# DETERMINANTS OF BURNOUT AMONG ATHLETES: A GENDER ANALYSIS

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## ABSTRACT

***Background:*** *According to literature Inconsistent finding in relation of gender and burnout relationship exist. Few researches have shown that female possess high level of burnout than male. Instead of that others have evidenced that men possess higher burnout level than female. (Adekola, 2010; Caccese Dyrbye, et al., 2011, Mayerberg, 2010Sirin, Y. & Dosyilmaz, E. 2017).*

***Objective:*** *The objective of this study was to identify and investigate the relationship of the determinants of burnout on athletic performance as well as to analyze effects of burnout on the performance of male and female athletes, the gender difference.*

***Methodology:*** *Comparative research design was used for this study which was based on survey methodology. The population of the study was consisted of the public sector universities of Lahore division. As a sample of the study 120 participants were selected from four public sector universities by using stratified random sampling technique. The sample was consisted of 60 male participants and 60 female participants. The respondents belong to four different games i.e., Basketball, Volley ball, Badminton, and Football. The data was collected by the use of two tools (MBI Questionnaire and Self-rating performance scale). In order to measure the level of burnout, effects of burnout and to make a comparison between male and female all participants were asked to fill a questionnaire. Data was analyzed using SPSS version 21.*

***Results:*** *The current study revealed that there is a moderate negative impact of burnout on the performance of the athletes of various public sector universities of Lahore Division. The Pearson correlation values in first, second and third dimensions are -0.897, -0.900 and -0.905 respectively which indicates their negative relation with performance of the athletes. Linear Regression for Gender analysis indicates that the mean scores of female respondents in first, second and third dimensions are 3.31, 3.39 and 3.30 are (<) greater than the mean scores of male respondents3.22, 3.31, 3.26 respectively.*

***Conclusion:*** *It is concluded that there is negative impact of burnout on the performance of athletes. Female athletes have more prone to burnout that causes the reduction in their performance as compare to male counterparts.*

***Keywords:*** *Burnout, Gender, Athletes, Performance.*

## INTRODUCTION

The word of burnout can be explained as mental, psychological and physical exhaustion that occur due to frustration and extended stress Burnout also known as job stress, which is becoming a serious issue among all the professions especially in teaching staff, nursing staff, social workers, police officers, public accounting and retail workers. Burnout is reported to be a very common problem among athletes and coaches as well.

In literature Herbert Freuden Berger (1974) focused on staff burnout he put a research at New York on volunteers in order to observe the burnout level. Due to his first research on the burnout, he is known as the founding father He is considered as the founding father because of his study on staff burnout among volunteers at New York. In his study he defined burnout as a state of emotional and physical depletion as the result from the nature of work such as overburdened or over pressure of work. Whereas, Smith (1986) suggested a model that is known as cognitive affective stress model. He argued that burnout is produced by stress-based model affected by motivational and personality related factors. He gave four stages of stress that causes burnout.

In first stage, athletes make demands of the situation which is basically an interaction of environmental demands and personal resources. Excessive performance expectations due to competitive pressure, high training load, parental expectations and coaches' pressures. The imbalance between these demands lead to anger anxiety, depression, and self-derogation.

In second stage, athletes make psychological assessment of the situation with respect to their capacity to achieve these demands, and also make cognitive appraisal of resources, of consequences. These demands vary from individual to individual.

That lead to 3rd physiological and psychological responses stage such as arousal i.e., increased training intensity and behavioral responses such as anxiety and fatigue lack of interest in work, insomnia, illness susceptibility and irritability.

The fourth stage is to manage psychological issues, developing coping skills and to change task related behavior such as rigid standards, decreased performance and withdrawal from the previous enjoyable activity. If the athlete fails to manage the physiological and psychological responses, then the condition will lead to develop burnout syndrome. In short, the cognitive – affective stress model is use to understand the concept of how stress, fear of failure, pressure of competition, over training, low social support, low autonomy, low reward and boredom causes to develop risk of burnout syndrome. On the other hand, another model of perception of athlete burnout was presented by Coakley, (1992). He proposed that stress is not causing of burnout was not related to symptoms that caused burnout. He argued that athletes live in the society which is basically fair and affect the lives of person, this is called social context. If athletes have unsettled matters, they will stay incapable to handle with the disorder of their sport participation. Moreover, the above-mentioned unresolved issues will cause low sport performance of athletes.

