BURNOUT AND PSYCHOLOGICAL DISTRESS AMONG CHILDMINDERS IN RESIDENTIAL CHILDRENS' HOMES IN KUALA LUMPUR AND SELANGOR

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Introduction

- Childminder: a person who works with children for more than 2 hours (1)

- Working in a children's homes is challenging (2) (3)and emotionally exhausting (3)

- exhaustion leads to negative consequences when dealing with the children in the homes (4)

- Childminders are the direct caregiver of the children who have various behavioural and psychological disorders (2)(5) (6) (7) (8)

- Personal, demographic, environment and organization factors can also cause burnout (9)(10)

- Burned-out child-workers also reported feeling depressed and had low morale, resulting in absenteeism, increased drug abuse, and high work turnover rates (4)(11)(12)(13)

Objectives

- GENERAL

to measure the **proportion of burnout** among childminders in the residential children homes.

- SPECIFIC
- To identify the **impact of socio-demographic characteristics** of the childminders on burnout.
- To screen for **depression, anxiety and stress symptoms** among childminders.
- To identify the **socio-demographics factors associated with psychological distress.**
- To determine the **relationship between burnout and psychological distress** among the childminders.

Methods

Cross -Sectional	**Universal Sampling**	July-Oct 2015
childminders	33 NGO's Residential Childrens' Homes in KL and Selangor	Sample size: N=150

