belonged to 26 and above years in service and 9 or 12 per cent were in 11-15 years category. The highest burnout level of 37.14 (HL) was registered in 26 years and above in service and the lowest level of 22.35 (ML) was registered in 5 years and below in service.



2.1.1. With regard to personal burnout in relation to age, in north Cavite, the highest mean of 39.40 was registered in the age group of 41-50 years old followed by 51 and above age group with a mean of 34.00. The lowest mean of 31.00 was registered in the age group 21-30 years old. The overall mean of personal burnout as to age was 33.93. All were interpreted as high level. In east Cavite, the highest obtained mean was 38.17 (High) which was registered in the age category of 51 years old and above. The lowest mean was 19.50 (Low Level) which was registered in the age group of 21-30.

2.1.2. Concerning social burnout as to age, in north Cavite the highest mean of 48.70 (Very High) was obtained in the age group of 51 years old and above, while the lowest mean of 18.71 (Low Level) was obtained in the age group of 21-30 years old. The overall mean is 29.45 (Moderate). In east Cavite, the highest obtained mean of 36.21 (High) was reported in the age group of 51 years old and above and the lowest was 17.92 (Lowest Level) in the age group of 21-30 years old. The overall mean was 26.15 (Moderate).

2.1.3. With regard to work burnout as to age, in north Cavite, the level of work burnout has the highest obtained mean of 45.20 (Very High) in the age group of 51 years old and above and the lowest obtained mean was 24.43 (Moderate) which was reported in 21-30 years old group. The overall mean was 33.22 (High). In east Cavite, the highest mean of 37.17



(High) was registered in 51 years old and above group and the lowest mean of 19.08 (Low Level) was in the age group of 21-30 years old. The overall mean was 28.16 (Moderate).

2.1.4. With regard to the level of family burnout as to age, in north Cavite, the highest mean was 34.80 (High) which was reported in the age group of 51 years old and above. The lowest level of burnout was indicated in the age group of 21-30 years old with mean of 17.29 (Low Level). In east Cavite, the highest mean of 43.79 (Very High) was reported in the age group of 51 years old and above and the lowest mean obtained was 21.75 (Moderate) registered in the age group of 21-30. The overall mean was 30.95 (High).

2.1.5. Concerning financial burnout as to age, in north Cavite, the highest mean was 39.50 (High) which was registered in the 41-50 age group. The lowest mean was 22.86 (Moderate) which was registered in the 21-30 years old age group. In east Cavite, the highest mean was 35.00 (High) which was reported in the age group of 51 years old and above and the lowest mean was 21.92 (Moderate) which was registered in 21-30 years old age group. The overall mean was 30.93 (High).

2.2.1. Concerning personal burnout as to civil status, in north Cavite, both single and married groups had high level of personal burnout as indicated by the obtained means of 31.30 and 32.65 for single and married respondents respectively. The overall mean was 31.98. All were



interpreted as high. In east Cavite, the highest obtained mean was 30.89 (High) which was registered in the married group and the lowest mean was 20.75 (Low Level) from the single group. The overall mean was 28.85 (Moderate).

2.2.2. Regarding social burnout as to civil status, in north Cavite, the highest mean was 26.51 (Moderate) which was recorded in the married group while the lowest mean was 23.40 (Moderate) indicated in the single group. The overall mean was 24.96 (Moderate). In east Cavite, the highest mean of 27.99 (Moderate) was registered in the married group and the lowest mean of 19.00 (Low Level) was reported in the single group. The overall mean was 23.50 (Moderate).

2.2.3. With regard to work burnout as to civil status, in north Cavite, the highest mean of 31.69 (High) was reported in the married group and the lowest mean was 31.40 (High) among the single teacher-respondents. The overall mean was 31.55 (High). In east Cavite, the highest mean of 30.18 (Moderate) was indicated in the married group of teacher-respondents and the lowest mean of 18.00 (Lower Level) was found in the single group. The overall mean was 24.09 (Moderate).

2.2.4. With regard to family burnout as to civil status, in north Cavite, the highest mean was 30.17 (Moderate), while in east Cavite, the highest mean was 33.20 (High) both reported in the married group of teacher-respondents. The lowest mean of 22.30 (Moderate) and 22.50





(Moderate) in north and east Cavite, respectively, were all reported in the single teacher-respondents group.

