

We assume that there are also other life situations, which can be considered as experimental models of our research. Besides, certainly special experimental conditions revealing and developing the process of creation the means by the subject will be created. It is supposed, that the planned research will allow receiving the results anew explaining the development process of mental components of personality consciousness.

*The material has been taken from the book of S. D Maksymenko "Genesis of personality existence". – Montreal, Accent Graphics Communications: - 2015, p 32-56
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SPECIFICS OF PROFESSIONAL BURNOUT DETECTION AMONG INTERNAL AFFAIRS OFFICERS OF DIFFERENT GENDER

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Аршава І.Ф., Баратинська А.В. Специфіка виявлення професійного вигорання у працівників органів внутрішніх справ різної статі. У статті розглянуто проблему професійного вигорання у працівників ОВС у гендерному аспекті. За допомогою використання оригінального психодіагностичного комплексу у більшості співробітників правоохоронних органів виявлено професійне вигорання 1- 3 ступенів. Встановлено, що існують певні достовірно значущі відмінності у особливостях прояву синдрому професійного вигорання в залежності від статі працівників ОВС. Так, чоловіки, на відміну від їх колег - жінок, демонструють більший прояв спонтанної та реактивної агресивності, екстраверсії та маскулітних рис характеру. В свою чергу, для жінок – співробітників правоохоронних органів притаманним є загострення проявів невротизації. За результатами емпіричного дослідження визначено, що найважливішими факторами у виникненні синдрому вигорання є відповідність професійних функцій поло-рольовій орієнтації працівника, стаж роботи співробітників ОВС та підтримка з боку рідних та близьких.

Ключові слова: професійне вигорання, гендерний аспект, працівники органів внутрішніх справ, фази вигорання, особистісні властивості, стаж професійної діяльності.

Аршава И.Ф., Баратынская А.В. Специфика выявления профессионального выгорания у сотрудников органов внутренних дел разного пола. В статье рассмотрена проблема профессионального выгорания у сотрудников ОВД в гендерном аспекте. При помощи использования оригинального психодиагностического инструментария у большинства обследованных сотрудников правоохранительных органов диагностировано профессиональное выгорание 1 – 3 степени. Выявлены определенные достоверно значимые различия в особенностях проявления синдрома профессионального выгорания в зависимости от пола работников ОВД. Так, мужчины, в отличие от их коллег – женщин, демонстрируют более сильное проявление спонтанной и реактивной агрессивности, экстраверсии, а также маскулинтных черт характера. В свою очередь, для женщин – сотрудниц правоохранительных органов характерным является заострение проявлений невротизации. Исходя из результатов эмпирического исследования, определено, что одними из наиболее важных факторов в возникновении синдрома выгорания у работников ОВД являются: соответствие профессиональных функций поло-ролевой ориентации сотрудника, стаж работы, а также поддержка со стороны семьи и близких.

Ключевые слова: профессиональное выгорание, гендерный аспект, сотрудники органов внутренних дел, фаза выгорания, личностные характеристики, стаж профессиональной деятельности.

Problem formulation. Being a complex multicomponent construct that consists of mental, physical and emotional exhaustion, professional burnout syndrome is more typical for representatives of socioeconomic professions. Law enforcement officers (police) are special risk group.

High level of responsibility typical for police officer profession, contacts with persons of antisocial behavior, constant emergency situations with unpredictable result, traumatic injury risk, mental and physical overload are factors of chronic stress and may cause development of professional burnout syndrome.

For today, ever increasing numbers of women are occupying once male-dominated jobs to realize their potentials in duties under extreme conditions. Recent reforms of Ukrainian internal affairs agencies determine the relevance of mentioned issues research.

Analysis of recent studies and publications. A number of studies conducted by Ukrainian and foreign scientists is dedicated to burnout problem (K. Maslach, 1993, 2014; S. Jackson, 1986; V. Shaufeli, 1993; V.V.Boyko, 1996; L.N. Karamushka, 2001; O.O. Rukavishnikov, 1998; V.E. Orel, 2001; T.V. Zaychikova, 2001; K.O. Malysheva, 2003; N.M. Bulatevich, 2004; L.M.Karamushka, T.V .Zaychikova 2005; N.V. Nazaruk, 2007) [5;10;18;19] .