Criteria

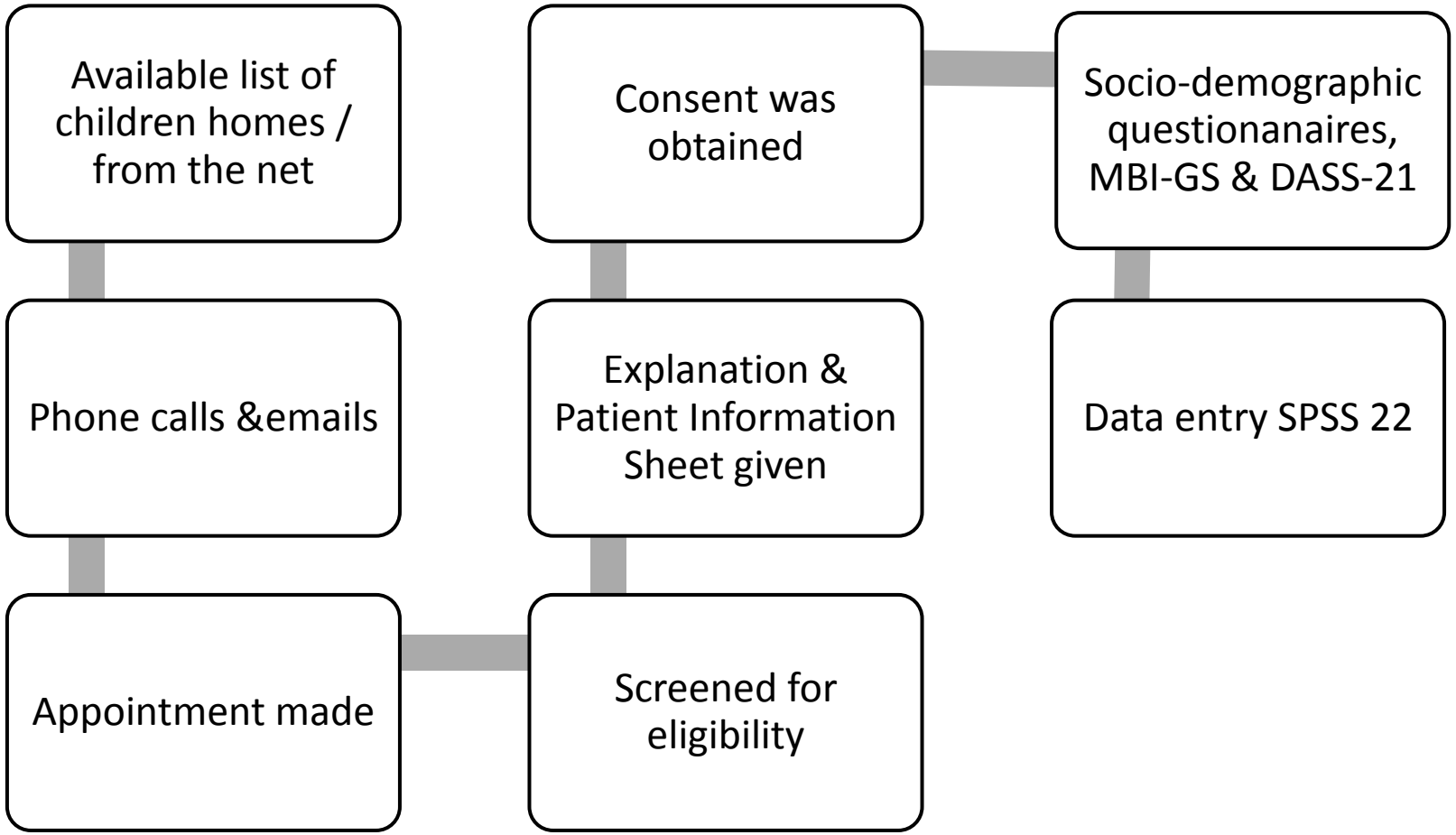
Inclusion

- Consented to participate
- Aged ≥ 18
- Fluent in English/BM
- Positions: principals, child-care workers and volunteers

Exclusion

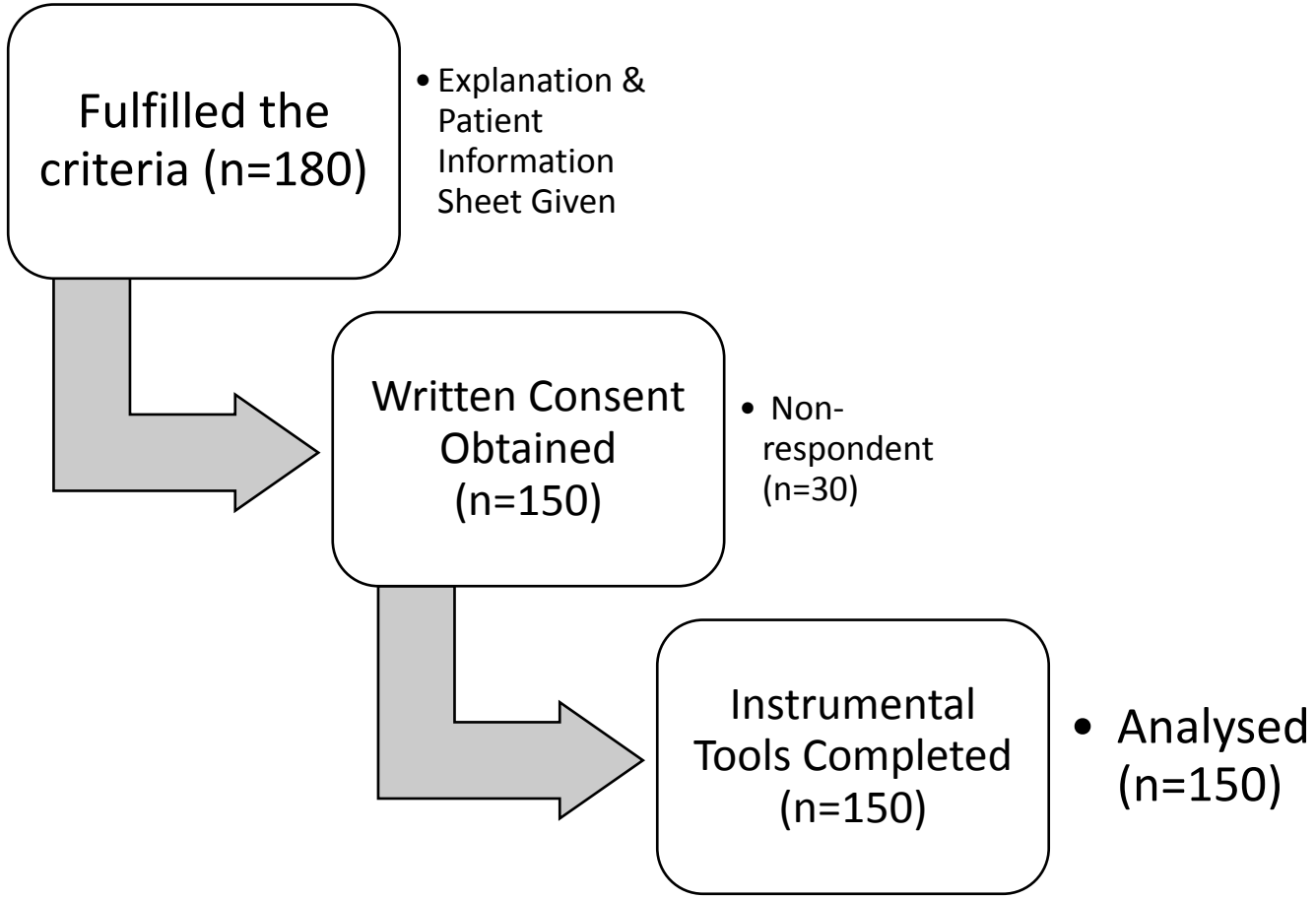
- Did not give consent
- Has underlying psychiatric illness.
- took care of chronic medically ill children & special needs children.