He also argued that burnout is a social phenomenon bounded with the social relations, and the social organization of high sport performance causes athletes to experience a deficiency to overcome upon their sports involvement which led to promote the unidimensional athletic identity and prevent the growth of many faceted identities (e.g., student, friend) etc. He claimed that a one-dimensional athletic identity together with deficiency over control leads athletes to experience burnout.

He suggested that some preventing strategies are required that help and empowered the athlete to cope with stress and manage the current situation. This can help the athlete to enhance their performance and spot participation. On the other hand, burnout is well described and dealt with relation of social problem instead of a personal failure; it is penetrated in social organization instead of individual traits This shows that defensive approaches are best aimed at altering (a) the configuration of organizational

related sport programs, (b) the social relatives linked with the training and competition in high level of sport performance, and (c) the variety of life experiences encounter to young athletes. He used the word empowerment for the term of burnout through a word (empowerment) instead of stress.

In sport psychology burnout is defined as stress related syndrome that is a mixture of several components or symptoms. Burnout Syndrome (BOS) is usually work-related syndrome that occurs in individuals regardless of psychological disorders as described by Schaufeli & Buunk (2003). It is generated by divergence between the demands, expectations that one can imposed upon by oneself and also ideals of the employee and requirements about their position in reality. BOS is composed of three dimensions "Exhaustion, Depersonalization, Reduce sense of accomplishment."

The term of burnout consists of three dimensions' physical exhaustion which is occur due to illness, training load continuous work fatigue and competitions. Psychological or emotional exhaustion which is occur due to situational pressure of competition which cause stress that in turn athlete burnout.

Second dimension is reducing sense of accomplishment which is characterize by lack of confidence, lack of interest and ill feeling in which athlete is being unable to reach his/her goal and succeed in competitions.

Third dimension is sport devaluation; in which athlete reduce the worth of his/her own work. Athletes believe inability to meet situational demands in their training and sport competition. Athletes are being unable to reach their goal and fulfill situational demands linked with their goal or competition. All these dimensions could be related to construct burnout. (Raedeke,T D & Smith, A L 2009)

Due to the higher rate of burn out research has put light on the problems that affect the mental functioning of athlete. Psychological factors such as anxiety, depression, maladaptive standards, the negative mood and due to prolonged stress can cause to lower performance or performance deterioration. (Brewer, BW, 2009)

Young athletes who have desired to become elite athletes experience worries stress and performance anxiety during their struggles in their sport. In sports athlete's effort to develop their abilities and worries also act as stimulus that how they perform during their sports performance. Several studies claim that obvious intentional focus during sport performance effect negatively on athletic performance. Thus, those thoughts worries and emotions come during coping process cause major stressors for athletes and can affect their performance negatively. (Rumbold, Fletcher & Daniels, 2012)

Another research showed that stress may be beneficial for athletes to grow physical psychological as well as emotional. Through training with the help of different skills that athletes adopt to handle stressors. Over training, long period of work, overburden of work without taking rest causes physical stress. This physical stress over time could cause psychological and mental stress and their consequences could be burnout. (Kristiansen, E., Abrahamsen, F. E., & Stensrud, T. 2012)

Researchers also have revealed that the term mindfulness is negatively linked with burnout and positively associated with performance and athlete who suffered from burnout. It also helps athlete to recover from exhaustion either physically, psychological or emotional. It is also helpful to recover from any kind of fatigue and can improve psychological, emotional feelings of energy and sport functioning. (Jouper, J., & Gustafsson, H. 2013)

Counseling of gender differences is a major issue in sport. In sports study on different samples of athletes and coaches shown that there are gender differences exist in level of burnout. Some research reveals that male athletes suffered less as compared to their female counterparts. (Hjalm, S., Kentta, G., & Gustafsson, H. 2007) Similarly another study indicates that athletes who regularly do their training and participated in competition, no existence of burnout among genders. (Koustelios, A. 2010)