Actual phenomenon has been widely studied among health workers, teachers, air traffic controllers, managers (G.S. Abramova, 1998; M.A. Gavrilenko, 2002; T.V. Bolshakova, 2004; J. Roland, M.Santinello, 1993; J. VanHorn, V. Shaufeli, R. Byurke, 1997; I.F. Arshava, 2002; V.Evers, V.Tomik, 2002; U. Demirel, N. Huler, A. Toktamis, 2005; E.L. Nosenko, N.V. Hrysenko, 2010) [1;3;10;12].

As for law enforcement officials, researchers didn't skip this issue too (S.P. Beznosov, 1997; A.B. Budanov, 1994; N.L. Hranat, 1993;V.S. Medvedev, 1996; A.A. Molchanov, 1991; S. Borisova, 1996; O.V. Timchenko, 2003; E.M. Potapchuk, 2004; A.V. Krapivina, 2004; Don Kurtz, 2008; I.O. Motsonelidze, 2010; V.Yu. Omelyanovych, 2013; S.I. Vyshnychenko, 2014; O.M. Hayrulin, 2014) [4;6;7;8].

However, despite the significant surge of scientists interest towards burnout problem, there is still lack of attention paid exactly to gender-ascpected researches of this phenomenon manifestations in general, and law enforcement specifics in particular.

First of all, the problem of woman forming as specialist is not highlighted well in modern psychological literature; particularly, issues connected with female police officers are still not studied enough (I.A. Boborova, 2005; O.V. Malykhina, 2008; M.A. Demin, 2005). Secondly, studies of burnout are mostly based on data obtained from studies of male officers.

So, the **objective** of current article is to analyse the specifics of police officers burnout emergence and its manifestations in aspect of gender approach.

Main study and results justification. For today, there is no common opinion on the relationship between emergence/specifics of professional burnout and gender identity. F. ex., researcher R.J. Burke notes that male gender is more subjected to burnout; though, conclusions made by other scientists (G.R. Gros, J. Daniel) are totally different [11;14].

The risk of burnout syndrome formation depends on relationship between functions performed by specialists and their gender role orientation. As we know, men are more subjected to stressor effects in situations requiring demonstration of purely male characteristics, such as physical strength, courage, emotional control, manifestation of success in professional activities.

Scientist Don Kurtz notes that in male officers opinion, demonstration of personal emotions and feelings in work process means career fail [16]. Accordingly to research conducted by scholar V. Orel, male testees demonstrated higher score by depersonalization component of burnout syndrome, while female part is characterized with much more significant manifestations of emotional exhaustion. The possible reason is fact of man's prevalence of instrumental values, while women are more sensitive emotionally and their sense of client alienation is less developed [5].

It is important to note that female specialists are more subjected to stress factors when performing duties that require empathy, submission, demonstration of person correcting competences.

One of the primary factors affecting on stress and burnout formation is role of family. Men are usually much supported by family, so it may help them to cope with stress easier. Results of study by K. Maslach [19] denote that unmarried specialists (especially of male gender) are more prone to professional burnout. Important remark: unmarried male specialists have a higher risk of burnout syndrome development comparing to divorced employees.

In turn, role conflict "family – work" is typical for female character; besides that, women are more subjected to extensive professional stress (compared to male colleagues) related to family and household additional duties. This way, we can assume that family life may help male officers to cope with stress, while female officers are not guaranteed to have the same kind of family support [18; 21].

We conducted an empirical research (held in several steps) at the Center of Psychiatric Help and Psycho Prophylaxis of Internal Affairs Department of Ukraine in Dnipropetrovsk region, to determinate the

development and manifestations specifics of police officers professional burnout in general, and from the standpoint of gender aspect in particular.

For the actual research, police officers of different departments were engaged as volunteers (total number of testees – 212 persons including investigators, on-duty officers, inspectors, detectives, operators, drivers etc.) Age 23 to 45, professional experience 2 to 15 years. Testees were divided into 2 groups. Team A was formed of specialists with burnout syndrome already developed (or being in progress) (n = 95 employees, 72.16% are male and 27.84% female). Team B are officers with no burnout symptoms detected and no syndrome formed (n = 117 officers, 61.34% male, 38.66% female).

