

**CHAPTER - VI**

**CASE STUDIES**

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### CASE STUDIES

The present chapter deals with the second tier of the study which consists of eight case studies. The investigator picked up four cases of high in meaning in life and four cases of low in meaning in life. The purpose of the case study is to study the factors affecting meaning in life, burnoutness and work-orientation.

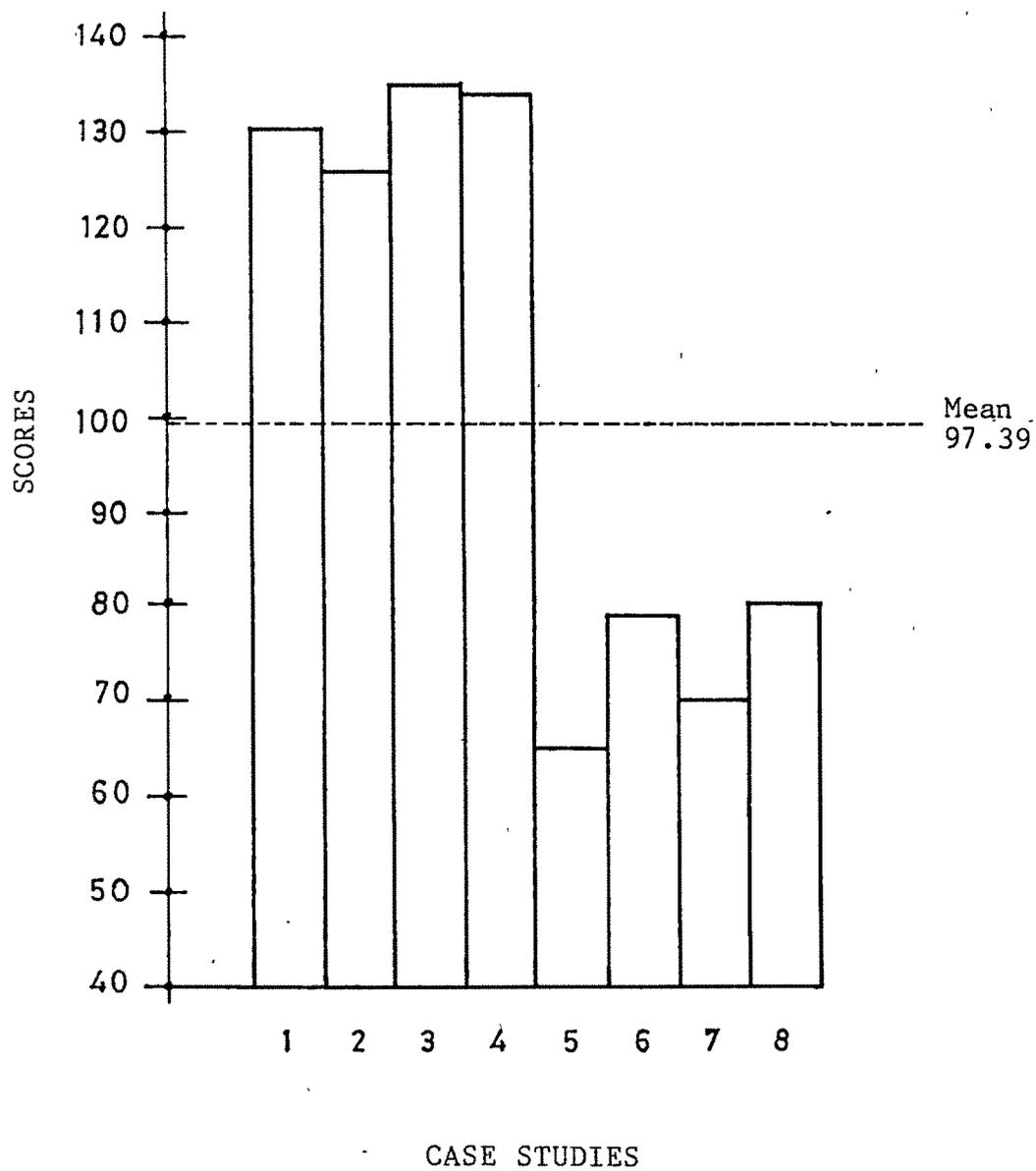
The scientific technique of case study was followed in studying each case. The investigator studied each case by a four part open ended interview schedule. He interviewed the candidates twice in order to extract the relevant informations. The eight cases are as follows;

1. NK - High in meaning in life and low in burnout,
2. PD - High in meaning in life and low in burnout,
3. ST - High in meaning in life and low/moderate in burnout,
4. MT - High in meaning in life and low in burnout,
5. BK - Low in meaning in life and low/moderate burnout,
6. KM - Low in meaning in life and high burnout,
7. SV - Low in meaning in life and high/moderate burnout,
8. TP - Low in meaning in life and high/moderate, burnout.

Graphs 6.1 to 6.5 represent the relative position of the eight subjects in different measures utilised in this study.

