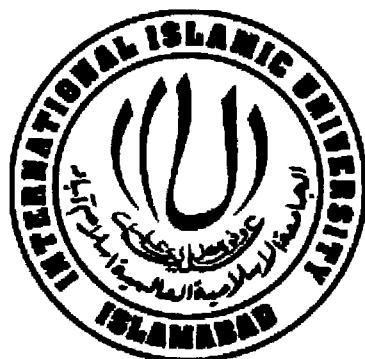


**LAWYERS' PROBLEMS AND THEIR RELATIONSHIP WITH
OCCUPATIONAL STRESS AND OCCUPATIONAL BURNOUT: A STUDY
OF LAWYERS PRACTICING CIVIL AND CRIMINAL LAW**



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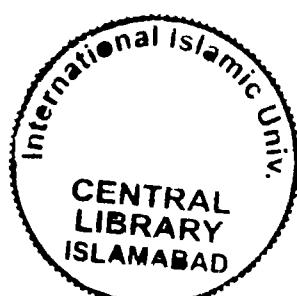
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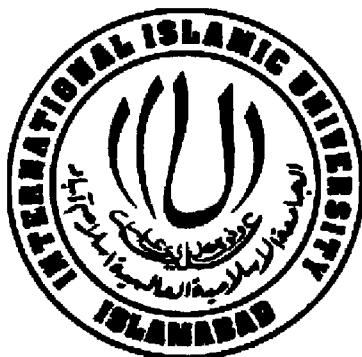
Department of Psychology Faculty of Social Sciences

International Islamic University Islamabad

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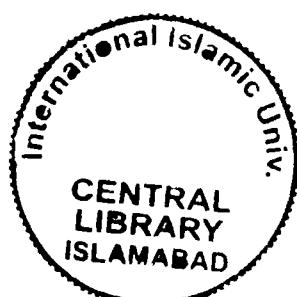
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MIL

Accumulation of evidence

Job started

DECLARATION

I, Mr. Muhammad Azeem, Registration No. 46-FSS/PHDPSY/F14 student of PhD in the subject of Psychology, hereby declare that the matter printed in the thesis titled "Lawyers problems and their relationship with occupational stress and occupational burnout: a study of lawyers practicing civil and criminal law" is my own work and has not been printed, published and submitted as research work, thesis or publication in any form in any university/research institution in Pakistan or abroad.



Signatures of Deponent

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CERTIFICATION

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10-10-2021



Date

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Dedication

To my loving parents, teachers and friends for their love,
prayers and support

Acknowledgement

All praise to Allah Almighty, the One and the Only, who gives us strength to achieve everything in life. Allah's blessings on Prophet Muhammad (Peace be upon him) who had provided guidance to all of humanity as a role model. I am greatly indebted to my research supervisor Dr. Kehkashan Arouj for her cooperation and support in completion of my research work. Her comments, valuable suggestions and positive criticism helped me a lot to improve myself at each and every step of my study. I am extremely grateful to Dr. Tahir Kahlily he helped me in the completion of research work. . Special gratitude to my teacher Dr. Asghar Ali Shah and Chairman Department of psychology Dr. Mazhar Iqbal Bhatti for providing thorough guidance at every step of my research.

I cannot forget the sincere concern and prayers of my parents and family members who had always motivated me to achieve my life goals. I am highly obliged to my friends Dr. Abdul Wahab Liaquat, Dr. Malik Mureed Hussain, Dr.Ghulam, Abbas,Mian Muhammad Khalid Jhander and Tariq Khan Khichi in many ways by providing me constant motivation to persevere in my work and also giving technical assistance in conceptualizing my research problem and accomplishment of my work. Last but not the least, I am very thankful to all of the research participants who with their active participation made it possible to complete my research work in-time.

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Abstract

The present study aimed to identify the levels and associated factors with stress and burnout among lawyers in Pakistan. To meet the aims and objectives, this study was carried out in three phases. Phase I: a qualitative study was carried out that assisted in developing indigenous instrument to measure occupational problems among lawyers. On the basis of the gathered data and available literature, items were developed, and a quantitative study was conducted to ascertain the psychometric properties of the newly developed instruments. Phase II: After developing the scale a pilot study was conducted in order to determine the psychometric properties of the questionnaires. The criterion validity and alpha reliability were within the acceptable range. Phase III: to assess the magnitude of occupation related problems, stress and burnout among lawyers, and to ascertain the associated factors, comparatively large quantitative data were collected from criminal and civil court lawyers in third study. Initial findings from qualitative data taken from lawyers practicing in criminal and civil courts ($n = 30$) indicated four emergent themes including: 1) Financial problems; 2) Security concerns 3) Police involvement and 4) Relationship problems. A pool of 90 items was generated on the basis of emergent themes. Items were further rated by the group of multidisciplinary expert panel ($n = 16$) on the basis of relevancy on the items' content to the purpose of the test. At the end 17 items were retained (Content Validity Ratio $\geq .50$). The newly developed instrument entitled as "Lawyers Perception of Problems Scale" was administered to a sample of 150 lawyers to determine factorial structure of the scale. Findings indicated the four factors solution for 12 items (4 items were excluded due to insufficient factor loadings)

with 66.08% of total variance explained by four components/ factor and Eigen value greater than 1 for each factor. The factor loadings ranged from .42 to .71. A pilot study was conducted on a small sample of lawyers (n = 50) to determine reliability of the newl developed scale along with Perceived Stress Scale and Oldenburg Burnout Inventory. Pilot data indicated adequate psychometric properties (Cronbach alpha coefficients >.70). The final study was conducted on a large number of lawyers (N = 535). Findingsfrom hierarchical multiple regression indicated that financial problem (B = .18; p < .01) and police involvement (B = .55; p < .01) significantly predicted the perceived stress among lawyers. In addition, financial problems (B = .09; p < .01), security concerns (B = .13; p < .01), police involvement (B = .66; p < .01) and relationship problems (B = .14; p < .01) significantly predicted burnout among lawyers. Mediation of perception of problems was observed between type of specialization (i.e. criminal vs civil) and occupational stress (-.0w6, *CI* = -.11, -.008), as well as between type of specialization and burnout (-.05, *CI* = -.09, -.006). Married and inexperienced lawyers (work experience ranging from < 5 years to > 25 years) have reported greater levels ofstress and occupational related problems than unmarried and more experienced lawyers. Findings are further discussed in the light of the available literature, theoretical models and cultural context.

Key Words: Lawyers; Problems; Financial Problems; Burnout

Introduction

Chapter I

Introduction

All the professions are significant in their own ways and one needs to accomplish different tasks according to their profession's needs. Law practice is one such important and unique profession. When someone is working as a lawyer, they need to apply their practical knowledge for resolving their clients' personalized issues. The duties of a person practicing law also includes engagement with other professionals in law practice to make lawful facilities. The persons belonging to law professions have a specific status and social influence. A lawyer or law professional can help out society and its members to find solutions to their problems and the best thing is that the solutions are also legal. The law professional's life is therefore quite stressful as they have to complete a lot of professional duties. Law practice is also being in much demand. In the law field, the professionals often face the work pressure, even when they are the most balanced, at some point they do face some pressure. The supposed harm of the factors and regulators also make the law professionals feel deserted and irritated.

The law professional has a confrontational nature and this factor can itself be a source of stress for some law persons. The law persons also feel deserted as they have to deal with conflicting things in daily life while influencing and convincing others while fulfilling their law duties. It has been evident that though the expertise in this field are rewarding for the professionals, they may sometimes have harmful effects for the well-being of professionals (Moss, 1991).

There has also been a variation of job satisfaction among law professionals according to their duties and occupation. An inconsistency is often seen among the

professionals according to the duties such as the highest job satisfaction in law professionals is found among the attorneys. On the other hand, the lowest job satisfaction is seen in public sector lawyers (Organ, 2010) or the ones practicing law privately (Schiltz, 1999). Research has also been conducted about gender differences of law professionals about working with the opposite gender. The results proved that higher job satisfaction has been found in males while working with their female colleagues. The female law professionals, however reported greater psychosocial stressors and less job satisfaction while working with male counter parts in law field (Sharma et.al, 2010).

