# Work engagement and Burnout in Christian Ministry among Catholic Religious Men and Women Working in Rural Areas: A Case of the Lodwar Diocese in Turkana County, Kenya

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*Abstract:* **Ministry burnout is a global issue of concern among the Church ministers worldwide. Studies have shown that most Church ministers leave ministry prematurely due to burnout, which affects their commitment to the Church. Based on the global concern of burnout in ministry among Church ministers, the study was guided by the following objectives: To establish the levels of worker engagement among the Catholic religious men and women working in Lodwar Diocese Kenya; to determine the relationship between work engagement and burnout in Christian ministry among the Catholic religious men and women working in Lodwar Diocese Kenya. The study adopted an embedded mixed-method research design specifically correlational and phenomenological designs. Using census and convenience sampling, a sample size of 131 Catholic religious men and women were included in the study. Quantitative data were collected using standardized questionnaires and qualitative data was collected using Focus Group Discussion Guide. Before the actual data collection, pre-testing of standardized instruments was carried out to ensure its reliability and validity. Quantitative data was analyzed using descriptive statistics and correlation analysis using SPSS Version 32, while qualitative data was analyzed using thematic analysis. The findings showed that work engagement was above average. This is because all the subscales of work engagement scored a mean above 2.5. Specifically, the subscale of dedication had the highest mean (mean=4.11, SD=.45), followed by vigour (mean=3.79, SD=.51) and absorption (mean=3.55, SD=.56). The study found a weak negative and significant association between vigour and depersonalization (r=-0.199, p>0.05), as well as a weak positive and significant relationship between vigour and personal accomplishment (r=0.228, p>0.05).**

## I. INTRODUCTION

Church ministers are called to serve the humanity through various ministries and therefore, work engagement plays a significant role in their vocation. They are called to minister to humanity other than just working to earn a living. They are likely to demonstrate energy and enthusiasm in their work because they do what they are called to do. Moreover, they are likely to be dedicated and absorbed in their ministry work. Those Church ministers scoring high in work engagement are likely to experience low levels of burnout.

Work engagement is defined as a state of mind in which individuals find their daily routines personally meaningful, are enthusiastic and passionate about their employment and are involved with, devoted to, and excited about their work. Work engagement refers to an employee's ability to work for an organization with defined job qualities to achieve a desired organizational goal while on the job. Work engagement was defined by Shuck and Wollard (2010) as an "individual employee's cognitive, emotional, and behavioural state directed toward a desirable organizational objective" (p. 103).

On the other hand, Maslach (1993) described burnout as "a psychological syndrome of emotional exhaustion, depersonalization, and decreased personal achievement that can occur in people who work in some capacity with other people" (p. 19). According to Maslach and Jackson (1996), three dimensions of burnout are conceptualized as independent of each other, and occur sequentially. First, a person experiences emotional exhaustion leading to depersonalization and a lack of personal accomplishment. Emotional exhaustion is manifested through physical and mental fatigue, low motivation, low energy, sleep problems and feeling depression. This exhaustion leads to depersonalization which is manifested through withdrawal and lack of any concern to those in need of care. Lack of personal accomplishment is manifested through low self-esteem, feeling of incompetence and low productivity in the place of work (Maslach & Jackson, 1986; Maslach, Jackson, & Leiter, 1996).

Sarisik, Bogan, Zengin, and Dedeoglu (2019) researched the link between burnout and organizational commitment. In Istanbul, Turkey, 700 public personnel were included in the sample. Questionnaires were used to collect data. The hypotheses were tested using the partial least squares method (PLS-SEM). Employee burnout was found to be negatively associated to organizational commitment, according to the findings of the study. on the other hand, emotional tiredness was shown to be adversely connected to commitment, whilst personal accomplishment was found to be positively related to commitment. On the other hand,

depersonalization, on the other hand, had no significant link with any of the three characteristics of commitment.

