

## PHYSICAL ACTIVITIES AND THEIR IMPACT IN THE BURNOUT SYNDROME

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**Abstract:** *The burnout or syndrome of being burned, is the response that a worker gives when he perceives the difference between his own ideals and the reality of his working life, generally developing in the helping professions and frequent social interrelation. Saborío Morales, L., & Hidalgo Murillo, L. F. (2015). The main objective of this research is to analyze the impact of burnout syndrome in recreational physical activities. Methodology: Type of quantitative, correlational and cross-sectional research (June to December 2022); Where 179 workers participated belonging to the Public Security Secretary of the State of Durango, Mexico. (C5), (86 men and 93 women) of an age of 25 to 50 years old, where the exclusion factors were Subjects who do not wish to participate, who have some motor impediment that prevents them from performing physical activities. Having as main results according to the perception of the subjects, the level of work stress decreases significantly from the implementation of recreational physical activities, as well as the increase in the level of job satisfaction. Concluding it is important to establish recreational physical activities that contribute to the reduction of work stress and with it, a better work environment where they feel valued for the performance of their duties in daily tasks.*

**Key Words:** *Burnout, Stress, Job Performance, Physical Activity*

### INTRODUCTION

Burnout syndrome was pronounced in the year 2000 by the World Health Organization (WHO), as an occupational risk factor due to the ability to affect mental health, quality of life, it is colloquially described as an incorrect way coping with chronic stress, where the main features are emotional exhaustion, depersonalization and decreased personal performance. Saborío Morales, L., & Hidalgo Murillo, L. F. (2015).

The burnout or syndrome of being burned, is the response that a worker gives when he perceives the difference between his own ideals and the reality of his working life, generally developing in the helping professions and frequent social interaction.

Currently, it is understood as an incorrect way of responding to chronic work stress, showing an order of behaviors and negative feelings towards the people with whom one has daily contact, as well as the sensation of feeling emotionally exhausted. Expressing emotional exhaustion, negative behaviors towards users and colleagues, or feelings of low personal fulfillment.

## **PROBLEMATIC**

In Mexico, the Mexican Institute of Social Security (IMSS) mentions that in 2009 diseases classified as new made their appearance, which are related to influenza and pneumonia, as well as other viral diseases (IMSS, 2009): Along the same lines, the Ministry of Labor and Social Welfare (STPS) reports hearing loss, pneumoconiosis, synovitis, tenosynovitis and bursitis, enteropathies, respiratory conditions, carpal tunnel syndrome, dorsopathies, contact dermatitis, chronic and eyes diseases and their annexes, such as occupational diseases (STPS, 2011).

Burnout Syndrome, or Emotional Exhaustion Syndrome, is the body's response to any stimulus or factor that causes distress to the individual. This manifestation or response is defined through the perception that the stressor factor is present in the person.

Mexico ranks first in work stress worldwide, with excessive work hours and fewer vacation days per year than other countries, according to the Organization for Economic Cooperation and Development (OECD). The study Mexican Scale of Occupational Wear (Emedo) carried out by the National Autonomous University of Mexico (UNAM) to more than 500 professionals between an age of 25 and 40 years old, showed that 100 percent presented some degree of stress and 60 percent expressed high levels of stress. levels of it, as well as physical damage. Beltrán, C. A., Moreno, M. P., & Estrada, J. G. S. (2015).

For this reason, it is important to know the real impact of this problem, the frequency with which it manifests itself and the different ways to help reduce the symptoms caused by burnout syndrome through recreational physical activities.

## **Hypothesis**

H.1. Recreational physical activities reduce burnout syndrome

H.0. Recreational physical activities do not reduce burnout syndrome

## **Objective**

## General

- To analyze the impact of recreational physical activities in burnout syndrome

## Specific

- Identify the likes and preferences of workers with burnout syndrome.
- Recognize what factors influence job performance
- Design recreational physical activities that help improve communication and collaborative work.

## METHODOLOGY

The present research work has a scientific basis whose approach is **quantitative**, as stated by Hernández-Sampieri, R., and Torres, C. P. M. (2018), it will be a process that collects, analyzes and links quantitative data, that is, On the other hand, it will recognize the study subjects as individuals who develop in a certain context, at the same time it will offer data that allows validating the research, for example, it will allow to know important data about the levels of work stress, as well as the levels of Intrinsic and Extrinsic Satisfaction.