2.2.5. With regard to level of financial burnout as to civil status of the respondents, the highest mean of 31.15 (High) in north Cavite and the highest mean of 32.21 (High) in east Cavite were registered in the married group and the lowest mean of 28.90 (Moderate) and 20.00 (Low Level) were indicated in the single group in north and east Cavite, respectively.

2.3.1. With regard to personal burnout of the respondents as to years in service, in north Cavite, the highest mean of 45.38 (Very High) was registered by those who have stayed 26 years and above in service, while in the east Cavite, the highest mean of 39.20 (High) was registered among teachers with experience of 26 years and above. The lowest means of 26.00 (Moderate) and 20.44 (Low Level) in north and east Cavite respectively were registered by those with five years and below experience in teaching. The overall means were 35.36 (High) and 31.21 (High) in north and east Cavite, respectively.

2.3.2. With regard to social burnout as to years in service, in north Cavite, the highest mean was 48.88 (Very High) which was reported among teachers with 26 years and above in service, while in east Cavite, the highest mean was 36.63 (High). The lowest mean in north Cavite, was 22.00 (Moderate) in 16-20 years in service. In east Cavite, the lowest mean was 17.67 (Low Level) which was registered by teachers with five



years and below in service. The overall means were 30.98 (High) and 29.14 (Moderate) in north and east Cavite, respectively.

2.3.3. With regard to work burnout level as to years in service, in north Cavite, the highest mean obtained was 45.38 (Very High) and in east Cavite, 39.20 (High) which were noted in the respondents with 26 years and above in service. The lowest mean was 26.00 (Moderate), registered by those respondents in north Cavite with five years and below in service, and 20.44 (Low Level) in east Cavite with respondents who have been in the service for 5 years and below. The overall means were 35.40 (High) and 31.21 (High) in the north and east Cavite, respectively.

2.3.4. With regard to family burnout as to years in service, in north Cavite, the highest mean of 38.50 (High) was obtained by respondents with 26 years and above in service, and for east Cavite, the highest mean of 36.33 (High) was obtained by those with 21-25 years in service. The lowest means were 23.24 (Moderate) with those having 5 years and below in service and 24.69 (Moderate) with those having 11-15 years, in the north Cavite and east Cavite, respectively.

2.3.5. With regard to financial burnout as to years in service, in north Cavite, the highest mean was 37.25 (High) and in east Cavite, the highest mean was 39.27 (High) noted in respondents with 21 to 25 years in service. The lowest means were 26.24 (Moderate) in north Cavite and



23.44 (Moderate) in east Cavite. The overall mean was 32.87 (High) and 31.29 (High) in north and east Cavite, respectively.

3.1. Concerning level of burnout as to age, the computed  $X^2$  value is 75.83 which is greater than the critical value of 16.919 at .05 level of confidence with 2 degrees of freedom. This means that there is a significant difference in the level of burnout as to age.

3.2. With regard to level of burnout as to civil status, the computed  $X^2$  is 11.527, which is greater than the critical value of 7.815 at 0.5 level of confidence with 3 degrees of freedom. Therefore, there is a significant difference in the level of burnout when the respondents were grouped as to civil status.

3.3. Regarding level of burnout as to years in service, the computed  $X^2$  is 78.43, which is greater than the critical value of 24.996 at .05 level of confidence with 15 degrees of freedom. Therefore, there is a significant difference in the level of burnout in relation to years in service.

4.1. With regard to teaching performance as to age, in north Cavite, out of 8 respondents in 21 to 30 age group, 5 or 62.5 per cent showed a Very Satisfactory performance; 2 or 25.0 per cent had outstanding, and 1 or 12.5 per cent showed Satisfactory performance.

In east Cavite, in the age group of 21 years old to 30, 10 or 83.4 per cent had Very Satisfactory teaching performance and 1 or 8.3 per cent each for Outstanding and Satisfactory performance.



In north Cavite, for those who belonged to 31-40 years of age, 43 or 91.5 per cent had Very Satisfactory teaching performance and in east Cavite 15 or 75 per cent showed Very Satisfactory teaching performance.