Yin (2017) investigated the link between job engagement and job burnout and job engagement and job performance. The survey included 633 employees from 48 different organizations who were chosen at random. Questionnaires were used to collect data. According to the study, Job involvement has a detrimental impact on job burnout. Using standardized tests, conducted a study to examine the association between job engagement and the occurrence of occupational burnout (OB), organizational socialization (OS), and psychological resilience in organizations in Mexico City. A total of 1110 employees were enlisted to take part in the survey. The factors were measured using the Utrecht Work Engagement Scale, the Organizational Socialization Inventory, the Occupational Burnout Scale, and the Mexican Resilience Scale. The findings of the study demonstrated that casual work participation reduced the risk of developing occupational burnout.

Adewale (2020) investigated the impact of work engagement on job burnout among Nigerian University librarians using a survey research methodology. The study included Six hundred and twenty-four librarians from all of Southern Nigeria's 38 public universities (federal and state) were included in the study. Descriptive and inferential statistics were used to analyze the data. Work engagement (=.184, t(498) =4.191, R2 =.034, p.05) substantially influenced job burnout of librarians in Nigerian University libraries, according to the data. Work engagement contributes to low levels of job burnout among librarians in Nigerian institutions, according to the study, and library management should maintain effective work practices to avoid job burnout.

A recent study by Jiying, Brian, Hongbiao and Yamin (2020) examined the role of faculty stressors in influencing teachers' efficacy, engagement and teaching satisfaction. The study was carried out with faculty members from 25 public institutions that are based in mainland China. Through convenience sampling, 2758 participants were selected to participate in the study. The data was collected using questionnaires. The finding showed that faculty stressors had no significant influence on efficacy, engagement and satisfaction. The study focused on the influence of faculty stressors on teachers' efficacy, engagement and teaching satisfaction, while the current study focused on the role of work engagement in mediating the relationship between burnout and organizational commitment. A Study was carried out among the faculty staff in China, while the current study was carried out among Catholic religious men and women in Kenyan rural areas. Moreover, the study utilized only questionnaires as means of data collection, while the current study utilized both questionnaires and a focus group discussion guide.

In China, a quantitative study was conducted to investigate the impact of self-efficacy on teachers' emotional tiredness and work engagement. The study enlisted the participation of 508 teaching staff from Macao's inclusive schools, which were chosen at random. A questionnaire was used to collect information for the investigation. A Regression study revealed a negative association between self-efficacy and emotional weariness. In addition, the data revealed that instructors' perceptions of their roles were a negative predictor of emotional weariness and a positive influence on cognitive work engagement (Angus, Vitor, Chris, Elisa & Ana, 2020). The study employed a quantitative approach, while the current study employed mixed-method approach. It was carried in China with teachers from private schools, while the current study was carried out in Kenya with Catholic religious men and women working in rural areas. The study employed only questionnaires to collect data, while the current study employed both questionnaires and focus group discussion guides to gather in-depth data.

Erica, Andrew, and Nathan (2019) conducted a cross-sectional study to investigate the association between spirituality, job burnout, and work engagement. The research was conducted with human care professionals in Southern California, in the United States. A total of 133 people were chosen for the study using non-probability sampling. Spirituality was not substantially connected with burnout, according to regression analysis results. Furthermore, the study found an association between spirituality and dedication, while no such relationship existed between vitality and absorption. The study was carried out among human service workers in Southern California while the current study was carried out in Kenyan rural areas with Catholic religious men and women. The study utilized only questionnaires to collect data, while the current study utilized both questionnaires and a focus group discussion guide. The study employed a quantitative design while the present study utilized a mixed-method design.

Furthermore, Claartje, Ward and Kathryn (2016) carried out a study to investigating the influence of communication technology use on employees' burnout and engagement. The study was conducted in the Netherlands among 663 Dutch employees drawn from different industries and occupations. The data was collected using questionnaires. The findings showed that communication technology use plays a critical role in burnout and engagement. The study was carried out with Dutch employees from the Netherlands while the current study was carried among the Catholic religious men and women working in Lodwar Diocese Kenya. The study employed questionnaires as a means of data collection, while the current study utilized both questionnaires and focus group discussion guide. This study utilized a quantitative approach while the current study employed a mixed method approach in order to get a wider perspective about the phenomenon.

