

**THE IMPACT OF JOB BURNOUT AND ABSENTEEISM ON  
TEACHER'S PERFORMANCE; A CASE OF CADET  
COLLEGES IN PUNJAB**



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## ABSTRACT

Cadet Colleges play a pivotal and prominent role to groom, support and uplift the educational standards in the country. The teachers of these institutions are also required to be extraordinarily motivated, devoted and disciplined, since they have to deal with the future leadership of Pakistan. But unfortunately, number of experienced and qualified teachers is not proportionate to the requirement of these institutions. The existing deficiency of teachers in these cadet colleges is also increased due to recent increase in job burnout and absenteeism. The increased number of burnout and absenteeism cases amongst the teachers of cadet colleges reflects stressful work environment and job dissatisfaction. It has been observed that the phenomena of job burnout and absenteeism severely undermines teacher's performance. The aim of the present study is to investigate the impact of job burnout and absenteeism on teacher's performance in cadet colleges of Punjab. The study is based upon the theories proposed by Maslach's (A Multidimensional Theory of Burnout), Maslow's (Hierarchy of Need Theory) and Rotter's (The Social Learning Theory).

A total of 403 valid questionnaires were collected and analyzed from the teachers of 15 private cadet colleges of Punjab through regression analysis using SPSS 27.0. The current study adds to the growing concern about the impact of Job Burnout and Absenteeism on employees' performance even in the cases where resilience and persistence is highly valued. In conclusion, the findings are discussed with theoretical and practical implications along with the limitations faced and recommendations of future research directions.



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