As to age group of 41-50, in north Cavite, 5 or 50 per cent had Very Satisfactory performance, and in east Cavite, out of 20 respondents, 15 or 75 per cent had Very Satisfactory teaching performance.

With regard to 51 and above age group, in north Cavite, 8 or 80 per cent had Very Satisfactory teaching performance and in east Cavite, 22 or 84.6 per cent had Very Satisfactory performance.

Most of the teachers performed very well both in north and east Cavite.

4.2. With regard to the teaching performance of the teacher respondents as to their civil status, out of four teachers who were single in east Cavite, 3 or 75 per cent had Very Satisfactory teaching performance and 1 or 25 per cent was Outstanding. In north Cavite, out of 10 single teacher respondents, 9 or 90 per cent had Very Satisfactory teaching performance and 1 or 10 per cent was Outstanding. None of them had satisfactory performance.

In the married group, out of 65 teacher-respondents in north Cavite, 52 or 80 per cent had Very Satisfactory teaching performance, while in east Cavite, 3 or 75 per cent of the single teacher-respondents had Very Satisfactory performance and 55 or 77.4 per cent of the married



respondents had Very Satisfactory teaching performance. The least number of teachers had Outstanding performance.

4.3. With regard to teaching performance as to years in service, out of 12 teachers in east Cavite who belonged to 5 years and below in the service, 9 or 75 per cent had Very Satisfactory performance, and in north Cavite, out of 15 teachers, 10 or 66.7 per cent had Very Satisfactory performance. None in east Cavite with 5 years and below in service achieved outstanding performance, however, in north Cavite, showed 1 or 6.6 per cent Outstanding teaching performance.

With regard to 6-10 years in service category, out of 9 teacher respondents in the east, 6 or 66.7 per cent achieved Very Satisfactory performance, and in the north, out of 19 teachers 16 or 84.2 per cent showed Very Satisfactory teaching performance. The least numbered with one teacher for each group at 11.1 and 5.3 per cent in the east and north Cavite, respectively. North Cavite has more teachers with Very Satisfactory performance.

In the east, out of 12 teachers with 11-15 years in service, 9 or 75.0 per cent had Very Satisfactory performance and in the north, 9 or 64.2 per cent showed Very Satisfactory performance. Only one for each district had Outstanding teaching performance, or 8.3 per cent in east Cavite and 7.7 per cent in north Cavite, respectively.



In east Cavite, out of 11 teachers with 16-20 years in service, 7 or 63.6 per cent had Very Satisfactory performance and in north Cavite, 14 or 81.5 showed the same performance.

As to teachers with 21 to 25 years in service, in the east, out of 11 teachers, 9 or 81.8 per cent registered Very Satisfactory and 4 or 1.00 per cent in the north had the same level of performance. There was 1 or 9.1 per cent in the east who showed Outstanding performance and another 1 or 9.1 per cent had Satisfactory performance. In totality, 13 or 86.6 per cent had Very Satisfactory performance.

Out of 20 teachers in east Cavite with 26 and above years in service, 18 or 90 per cent had Very Satisfactory performance and 8 or 100 per cent in the north showed to the same level of performance.

5.1. With regard to level of teaching performance as to age, the computed  $X^2$  value of 3.991 is lesser than the critical value of 12.59 with 6 degrees of freedom at .05 level of confidence. There is no significant difference in the teaching performance of the teachers when they were grouped as to age.

5.2. Regarding teaching performance as to civil status, the computed  $X^2$  is 6.842 which is greater than the critical value at .05 (5.991) with two degrees of freedom. Therefore, there is a significant difference in the teachers' teaching performance when they were grouped as to civil



status. This shows that the teaching performance of the teachers is influenced by their civil status.

5.3. Concerning level of teaching performance as to years in service, the computed  $X^2$  is 16.6483 is lesser than the critical value at .05 (18.307) with 10 degrees of freedom. Therefore, there is no significant difference in the teachers' teaching performance in relation to years in service.

6. As to level of burnout of the respondents and their teaching performance when they were grouped, the computed  $X^2$  is 29.597 is greater than the critical value of at .05 (12.592) with 6 degrees of freedom. Therefore, there is a significant relationship between the level of burnout of the respondents and their teaching performance.