There can be any factor causing reduction in job satisfaction and work pressure at workplace. While researching in the field of law, categorically excessive workload, occupation burden and factors alike are a source of pressure for the profession of law (Kriti, et.al, 2004). Over burdening is one of the major factors of occupational stress. In literature, the unbalancing of work life is one major factor (Burkett, 2010). The complications in relationships in private life of a law professional also directly or indirectly influence the professional life. The working style of law persons also matter. Over work and stressful work has become the main factor of stress among the profession of law (Maute, 1992). Complicated and stressful relations with colleagues, bullying at work place (Mire & Owens, 2014) workplace violence are the most common factors and reasons of conflict and job dissatisfaction among law persons (Peters, Portnoy, & Silver, 2004). Work family stability is another important factor and if that is achieved, it provides high level of improvement in job satisfaction (Allen, 2001).

The hassles of work reported by lawyers are seen to have been disturbing the work and daily life balance (Allen, 2001). Many researchers have also proved that family

support is equally important for law professionals as it is for other professionals. Without the support from family, the professional work appears to be effortless (Wallace, 2002). It is also seen that family conflict is one of the major source of pressure for the workers (Hopkins, 2011). The female lawyers face this issue more as they have to manage household along with the professional life, so the unbalance of work and household builds pressure on them (Anderson, 2003).

It is also seen that different administrative roles for lawyers fall into different categories like informational, decisional and interpersonal. The most important factor which causes pressure in the law occupation is the administrative role. The lack of independence in the system is also another important factor (Çekmecelioglu, 2013).

The assignments being given to the law professionals are morally and legally their obligation. They need to be aware of their duties and responsibilities. Different factors enhance the performance of the law professionals like good services, job satisfaction and acceptance of achievement, the moral is also being enhanced through such healthy activities. Rewards, good conditions, increments in salaries and general professional success are all the factors incorporating advancements and are important factors in any profession (Berg, Dutton, & Wrzesniewski, 2008). A study shows that locus of control is an important factor in management of stress (Bergin, & Jimmieson, 2013).

Different levels of professions face different issues according to their position and duties. Attorneys, for example, may face behavioral or psychological issues. The lawyers on the other hand may experience varying issues such as dealing with burnout. There are three inter related components called inefficacy, physical and psychological fatigue and negativity of burnout (Maslach et al., 2009).

Professionals experience experiences of burnout like depression, frustration and may go to different matters for adapting to their manifestations. If this burnout is addressed and examined, many difficulties in legal field can be managed that add to the signs of burnout (Maslach, 2001).

Stress

A stress is a mental, psychological and physical response to a stimulus that a person feels but does not have the ability to deal with the stress. Generally stress is described a strain and pressure on mood. It can affect people from all disciplines of life. It can cause physical and psychological health problems. “Stress is any uncomfortable emotional experience accompanied by predictable biochemical, physiological and behavioral changes” (Baum, 1990).

However, stress is also an important piece of natural cycle of life. When a person has to get his conduct assessed by others and it is assessed as irregular, it will be simply called off as stressful for the person. The idea of stress was first proposed in 1936 by Hans Selye. From the eighteenth to nineteenth century, stress was just considered and linked to power or weights like a strain applied on a thing or material which strives to keep up its unique state and oppose all endeavors of these powers.

Stress is also seen to be occurring even with demands that burden or exceed the resources of framework. Stress is often extrinsic and depends on the settings and environment but in some instances it can also be caused internally like when a person become uneasy or has any contradictory, burdening or inconvenient feelings (Jones, Bright, & Clow, 2001).

The stress experiences in personal life like any medical or health concerns for self, family or friends, other relationship concerns of financial concerns, all can have stress

incorporated into a person which further leads to stress in professional life as well (Bromberger & Matthews, 1996). The stress from work and occupation may incorporate stress related to persistent performance, staff issues, demands of work, performance of overall population like customers, partners and junior associates, absence of extra help etc (Rothmann, Van Der Colff, & Rothmann, 2006). These stressors have been seen influencing burnout, job performance and mental and physical wellbeing of professionals (Young, Schieman & Milkie, 2014).

In the act of law, stress has a steady but inescapable existence. To be a successful and fruitful legal advisor, one needs to have different attributes to manage stress like requirement for control and compulsiveness can have an expanding effect on stress. There needs to be a balance set out in the life of a lawyer, so that many adverse symptoms can be managed. Otherwise there can be adverse symptoms like loss of rest, lack of quality time with one's family, health issues, misshaped self - observation and many others.

Stressors

Stressors are the factors that lead to stress. It could be anything like an event, stimulus from environment and any experience and can become the reason of stress for a person. These things can cause physical as well as psychological disturbance. These stressors are the encounters that are dangerous for the individuals and can be either physical or psychological. These stressors are seen inside and outside the individual. External stressors are like deadlines, conflicts with others, speaking in public and other job demands. The inside stressors include people being worried about future, expectations of others, guilt, mistakes or failures (Brookes, et.al. 2013). It is seen that

stressors affect the health of individuals. There are four categories of stressors that affect individuals such as major life events, the crises, daily hassles or micro stressors and ambient stressors (Pastorino & Doyle-Portillo, 2009).

In the current study, the micro stressors or daily hassles are the most important. There are different types of stress and the most beneficial one is the positive stress that supports and promoted better performance. It also helps in motivating, adapting and making resolutions for the problems. A large volume of stress can have health standards and thus performance also gets affected. Hence the stress leads to burnout (Anderson, 1998).

In January 2010, the Law Care, helpful association setting in UK built to deal with calls from troubled lawyers, saw a up rise and surge in calls from lawyers who reported so much stress and its side effects. In 2019, it was reported that 549 cases were dealt, out of which 410 were related to stress, 47 were of clinical depression, 32 of illegal drugs and alcoholism and 57 were other disorders like eating disorders, obsessive compulsive disorder, panic attacks etc. More than 2500 additional telephonecalls were made or were taken related to such cases which were a quarter more than the previous year (Rayner, 2010).

Though people can manage slight occurrences of stress as it is built in their bodies to resist to evolving conditions and extraordinary constant stress which is continuous and proceeds over a stretch of time, but after a certain time limit, it can be genuinely depleting. As a result, the burnout of the people will rise when they will be unable to manage their stress (Baum & Polusnzy, 1999). Studies reveal that lawyers tend to report more problem focused strategies than emotion focused strategies. The results also reveal

that a correlation exists among feeling fixated and help seeking ways correlated to stress (Chan, Poynton, & Bruce, 2014).

For instance, it has been found that the using regressive coping methods with social support and exercise did not really affect the degree of occupational stress of lawyers (Cooper, 2004). Another study states that to avoid stress related to work, efficient activities like sport, physical exercise, stress management courses employee support programs and medical guidance were found to be effective (Chan, Poynton, & Bruce, 2014).

Many scholars have also highlighted that lawyers who have high commitment with their work have more coping strategies for work related stress (De Raeve, et.al, 2009). On the other hand, those having maladaptive coping performances may face difficulties. There are different aspects that make the lawyers susceptible to work holism such as low self-esteem, high sense of achievement and competitive situations (Dik, & Schaap, 2014). Workaholics are the ones that work for longer hours than the duty hours assigned and they also feel stressed when they are stopped from working (Harpaz, & Snir, 2003). In this study, lawyers are being taken in the same category. Studies reveal that chronic stress is manageable with proper interventions like routine and performance change, therapy and medication (McEwen, 2004).

General Adaptation Syndrome (GAS)

Selye (1976) discovered that the stress response of body comprised of non-specific, non-predictable, three stage pattern of physiological responses called the alarm stage, the adaptive or resistance stage and the exhaustion stage. Every individual does not experience all three stages. The last stage i.e. the exhaustion stage reaches after the

individual gets stuck in alarm stage or keeps moving between alarm and resistance stage quite often. This model is simply called General Adaptation Syndrome (GAS). The alarm stage is the stage where one has to decide in a fight or flight response way as it prepares a person to tackle a challenging situation. A person starts feeling the changes that are characteristic of being exposed to a stressor like anxiety, fear, panic, racing thoughts, increased blood pressure and heart rate, muscle tension, gastrointestinal distress and so on. Next is the adaptive resistance stage. This is the stage during which the body of the person may get back to the pre excited phase and recovers from the physiological strains of the alarms stage, once the stressor has been eliminated. If the stressor keeps on persisting, the person reaches a new level of adaptation as the internal organs have built up a sustained resistance. The symptoms and signs of the alarm stage start disappearing virtually.

