Designing a professional burnout correction program based on life-purpose orientations in wartime conditions

Anna L. Khristich[1]
ORCID: https://orcid.org/0000-0002-6578-6732; khristich@ilo.org
Svitlana A. Kolot[2]
ORCID: https://orcid.org/0000-0001-9145-9017; skolot27@gmail.com
Viktor Polic[1]
ORCID: https://orcid.org/ 0000-0001-8636-5639; polic@webster.ch
[1] Internationl Labour Organsation, Geneva, Switzerland
[2] Odessa National Polytechnic University, 1, Shevchenko Avenue. Odessa, 65044, Ukraine

ABSTRACT

The article discusses the results of the theoretical and experimental study for the determining features of a professional burnout correction program based on life-purpose orientations in wartime conditions in the country. It is shown that the process of formation of values is social in nature, it is closely related to the nature of the activity and mediated by communication. In the process of life, life-purpose orientations act as a regulator of behaviour and actions of the individual. Determining the discrepancy between life values and goals with the opportunity of their implementation in professional activities made it possible to identify the main causes of psycho-emotional exhaustion and the conditionality of the relationship between burnout and value-semantic (value-meaning) sphere of a person. An analysis of the burnout factors showed their regulatory influence on the implementation of professional activities and the features of the impact on the value-semantic sphere of the employee. The main directions of research into the relationship between life-purpose orientations and burnout under wartime conditions have been identified. It also has been established that emotional exhaustion acts as an intermediary between professional burnout and life-purpose orientations. It is shown that high rates of emotional exhaustion and the "core" of burnout significantly reduce the ability to control one's own life, can increase anxiety due to a sense of responsibility for one's relatives and the inability to correct the situation. The relationship between the indicators of life-purpose orientations on all scales with burnout indicators was revealed. The distribution of subjects by gender and age made it possible to see different trends in the formation of the meaning of life and burnout, which can become the basis for further research. The features of the design of a program for the prevention and correction of professional burnout and life-purpose orientations of employees in wartime conditions are determined based on the results of the study.

Keywords: Work in wartime conditions: well-being of employees: professional burnout: life-purpose orientation: designing a prevention and correction program

INTRODUCTION

The war in Ukraine has changed people's usual ideas about the fullness of life and the conditions of personal and professional activity. There is a deterioration in the psycho-emotional state of people [1, 23], [25], an increase in requests for consultations in connection with anxiety and depression [17, 20]. The situation led to the development of recommendations for prompt assistance and self-help [13, 20], and a set of proposals "for protecting and improving the mental health, as well as psychosocial well-being in the midst of an emergency" [25].

Here, the actual challenges to the mental health of the individual are considered, and the means are

proposed for regulating well-being and providing a social support program [19, 25]. Also, in wartime, the functioning of organizations requires special attention. Negative mental states and experiences contribute to the deterioration of performance, in particular, among social workers who, by the nature of their activities, are involved in long-term tense communication, which is complicated by servicing internally displaced persons and the affected population. The requirements on the part of employers for the soft skills of the employee's personality, which prioritize the increasing responsibility in the performance of work tasks [1], also complicate professional duties.

In emergency situations, many people experience a decrease in the level of stress resistance, and there are burnout signs, which

provoke a revision of the ideas about life-values and life-goals, when the importance of them does not coincide with the possibility of their implementation in professional activities. The inability to find the meaning of life in work leads to a distance from other subjects of activity and a decrease in professional motivation. This, in turn, causes intense negative emotional experiences, which, as a result, leads to psycho-emotional exhaustion. The study of the person's value system, based on its life-purpose orientations, as a system-forming regulator of behaviour and actions, makes it possible to understand the degree of involvement of the individual in the sphere of life. The ability of the value-semantic (value-meaning) sphere to perform the regulatory function of a motive determines the emergence of value, first in an emotional form, which becomes an important basis for establishing the relationship between values and professional burnout. In this direction, it becomes productive to identify not only the negative well-being of an employee and the need for its operational regulation, but also the nature of the conditioning of negative experiences by the value orientation of an individual. Correction of person's value orientations becomes the basis for increasing the correspondence between an employee and job position in war conditions.

The purpose of the article is to determine the features of the relationship between professional burnout and life-purpose orientations and the possibility of correcting their further impact on the well-being and attitude towards work of social work specialists in war conditions. This problem is considered on the basis of generalization and critical analysis of theoretical and experimental studies. To design a program for the prevention and correction of professional burnout and life-purpose orientations of the individual based on their mutual influence, the study will use the main provisions that characterize the value-semantic (value-meaning) sphere of the individual and the burnout syndrome.

For this, the following tasks were set:

– to analyse literature sources on the issues of life-purpose orientations and burnout syndrome;

– to empirically explore the well-being of social workers and their attitude towards the job tasks;

– to empirically explore the features of the relationship between life-purpose orientations and professional burnout in war conditions;

– to design a program for the prevention and correction of the negative consequences of professional burnout based on their relationship with life-purpose orientations for social workers in war conditions.

LITERATURE REVIEW

The value-semantic sphere is the central formation of the personality, which sets the direction of human life and determines the "person-world" relationship. To describe the value-semantic sphere, the following concepts are often used: 'meanings', 'meaning of life', 'values', 'value orientations', 'personal meanings', 'life-purpose orientations', 'motivational-semantic sphere', 'semantic sphere of personality', 'personal meanings', 'generalized semantic formations', 'semantic field' [6, 11], [14, 16], [21, 24], [26].

A certain synonymy of the above terms made it possible to supplement and expand the meaning of the influence of the value-semantic sphere on human life. Productive, in this sense, is the idea that the value system of a person can consist of conscious semantic formations of different levels of generalization. The main functions of these semantic (meaning) formations are that they regulate the activity of the individual, and on their basis various directions of behaviour are set, the possibility of a conscious and flexible changes in those directions is created [2; 24]. The meaning of life is understood as that unique meaning that a person can find in each specific situation. Values are considered as an expression of personal meanings, as conscious and accepted general meanings of life. On the one hand, they act as characteristics of objects and phenomena in which a person is somehow interested and which a person evaluates positively or negatively. On the other hand, values can be considered as such forms of consciousness in which the person's normative-evaluative attitude to the surrounding reality is expressed [11]. Important in the perception of values is the understanding that they act as a regulator of a higher level than the specific goals of actions; therefore, they are almost always less clearly expressed and realized. At the same time, values can both guide goal-setting and become the goals of a particular activity themselves. The emergence of value initially occurs in an emotional form, the relationship between the motivation of behaviour and values is determined by the influence of the latter on the direction of the choice being made [24, 26].

It becomes essential that the process of forming values is social in nature; it is closely related to the quality of the activity and its procedural characteristics: motivational, operational-executive and subjective ones. This process is mediated by the communication of an individual with an individual (in different areas, with the implementation of different roles, status relations, functions, etc.); it reflects the life-meaning activity of the individual (the formation of ideals), and is also associated with

an assessment that accompanies almost all acts of the subject's mental activity, leading to the formation of a subjective image of the objective realm [2, 11], [14, 16], [22, 24], [26]. If values determine the most important goals of a person, reflecting his long-term life perspective, then value orientations determine the meaning of life, indicating what is especially important and significant. Value orientations are most often understood as the orientation of the personality fixed in the psyche towards the goals and means of activity [5, 24], [26]. As a source of formation of value orientations, the life-meaning activity of a person is considered, which determines the level of a person's claims and its orientation in the process of activity towards achieving specific goals. The basis of value orientations is formed by social (value) relations that are formed in the process of activity, and then transformed into social attitudes, and after a series of transformations — into value orientations [5, 11], [26, 28].

The opportunity of classifying values and value orientations on the basis of a variety of conceptual approaches made it possible to form a generalized, differentiated and predetermining idea of the features of a person's value sphere. A value can serve as a normative standard which defines the desired behaviour of a 'person' system, and also act as "… a stable belief that a certain way of behaviour or the ultimate goal of existence is more acceptable from a personal or social point of view than the opposite or reverse way of behaviour or the ultimate goal of existence" [24]. In particular, terminal values are the most important, these are the main goals of a person, which reflect a long-term life perspective: what a person values now and what he or she aspires to in the future. They determine the meaning of a person's life; indicate what is especially significant and valuable for him. Instrumental values act as standards when choosing a certain type of behaviour or actions [24, 26].