## MEANING IN LIFE SCORES

Graph 6.1

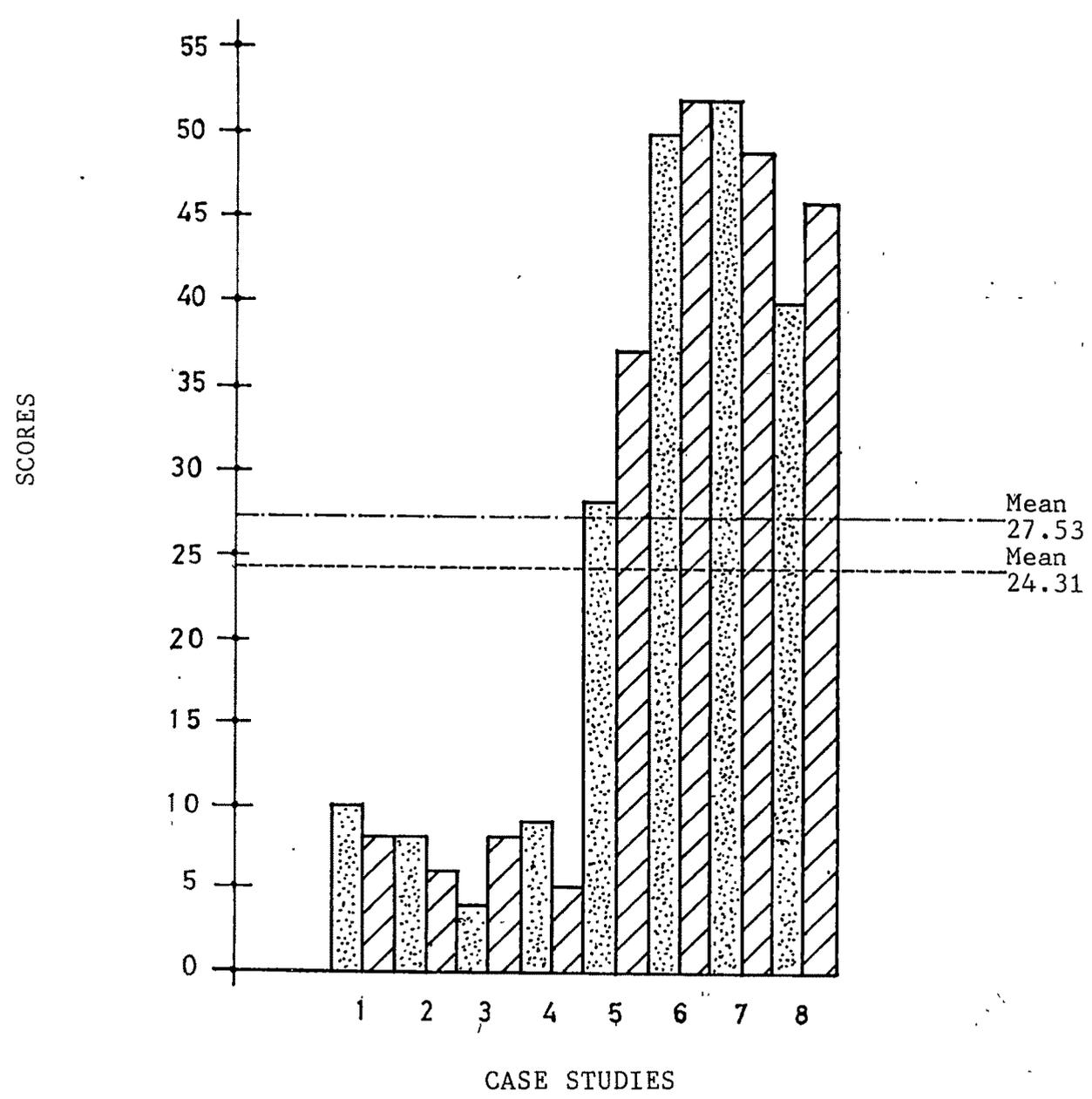


EMOTIONAL EXHAUSTION : FREQUENCY (EEF)  
AND INTENSITY (EEI) SCORES

Graph 6.2

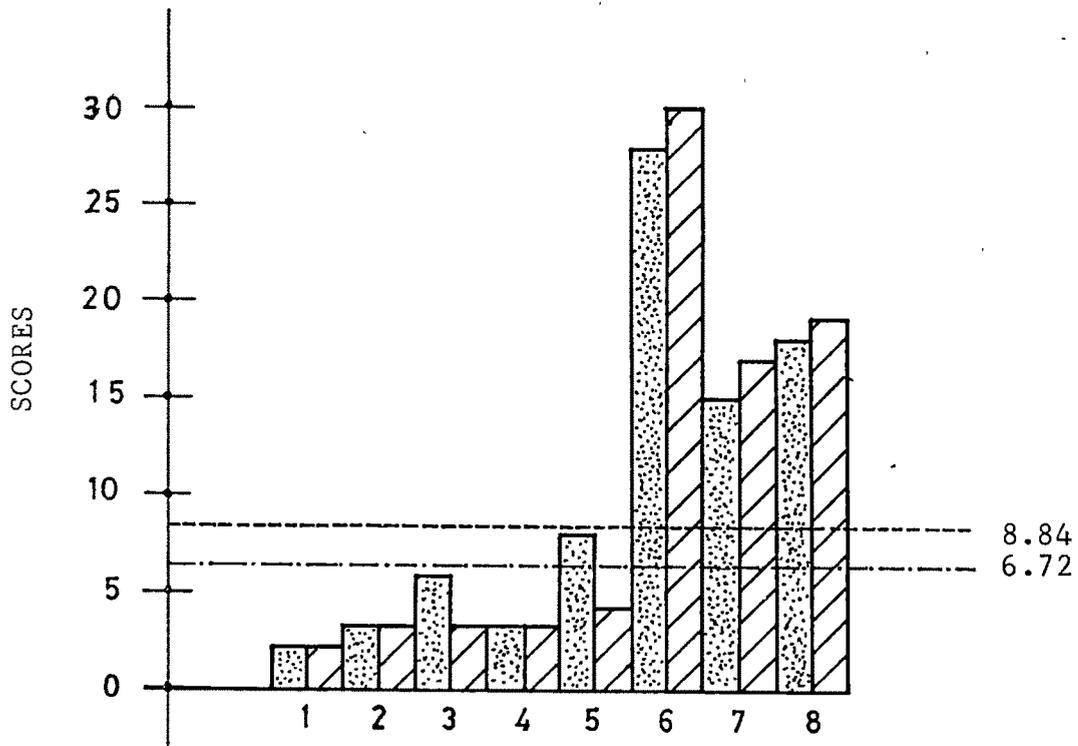
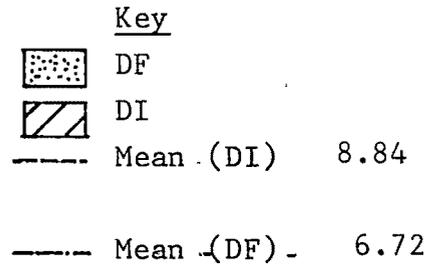
Key

