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BURNOUT AND QUALITY OF LIFE IN CORRECTIONAL OFFICERS

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Abstract
Correctional officers face unique occupational challenges can contribute to burnout and negatively impact their quality of life (QOL). This study examines the relationship between burnout and QOL among correctional officers using a cross-sectional survey design. The sample comprises 100 male and female correctional officers selected through purposive sampling. Data were collected using the World Health Organization Quality of Life Scale (WHO-QOL-BREF) and the Burnout Scale adapted from the Maslach Burnout Inventory. The study aims to investigate the correlation between burnout dimensions: emotional exhaustion, depersonalization, and reduced personal accomplishment and various domains of QOL: general, physical, psychological, social, and environmental. Additionally, gender differences in burnout and QOL are explored. Findings are expected to highlight significant negative correlations between burnout and QOL, providing insights into how occupational stress influences correctional officers' well-being. This research underscores the importance of targeted interventions, including stress management programs and organizational support, to enhance QOL and reduce burnout in correctional facilities.

Introduction

Correctional officers work in highly demanding and stressful environments and face several occupational challenges, including exposure to violence, inmate manipulation, administrative pressures, inadequate resources, limited opportunities for advancement, and lack of supervisory support. These demands may negatively affect their psychological well-being and contribute to burnout, which is characterized by emotional exhaustion, depersonalization, and a reduced sense of personal accomplishment (Gibson & Callender, 2020). Burnout is an occupational phenomenon that develops as a result of prolonged exposure to work-related stress and can adversely affect employees' mental well-being and job functioning.

Quality of life (QOL) is another important aspect of overall well-being. It refers to an individual's subjective perception of their position in life in relation to their goals, expectations, cultural values, and social environment (WHOQOL Group, 1995). It is a multidimensional concept that includes physical and psychological health, social relationships, environmental conditions, and overall life satisfaction. For correctional officers, maintaining a satisfactory quality of life may be particularly challenging because of the stressful and demanding nature of their work.

Previous research suggests that high job demands and unfavorable organizational conditions are associated with increased burnout and reduced quality of life among correctional officers (Gibson & Callender, 2020; Lambert, Hogan, & Jiang, 2018;

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Chapman & Martin, 2021). Burnout and quality of life are therefore closely connected, as prolonged occupational stress and burnout may negatively influence psychological well-being, social functioning, and overall satisfaction with life. Understanding this relationship is particularly important in correctional settings, where officers' well-being may also influence their job performance, safety, security, and organizational effectiveness.

Despite increasing recognition of burnout and quality of life among correctional officers, further research is needed to understand the relationship between these variables and the factors that contribute to officers' well-being. Therefore, the present study aims to examine the relationship between quality of life and burnout among correctional officers. The findings may have important implications for correctional institutions by helping identify areas where organizational support, stress-management programs, employee well-being initiatives, and workplace policies can be improved. Such interventions may help reduce burnout, enhance quality of life, improve job functioning, and ultimately contribute to safer and more effective correctional environments.

Rationale

Correctional officers are in charge of keeping institutions safe and secure, but their hard work managing the behavior of convicts, handling potentially violent situations, and working in high-stress environments can cause burnout, a condition marked by ongoing stress-induced physical, mental, and emotional exhaustion. Burnout can make it more difficult for correctional officials to carry out their duties efficiently, which could compromise the security of the prison.

To effectively improve correctional officers' well-being and job satisfaction, it is imperative to comprehend the connection between work-related stress, burnout, and quality of life. The goal of this research is to pinpoint the precise causes of low life quality and high degrees of burnout in order to develop focused mitigation strategies. It is possible to develop a healthier, more productive workforce among correctional officers by enhancing their quality of life and lowering burnout, which will eventually improve the general operation of correctional facilities.

The results of this study may influence the development of support services, counseling, and stress management training programs, as well as modifications to working environments, all with the goal of enhancing the health and wellbeing of correctional officer.