Flow chart of data collection process



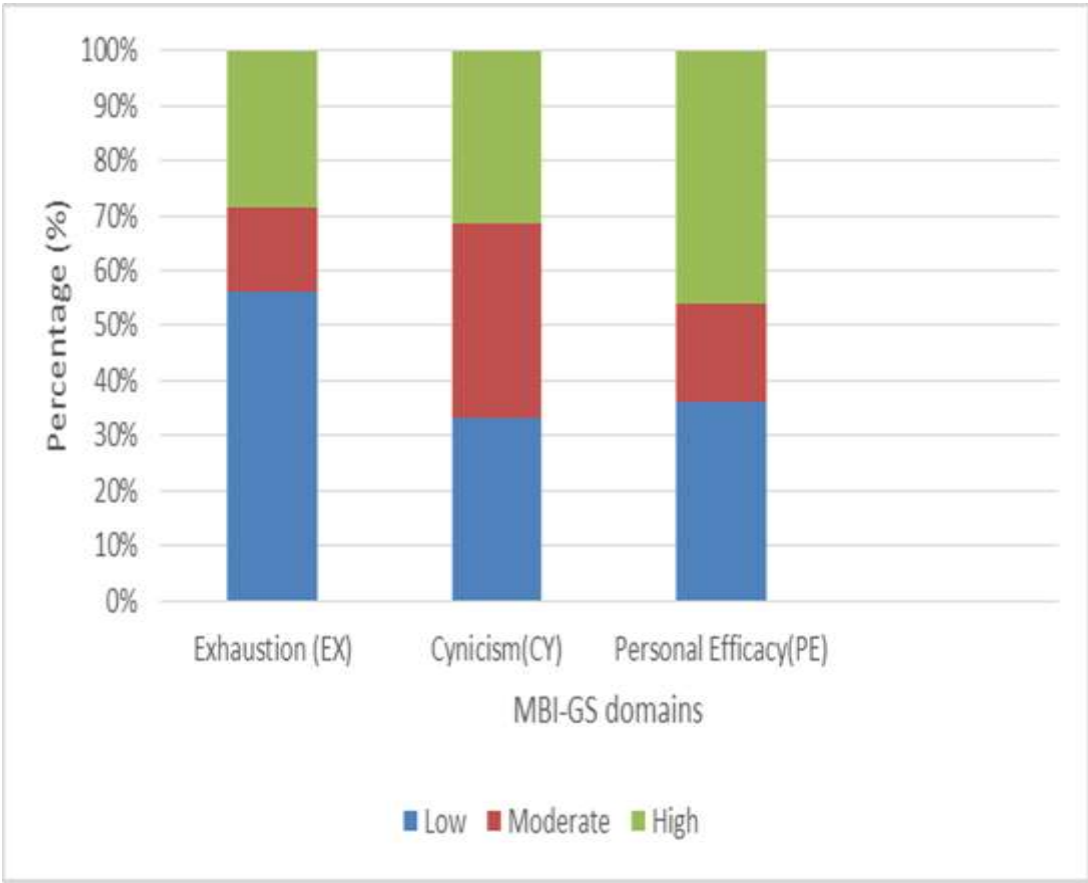
RESULTS

Flow Chart of Recruitment Outcome



Descriptive Analysis

Figure 1: Level of Severity of MBI-GS domains



- **Burnout (MBI-GS)**

✓**High EX**= 28.7% (n=43)