Xuebing and Siu-Man (2019) conducted a study using the demand-resource model to examine the influence of a sense of belonging on burnout and work engagement. The

study was carried out in China with social work providers and supervisors who were working in social service organizations. From the target population, 761 full-time social workers were chosen to participate in the study using snowball and convenience sampling. Results showed that a sense of belonging was a less significantly explain and work engagement. Moreover, the findings revealed that collective psychological ownership can play a significant role in explaining burnout and work engagement. The study was carried out in China among the social workers, while the current study was carried out with Catholic religious men and women working in Kenyan rural areas. The study employed a quantitative approach, while the current study employed a mixed- method approach. Snowballing sampling was used, while the current study utilized both census and convenience sampling, where all the participants had a chance to participate in the study.

Brigitte, Vivian, Kara, Tara, and Ric (2020) looked into the link between the socio-moral atmosphere, perceived stress, and professional engagement in a social service agency that helps survivors of interpersonal violence. A total of 41 participants took part in the study, which was conducted in the Midwest of the United States. The findings revealed a significant and robust link between socio-moral atmosphere and work engagement. On the other hand, perceived stress was found to have a negative relationship with work engagement. The previous study was conducted with personnel working in social services in the Midwest of the United States, but the current study was conducted in Kenya's Lodwar Diocese. The previous study used a limited sample size, which could have influenced the results, so the new study used a larger sample size to improve the findings' reliability and validity. The previous study had a quantitative methodology, but the current one took a mixed method-approach.

Katja and Katarina (2020) used a sample of 766 employees in Finland to investigate the relationship between social demands, resources, and employee engagement characteristics. Questionnaires were used to collect data for the study. According to the findings of latent profile analysis, employees who score high on work-related social resources and personal resources are more likely to function on high levels of engagement than those who score high on burnout. Furthermore, the findings revealed that employees who are subjected to high work-related and personal social expectations are more prone to experience burnout. The first study involved employees in Finland, but the present study had Catholic religious men and women working in rural areas in Kenya. The previous study had a quantitative methodology, but the current one took a mixed-method approach. Only questionnaires were used to collect data in the previous study, whereas the current study used questionnaires and a focus group discussion guide.

Jason (2020) also carried out a descriptive study on workplace engagement among librarians in the United States.

Purposive sampling was used to select 1100 people to participate in the study. The findings found that librarians differed slightly depending on the sort of library they worked in and the type of work they performed. Furthermore, the open-ended questions revealed that job overload; fitness at work, working culture, conduciveness of the environment, leadership style adopted, well-being, and finding purpose in life all influenced the participants' degree of involvement. The previous study was descriptive, but the current study was a mixed- method investigation of the function of work engagement in moderating the relationship between burnout and organizational commitment. The first study was conducted among librarians in the United States, but the current study was conducted among Catholic religious men and women working in Kenyan rural areas.

Furthermore, Marja et al. (2018) conducted a study with daily farmers in Finland to assess job resources, work engagement, and preferences for boosting well-being. A total of 265 daily farmers were chosen at random to participate in the study. Questionnaires were used to collect data. Results from the exploratory analysis showed that stressors related to work overload and health reduced the levels of work engagement. Working with animals and having a positive relationship with the family increased the levels of work engagement. This study was conducted in Finland with daily farmers, while the current study was conducted with Catholic religious men and women working in rural areas. The study employed random sampling, while the current study employed both census and convenience sampling to include all the target population because it was small. The study used only questionnaires as a means of data collection, while the current study utilized questionnaires and focus group discussion guide in order to collect in-depth data.

Another study by Donna, Katarina, Brant and Juanita (2019) examined the relationship between public service motivations and employees work engagement. The author used the Job Demand-Resource model to find out whether public service motivation can be an antecedent of employee work engagement in reducing burnout in place of work. The study was carried out in United States managers and supervisors using a sample of 388 participants. The result showed that public service motivation as an antecedent of employee work engagement together reduces the levels of burnout. The study focused on public motivation on work engagement while the current study focused on the role of work engagement in mediating the relationship between burnout and organizational commitment. The study was carried out among the employees in the public sector in the United States, while the current study was carried out among Catholic religious men and women working in rural areas.