Thus, the acceptance and development of values is a complex and lengthy process. Awareness of values gives rise to value representations, then, on the basis of them, value orientations are created, which become a conscious part of the system of personal meanings and life-purpose orientations. They reflect the goals of the individual and thus perform the function of a regulator of human behaviour and actions included in the sphere of activity of the individual, against the background of experiences associated with the events taking place in her life. Mismatch in the sphere of values, when the importance of life values and goals does not coincide with the possibility of their implementation in professional activities, acts as a backbone determinant of burnout. Intense negative emotional experiences lead to psycho-emotional exhaustion [24]. The existing connection between emotional burnout and the value-semantic sphere of a person corresponds to the idea of S. Maslach and M. Leiter that burnout itself is the result of a mismatch between personality and work. It becomes expedient to implement a system for the prevention and correction of the well-being and attitude to job activity of employees in war conditions, and it is obvious that such system should be developed on the basis of the relationship between life-purpose orientations and professional burnout.

PRESENTATION OF MATERIAL

The extreme conditions of the war in Ukraine have created psychological tension among the majority of the population against the background of an increased sense of fear for their own lives and the lives of relatives. The fear begins with a minor, barely noticeable anxiety, embracing and destabilizing the person's personality, and spreads to the psychological state, mental functions and motor skills. The perception of the danger of a life situation causes a person to distance himself from negative feelings, which leads to the development of emotional disorders and a change in ideas about the meaning of life [8, 13], [18, 19], [20, 23], [25]. As a result of excessive load on the emotional and intellectual spheres, employees experience negative functional mental states. This is expressed in high mental tension, prolonged anxiety, overwork, apathy, disorders of the physiological functions, and provokes the development of professional burnout as a set of negative experiences associated with work, the team and the entire organization as a whole [3, 4], [8, 9]. An analysis of the spheres of inconsistencies between personality and work [12] shows the possibility of most negative experiences for employees in war conditions.

The most pronounced inconsistencies are ones:
– between the requirements for the employee and his resources;
– between the desire of employees to have a high degree of independence in their positions and the policy of the administration regarding the organization of work activity and control over it;
– between expectations from communication and cooperation with colleagues and the real features of interaction;
– between the values and moral principles of a person and the requirements of job tasks.

The general situation contributes to a decrease in human resources, which, combined with the complication of work functions, determines the possibility of burnout and a change in the hierarchy of life-purpose orientations and values among employees.

Thus, the extreme conditions of war in Ukraine are the source of the greatest stress and affect not only the occurrence or intensification of professional burnout of workers, but also change their life-purpose priorities, causing the mutual influence of burnout indicators and value orientations.

ORGANIZATION OF THE PILOT STUDY

In order to identify the features of designing a program for the study of the relationship of life-purpose orientations and professional burnout of social workers, research was conducted among employees of the Department of the social services provision, the development of alternative forms of education and legal support of the Center for Social Services. The research was conducted in August 2022, the sixth month of the war. The situation was perceived by the population very sharply, working conditions were difficult. This determined the small sample size – 30 subjects, as well as the pilot nature of the study in order to further refine the results. To study quantitative variables, frequency analysis was used, which made it possible to see how different groups of observations were distributed in the sample. To develop generalized recommendations for the prevention and correction of the consequences of professional burnout, the study was conducted, taking into account gender and age differences.

During the study, the following tasks were solved:
– determination of the well-being of the department's employees and their attitude to work;
– determination of indicators of professional burnout and life-purpose orientations of employees;
– determination of the mutual influence of the studied indicators as the basis for the design of the program.

To collect empirical data, the following methods were used: to identify indicators of the attitude of workers to the work performed and determine their well-being – the questionnaire "Characteristics of the work and well-being of workers in pre-war and wartime" (authors Yu. G. Butuk,, S. A. Kolot); to identify indicators of professional burnout – "Maslach Burnout Inventory" in the general version [12]; for the study of meaningful life orientations – "Test of life-purpose orientations by D. A. Leontiev" [11].

Results of the survey based on the questionnaire "Characteristics of work and well-being of employees in pre-war and wartime"

Table 1 shows the results of the survey on the factor "Attitude of employees to work".

Table 2 shows the results of the survey on the factor "Well-being of employees".

Table 1. **Indicators for the factor "Attitude of employees to work"**

The indicator "Complexity of the work performed", in percent (%)			
Pre-war time		War time	
Within the normal range	Increased rate	Within the normal range	Increased rate
70	6.7	50	26.7
Major influences, in percent (%)			
A large number of work tasks – 46.7	Psychological problems of clients – 50	Additional new tasks – 30	Complication of work due to wartime – 16.7
The indicator "Types of work that cause fatigue the most", in percent (%)			
		Pre-war time	War time
Paperwork		16.7	33.3
customer service		30	53.3
All tasks have the same effect		36.7	6.7
The indicator "What affects the occurrence of fatigue in wartime more", in percent (%) (multiple answers could be selected)			
"Content, conditions and timeline of tasks" – 36	"Wartime itself" – 50		"All in one" – 50
The indicator "How often do you have a feeling that you do not want to go to work in wartime conditions" – "once a week" - 56.7 %			
The indicator "What most influences attitude to work and well-being in wartime conditions", in percent (%)			
"Severe psychological state of clients" – 53.3	"Feelings of anxiety due to the war in Ukraine" – 33.3		

Source: **compiled by the authors**

Table 2. **Indicators for the factor "Well-being of employees"**

The indicator "Communication with colleagues", in percent (%)					
Pre-war time			War time		
Positively affects – 20	Negatively affects – 10	Does not affect – 70	Positively affects – 50	Negatively affects – 3.3	Does not affect – 46.7
The indicator "How often do you have a feeling of anxiety in wartime", in percent (%)					
Often enough – 53.3			Constant in mind – 43.3		
The indicator "Causes of the negative state", in percent (%)					
Situation in the country – 83.3		Feeling of fear for the life of one's and relatives – 96.7		Work itself – 23.3	
The indicator "What most of all from communication with clients leaves a negative imprint on your well-being"					
Customer requests and complaints – 26.7		Psychological state of customers – 56.7		All in one – 16.7	

Source: **compiled by the authors**

According to the results of the study, the attitude of workers to their job tasks before and during the war changed: the perception of the complexity of work increased due, foremost, to the psychological problems of clients who had come from the occupied territories, and the peculiarities of service. There are noticed the following aspects: the increase in additional service functions and the impact of the wartime situation on the attitude to work and well-being.

Comparison of the survey results on the indicator "types of work that cause fatigue the most" showed an increase in the answers "paperwork" and "customer service". The number of responses under the option "all tasks have the same effect" has decreased, which may indicate the growth of a responsible attitude to work during wartime. The most weighty items turned out to be "severe psychological state of clients" and "sense of anxiety due to the state of the country"; the features of the work performed have faded into the background.

An analysis of the well-being of employees showed an increase in communication with colleagues, which indicates the need for social support among them. There is a deterioration in well-being due to anxiety, the causes of the negative state are associated with the situation in the country and a sense of fear for the life of one's own and one's relatives. Communication with clients has become more difficult because of their requests and complaints, especially due to the difficult psychological state.

Thus, the survey data showed an increase in the negative impact of professional factors on employees in wartime. This manifested itself in interpersonal communication, the importance of which has increased due to the complication of work functions in relation to the difficult psychological

state of clients. The main conclusion of the study is a change in the value priorities of employees' interaction in wartime, which can provoke the possibility of negative consequences of the influence of professional functions, in particular, communication with clients, on the personality of the employee, which makes it possible to develop professional burnout [3, 4], [12, 16].