✓**High CY**= 31.3% (n=47)

✓**Low PE**= 36% (n=36)

✓**Severe burnout** (CY+EX) = 24.7% (n=37)

EX: Exchaustion; CY:Cynicisim; PE: Personal Efficacy

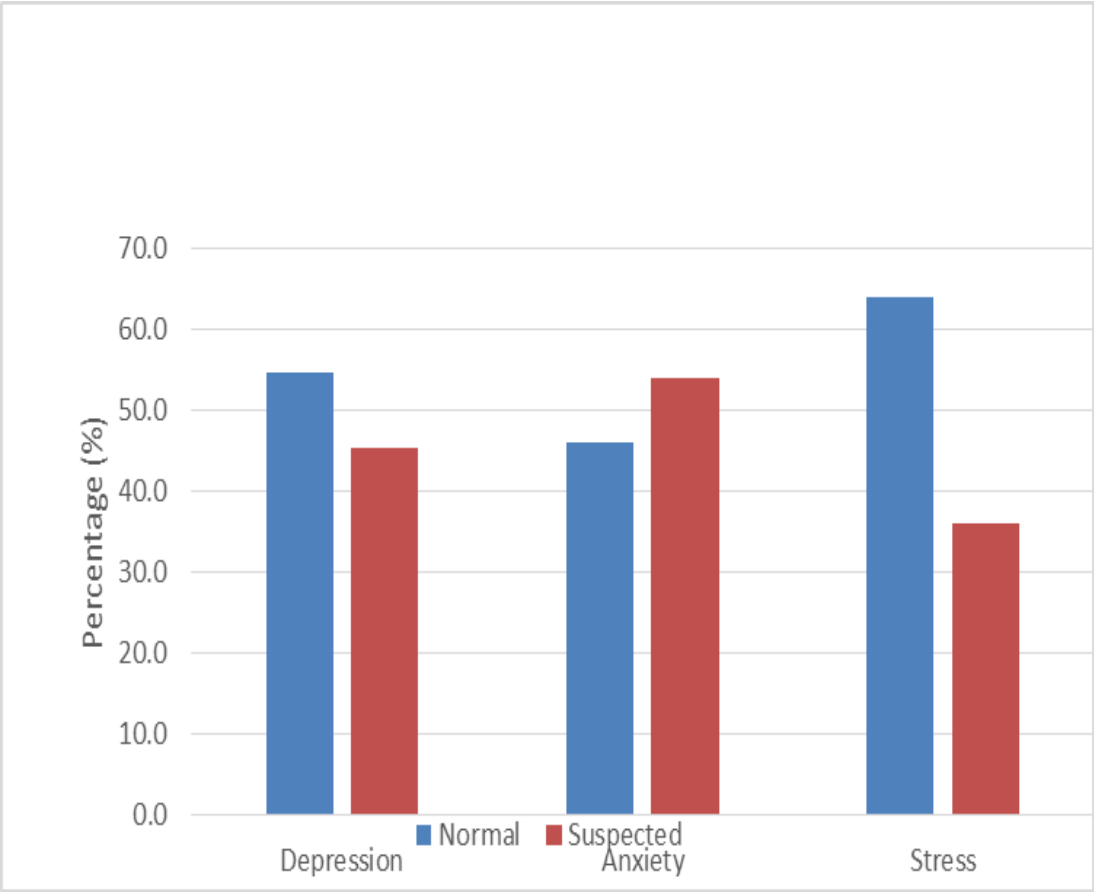
Table 1: Scores of the MBI and its sub-scales (n=150)

Scale/subscale	Mean (SD)	Min-Max	Percentiles		
			25th	50th	75th
EX	10.21 (7.48)	0 – 26	4.00	9.00	16.00
CY	8.14 (5.86)	0 – 25	3.75	8.00	12.00
PE	25.17 (9.12)	0 – 36	19.00	28.00	32.00
EX+CY	18.3 (11.59)	0 – 51	8.00	17.50	**26.25**
EX+PE	35.38 (12.26)	0 – 57	29.00	37.00	43.25
PE+CY	33.31 (11.33)	0 – 52	26.75	36.00	42.00
EX+CY+PE	43.52 (15.43)	0 – 76	36.00	44.00	53.00