However, if the stressor is not eliminated, the individual goes into an energy conservation mode which is seen by absenteeism, tardiness, social withdrawal and lack of productivity etc. The constant high metabolic demands cause a reaction in the form of exhaustion stage. With the resources being severely depleted, the body starts getting susceptible to illness and in some extreme cases can lead to death. Patients may experience long term stress which leads to infections or heart diseases because of reduced immunity. For instance, a person having a stressful job may suffer from long term stress that in turn leads to high blood pressure and even heart attack. To sum up it can be said that irrespective of the kind and form of stress, the body after dealing with the stressful situation and after the threat is over, the physiological state of the body returns back to normal. However, if the stressors are long term and prolonged, such physiological

responses can have long term detrimental effects on the health of the individual. The present model has provided impetus for the introduction of stress management programs that focus on controlling the psychophysiology of stress using breathing exercises, relaxation exercises, meditation, yoga and other physical exercises.

Occupational Stress

Occupational stress is often related to the workplace. If this stress is not managed properly, at that point strain is caused and other mental health issues arise. It also has adverse effects for the workplace. Numerous factors are seen to be playing their role in different kinds of stress. It can be concluded that stress related to work harms the character of a person. There are different explanations of occupational stress. The major factors are job vagueness, job struggle, political pressure, less productivity, social and mental events etc. which lead to occupational stress. Lynch (1997) studied the highlights of occupational stress in public safeguards in New York. The major factor of stressor seemed to be having no realistic trial option because of judicial sentencing policies. The arrangements which are meant to punish the individuals practicing their right to trial.

Work related stress and mental health professionals have caused great worries. Over the past few decades, occupational stress and workplace have become major issues. These issues affect the quality of performance at workplace. Occupational stress is showing great rise in the past (Szymanski, 1999).

For law professionals, the occupational or job stress is becoming important because of the collective demands of the clients and judiciary. There are many drastic results that have been found about the significant implications of daily life style and work life of lawyers. Numerous careers have been studied to see the stress induced. It was found that

maximum of the studies was related to teaching, medical and engineering profession. However, medical profession was the one with the greatest level of stress (Allen, 2001). In a country where the depression rate is multiple times higher (Allen, 2001), lawyers sit at the undesirable pinnacle of the discouraged professionals. Of all the professions in United States, lawyers experience the effects of the most prominent pace of depression. Law professionals are bound experience the bad effects of the major depressive disorders than the rest of the professions. There are a lot of studies about professional or job stress in law professionals around the world but there are quite less studies being conducted on the topic in subcontinent. These days, many law professionals are suffering from sleep disturbance, burnouts, decreasing productivity and stress related illness (Geok-choo, 2008).

There is a lack and absence of equalization in personal and occupational lives and a psychosocial exchange between personality, administration and power status mental difficulties that shape the professional difficulty for law professionals. Job satisfaction has been characterized as a person taking a positive direction towards the work role.

Some level of stress exists as a normal part of life and allows one to learn and develop without an unfavorable impact on health (Gordon, 2015). However, when the stress reaches a high level and it is exceptional in occupational stress, sick health can cause low quality of life and moreover influence family life. Emotional responses like depression, anxiety, fatigue, low self-esteem, irritability and low self-esteem are prompted because of this high level of stress. Physiological muscle pain like heart and dietary issues and behavioral responses like smoking and drinking are caused because of the stress (Hakanen, Schaufeli, & Ahola, 2008). In Pakistan, very few studies have been

carried out around this topic. Therefore, the current study was planned out to see different problems faced by lawyers and their effects Karasek (1979) created a model for job demands control and its turn of events. This is one of the most considered models of occupational stress.

The main hint behind the job demands control model is that control supports the effect of job demands on stress and can help improve the job fulfillment of the representative (Kainn and Jex, 2010). Important parts of workplace are job control and job demand like demand control model is focused around the equalization of autonomy and prerequisites. Job demands are psychological stressors engaged with achieving the excessive burden, stressors related to sudden tasks and stressors of job related conflict (Han, Crosby, Ortega, Parks, Compton, and Gfroerer, 2016)

The cognitive-social theory proposed by Lazarus and his colleagues is a conditional theory that can be applied to all aspects of an individual's life. In the light of this theory, stress has been differently characterized as a multivariate cycle (Lazarus, DeLongis, Folkman, Gruen, 1985). The work stress is very important aspect in the light of theoretical perspective (Cooper & Marshall, 1976). The legality of the theoretical thoughts on the basis of Occupational Stress Indicator (OSI-2) has been tried on huge samples from a scope of occupations with the focus that diverse work qualities are related with stressors (Cooper, 2013).

Cox's Model of Job Stress

Psychological models are also used to evaluate psychosocial factors. In such instances, stress is observed regarding vibrant dealings in professionals and their work situation. Structural methodologies and process models are two categories of

psychological model of work stress proposed by Cox and Griffiths (2000). Interactional models focus on the structural features of the stress process i.e. which stressors can lead to what kind of results in what type of people as in the Person- Environment Fit (Edwards, Caplan, Harrison, 1998) and the Demand-Control-Support model (Karasek, 1990) are affected. The foundation may also be focusing in a transactional way on the emotional responses and cognitive procedures governing the interactions of person and environment like in Effort Reward Imbalance model proposed by Siergest (1996) and the models developed by Lazarus and Folkman (1984) in USA and by Mackay et al., (2004) in UK.

Transactional opinions are more psychological in nature and emphasize on the dynamic association that exists between a person and their environment regarding their mental and emotional procedures (Cox, Griffiths, Rial, 2000 & Mark, Smith, 2008). Individuals usually keep watching and then evaluate their work circumstances to work out their strategy. This helps them to evaluate how they watch future work condition and burdens of the present situation give them an insight and develop capacities to adapt in future (Cox, Griffiths, & Rial, 2000; Mark, & Smith, 2008). Cox's examination characterized work related stress by a model that is based on the workers' abstract view of psycho social risks, related to both the substance of work and its settings (Cox, Griffiths, & Rial, 2000). The strategies for work related stress by Cox's model contain the management standards for work related stress of Health and Safety Executive (HSE) in United Kingdom, the SOBANE plan at Belgium (Malchaire, Piette, D'Horre, Stordeur, 2008), the START cycle at Germany (Satzer, 2009), and the INAIL/ISPESL model at Italy (Persechino et al., 2013). Cox and Mackay (1976) suggested that stress is because of

dynamic transaction between the person and their environment. This model gives importance to individual's cognitive assessment of perceived demands made on him or her and the individual's perceived capability to deal with those demands. When the perceived demand outweighs the perceived capability, stress is caused

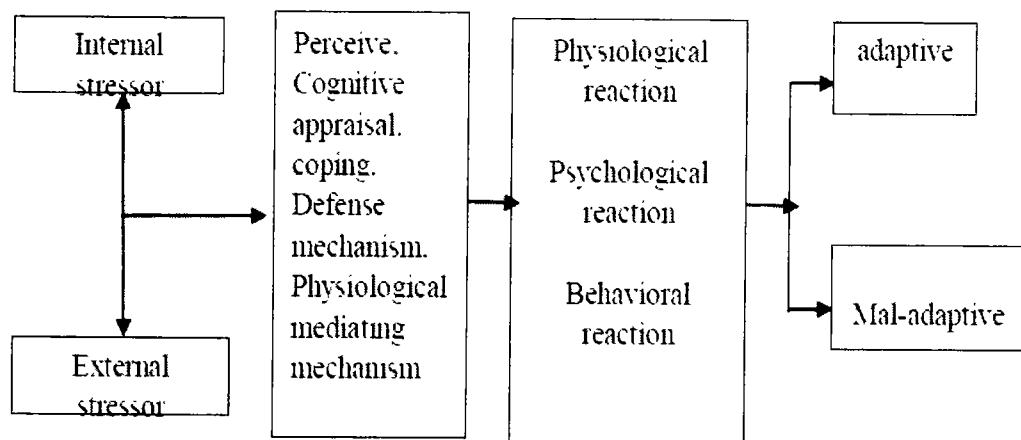


Figure 1: Cox and Mackay's transactional model of stress

Lazarus and Folkman's Transactional Model of Stress

According to the transactional model of stress by Lazarus and Folkman, individuals keep appraising stimuli constantly within their environment. This appraisal process generates emotions and when stimuli are appraised as challenging, harmful or threatening i.e. causing stressors, the resulting distress initiates coping strategies for managing emotions or in some instances tries to address the stressor itself directly (Lazarus and Folkman, 1984). According to this perspective, stress is defined as exposure to stimuli appraised as threatening, harmful or challenging that exceeds the coping capacity of individuals (Biggs, Brough, & Drummond, 2017).