-  Frequency
-  Intensity
-  Frequency Mean
-  Intensity Mean



DEPERSONALISATION: FREQUENCY (DF)  
AND INTENSITY (DI) SCORES

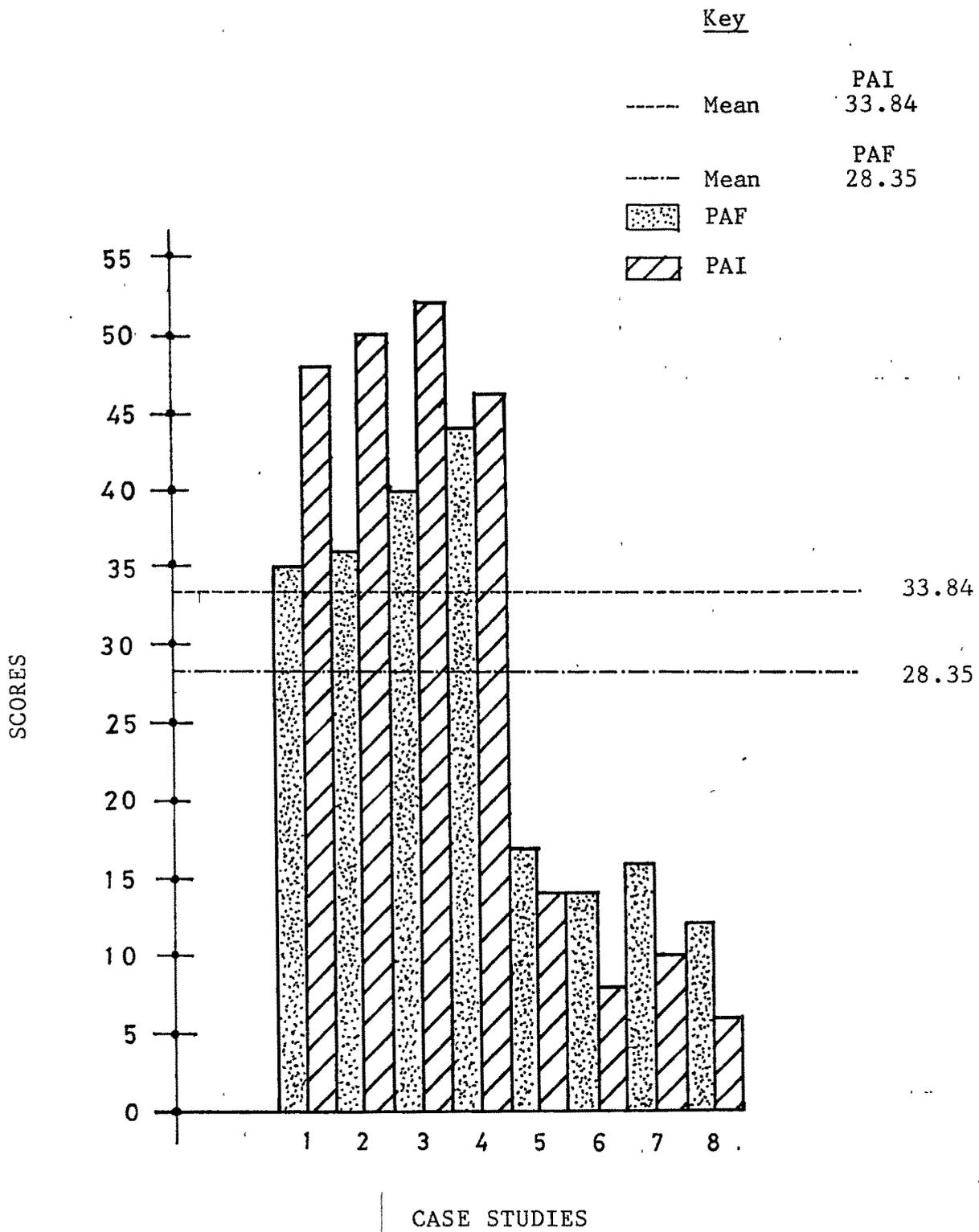
Graph 6.3



CASE STUDIES

PERSONAL ACCOMPLISHMENT: FREQUENCY (PAF)  
AND INTENSITY (PAI) SCORES

Graph 6.4



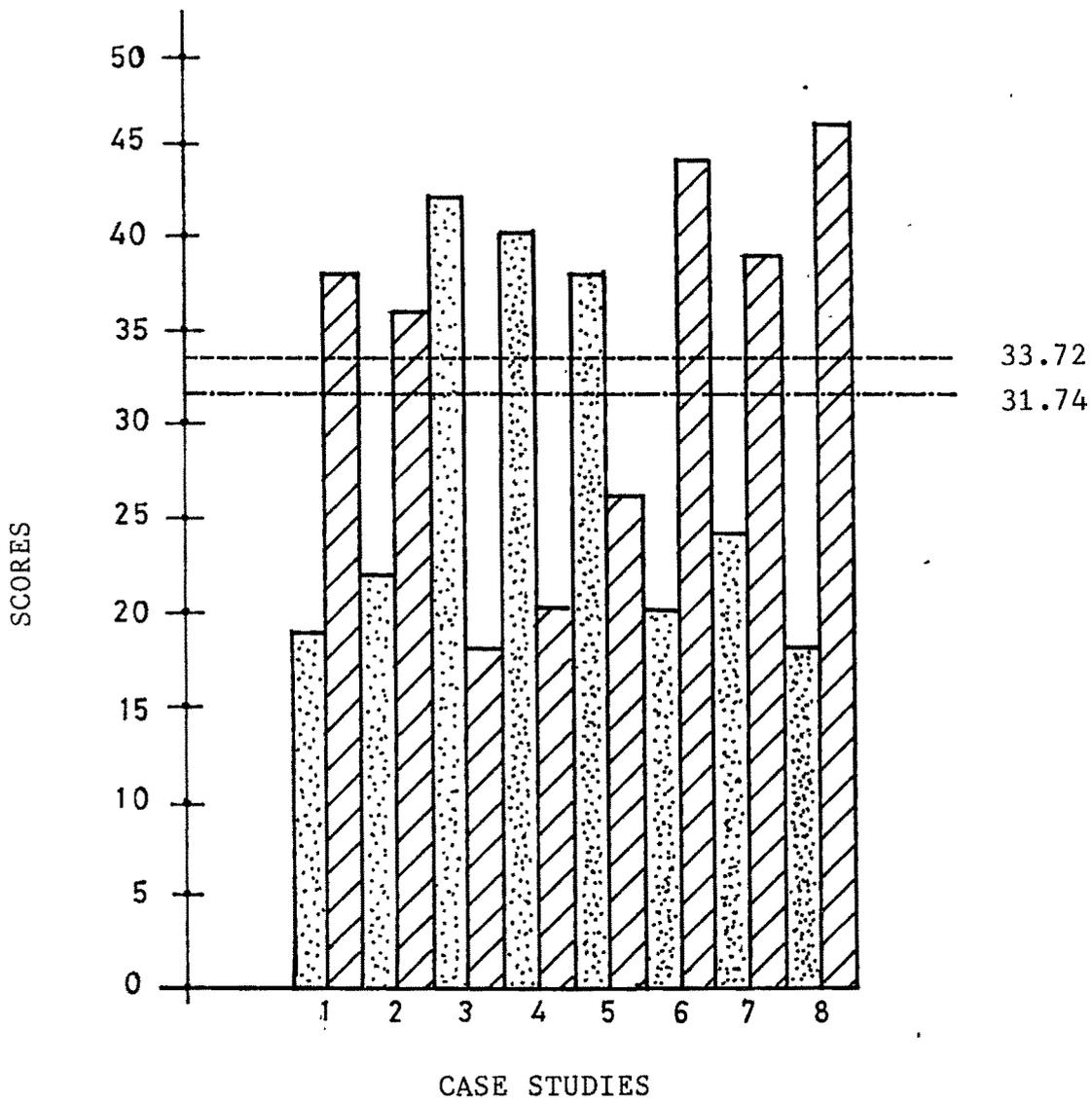
SCORES ON WORKORIENTATION

Graph 6.5

Achievementorientation  
Affiliationorientation

Mean Ach.0 33.72

Mean Affi.0 31.74



## CASE STUDY - 1

## I His Profile

NK is a male teacher-educator of 40 years old. He is high in meaning in life with a score of 130 and low in burnout in both the dimensions of frequency and intensity. His scores on MBI are as follows:

|                           | Frequency | Intensity |
|---------------------------|-----------|-----------|
| Emotional exhaustion -    | 10        | 8         |
| Depersonalisation -       | 2         | 2         |
| Personal accomplishment - | 35        | 48        |

His work style is affiliation oriented with a score of 38. He has the teaching experience of three years in school and nine years in college.

## II Family back ground

NK grew up in a village. His father was an agriculturist and mother was a house wife. He is the eldest son in his family. The economic condition of the family is just to the mark. NK has three brothers and two sisters. The family of NK holds a good status in the village. One of his uncle is the headmaster of village M.E.School. The prestige, the family commanding now, is due to NK's joining as a lecturer. Prior to his lecturership he had worked as a teacher in private school. Two of his brothers are staying with him in the place of his work who are studying in colleges.

His father is just literate and mother is illiterate. But NK had spent most of his time in his uncle's house during his school days. His family gives lot of affection but still he feels insecure. His uncle especially had influenced a lot.

## III Education

NK is a post-graduate in Oriya with M.Ed degree. He did both the post-graduation privately when he was in school as

a teacher. He had hardship of money. He studied with much of difficulty. This very fact shows that he has meaning of Life.

His education was started in his village school. Then he joined in a college near to his village. He completed graduation with Oriya honours and History as pass subject. After completing graduation he joined in a Teacher's Training college with the persuasion of his uncle. He completed the course successfully and immediately got teachership in a high school near to his village.

NK was not satisfied with his job as a secondary school teacher. He had some higher goal. This high goal enabled him to complete M.Ed and M.A during his teachership. He tried for lecturership and faced P.Sc. After P.Sc he joined as a lecturer in a Govt. Training college. At the beginning he worked hard but no result, rather he lost his energy. He has no plan for Ph.D or any addition of higher qualification.

It seems that before entering into lectureship the person was quite ambitious. But the profession was unable to motivate him. For that reason NK has lost interest for Ph.D. It is really a concern.

#### IV Work style

NK has been working in the same college for last nine years. There, he teaches educational psychology and the Oriya method. He has not attended any refresher course nor any workshop so far. He works in a routine manner. Occasionally, he prepares for his class because he has been teaching the same subjects since his joining.

Whatever task is assigned by his principal, he performs. The college is a Govt. college. The rules are determined, job description is there. He does not get any challenge from his work. The teacher trainees' never go against the teachers.

Regarding his work, he considers he is working in a proper manner. He says, he had worked at the beginning with much of zeal but the result was negative.

#### V Social relationship

His relationship with his boss is good. He has a good access with him. He had also good rapport with the ex-principal.

His colleagues are cordial to him. At times they go for a social gathering. But few of his colleagues are not openminded. There family contact is not so good.

The relationship with the students is satisfactory. He never misbehaves the students. But he never allows students to meet after college hours.