This research will be of a **correlational** type Hernández-Sampieri, R., & Torres, C. P. M. (2018), since its objective is to measure the degree of relationship that exists between two or more concepts or variables, in a particular context that allows having information of the levels of work stress, as well as the levels of Intrinsic and Extrinsic Satisfaction.

The design of the research is of the **Longitudinal** type, Hernández-Sampieri, R., & Torres, C. P. M. (2018), because it will be applied during two specific periods (June to December 2022) allowing to see the evolution of the characteristics and variables observed by performing an analysis on a random group of subjects.

### Population and sample

Universe: Workers belonging to the Secretary of Public Security of the State of Durango, Mexico. (C5)

Population: 319 subjects

Sample: 179 subjects (86 men and 93 women) between the ages of 25 and 50.

Sampling type: intentional or convenience

### Exclusion factors.

Subjects who do not wish to participate, who have a motor impairment that prevents them from performing physical activities

Not to attend more than 80% of the activities

### **Techniques and instruments**

For the qualitative approach, as for the quantitative one, data collection is fundamental, only that its purpose is not to measure variables to carry out inferences and statistical analysis. What is sought in a qualitative study is to obtain data that will become information about people, living beings, communities, situations or processes in depth. Data collection occurs in the natural and everyday environments of the participants or units of analysis. In the case of human beings, it is in their daily lives: for example, how they speak, what they believe, what they feel, how they think, how they interact, etc.

For the investigation, two instruments were considered, the first of which was the job stress test itself, which consists of 11 items on the Likert scale, which allows us to know to what degree the worker suffers from the symptoms associated with stress adapted from the psychosomatic problems questionnaire (or cpp).

The second was the general job satisfaction scale test, it was an adaptation of the Warr, Cook and Wall general satisfaction scale published in 1979, which allows us to analyze the causes that cause such stress. This instrument is divided into two subgroups. one that measures intrinsic (7) items and extrinsic (6) items satisfaction.

In such a way that it can be said that the measurement and the corresponding evaluation constitute essential elements in the process of the burnout syndrome, since the results, the information and the data are used for decision making.

### **Proposal**

The prevention of burnt-out worker syndrome is an important factor and should start in the worker's company. The first step is to know through the diagnosis the causes that generate stress, as well as anxiety, in order to take the appropriate measures to try to reduce it. In such a way that it allows us to implement intervention strategies through activities that help improve the organization and the work environment. Martínez, M., Sánchez, M. (2023, January 1).

In such a way that it allows to acquire an assertive attitude, improve communication, without arguing, or submitting to the will of the rest of the colleagues and defending

their convictions in such a way that it is addressed globally, with initiatives that include everything from organizational changes to psychological treatment; focusing on aspects such as learning to cope with stress, adjusting expectations to reality, improving self-esteem, working on resilience and assertiveness.

Table 1 describes the stages and activities that were carried out in the application of the program.

**Table 1. - Program application stages**

<b>Stages</b>	<b>Activities</b>	<b>Observations</b>
<b>Stage I</b>	First application of the instruments	Results were recorded
<b>Stage II</b>	Execution of the different recreational physical activities	The activities "talks, and physical activities (Rallys, board games, recreational activities, motor action circuits) were applied with the subjects for four months twice a week for the application of the program
<b>Stage III</b>	The behaviors of the subjects during the working day and their free time are recorded.	They were directly observed if the participants modified their interaction and communication.
<b>Stage IV</b>	Second application of the instruments	The results were recorded to be compared with those of the first measurement.

**Source:** Authors with project information.

## RESULTS

The results obtained from the surveys applied to the participants are presented below. To carry out an analysis more clearly, a file was created and analyzed in the SPSS program, where all the data obtained was emptied to be later analyzed in tables and graphs with the Microsoft Excel program.

Table number 2 describes the areas that participated in the registration to obtain the information, mainly describing the area where they work at the time of registration and the gender.