Occupational Burnout

Occupational Burnout is defined as absence of energy and motivation, feelings of pointlessness and in some cases disappointment, all of which results in decreased adequacy in the workstation (Ruotsalainen, Verbeek, Marine, & Serra, 2014). Hasnain, Naz, & Bano (2010) characterizes that burnout and stress are not the same but constant stress can prompt burnout. Disappointment from work which can be a fulfilling and motivating factor can even result in encounters of burnout. High level of stress and exceptional burnout can affect people generally a lot.

The term “burnout” was coined by Freudenberger (1972) in his book *Staff Burnout* when he noticed the pointers of depletion in his workers. He stated this as substantial and mental depletion of one's vitality. The individuals bearing weight of stress and weariness were seen to worn out. Because of this, burnout causes sleepiness and fatigue as a result of inaccurate or outrageous utilization of an individual's vitality (Paisley, & Powell, 2007). Occupational burnout is a normal and routine part of human assistance

occupations. Occupations having unusual degrees of burnout are the ones like public workers, legal mentors, engineers, doctors, clients, medical attendants and cops. Burnout is a major factor in human management fields and is expected to be the result of high stress work condition and high demands of the job (Jackson, Schwab, & Schuler, 1986). Maslach & Leiter (1997) considered the differences of burnout with commitment. Commitment is considered by vitality, viability and association which are the opposite of weariness, inefficacy and pessimism.

Burnout is a mental condition that results because of bearing constant stress over a large period of time (Maslach et al., 2009). It generally results because of the individual and relational stressors in work environment because it is there where they have relationship with their associates, work and customer bases (Maslach et al., 2001; Schaufeli & Buunk, 2003). Burnout is characterized by three distinctive measurements known as cynicism, inefficiency and exhaustion (Maslach et al., 2001, 2009; Schaufeli & Buunk, 2003).

Individuals have affiliation and association with their work and this thing has been a point of exploration for researchers. In mid nineteenth century, a sub-specialty of brain sciences arose which contemplated the human association with the place of work (Hatinen, et.al, 2007). This new sub-specialty of modern brain science enabled experts to study different points related to professionals and workplace, such as job satisfaction, expertise, commitment and motivation.

However, the study of burnout and the term itself, particularly entered the academic field during 1970s (Maslach et al., 2001, 2009; Schaufeli, Leiter, & Maslach, 2009). Freudenberg was one of the many early experts who presented it in the

context of examination and recognized it with individual's association with their work. He used this term for describing his own and his fellows' encounters when they were working in a free emergency intercession (Freudenberger, 1972). He believed that when an individual wears out, then he or she "gets out of commission in real sense". This is now relatable with the understanding of burnout today. The idea of "agency burn out" is not just an individual process but can also occur at departmental level or in extreme cases for the massive scope hierarchical setting. These discoveries helped the associations to conclude that nature at work is an important factor that affects the representatives. The latest research has also shown that the authoritative and natural impacts are more significant than individual factors which was assumed to be the biggest contributing factor in burnout (Maslach et al., 2001).

Maslach (2001) studied the enthusiastic experience of human help representatives and wellbeing. Members talked about the difficulties of their work and showed their sentiments as burnout. Maslach pulled together her examination endeavors on distinguishing and characterizing this occupational wonder (Maslach et al., 2001, 2009; Schaufeli & Buunk, 2003; Schaufeli et al., 2009). Maslach later on also built up the Maslach Burnout Inventory (MBI) assessment (Maslach & Jackson, 1981). The inventory is the most generally employed evaluation of burnout. It is an approved tool for burnout measurement .(Maslach & Jackson, 1981; Schaufeli & Buunk, 2003; Schaufeli et al., 2009).

Causes of burnout

Research has shown that etiology of burnout is multi factorial in nature and the most significant of these are the dispositional factors (Swider & Zimmerman, 2010).

One reason for burnout is the stressor that arises when an individual is unable to adapt to occupation burnout, it grows gradually on daily basis and may only be perceived after it has reached a serious level. At any point where one's assumptions regarding a job and its life vary, burnout can start (Ruotsalainen, et.al. 2014). Also sometimes, monetary qualities are preferred as compared to human qualities (Maslach & Leiter, 1997). The job-demands model of burnout suggests that burnout is influenced by job demands and job resources. Job demands include the mental and physical expectations of work like work pressure or demands. Job resource covers authoritative parts of the job that helps the representatives to oversee job demands (Demerouti et al., 2001).

Burnout is regularly the result of a mind confusing relationship between individual and ecological variables (Maslach & Jackson, 1981; Maslach et al., 2001; Maslach et al., 2009). Work situations that cause experts at the most notable danger for burnout include the ones that are specially demanding in which the representatives have slight rule like the conditions that come up short on a feeling of network or skew individual and hierarchical qualities (Maslach et al., 2001; Schaufeli & Buunk, 2003). These characteristics are of many huge lawful firms where lawyers work extended periods of time, challenging partners, are antagonistic with restricting guidance and must need to do what is best for the case independent of their own beliefs (Jdaitawi et al., 2013). Lawyers frequently show that they have perfectionist qualities as these help them to be affective in graduate school and in the field of law as well (Jennings, 2008).

The combination of natural and personal characteristics adds up to the mental and social issues of lawyers (Jex, 2002). Although not all lawyers experience these side effects. In a solitary law office, where lawyers experience consistent natural

stressors, few lawyers are better ready. Resultantly, a few lawyers and law offices must have techniques set up that protect themselves and their colleagues from creating burnout condition.

Consequently, a few lawyers and law offices must have techniques set up that shield themselves and their colleagues from creating burnout condition. It is not unusual that people working in the field of law are much vulnerable to burnout. Regardless of being in private division or general society, lawyers carry the weight of long work hours, tough decisions of equity and meeting the customer needs. The field of law is full of both obvious and hidden desires like one having the option to work extended hours, overcoming the time constraints and keep incessantly performing at a significant level as well. The factors or causes of burnout can be broadly categorized into those related to work condition and the other related to the individual (Krill, Johnson, & Albert, 2016). Causes identified in work condition are the ones incorporating in the legitimate framework which focuses on the vision of future problems. There are other reasons of burnout as well that are related to the individual directly like youthful, optimistic and empathetic people and people having a hard time adjusting to stress are highly susceptible to burnout. Other reasons for burnout related to individuality might be like over devotion, too much attention to details and being a control freak (Bateson, Hart).

When these individual related clashed combine with the stressors from outside world of law profession culture, it can consolidate to cultivate high measures of burnout. Only 44 percent of lawyers working in big law offices report job satisfaction and fulfillment. The factors of their dissatisfaction include billable hour

necessities, unreasonable desires of customers, exacting cutoff times and the challenges of inability of both the clients and lawyer. Stress would eventually increase when the business side of the law profession dominates the expert side. Resultantly, the lawyers get transformed into quantifiable units, much like the quantity of billable hours or measure of charges they are expected to deliver. One lawyer considers billable hours as "the litmus trial of the value and money related achievement of a lawyer or law office" (Li, et.al, 2015).

Effects of burnout

People experiencing burnout can constantly feel isolated, tired, fruitless and depleted. The signs of burnout include depletion, useless perspective towards work, loss of motivation and inspiration, distress and feelings of insufficiency. Sometime helpless methods to deal with stress can also result in burnout and in some cases burnout results in these methods to deal with stress (Rotusalainen, et.al. 2014).

