

Do Resilience and Social Support Mediate the Relationship Between Work Interference in Personal Life and Burn Out in Social Workers?

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Abstract

Social Workers are exposed to immense stress in practice and the maintenance of work-life balance is a crucial aspect for preserving good mental health and well-being. This has been reported by several studies in the West (e.g., Ravalier, 2018; Beer, 2016) as well as in the academic literature in India (Stanley et al., 2021). The present study was conducted with 73 social workers in two cities of Tamilnadu, India. Standardised instruments were administered to assess the manifestation of Burnout, Work Interference in Personal Life (WIPL) besides Resilience and perceived Social Support. Our core objective in this study was to assess if Resilience and Social support mediated the pathways between WIPL and Burnout. Data collection followed a survey methodology. SPSS (v28) and AMOS were used for analysis. It was observed that while Resilience did not mediate the relationship between WIPL and Burnout, perceived Social Support was a significant mediator. A significant correlation was observed for these four key variables. They however did not correlate with the age, years of experience or family size of the respondents. Implications of our findings will be more elaborately discussed in our paper.

Keywords: Social Workers, Burnout, Social support, Resilience, Social Work Practice, Work Life Balance