Objectives

- To investigate the correlation between burnout, general quality of life, physical health, psychological quality of life, social relations and environmental quality of life in correctional officers.
- To investigate the correlation between depersonalization, general quality of life, physical health, psychological quality of life, social relations and environmental quality of life in correctional officers.
- To investigate the correlation between personal achievement, general quality of life, physical health, psychological quality of life, social relations and environmental quality of life in correctional officers.
- To investigate gender differences on burnout and quality of life in correctional officers.

Hypothesis

- There will be a significant negative correlation between burnout and general quality of life, physical health, psychological quality of life, social relations and environmental quality of life in correctional officers.
- There will be a significant negative correlation between depersonalization and general quality of life, physical health, psychological quality of life, social relations and environmental quality of life in correctional officers.
- There will be a significant positive correlation between personal achievement and general quality of life, physical health,

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psychological quality of life, social relations and environmental quality of life) in correctional officers.

- There will be significant gender differences on burnout and quality of life in correctional officers.

Method

Research Design

The current study on "Quality of life and Burnout in Correctional Officers" is a cross-sectional survey design. To measure the levels of burnout, quality of life, and associated factors quantitatively.

Sampling

Correctional officers working in various prisons, jails officers. The study is conducted on (N=100) Correctional Officers including male officers and female officers. This study uses purposive sampling technique, which is a type of non-probability sampling.

Table 1: ***Socio-demographic variables of study participants (N = 100)***

Variables	N	%
Age		
22-33	47	47.0
34-44	35	35.0
45-55	18	18.0
Gender		
Male	73	73.0
Female	27	27.0
Qualification		
Matric	27	27.0
Intermediate	33	33.0
Bachelors	33	33.0
Masters	7	7.0
Marital Status		
Single	29	29.0
Married	71	71.0
Birth Order		
First Born	25	25.0
Middle Born	33	33.0
Last Born	42	42.0

Note: *% = percentage.*

Assessment Measures

Demographic Information Sheet

The demographic information sheet was used to gather academic and personal information from the participants. It included age, gender, marital Status, birth order and percentage in the previous board examinations.

World Health Organization Quality of Life (WHO-QOL)

The World Health Organization's 2018 Quality of Life Brief asks about your feelings regarding your health, quality of life, and other aspects of your life. Participants will be asked 26 closed-ended questions in total as part of the scale. An acronym for the general Quality of Life

Scale, WHOQOL was created by the World Health Organization. The total scale's Cronbach's alpha coefficient was 0.91, indicating that the WHOQOL had strong internal consistency.

Burnout Scale

This questionnaire appears to be an adapted version of the Maslach Burnout Inventory

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(MBI), which is a widely used and well-established tool for assessing burnout. The Burnout Questionnaire is used to assess the levels of stress and burnout in individuals. The scale consists of a total 25 close ended questions.

Procedure

First of all, prior permission from the authors of the scales was taken. Permission was also being taken from the Director of the Institute of Applied Psychology, the importance of the research and also the nature of the tools was explained to the respondents. Then the research design, features of the sample and sampling strategy were elaborated. Consent was taken from participants and it was explained to the participants that their participation is completely voluntary and their confidentiality will be maintained. The participants had full right to leave at any time. After taking the consent form, questionnaires were given to participants whom they filled in a suitable environment. After completing the questionnaires, participants were thanked for their quality time.

Ethical Considerations

While conducting research, a researcher is usually faced with the issue of ethical considerations. In addition, while conducting research that extends over a course of time and involves interaction with human participants, it is of foremost importance to keep the ethical guidelines in account. Below are discussed some of the ethical issues that are considered necessary.

Results

The current study aimed at identifying quality of life and burnout among correctional officers. It has divided into two sections. First section comprises of descriptive statistics and psychometric properties. The second section includes the hypothesis testing that had been checked by various statistical analyses.

Descriptive Statistics and Psychometric Properties

This section of descriptive analysis provides detail description about thethree measures quality of life WHOQOL scale and Maslach burnout inventory questionnaire and about the demographics which were used in the current study.

