EFFECT OF GASLIGHTING ON WORK RELATED BURNOUT AND TEACHING SELF-EFFICACY OF UNIVERSITY FACULTY

A Research Project

Presented to

Department of Professional Psychology

Bahria University Lahore Capmus

In Partial fulfillment

of the requirements for the Degree

of Bachelors of Science

BS Psychology

By

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JUNE, 2023

APPROVAL SHEET

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These undersigned signify that:

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Signature:

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DECLARATION OF AUTHENTICATION

We certify that the research work presented in this research project, to the best of my knowledge,is our own. All the sources used, and any help received in the preparation of this thesis have beenacknowledged. We hereby declare that we have not submitted this material, either in whole or in part, for any other degree at this or any institution.

Signatures:

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Zainab Asif _____

DEDICATION

This study is dedicated to our supervisor who was very much supportive and helpful through our research. Her guidance and advice carried us through all the stages of writing our thesis. Finally, we would like to express our thank to our patient and supportive supervisor.

ACKNOWLEDGEMENT

First of all, I'm extremely thankful to Allah Almighty, the strongest support throughout the course of our academic career, who provide me with the strength to complete our project.

I owe special gratitude to our supervisor Ms. Nayab Ashraf for providing me with her careful guidance and working patiently with me. Without her confidence, I wouldn't be able to find the motivation to complete this project.

I would like to present my sincerity to my parents, siblings and friends for supporting me throughout the course of our educational career.

I express my gratitude to my group members Sheraz and Zainab for their incredible work and dedication. I would like to acknowledge the excellent teamwork and collaboration that has been evident throughout the project.

I am also very thankful to all the participants for their participation.

Finally, my sincere gratitude to the staff of our department and respective authorities for providing us with a platform and guidance to word on this project.

Rabbia Iftikhar

ACKNOWLEGDEMENT

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I would like to present my sincerity to my parents, family and friends for supporting me throughout the course of our educational career.

I express my gratitude to my group members Rabbia and Zainab for their incredible work and dedication. I am truly grateful to them for their support and encouragement they have provided me personally, their willingness to go above and beyond to assist and guide me whenever needed has been truly invaluable.

I am also very thankful to all the participants for their participation.

Sheraz Latif

ACKNOWLEGDEMENT

First of all, I'm extremely thankful to Allah Almighty, the strongest support throughout the course of our academic career, who provide me with the strength to complete our project.

I would like to express my gratitude to my family for their unwavering support and encouragement throughout this thesis. Their love and belief in me have kept me motivated during the challenging moments of this journey.

I owe special gratitude to our supervisor Ms. Nayab Ashraf for providing me with her careful guidance and working patiently with me

I would also like to thank my research mate for their invaluable contributions and insights. This thesis is a testament to our collaboration and hard work. Thank you all for your contributions and support.

I am also very thankful to all the participants for their participation

Zainab Asif

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ABSTRACT

Gaslighting is social tactic used generally to manipulate perception, reality, and abilities of a person and as a strategy to abuse someone. Facing gaslighting on a regular basis can be quite distressing. When gaslighting is experienced by nation builders; the teachers, they may feel stressed and worried that can eventually cause burnout, therefore, hampering their teaching capacities and competencies. Thus, this quantitative study aimed to investigate the effects of gaslighting on burnout and teaching self-efficacy of university faculty based on non-probability convenient sampling technique. For this purpose, 200 university faculty members were recruited from government and private institutions. The data was collected using self-designed demographic sheet, victim gaslighting questionnaire, burnout assessment tool and teaching self-efficacy scale. The collected data was analyzed using SPSS version 22. After the analysis, it was found out that gaslighting has a strong positive relationship with burnout (r_s = .66, $p \leq$ 0.*01)* which means higher gaslighting might lead to high levels of burnout. Gaslighting (r_s = -.14, $p \leq .001$) and burnout (r_s = .15, $p \leq .05$) were found to have a week negative correlation with teaching self-efficacy. When analysis was run to find out the gender differences on these experiences, it was found out that males experience higher level of gaslighting (Mean Rank = 109.54) and Burnout (Mean Rank = 103.20) in comparison to females (Gaslighting Mean Rank = 91.28; Burnout Mean Rank = 97.75) respectively. Conversely, females have higher Teaching Self-Efficacy (Mean Rank = 108.87) in comparison to males (Mean Rank = 92.30). Lastly, the results of Mann-Whitney U Test depicted that there are significant differences in experience of Gaslighting ($p \leq .01$) and Teaching Self-Efficacy ($p \leq .05$) based on the education. It was found out that participants with an education of MS/MPhil experience higher Gaslighting (Mean Rank = 105.29) and have low Teaching Self-Efficacy (Mean Rank = 96.39) in comparison to PhD participants (Gaslighting Mean Rank = 80.08; Self-Efficacy Mean Rank = 118.03). The faculty members who experience gaslighting find it difficult to keep their focus and enthusiasm for teaching. This may lead to fewer involvement with students, less creativity in designing lessons and more ineffective instructional and pedagogy methods at all levels. It is therefore likely that learning experiences will be reduced for students.

Keywords: Gaslighting, Burnout, Teaching self-efficacy, University faculty