He has a small family having a child. His wife is a graduate. She looks after the family. Two brothers of NK are staying with him and studying in general college. NK never interferes in their business. His social contact with his friends is good.

#### VI Interview

The investigator interviewed, NK in a friendly atmosphere. The interview was conducted as mentioned below:

Investigator, "Do you find meaning in Life"?

Response, "Yes, I do, therefore I studied inspite of difficulty".

Investigator, "Do you find meaning from your profession"?

Response, "No, the profession of teaching has gone to the hell".

Investigator, "Why do you think so"?

Response, "No reward, no feedback, I am working for work sake".

Investigator, "Do you blame the system"?

Response, "Yes, The system has to be changed".

Investigator, "Are you satisfied with your work"?

Response, "Not before, but now, I have been accustomed"?

Investigator, "How do you rate your colleagues"?

Response, "Just average".

Investigator, "How is your family life"?

Response, " Fine, I have a small family and I am quite happy".

Investigator, "Are you more concerned with your family"?

Response, "Yes, I am much more affiliated to my family members".

Investigator, "Will you choose this profession for your son"?

Response, "No, I won't suggest him for this profession".

#### Comments

Here is case of a person with high meaning in Life, low burn-out, and affiliation orientation in work style. It is a typical case. The causes of high in meaning in life seems to be the following :

He studied with great difficulty and hardship. This gave him courage and confidence. He found his existence meaningful as he got lecturer's position. Moreover, he was ambitious to prosper.

He works hard because of two reasons :

- a. his friends and family members like him to work hard,
- b. he wants to satisfy his immediate authority i.e. principal.

There are three types of people. Some are, Motivation-oriented, some are task-oriented and some are affiliation-oriented.

Motivation-oriented people work on their own initiative.

Task oriented people work for task only. But affiliation oriented people work for pleasing the people with whom they are affiliated. This person tends to please his boss as well as his friends and family members.

This man's meaning is not reflected in his work style as he is affiliation oriented only. Therefore, if he finds low chance of promotion or a weak boss there is a chance of losing his meaning.

## CASE STUDY - 2

## I His Profile

PD is a male teacher-educator of 38 years old. He is high in meaning in life with a score of 126 and low in burnout in both the dimensions of frequency and intensity. His scores in MBI are as follows:

|                           | Frequency | Intensity |
|---------------------------|-----------|-----------|
| Emotional exhaustion -    | 8         | 6         |
| Depersonalisation -       | 3         | 3         |
| Personal accomplishment - | 36        | 50        |

His work style is affiliation oriented with a score of 36. He has the experience of 15 years of teaching the student teachers and undergraduate students.

## II Family back ground

PD is the 3rd son of a primary school teacher. His mother is purely a house wife but a conservative lady. Their family income is satisfactory. His father who is a primary school teacher devotes his free time for tuition. He had an ambition that his wards should enter into teaching profession. PD's elder brother and sister, both were working as high school teachers. PD considers his father as the role model for him.

It seems that PD was influenced a lot by his father. This influence of family induced high meaning in life in him. He has received a lot of affection during his formative years.

## III Education

PD started his education career in village school and he had not good memories of school life. His elder brother had made a great impact on him. PD rates himself academically as an average student. After completing B.Ed with distinction he joined M.Ed. He passed M.Ed with distinction. He writes poems in Oriya and they were published regularly in different

magazines. PD has an ambition to do his Ph.D but he is not able to do it.

PD's education career is good. As he hails from a teacher's family he has a taste for education which is reflected in his writing poems.

This man is influenced by his father's ambition. He follows strict discipline and works regularly. He comes from a middle class family whose feet are on the ground and whose vision is in the sky. He cultivated his ambition from the ethos of hard working middle class family.

#### IV Work style

Teaching was his first choice because his father was a teacher and brother, sister were also teachers. PD, after completion of his post graduation joined in a general college. He taught there for 7 years. His experience in general college was full of memories. Now he is working in a Teacher's Training college on transfer from general college. He has been teaching in this college since last 8 years.

He considers that he is bound by rigid schedules, rules and syllabi. The authorities interfere at frequent intervals in his work. They used to dictate his work style. If he disobeys, then it will go against his character - roll.

He works about 10 - 12 hours a week at home on his teaching related work. He thinks, in the amount of time and effort given to work, he works much harder than 95% of teachers in his college.

What he likes least about his work is the heavy load of co-curricular work. As he is the senior most staff, he has been assigned with most of the activities. Other staff members are not so dedicated to discharge the duties with him meticulously.

The interference of the authority, rigid rules made him affiliation oriented. Otherwise the person would have worked in other style.

#### V Social relationship

He has a normal relationship with his boss and colleagues. He never visits his boss without any work.

He does not like to sit in staff common room. The staff room climate, to him, is full of politics. Teachers go for gossiping illogical things. He has good contact with one of his staff members. They interchange their views at times.

PD has four children and his wife is purely a housewife. She never asks and interferes in PD's affair. At times PD talks about his days work. PD looks after his children's education.

His relationship with the students is normal. He helps needy students at times.

PD's social relationship with his colleagues seems is not so good. His attitude towards them is negative, because of his disliking for chief talk. PD is more affiliated to his family. He looks after his children, - gives evidence that he is much more concerned about his children's education like his father. Due to this relationship he became affiliation oriented. He works to satisfy his parents and family, not for him.

#### VI Interview

Investigator, "Do you find meaning in Life"?

Response, "Yes. I do".

Investigator, "Do you find meaning from your profession"?

Response, "A little. Profession is routinised".

Investigator, "Do you have a good contact with your boss, your colleagues"?

Response, "Formal. I don't like to gossip illogical".

Investigator, "Do you say that they do not have craze for intellectual pursuit"?

Response, "Yes. They do not have".

Investigator, "Do you work in a routine manner"?

Response, "Yes. I do work in a routine manner".

Investigator, "Do you think that the way you are working is good"?

Response, "Yes. All others are working in the same manner".

Investigator, "How did you retain meaning"?

Response, "I am a father. My children are coming up to my expectation . Here lies the meaning of my life".

Investigator, "Did you ever feel burnoutness"?

Response, "No. I give less importance to my profession because it is secured".

Investigator, "Why is your high meaning not manifested in your profession"?

Response, "It is manifested in my profession. I teach nicely. My students are happy. In our profession promotions are not many. Hence my meaning is not manifested in my designations".

### Comments

PD has received a great care during his formative years. What he is today, it is due to his father. This family relation enables PD to derive high meaning in his Life.

He has a creative bent of mind. It is evident from his writing of poems. Moreover writing regularly helps him in retaining his meaning in life.

His family is his concern. He give less importance to

his profession. As he is more affiliated to his family, he shows affiliation orientation in work style. To please his family he serves in a routine manner following the rigid rules.

Though he is affiliation oriented, he does not affiliate with the members who have no taste. He became a lecturer to fulfil his father's desire. He needs an inspiring character in his life to retain his meaning.

### CASE STUDY - 3

#### 1. His Profile

ST is a male teacher-educator of 37 years old. He is high in meaning in Life with a score of 135 and low in burnout. His scores on MBI are as follows:

|                         | Frequency | Intensity |
|-------------------------|-----------|-----------|
| Emotional exhaustion    | 4         | 8         |
| Depersonalisation       | 6         | 3         |
| Personal accomplishment | 40        | 52        |

His work style is achievement oriented with a score of 42. His teaching experience is of 13 years.

#### II. Family back-ground

ST belongs to a educated family. His father was a Govt. officer and mother was a trained teacher. Economic condition of the family was affluent. During his school career, (Class 0-IX), he lost his father. He was the lone child. His mother took all care.

Mother was his role model. She was an ideal lady. Her commitment to profession brought laurels for her. ST was so impressed that he decided to be a teacher in future.