The results of the study of professional burnout

In this study, professional burnout is understood as "a multidimensional phenomenon consisting of three interrelated, albeit different, constructs: emotional exhaustion, depersonalization, and a decrease in the effectiveness of professional activity" [4]. The study of professional burnout made it possible to obtain data on feelings and experiences associated with the performance of job activities.
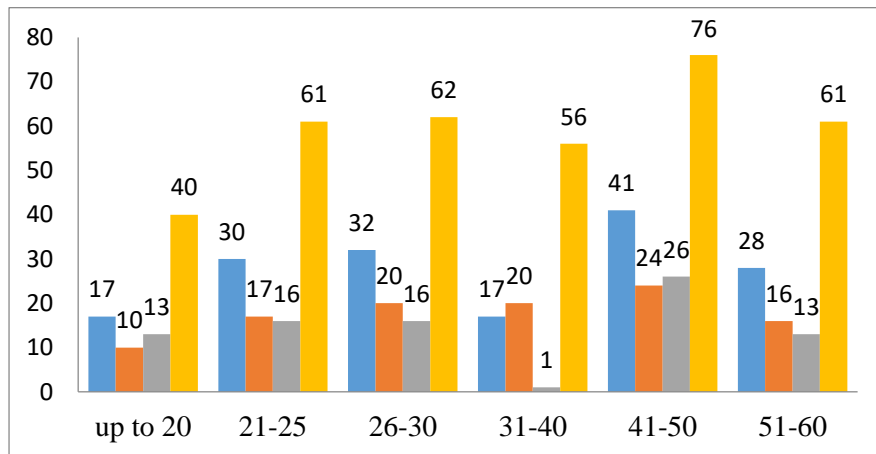
Fig.1 shows the distribution of levels of average burnout indicators by age groups within females. In the group under 20 y.o., all indicators of burnout, as well as the indicator of the "core" of professional burnout, are at a low level. In the age groups "21-25", "26-30", "41-50" and "51-60 and above" there are "average", "high" and "very high" levels of emotional exhaustion, corresponding to the questionnaire data on negative well-being of employees. Within these groups, the indicator of depersonalization is at a high level, which is also confirmed by the questionnaire data on fatigue from communication with clients. The reduction in personal achievements was fixed at a low level (the indicator has the opposite meaning: the higher the indicator, the less the reduction expressed), which corresponds to the questionnaire data on the attitude of employees to work. In general, the "professional burnout" indicator is at an average

level, which indicates the need for preventive measures to reduce burnout.

Fig. 2 shows the distribution of levels of average burnout indicators by age groups within males. The indicator "emotional exhaustion" in the groups "up to 20" y.o., "21-25", "41-50" is at an average level, in the group "31-40", as among females, it is at a low level. Depersonalization in all groups is at an average level, except for the group under 20 years old, which has a high rate of severity of burnout level.

According to research results, increased depersonalization performs a protective function when a person hides his own confusion behind a negative attitude towards others. The reduction of personal achievements in all groups of males is low, which corresponds to the data of the questionnaire on attitude to work.
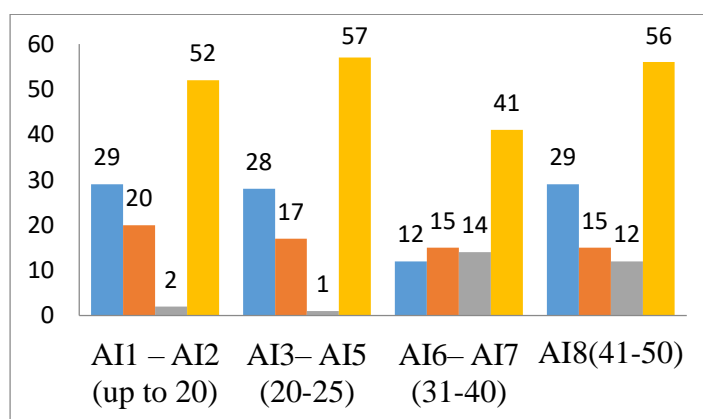
Fig. 3 shows the average values of professional burnout indicators for females and males.

Fig. 1. **Levels of severity of average indicators (AI) of burnout by age groups within females**
Source: compiled by the authors

Fig. 2. **Levels of severity of average indicators (AI) of burnout by age groups within males**
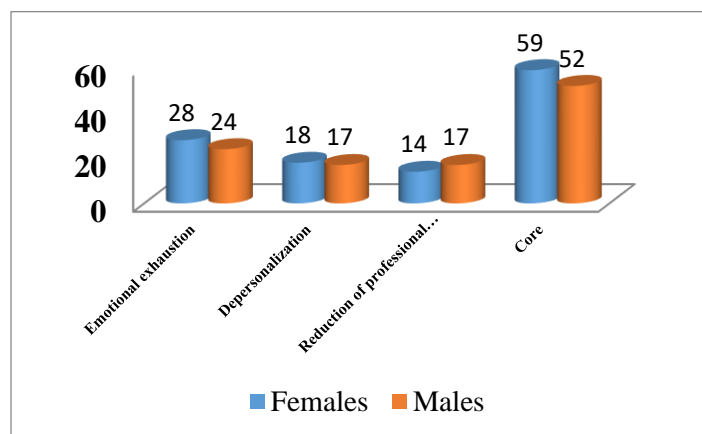*Source:* compiled by the authors

Fig. 3. **Average burnout indicators within males and females**
Source: compiled by the authors

It can be seen that emotional exhaustion dominates in both groups, which mainly determines the development of professional burnout. Comparison of the severity levels of professional burnout clearly shows that a high level of severity is observed only among females, the average level of severity of burnout in this group is significantly higher than within males, the low level of severity is approximately the same. This corresponds to the higher values of emotional exhaustion within females, as well as the questionnaire data, according to which females more often showed anxiety and concern for the safety of the lives of relatives in connection with wartime. Among males, the level of burnout is less combined with emotional exhaustion against the background of emotional detachment, which orients them to an active response in war conditions.

The study of professional burnout made it possible to obtain data on the state of health and feelings associated with the performance of work activities. According to the results of the study, employees have the severity of the indicators "emotional exhaustion", "depersonalization" and "burnout core", mainly at average, high and very high levels. And although the indicator "reduction of professional duties" is still at a low level of severity, the indicator of "depersonalization" is already beginning to manifest itself in relations with clients. Burnout, which tends to spread, can worsen the performance of professional duties if preventive measures are not taken in a timely manner.

Results of the life-purpose orientations study

In this study, life-purpose orientations (LPO) are considered as an integral system of conscious and selective connections, reflecting the orientation of the individual, the presence of life goals, awareness of choices and assessments, satisfaction with life (self-realization) and the ability to take responsibility for it, influencing its course [11]. They perform the function of a regulator of human behaviour and actions included in the sphere of personality activity against the background of experiences associated with events occurring in one's life [11, 24]. The LPO study made it possible to obtain data on the features of their manifestation, depending on professional burnout and the well-being of employees. Table 3 and Table 4 show the results of a study of the formation of indicators of life-purpose orientations among females and males.

Fig. 4, Fig. 5, Fig. 6, Fig. 7, Fig. 8 and Fig. 9 show the results of the life-purpose orientations survey by gender and age.

According to the "Goals" scale (Fig.4), in the group of females, the indicators have low values in all age groups, except for the group "31-40" y.o. (12% of the respondents), in which the average indicator (31) meets the criterion of the average value (29.38 + 6.24). The decrease in the indicator in other groups may indicate a loss of awareness, direction, and time perspective of life, its reorientation to the current days. In the group of males, the average indicators on the "Goals" scale compared to the average on the criterion (32.90 + 5.92) have the following values: decreased – in the group "20-25" y.o. (25.3 points), slightly below the criterion – in the group "up to 20" y.o. (32 points), meet the criterion – in the age groups "31-40" (36 points) and "41-50" (33 points). The data obtained testify to the purposefulness and awareness of life in the perspective of further development. For the studied group "20-25", the decrease of indicator on the scale may indicate a possible confusion in connection with the military situation and the perception of a short-term life prospect. For the studied group "31-40", the severity of the indicator on the scale "Goals" is maintained by a low burnout indicator, in other groups, average burnout indicators are observed.

Table 3. **Average indicators of life-purpose orientations (LPO) by age groups within females**

Scale	Average indicators of life-purpose orientations (LPO) by age groups within females						
	Up to 20 - 2 persons	20-25 4 persons	26-30 3 persons	31-40 2 persons	41-50 2 persons	51-60 3 persons	Average values with standard deviation
1. Goals	24.5	25	21	31	22	26.6	29.38 + 6.24
2. Process	24	24.75	28	29.5	26	29.3	28.80 + 6.14
3. Result	20	24	17	24.5	20	18.6	23.30 + 4.95
4. Locus of control ("I am")	18	14.5	20	21	17	21	18.58 + 4.30
5. Л Locus of control ("Life")	25	28.25	33	30.5	24	24.3	28.70 + 6.10
Common life-purpose	85.5	85.5	87	96.5	81	88.3	95.76 + 16.54

Source: compiled by the authors

Table 4. **Average indicators of life-purpose orientations (LPO) by age groups within males**

| Scale	Average indicators of life-purpose orientations (LPO) by age groups within males						
	up to 20 2 persons	20-25 3 persons	25-30 empty group	31-40 2 persons	41-50 7 persons	51-60 empty group	Average values with standard deviation
1. Goals	32	25.3	-	36	33	-	32.90 + 5.92
2. Process	32.5	26.3	-	33	32	-	31.09 + 4.44
3. Result	27	20.6	-	28.5	26	-	25.46 + 4.30
4. Locus of control ("I am")	20	19	-	25	24	-	21.13 + 3.85
5. Л Locus of control ("Life")	32	23.6	-	34	32	-	30.14 + 5.80
Common life-purpose	107	83	-	106.5	105	-	103.10 + 15.03

Source: compiled by the authors
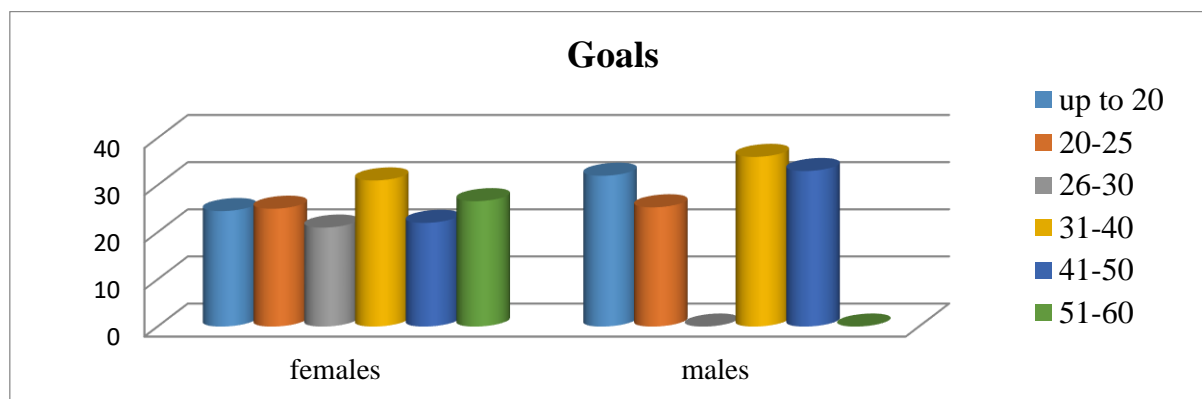
Fig. 4. **Average indicators by the scale "Goals" within males and females**
Source: compiled by the authors

According to the "Process" scale (Fig. 5), in the group of females, the criterion average value corresponds to the values in the age groups of the ranges "26-30", "31-40" and "51-60" (50 % of the subjects); in the age groups of the ranges "up to 20", "21-25", "41-50" the average values are below the criterion value. That is, one half of the females described their lives as emotionally rich and meaningful, which contributes to an active life position in a martial law. The other half have average burnout scores and low scores on the goal scale, indicating a spread of negative feelings associated with the state of war. Among males, the indicators in the study groups "up to 20", "31-40", "40-50" (78.6 %) correspond to the criterion (31.09 + 4.44). The subjects are characterized by an active life position, they understand the meaning of their life. The decreased indicator in the 20-25 group (26.3 points) shows a certain disorientation in actions and ideas about the meaning of one's life.

According to the "Result" scale, females in the age groups "20-25" and "31-40" (38 % of the subjects) meet the criteria, and professional burnout is at an average level in both groups. Other age groups have indicators below the criteria, professional burnout is at low, average and high levels. Among males, the indicators on the scale in all groups, except for the group "20-25 years old" (20.6 points), correspond to the criterion (25.46 + 4.30). The scores on the "Result" scale reflect the assessment of the passed segment of life, the feeling of how productive and meaningful it was. Indicators below the criterion indicate the possibility of a contradiction between the desire for self-realization and situational possibilities. Decreased indicators of result reinforce such negative experiences as anxiety, apathy, uncertainty, passivity, disbelief in one's own strengths; it means a loss of interest in what used to cause it. A change in the hierarchy of values contributes to the formation of depersonalization, which, depending on the level of its severity, manifests itself in a tendency to reduce the quality of communication with colleagues and clients. There may be an indifferent attitude to what is happening with people, which is confirmed by the data from the questionnaire.
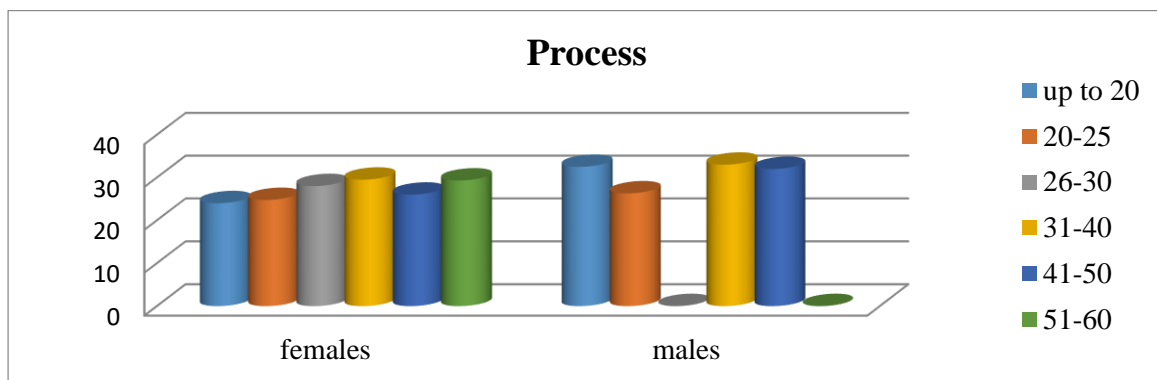

Fig. 5. **Average indicators by the scale "Process" within males and females**
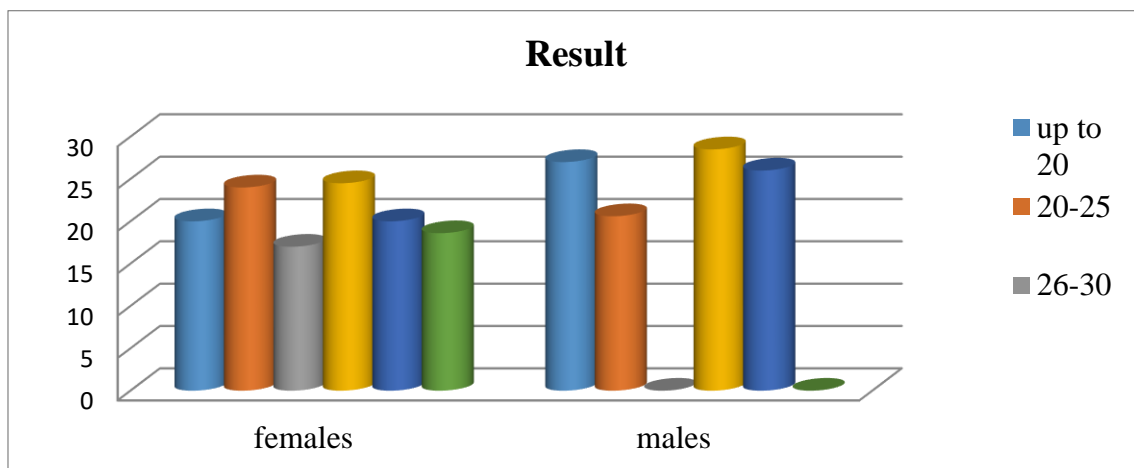*Source:* compiled by the authors

Fig. 6. **Average indicators by the scale "Result" within males and females**
Source: compiled by the authors

ISSN 2663-0176 (Print)
ISSN 2663-7731 (Online)
Information technology in socio-economic,
organizational and technical systems
89

The values on the scale "Locus of control – I am" (Fig. 7) in the group of females meet the criterion in 62.5 % of the subjects, in 12.5 % they are slightly lower, and in 25 % they differ from the criterion by 7.5 %. According to the study, subjects with low scores have high burnout rates. The indicators within males in the age groups of "31-40" and "41-50" (64.36 %) correspond to the criterion, in the groups "under 20" and "20-25" they are somewhat reduced. Professional burnout in all groups at an average level, depersonalization at an average level in all groups, except for the group "under 20", which has a high severity indicator. According to research, increased depersonalization performs a protective function when a person hides his own confusion behind a negative attitude towards others. High scores on the scale correspond to the idea of the studied subjects about themselves as a person who has sufficient freedom of choice to build owns life in accordance with the goals and idea of the meaning of it. A decrease in scores indicates disbelief in one's ability to control the events of one's own life [5, 24].

The results of the study on the scale "Locus of control – Life" are shown in Fig.8. In the group of women, compliance with the criterion values is observed in 31.25 % of the subjects (age groups "26-30" and "31-40"), in 25 % – slightly below the criterion (age group "20-25") and in 43.75 % – below the criterion (age groups "up to 20", "41-50" and "51-60"). Within "up to 20" y.o. group, subjects has low indicators of emotional exhaustion and of the "core" of burnout, which, against the background of all the decreased average indicators of the

meaning of life, may indicate an underestimation of the difficult situation that has developed in the country. The second group has a very high rate of emotional exhaustion and a high rate of "core" burnout, which significantly reduces the ability to control their own lives. In the third group, the indicators of emotional exhaustion and the "core" of burnout are at an average level. But the feeling of anxiety, concern for one's life and the lives of relatives, apathy, which are noted by the subjects, can increase uneasiness about the feeling of responsibility for relatives and inability to correct the situation.

Among males, the age groups "up to 20", "31-40" and "41-50" have fairly high scores on the scale, which are consistent with the scores on other scales; the indicators of the "core" of burnout in the subjects are at an average level. This indicates an attempt to control one's life and make one's own decisions, which decreases against the background of negative feelings and the development of burnout. The "31-40" group has a low burnout rate, which does not permanently affect the ability to control one's own life, but can increase under the influence of a negative situation. In the studied group "20-25", the indicator is below the criterion, which indicates a lack of sufficient control over their own lives and, with an average burnout value, the situation may worsen. All the subjects who noted high scores on the scale are characterized as being able to manage their lives, make decisions and put them into practice. With low scores, a person believes that his life is beyond his control and there is no point in thinking about the future.
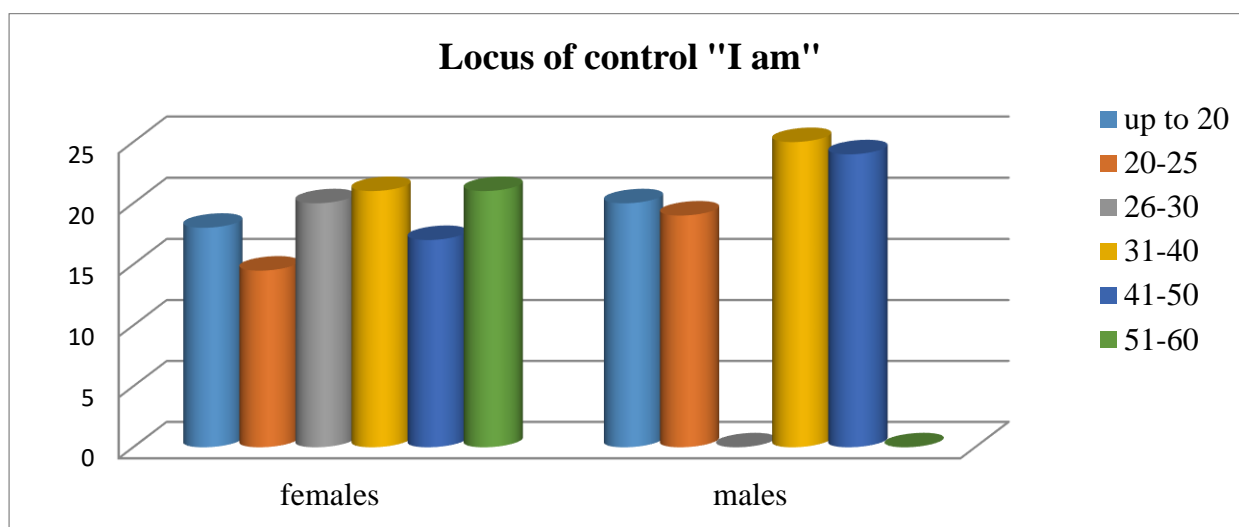

Fig. 7. Average indicators by the scale "Locus of control (I am)" within males and females
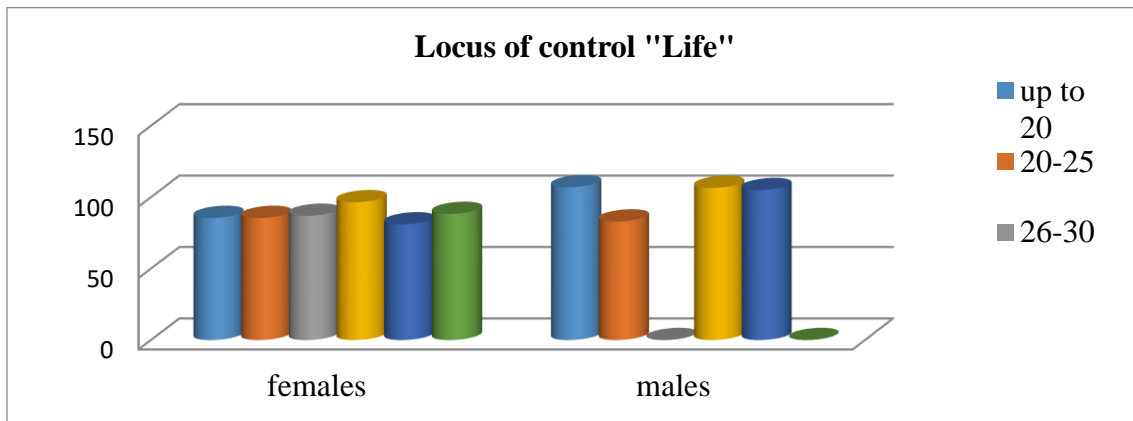*Source:* **compiled by the authors**

Fig. 8. Average indicators by the scale "Locus of control (Life)" within males and females
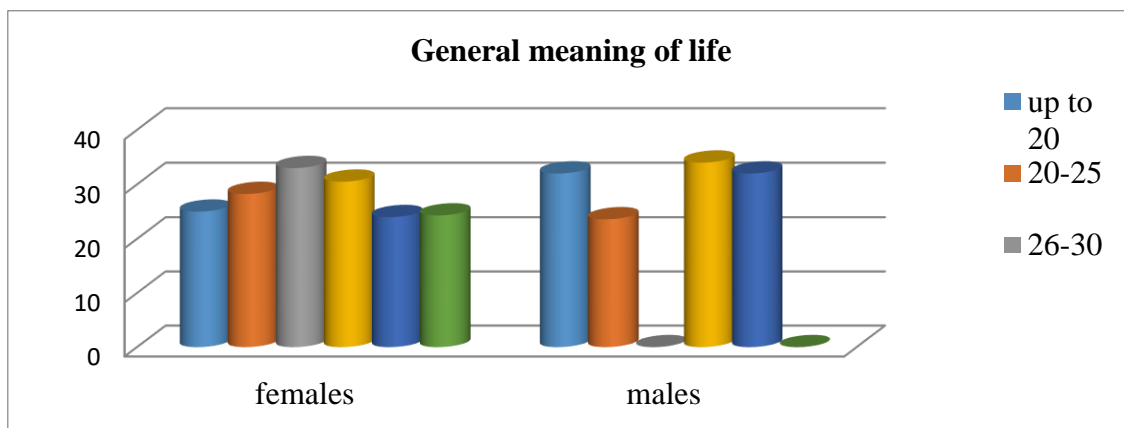*Source:* compiled by the authors

Fig. 9. Average indicators by the scale "General meaning of life" within males and females
Source: compiled by the authors

The results of the study on the scale "General meaning of life" are shown on Fig. 9. In the group of females, the highest value of the indicator was recorded in the age group "31-40" (96.5 with an average criterion value of 95.76+16.54), representatives of other groups have indicators below the average criterion value (85.5; 87; 88.3), and especially, the age group "40-50" (81), which corresponds to a high rate of professional burnout.