Burnout can be defined in sport psychology as the physical and emotional exhaustion reduces athletic accomplishment and sport devaluation. Physical and emotional exhaustion occurs due to high competition and training load, in sport devaluation they loss love for sport and reduce interest in game, and in reduce athletic accomplishment they experience lowers achievement and reduce the worth of their own work. Burnout is broken down into internal and external factors. In internal factors refers to high expectations, perfectionism and reduce love for sport. In external factors they experience physical exhaustion high training, time commitment and even injury. Burnout is occurring more in female athlete than male because of maladaptive perfectionism. Maladaptive perfectionism refers to rigid standers and unrealistic goals and expectations that one place upon oneself. When one cannot meet those expectations and cope with challenges can lead to stress which in turns into burnout (Devin et al., 2014).

In International Journal of Sport and Exercise Psychology, 2018.There are many factors that as subsequently result in burnout. That's why burnout is a multi-dimensional syndrome. There are many symptoms of athlete burnout. That can predict the coming issue. Here two determinants are discussed. One is psychological that concludes the motives satisfaction, anxiety and self-esteem. The other is situational in which duration of training in a week and perceived intensity e of training are measured these by symptoms include that the athletes perceive that their sense of accomplishment is reduced, they feel emotional and physical exhaustion and devalue sport in the end.

In research Madigan detected perfectionism and burnout by active training of three months between junior sport academy athletes. Finding of these two time-point assessments of advanced junior athletes showed between the samples of athletes of 101 showed that perfectionistic obtained scores anticipated high level of burnout. However perfectionistic striving scores showed decreases in burnout in same time period. (Madigan, & Passfield, 2015)

Inconsistent finding in relation of gender and burnout relationship exists. Few researches have shown that female possess high level of burnout than male. (Adekola, 2010; CacceseDyrbye, et al., 2011and Mayerberg, 2010 ;), Instead of others have evidenced that men possess higher burnout level than female.

Thus, there are considerable inconsistencies with regarding gender differences in burnout among athletes. So, the aim of this research was to evaluate the determinants of burnout among athletes and to determine the effects of gender on the dimensions of burnout as well as on the performance of athletes.

**Objectives:**

To measure the impact of burnout on sport performance of athletes. To determine the effects of burnout on the performance of male and female athletes.

**Hypothesis:**

H0: There is a positive impact of burnout on sport performance of athletes.

H1: There is no significant impact of burnout on sport performance of athletes.

H0: Female athletes have negative impact of burnout on their sport performance as compared to male athletes.

H1: Female athletes have no negative impact of burnout on their sport performance as compared to male athletes.

## MATERIAL AND METHODS:

**Study Design:** Comparative research design was used for this study.
**Settings:** The research work was conducted at Lahore District. Data was collected from the four public sector universities namely; Punjab University (PU), Government College University (GCU), University of Engineering and Technology (UET), and Institute of Information Technology (COMSAT).

**Sample Size:** Sample size was determined through Yamane (1967) formula.
$n = N/1+Ne^{2.}$
In which
n = Sample Size and N = total Population.
By applying this formula
N = Total Population = 170, e = 0.05, n = 119.298 = 119
Data was collected from groups in which one group consisted of 60 male respondents and second was consisted of 60 female respondents.

**Sampling Technique:** Stratified random sampling technique was employed for to collect data.

### Sample Selection

### Inclusion Criteria

- Only those athletes, who participated in inter-university level competition in last one year, were included to participate in the study.
- Only govt. sector universities were included in the study; Punjab University (PU), Government College University (GCU), University of Engineering Technology (UET) and Institute of Information Technology (COMSAT).
- Only four games were included (Basketball, Volleyball, Badminton, and Football.

**Exclusion Criteria:**

Athletes, who didn't participate at inter-university level competition in the last one year, were excluded from the study.

- All private sectors Universities were excluded.
- Other Games were excluded.

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**Equipment's:** Maslach MBI (1996) was used for data collection. To evaluate the risk of burnout, the MBI explores three dimensions: physical and emotional exhaustion, depersonalization and reduce sense of personal achievement. This scale was a self-reported that uses seven-point Likert scale. The scale consists of 22 items in which 7 items for physical and emotional exhaustion, 7 items were used to assess depersonalization exhaustion, and 8 items were used to assess reduced personal accomplishment). Every respondent was reacted to each statement in terms of the following; never, a few times per year, once a month, once a week, a few times per week, every day. Another scale was used to assess the performance of athletes namely Athlete's Performance Self-Rating Scale. Athletic performance using a rating scale was used for data collection. The rating scale consists of 10-items and by using a 5-point likert scale that ranges from (1) very poor to (5) very good. The scale was designed based on the scale developed by Wolanin's (2005)

**Data Collection Procedure:** Comparative research design was used for this study.

**Methods for Collection of Data:** Survey design was used and participants were selected by stratified random sampling technique. Target population for this study includes the four public universities of Lahore. The sample for the study consisted of four public universities 120 participants were used for this study from which 60 respondents were belonging to males and 60 respondents were belongs to females. The respondents belong to four different games. Those were Basketball, volley ball, badminton, and football. The data was collected by the use of two tools.

**Data Collection Tools:** Data was collected with the use of two tools, Maslach burnout inventory (1996) and Athlete's Performance Self-Rating Scale which was developed by Wolanin's (2005). From the 170 questionnaires distributed among the sample and 120 questionnaires were returned. In this tool the first portion consist of Demographic information such as Name, age, education levels (BS and MSc), types of sports (four games), levels of sports (National and District), gender and marital status. Other portion contains three sections of MBI contains 22 items and a portion of self-rating athletic performance consist of 11 items.

**Variables:** Two variables were used for this study, Burnout and performance. Among them burnout was independent variable and performance was dependent variable.

**Data Analysis Procedure:** Data was analyzed using SPSS version 21. Reliability Analysis, Descriptive Analysis and regression analysis was used according to the needs of the data.

**RESULTS:**

**Reliability:** Reliability of a tool refers to the degree in which scores gained with a tool are constant measures of whatever the equipment measures. For the research, the internal consistency of the tool was measured for every domain of the Likert type scale with the help of Cronbach's alpha. Descriptive statistics was used to analyze, classify and summarize the data. Reliability coefficient was determined by using of Cronbach's Alpha. Reliability coefficient MBI consisting of 22 items reported Cronbach's Alpha 0.929. Reliability statistics of performance self-rating test consisting of 11 items reported Cronbach's Alpha 0.913. Overall reliability statistics of 33 items reported Cronbach's Alpha 0.956. As shown in below tables:

**Reliability Analysis:**

**Table 5.1:**
**Cronbach's Alpha Test Statistics of Scales**

| Scale | Cronbach's Alpha | N of Items |
|---|---|---|
| Burnout | 0.929 | 22 |
| Performance | 0.913 | 11 |
| Over all | 0.956 | 33 |

## 5.2 Education Level:

The participants of the study taken from two different education level as presented in below table and graph 45 participants (37.5 percent) taken from BS programs whereas 75 participants (62.5 percent) taken from MSc (Master Level), total participants of the study were 120. The mean score was found 3.36 whereas their standard deviation was 1.533.

**Table 5.2:**
**Education Level of participants (n=120).**

| | Frequency | Percent |
|---|---|---|
| BS | 45 | 37.5 |
| MSc | 75 | 62.5 |
| **Total** | **120** | **100.0** |

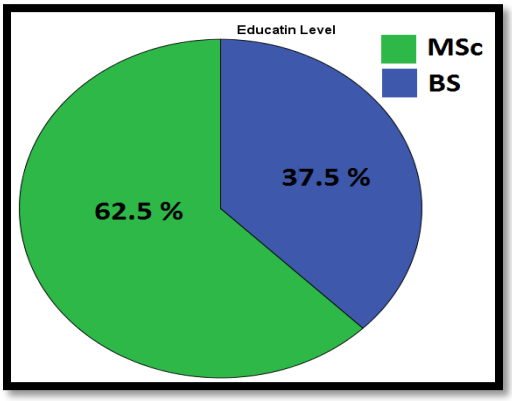


**Figure 5.1:** Education level of participants (n=120).

## 5.3 Types of Sports:

The participants of the study taken from four different sports as presented in below table and graph 26 participants (21.7 percent) taken, those were player of Basketball, 33 participants (27.5 percent) those were player of Volleyball, 34 participants (28.3 percent) those were player of Badminton, 27 participants (22.5 percent) those were player of Football, total participants of the study were 120. The mean score was found 3.36 whereas their standard deviation was 1.533.

**Table 5.3:**
**Type of Spots of participants (n=120).**

| | Frequency | Percent |
|---|---|---|
| Basket ball | 26 | 21.7 |
| Volley ball | 33 | 27.5 |
| Badminton | 34 | 28.3 |
| Football | 27 | 22.5 |
| **Total** | **120** | **100.0** |

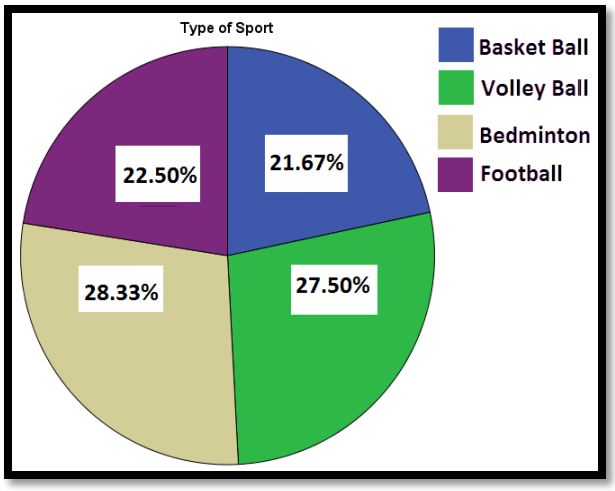


**Figure 5.2:** Type of Sport of participants (n=120).

### 5.4 Level of Sports:

The participants of the study taken from two different education level as presented in below table and graph 45 participants (37.5 percent) taken from BS programs whereas 75 participants (62.5 percent) taken from MSc (Master Level), total participants of the study were 120. The mean score was found 3.36 whereas their standard deviation was 1.533.

**Table 5.4:**
**Level of sports of participants (n=120).**

| | Frequency | Percent |
|---|---|---|
| National | 44 | 36.7 |
| District | 76 | 63.3 |
| **Total** | **120** | **100.0** |

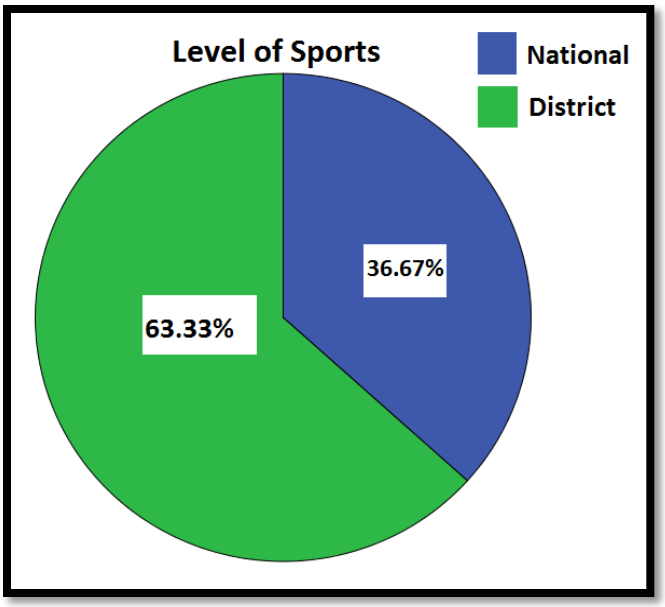


**Figure 5.3:** level of sports of participants (n=120).

## 5.5 Gender:

The participants of the study taken from two different education level as presented in below table and graph 45 participants (37.5 percent) taken from BS programs whereas 75 participants (62.5 percent) taken from MSc (Master Level), total participants of the study were 120. The mean score was found 3.36 whereas their standard deviation was 1.533.

