

Education of burnout levels of coaches working with physically disabled swimmers according to various variables

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ABSTRACT

As in many fields of work, burnout syndrome may also occur in the coaching profession. The aim of this study is to examine the burnout levels of coaches working with physically disabled swimmers in terms of various variables. In the research, single screening method, which is one of the general screening methods, was adopted. While the population of the research consists of the coaches working with physically disabled swimmers in Turkey, its sample consists of 68 trainers who were chosen by the random sampling method among 80 swimming coaches working with the disabled athletes participating in the Physically Disabled Turkey Swimming Championship and National Team auditions held on 23 to 25 January, 2019. Whereas the "Personal Information Form" developed by the researchers was used to determine the demographic characteristics of the Swimming Coaches, the "Professional Burnout" scale developed by Maslach and Jackson (1981) and adapted into Turkish by Ergin (1992) was used to be able to determine their occupational burnout levels. According to the findings obtained, no significant difference was found between the personal accomplishment feelings regarding professional burnout levels, emotional burnout and depersonalization sub scales of coaches working with physically disabled swimmers and the variables of age, coaching level, working year, gender, marital status and whether there is a disabled person in their families or not ($P > 0.05$). It was concluded that, the professional burnout levels of coaches who work with the physically disabled swimmers in Turkey is high on the feeling of personal accomplishment subscale and moderate on the emotional burnout and depersonalization subscales. Besides, no significant difference was observed between the occupational burnout levels of coaches working with physically disabled swimmers and all their other variables.

Keywords: Physical disability, swimming, coach, burnout.

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INTRODUCTION

The main purpose of coaching is to improve the physical, cognitive and social developments of athletes together. The athletes' being able to succeed at national and international levels, develop their physical, mental and social capacities and use them effectively is in direct proportion to the performances of coaches (Tozoğlu, 2003). Burnout syndrome, which is one of the factors affecting the performance of the coaches negatively, is a phenomenon that has negative effects both individually and organizationally. Negativity in the working

environments of the trainers may lead to stress, and the long-term state of this stress may also turn into burnout (Çokluk, 2000).

The concept of exhaustion was first proposed by Freudenberg to describe a situation characterized by fatigue, frustration and quitting observed among volunteer health workers, and then developed by Maslach and Jackson (Freudenberg, 1974; Maslach and Jackson, 1986).

Burnout syndrome is a syndrome formed by the

reflection of physical exhaustion, long-term tiredness, feelings of helplessness and hopelessness observed with people who are faced with intense emotional demands due to their jobs and who always have to work face to face with other people, on the work done, life and negative attitudes toward other people (Maslach and Jackson, 1981). Cotton (1990), on the other hand, describes burnout as a result of the failure to fully cope with stress.

Ergin (1992) described burnout as "a non-stationary and continuous phenomenon where a person moves from one phase to another" and explained the phases as follows:

Phase 1: Will and Desire (Enthusiasm): There is happiness, high energy and professional expectations. The profession is ahead of everything in this phase.

Phase 2: Stagnation: While there is a regression in desire and happiness, while dealing with some difficult situations in the profession, there is being disturbed and complaining about difficult situations in this phase.

Phase 3: Frustration: Individuals who have started working to help and serve people understand that changing working conditions and the system is difficult. The individual experiences an intense feeling of being obstructed.

Phase 4: Apathy: In this phase, the individual shows deep emotional disruptions, or deep disbelief, numbness and hopelessness reactions in paradox. S/he pursues his/her career for economic and social security reasons and does not enjoy it. In such a case, occupational life will be far from being an area of satisfaction and self-realization for the individual, giving him/her only desperation and unhappiness (Düzürek 1992; Fawzy et al., 1991).

It is accepted that burnout is a state of the individual's being alienated from his/her job that emerges as a reaction to intense stress and dissatisfaction and that this state is not a temporary fatigue or strain (Cherniss, 1980).

As in many fields of work, burnout syndrome may also occur in the coaching profession. Especially coaches working with disabled individuals are likely to experience burnout, given their working environment and conditions, social and economic conditions, and the negativity they are faced with. In this context, the aim of this study is to examine the burnout levels of coaches working with physically disabled swimmers in terms of various variables.

METHODOLOGY

In the research, single screening method, which is one of

the general screening methods, was adopted. While the population of the research consists of the coaches working with physically disabled swimmers in Turkey, its sample consists of 68 trainers who were chosen by the random sampling method among 80 swimming coaches working with the disabled athletes participating in the Physically Disabled Turkey Swimming Championship and National Team auditions held on 23-25 January, 2019.

Whereas the "Personal Information Form" developed by the researchers was used to determine the demographic characteristics of the Swimming Coaches, the "Professional Burnout" scale developed by Maslach and Jackson (1981) and adapted into Turkish by Ergin (1992) was used to be able to determine their occupational burnout levels.

The obtained data were analyzed using the SPSS 23.0 package program. It was determined that the data showed normal distribution by testing normality. Independent-Samples T test was used in paired comparison analysis and One-Way Anova test was used to determine the relationship between multiple comparisons.

FINDINGS

When Table 1 was examined, no significant difference was found between coaches in multiple comparisons in terms of age, regarding emotional burnout, depersonalization, and sense of personal achievement subscales.

When Table 2 was examined, no significant difference was found between coaches in multiple comparisons in terms of coaching level, regarding emotional burnout, depersonalization, and sense of personal achievement subscales.

When Table 3 was examined, no significant difference was found between coaches in multiple comparisons in terms of years of working with the disabled, regarding emotional burnout, depersonalization, and sense of personal achievement subscales.

When Table 4 was examined, statistically, no significant difference was found between the coaches in terms of gender regarding emotional burnout, depersonalization and sense of personal achievement subscales.