Elisa, Annekatrin, Vivian, and Deirdre (2020) conducted a study examining the influence of occupational self-efficacy and work engagement on the stressor-detachment model. The study was carried out in Ireland among 257 employees with working flexible hours. The data was

collected using a lagged design and questionnaires. According to the findings, psychological detachment is important in moderating work load and emotional tiredness. Furthermore, work engagement was found to mitigate the harmful impacts of work load on psychological detachment. The previous research looked at work engagement as a moderator in the stressor detachment model, whereas the current research looked at work engagement as a moderator in ministry burnout and organizational commitment. The first study was conducted in Ireland among employees with flexible working hours, but the present study was conducted in Kenya among Catholic religious men and women working in remote locations. The previous study used a quantitative technique, whereas the current study used a mixed-method approach to gather qualitative and quantitative data to support the findings.

In summary, many studies on work engagement and burnout have been conducted with lay employees in secular organizations worldwide (Yin, 2017; Stephen, 2013). However, there are limited similar studies with Church ministers, especially the Catholic religious men and women working in rural areas. The majority of studies on work engagement has been carried out globally (Erica, Andrew & Nathan, 2019) and only few that has been carried out in Africa. The few studies in Africa have been carried out in South Africa (Artyom & Nicola, 2019), but there is a lack of evidence of the similar studies in other African countries and more so in Kenya where this study was conducted. Therefore, the current study aimed to fill this gap by establishing the levels of work engagement among the Catholic religious men and women working in the Lodwar Diocese. Furthermore, the study aimed to examine the relationship between work engagement and burnout in Christian ministry among Catholic religious men and women working in Lodwar Diocese Kenya.

## II. METHODOLOGY

### Research Design

According to Creswell and Creswell (2017), research designs are of inquiry in qualitative, quantitative, and mixed methods approaches which offer specific focus forms for techniques in a research design. The study adopted a mixed-method approach. It utilized correlational design and phenomenological design. It is appropriate when the researcher want establish the relationship between two or more variables. On the other hand, phenomenological design is used when the researcher wants to understand a particular phenomenon's lived experiences by an individual or group of people (Johnson & Christensen, 2004). Correlational design was appropriate for this study because it aimed at establishing the relationship between work engagement and burnout in Christian ministry. The phenomenological design was suitable for this study because it examined the lived experiences of Catholic religious men and women with regards to work engagement.

### Study Area

This study was conducted in Lodwar Diocese, Kenya. A diocese in the context of the Catholic Church is a group of parishes that a Bishop governs. Basically, a diocese is divided into parishes that are each overseen by a priest. The Lodwar diocese is situated in the North-Western area of Kenya, west of Lake Turkana. In 1968 the diocese was established as the prefecture of Lodwar from the diocese of Eldoret. In the year 1978, it was promoted to become the Diocese of Lodwar. It has 30 parishes served by Catholic diocesan priests, religious priests, religious brothers and sisters. It is a remote and arid area characterized by poverty and harsh living conditions. The inhabitants are faced with many problems of getting clean water, food, health, education and conflict among communities. There are community conflicts due to a lack of clean water and pressure for herds. The Catholic religious men and women work towards alleviating poverty by promoting peace among the communities, providing clean water, food, education, health services and spiritual nourishment. Due to the harsh conditions, the Catholic religious men and women working in the Lodwar Diocese are likely to be predisposed to burnout hence the need for this study.

### Study Population

The target population is the total group of individuals from which the sample might be drawn (McLeod, 2019). The target population was 131 Catholic religious men and women working in the Lodwar diocese (priests, brothers and sisters) (Office Directory, 2021). Currently thirty-six Catholic priests are serving in the diocese of which twenty-seven of them are religious priests and nine are diocesan priests. There are 10 Catholic religious brothers and 85 sisters working in the Lodwar diocese. Catholic religious men and women are people called to live a communal life, a life of prayer, professing the three evangelical vows of chastity, obedience and evangelical poverty. They also serve in the apostolate in accordance with the different charisms of their founders. Their purpose of existence is rooted in Christ and his call. They have freely chosen to be celibate and see it as a fundamental aspect of their commitment to others and God. They are not celibate out of necessity, misfortune, or coercion. Instead, they have made an intentional commitment to a particular way of life that involves non-marriage. They profess the vow of poverty, which means giving oneself, without reservation, to the cause of the reign of God, even if it means leaving one's family and renouncing the opportunity to marry and have a family. Finally, they profess the vow of obedience which is a commitment to the fundamental Christian principle that all truth is communal at the end of the day.

