

SUMMARY OF DOCTORAL THESIS

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Title: The Burnout Syndrome and the Balance of the resources of Border Guard officers

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The subject of this thesis is the scrutiny of the relationship between occupational burnout syndrome and the balance of life resources of Border Guards. Theoretical substrate of this thesis is based on The Conservation of Resources Theory – COR by Hobfoll (1989, 2006, 2012). Personal motivation is required to maintain their current resources, and to pursue new resources. The loss of any types of resources will create and lead to certain levels of stress. Displacement of resources in that matter, as a part of an environmental interaction, including work environment- and a tendency to combine resources, provides a basis for the concept of Hobfoll's Caravans passageways (2006, 2012).

The Caravan passageways can differentiate between the sex of a worker. Efficient disposition of life resources will help not only to maintain current resources but to gain new in the future. Loss of the resources will become the main disadvantage which can cause stress and in the future – could be a reason for occupational burnout (Hobfoll, 2006, 2012).

Some disadvantaged occupational groups, are more susceptible to burnout syndrome. According to long known tradition in social science, the above groups are: teachers, therapist, social workers, medics (Kirenko, Zubrzycka - Maciąg, 2011). Occupational burnout studies were focused on subjects from a military background, most commonly, police guards (Ogińska – Bulik, 2007). In Poland non of the above studies included the border guards. Lack of scientific results and publication in this matter was inspiration for this thesis.

One of the aims of this thesis, is to show the importance of perceived self-efficacy in an occupational burnout context. Perceived self-efficacy, which is also important resource, perform as a burnout buffer (Hobfoll, 2006). In this thesis, perceived self-efficacy (Bandura and others, 2001) is defined as people's beliefs about their capabilities to produce specific performance.

This research focused on the verification of two hypothesis. Firstly one explains the direct dependencies between primary variables, with relation to self-efficacy as an intermediate variable. And the second hypothesis includes expectation of differentiation based on the sex of the Border Guard officers.

Three research tools were used: Maslach Burnout Inventory (1996), Gains and Losses Self-Assessment Questionnaire (polish adaptation of Hobfoll COR - Evaluation by Dudek, Koniarek, Gruszczyńska, 2012), and own authorship - The Scale of Perceived Self-Efficacy of a Border Guard Officer (SWF). The obtained results were subject to a statistical analysis with interference in the form of a correlation analysis, assessment of the significance of differences between the compared groups and multivariate regression analysis.

The results of the research helped in verification of the hypothesis. With regards to first hypothesis, it was concluded that to prevent occupational burnout, the subject must apply compensatory involvement of personal resources, with personal development at heart.

Perceived self-efficacy can become a significant ability in lowering the potential loss of resources related to all dimensions of occupational burnout. The buffer effect of perceived self-efficacy consists of increasing the importance of resource gains (suppression effect), and reducing the importance of resource losses (mediation effect) to explain the burnout syndrome.

With regards to second hypothesis, it was shown the importance of The Caravan passageways concept, and the differences based on the sex of the boarder guards.

Final chapter includes practical implications.

Key words: balance of life resources, burnout syndrome, perceived self-efficacy, Border Guard

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