When Table 5 was examined, no significant difference was found between coaches in multiple comparisons in terms of their marital status, regarding emotional burnout, depersonalization, and sense of personal achievement subscales.

When Table 6 was examined, no significant difference was found between coaches in multiple comparisons in terms of whether they had disabled individuals in their families regarding emotional burnout, depersonalization, and sense of personal achievement subscales.

Table 1. Multiple comparison of coaches' burnout levels in terms of age.

Variables	Age	N	Average	Standard deviation	F	P
Emotional burnout	18-25	21	2.2275	.74160	0.236	0.871
	26-32	17	2.3007	.85053		
	33-39	17	2.1242	.56367		
	40+	13	2.1453	.35828		
Depersonalization	18-25	21	2.1048	.56078	1.447	0.237
	26-32	17	2.3412	.81168		
	33-39	17	1.9647	.64512		
	40+	13	1.8923	.56341		
Feeling of personal achievement	18-25	21	4.1786	.52674	0.902	0.445
	26-32	17	4.0515	.46364		
	33-39	17	4.1618	.38213		
	40+	13	4.3269	.40356		

Table 2. Multiple comparisons of burnout levels of coaches in terms of coaching level.

Variables	Coaching stage	N	Average	Standard deviation	F	P
Emotional burnout	Stage 1	28	2.1746	.64109	0.200	0.819
	Stage 2	24	2.2731	.68413		
	Stage 3	16	2.1528	.70609		
Depersonalization	Stage 1	28	2.0214	.48790	0.242	0.786
	Stage 2	24	2.1417	.77005		
	Stage 3	16	2.1250	.76898		
Feeling of personal achievement	Stage 1	28	4.1652	.51489	0.214	0.808
	Stage 2	24	4.2135	.41943		
	Stage 3	16	4.1172	.41198		

Table 3. Multiple comparisons of coaches' burnout levels regarding coaching year.

Variables	Year of coaching	N	Average	Standard deviation	F	P
Emotional burnout	1 Year	26	2.1752	.69152	1.864	0.145
	2 years	17	2.4837	.83974		
	3 years	16	1.9514	.40158		
	4 years	9	2.2099	.43192		
Depersonalization	1 Year	26	2.1308	.57950	0.593	0.622
	2 years	17	2.2118	.87313		
	3 years	16	2.0000	.53666		
	4 years	9	1.8889	.65659		
Feeling of personal achievement	1 Year	26	4.1923	.50896	0.146	0.932
	2 years	17	4.1250	.53033		
	3 years	16	4.1484	.32666		
	4 years	9	4.2361	.38245		

Table 4. Paired comparison of burnout levels of coaches in terms of gender.

Variables	Gender	N	Average	Standard deviation	T	P
Emotional burnout	Female	26	2.2094	.62248	0.50	0.960
	Male	42	2.2011	.69551		
Depersonalization	Female	26	2.0846	.52512	-0.35	0.972
	Male	42	2.0905	.73677		
Feeling of personal achievement	Female	26	4.0721	.46794	-1.42	0.160
	Male	42	4.2321	.44049		

Table 5. Paired comparison of coaches' burnout levels regarding marital status.

Variables	Gender	N	Average	Standard deviation	T	P
Emotional burnout	Married	25	2.1200	.45578	-0.796	0.429
	Single	43	2.2532	.75993		
Depersonalization	Married	25	1.8080	.48813	-2.805	0.007
	Single	43	2.2512	.69569		
Feeling of personal achievement	Married	25	4.1200	.40421	-0.702	0.485
	Single	43	4.2006	.48346		

Table 6. A paired comparison of the coaches' burnout levels regarding their having disabled individuals in their families.

Variables	Disabled individual in the family	N	Average	Standard deviation	T	P
Emotional burnout	Yes	25	2.0756	.71270	-1.224	0.225
	No	43	2.2791	.63011		
Depersonalization	Yes	25	1.9760	.74234	-1.071	0.288
	No	43	2.1535	.60606		
Feeling of personal achievement	Yes	25	4.2600	.46620	1.237	0.221
	No	43	4.1192	.44484		

DISCUSSION AND CONCLUSION

In the study, no significant difference was found between disabled swimmer coaches, in terms of their emotional burnout, depersonalization and sense of personal achievement subscales regarding age, level of coaching, working year, gender, marital status and whether there was a disabled individual in their families or not.

When the studies conducted in this field are examined, it is seen that Taşğın (2004) in his study, found that occupational burnout subscales did not show statistically significant differences in terms of age. On the other hand, in the studies conducted by Torun (1995), Tümkaya

(1996), Sucuoğlu and Kuloğlu-Aksaz (1996), Tuğrul and Çelik (2002), age variable was revealed to be a factor affecting burnout. The results of these studies are not in line with this study.

That there is no significant difference between coaching level variable and occupational workout subscales may be explained by all of the coaches' working with disabled swimmers in Turkey in general, having only the 1st level certificate. In the study conducted by Türkman (2017), a significant difference was found between coaching document types and burnout levels subscales. It can be thought that this is due to the diversity in the wrestling coaching levels.

There was no significant difference between the marital status variable and professional burnout subscales. In the study conducted by Biber et al. (2010) aimed at football coaches, a significant relation was revealed between the marital status of football coaches and their burnout levels.

In the coaches' answer to the question "Do you have a disabled individual in your family?" it was seen that many coaches have no disabled individuals in their families.

It was concluded that, the professional burnout levels of coaches who work with the physically disabled swimmers in Turkey is high on the feeling of personal accomplishment subscale and moderate on the emotional burnout and depersonalization subscales. Besides, no significant difference was observed between the occupational burnout levels of coaches working with physically disabled swimmers and all their other variables.

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