#### III. Education

ST completed his school education with a first division. In local college, he did his graduation. After graduation he joined the B.Ed course and completed successfully. He says, "The teacher training course was not much interesting except some theory classes. Rarely he saw dedicated teacher like her mother. He did his M.A. in Education from a University and joined as a lecturer in this college on adhoc basis. During lecturership he completed his Ph.D from the University where

he post-graduated. Now he is a P.Sc confirmed lecturer. He aspires to produce few Ph.D students but the college where he serves has no facility.

He writes paper on current topics and publishes them in journals.

#### IV. Work style

ST is a dedicated worker. He works with his own initiative. He hates the existing curriculum and rigid rules. He prepares regularly for his class. He derives satisfaction from his teaching. At times he thinks to innovate the training course. He puts forth his ideas before his boss but no result comes out.

He criticises his colleagues for routinised work. He inspires them for innovation.

He works to excel in his profession. He has an ambition for becoming a professor of national cadre. This makes him achievement oriented in work style.

#### V. Social relationship

He has good relationship with his boss. Boss also recognizes his potentialities. Though a young lecturer he surpasses many of his seniors in work. For this reason boss likes him. Boss relies on his work.

His relationship with his colleagues is superficial. None of them are interested for intellectual pursuit. So ST dislikes them.

His friendship is limited. He has two or three friends belonging to his taste. They used to play tennis, chess at times.

He has a small family. His spouse is a sober lady. They interchange their views at the same wave length. He has two sons and both are reading in public schools. ST devotes some time for their education at home. The recognition from his boss, having a spouse of his liking gives meaning to his life. He derives satisfaction from teaching and works in self style. He has high ambition. It makes him achievement oriented.

## VI. Interview

Investigator, "Do you find meaning in your life"?

Response, "My life is full of meaning".

Investigator, "Will you tell some factors which makes your life so"?

Response, "I am a dedicated worker like my mother. I do have a good spouse. My social contact is up to the mark. All this gives meaning to my life".

Investigator, "Have you ever experienced burn-out"?

Response, "During my service career I experienced this once. It occurred due to a comment by one of my colleagues which led to unnecessary confrontation".

Investigator, "What was that comment"?

Response, "It was on a very silly issue. I lost my temper and became a topic of discussion for some days".

Investigator, "How did you overcome that"?

Response, "I did not attach any value and I remained silent after that".

Investigator, "How do you work"?

Response, "I work in my own style".

Investigator, "Do you think that the style is proper"?

Response, "I think it is proper. Except some of my colleagues, no boss has commented on my work".

Investigator, "How do you feel about your work atmosphere"?

Response, "It should be changed. More qualified and committed people are needed to change the work atmosphere".

Investigator, "Are you satisfied with your salary"?

Response, "Yes, I am quite satisfied".

Investigator, "What more you want to achieve"?

Response, "I want to be a Professor of national repute".

### Comments

ST hails from a good family. Economically he is sound. He received all care during his formative years. He is quite satisfied with his profession due to recognition from his boss. His relationship with spouse is very good. Moreover, he has only two children. All these helps in retaining high meaning in Life.

ST is a self motivated man. He is ambitious too. To achieve the status of a national professor he works. His work style is achievement oriented as he wants to excel others by becoming a professor of national repute. Moreover he likes to produce few Ph.D's which shows his commitment to work.

Once he has experienced burn-out Syndrome, for a silly cause by loosing his temper, but immediately he surpassed that.

## CASE STUDY - 4

**1. His Profile**

MT is a male teacher-educator of 44 years old. He is high in meaning in Life with a score of 134 and low in burnout. His scores on MBI are as follows:

|                           | Frequency | Intensity |
|---------------------------|-----------|-----------|
| Emotional exhaustion -    | 9         | 5         |
| Depersonalisation -       | 3         | 3         |
| Personal accomplishment - | 44        | 46        |

His work style is achievement oriented with a score of 40. He has the teaching experience of 18 years of which 6 years belong to teaching in secondary school.

**II. Family back-ground**

MT hails from a middle class family. His father was a government servant. He has two children. MT has one brother only. His mother was a housewife. MT's father was a strict disciplinarian and honest. MT grew with full of love and affection. Parental care was quite sound. The home atmosphere was peaceful. MT was open and straight forward. He imitated all his father's qualities.

MT received all types of care during his formative years. MT's upbringing was so nice that he could experience high meaning in life.

**III. Education**

Education from his early age to higher education was passed through nicely. He was average academically. He was sincere to his studies during his education career. His father's expectation was that MT would be administrative officer. But MT during his school days was influenced by his

English teacher. He passed graduation with political science honours and Economics pass. After completing graduation he did his post-graduation in political science and tried different competitive examinations. During his preparation, he completed his B.Ed course. He could not succeed in any of the competitive examinations and then he did his M.Ed. He faced the P.Sc and joined as a lecturer in Education. He registered himself for Ph.D but the work is still going on.

He has published many articles on education in different journals.

#### **IV. Work style**

MT is a self-motivated person and works with commitment. He teaches whatever subject is assigned to him. He spends 10-15 hours per week for his preparation.

He never bothers about the rules prescribed by the authority. He works on his own way.

The atmosphere in training college is not good to him. Activities for intellectual pursuits are absent.

He wants to be renowned in his profession. He is working with achievement orientation.

#### **V. Social relationship**

He has just a formal relationship with his boss. Also with his previous bosses he maintained that relationship.

His relationship with his colleagues is cordial. Some of his colleagues discuss their problems with MT. MT likes social service and helps persons whenever necessary. He has a limited friend circle.

His family life is good. He has only one daughter. She

reads well. His wife is a homely lady and both of them interchange their views very frequently. Both of them have a taste for outing in vacations.

MT is a balanced man. His family back ground, his social relationship are up to the mark. So his life is meaningful for him. Moreover during vacations they go for outings. It gives MT more meaning.

#### vi. Interview .

Investigator, "Do you find meaning in your life"?

Response, "Yes, My life is full of meaning".

Investigator, "How do you derive this meaning"?

Response, "I have a nice wife. My daughter reads well. My social contact is good. I am working on my own.

Investigator, "Are you satisfied with your job"?

Response, "Yes".

Investigator, "How do you feel about your boss"?

Response, "Nothing. He is a Govt. man like me".

Investigator, "How do you rate your colleagues"?

Response, "There is individual difference. I never rate them".

Investigator, "How is your economic condition"?

Response, "Good. I am leading planned life".

Investigator, " Have you ever experienced burn - out"?

Response, "Never".

#### Comments

MT is a balanced person. He is well adjusted in the society. His family condition is good, that is why, MT is high in meaning in life.

His positive relationship with his bo'ss and some genuine friends and colleagues provide him a support system.

He shows a desire for enhancing his professional qualification by doing Ph.D.

All these factors makes his life more meaningful and achievement orientation in work style.

## CASE STUDY - 5

### 1. His Profile

BK is a male teacher-educator of 45 years old. He in low meaning in life with a score of 65 and low/moderate burnout with the following scores.

|                           | Frequency |   | Intensity |
|---------------------------|-----------|---|-----------|
| Emotional exhaustion -    | 28        | - | 37        |
| Depersonalisation -       | 8         | - | 4         |
| Personal accomplishment - | 17        | - | 14        |

His work style is achievement oriented with a score of 38. He has the teaching experience of 24 years out of which 12 years belong to school.

### II. Family back ground

BK hails from a very poor family. His father, a salesman in a private shop passed away pre-maturely. BK was at that time 15 years old. He had to shoulder the responsibility of his mother and two brothers. He worked hard to maintain the family. No other support his family received from any source.

