FIGHT AGAINST BURNOUT

by:

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Admit it or not, there is a time in teacher’s life that he or she feels tired and worthless, wants to give up teaching and lands on another job. He or she feels like teaching is not worthy anymore of all of his or her effort and devotion. In other words, teaching no longer brings happiness and fulfilment. If you feel this way, most probably you are experiencing burnout.

Hakanen and Bakker (2017) emphasized that burnout is a reaction to constant exposure to stressors at workplace, and is defined as a chronic ailment including exhaustion, skepticism and poor professional performance. Because of the negative consequences, it gives to the person and institution itself he or she is affiliated with. It is considered as an alarming matter that necessitates to be solved immediately.

Every one of us, most especially teachers, is susceptible to suffer burnout. Every employee is at risk to experience such. Symptoms such as absence of energy, feeling emotionally empty and absence of responsiveness for the needs of others are prevalent in a person who suffers burnout. But what causes burnout? Though lot of factors may cause burnout, the most common aggressor is working under stress.

But how can we avoid burnout? On a personal point of view, knowing the means on how to avoid and cope with work-related stress which will empower someone to perform better on workplace. Meaning to say, awareness of burnout, its causes and negative effects must be well thought of. As the common cliché goes, prevention is better than cure.
Moreover, school administrators may help address burnout by initiating flexible working schedules, seminars and activities which can help ease work-related stress and make teachers more productive. In addition, the Department of Education (DepEd) in partnership with Department of Health (DOH) may implement policies and programs that concern work-related stress. These agencies may promote gainful employment prospects and improve human resources that protect the welfare and advancement of teachers like conducting regular seminars and symposium concerning burnout and its effect to the mental, emotional, and physical health of the teachers. They may conduct a regular check-up of the teachers ensuring they are healthy and fit to work. Aside from that, they may also maintain pleasant working relations between and among the teachers and school administrators by regularly conducting or sponsoring activities like teambuilding and values enhancement seminar.

In a nut shell, though burnout is a serious concern, it is curable and can be solved if address collaboratively. Hand-in-hand, teachers, school administrators, DepEd and DOH must work together to ensure burnout will not prevail. After all, quality learner is contingent upon quality teacher.

References:
