



Manager Burnt-Out Risk in New Zealand: A Five-Wave Study Before, During, and After Covid-19 Lockdowns

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Study Logic and Question

I conducted my first BAT study in February 2020. But, it was part of a study of firms and managers. Since then, I have conducted a number of studies of the New Zealand workforce (typically $n=1000$ employees, relatively evenly split by gender. Good age spread.)

My Q to you: employees or managers only?

Samples

February 2020: n=399 (only managers)

May 2020: n=1026 (**n=306** managers)

December 2020: n=1042 (**n=333** managers)

April 2021: n=1043 (**n=394** managers)

November 2021: n=1085 (**n=505** managers)

May 2022: n=1031 (**n=389** managers).

Note: different people not longitudinal!

Covid-19 Timeline

- 28 February 2020: New Zealand's first case
- 21 March 2020: Alert Levels (#1-4) introduced.
- 23 March 2020: Alert Level 3.
- 25 March 2020: Alert Level 4 (nation-wide lockdown)
- 13 May 2020: Alert Level 2 (i.e., Freedom!!)

Etcetera etcetera...

Why Managers?

BAT data from February 2020.

Without it, no 'anchor point' for BAT **pre-Covid times!**

Limiting samples to managers only might reduce issues around different professions etc.

My argument would be managers are an important group and keeping that constant across the six samples might be more useful(?)

My Q to you: agree with the manager focus? Yes/No?

Paper Idea

BAT is great and the high burnt-out risk category 'lights my academic fire'! 😊

I have 4 BAT papers all focused on this categorization.

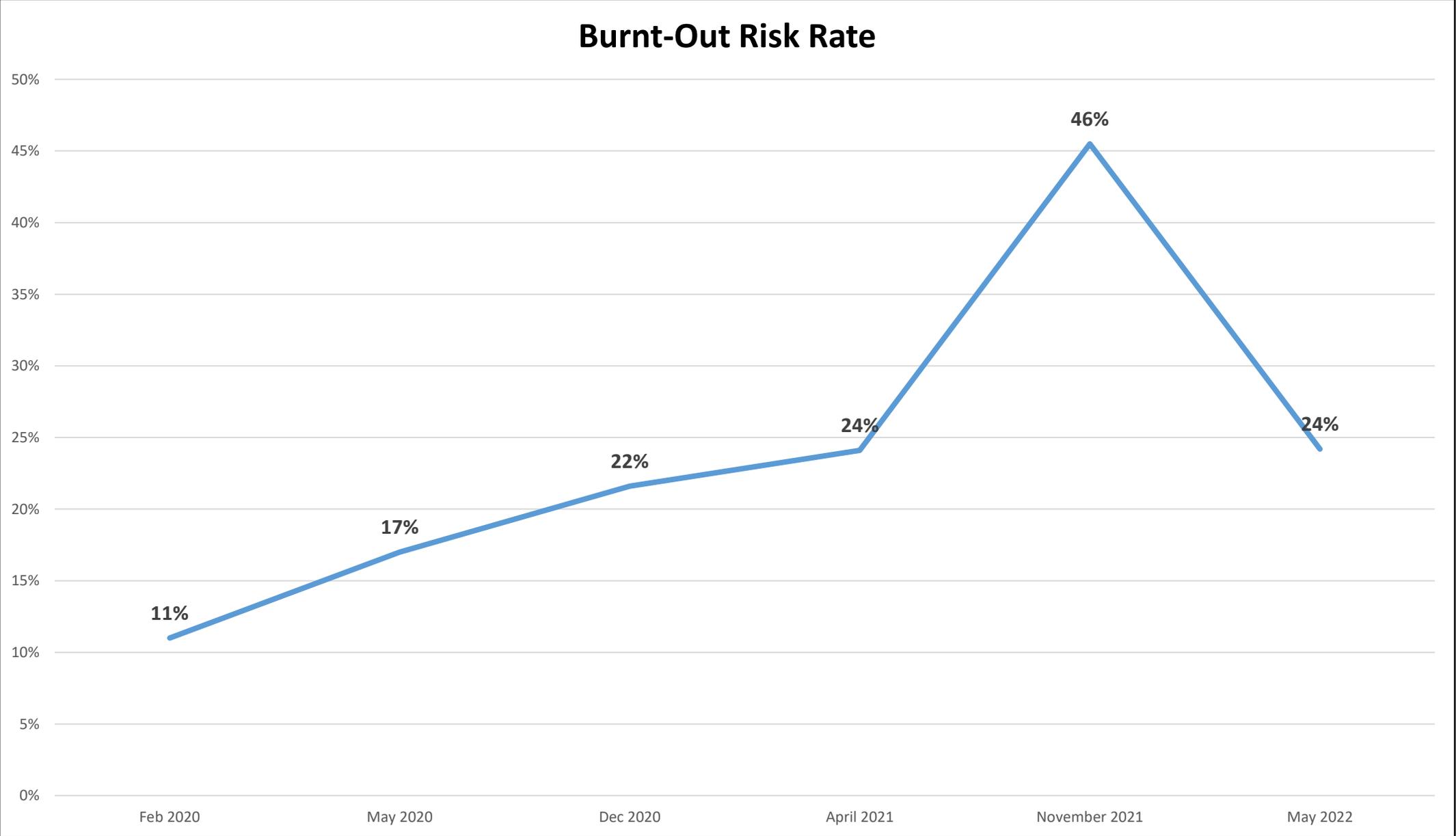
I am interested in the burnt-out risk across these time periods:

1. pre-Covid
2. Immediate after first Covid lockdown
3. Across the timeline of Covid. While lockdowns did occur again, often localised.
4. Influence on wellbeing (depression, etc.)

Methods

- 6 samples. BAT higher-order CFA in AMOS. 😊 CFI >.90 across all six samples. Measures reliable (all $\alpha > .80$)
 - Calculate burnt-out risk (BATs severe job burnout).
 - Wellbeing: job depression, psychological complaints, & psychosomatic complaints. Created high-levels for each outcome ($M+1SD \rightarrow$ roughly top quintile).
- Then, calculated odds ratios using burnt-out risk (BATs severe job burnout).

Findings



Findings

Burnt-out risk rate:

- February 2020: 11.0%
- May 2020: 17.0%
- December 2020: 21.6%
- April 2021: 24.1%
- November 2021: 45.5%
- May 2022: 24.2%

Sample Findings

Odds ratios: Burnt-out risk rate → high depression, psychological and psychosomatics...

- February 2020: burnt-out risk → high psych complaints was 19 times higher + 36 times higher for high psychosomatic complaints
- May 2020: 20 times higher for high depression
- Nov 2021: 48 times higher for high depression
May 2022: 25 times higher for high depression

Implications

- BAT has robust psychometric properties! 😊
- Evidence that severe burnout (burnt-out risk) grew steadily across Covid-19 times, including after nation-wide lockdowns. However, it may be stabilizing and lowering throughout 2022.
- This growth is a critical concern – especially the critical influence high burnt-out risk has on manager well-being.

Thoughts

- Is the employee data of some use?
- Use as an additional set of data CFAs? [the BATs psychometric properties holds well consistently]
- A comparison data set?
- Or, a distraction? (especially with six datasets!)

Questions

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