

**ANALYSIS OF THE LEVEL OF PROFESSIONAL BURNOUT AMONG
BOXING COACHES**

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Abstract. This study was conducted to determine the levels of professional burnout among boxing coaches working in Bukhara region of the Republic of Uzbekistan based on selected variables. The population of the study consisted of 20 volunteer boxing coaches who hold valid licenses issued by the Uzbekistan Boxing Federation and are actively working in Bukhara region. The Kruskal–Wallis H test and the Mann–Whitney U test were used to analyze the obtained data. The results revealed statistically significant differences in the subscales of emotional exhaustion, depersonalization, and personal accomplishment depending on the variables of age, professional experience, and national athlete status. The findings indicate that failure to fully achieve planned results during the early years of professional coaching activity, along with certain psychological factors, negatively affects the level of professional burnout among boxing coaches.

Keywords: boxing, coach, professional burnout

Introduction

Sport, which is recognized today as a fundamental component of a healthy lifestyle, is an important form of activity practiced by millions of people for achieving athletic success as well as for lifelong participation in physical activity. Sport plays a significant role not only in the physical development of individuals but also in their social, cognitive, and emotional development. As a social phenomenon encompassing millions of individuals, sport occupies an important place in society. The excitement and passion associated with sport positively influence individuals' quality of life, physical condition, and psychological well-being. Achievements at both individual and international levels contribute to strengthening social cohesion and unity within society [1].

The necessity of effective management in sports activities and sports teams is an undeniable reality. The professional competence, level of knowledge, and experience of coaches and administrators play a crucial role in the performance of athletes and teams. Coaches must possess sufficient professional capacity to develop athletes' skills, enhance technical knowledge and proficiency, and achieve high performance results. By continuously monitoring scientific advancements, coaches strive to instill sports philosophy and culture in athletes based on the principles of fair play [2].

A coach is a result-oriented leader who prepares athletes and teams based on specific objectives. In particular, the application of training methods and scientific analysis of athletes' performance adds value to athletic success. In today's rapidly changing world, the importance of sport continues to increase. In developed countries, effective implementation of sports policies and achieving high rankings in international competitions are considered indicators of national prestige.

Work plays a significant role in daily life. Individuals engaged in high-paced work assume substantial responsibilities, which may lead to serious psychological and physical strain and fatigue over time. Such conditions develop over a certain period and manifest their effects gradually [3].

Professional burnout has been a central topic of scientific research for many years. This concept is characterized by a decrease in energy, strength, and resources, as well as psychological and physical exhaustion resulting from long-term and intensive work. Under intense workload pressure, individuals begin to experience burnout, and job-related tasks gradually lose their functional significance.

Professional burnout manifests as constant anxiety, emotional distress, and depressive states within one's occupational role, leading to increased stress. These emotional reactions have long-term effects and are expressed through three main subdimensions: emotional exhaustion, depersonalization, and reduced personal accomplishment. Emotional exhaustion negatively affects psychological and physiological adaptation, leading to decreased work efficiency. Depersonalization, another important subdimension, emerges in interpersonal interactions and negatively impacts problem-solving and collaborative processes. Reduced personal accomplishment occurs when individuals perceive themselves as professionally inadequate due to physical and emotional exhaustion, thereby intensifying burnout symptoms.

Professional burnout does not arise from a single cause but develops through the interaction of multiple individual, social, and organizational factors. Psychological and physical elements such as hopelessness, inability to cope with workplace problems, reduced energy, and feelings of professional inadequacy contribute to the emergence of burnout [4].

The purpose of this study is to identify professional burnout levels among boxing coaches and the factors contributing to the development of burnout.

Method

Research models aimed at describing past or present phenomena as they exist are considered descriptive research approaches. The subject or phenomenon under investigation is described within its natural conditions without manipulation [5].

The relational survey model aims to determine the presence and degree of co-variation between two or more variables. In this study, the relational survey model was employed. The population consisted of licensed boxing coaches registered with the Uzbekistan Boxing Federation and working in Bukhara region. The sample group included 20 volunteer boxing coaches actively engaged in coaching practice. Participants varied in age, professional experience, and sports background.

Data Collection Instruments

The Maslach Burnout Inventory (MBI) was used to determine the level of professional burnout among boxing coaches. The scale consists of 22 items and measures burnout across three subdimensions: emotional exhaustion, depersonalization, and personal accomplishment.

The emotional exhaustion subscale consists of 9 items, depersonalization includes 5 items, and personal accomplishment comprises 8 items. The scale is based on a 5-point Likert-type rating system, allowing assessment of participants' responses to each statement.

The reliability and internal consistency of the instrument have been confirmed in previous studies, demonstrating satisfactory reliability coefficients for each subdimension. Each subscale is analyzed separately [6].

Since professional burnout represents a continuous process, it is evaluated not by a single overall score but through the combined interpretation of all three subdimensions.

