

# ENGAGEMENT AND BURNOUT IN MIDDLE SCHOOL TEACHERS IN MEXICO CITY

Proyecto conacyt 83833  
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## INTRODUCTION

**Engagement** means feeling in a state where you feel that time flies, comfortable and happy with the work being done; while **Burnout** is characterized by a chronic stress response that involves negative thoughts and attitudes towards people with you work, and feeling emotionally overwhelmed.

## OBJECTIVE

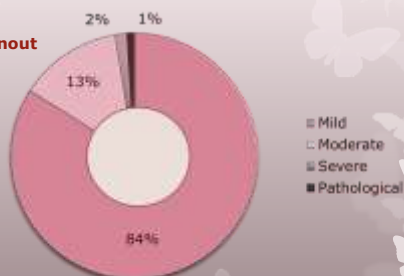
To determine whether high levels of Engagement decrease the Burnout presence, correlating the scores of both constructs.

## METODOLOGY

- A cross sectional, correlational study was made with 384 middle school teachers in Mexico City. They answered a questionnaire that collected demographic and work information, in addition to the Spanish Burnout Inventory (SBI) and Engagement at Work in Utrecht.
- Data were analyzed in SPSS 19 in Spanish. The Spearman correlation was calculated for quantitative data and the  $\chi^2$  test was calculated for qualitative data.
- We also analyzed the confounding variables: teaching career shift work.

## RESULTS

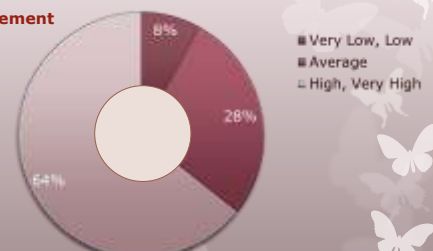
### Burnout



Taken from: Data from the survey of burnout and Cardiovascular Health Project 2010.

## RESULTS

### Engagement



Taken from: Data from the survey of burnout and Cardiovascular Health Project 2010.

### RESULTS

Engagement	Burnout								Total	
	Mild		Moderate		Severe		Pathological		Count	%
	Count	%	Count	%	Count	%	Count	%		
High, Very High	<b>**234</b>	72.7%	13	25.0%	0	0.0%	0	0.0%	247	64.3%
Average	80	24.8%	<b>**24</b>	46.2%	3	50.0%	0	0.0%	107	27.9%
Low, Very Low	8	2.5%	15	28.8%	3	50.0%	<b>**4</b>	100.0%	30	7.8%
Total	322	100.0%	52	100.0%	6	100.0%	4	100.0%	384	100.0%

\*p ≤ 0.05 \*\*p ≤ 0.01

### RESULTS

Dedication (Engagement)	Burnout								Total	
	Mild		Moderate		Severe		Pathological		Count	%
	Count	%	Count	%	Count	%	Count	%		
High, Very High	<b>**254</b>	78.9%	15	28.8%	0	0.0%	0	0.0%	269	70.1%
Average	61	18.9%	22	42.5%	4	66.7%	1	25.0%	88	22.9%
Low, Very Low	7	2.2%	15	28.8%	2	33.3%	<b>**3</b>	75.0%	27	7.0%
Total	322	100.0%	52	100.0%	6	100.0%	4	100.0%	384	100.0%

\*p ≤ 0.05 \*\*p ≤ 0.01

### RESULTS

Vigor (Engagement)	Burnout								Total	
	Mild		Moderate		Severe		Pathological		Count	%
	Count	%	Count	%	Count	%	Count	%		
High, Very High	<b>**212</b>	65.8%	9	17.3%	0	0.0%	0	0.0%	221	57.6%
Average	89	27.6%	25	48.1%	3	50.0%	0	0.0%	117	30.5%
Low, Very Low	21	6.5%	18	34.6%	3	50.0%	<b>**4</b>	100.0%	46	12.0%
Total	322	100.0%	52	100.0%	6	100.0%	4	100.0%	384	100.0%

\*p ≤ 0.05 \*\*p ≤ 0.01

Spearman Rho	Vigor Index (Engagement)	Dedication Index (Engagement)	Absorption Index (Engagement)	Engagement
Illusion for work (Burnout)	Correlation coefficient	.521**	.591**	.649**
	Sig. (bilateral)	.000	.000	.000
Psychic wear (Burnout)	Correlation coefficient	-.524**	-.440**	-.421**
	Sig. (bilateral)	.000	.000	.000
Professional disenchantment (Burnout)	Correlation coefficient	-.357**	-.391**	-.412**
	Sig. (bilateral)	.000	.000	.000
Fault (Burnout)	Correlation coefficient	-.572**	-.571**	-.595**
	Sig. (bilateral)	.000	.000	.000
Burnout	Correlation coefficient	-.201**	-.213**	-.238
	Sig. (bilateral)	.000	.000	.000

\*\*The correlation is significant at 0.01 (bilateral).

### CONFOUNDING VARIABLES

Engagement	Turn				Total	
	Morning		Mixed		Count	%
	Count	%	Count	%		
Low, Very Low	18	7.9%	11	7.5%	29	7.7%
Average	52	22.8%	52	35.4%	104	27.7%
High, Very High	158	<b>69.3%</b>	84	<b>57.1%</b>	242	64.5%
Total	228	100.0%	147	100.0%	375	100.0%

\*p ≤ 0.05 \*\*p ≤ 0.01

### CONFOUNDING VARIABLES

Engagement	Teaching Career				Total	
	Yes		No		Count	%
	Count	%	Count	%		
Low, Very Low	16	13.1%	13	5.2%	29	7.8%
Average	33	27.0%	69	27.8%	102	27.6%
High, Very High	73	<b>59.8%</b>	166	<b>66.9%</b>	239	64.6%
Total	122	100.0%	248	100.0%	370	100.0%

\*p ≤ 0.05 \*\*p ≤ 0.01

## CONFOUNDING VARIABLES

Burnout	Teaching Career				Total	
	Yes		No		Count	%
	Count	%	Count	%		
Mild	93	76.2%	219	88.3%	312	84.3%
Moderate	24	19.7%	24	9.7%	48	13.0%
Severe	2	1.6%	4	1.6%	6	1.6%
Pathological	3	2.5%	1	0.4%	4	1.1%
Total	122	100.0%	248	100.0%	370	100.0%

\* $p \leq 0.05$  \*\* $p \leq 0.01$

## DISCUSSION

- The main objective of this research was to determine whether high levels of Engagement decrease the presence of Burnout correlating pathological scores of both constructs, because there are few studies that refer to this in Mexico.
- The prevalence of burnout in this study was 1%, coinciding with that reported in Portuguese teachers (Figueiredo, 2009). Although less with other data reported in Mexico, where high levels of burnout was reported (35.5% of the total sample) (Unda, 2010).
- As for the engagement, the findings are also consistent with other research indicating negative correlations between the components of engagement and burnout, saying Engagement can help avoid the presence of Burnout (Severe Acute, 2012).

## CONCLUSION

- In this research, teachers who had higher levels of involvement in their work, had lower levels of burnout, so Engagement aims to promote as a way to prevent burnout.
- Some of the measures to increase the Engagement could include:
  - Institutional support and peer
  - To be recognized by superiors and peers.
  - Provide them with adequate working technological tools.

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