Males of the "20-25" group have reduced indicators on all scales, their average burnout core score is quite high. This may indicate a certain confusion in the current situation in the country. In the studied groups "up to 20", "31-40" and "41-50" all values on the scale correspond to the average of the criterion.

As a result, the most formed indicators for females and males on all scales are grouped within the age range "31-40", as well as separately for men within the range "41-50", and on four scales within the range "up to 20". A small sample size does not allow us to draw significant conclusions, but insufficiently high scores in the perception of one's own personality in the "under 20" group indicate

disbelief in one's ability to control events. When combined with low scores on the "goals" scale and high scores on the "general meaning of life" scale, this characterizes a person who lives in present days and underestimates future threats. The age ranges "31-40" and "41-50" are more often characterized by meaningful activity, which is confirmed by a number of studies [22, 24].

Figure 10 shows the ratio of the average indicators of the general meaning of life and professional burnout by age groups. The average characteristics of burnout determined the low characteristics of life-purpose orientations in the age groups "21-30" and "41-60" – 66.6% of the subjects altogether. In the age group "up to 20" (16.7 % of the subjects), there is a low level of the indicator "meaning of life" with a low level of burnout, but emotional exhaustion is already beginning to form and affect the indicator of the "general meaning of life". In the age group "31-40" (16.7 % of the respondents) we have found a high level of the indicator "general meaning of life" with a low level of professional burnout.
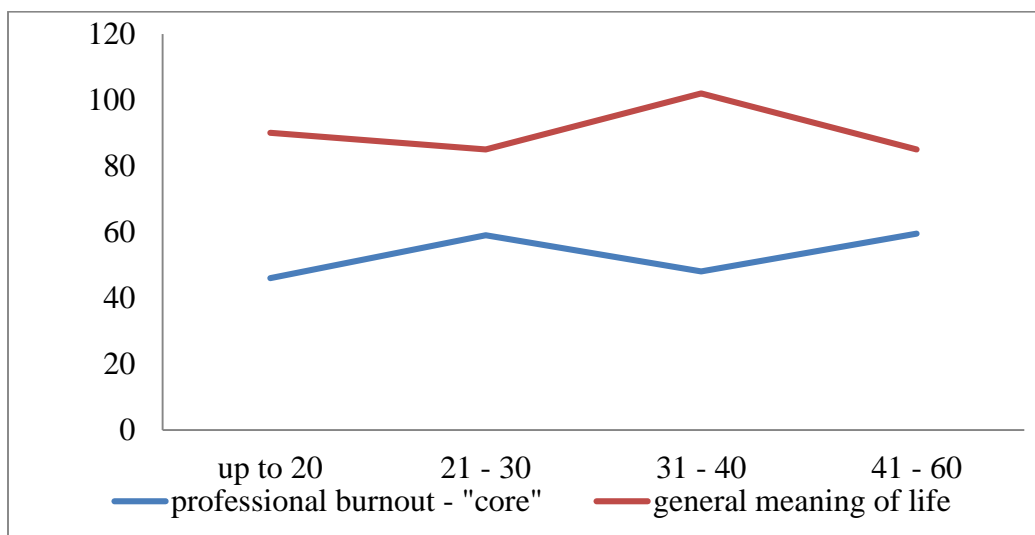
Fig. 10. **The ratio of professional burnout and general meaning of life**
Source: compiled by the authors

For all subjects, the scores on the scale characterize how much a person understands the direction and time perspective of his own life, its content, productivity, the possibility of self-realization, freedom of choice, decision-making, and control of his life. For the age group "31-40" this indicator is the most expressed and characterizes the ability to maintain the meaning of one's own life at a high level in extreme military conditions. It can be assumed that in this case the meaning of life counteracts the occurrence of professional burnout, which indicates the mutual influence of indicators and the possibility of a common approach to correcting burnout and life-purpose orientations of a person.

At the same time, representatives of this group fall into the group of subjects (83.3 %) who, according to the questionnaire, noted a negative state of well-being due to the situation in the country, a sense of fear for their own lives and the lives of relatives (96.7 %). Negative feelings can contribute to the development and intensification of emotional exhaustion and burnout, which, in turn, can provoke a deterioration in indicators of the meaning of a person's life. Comparison of the indicators of life-purpose orientations of the subjects on all scales with indicators of burnout showed the relationship between them. Under the wartime conditions, the deterioration of the emotional well-being of workers led to the manifestation of professional burnout, which has different levels of severity in different subjects. The results obtained are mediated not only by the peculiarities of professional activity and working conditions, but, foremost, by the well-being of workers in wartime conditions.

An extreme situation actualizes social connections, which are a priority for the subjects. Therefore, changing value orientations in terms of content and rank is a multifactorial process, which is affected not only by burnout. At the same time, it is important to take into account the individual conditionality of the nature of this influence. The distribution of subjects by gender and age made it possible to see different trends in the formation of the meaning of life and burnout, which can become the basis for further research.

Fig. 11 shows the general sequence of actions for designing a program for the prevention and correction of professional burnout and life-purpose orientations of a person based on their mutual influence [8]. Blocks of the program: situational conditionality of the initial data (characteristics of the employee's personality, professional activity, professional burnout, life-purpose orientations), actualization of vitality resources (social-psychological, organizational) and the direction of its content essence.

Recommendations for the construction of psychological training

The goal of psychological training is to improve the well-being of employees by reducing the negative impact of a crisis situation, burnout indicators and correcting life-purpose orientations. Empathy training is proposed as the main one, aimed at reducing all indicators of burnout. Exercises for the development of self-regulation of mental states are an integral part of empathy training and contribute to improving the well-being of employees [9, 21]. The objectives of the training are built on the

basis of indicators on the scales of life-purpose orientations, which will contribute to the discussion of the main life values and motivational orientation of the participants in the training under wartime conditions. Training is recommended to be carried out in blocks, with an emphasis on different components. The blocks include exercises focused on improving communication skills, improving time management, and the ability to receive social support [4].

CONCLUSIONS

The article discusses the features of designing a program for the prevention and correction of professional burnout and life-purpose orientations of the individual in order to improve the well-being of employees in wartime conditions. There are analysed theoretical aspects of the functioning of the value-semantic sphere as the central formation of the personality, its nature and structural elements, and their interrelations.