### Sample Size and Sampling Procedure

The study employed both census and convenience sampling. Using census, the study utilized a sample size of 131, which included the whole population under the study. It is a technique utilized by researchers with the intention of

collecting data on the entire eligible element within a given population. It was suitable for this study because the population was small, and therefore, the whole population was included as part of the sample size (See Table 1).

Table 1: Census Technique

| Type of Population | Total Population | Sample Size |
|---|---|---|
| Diocesan Priests | 9 | 9 |
| Religious Priests | 27 | 27 |
| Religious Brothers | 10 | 10 |
| Religious Sisters | 85 | 85 |
| **Total** | **131** | **131** |

Source: Lodwar Catholic Diocese Office Directory (2021)

In addition, through the convenience sampling technique, sixteen participants out of 131 sample size were selected to participate in the Focus Group Discussions. There were two focus group discussions, one comprising 7 Priests and the other 9 Religious Sisters. Only the Priests and Religious Sisters were available and willing to participate in Focus Group Discussion (See Table 2).

Table 2: Sample Size for Focus Group Discussions Using Purposive Sampling

| Type of Population | Sample Size |
|---|---|
| Priests | **7** |
| Religious Sisters | **9** |
| **Total** | **16** |

Source: Lodwar Catholic Diocese

### Data Collection Methods and Instruments

The study employed both standardized questionnaires and a focus group discussion guide to collect data. The questionnaire contained three sections. Section A included data on the participants' demographic details, which included age, gender, educational level, country, and vocational identity. Section B collected quantitative data on work engagement using Utrecht Work Engagement Scale. Section C collected data on burnout in Christian Ministry using the Maslach Burnout Inventory, and section D collected qualitative data using focus group discussion guide (FGDG).

### Utrecht Work Engagement Scale

The modified Utrecht Work Engagement Scale was used to collect data on employee engagement. In the Job-Resources Model, work engagement is intimately tied to Job Resources. Schaufeli and Bakker came up with the idea for the instrument (2003). It consists of 17 items assessing three job engagement subscales: vigour, devotion, and absorption. Six items make up the vitality dimension, five make up the dedication dimension, and six items make up the absorption dimension. This study used both composite and subscale scoring methods. According to the standards, individual

scores are calculated by dividing the overall score for both the composite scale and the subscales by the number of items. The composite and three-subscale mean scores range from 1 to 5, with 1-2 being low, 3 being average, and 4-5 being high (Schaufeli & Bakker, 2004). The tool has been found to be quite reliable in numerous studies. According to a study by Rothmann and Jordaan (2006), the reliability coefficients for the UWES were found to be between 0.68 and 0.91, with absorption having a lower alpha value than vigour and devotion. Demerouti (2010) of Rotterdam, Netherlands, reported a reliability coefficient of 0.69 for vigor and 0.71 for dedication in another study. In Nigeria, Ugwu (2013) discovered that the full version of the scale had a reliability coefficient of 0.85 while the reduced version had a reliability coefficient of 0.89. In a research including police officers in South Africa, Naude and Rothmann (2004) achieved an alpha score of 0.61, whereas Storm and Rothmann (2003) reported a reliability coefficient of 0.84. (Vigor: 0.78; Dedication: 0.89 and Absorption: 0.78). Vukani (2017) observed a Cronbach alpha of 0.96 for the scale in a study on work engagements and burnout dimensions in South Africa. The alpha for each of the three subscales was 0.68 for energy, 0.88 for dedications, and 0.90 for absorption. Some items include: "I find the work that I perform full of meaning and purpose," "At my ministry, I feel strong and vigorous," and "I am engrossed in my work," are just a few of the scale's sample items. On a 5-point Likert scale ranging from never (1) to always (5), the participants respond to all of the items. To accommodate the demographic, some of the phrasings in the items was altered. The words "work" and "job" were substituted with the word "ministry".