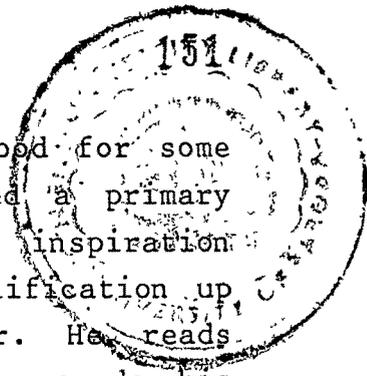
His two brothers have not came up to his expectation. They turned to waywards. His mother also passed away untimely.

The life of BK seems to be critical. Emotionally he was deprived. Both the brothers turned into waywards. Mother passed away. The lack of emotional attachment caused low in meaning in life of B K.

### III. Education

BK educated himself with much hardship. During his

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school days he had to manage himself without food for some days. He completed his matriculation and joined a primary school. He taught there for 12 years. Getting inspiration from one of his colleagues he achieved the qualification up to M.Ed privately. He is a voracious reader. He reads biographical books and books on philosophy. He spends his time in reading books. He has a plan to do Ph.D independently. He attends seminars and publishes articles.

BK is a self-motivated person. He has an urge for knowledge. He never sits idle. He reads whenever gets time.

He is a man of independent thinking. He does not like to depend on others. This fact is the indication of his hardship for education and his aspiration to complete Ph.D independently.

#### IV. Work style

BK works in an independent manner. He dislikes the rigid rules and traditional norms. He is very thorough in his subject i.e. educational philosophy, problems of education. He considers that he is teaching effectively. BK is an achievement oriented person. He aspires to complete his Ph.D independently, gives clue that he wants to achieve excel.

Moreover, as he is a voracious reader he has a taste for knowledge. He wants to expand his sphere of knowledge. He organises seminars and publishes papers.

BK is a person who grew out of hardship. He wants to achieve more by labouring hard. He does not require any extrinsic motivation or support for his development. This fact has made him achievement oriented in his work style.

He hates the work atmosphere in training colleges. The staff room is polluted with narrow politics. He is not finding a person of his mentality. He experiences over

indulgence in his work at times especially during the times of admission and examination.

#### V. Social relationship

His relationship with the boss is cordial. Boss likes him personally and his work style. Boss never gives him direction rather simply assigns task.

Relationship with his colleagues is formal. Some of his colleagues dislike him because of his potentiality. BK never goes to any door without invitation.

Students like BK most . He is a good teacher. So he is liked by most of the students.

He leads a lonely life. His social contact is limited. His relationship with the primary school teacher, on whose inspiration he attained this status, is continuing to be good. Both of them meet very frequently. That man tried for BK's marriage. But BK did not agree to his proposal.

His disturbed family picture is responsible for the low score in Meaning in Life. He had a great expectation from his two brothers. But both of them became delinquents and left him for ever. This experience of separation led him to think life is meaningless.

#### VI. Interview

Investigator, "Do you find meaning in your life"?

Response, "I started my life with problems. I tried to feed my mother and brothers, by harship. So life has no meaning for me".

Investigator, "How did you become a lecturer, then"?

Response, "By my hardship".

Investigator, "How do you like this job"?

Response, "Just good".

Investigator, "Are you getting meaning from your profession"?

Response, "No".

Investigator, "Why"?

Response, "I am working in my own style. I am not concerned with accruing any meaning".

Investigator, "Why do you work then"?

Response, "I have no support system. For my survival I am working".

Investigator, "In what way you are spending your extra time"?

Response, " I used to read".

#### **Comments**

BK is a man of self-determination. His teen-age years went on searching for food. The time when he should have grown with love and care, experienced the hardship of life. He saw parents' death and brothers' separation. He suffered from a feeling of loneliness. This experience of reality made his life miserable and lost his meaning. Moreover, he did not get any social support system. Therefore it seems to have affected his meaning of life.

BK is an ambitious man. With the inspiration of his colleague he was able to get this lectureship. The work situation in training college did not give him much satisfaction. He followed his own style. He became an object of criticism in an atmosphere where everyone indulges in malpractices. BK remained unfit. So though achievement oriented he could not derive any meaning from his work.

Here is a case of a person who is not 'burn out and very low in meaning in life. Therefore we will call him a 'rust out'. The two causes that he has low meaning :

- (a) emotional disturbance and emotional starvation
- (b) hardship

This person has hidden meaning in life of which he is not conscious. His very effort of study and acquiring lecturership shows that he has good amount of motivation i.e. concerned for excellence. If he gets little emotional support and good company he can work wonders.

## CASE STUDY - 6

## 1. His Profile

KM is a male teacher-educator of 34 years old. He is low in meaning in life with a score of 79 and high burnout with the following scores:

|                           | Frequency |   | Intensity |
|---------------------------|-----------|---|-----------|
| Emotional exhaustion -    | 50        | - | 52        |
| Depersonalisation -       | 28        | - | 30        |
| Personal accomplishment - | 14        | - | 8         |

His work style is affiliation oriented with a score of 44. He has the teaching experience of 6 years.

## II. Family back ground

KM was born in a village. His father was a village sub-postmaster. He had 7 children and KM was the 4th in birth order. KM's mother is a house wife but hard working lady. The economic condition of the family was not up to the level. KM's eldest sister, when she was 18 years old, joined nurses training school and now she is serving as a nurse. She helps money for family maintenance.

The very condition of family of KM was poor. He grew up in a underfed condition. Poverty is the main cause for KM to have low meaning in life.

## III. Education

KM's education career was miserable. He passed through a lot of ups and downs in educating him. He completed his school education in his village. Then, he simply sat idle for one year. His elder sister insisted that he continued his education as he got a second class in H.S.C. He stayed

with her and continued college education. During his college career he did part time job for his pocket money. He passed graduation and joined a private training college for B.Ed with the hope that he could be a teacher. He tried for it but could not. Again his sister insisted with him to continue with M.Ed course. He joined and passed M.Ed successfully. That year he got a chance of lectureship in a private Training college. The salary is too low. Still he is working in the same college with the hope that one day it will be taken up by the Government.

It seems that KM is not a hard working person. What he is today is the contribution of his sister. This fact is evident from the very instance that during his college career he used to do part time job for his pocket money.

To him life is meaningless. This meaninglessness and aspiration that the college will be taken up by the Govt. made him a burnt-out.

#### IV. Work style

KM works in a routine manner. He acts out the instruction of his principal. He is in a practice of dictating notes to the students. He never encourages students for asking questions. He suggests to the students to read reference books prepared by themselves. He returns home with completely exhausted. He maintains college records for which he has no interest but he is doing under compulsion.

KM is not a self motivated person. He needs extrinsic motivation for his work. As the salary is low he just works for the work sake. He has a strong affiliation with the institution because always he anticipates that the institution will be a government institution. This leads KM to be affiliation oriented in his work style.

## V. Social relationship

KM is afraid of the Principal who is a retired Govt. college lecturer. Whatever he says he acts immediately.

KM has a normal relationship with his colleagues. He never visits any of his colleagues' house. During leisure hours in the college he spends most of the time in office gossiping with the clerks.

KM yet is a bachelor. His elder sister has not yet married. But two sisters of KM in between them got married. KM is undecided about his marriage.

KM has no real friends. He spends most of his time gossiping with people of his locality where he stays. He has a good contact with the secretary of college management. The secretary likes him and at times helps him. The fear complex towards his principal is contributing for loss of meaning in life of KM. He considers his principal his bread giver and acts to his instructions without any wait.

As he has no friendly contact with his colleagues retaining meaning is also impossible. Gossiping with clerks indicates that he is totally lacking in perceiving his role and status.

## VI. Interview

Investigator, "Do you find meaning in your life"?

Response, "Life to me is meaningless".

Investigator, "Why do think so"?

Response, "It is due to my family back ground. Had I been born in a high family , it would be something other".