To reach the study objectives we used the following psychodiagnostic tools: 1) "MBI" method (by K. Maslach), adapted by N. Vodopyanova; "Diagnostics of emotional burnout" test (V.V. Boyko) – for burnout diagnosis; 2) «PEN» questionnaire (H. Eisenk, S. Eisenk); «FPI» method (Jochen Fahrenberg, Rainer Hampel, Herbert Selg) – to research the personal traits of law enforcement officers.

At the stage one of our research, the majority of respondents was diagnosed by 1 – 3 degrees of burnout using "Diagnostics of emotional burnout" method by V.V.Boyko (total number of testees is 200), with the following disposition by phases of burnout: 10% with tension phase diagnosed; more than 30% of testees with resistance; and 18% with exhaustion phase.

Regarding the correlation between professional experience and burnout syndrome development, the following results were achieved: 1) burnout syndrome is mostly being diagnosed among police officers with over 10 years experience in law enforcement agencies – 50% of testees were diagnosed with burnout already formed (or in progress); 2) 31% of testees diagnosed with burnout (formed or progressing) have worked in the police department up to 5 years; 3) minimal level of burnout development risk is typical for officers with 5 to 10 years experience (19% of testees with formed or progressing burnout).

To determine the specifics of burnout manifestation from the standpoint of gender aspect, let us consider the results achieved in team A including staff with formed or progressing burnout syndrome (n = 95 employees, 72.16% male, 27.84 % female).

Mathematic - statistical data was processed using the U - criteria of Mann -Whitney.

Results represented in table 1 displayed no statistically significant differences of burnout symptoms detected by «MBI» method (K. Maslach) among male officers and their female colleagues.

Table 1

**Indicators of burnout differences magnitude
(U – criteria of Mann – Whitney) between two teams studied by«MBI» method**

| Phases and symptoms of burnout syndrome | U _{emp} | Asymptotic significance | Average rates of testees with emotional burnout (male) | Average rates of testees with emotional burnout (female) | U _{emp} |
|---|------------------|-------------------------|--|--|------------------|
| <i>Tension phase</i> | 931,5 | 0,913 | 21,643 | 22,926 | 931,5 |
| Stressful circumstances experiencing symptom | 942,5 | 0,984 | 4,667 | 6,148 | 942,5 |
| Self- dissatisfaction symptom | 748 | 0,108 | 7,565 | 5,630 | 748 |
| Cornering symptom | 932 | 0,914 | 4,145 | 5,630 | 932 |
| Anxiety and depression symptom | 909 | 0,764 | 4,420 | 5,519 | 909 |
| <i>Resistance phase</i> | 924 | 0,866 | 57,500 | 56,370 | 924 |
| Inadequate selective emotional response symptom | 714 | 0,061 | 20,870 | 18,407 | 714 |
| Emotional and moral disorientation symptom | 944 | 0,994 | 12,145 | 12,259 | 944 |
| Emotions economy sphere extension | 850 | 0,438 | 6,667 | 7,741 | 850 |
| Professional achievements reduction symptom | 858,5 | 0,484 | 17,362 | 17,963 | 858,5 |
| <i>Exhaustion phase</i> | 704,5 | 0,047* | 39,286 | 32,111 | 704,5 |
| Emotional deficiency symptom | 675,5 | 0,036* | 13,044 | 9,815 | 675,5 |
| Emotional alienation symptom | 876,5 | 0,652 | 12,338 | 12,704 | 876,5 |
| Depersonalization symptom | 716 | 0,092 | 8,507 | 6,222 | 716 |
| Psychosomatic and vegetative damage symptom | 889 | 0,808 | 4,328 | 3,296 | 889 |
| <i>Complete emotional burnout</i> | 866 | 0,668 | 114,627 | 111,407 | 866 |

Total number of testees - 95 (69 male, 26 female)

It possibly witnesses that both male and female officers gradually begin to avoid excessive emotional immersion into problems of victims and offenders; eventually, “ blocking” of emotions

expression turns into a kind of "shelter tool" to protect officers from emotional fatigue. The next symptom is depersonalization when specialists are choosing the most brutal and cynical way to communicate with subjects of professional activities; paying less time and energy to their duties connected directly with professional activities, they start to feel their own professional unfitness [19].

With data represented in table 2 we can analyze the specifics of burnout formation and symptoms using the "Diagnostics of emotional burnout" method by V. Boyko. As we know, the first phase of burnout (by V. Boyko) is characterized by sense of hopelessness, emotional and intellectual congestion, frustration, dissatisfaction with profession chosen, inability to solve problems constructively [5].