Negative outcomes identify with burnout,

The negative outcomes associated with burnout include factors related to work demands like execution, output etc, factors related to outcomes like stress hormones, blood circulatory issues and coronary illness and issues related to wellbeing such as depression and nervousness. It has been found that patients having constant burnout have explicit psychological issues which ought to highlight in the assessment of indications and treatment systems. Through patients' study factors like nonverbal memory, hearable and visual consideration were also found (Sandstrom, et.al, 2005)

The initial and foremost sign noticed by individuals is a consistent feeling of fatigue (Maslach et al., 2001, 2009; Schaufeli & Buunk, 2003). The fatigue is shown in

two different ways i.e. genuinely and inwardly. The individuals feel lazy, exhausted and no longer feel the energy to do the sort of work they were once easily equipped to do. Individuals also report to feel vacant as they feel that the energy or fervor they once used to feel to perform tasks has gradually diminished. To conclude, a burned out person is the one who feels indifferent to carry out his responsibilities (Maslach et al., 2001).

This physical depletion of the individual eventually results in second symptoms of burnout i.e. the feelings of relational separation or having a general negative view of the job. This results in mindfully separating from link in workplace like chiefs, partners, clients or other administration staff (Maslach et al., 2001; 2009; Schaufeli & Buunk, 2003). This conflicting view towards relational connections turns into withdrawing from fellows and from work (Schaufeli & Buunk, 2003).

After these, the third side effect of burnout starts developing due to collaboration of initial two side effects. This third effect is inefficacy or absence of achievement (Maslach et al., 2001; Schaufeli & Buunk, 2003). A person feeling burnout also feels that he is the person in question and is not achieving as much as he used to do previously. This results in low proficient certainty. This side effect is specifically delaying those representatives who were related to their work or took a toll at their expert accomplishment as a significant supporter of their own personality (Maslach et al., 2009).

Most models made use of the first Maslach Burnout Inventory for human administration division (Maslach Burnout Inventory – Human Services Survey (MBI-HSS) in the third release of the measure, Maslach et al., 1996). Golembiewski (1996)

proposed a cycle model where depersonalization grows first as an adapting methodology in quite a while, followed by lessened individual achievement in light of disturbed implementation. At the end it winds up with enthusiastic depletion. This model can likewise be viewed as 'the principal profile model', as it classifies burnout measurements as low or high and utilizes various blends of burnout measurements to reflect various stages that people mention (Boersma & Lindblom, 2009; Hätilinen, Kinnunen, Pekkonen and Aro, 2004; Hätilinen et al., 2009).

The model by Leiter & Maslach (1988) proposed that passionate weariness is created as an outcome of overburdening work demands, and thus, one attempts to adapt to the circumstance by depersonalization, which in turn undermines achievement (Leiter & Maslach, 1988). This model also got some observational help in cross-sectional plan and in longitudinal plan by Schaufeli et. al in 2009.

Leiter, & Maslach (1988) introduced another adaptation of this model where weariness results in depersonalization or uncertainty. Because of this reduced individual achievement or adequacy grows independently. This alteration is remembered for the third release of the MBI Manual (Maslach et al., 1996). Lee & Ashforth (1993) 's version of the model states proficient capability for the model as an outcome of fatigue. This model has also been experimentally supported (Neveu, 2007).

Individual achievement is a very important factor and its absence impacts depersonalization which results in depletion. The recent and well researched model dependent on a 3 wave board study information based on all the past models, also proposes a blend of the previous models. In these previous models, weariness predicts depersonalization after some time and this results in high future depletion and lower

levels of individual achievement (Taris et al., 2005).

The consequences of the Taris et al. (2005) study were also affirmed by a German 2-wave study utilizing MBI and two diverse occupational examples (Diestel & Schmidt, 2010). These researchers explored the function of depersonalization as a mediator in various elective models of burnout advancement. It was found that depersonalization reinforced the impacts of fatigue after some time and the other way around. They also found that depersonalization increased the impacts of an absence of achievement over the long run.

It was also discovered through meta examination that the successive models varied according to the outcomes (Swider & Zimmermann, 2010). The cycle continued from criticism to absence of expert adequacy to fatigue for non-attendance and the cycle went from weariness to negativity to absence of expert viability for job execution (Maslach & Leiter, 1988) (Swider & Zimmermann, 2010). Diverse burnout directions eventually resulted in additional research for the cycle of burnout (Boersma & Lindblom, 2009; Hätinens et al., 2009; Maslach & Leiter, 2008).

Burnout hinders one's capacity to perform properly, increases inflexible reasoning and diminishes one's capacity to think precisely and creatively. Regardless of whether one can utilize their imaginative muscles at work, having some sort of novel outlet can keep motivated and spurred. Though burnout is driven to a limited extent by the workplace culture, lawyers can simply change their place of work instead of altogether leaving their profession, this strategy is known as job making (Lovallo, 2002).

Research shows that job making is discerning of work commitment and the lawyers can proactively modify their work condition to remain connected and perform

well. job making means effectively changing the plan or substance of one's job by picking undertakings and arranging job substance etc. individuals are commonly pushed to job making since they feel the need to have significance at work, have excellent associations with others and better sense of satisfaction. When one oversees other legitimate experts having job specialties, it also leads to more clash in workplace (Mangi, & Jalbani, 2013).

Theories of burnout

The Mediation Model: The Mediation model of burnout is based upon the theory of Maslach and others. According to current ideology of "job burnout", burnout is distinctly present in each career, though unique to serving occupations and it develops as a result of incompatibility in professions and their job settings in various work life areas i.e. workload, controller, rewards, public, equality and ethics (Leiter, & Maslach, 2003). When an individual assesses an inconsistency while the process of creating a psychological contract with job, it may leave serious matters unsettled or causes a change in operational relationship feels which eventually becomes intolerable to the worker.

In 2005, Leiter & Maslach proposed the Mediation model, which hypothesizes that the chances of a burnout are directly proportional to the degree of incompatibility of work. The six zones associated with the three elements of burnout are interrelated. For instance, a confusion in over-burden might be connected to absence of authority in the profession. The work-life territories are: a) Work over-burden happenings when employment requests surpass human cutoff points. b) Absence of control which occurs when individuals have less power in the work they do. c) Deficient benefit (an absence

of proper compensations for the work individuals do) Breakdown of network when individuals have feeling of loss of good association with others in the work environment a) Nonappearance of rationality happening where there is an absence of arrangement of equity and reasonable techniques, which keep up common regard in the working environment b) Esteem conflict that happens when there is a conflict between the prerequisites of the profession and individuals' very own moral values.

The Job Strain and The Effort-Reward Imbalance Models. A few affective assumptions have been useful in burnout study. The most significant hypotheses utilized have been the Job Worry (or the Demand-Control) model (Karasek, 1990) and the Effort- Reward Imbalance (ERI) model. Fundamentally supposition of the Job Strain model is mixture of circumstances of high requests, low social support, causing stress for a worker. The model distinguishes itself from other work stress models by two points, its effortlessness and degree to which it has increased a definitive capacity in work and study. Various examinations have applied this model to various physical and mental wellbeing results, for example, cardiovascular ailment, depression, and burnout (Naring, & Droffelaar, 2007).

Another powerful model for investigation of Burnout is the Siegrest's ERI model. The central idea of ERI is correspondence: conflict among effort at work and reasonable benefits increasing stressful experience. Benefits are recognized as cash, respect, new profession openings, and security, while exertion is proposed to have two segments: inherent exertion, from the individual inspirations, or outer weights, for example, outstanding burden (like the idea of the activity requests in the Job Strain model). While ERI utilizes extraneous as well as inherent components Job Strain model

is just worried about extraneous factors. As indicated by ERI model, a burnout measure is set off when the worker senses that their endeavors are unbalanced to the satisfaction accomplished. At this point, the person does not feel ready to put more effort without any satisfactory returns (Mark, Smith, 2008; Oren, & Littman-Ovadia, 2013).