Table 2: ***Mean, Standard Deviation, Range and Cronbach alpha reliability of quality of life WHOQOL scale and Maslach burnout inventory questionnaire (N=100).***

Variables	N	M	SD	Range	α
MBI	100	57.20	18.39	6.00-111.0	.73
WHO-QOL	100	90.97	13.33	67.00-126.0	.84

Note: *MBI = Maslach Burnout Inventory; WHO-QOL = World Health Organization Quality of Life; N = Total Number of Participants; M = Mean; SD = Standard Deviation;* α *= Cronbach alpha.*

Table 2, shows the mean, standard deviation and normality result of the data. This result indicates that the data is mildly deviated from its mean. Range has also been checked which is 6.00-111.0 and 67.00-126.0 respectively. The alpha reliability of maslach burnout inventory is .73 which indicates moderate reliability. The alpha reliability of world health organization quality of life questionnaire is .84 which also indicates moderate reliability.

Table 3: ***Mean Differences, Standard Deviation, and t-value among gender (N = 100) on Burnout and Quality of Life.***

Male (n = 73)	Female (n = 27)	95% CI

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Variables	M	SD	M	SD	P	t	UL	LL
Burnout	17.00	7.07	14.37	9.45	.137	1.50	6.10	-0.84
Depersonalisation	12.64	9.20	4.33	4.06	.000	4.51	11.9	4.66
PersonalAchievement	30.69	9.99	30.00	16.91	.800	.254	6.15	-4.76
GeneralQOL	6.90	1.78	9.07	0.95	.000	-5.98	-1.45	-2.88
PhysicalHealth	24.46	4.26	29.40	2.89	.000	-5.55	-3.17	-6.70
Psychological	20.61	3.90	22.51	2.17	.019	-2.39	-0.32	-3.48
SocialRelations	10.19	2.36	11.29	2.31	.039	-2.08	-0.05	-2.15
Environment	24.98	4.25	28.96	4.46	.000	-4.09	-2.05	-5.90

Note: *n = Total Number of Participants; M = Mean; SD = Standard deviation; p = Significance level i.e. <0.05; CI = Confidence interval; UL = Upper limit; LL = Lower limit.*

In table 3 statistical analysis shows that there are gender differences exist in this data. On Male participants (M = 17.00, SD = 7.07) reported higher burnout levels compared to female participants (M = 14.37, SD = 9.45). Male participants (M = 12.64, SD = 9.20) exhibited significantly higher depersonalization compared to females (M = 4.33, SD = 4.06). Male participants (M = 30.69, SD = 9.99) and female participants (M = 30.00, SD = 16.91) showed similar levels of personal achievement. Female participants (M = 9.07, SD = 0.95) scored significantly higher in general QOL compared to males (M = 6.90, SD = 1.78).

Female participants (M = 29.40, SD = 2.89) reported significantly better physical health compared to males (M = 24.46, SD = 4.26). Female participants (M = 22.51, SD = 2.17) scored significantly higher in psychological compared to males (M = 20.61, SD = 3.90). Female participants (M = 11.29, SD = 2.31) reported better social relations compared to males (M = 10.19, SD = 2.36). Female participants (M = 28.96, SD = 4.46) scored significantly higher in environmental quality of life compared to males (M = 24.98, SD = 4.25).

Table 4: ***Inter correlation of Burnout and Quality of Life.***

Variables	N	M	SD	1	2	3	4	5	6	7	8
Burnout	100	16.29	7.82	-							
Depersonalisation	100	10.40	8.93	.597**	-						
PersonalAchievement	100	30.51	12.1	.029	-.182	-					
GeneralQOL	100	7.49	1.87	-.292**	-.502**	.246*	-				
PhysicalHealth	100	25.80	4.50	-.504**	-.681**	.383**	.668**	-			
Psychological	100	21.13	3.61	-.319**	-.439**	.293**	.298**	.548**	-		
SocialRelations	100	10.49	2.38	-.475**	-.542**	.233*	.517**	.638**	.443**	-	
Environment	100	26.06	4.64	-.425**	-.444**	.086	.422**	.521**	.480**	.425**	-

Note: *N = Total Number of Participants; M = mean; SD = standard deviation (Significance level; p = < .05).*