**Table 5.5:**
**Gender of participants (n=120).**

| | Frequency | Percent |
|---|---|---|
| Male | 59 | 49.2 |
| Female | 61 | 50.8 |
| **Total** | **120** | **100.0** |

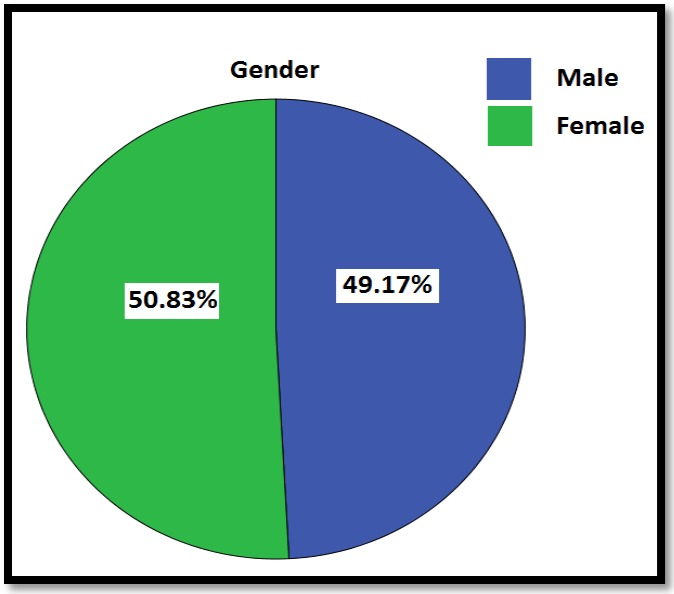


**Figure 5.4:** Gender of participants (n=120).

**5.6 Marital Status:**

The participants of the study taken from two different education level as presented in below table and graph 45 participants (37.5 percent) taken from BS programs whereas 75 participants (62.5 percent) taken from MSc (Master Level), total participants of the study were 120. The mean score was found 3.36 whereas their standard deviation was 1.533.

**Table 5.6:**
**Marital Status of participants (n=120).**

| | **Frequency** | **Percent** |
|---|---|---|
| Single | 100 | 83.3 |
| Married | 20 | 16.7 |
| **Total** | **120** | **100.0** |

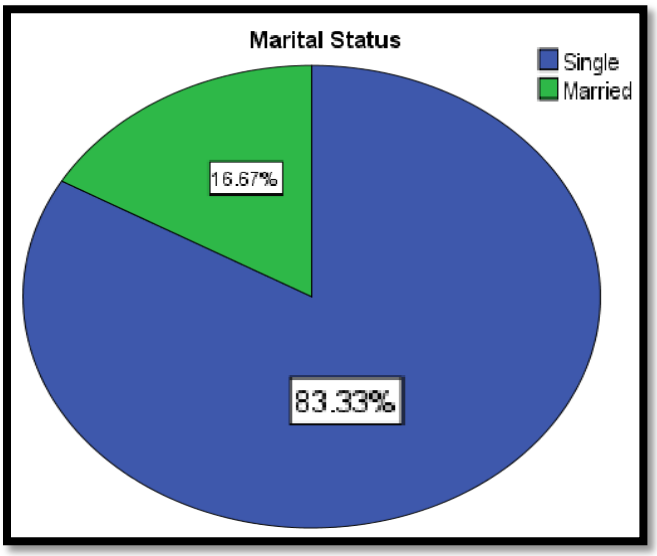


**Figure 5.5:** Marital Status of participants (n=120).

### 5.7 Location (Urban or Rural):

The participants of the study taken from two different education level as presented in below table and graph 45 participants (37.5 percent) taken from BS programs whereas 75 participants (62.5 percent) taken from MSc (Master Level), total participants of the study were 120. The mean score was found 3.36 whereas their standard deviation was 1.533.

**Table 5.7:**
**Are you Urban or Rural**

| | Frequency | Percent |
|---|---|---|
| Urban | 64 | 53.3 |
| Rural | 56 | 46.7 |
| **Total** | **120** | **100.0** |