The Demand Induced Strain Compensation Model. Considering the calculated and commonsense impediments of the Job Stress and ERI models, and their obvious satisfactoriness for estimating job demands and job means related with currently administration effort, De Jonge built up another model of job stress that attempts to bind together rules that are regular to the two models. De Jonge's and Dormann's (Jonge, Dormann, 2003) Demand Induced Strain Compensation model (Disk model) made more strong hypothetical model of job stress. The focal reason of this model is that there are different sorts of demands and resources (multidimensionality guideline), and that each of these is coordinated (triple match rule), so enthusiastic demands at work are destined to be made up for by passionate resources and produce a specific kind of passionate or full of feeling result. This remuneration guideline infers that the negative impacts of job demands can be balanced through the accessibility and enactment of job resources. As indicated by De Jonge and Dormann, resources from inside a similar space as the job demands (i.e., intellectual, passionate, or physical) will deliver a more noteworthy probability of checking the negative job demands. Parity is the last standard of the Disk Model: it conjectures that the ideal conditions for dynamic learning, development, and inventiveness exist where a decent blend of (high) job demands and relating job resources happens (Jonge, Kompier, 1997).

Literature Review

Literature review Research and investigation show that stress can add to the improvement of significant ailments, for example, coronary illness, depression and weight (Dallman et al., 2003). Studies have even proved that unwanted persistent stresses the executives, for instance, indulging "comfort" diets, has added to the evolving corpulence plague. However, regardless of its suggestion with sickness, APA's Stress on evaluation in America exposed that 33 percent of Americans never talk about tactics to oversee stress with their medical facilities supplier, in addition 40 percent of grown-ups answered to lie wakeful around evening time on account of stress. Studies have similarly revealed a firm link among sleep disorders and constant stress (Vgontzas et al., 1997).

In 1998 a research was carried out by Guthrie et al. The point of the examination was to survey mental dreariness and manifestations of burnout in clinical understudies during their undergrad preparing, and also to recognize pattern factors that anticipate mental dreariness in understudies in the last year of the course. It was a 5-year imminent longitudinal companion study. Understudies were surveyed in years 1, 4 and 5 of their clinical undergrads preparing by methods for the GHQ-12 and the Maslach Burnout Inventory. 172 (84.3%), 157 (77.0%) and 155 (75.9%) understudies out of a unique gathering of 204 finished evaluations in years 1, 4 and 5 individually. 18 understudies were above limit on the GHQ-12 on every one of the three events, 25 on two events and 43 on one event; 69 understudies were never a „case“. Understudies which were cases on at least two events were bound to locate the clinical course stressful during the principal year, yet not resulting years. There was no significant

difference between the rates of people who scored as cases on the GHQ-12 in any of the years. The best indicator of mental grimness in the last year of the course was the GHQ-12 score in year 1. This investigation recommended that stress was significantly high in first year and participants consistently experience mental distress during their clinical preparing.

It is essential to understand how social structures impact the stress and adapting measures. Chan, Lai, Chung Ko, and Boey (2000) contemplated understanding of work stress among experts in Singapore and concluded that workers' encounters in the workplace are affected by singular character and job nature, yet additionally by basic powers forming the calling, the social association of work foundations and the advancement of the economy. Information was gathered from a study of experts in Singapore led in 1989–1990. The example comprised of 2570 people from six unique callings and para-callings, to be specific general specialists, legal advisors, engineers, educators, medical attendants and life coverage faculty. Results demonstrated that exhibition weight and work-family clashes were seen to be the most stressful parts of work. These two stressors essentially added to the experience of general work stress.

Shinn, Rosario, Morch, Hanne and Dennis (1984) carried out a mail study of 141 human help workers (aged 25–65 yrs) to find out the impacts of adapting on mental strain and burnout delivered by job stress. Job stress was related with elevated levels of strain, and gathering adapting to low levels, yet singular reactions had little impact. Females reported more social help than men. Results recommended that social help organizations should take activities to decrease stress among representatives.

Kyriacou (1987) investigated educator stress and burnout throughout over a

Sri Lanka. An examination of the outcomes represented that Lawyers detailed moderately high scores of job control and mental job demand.

They likewise announced high social help. Elevated levels of individual burnout and customer related burnout were additionally revealed. Individual burnout and work-related burnout were related with mental job demand. Mangi, & Jalbani (2013) led an examination to decide the effect of burnout and psychosocial stressors on fulfillment among male and female legal advisors from various courts of Himachal Pradesh (India). The example of the examination comprised of 150 equivalent number of male and female legal advisors from various courts of Himachal Pradesh. The stepwise relapse examination showed that passionate fatigue, stress because of customers, work under load and monetary position have ended up being the huge indicators of job-fulfillment demonstrating 45% difference for the males and 55% fluctuation for females. The t-test examination revealed higher job-fulfillment for male attorneys as compared to their female colleagues while female legal advisors experienced fundamentally more prominent psychosocial stressors and burnout when contrasted with guys.

Tsai, Huang, and Chan (2009) investigated the relationship among burnout and word related stress. This cross-sectional investigation included 180 legal counselors from 26 law offices in the Taipei Bar. Legal counselors announced moderately higher scores in job control, mental demands and exertion, and high predominance of self-related work stress. Quarrelsome attorneys had greater choice power and workplace social help, higher work-related burnout and higher customer related burnout than non-aggressive legal counselors. Individual burnout and work-related burnout were

connected with great mental strains, exertion, and exertion reward proportion. High word related stress was related with elevated levels of individual and work-related burnout among legal advisors.

Chen & Silverthorne (2008) defined job stress as "a confrerential reaction to the job depictions of representatives". According to them, job stress is a mental weight that is identified with work and the capacity of workers to react to specific circumstance at the workplace by utilizing his/her abilities. Brewer & McMahan (2003) were interested to discover why stress and burnout emerges between instructors, stress results in view of incongruent fit among people and condition, in light of Mismatch among destinations (truth of work condition), Particular (singular observation about work condition) and Nonexistence of fit among strains and capacities or to satisfy these demands. They inferred that absence of hierarchical help and job pressures cause job stress.

According to Bai (2014), for improving educator's feasibility, organization should know the requirements of instructors, uphold educators' progress and educators ought to include a significant dynamic. Results infer a noteworthy connection between educators' viability and regulatory conduct. Khan et. al. (2014) referenced the various sorts of stressors like work over-burden, high job demands, commotion, absence of rest and time pressure and many more. Results revealed that stress and turnover goals are decidedly identified with one another, because of job stress the turnover increments yet fulfillment and execution decline. Gillespie et.al in (2001) reasoned that the five significant factors of stress are inadequate finances and resources, a work over-burden, helpless administration approaches, a job infirmity and a lacking prize. Martin, & Jurik

(2006) carried out a review research on 217 teachers from college of Damman, Saudi Arabia and inferred that the foundations for stress are job struggle and job vagueness. The explanation is that the majority of them do not have the exceptional preparing as their mindfulness level about their job isn't clear. Furthermore, they expressed that resistance uncertainty goes about as a mediator since it directs the connection between work over- burden and strain. Resilience equivocalness is a circumstance wherein somebody is prepared or certain to take choice even a circumstance isn't obvious to somebody.

As indicated by the research by Reddy & Anuradha (2013) solutions for adapting methodologies for job-related stressors are developing confidence or to fabricate self-assurance, passionate knowledge capabilities. The idea of burnout is by all accounts inserted with the communal, monetary and social advancement of the USA in 1960. In the mid-1960, President John F. Kennedy began a dream of open help in America. He provoked Americans to (approach not for what your nation can accomplish for you) yet ask (what you individuals can accomplish for your nation) so it is seen that around then globalization and privatization cause numerous fast changes in work life because of increment in demand of new abilities, expected to receive new work style, pressure for improving nature of work, pressure for time and so on so all these in results may deliver burnout somewhat in creating nations.

Burnout is by all accounts a worldwide marvel and its level and type changes from nation to nation. In certain nations burnout is considered as a clinical issue yet in certain nations, it is considered nonmedical, because of social names that convey a shame regarding mental determination. Schaufeli et.al (2009) characterized burnout as

"It is something you can say like a fire, when fire was consuming it can't keep consuming brilliantly until it required resources that keep them renewed". They expressed that corresponding representatives who experienced burnout circumstance, lose the capacity to give a commitment that has an effect. Schaufeli (2003) noted that burnout began in USA in the last part of the sixties. It is a worldwide wonder and its different factors are work over-burden, job clashes and absence of help. So burnout results job turnover, lackluster showing, distress, depression and job disappointment yet these reasons for burnout may shift from culture to culture.