EX: Emotional Exhaustion; CY: Cynicism; PE: Personal Efficacy; EX+CY: Severe Burnout

- The MBI cut-off points for severe burnout was set ≥ 75th percentile of the EX total score combined with the total score of CY (Brenninkmeijer V. & VanYperen N.,2003)
- This study found was that cut-off point for severe burnout was at ≥ **26.5**

Figure 2: Rate of suspected depression, anxiety and stress among the participants



- **Mild to Very severe (DASS)**

✓**DEP**= 45.3% (n=68)

✓**ANX**= 54% (n=81)

✓**STRESS**= 36% (n=54)

DEP:Depression; ANX:Anxiety

Univariate Analysis

MBI

- EX: attending ECT(p=0.032), working shift (p=0.022), staff adequate (p=0.003)
- PE: childminder (p=0.025)
- Severe burnout (EX+CY): attending ECT(p=0.009), staff adequate (p=0.030)

EX: Exchaustion; PE: Personal Efficacy; ECT: Early Childhood Training

DASS

- DEP: age ≤ 40 (p=0.007), married (p=0.009), no of child borne ≤ 4 (p=0.009), combine household income ≤ RM3K (p=0.033), experience in the field ≤ 8 (p=0.020)
- ANXIETY: Stability of job (p=0.014)
- STRESS: ♂ (p=0.041), staff adequate (p=0.002)

DEP:Depression; ANX:Anxiety

Table 1: Multivariate logistic regression analysis of exhaustion with dependant and independent variables.

Variables	EX			
	Adjusted OR	**Wald**	**95% CI**	***P* value**
Attending Early Childhood Training		3.939	0.175-0.989	**0.047***
YES	0.416			
NO	1.000			
Working shift		6.019	1.279-9.066	**0.014***
NO	3.406			
YES	1.000			
Does childminder feels the staff is adequate		4.224	0.167-0.958	**0.040***
YES	0.400			
NO	1.000			
Anxiety		8.566	1.707-14.916	**0.003****
NO	5.046			
YES	1.000			
Stress		8.956	1.702-12.825	**0.003****
NO	4.673			
YES	1.000			

EX= Exhaustion; Anxiety based on DASS; Stress based on DASS; *Significance level: $P<0.05$; ** $P<0.01$

Table 2: Multivariate logistic regression analysis of personal efficacy with dependant and independent variables.

Variables		PE		
	Adjusted OR	**Wald**	**95% CI**	***P* value**
Job		4.721	1.150-15.194	**0.030***
Childminder	4.181			
Volunteer	1.000			

PE= Personal efficacy; *Significance level: $P<0.05$; *** $P<0.001$

Table 3: Multivariate logistic regression analysis of combination of emotional exhaustion and cynicism with dependant and independent variables.

Variables	EX+CY			
	Adjusted OR	**Wald**	**95% CI**	***P* value**
Attending Early Childhood Training		5.954	0.113-0.788	**0.015***
YES	0.298			
NO	1.000			
Stress		7.275	0.087-0.680	**0.007***
NO	0.244			
YES	1.000			

EX+CY= Burnout; Stress based on DASS; *Significance level: $P<0.05$; *** $P<0.001$

Table 4: Multivariate logistic regression analysis of depression with dependant and independent variables.

Variable	Depression			
	Adjusted OR	**Wald**	**95% CI**	***P* value**
Number of children		5.610	1.448-50.388	**0.018***
≤4	8.541			
>4	1.000			
EX		4.861	0.172-0.902	**0.027***
NO	0.394			
YES	1.000			
EX+CY		5.040	0.093-0.851	**0.025***
NO	0.281			
YES	1.000			

EX= Exhaustion; CY=Cynicism; EX+CY: Burnout; *Significance level: $P<0.05$; *** $P<0.001$

Table 5: Multivariate logistic regression analysis of anxiety with dependant and independent variables.