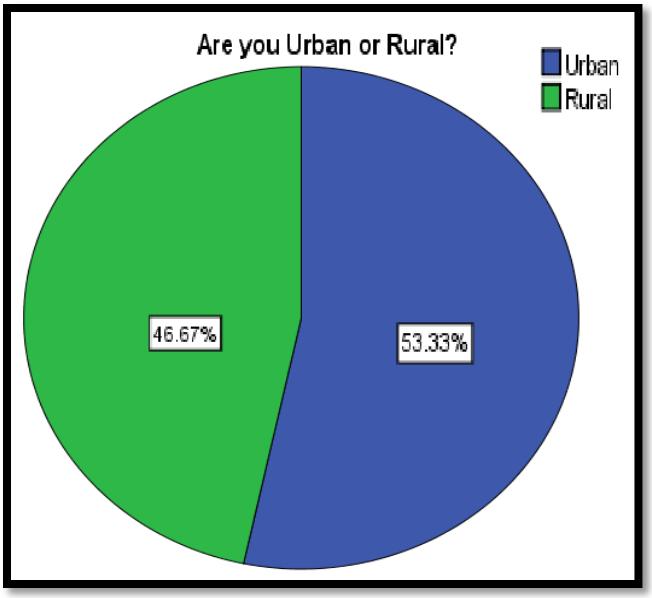


**Figure 5.6:** Are you Urban or Rural

**DISCUSSION:**

The term burnout referred as stress related to syndrome which occurs due to exhaustion that could be physical or emotional, depersonalization and reduce sense of personal accomplishment, smith (1996). Burnout also refers to job stress that becomes the serious cause of demotivation in nearly all professions i.e., teaching, nursing, social works, athletes or sports man. Smith in 1986 pointed out various stated affecting the performance affecting the performance, abilities, endurance and concentration by the emergence of burnout.

In other word burnout define as withdrew from running activities as the result of psychological, emotional or physiological exhaustions (Vealy et. all 1998).

Current study measures the effects of burnout among the male and female athletes and the impact on sports performance for this purpose various tests were carried to supports the results. A questionnaire was administered that comprised on two part. First part of 22 statements was consisted of three dimensions of burnout i.e., PE (Physical and Emotional Exhaustion), DE (Depersonalization) and PA (Personal Accomplishment). Second part of questionnaire was "Self-rating Performance Scale" with 11 components.

In accordance with first objective, the purpose of the current study was to determine the **impact of burnout on sport performance of the athletes**; burnout creates moderate negative impact on performance of the athletes. the dimension of the burnout **"Physical and Emotional Exhaustion"** that comprised on first seven statements of the questionnaire. The negative R value is increasing negatively from R=-.190 to R=-.647 which showed the moderate negative relation. Consequently, with the change in burnout the performance of the athletes has also been changed. But when we consider the burnout's relation with aggression the R=.502 showed the significant positive impact of the burnout with regard to aggression on performance of the athletes.

Depersonalization, another dimension of the burnout also has the similar negative correlation with the athletes' performance except one result of aggressiveness which showed the positive impact of burnout on performance of the athletes, R=.597 showed the significant positive relation between burnout and sports performance with relevance to aggression. In this dimension the negative R value is increasing negatively from R=-.227 to R=-.656 which showed the negative relation. 225 25 652 23 615 24

In third dimension "Personal Accomplishment" of the burnout that comprised on last eight statements of the questionnaire. The negative R value is increasing negatively from R=-.225 to R=-.652 which showed the moderate negative relation. Consequently, with the change in burnout the performance of the athletes has also been changed. But when we consider the burnout's relation with aggression the R=.615 showed the significant positive impact of the burnout with regard to aggression on performance of the athletes.

Another objective of the present research was to determine the effects of burnout of on the performance of male and female athletes. The various dimensions of burnout in athletes were used to determine the effects of burnout in male and female athletes. They were analyzed in terms of Physical and Emotional Exhaustion, Depersonalization and Reduce Sense of Personal Accomplishment with contrast to performance. Result revealed that the average scores of the female respondents are 3.31, 3.39 and 3.30 respectively to each dimension whereas the average mean score of the male respondents are 3.22, 3.31 and 3.26 respectively to each burnout dimension which show that the female respondent has the more degree of agree-ness towards the statement which showed that burnout more negatively affect the performance of the athletes whereas male respondents have less effect of burnout on their performance.

Average mean score of the overall performance is 3.26 for male athletes and 3.29 for female which revealed that consent of the male athletes is nearly similar to performance mean which showed the less impact of burnout on their performance. On the other hand, the consent of female athletes in the form of mean score is greater than the mean score of performance which revealed that the female athletes are more affected by the burnout as compare to male athletes.

Gender based comparisons disclosed that female athletes faced more burnout in the term of depersonalization, physical and emotional exhaustion, and reduce sense of personal accomplishment than their male counterparts, mean_DE (Depersonalization) 3.31 (male athletes) 3.39 (female athletes). This evidence proposes that female athletes are extra susceptible to burnout as compare to male athletes.