Bochen et.al (2015) carried out a cross-sectional examination in six colleges of China. There were 1500 respondents and the results showed that there were impacts on the fulfillment level of educators. He expressed that word related stress negatively affects the fulfillment level of instructors. Van & Maes (1999) expressed that there is a relationship between venture, results and burnout. The results also show that male show more burnout than female instructors and old educators show more inadequacy when contrasted with youthful educators. As indicated by Dr.Samuel o salami (2011) job stress, social help and the character qualities are connected with one another and these are the indicators of job burnout. He also divides these into further two components i.e. Environmental elements (counting job-related stress and social help) or individual factor (character attributes). Examination proof indicated an elevated level of stress and burnout among speakers of advanced education establishment. However there is still a need to research a noteworthy relationship and how job stress is identified with representative burnout. Hakanen et.al (2006) did a research in under land essential and optional professional schools (n= 2038). They inferred that instructors' burnout

intervenes with the connection between job demand and sick wellbeing and besides burnout interferes in the connection between absence of resources and helpless commitment. Olanrewaju & Chineye (2013) expressed that female workers experience more burnout when they are compared with male workers. They used MBI burnout scale to check the burnout level of workers in four wellbeing gatherings i.e. drug specialists, wellbeing associates, specialists and nurture and concluded that sex has a noteworthy relationship with burnout.

Shaheen et.al (2015) carried out a research in Lahore, Pakistan. The number of 380 respondents of state funded teachers participated who were additionally confronting the burnout marvels which thus influences the exhibition of understudies or just as others worried about them. They found that females are dealing with more burnout when compared with male as a result of extra family obligations. Shoaga et.al (2015) carried out a research on 150 educators and expressed that the essential factors that lead to job stress among instructors are uneasiness, elevated requirements or trusts and the reasons for burnouts include weariness, disappointment and enthusiastic emotions at the workplace. Martin, & Jurik (2006) gathered information from 150 haphazardly tested respondents of elementary teachers of Azad Kashmir and concluded that position instability, workplace governmental issues, workload, and helpless work condition are the significant foundations for job stress. Reddy et.al (2012) worked to check the word related stress and burnout factors among educators of college in India and they expressed that instructors are confronting extraordinary degree of stress at college level. The reasons for this include authoritative inefficacy, high turnover, absenteeism, declining nature of work, increment in cost of medical care and just as

lessening in representative's job fulfillment, they found the positive connection among burnout and word related stress, 74 % educators are confronting moderate and elevated level of word related stress and 86 % educators have professional burnout.

In present examination it was seen that female lawyers were less in numbers in some specific zones and they were also hesitant to participate because of certain hindrances. Buran toker et.al (2011) led a review research on 648 scholarly communities working in college of turkey. Information was gathered by utilizing MBI scale from 31 establishment colleges. Results indicate elevated level of depersonalization when contrasted with the college teachers and sexual orientation was not fundamentally identified with the worker burnout yet a few socioeconomic factors like age, marital status etc. are essentially associated with job burnout. Azeem & Nazir (2008) proved that college organization ought to watch the components that can influence academicians' adequacy. Also, the connection between organizations, understudies and instructors will influence and result in training quality being adversely influenced.

Ludwig f. Lowenstein (1991) expressed that the reasons for burnout are absence of resources, detention, and countless understudies in a class, absence of study, job equivocalness, restricted special chances and absence of help. As indicated by the examination of Pandy & Tripathi (2001), job uncertainty and political weights are the two primary elements or parts for burnout, their results show that stressful occupation, job equivocalness, and absurd gathering pressures are the conditions for stressors. Kataoka (2014) carried out a research in Japan (n = 405) with a reaction pace of 43.8 %. This examination concluded that college instructors are confronting some emotional

wellness issues and to manage these issues, it's important to give them a few advantages. These advantages include giving them leave with pay, high job fulfillment, keeping job control level and social help. Results uncovered that inadequate adapting style increases poor psychological well-being of college instructors. Wallace (2005) directed an examination on 900 respondents from 17 colleges in Australia and aftereffects of this exploration has shown that mental prosperity is exceptionally related with college prosperity and the most widely recognized reason for job stress in college instructors is uncertainty.

Chaudhary (2012) found a noteworthy distinction among male and female employees' stress level. However he also found a huge contrast among age that employers, who are of more age, confronted less stress and those having less age they face extra stress. As per Marwat et.al (2012), stress in educators is the consequence of their response to undesirable ecological variables.

Yusoff & Khan (2013) carried out an efficient audit of 8 diaries, 6 books, and 4 electronic information bases, and presumed that instructors and organizations should think about the components or factors for burnout and stress, stressors and adapting systems for making nature more powerful. Raza (2012) investigated 55 college instructors with respect to job stress and fulfillment and inferred four factors that are related to job stress that are physical, ecological danger, mental and general components. As per Akbar & Akhter (2011), fundamental stressors of educators incorporate work over-burden, job discord and understudy of issues and private part when contrasted with open and female when contrasted with male face more stress level. Usman (2011) found a positive relation between job stress, job uncertainty, job

conflict and work stress in college personnel and it is inversely related with the duty to association and fulfillment of job

Rationale of the study

To date many studies have addressed the issue of stress and burnout among people associated with various professions including doctors, nurses, policemen and fire fighters (Gabriel, Ferrando, Cortón, Mingote, García-Camba, Liria, & Galea, 2007; Lourel, Abdellaoui, Chevaleyre, Paltrier, & Gana, 2008; Hall, Johnson, Heyhoe, Watt, Anderson & O'Conor, 2019; Ramirez-Baena, Ortega-Campos, Gomez-Urquiza, Fuente- Solana, & Emilia, 2019). Indeed, findings from such studies have added to the knowledge regarding the peculiar risk and protective factors associated with each profession in the context of mental health. Such knowledge has been helpful in developing evidence based intervention plans specified for certain profession (Deschênes, Desjardins, & Dussault, 2018). The routine matters in the law profession primarily including lawyers are associated with significant burden of stress and burnout. It is expected that such burden is more prevalent in developing countries like Pakistan due to poor economic conditions, unemployment and political instability.

Odd attitudes towards health seeking behavior also contribute to increasing burden of stress and burnout. Recent study also reported a significant proportion of lawyers do not prefer routine check-ups in Pakistan (Kausar, Rahman, Azam, Mahmood, & Pervaiz, 2019). Unhealthy behaviours such as lack of physical activities and smoking have also been reported by recent studies (Kausar et. al., 2019; Gupta, Mishra, Nagarajappa, Kumar, & Lalani, 2019). However, there are very few studies that have addressed the prevalence and associated factors of stress and burnout among lawyers.

Moreover, psychometrically sound indigenous instruments to assess occupational problems among lawyers are not presently available. Given the considerable evidence about the presence of significant levels of stress and burnout in workplace, the present study primarily aims to identify the levels and associated factors with stress and burnout among lawyers in Pakistan. It comprised of three studies. *Study 1*: initially, a qualitative study was carried out that assisted in developing indigenous instrument to measure occupational problems among lawyer.

On the basis of the gathered data and available literature, items were developed and further data were collected to ascertain the psychometric properties of the newly developed instrument. *Study 2*: consisted of a pilot testing of research instruments on a smaller sample and looking at the patterns of relationship among study variables. *Study 3*: aimed to assess the level of occupational stress and burnout among lawyers and to determine the associated factors, comparatively large data was collected from criminal and civil court lawyers in third study.

The study-III was the main study that was conducted on a comparatively larger sample to test research hypotheses.

Objectives

1. To identify the level of stress and burnout among lawyers.
2. To elucidate the relationship between various problems, stress and burnout among lawyers.
3. To identify the mediation of lawyer's problems between their nature of specialization and stress and burnout.
4. To identify the difference between the stress and burnout among civil and criminal

➤ court lawyers. To identify the difference between various occupational problems among civil and criminal lawyers.

5. To identify the difference between experienced and inexperienced lawyers in relation to their problems, occupational stress and burnout.