Variable	Anxiety			
	Adjusted OR	**Wald**	**95% CI**	***P* value**
Stability of the Job		8.324	0.128-0.675	**0.004***
NO	0.294			
YES	1.000			
EX		17.355	0.064-0.371	**0.001*****
NO	0.154			
YES	1.000			

EX= Emotional exhaustion; *Significance level: $P<0.05$; *** $P<0.001$

Table 6: Multivariate logistic regression analysis of stress with dependant and independent variables.

Variable	Stress			
	Adjusted OR	**Wald**	**95% CI**	***P* value**
Gender		4.697	0.126-0.901	**0.030***
Male	0.337			
Female	1.000			
EX		11.615	0.079-0.505	**0.001***
NO	0.200			
YES	1.000			
EX+CY		6.573	0.082-0.717	**0.010***
NO	0.243			
YES	1.000			

EX= Exhaustion; CY= Cynicism; EX+CY= Burnout; *Significance level: $P<0.05$;
*** Significance level: $P<0.001$

Table 7: Correlation between DASS and Maslach Burnout Inventory (MBI) domains (*n*=150)

MBI-GS	DASS		
	Depression *r* (*P* value)	**Anxiety** *r* (*P* value)	**Stress** *r* (*P* value)
EX	**0.51 (<0.001)[b]**	**0.58 (<0.001)[a]**	**0.63 (<0.001)[a]**
CY	**0.37 (<0.001)[b]**	**0.35 (<0.001)[a]**	**0.38 (<0.001)[a]**
PE	**-2.63 (<0.001)[b]**	**-1.88 (<0.05)[b]**	**-2.10 (<0.01)[b]**
EX+CY	**0.51 (<0.001)[b]**	**0.55 (<0.001)[a]**	**0.60 (<0.001)[a]**

[a] Pearson's correlation coefficient; [b] Spearman's correlation coefficient
*Significance level: *P<0.05;** P <0.01; *** P <0.001
If r value 0.00-0.25 little or no correlation; 0.26-0.49 low correlation; 0.50-0.69 moderate correlation; 0.70-0.89 high correlation and 0.90- 1.00 very high. (Munro B.H., 2000)

Discussion

- **Burnout:**

✓**Exhaustion**: not working in shift, not attended training, perceived inadequate staff, anxiety symptoms, stress symptoms

✓**Decrease personal efficacy**: childminders

✓**Severe burnout**: not attending training, stress

- **Psychological distress:**

✓ **Depression**: number of child borne ≤ 4 , exhaustion , severe burnout

✓ **Anxiety**: stability of job, exhaustion

✓ **stress**: ♀ , exhaustion , severe burnout

Discussion

- No working shift

✓ long working hours precipitated exhaustion among the childminders.

✓ corresponded with previous study (14)

- Attending training

✓ reduced risk of exhaustion, severe burnout, and depression

✓ Attending training have a positive effect on childminder professionals' attitudes and perceptions towards the children, improving their competence and knowledge (15)

- Under staffing

✓ understaffed environment in childrens' homes is an indicator for exhaustion.

✓ high workload was found to be the most significant predictors in determining job burnout (16)

✓ high responsibility of taking care the vulnerable children

- Number of children

✓≤ 4 higher risk of depressive symptoms

✓ younger childminder, just embarking into work and family life

- Burnout and psychological distress

✓ exhaustion and severe burnout among the childminders may lead to depressive, anxiety and stress symptoms

✓ corresponded with previous studies (17) (18) (19) (20) (21)

Conclusion

- Screening the childminders with the burnout tools would be feasible and accessible for us to carry out and measure in our own setting for early picking up potential individuals with psychological distress.

Interventions

- work in **shift hours**
- a reasonable **childminder-children ratio**
- compulsory attendance of **early childhood training**
- a **baseline psychological assessment** for those childminders who interested to join & **annually** mandatory **screening** of burnout
- a **proper registration** with **personal documentation of registered childminders** should be made & revised regularly

  → help in **recognising and increasing the childminders' social status** in the community**.**

Limitations

- The study was conducted **cross- sectionally**
- The study was conducted in the **urban areas** & in centres run by **NGO**.
- There were **more Malays childminders** who consented to participate
- The **questionnaires** were in the **English and Malay language**.

THANK YOU

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