By examined the previous literature there is inconsistency exists among gender in relation with burnout and athletic performance. Gender does not appear to be a constant factor for burnout since numerous results shown in the literature on gender difference. Inconsistent finding in relation of gender and burnout relationship exists. According to burnout and gender strength and direction relationship few researches have shown that female undergo high level of burnout than male. (Adekola, 2010; Weckwrth and Flyn 2006; Ronen and Pines, 2008; Caccese and Mayerberg, 2010; Dyrbye, et al., 2011), instead of others have evidenced that men possess higher burnout level (Brake et al., 2003; Purvaanova and Muraos, 2010. Some other researcher argued that gender did not show any difference in the burnout levels.

The current outcomes support the findings of Lee &Cremades (2004), Cremades & Wiggins (2008), and Harris & Smith (2009) that shows the higher levels of burnout in female athletes. Nevertheless, the results of the current research are in-consistent with the conclusions of Lai and Wiggins (2003), Harris

(2005), and Smith et al. (2010). This type of inconsistencies comes through various factor i.e., selection of few games, demographic area, cultural background of the athletes and so on. Despite inadequate evidence, differences in sports might be the reason for the inconsistency of the results.

**Conclusion:**

In conclusion, the current study revealed that there is a moderate negative impact of burnout on the performance of the athletes of various public sector universities of Lahore Division, as showed in above interpretation the Pearson correlation values in first, second and third dimensions are -.897, -.900 and -.905 respectively which indicates their negative relation with performance of the athletes. Consequently, the first hypothesis "**H0:** There is a positive impact of burnout on sport performance of athletes" was rejected whereas Alternative hypothesis "**H1:** There is not a positive impact of burnout on sport performance of athletes has been accepted.

Moreover, Gender based comparisons disclosed that female athletes faced more burnout in the term of depersonalization, physical and emotional exhaustion, and reduce sense of personal accomplishment than their male counterparts the mean scores of female respondents in first, second and third dimensions are 3.31, 3.39 and 3.30 is greater than the mean score of male respondents 3.22, 3.31, 3.26 respectively. This evidence proposes that female athletes are extra susceptible to burnout as compare to male athletes. Consequently, the null hypothesis "**H0:** Female athletes have negative impact of burnout on their sport performance as compared to male athletes was accepted whereas alternate hypothesis "**H1:** Female athletes have not negative impact of burnout on their sport performance as compared to male athletes." has been rejected. In addition, findings of the study are concluding that the female athletes have more prone to burnout that cause the reduction in their performance as compare to male counterpart athletes.

**Recommendations:**

Following suggestions and recommendations are given for future research regarding the present study:

- Burnout can strongly influence on the athletic performance. Therefore, it is necessary for sport organization as well as for the coaches to identify the level of burnout among athletes So, in this regard sport departments do the followings:
  - Develop a positive friendly environment where athletes feel valued.
  - Develop stress management and coping strategies. Such as using breathing, self-talking as equipment for managing stress.
  - Set clear achievable tasks and goals that could be used to enhance efficiency and effectiveness of the athlete's performance.
  - Consider individual differences, emotional factors, discrepancies and failure to accomplish tasks within given time.
- It is recommended that further studies should focus on relationships of burnout with other different variables such as, training load, organizational cooperation, provided facilities, situational threat, coaches' attitudes, coaching techniques.
- This research is too limited to draw clear inferences as the participants of the study were limited to (n=120) of athletes at district Lahore among only four public universities. Future research would be conducted with greater sample. Nevertheless, it has created an awareness of burnout and its impact on athletic performance among genders.
- The future studies should be done using a larger group of populations in an effort to increase the generalizability of the findings.
- Combination of both qualitative, longitudinal and experimental methods should be employed in future studies in order to gain a better and in-depth understanding the impact of burnout on athletic performance

## Limitations

- The study was delimited to four public sector universities of Lahore Division that may not generalize to other population.
- The study wasdelimited to the four games i.e., Basket Ball, Badminton, Football and Volley Ballthus, not every sport was considered.
- Limitations of this study include self-reported data.

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