Table 1. Frequency and Percentage Distribution of Boxing Coaches by Age

Age Group	f	%
23–27	3	15.0
28–32	6	30.0
33–37	4	20.0
38–42	3	15.0
43 and above	4	20.0
Total	20	100.0

Table 2. Frequency and Percentage Distribution by Gender

Gender	f	%
Female	3	15.0
Male	17	85.0
Total	20	100.0

Table 3. Distribution by National Athlete Status

National Athlete	f	%
Yes	8	40.0
No	12	60.0
Total	20	100.0

Table 4. Distribution by Professional Experience

Experience	f	%
1–5 years	6	30.0
6–10 years	5	25.0
11–15 years	4	20.0
16–20 years	3	15.0
21 years and above	2	10.0
Total	20	100.0

Table 5. Distribution by Educational Level

Education Level	f	%
Secondary	1	5.0
Secondary-specialized	2	10.0
Higher education (Bachelor's)	11	55.0
Master's degree	5	25.0
Doctoral studies	1	5.0
Total	20	100.0

Table 6. Distribution by Physical Education and Sport Degree

Graduate of Physical Education and Sport	f	%
Yes	12	60.0
No	8	40.0
Total	20	100.0

Results

The results of the Kruskal–Wallis H test conducted to examine differences in professional burnout levels of boxing coaches by age revealed a statistically significant difference in the **personal accomplishment** subscale ($p < 0.05$). This difference was mainly observed in favor of coaches aged **38–42** and **43 years and above**, who demonstrated higher levels of perceived personal accomplishment. However, no statistically significant differences were found in the **emotional exhaustion** and **depersonalization** subscales based on age ($p > 0.05$).

The Mann–Whitney U test results examining burnout levels according to **national athlete status** indicated statistically significant differences in the **depersonalization** and **personal accomplishment** subscales ($p < 0.05$). Coaches who had previously been national-level athletes exhibited lower depersonalization levels and higher personal accomplishment scores compared to those who had not been national athletes. In contrast, no statistically significant difference was found between the groups in the **emotional exhaustion** subscale ($p > 0.05$).

The Kruskal–Wallis H test conducted to analyze burnout levels based on **professional experience** demonstrated a statistically significant difference only in the **personal accomplishment** subscale ($p < 0.05$). This difference was particularly evident among coaches with **16–20 years** and **21 years or more** of professional experience, who reported higher personal accomplishment levels. No statistically significant differences were identified in the emotional exhaustion and depersonalization subscales according to professional experience ($p > 0.05$).

Overall, the results suggest that personal accomplishment is the burnout dimension most sensitive to demographic and professional variables among boxing coaches.

Discussion

This study aimed to examine professional burnout levels among boxing coaches working in Bukhara region of the Republic of Uzbekistan based on various demographic and professional variables. The findings indicate that burnout levels among boxing coaches differ across certain variables, while no significant differences were observed in other cases.

The analysis based on **age** showed no statistically significant differences in emotional exhaustion and depersonalization. This may be explained by the fact that coaches across all age groups are exposed to similar stressors inherent in the coaching profession, such as high responsibility, performance pressure, and workload. However, a significant difference was found in the personal accomplishment subscale, with middle-aged and older coaches reporting higher levels of personal accomplishment. This finding may be attributed to increased professional experience, better adaptation skills, and the development of more realistic career expectations with age.

Regarding **national athlete status**, significant differences were identified in depersonalization and personal accomplishment. Coaches with a background as national athletes demonstrated lower depersonalization and higher personal accomplishment. This outcome may be associated with their extensive athletic experience, deeper understanding of the sports environment, and greater empathy toward athletes. The absence of significant differences in emotional exhaustion suggests that emotional demands are consistently high regardless of prior athletic status.

The analysis based on **professional experience** revealed significant differences only in the personal accomplishment subscale. Coaches with longer professional experience reported higher levels of personal accomplishment, possibly due to accumulated expertise, confidence, and career stability. However, the lack of significant differences in emotional exhaustion and depersonalization suggests that workload and responsibility remain relatively constant throughout a coaching career, regardless of experience level.

Overall, the findings indicate that professional burnout among boxing coaches is a complex and multifactorial phenomenon, closely linked to perceptions of personal accomplishment rather than solely to emotional exhaustion or depersonalization.

Conclusion

Based on the findings of the study, the following conclusions were drawn:

1. Professional burnout levels among boxing coaches do not manifest uniformly across all subdimensions.
2. Age and professional experience primarily influence the **personal accomplishment** dimension of burnout.
3. Coaches who were former national athletes exhibit lower levels of depersonalization and higher personal accomplishment.
4. Emotional exhaustion appears to be relatively stable across different demographic and professional variables and is largely associated with the general working conditions of coaching.

These results highlight the importance of considering individual and professional characteristics when addressing burnout among boxing coaches.

Recommendations

Based on the study findings, the following recommendations are proposed:

- Psychological support programs should be developed and implemented for boxing coaches to help them cope with occupational stress and prevent burnout.
- A structured mentoring system should be introduced for young and less experienced coaches to facilitate professional adaptation and career development.
- Evaluation and reward mechanisms should be improved to enhance coaches' sense of personal accomplishment and professional satisfaction.
- Future studies should involve larger sample sizes and include coaches from different regions to enable more generalized conclusions.

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