Relationship between Emotional Exhaustion and the Role of Communication in Professional

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Abstract:-.

From conception until passing away, communication is a component that permeates all aspect of a person's life. It enables the development of fresh social networks, connections, and shared meanings. Various types of research have confirmed that effective organisational communication produces positive outcomes at the level of workers and organisations, such as increased work commitment, satisfaction, and the reduction of phenomena like emotional exhaustion and cynicism. The importance of the communication process emerges in various contexts, one of which is undoubtedly the work context. This study uses a non-parametric structural equation model to investigate the effect of communication between subordinates and superiors in the link between a job resource (increased social resources) and a detrimental result, such as emotional weariness. The findings demonstrate that asking for feedback from coworkers and superiors does not shield employees from the hazards of emotional tiredness, but rather strengthens communication. Therefore, communication functions as a key protective element and fully mediates the link between increased social resources and emotional tiredness.

Keywords: COVID-19, emotional exhaustion, non-parametric

1. Introduction:

The prime objective of the present research is to associate Emotional Exhaustion (EE) and Impact on social life of health care workers with selected socio-demographic variables.

First the associate between Emotional Exhaustion (EE) and Impact on social life of health care workers was ascertained. For this Pearson's Product Moment correlation technique (r) was employed to find out the relationship between Emotional Exhaustion (EE) and Impact on social life of health care workers. However correlation simply explains whether the two variables change together or not and also whether the change is in same direction or the opposite direction but it can never ascertain the causation of one variable due to the other. Thus to find out the impact of Emotional Exhaustion (EE) on Social Life of health care workers, regression were employed. Regression analysis is a set of statistical procedures used to estimate the relationship between a dependent variable (often referred to as the outcome, response, or label) and one or more independent variables (often referred to as predictors, covariates, explanatory variables, or features). Regression analysis has two primary applications:

i. Prediction and forecasting: Regression analysis can help us make educated predictions about how a dependent variable will change as the independent variables change (e.g., how sales will vary as a function of price, advertising, or season); and

ii. Causal inference: Regression analysis can help us test hypotheses and draw conclusions about how the independent variables influence the dependent variable (e.g., how income affects pleasure or how consumption of cured meat affects colorectal cancer).

Depending on the nature and number of the independent variables and the nature of the relationship, various types of models can be used to conduct regression analysis. The most prevalent type of regression model is linear regression, which implies a linear relationship between the dependent variable and independent variables. Simple linear regression involves one independent variable, whereas multiple linear regression involves more than one independent variable.

In the present study, linear regression was employed on Emotional Exhaustion (EE) as independent variable and Impact on Social Life as dependent variable.

2. Objective:

- To Correlation between emotional exhaustion and impact on social life of health care workers

3. HYPOTHESIS

- H1: There is an Correlation between emotional exhaustion and impact on social life of health care workers
- H0: There is no Correlation between emotional exhaustion and impact on social life of health care workers

4. Research Methodology

Research methodology refers to the systematic approach and techniques used to conduct research and gather information to address research questions or objectives. It encompasses the overall framework and procedures employed in the research process.

Study population: Healthcare Workers Involved in Management of COVID-19

Sample of the Study: For the present study, a sample of 271 health care professionals was randomly selected from the population of healthcare workers involved in management of COVID-19 from selected hospitals in Pune, Maharashtra. Out of 271 respondents, 10% of the sample i.e. 27 respondents who agreed to give interview were taken as purposive sample for qualitative data.

5. Results

Correlation between Emotional Exhaustion and Impact on Social Life of Health Care Workers

This section is devoted to ascertain the relationship between emotional exhaustion among health care workers served during COVID-19 pandemic with impact on social life. The Pearson's Product Moment correlation technique (r) was employed for this purpose. The coefficient of correlation between emotional exhaustion and impact on social life of health care workers served during COVID-19 pandemic is listed in the table below.

Table 1: Coefficient of Correlation of Emotional Exhaustion and impact on Social Life among Health Care Workers

Variables	r	p-value
Emotional Exhaustion and impact on Social Life	0.66	.000

The perusal of Table 1 reveals the co-efficient of correlation between emotional exhaustion and impact on social life of health care workers served during COVID-19 pandemic came out to be 0.66 which are significant at 0.01 level. This indicates that there is a significant positive relationship between emotional exhaustion and impact on social life of health care workers. Thus the null hypotheses H_1 "There is an impact of Emotional Exhaustion (EE) on social life of Healthcare Workers (HCWs)." stands accepted. Further to find out the contribution of emotional exhaustion on social life of health care workers served during COVID-19 pandemic, regression analysis was employed.

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For the above cited purpose, symbols had been assigned to each variable. Table 4.29 shows the different symbols allotted to the various variables.

Table 2: Showing Symbols Allotted to the Variables

S. No.	Variables	Symbols
1.	Social Life	Y_1
2.	Emotional Exhaustion	X_1

The values of multiple-R and F-ratios were calculated to find out the effect of emotional exhaustion on social life of health care workers served during COVID-19 pandemic.

Table 3: Impact of Emotional Exhaustion on Social Life of Health Care Workers during COVID-19 pandemic (N=271)

Variable	R	R^2	% Variance	F-value	Regression Equation
YX_1	.664	.441	44.1	212.61**	$Y=3.74+0.25X_1$

$**p \leq 0.01$,

6. Conclusion:

These findings effectively demonstrate that asking for feedback from coworkers and superiors does not, by itself, guard against the danger of emotional tiredness in employees, but rather enhances communication. In other words, if perceived communication is not there that is relevant to the situations and contexts, then the mere use of social resources at work does not significantly affect the risk of emotional tiredness. The relationship is eventually helpful in avoiding stressful situations that can cause emotional tiredness due to this intervening influence. In Table 3, the effect of emotional exhaustion was assessed on social life of health care workers during COVID-19 pandemic and the contribution of emotional exhaustion on social life of health care workers was found significant at .01 level (F= 212.68). The computed value of R^2 of emotional exhaustion and social life of health care workers is 0.441 which indicates a variance of 44.1% in social life of health care workers due to their emotional exhaustion. This shows that emotional exhaustion is a significant predictor of social life of health care workers.

7. References:

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