

PSYCHOLOGICAL CAPITAL AMONG PROFESSIONALS IN PAKISTAN

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ABSTRACT

Introduction

Professionals who handle children with autism face exceptional challenges as they come across hyperactivity, self-injurious behavior, compulsive behavior and frequent meltdowns. The present research was designed to determine the relationship between Psychological Capital, Mental Health and Burnout among Professionals working in Autism Centers in Punjab Pakistan. Furthermore, it also aimed to investigate the role of mental health as a mediator between psychological capital and burnout.

Methods

The correlational research design and purposive sampling technique was used to collect data. Participants of the study were Autism Therapist N=450, including Behavior Therapist (n=180), Speech Therapist (n=140) and Special Educationist (n=130) from 51 Autism centers in Punjab, Pakistan. The research instruments included Psychological Capital Questionnaire, General Health Questionnaire and Teacher Burnout Inventory. Hierarchical Multiple Regression Analyses was conducted for predicting demographic characteristics, psychological capital and mental health burnout of professionals working with Autism Spectrum Disorder.

Results

The results of this ongoing study showed that a significant positive relationship exists between Psychological Capital and Mental Health. Professionals who have unsatisfactory working environment suffer more from emotional exhaustion and cynicism. The value of R^2 explained 15 % variance in burnout of professionals. It also revealed that the unsatisfactory working environment of Autism therapist predicted the burnout.

Conclusion

Social support in the work environment for trainees is the key predictor of minimizing burnout and job satisfaction. A flexible environment and definite set of working hours is needed for positive well-being of the professionals working with autistic children.

Keywords: Mental health, burnout, professionals, psychology.