### Maslach Burnout Inventory

Data on burnout in Christian ministry was collected using the modified Maslach Burnout Inventory to fit the population under the study. Based on Maslach Burnout Model, burnout is measured in three dimensions: emotional exhaustion, depersonalization, and lack of accomplishment. The inventory has three subscales with 22 statements which measures three dimensions of burnout. Emotional exhaustion is measured using nine items, depersonalization with five items, and lack of accomplishment with eight items. The instrument has reported high reliability in the previous studies. For instance, in a study conducted by Maslach et al. (1997) among social welfare students reported an alpha of 0.82 on emotional exhaustion, 0.60 on depersonalization and 0.80 on personal accomplishment. Another study by Naude and Rothmann (2004) study among medical technicians in South Africa reported a reliability coefficient value of 0.77 for emotional exhaustion, 0.68 for depersonalization and 0.78 for personal accomplishment. Furthermore, a study by Vukani (2017) on the relationship between work engagement and dimensions of burnout reported an alpha of 0.95 on personal accomplishment, 0.94 on emotional exhaustion and 0.91 on depersonalization.

Some of the samples of the items include: "I feel emotionally drained from my ministry", "I feel burned out

from my ministry", "I don't care what happens to some parishioners", and "I have accomplished many worthwhile things in this ministry". The participants are rated in a range of 1(never) to 5(always). The cumulative score of 16 or less on emotional exhaustion indicates low-level burnout, overall between 17 and 28 inclusive indicates moderate burnout, and overall over 29 indicates high-level burnout. On depersonalization, low-level burnout is indicated by a total of 4 or less; a total of 5 to 10 inclusive indicate moderate burnout, and a total of 11 and higher indicates high-level burnout. On personal accomplishment total of 32 or less indicates a high-level of burnout, a total between 33 and 38 inclusive indicates moderate burnout, and a total greater than 39 indicates low-level burnout. The items at each sub-scale and scoring are as indicated in table 3 (Maslach & Jackson, 1996). Some wordings in the items were modified to fit the population under the study. The items with words such as "work" or "job" were replaced with the ministry.

*Focus Group Discussion Guide*

Focus Group Discussion Guide was used to collect qualitative data on ministry experiences among Catholic religious men and women working in rural areas. The qualitative data was collected with the aim of supporting the quantitative findings on work engagement and burnout in Christian ministry among Catholic religious men and women working in the Lodwar Diocese. The questions focused on work engagement and burnout in Christian ministry. The major question was: "What are your experiences in your ministry assigned to you?".

### III. RESULTS

The study sought to understand the relationship of Work Engagement on burnout in Christian ministry. First, the descriptive statistics of Work Engagement were sought then a Pearson product moment of correlation was run.

*Descriptive Statistics of Respondents Work Engagement*

The modified Utrecht Work Engagement Scale created by Schaufeli and Bakker was used to collect data on work engagement (2003). It consists of 17 items, assessing three subscales of job engagement: vigour, devotion, and absorption. Six items make up the vigour dimension, five items make up the dedication dimension, and six items make up the absorption dimension. This study used both composite and subscale scoring methods. According to the standards, individual scores are calculated by dividing the overall score for both the composite scale and the subscales by the number of items. The composite scale and the three subscales have mean scores ranging from 1 to 5, with 1-2 being low, 3 being average, and 4-5 being high (Schaufeli & Bakker, 2004). Table 6 shows the results. Some items include: "I find the work that I perform full of meaning and purpose," "At my ministry, I feel strong and vigorous," and "I am engrossed in my work," are just a few of the scale's sample items. On a 5-point Likert scale ranging from never (1) to always (5), the

participants respond to all of the items. To accommodate the demographic, some of the phrasing in the items was altered. The words "work" and "job" were substituted with the word "ministry". The means of the respondents' responses were calculated, with the highest possible mean being 5 and the lowest possible mean being 2 or 3 correspondingly. The findings were presented in Table 3.

Table 3: Descriptive Statistics of Respondents Work Engagement

|  | N | Minimum | Maximum | Mean | Std. Deviation |
|---|---|---|---|---|---|
| Vigour | 131 | 2.50 | 4.83 | 3.79 | .51 |
| Dedication | 131 | 2.40 | 5.00 | 4.11 | .45 |
| Absorption | 131 | 2.17 | 5.00 | 3.55 | .56 |
| Valid N (list wise) | 131 |  |  |  |  |

Field data, 2021

Table 3 shows that respondents work engagement was above average. This is because all the subscales of work engagement scored a mean above 2.5. Specifically, the subscale of dedication had the highest mean (mean=4.11, SD=.45), followed by vigour (mean=3.79, SD=.51) and absorption (mean=3.55, SD=.56). The scoring high in work engagement among the Catholic religious men and women can be attributed to the perception towards their ministry. Whatever ministry they are involved in, they are serving God through humanity. Findings from qualitative data supported the quantitative findings by showing that Catholic religious men and women manifest high levels of work engagement in their ministry. For instance, a female participant said,

> Personally, I love my work, I love the ministry I am entrusted to and I enjoy every day I am here and given a second chance, I would do the same, I would choose the same. That does not mean that it is not challenging or demanding, it is very demanding. However, with all those demands, I still love the ministry and enjoy it (Focused group discussion, R006 Personal communication, May 2021).

Another female participant said,

> Myself I love my work and despite the challenges that we face especially us who are teaching in secondary schools, there is what we are calling 100% transition. This is where you give the children who have even 100 marks and they expect the 100 marks to perform when it comes to form 4 class. And despite of all these I feel energized because they appreciate, they are willing to learn so I feel energized, they help me go an extra mile to teach catechism and I feel happy being with them because I have helped them grow, I'm seeing them growing and you are able to see them working so you feel happy at least you have moved them and they come

to school, and they are able to add something to their living (Focused group discussion, R005 Personal communication, May 2021).

Also, another female participant said,

I find in my ministry being so supportive, encouraging and lovable dealing with the small kids; pp1, pp2, class1, is so tiresome but despite of being tiresome is also enjoyable, full of courage and the also with enough support that I used to need in work

as I carry out my activity (Focused group discussion, R009 Personal communication, May 2021).

*Relationship between Work Engagement and Burnout in Christian Ministry*

The study sought to examine the relationship between work engagement and burnout in Christian ministry. Pearson correlation analysis was used to find this relationship and findings presented in Table 4

Table 4: Relationship between Work Engagement and Burnout in Christian Ministry

| | | Vigour | Dedication | Absorption | Emotional Exhaustion | Depersonalization | Personal Accomplishment |
|---|---|---|---|---|---|---|---|
| Vigour | Pearson Correlation | 1 | | | | | |
| | Sig. (2-tailed) | | | | | | |
| | N | 131 | | | | | |
| Dedication | Pearson Correlation | .665** | 1 | | | | |
| | Sig. (2-tailed) | .000 | | | | | |
| | N | 131 | 131 | | | | |
| Absorption | Pearson Correlation | .618** | .493** | 1 | | | |
| | Sig. (2-tailed) | .000 | .000 | | | | |
| | N | 131 | 131 | 131 | | | |
| Emotion Exhaustion | Pearson Correlation | -.138 | -.099 | .087 | 1 | | |
| | Sig. (2-tailed) | .115 | .261 | .321 | | | |
| | N | 131 | 131 | 131 | 131 | | |
| Depersonalization | Pearson Correlation | -.199* | -.114 | -.028 | .583** | 1 | |
| | Sig. (2-tailed) | .023 | .195 | .749 | .000 | | |
| | N | 131 | 131 | 131 | 131 | 131 | |
| Personal Accomplishment | Pearson Correlation | .228** | .206* | .072 | -.218* | -.404** | 1 |
| | Sig. (2-tailed) | .009 | .018 | .417 | .012 | .000 | |
| | N | 131 | 131 | 131 | 131 | 131 | 131 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |
| *. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | |

Field data, 2021

The study found a weak negative and significant association between vigour and depersonalization (r=-0.199, p>0.05), as well as a weak positive and significant relationship between vigour and personal accomplishment (r=0.228, p>0.05). This means that when work involvement increased in terms of vigour, burnout decreased in terms of depersonalization but increased in terms of personal accomplishment. The link between vigour and emotional exhaustion, on the other hand, was not significant. Dedication and personal accomplishment (r=0.206; p>0.05) had a weak positive and significant link, whereas emotional exhaustion (r=-0.099; p>0.05) and depersonalization (r=-0.114; p>0.05) had a weak negative relationship. There was a weak positive

association between emotional exhaustion (r=0.087; p>0.05) and personal accomplishment (r=0.072) and absorption. On the other hand, absorption and depersonalization had a minor negative connection (r=-0.028; p>0.05).