7. Based on the findings of the study, a proposed burnout management program is developed.

### **Conclusions**

In the light of the above findings of the study, the following conclusions were drawn:

1.1. In east Cavite, most of the teacher-respondents belonged to age group of 51 years old and above, while in north Cavite, most of the respondents belonged to age group of 31-40 years of age. The highest burnout level both of east and north Cavite was registered in the age bracket of 51 years old and above which was described as High Level.



1.2. As to civil status, in both groups, majority of the respondents were married. The highest burnout level was registered in the married group which was described as Moderate Level.

1.3. Most of the respondents have been in the service for 20-25 years. In east Cavite, the highest burnout level was registered in 26 years and above in service category described as High Level. In north Cavite, the highest burnout level was registered also in 26 years and above in service which was described as Very High Level.

2.1. Personal, social, work, family, and financial burnout were found high among respondents in the higher age level of 41 years old and above in both groups. However, north Cavite showed higher work burnout than east Cavite while family burnout was found higher in east Cavite than in North Cavite.

2.2. Personal, social, work, family, and financial burnout were higher among married teacher-respondents than in single teachers. Also, north Cavite indicated a higher personal work burnout than east Cavite.

2.3. Personal, social, work, family, and financial burnout were found high among teacher-respondents who have stayed long in the service, particularly those with 21 years and above in the service.

3. The burnout level of the respondents was found to be influenced by age, civil status, and years in service. The higher the age; and the longer the years in service, the higher is the level of burnout. It is further





concluded that married people had a higher level of burnout than the single ones.

4.1. Generally, age categories in both groups indicated Very Satisfactory teaching performance. However, the most number of teachers with Very Satisfactory performance belonged to the age group of 31-40 and 51 and above.

4.2. Majority of teachers in the single and married groups showed Very Satisfactory performance.

4.3. As to years in service, most of the teacher-respondents in both north and east Cavite had Very Satisfactory performance particularly those who have stayed long in the service.

5. Teaching performance was not influenced by age and years of service of the respondents. However, civil status was found to have affected their performance. Single teachers performed more satisfactorily than the married teachers.

6. Teaching performance was affected by the burnout level of the teacher-respondents. Those with low level of burnout showed outstanding performance. The capability of the teachers to perform their teaching tasks very well was affected by their level of burnout.

7. The proposed burnout management program was an offshoot of the study.



### **Recommendations**

1. Division supervisors should monitor all teachers activities in all schools in the district, whether these are in the rural or urban areas so that not only teachers in the urban areas are mindful of their work preparation but also those in the rural areas.

2. Retirement age should be lowered from 65 years old to 55. An amendment of the civil service law which provided that retiring age is 65 years old is the retiring age should be passed in congress for immediate approval of the people concerned.

3. A closer look at the teachers' number of years in service should be done by the school heads and recommend teachers for promotion or have them avail of the steps increment for increase of salary.

4. Accomplishments and achievements of teachers should be properly recognized in the form of awards of recognition for inspiration and motivation.

5. Teachers should be encouraged and motivated to join various social and professional organizations in the school community for relaxation and at the same time for personal development.

6. School heads and school authorities should be aware of the problems of teachers and make proper steps to alleviate these problems.



7. The school administrators should establish rapport with the teachers to avoid anxiety and frustrations, thus making their workload not too much of a burden but something to enjoy.

8. The implementation of the proposed burnout management program for public school teachers of east and north Cavite is highly recommended.





**TABLE OF CONTENTS**

	<b>PAGE</b>
TITLE PAGE	1
ABSTRACT	2
APPROVAL SHEET	23
ACKNOWLEDGMENTS	21
TABLE OF CONTENTS	23
LIST OF TABLES	26
FIGURE	28
CHAPTER	
<b>1 THE PROBLEM AND ITS BACKGROUND</b>	
Introduction	29
Theoretical Framework/Conceptual Framework	33
Statement of the Problem	36
Hypotheses	37
Scope and Delimitation of the Study	38
Significance of the Study	38
Definition of Terms	39
<b>2 REVIEW OF RELATED LITERATURE</b>	
Conceptual Literature	43
Research Literature	56
Synthesis	59



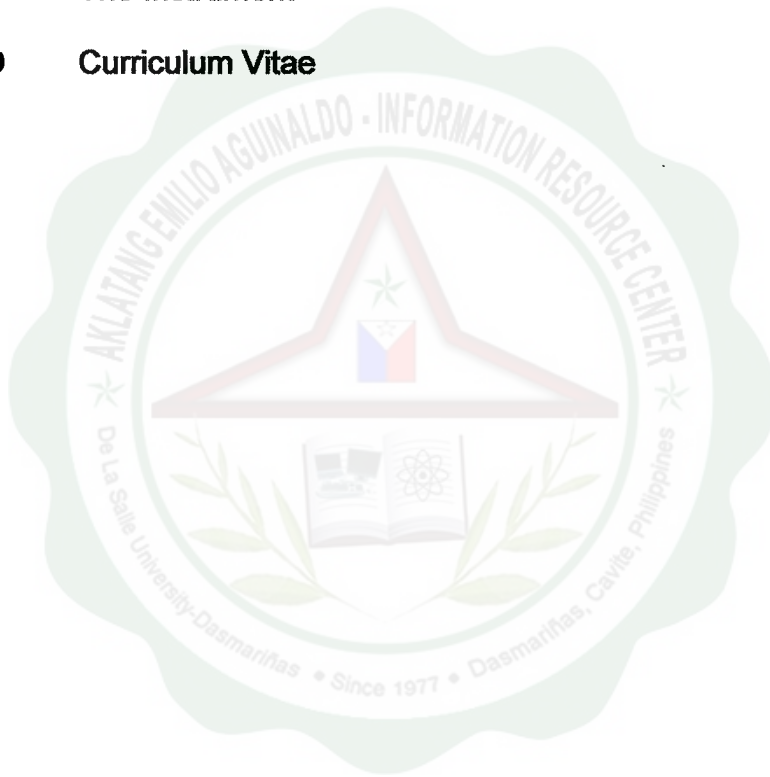
<b>3 METHODOLOGY</b>	
Research Design	61
Population and Sampling	62
Respondents of the Study	62
Research instrument /Validation of the Instrument	63
Data Gathering Procedure	65
Statistical Treatment of Data	65
<b>4 PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA</b>	
Problem No. 1	67
Problem No. 2	72
Problem No. 3	88
Problem No. 4	91
Problem No. 5	98
Problem No. 6	101
Problem No. 7	103
<b>5 SUMMARY, CONCLUSIONS, AND RECOMMENDATION</b>	
Summary	106
Conclusions	118
Recommendations	121



REFERENCES 120

APPENDICES

A	Letter for Validation	127
B	Letter of Request	130
C	The Instrument	135
D	Curriculum Vitae	137





**LIST OF TABLES**

<b>TABLE</b>		<b>PAGE</b>
1	Distribution of the Respondents	63
2	Overall Burnout Profile of the Teachers as to Age	69
3	Overall Burnout Profile of the Teachers as to Civil Status	70
4	Overall Burnout Profile of the Teachers as to Years in Service	72
5	Burnout Profile of the North and East Cavite Teacher-Respondents as to Age Against the Five Dimensions	78
6	Burnout Profile of the North and East Cavite Teacher-Respondents as to Civil Status Against the Five Dimensions	83
7	Burnout Profile of the North and East Cavite Teacher-Respondents as to Years in Service Against the Five Dimensions	87
8	Result of the Test of Significance in the Level of Burnout as to Age	
9	Result of the Test of Significance in the Level of Burnout as to Civil Status	9



10	Result of the Test of Significance in the Level of Burnout as to Years in Service	91
11	Level of Performance of the Two Groups of Respondents as to Age	93
12	Level of Performance of the Two Groups of Respondents as to Civil Status	95
13	Level of Performance of the Two Groups of Respondents as to Years in Service	97
14	Result of the Test of Significance on the Differences in the Level of Performance as to Age	99
15	Result of the Test of Significance on the Differences in the Level of Performance as to Civil Status	100
16	Result of the Test of Significance on the Differences in the Level of Performance as to Years in Service	101
17	Result of the Chi-square Test of Significant Relationship between Level of Burnout and Teaching Performance	103





**FIGURE**

**FIGURE**

**PAGE**

**1 The Variables and Their Relationships**

**35**