Investigator, "Do you think that all those who are born in high families they do have meaning for their lives"?

Response, "I think so".

Investigator, "Do you think that meaning in life can be regained"?

Response, "Yes. If human aspirations are met".

Investigator, "What is your aspiration"?

Response, "To become a lecturer in Govt. college".

Investigator, "Have you ever experienced burn-outness"?

Response, "Yes. From the beginning of my service in this private college".

Investigator, "How so"?

Response, " Have a talk with our principal. you will get the answer".

Investigator, "Is he not a good administrator"?

Response, "I do not know. But always he rebukes without any reason".

Investigator, "Have you ever brought this to the notice of management"?

Response, "You know I am serving here due to his grace. He is more powerful than the management".

#### Comments

KM is a typical case depicting low in meaning in life due to his family background. He is serving for his existence. He is afraid of the principal who gave him service. He is affiliated to the institution for his survival which is reflected in his work-orientation. Fear towards the principal, insecurity of job and returning home with complete exhaustion made him burnout. He may regain meaning and burnoutness will decrease if the college becomes a government institution.

## CASE STUDY - 7

## 1. Her Profile

SV is an unmarried lady teacher-educator of 37 years old. She is low in meaning in life with a score of 70 and high/moderate burnout with the following scores.

|                           | Frequency |   | Intensity |
|---------------------------|-----------|---|-----------|
| Educational exhaustion -  | 52        | - | 49        |
| Depersonalisation -       | 15        | - | 17        |
| Personal accomplishment - | 16        | - | 10        |

Her work style is affiliation oriented with a score of 39. She has a teaching experience of 12 years.

## II. Family back ground

SV hails from a middle class family. Her father was a businessman. He has a grocery shop. Her mother besides home, looks after family business. Both the parents of SV were illiterate. The way of nourishment was not good in her family. Though her parents spend money on her as she was the eldest daughter, never want that their ward should go for some other profession. Parental behaviour in the home was also not conducive. SV grew up in a restricted environment. No freedom was given neither to her nor to her siblings.

It is evident from her family atmosphere that she did not grow freely. She grew in an atmosphere of imposition and as both the parents were illiterate they never tried to understand SV. This might be the cause of low in meaning in life of SV. From her early years she was deprived of love and affection. This loss also is a cause of low in meaning in life.

## III. Education

SV completed her school education in a restricted environment. One of her school teacher used to provide private coaching to her in her home. After school education, her parents did not allow her to continue higher education at the first instance. But the tuition teacher mobilised them

and she could continue in college. She completed graduation with a second class honours and decided to continue post-graduation in her honours subject. Post-graduation teaching facility in the subject was available in her college where she graduated. After post-graduation she enrolled herself in a training college and completed both B.Ed and M.Ed degree. The parents of SV were apathetic towards her education due to societal norms. They tried for her marriage at different times, while she was in college but she resisted all parental efforts. This led to a break up of relationship with her parents. Now she is alone and stays at her work place. She has no further ambition nor she wants to have higher education.

The parental imposition is responsible for loss of meaning in her life. She is a self-motivated lady with high ambition. But the situation compelled her to subside this by educating her highly. In the long run she got the lecturership by her own effort.

#### IV. Work style

She works following the rules, syllabi and decorum of the institution. She knows that she is a government servant and any deviation will bring negative results. She is regular in her work. She talks less. She did not like to shoulder responsible works, Prepares for her class. She waits for instruction from boss. She is uncertain about her promotion. She also considers that this profession has no reward except the salary.

This shows she is much more affiliated to her boss and institution. She wants to satisfy her boss. Uncertainty about promotion and reward has made her work style as affiliation oriented. She feels tired and exhausted at the end of the work day.

#### V. Social relationship

Her relationship with the boss is good. She also takes advice at times from him, visits his family very frequently.

She has a friendly relation with her colleagues but she never spares her time in gossiping.

Her relationship with the students is not so satisfactory. She never

allows her students to meet at her place. She has no concern for her students.

She has a friend with whom she stays. They were bosom friends from their school career. They spent most of the time in their room.

SV, at present has no relationship with her parents. During vacations also she never goes to them. SV is basically a normal lady. Her situation made her what she is today. Her broken relationship with the family led her to loose meaning in life. As her social circle is limited it is difficult to regain meaning.

#### VI. Interview

Investigator, "Do you find meaning in your life"?

Response, "Very little".

Investigator, "Why so"?

Response, "I grew up with much of hardship. My parental apathetic attitude is responsible for it".

Investigator, "How did you rate your tuñion teacher"?

Response, "He was the man who changed my life. For me he is my God".

Investigator, "Do you think that only family contributes for one's meaning in life"?

Response, "Family is the major contributory element for one's life".

Investigator, "Do you find meaning from teaching"?

Response, "I am teaching for my existence only".

Investigator, "How do you rate your students"?

Response, "I am least concerned with the students". There is no question of rating them.

#### Comments

An emotionally deprived childhood has left its trauma and is noticeable in SV's failures in establishing affectional bonds or relationships.

The broken relationship with home, absence of any immediate goal; absence of any creative or intellectual interest; absence of fulfilment from a chosen profession also contribute to a lack of meaning in life.

She does not derive any meaning from teaching which is just a means of livelihood.

Her feeling of exhaustion and tired at the end of work day made her burnout. This fact is clear from her attitude towards the students.

## CASE STUDY - 8

**1. Her profile**

TP is a lady teacher-educator of 42 years old. She is low in meaning in life with a score of 80 and high burnout with the following scores.

|                         |   | Frequency |   | Intensity |
|-------------------------|---|-----------|---|-----------|
| Emotional exhaustion    | - | 40        | - | 46        |
| Depersonalisation       | - | 18        | - | 19        |
| Personal accomplishment | - | 12        | - | 6         |

Her work style is affiliation oriented with a score of 46. She has a teaching experience of 14 years.

**II. Family back ground**

TP hails from a educated family. Her father was a muktiar (Advocate) and mother was a housewife. The economic condition of the family was sound. She was the third daughter in birth order. They were four in all. She received all care during her childhood. Parents were friendly with the children but rules had to be followed, especially regarding friends.

TP was very open minded and discusses her problems with her parents those days. One of her uncles was principal in a collège, and he was very famous for his oratory. She stayed for 4 years in her uncle's house and studied there when she was in school.

TP has got all sorts of love and affection during her growing stage. But it is a wonder how she became low in meaning in life? She got married to an Engineer at the age of 20. The marriage was arranged by her parents. Husband of TP is a regular drunkard and misbehaves TP very frequently. TP has three daughters only.

TP looks after her children and spends most of the time with them.

**III. Education**

TP started her education in her native place. During her school years,

She stayed for four years in her uncle's house and studied there up to class IXth. Then she returned back to her home and continued her education there up to graduation level. She is a B.Sc graduate. For her higher education, she was sent to the nearest university and completed M.Sc in chemistry.

After her marriage, she was compelled to do B.Ed and M.Ed with a purpose to get a job. As she is a lady, preferred to be a teacher in a school or college. Her academic career is good.

TP has academically sound and after completion of her post-graduation she got married. After marriage some problem arose, for which she was compelled to do a job. This might have caused low meaning in life in her.

She is not interested for further education.

#### IV. Work style

TP entered into profession out of necessity. She works according to her job description. She takes regular classes but not punctual. It is a habit with her to come late.

She never takes the charge of any co-curricular activity though some are assigned to them. She goes to the college, takes her class and returns without spoiling time. She considers she is overburdened with work.

It seems TP is more affiliated to her children and less affiliated to her work. She works for money. She is working in a government college where pay is secured. For this reason her work style is affiliation oriented.

#### V. Social relationship

Her relationship with the principal is not so good; just a formal relationship is with him. Principal at times asks for explanation concerning her work.

She has also a just formal relationship with her colleagues. She never

sits in the staff room because she moves to her home after her classes are over.

She has a good relationship with some of her students. They used to come to her residence and at times they also used to help her.

The marital relationship is also not good. Her husband is a drunkard who comes late at night and so to say rests in the home for night. He neither bothers about her nor children. TP has tried to change him but all her attempts were in vain. At last she decided to remain silent for their social prestige. With her hardship, she completed her education and could get this job. Now she has taken all the responsibilities of her family.

TP's social relationship is not so good except with some students. Her marital relationship with her husband has led to low in meaning in life and high burne out. She is much more conscious of the society and for this reason she herself became a lecturer.

## VI. Interview

Investigator, "Do you find meaning in your life"?

Response, "My life is in hell. I am here only for my daughters. Time was there when I was just like a free bird".

Investigator, "Did you find meaning in your life those days"?

Response, "I was in my parents house. They provided me whatever I like. My life was full of meaning during those days".

Investigator, "How did you lose that meaning"?

Response, "It is my marriage, changed the whole life".

Investigator, "Are you not pulling well with your husband"?

Response, "That is the problem which changed my life".

Investigator, "Is he not looking after your family"?

Response, "He is even not able to look after himself".

Investigator, "Have you ever tried to bring him to the track"?

Response, "Tried but failed. Around me there is a society and I have three daughters".

Investigator, "Why do you afraid of the society"?

Response, "I am a social being".

Investigator, "Are you looking after your family"?

Response, "For that reason I am working".

Investigator, "How do you feel your work"?

Response, "I am working for future of my children".

Investigator, "Do you have good contact with your boss"?

Response, "No. He has a negative attitude towards me"?

Investigator, "Why so"?

Response, "I am overburdened with my family affair. At times I am bond to shirk responsibility".

Investigator, "Has he ever asked you for this"?

Response, "Not once. Many times in writing, he wrote for explanation. My CCR has already been damaged".

Investigator, "How did you know that your CCR has been damaged"?

Response, "I got communication from the Government".

Investigator, "How did you react to that"?

Response, "I was totally tired. At the moment I felt I am at the end of my rope".

Investigator, "Did you asked your boss for expense"?

Response, "He is not approachable man".

Investigator, "Are you not afraid of your service"?

Response, "I am a P.Sc confirmed lecturer. I cannot be terminated easily from service for my CCR. My promotion may be blocked".

### Comments

TP is a rare case. When she was unmarried, she was quite happy. Her life was full of meaning. She had a sound emotional attachment with her parents because they were quite friendly. She was free to express herself freely which used to get good reciprocation.

The life of TP was changed only after her marriage. She got married to an engineer, who is not a man upto her liking. He had vices and the marital relationship became intolerable.

TP was conscious about the society and for her children's sake again she started studying after her 3rd issue. She was able to get the lecturership by dint of her merit and hardwork. At the time of entry in to job she had already lost her meaning. Entering into a job she did not receive solace from any corner for which she became burnt out.

#### **Observation on case studies**

The relationship of meaning in life and burnout goes generally like this - that when a person has a high meaning in life, he is low in burnout - and when a person is low in burnout, he tends to have high in meaning in life. But in one of the cases i.e. case No.5, meaning in life of the person is low and low in burnout. He can be termed as a rustout person, who has meaning in life but it is hidden.

The basic question is: "Why people loose meaning in life"? To this question, an answer is found from the cases that a clear factor is emotional deprivation, or emotional starvation or emotional stress. In case of TP, she had a good life in her parental house. She was high in meaning in life. She was steady in her work. But because of the husband's behaviour her life was changed. She felt emotionally deprived.

For example, as regards to emotional starvation, we can see the case of BK, who did not have any affection from the family. He lost his father and mother at the young age. He had a great emotional stress on maintaining the family at a very young age. This contributed to his burnoutness.

The study of Misra (1986) finds emotional deprivation as a factor affecting meaning in life.

As a matter of fact people do require minimum family

affection to retain meaning in life. But in case of BK he lost his parents and two mothers on whom he showered affection, were also separated from him. Therefore, he lost faith in human relationship and thus, affected his meaning in life.

Another cause of loss of meaning is extreme sense of affiliation and fear. If one is self-motivated and is affiliation oriented then he may get influenced by his affiliations. As was the case with KM. He had a strong affiliation towards the institution and was afraid of the principal. This leads towards decreasing his meaning in life and making him burnt-out.

Another reason that tends to affect meaning and burnout is hardships in early life and lack of emotional support. In case of KM, his sister gave him a lot of encouragement and he became a hard working person. It shows that inspiring emotional relationship helps to gain motivation and meaning in one's work.

For high meaning in a person, one basic requirement is fulfilled family life or emotional satisfaction or emotional stability inspite of emotional dissatisfaction. Emotional satisfaction, stability contributes not for the high meaning but atleast to retain the level of meaning (case.no - 2).

A person's basic tendency is to work hard, helps him to seek meaning. Hardship and hard work acts in two ways:

a. either in one case if the basic orientation of the person is not sound. Then it works negatively towards the loss of meaning or positively increasing burnoutness,

b. but in some cases i.e. NK, ST, where a sound ideational background then hardship and hard work leads to see a challenge in life and seek higher achievement (as is the case of BK)

A person's work orientation also affects the level of meaning. If a person has significant other orientation, then he seeks meaning in satisfying the expectations of the people whom he loves. But the danger here is this that if the people whom he esteems is having low expectation on him then the person will have lower meaning.

One more factor that affects is self motivation. A person aspiring to excel will enjoy his work and derive meaning from the work. Whereas, if a person has high motivation but low meaning in life (case No.7) will not be able to enjoy his work.

Another factor that emerged out of case studies for high in meaning in life is external incentives. How much do external incentives motivate a person? Gellerman in his book 'Motivation and Productivity' calls them 'hygienic factors'. Where in he says that, "physical facilities or external incentives may help a person to retain the level of motivation but will not help him to increase his motivation". Therefore, in case No.3, external incentives helped him to achieve better but his level of motivation was already there.

If people have concern for excellence then it manifests in their work style and affiliative preferences as in case No.3, who did not like to talk, who did not like to enter in ordinary dialogues?

A person may get inspiration from a teacher, from an elderly people - parent, brother, sister and friends.

The below mentioned table gives an indication of the factors affecting meaning in life and burnoutness.

**Table : Factors affecting meaning in life and burnoutness**

| Factors of Misra's study (1986)            | Factors of present study               |
|--|--|
| 1. Emotional deprivation                   | 1. Emotional starvation                |
| 2. Unfilled ambition and goal              | 2. Unfulfilled family life             |
| 3. lack of human relationship              | 3. Lack of human relationship          |
| 4. Lack of accomplishment                  | 4. Hard work, strains without reward   |
| 5. lack of involvement with the profession | 5. Extreme sense of affiliation & fear |
| 6. Lack of external incentives             | 6. Lack of external incentive          |
|  | 7. Insecurity of job.                  |

The case study findings only point towards the possible factors affecting one's meaning and burnoutness. We may not be able to conclude but the following hunches need further exploration.

It seems that emotional stability, or emotional fulfilment plays a role in the person's meaning formation and sustainance.

In further studies tests may be prepared on this aspect to see the relationship, if there is any.

Hardship, strain and stress also affect one's meaning. Why does it affect positively in some people? and why does negatively in some others? It seems a person's philosophy and value basis in his personality is also important. A test, an interview schedule can be prepared on it. The formation of values is an important arena. The influences of the family in formation of values is quite significant.

It seems that inspiring character in one's life plays a very significant role. In cases of PD, BK, ST inspiration from others played an important role.

A person may get inspiration from a teacher, from an elderly people, parents, brother, sister and friends. So the people who have high meaning did find such character in their life.