The most typical symptom of "Resistance", the second phase of burnout syndrome, is emotional resources economy (selective approach to emotional contact establishing, based on "want – do not want" principle; expansion of emotions saving sphere may even happen beyond the professional activities, in communications with family, friends etc) [2].

Table 2

**Indicators of burnout differences magnitude
(U – criteria of Mann – Whitney) between two teams studied by
«Diagnostics of emotional burnout» method**

| Emotional burnout phases | U _{emp} | Asymptotic significance | Average rates of testees with emotional burnout (male) | Average rates of testees with emotional burnout (female) |
|--------------------------|------------------|-------------------------|--|--|
| Emotional exhaustion | 249,5 | 0,287 | 15,500 | 14,000 |
| Depersonalization | 226 | 0,127 | 6,964 | 6,778 |
| Achievements reduction | 284 | 0,696 | 35,571 | 35,444 |

Note: * - statistically significant differences at p = 0.01

Total number of testees - 95 (69 male, 26 female)

In the last burnout phase – "Exhaustion" – economy of emotions grows in magnitude, the employee almost totally eliminates emotions from the sphere of professional activity; complete or partial loss of interest to colleagues and subordinates is detected; psychosomatic and psychovegetative damages are displayed as deterioration of mental and physical health [2].

As we can see in table 2, it was the exhaustion phase where we finally obtained the statistically significant difference between male and female police officers: overall difference by all the phase indicators and by symptoms of emotional deficiency in particular. It witnesses that male officers are far more subjected to feelings of inability to help subjects of professional activity than their female colleagues. Men are more prone to almost total "elimination" of emotions from the sphere of professional activity, when neither positive nor negative circumstances are unable to cause some emotional response anymore.

To determine the personal traits typical to male and female law enforcement officers with formed or progressing burnout, let us consider data represented in table 3 and 4

Table 3

**Indicators of burnout differences magnitude
(U – criteria of Mann – Whitney) between two teams studied by «PEN»
method**

| Personal traits | U _{emp} | Asymptotic significance | Average rates of testees with emotional burnout (male) | Average rates of testees with emotional burnout (female) |
|---------------------------|------------------|-------------------------|--|--|
| Sincerity | 689,5 | 0,039* | 5,843 | 7,667 |
| Extraversion/introversion | 715 | 0,04* | 17,157 | 15,481 |
| Psychopathization | 788,5 | 0,204 | 5,071 | 4,519 |
| Neurosis | 686 | 0,036* | 6,357 | 8,259 |

Note: * - statistically significant differences at p = 0.01

Total number of testees - 95 (69 male, 26 female)

So, as we can see, table 3 data displays that male law enforcement officers have higher index by extraversion scale compared to their female colleagues.

It's important to note that one of stress coping instruments of male officers is discussing of experienced stressful situations (like participation in warfare or armed collisions) with the colleagues. This

way, they get rid of fears and negative emotions associated with these incidents. In turn, such type of behavior is not typical for female officers mentality.

A reliable significant results were also obtained by neurosis scale. This fact may witness that female officers are more vulnerable emotionally, impulsive, they are less adaptable to unusual or new situations when performing professional duties; women are far more subjected to feelings of guilt and uncertainty than their male colleagues.

It is also important to note that passing this test, male officers were more frank and honest in their responses than women; it was evidenced by reliable significant differences in results by the scale of sincerity.

Table 4

**Indicators of burnout differences magnitude
(U – criteria of Mann – Whitney) between two teams studied by «FPI» method**

| Personal traits | U _{emp} | Asymptotic significance | Average rates of testees with emotional burnout (male) | Average rates of testees with emotional burnout (female) |
|---------------------------|------------------|-------------------------|--|--|
| Neurosis | 501 | 0,119 | 4,135 | 3,208 |
| Spontaneous aggression | 450 | 0,032* | 6,577 | 5,625 |
| Depression | 593,5 | 0,632 | 3,673 | 3,208 |
| Irritability | 533,5 | 0,251 | 6,058 | 5,417 |
| Sociability | 542 | 0,293 | 4,712 | 4,125 |
| Serenity | 566,5 | 0,438 | 6,500 | 6,875 |
| Reactive aggression | 434,5 | 0,03* | 6,423 | 5,750 |
| Shyness | 579,5 | 0,528 | 5,154 | 5,167 |
| Openness | 512 | 0,128 | 8,481 | 8,000 |
| Extraversion-introversion | 378 | 0,004* | 6,942 | 5,667 |
| Emotional lability | 594,5 | 0,633 | 3,904 | 3,708 |
| Masculinity-femininity | 461 | 0,048* | 6,500 | 5,417 |