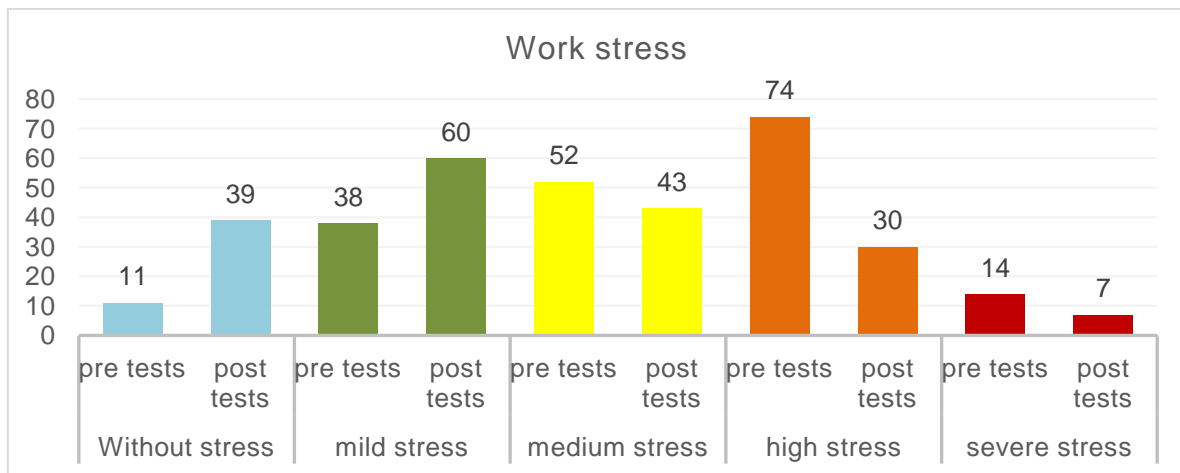
**Table 2. Participating areas**

Area/ Gender	Masculine	Female

Operatives	45	43
Legal	7	5
Area Coordinators	4	2
Human Resources	10	15
Administrative	20	28
Total	86	93

In graphic 1 we can see the decrease in work stress as observed in the 1st. Measurement rescuing that in the first measurement the majority of the participants were with some type of stress from mild to severe contrasting with the second measurement after four months of physical activity, where we can observe the decrease in stress considerably in the entire group .

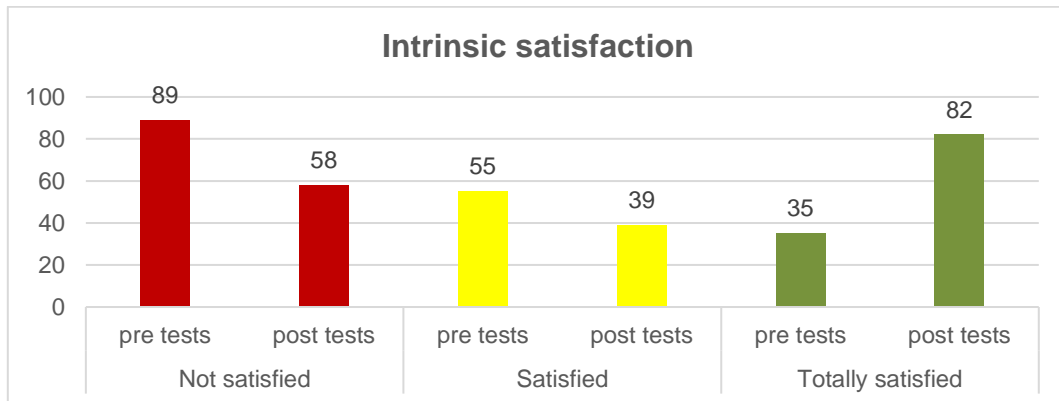
There is an 8% of this group that was in a degree of serious stress, which was considered a main problem because it could cause some type of hospitalization, on the other hand, 88% found some type of stress, and only 7% did not suffer from stress, rescuing that in the end the percentages of stress in any of its levels decreased partially, observing a significant change.