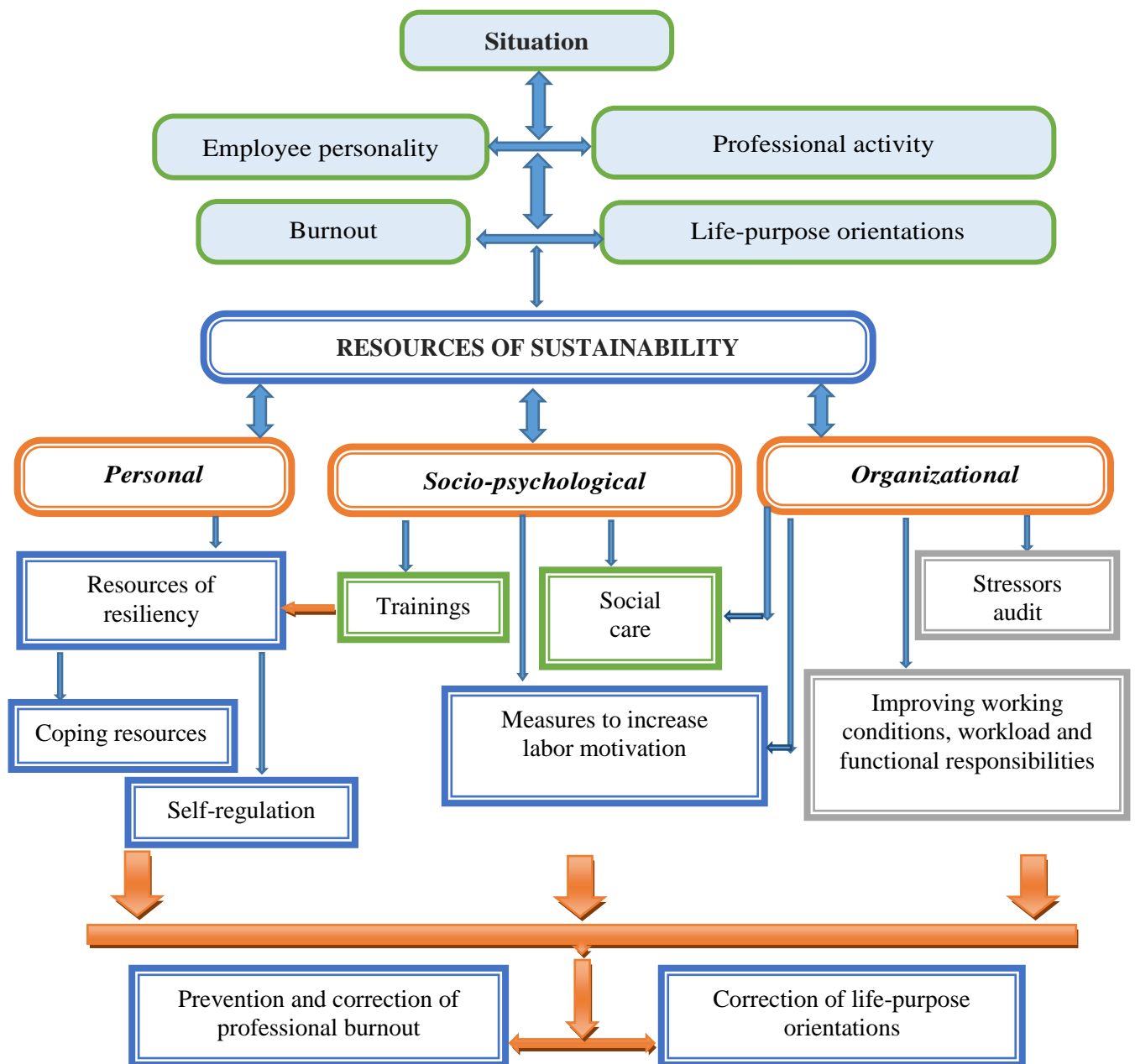**Burnout Prevention Program based on life-purpose orientations**

Fig. 11. **Structural diagram of the program for the prevention and correction of professional burnout and life-purpose orientations of the individual based on their mutual influence**
Source: compiled by the authors

Authors have studied the features of the negative impact of professional factors on employees in wartime conditions, the change in value priorities and the possibility of developing professional burnout. The solution of the research tasks to determine the indicators of the well-being of employees and their attitude to work duties, professional burnout and life-purpose orientations made it possible to formulate requirements for the design of a prevention and correction program. Based on the mutual influence of these indicators, the main blocks of the program were identified:

situational conditionality of the input data (characteristics of the employee's personality, professional activity, levels of professional burnout and indicators of life-purpose orientations), actualization of vitality resources (social-psychological, organizational) and the direction of its content essence. Promising for further research and more informed recommendations may be the expansion of the methodological guidances in order to determine individual characteristics and trends in the formation of the meaning of life and burnout.

REFERENCES

1. Berezivska, R. "What soft skills do employers want to see after the start of the war". *Ekonomichna Pravda* (in Ukrainian). 2022. – Available from: https://www.epravda.com.ua/columns/2022/08/12/690294. – [Accessed: Nov. 2022].

2. Beh, I. "Personality on the way to spiritual values: monograph" (in Ukrainian). Kyiv-Chernivtsi: Býkrek. 2018. 296 p. – Available from: https://www.pedagogic-master.com.ua/public/Beh.pdf. – [Accessed: Nov. 2022].

3. Blinkov, O. N. & Lebidinceva, O. I. "Professional burnout as a consequence of a lack of professional readiness" (in Russian). *Acmeology*. 2018. p. 27–31. – Available from: https://cyberleninka.ru/article/n/professionalnoe-vygoranie-kak-sledstvie-defitsita-professionalnoy-gotovnosti-na-osnove-analiza-nauchnoy-literatury/viewer. – [Accessed: Nov. 2022].

4. Vodop'yanova, N. Ye. & Starchenkova, O. S. "Burnout syndrome: diagnosis and prevention" (in Russian). SPb.: Piter. 2008. 336 p.

5. Gromova, E. M., Berkýtova, D. I. & Gorshkova, T. A. "Personal values as the basis of life and professional strategy" (in Russian). *Sovremennye Problemy Naýkı ı Obrazovanıa*. 2013. – Available from: https://science-education.ru/ru/article/view?id=9042. – [Accessed: Nov. 2022].

6. Garvanova, Magdalena Zlatkova & Garvanov, Ivan Ganchev "Investigation of values in modern psychology" (in Russian). *Sovremennaya psihologiya*: *materialy III Mezhdunar. Nauch. Konf*. 2014. p. 5–20. – Available from: https://moluch.ru/conf/psy/archive/156/6339/ – [Accessed: Nov. 2022].

7. Kitaev-Smyk, JI. A. "Psychology of stress" (in Russian). Moscow: *Nauka.* 2013. 368 p. – Available from: http://psychologylib.ru/books/item/f00/s00/z0000040/index.shtml. – [Accessed: Nov. 2022].

8. Kolot, Svitlana A., Khristich, Anna L. & Polic, Viktor. "Emotional management as a component of effective team management". *Applied Aspects of Information Technology.* 2020; 3 (2): 85–97. DOI: https://doi.org/10.15276/aait.02.2020.6. 2021; 4 (1): p. 46–37.

9. Korolchuk, M. S. & Krajnyuk, V. M. "Social and psychological support of activities in normal and extreme conditions (in Ukrainian). Kyiv: *Elga. Nika-Ctnter*. 2017. 505 p. – Available from: https://www.uzhnu.edu.ua/uk/infocentre/get/37661. – [Accessed: Nov. 2022].

10. Lloyd, C., King, R. & Chenoweth, L. "Social work, stress and burnout: A review". *Journal of Mental Health.* 2002. 11 (3): 255–265. – Available from: https://core.ac.uk/download/pdf/14994459.pdf. – [Accessed: Nov, 2022].

11. Leontev, D. A. "Psychology of meaning: nature, structure and dynamics of meaningful reality". (in Russian). Moscow: *Smisl.* 2019. 584 p. – Available from: https://lib.uni-dubna.ru/search/files/psy_leo_psy_smisla/1.pdf. – [Accessed: Nov. 2022].

12. Maslach, C. & Jackson, S. E. "The measurement of experienced burnout". *Journal of Organizational Behavior.* 1981; 2: 99–113. DOI: https://doi.org/10.1002/job.4030020205.

13. "Mental health and psychosocial support in emergencies" (in Ukrainian). *Psihichne zdorov'ya ta psihosocialna pidtrimka v umovah nadzvichajnoyi situaciyi*. Jeneva: 2007. 218 p. – Available from:

https://interagencystandingcommittee.org/system/files/iasc_mhpss_guidelines_ukrainian_0.pdf. – [Accessed: Nov. 2022].