Note: * - statistically significant differences at p = 0.01

Total number of testees - 95 (69 male, 26 female)

Data represented in table 4 indicates that male officers are prone to manifestation of such traits as spontaneous and reactive aggression, extraversion, masculinity. Therefore, for male employees with burnout syndrome (formed or progressing) typical traits are symptoms of unstable emotional state with tendency to affective response, high level of psychopathological defects manifesting in impulsive behavior and aggressive attitude towards the social environment. On the other side, there are also typical traits like courage, manliness, bravery, urge to risk and decisive action, ability to make operative decisions.

Conclusions and prospects for further research.

1. Burnout syndrome has been widely studied among representatives of different socioeconomic professions. Law enforcement officers is a special risk group; this fact is objectively determined by specifics and conditions of their professional activity.

2. There are certain gender differences in specifics of burnout emergence and manifestations.

3. The risk of burnout syndrome emergence depends on relationship between functions performed by specialists and their gender role orientation. Female employees are more sensitive to stress factors when performing the duties that require empathy, submission, demonstration of person correcting competences. In turn, male officers are more subjected to stressors effects in situations requiring demonstration of purely male characteristics, such as physical strength, courage, emotional control, manifestation of success in professional activities.

4. One of the primary factors affecting on stress and burnout formation is role of family. Unmarried specialists (especially male) are more prone to burnout emergence. Role conflict "family – work" is typical for female specialists; this way, we can suppose that family life may help male officers to cope with stress easier, while female employees may not receive such kind of support in their families.

5. Using the results of our research we have found that police staff with over 10 years of professional experience is mostly subjected to burnout syndrome – 50% of testees; with experience up to 5 years – 31%, and 5 to 10 years - 19% of participants diagnosed (team with burnout syndrome already formed (or in progress)).

6. We have proved that men are more subjected to burnout than their female colleagues, because in law enforcement agencies burnout syndrome among male staff is diagnosed 2 times more often.

7. Processing the diagnosis of burnout among male and female law enforcement officers we have obtained statistically significant differences in exhaustion phase (asymptotic significance – 0.047 *) and emotional deficiency symptom of this phase (asymptotic significance – 0,036 *). It witnesses that male police officers, unlike their female colleagues, are far more subjected to feeling of inability to help subjects of their activity, they are more prone to almost total "elimination" of emotions from the professional sphere, when neither positive nor negative circumstances can not cause any emotional response.

8. Identifying the personal traits inherent to law enforcement officers of various genders with burnout syndrome already formed (or in progress) we have obtained statistically significant differences. For men, manifestation of spontaneous aggression (asymptotic significance – 0,032 *), reactive aggression (asymptotic significance - 0.03 *), extraversion (asymptotic significance – 0.004 *) and masculine traits (asymptotic significance – 0,048 *) are more typical; in turn, female officers are characterized by manifestations of neurotic aggravation (asymptotic significance - 0,036 *).

We see the prospects for further studies in research of police officers positive personal traits and impact done by these traits onto burnout preventing process in general, and from the standpoint of gender aspect in particular.

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I.F. Arshava, A.V. Baratyns'ka. Specifics of professional burnout detection among internal affairs officers of different gender. The following study is dedicated to the problem of internal affairs officers' professional burnout from the standpoint of gender aspect. With the help of psycho diagnostic tools, the majority of law enforcement officers were diagnosed by 1 – 3 degrees professional burnout. It was found that male officers, unlike their female colleagues, are more often subjected to burnout syndrome; expressions of spontaneous reactive aggression, extroversion and masculine traits are more typical to them; in turn, female specialists are mostly characterized by manifestations of neurotic aggravations. Analysing recent publications and using the results of empirical research we determined that most important factors of burnout syndrome development are relationship between officers duty functions and gender role orientation, professional experience terms and support from family and friends.

Key words: professional burnout, gender aspect, internal affairs officers, phases of burnout syndrome, professional experience terms, personality peculiarities.