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In Table 4 shows the Pearson correlation analysis among burnout, depersonalization, personal achievement, and different dimensions of quality of life (general QOL, physical health, psychological, social relations, and environment). Burnout has a significant negative correlation with general QOL, physical health, psychological, social relations, and environment. This indicates that higher levels of burnout are associated with lower quality of life across these dimensions. Depersonalization shows a significant negative correlation with general QOL, physical health, psychological, social relations, and environment. This suggests that greater depersonalization is linked to reduced quality of life in these areas. Personal achievement demonstrates a significant positive correlation with physical health, psychological, and social relations. This indicates that higher personal achievement is associated with better physical and psychological health, as well as improved social relationships. The relationships among the general QOL, physical health, psychological, social relations, and environment reveal significant positive correlations, indicating that these aspects of well-being are interrelated. Burnout and depersonalization negatively impact various aspects of quality of life, while personal achievement positively contributes to physical, psychological, and social relations.

Discussion

The current study aimed to find out how burnout and quality of life (QOL) among correctional officers interact. It performed that by investigating how burnout characteristics like depersonalization and personal achievement interact with several aspects of quality of life, such as physical and psychological health, social relationships, and environmental factors. The findings provide significant insight on the variations by gender and the general relationships between these variables.

Burnout and quality of life dimensions, such as overall quality of life, physical and mental health, social relationships, and environmental factors, were found to be significantly correlated negatively. This is compatible with previous research showing that burnout negatively impacts a range of well-being factors (Gibson & Callender, 2020; Ricciardelli, 2019). Depersonalization and emotional exhaustion are two signs of burnout that seem to reduce the mental and physical resources required to maintain a quality of life. Higher levels of burnout may make it harder for correctional officers to maintain their physical and mental well-being, which lowers their level of life satisfaction overall.

Every aspect of quality of life exhibited a strong negative correlation with depersonalization, a crucial burnout dimension. This alignment with prior research suggests that correctional officers who feel emotionally detached from their jobs also tend to have worse physical and mental health, strained social relationships, and lower levels of environmental satisfaction (Maslach & Jackson, 1981). The emotional cost of the correctional officer's job, which necessitates intense interpersonal interaction under trying circumstances, is demonstrated by this relationship.

Personal achievement was positively correlated with social relations, psychological well-being, and physical health, in contrast to burnout and depersonalization. This suggests that correctional officers have a higher quality of life when they feel capable and successful in their jobs. These results are consistent with theories based on resilience, which highlight the protective function of individual achievement in reducing the negative consequences of work-related stress (Leiter & Maslach, 2004).

The study found that burnout and quality of life characteristics differed significantly by gender. Compared to male correctional officers, female correctional officers reported higher ratings in social interactions, environmental variables, psychological well-being, physical health, and general quality of life. These results raise the possibility that female officers' improved well-being is a result of improved coping mechanisms or easier access to services for support. Males, however, reported higher degrees of depersonalization

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and burnout, which may be due to differences in coping strategies and job pressures. These findings support earlier studies that emphasizes the experiences of women and men in correctional environments (Bolduc, 2001).

The results highlight the critical importance of focused interventions to alleviate burnout and enhance correctional officers' quality of life. Burnout can be decreased by programs that emphasize stress management, resilience building, and improving workplace support. Additionally, encouraging individual success through chances for professional growth could enhance wellbeing.

Limitations

Although the study offers insightful information, it should be highlighted that it has several drawbacks. The sample size may limit generalizability, and the cross-sectional nature makes it more difficult to determine causality. To have a solid understanding of burnout and QOL dynamics.

Future Research

Future research should concentrate on identifying positive strategies and factors, such as improving organizational culture, social support, and resilience, as the existing literature has highlighted the detrimental effects of burnout and decreased quality of life on correctional officers. longitudinal investigations can help explore how these positive elements contribute to reducing burnout and improving overall well-being, ultimately creating a more encouraging and healthful workplace for correctional staff.

Conclusion

This study emphasizes how burnout negatively affects correctional officers' quality of life and how important it is to address job pressures in order to improve their wellbeing.

Correctional settings may become happier and more sustainable with the implementation of gender-specific interventions and an emphasis on encouraging individual success.

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