IV. DISCUSSION

The study was to examine the levels of work engagement among the Catholic religious men and women working in the Lodwar Diocese and to establish the relationship between work engagement and burnout in Christian ministry. The respondents work engagement was above average. This is because all the subscales of work engagement scored a mean above 2.5. Specifically, the

subscale of dedication had the highest mean (mean=4.11, SD=.45), followed by vigour (mean=3.79, SD=.51) and absorption (mean=3.55, SD=.56). These findings back up Stephen's (2013) study of 244 public school teachers in south Louisiana, which looked at the impact of job satisfaction, organizational commitment, and employee involvement on intent to leave. The "Vigour subscale" had the biggest group of respondents (n= 97, 39.8%) and was judged to be at the "Average" level of participation when compared to the normative sample. Similarly, nearly half of the respondents (n=116, 47.5 percent) were determined to be engaged at a "High" or higher level. In comparison to the normative sample, the greatest group of respondents (n=119, 48.6%) were found to be at the "High" level of engagement for the "Dedication" subscale. Over two-thirds of the respondents (n=171, or 69.8%) were determined to be engaged at a "High" or higher level. Finally, when compared to the normative sample, the largest group (n = 113, 46.1 percent) was found to be at the "High" level of engagement on the "Absorption" subscale. Over three-quarters of the respondents (n= 205, or 83.7 percent) were determined to be engaged at a "High" or higher level. Overall, most respondents (n=102, 41.6 percent) were determined to be engaged at a "High" level. Almost two-thirds (n=157, or 64.0 percent) were determined to be engaged at a "High" or higher level.

The study found a weak negative and significant association between vigour and depersonalization (r=-0.199, p>0.05), as well as a weak positive and significant relationship between vigour and personal accomplishment (r=0.228, p>0.05). The findings are consistent with the findings of Jiying, Brian, Hongbiao and Yamin (2020) who examined the role of faculty stressors in influencing teachers' efficacy, engagement and teaching satisfaction. The study was carried out with faculty with 2758 participants from 25 public institutions that are based in mainland China. The finding showed that faculty stressors had no significant influence on efficacy, engagement and satisfaction. On the other hand, the findings are contrary to the findings of Adewale's (2020) study on the impact of work engagement on job burnout among librarians in Nigerian university. Work engagement (=.184, t (498) =4.191, R2 =.034, p.05) was found to substantially impact job burnout among librarians at Nigerian University libraries. According to the study, work engagement contributes to low levels of job burnout among librarians in Nigerian institutions, and library management should maintain effective work practices to avoid job burnout.

Furthermore, the findings of a study by Yin (2017) on the association between job engagement and job burnout, and job engagement and job performance, contradicted those of this study. Yin (2017) investigated the link between job engagement and job burnout, and job engagement and job performance. The survey included 633 employees from 48 different organizations who were chosen at random. According to the study, job involvement has a detrimental impact on job burnout. Moreover, the findings disagree with

the findings of Kara, Tara, and Ric (2020) study on the link between socio-moral atmosphere and perceived stress among the employees in the Midwest, United States. The findings revealed a significant and robust link between socio-moral atmosphere and work engagement. On the other hand, perceived stress was found to have a negative relationship with work engagement.

Likewise, this study's findings disagree with the findings of Katja and Katarina (2020), who conducted a study in Finland using a sample of 766 employees to investigate the relationship between social demands, resources, and employee engagement characteristics. The results showed that Employees who score high on work-related social resources and personal resources are more likely to function on high levels of engagement than those who score high on burnout. Furthermore, the findings revealed that employees who are subjected to high work-related and personal social expectations are more prone to experience burnout.

## V. CONCLUSION

Catholic religious men and women have high levels of work engagement despite the challenges of working in rural areas. They are full of energy, absorbed in their work and dedicated to carrying out their work. Their level of work engagement does not influence their burnout in Christian ministry. Whether they score high or low in work engagement, they can still suffer from burnout. The study recommends the future studies to consider using a big sample size to confirm the results.

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