**Graphic 1.** Pre and Post test of work stress

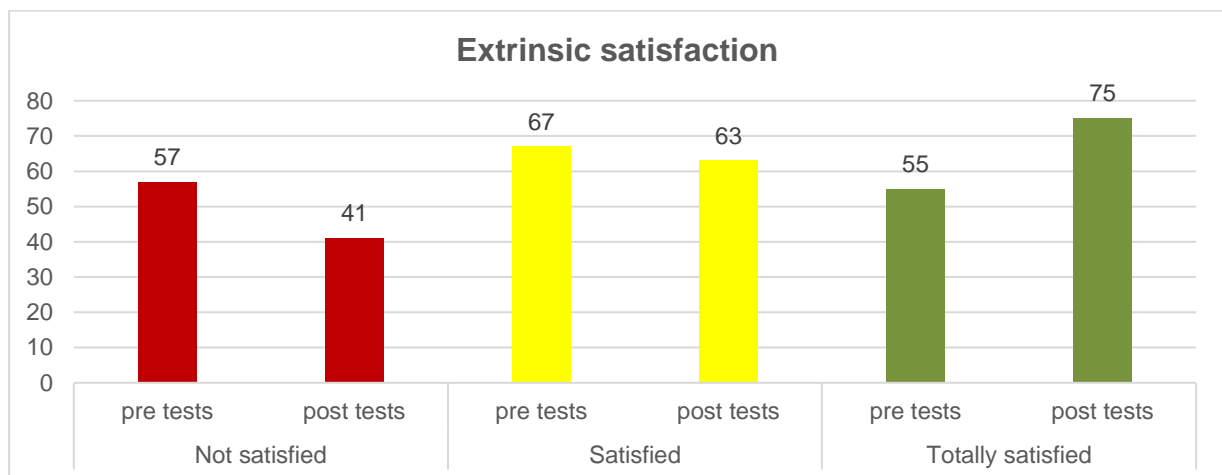
In graphic 2 we can see how the degree of satisfaction personally improves since at the beginning 49% did not feel satisfied because there was no recognition for a well done job, likewise 28% felt comfortable with the responsibilities assigned to them, modifying the perception of their work, increasing the degree of satisfaction of the different

activities assigned during the workday, important aspects for coexistence and the development of a better work environment.



**Graphic 2.** Pre and Post Intrinsic Satisfaction

On the other hand, in graphic 3 we can see how the degree of extrinsic satisfaction is modified by only 12%, which is perceived as a minimal change because this variable considers aspects related to salary, job stability and promotion aspects. which are more complex to be able to medicate due to the spaces for growth and economy of the workplace itself.



**Graphic 3.** Pre and Post Extrinsic Satisfaction

## DISCUSSION

Ramón Suárez, G., Zapata Vidales, S., & Cardona-Arias, J. (2014) mention that physical activity can help reduce work stress. In their research they found a sedentary lifestyle in 71% of the population studied and high emotional exhaustion relating it to

physical inactivity, coinciding with this research considering that work stress occurred at a high level and most subjects did not perform regular physical activities thus permanently presented a protective effect on stress.

On the other hand, A. R., Carneseca, E. C., Paiva, C. E., & Paiva, B. S. R. (2014). Mentions that evaluating the effects of a physical activity program in the workplace (AFT) on the levels of anxiety, depression, exhaustion, occupational stress and self-perception of health and the quality of life related to the work of a team, in such a way that also in this study we can observe how the improvement of job satisfaction increases as the proposed activities are implemented, coinciding with the importance of evaluating the effects in different given areas at the time of implementation.

## CONCLUSIONS

Burnout Syndrome is a labor complication that is increasingly common, especially in those employees whose job performance involves many stressful situations, as well as permanent contact with people or where shifts are changing. In such a way that they can bring consequences both at a personal and work level. At the same time of a high cost for the companies, due to the errors committed or the bad attention that is offered.

It is necessary to implement recreational physical activities on a permanent basis that allows healthy coexistence, increasing levels of confidence in a personal way, permits improving the state of mind, allowing relaxation during working hours and thereby reducing the symptoms of mild depression and anxiety.

For this reason, it is important to establish recreational physical activities based on a diagnosis that allows us to clearly know the tastes, affinities and hobbies that interest us the most in order to obtain significant and clearer results and thus, be able to analyze the influence of physical and recreational activities in reducing work stress.

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