14. Mudrak, M. "Peculiarities of the psychological approach to the study of the individual's value system" (in Ukrainian). *Nova Pedagogichna Dumka*. 2014; 1: 195–198. – Available from: http://nbuv.gov.ua/UJRN/Npd_2014_1_62. – [Accessed: Nov. 2022].

15. Orel, V. E. *"*The phenomenon of "burnout" in foreign psychology: empirical research" (in Russian). *Jurnal Prakticheskoi Psihologii i Psihoanaliza.* 2001; No. 3. – Available from: https://psyjournal.ru/articles/fenomen-vygoraniya-v-zarubezhnoy-psihologii-empiricheskie-issledovaniya. – [Accessed: Nov. 2022].

16. Pochtareva, E. YU. "Value-semantic sphere of personality: essence, determinants, mechanisms of development" (in Russian). *Vestnik Permskogo Universiteta. Filosofiya. Psihologiya. Sociologiya.* 2017; 4: 563–575. DOI: https://doi.org/10.17072/2078-7898/2017-4-563-575.

17. "Psychological features of the individual and society's response to emergency situations: Mater. professional discussion on 14.12.2021". *ISPP NAPN Ukraïni.* Kyiv: 2022. 164 p.

18. Robert King, et al.   "Social work, stress and burnout: A review". *Journal of Mental Health.* 2002; 11 (3): 255–265. DOI: https://doi.org/10.1080/09638230020023642.

19. Slyusarevskij, M. M. "The socio-psychological state of Ukrainian society in the conditions of a full-scale Russian invasion: urgent challenges and responses" (in Ukrainian). *Stenograma Dopovidi na Zasidanni Prezidiyi NAN Ukrayini 4 Travnya 2022 roku. Bulletin of the National Academy of Sciences of Ukraine.* 2022; (6): 85–92. DOI: https://doi.org/10.15407/visn2022.06.085.

20. "Traumatic events: psychological support and self-help. Handbook for specialists in auxiliary professions of the social sphere who work with internally displaced persons and the affected population"(in Ukrainian). Council of Europe. 2022. – Available from: https://rm.coe.int/traumatic-events-ukr-/1680a765d4. – [Accessed: Nov. 2022].

21. Frankl, V. "Man in search of meaning" (in Russian). M.: *Progress.* 1990. 368 p. – Available from: https://libking.ru/books/sci-/sci-psychology/252583-113-viktor-frankl-chelovek-v-poiskah-smysla.html#book. – [Accessed: Nov. 2022].

22. Fýrman, A. A. "Psychology of meaningful personality development" (in Ukrainian). *Ternopil: TNEÝ.* 2017. 508 p. – Available from: http://dspace.wunu.edu.ua/bitstream/316497/29777/1/furman.pdf. – [Accessed: Nov. 2022].

23. "The fourteenth national survey: Psychological markers of War" (in Ukrainian). 2022. – Available from: https://ratinggroup.ua/research/ukraine/chetyrnadcatyy_obschenacionalnyy_opros_psihologicheskie_markery_voyny_18-19_iyunya_2022.html. – [Accessed: Nov. 2022].

24. "The value-meaning sphere as the basis of regulation of life activities, the dynamics of its functioning". – Available from: https://superinf.ru/view_helpstud.php?id=3323. – [Accessed: Nov, 2022].

25. "How to overcome the psychological trauma that a person received in the conditions of war: explanation of a specialist" (in Ukrainian). *Vilne radio.* – Available from: https://freeradio.com.ua/iak-podolaty-psykholohichnu-travmu-iaku-liudyna-otrymala-v-umovakh-viiny-roz-iasnennia-fakhivtsia-foto. – [Accessed: Nov. 2022].

26. Yamnickij, O. V. "The category of "value" in the psychological dimension" (in Ukrainian). Kyiv: *Nauka i Osvita.* 2013; 4: 34–37. – Available from: http://dspace.pdpu.edu.ua/bitstream/123456789/7009/1/Yamnitsky%20Olexander%20Vadymovych%202013%204.pdf. – [Accessed: Nov. 2022].

Розробка програми корекції професійного вигорання на основі смисложиттєвих орієнтацій в умовах воєнного стану

Христич Анна[1]
ORCID: https://orcid.org/0000-0002-6578-6732; khristich@ilo.org
Колот Світлана Олександрівна[2]
ORCID: https://orcid.org/0000-0001-9145-9017; skolot27@gmail.com
Полик Віктор[1]
ORCID: https://orcid.org/0000-0001-8636-5639; polic@webster.ch
[1] Міжнародна організація праці, Женева, Швейцарія
[2] Національний університет «Одеська політехніка», проспект Шевченка, 1. Одеса, 65044, Україна

АНОТАЦІЯ

У статті розглядаються результати теоретичного та експериментального дослідження особливостей проектування програми корекції професійного вигоряння на основі сенсожиттєвих орієнтацій в умовах воєнного стану в країні. Показано, що процес формування цінностей є соціальним за своєю природою, тісно пов'язаний із характером діяльності та опосередкований спілкуванням. У процесі життєдіяльності сенсожиттєві орієнтації виступають у ролі регулятора поведінки та дій особистості. Визначення невідповідності життєвих цінностей та цілей з можливістю їх реалізації у професійній діяльності, дозволило виявити основні причини психоемоційного виснаження та обумовленість, зв'язку між вигоранням та ціннісно-смисловою сферою людини. Аналіз факторів вигоряння показав їх регулюючий вплив на здійснення професійної діяльності та особливості впливу на ціннісно-смислову сферу працівника. Визначено основні напрями дослідження взаємозв'язку смисложиттєвих орієнтацій та вигоряння в умовах воєнного стану. Встановлено, що посередником між професійним вигоряння та смисложиттєвими орієнтаціями виступає емоційне виснаження. Показано, що високі показники емоційного виснаження та «ядра» вигоряння значно зменшують можливість контролю над власним життям, можуть посилювати тривогу через почуття відповідальності за близьких та неможливість виправити ситуацію. Виявлено зв'язок між показниками сенсожиттєвих орієнтацій за всіма шкалами з показниками вигоряння. Розподіл досліджуваних за статтю та віком дозволив побачити різні тенденції у формуванні сенсу життя та вигоряння, що може стати основою для подальших досліджень. Визначено особливості проектування програми профілактики та корекції професійного вигоряння та сенсожиттєвих орієнтацій працівників в умовах воєнного часу за результатами дослідження.

Ключові слова: робота в умовах воєнного стану; самопочуття працівників; професійне вигоряння; смисложиттєві орієнтації; проектування програми профілактики та корекції

ABOUT THE AUTHORS
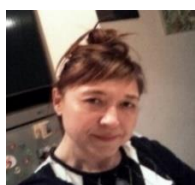
Anna L. Khristich - Doctor in public administration, senior project manager in the IT project management office Internationl Labour Organsation, Geneva, Switzerland
ORCID: https://orcid.org/0000-0002-6578-6732; khristich@ilo.org
Research field: IT Project Management

Христич Анна Л. - доктор державного адміністрування. Головний проектний менеджер офісу ІТ проект-менеджменту. Міжнародна організація праці. Женева, Швейцарія

Svitlana A. Kolot - Candidate of Psychological Sciences, associate professor. Institute of the Humanities. Odessa National Polytechnic University, 1, Shevchenko Ave. Odessa, 65044, Ukraine
ORCID: https://orcid.org /0000-0001-9145-9017; skolot27@gmail.com
Research field: Organizational psychology; emotional management

Колот Світлана Олександрівна - канд. психол. наук, доцент, Інститут гуманітарних наук. Національний університет «Одеська політехніка», проспект Шевченка, 1. Одеса, 65044, Україна

Viktor Polic - PhD in Cryptography and Advanced Protection Systems. Chief of Information Security and Assurance Services. International Labor Organization. Geneva, Switzerland
ORCID: https://orcid.org/0000-0001-8636-5639; polic@webster.ch
Research field: Information Security and Assurance

Полик Віктор - PhD в області криптографії та сучасних систем захисту. Керівник служби інформаційної безпеки і забезпечення. Міжнародна організація праці. Женева, Швейцарія