Hypotheses

1. The occupation related problems will positively predict the stress and burnout among lawyers.
2. There is a positive relationship between stress and burnout among lawyers.
3. The level of stress among criminal court lawyers will be higher comparative to the lawyers practicing in civil court.
4. Occupation related problems will be higher in lawyers practicing in criminal courts as compared to lawyers practicing in civil courts.
5. Occupation related problems, stress and burnout will be higher in married lawyers comparative to unmarried lawyers.
6. Occupation related problems, stress and burnout will be less common in lawyers with more experience comparative to the less experienced lawyers.
7. Lawyers' perception of problems acts as a mediator between nature of specialization and occupational stress.
8. Lawyers' perception of problems acts as a mediator between nature of specialization and burnout.

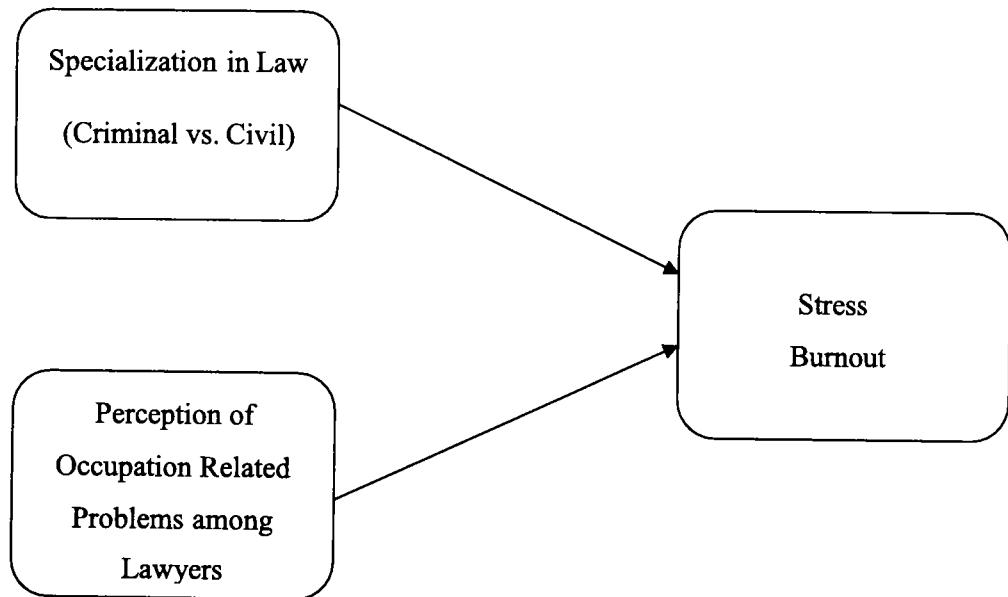
Conceptual framework

Figure 2 (a): *Predicting relationship of type of legal practice and lawyers' perception of problems on perceived stress and burnout.*

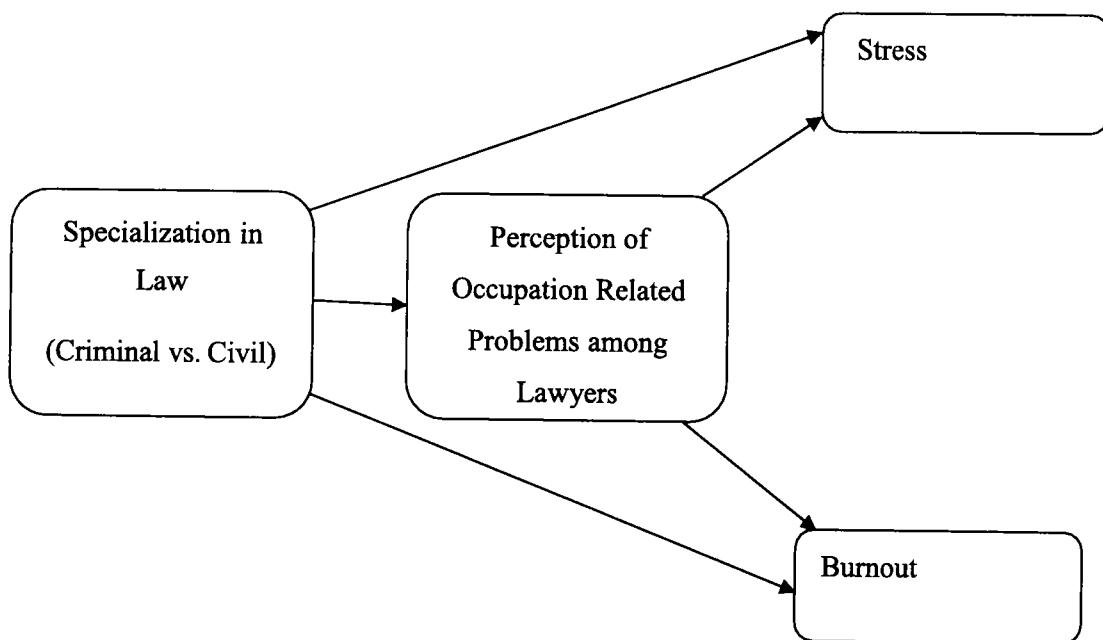


Figure 2 (b): *Model representing mediation of lawyers' perception of problems between type of legal practice and stress and burnt.*

Method

Chapter 11

Method

Research Design

The present study was conducted by utilizing cross-sectional survey research design. The data were collected through standardized instruments at single time point. The present research comprised of three studies. Details of these studies are given below.

Study-I for the development and validation of the scale. Study-II as a pilot study.

Study-III as a main study.

Study-I: Development and validation of indigenous scale related to lawyers' problems

Study-I was conducted to identify the potential areas which are associated with significant stress and burnout among lawyers. Initially, focus groups were carried out with lawyers, once data from focus group was obtained; it was used to develop an indigenous instrument which measures the key indicators of occupational problems among lawyers (qualitative arm). A mixed method research design was utilized for this study. Initially, focus groups were used to collect the qualitative data (qualitative phase), further; questionnaires were used to gather quantitative data (quantitative phase).

Study-I aims to achieve the following objectives:

Objectives

1. To develop an indigenous instrument to measure occupation related problems among lawyers practicing in Pakistani court.
2. To demonstrate an initial evidence of validity of newly developed

instruments.

Phase-I: Focus group discussions to identify themes

A focus group topic guide covering the contents pertaining to the day to day stressors and problems faced by the lawyers was developed. The topic guide was comprised of three sections including 1) introduction and demographic details of the participants (Lawyers in this case) 2) Experience and background of the participant 3) Description related to the stressors/ problems during the practice.

Sample

Focus group was carried out with thirty lawyers ($N = 30$) in 6 waves, each wave was comprised of five lawyers ($n = 5$). Participants were included if they were currently practicing in the court houses at the time of data collection, able to give informed consent and willingness to provide informed consent.

Table 1*Socio demographic characteristics of the focus group participants (n = 30)*

Characteristics	Categories	Type of Lawyers	
		Civil	Criminal
		n (%)	n (%)
Gender	Male	14 (46.6)	05 (16.6)
	Female	10 (33.4)	01 (03.4)
Marital Status	Married	22 (73.4)	05 (16.6)
	Unmarried	02 (06.6)	01 (03.4)
Socio Economic Status	Low	06 (20.0)	01 (03.4)
	Middle	16 (53.4)	01 (03.4)
	Higher	02 (06.6)	04 (13.2)

Social and demographic characteristics of the sample recruited for qualitative arm (focus groups) are presented in table 1. Majority of the participants were specialized in civil cases (80%) with male gender (46.6%), married status (73.4%) and middle-class status (53.4%).

Procedure

Formal permission letters were obtained from the lower and high courts established at south Punjab. Participants were invited at a chamber established in district court Multan. The researcher moderated the focus group discussion and the responses were audio recorded for transcription Theme identification

Data from the interviews was analyzed using thematic analysis (Braum et al., 2014). Written transcripts were examined systematically, and coded line by line. Once all

transcripts were coded, codes were further examined in greater depth. Codes were deductively selected which corresponded with the interview guide's areas of interest. An inductive analytical approach was implemented to identify sub-codes and the relationships and connections between codes. Overlapping codes were collapsed to form larger, more inclusive themes, with these themes cross-checked against the raw data by other members (who were not involved in coding earlier) of the research team and consensus reached regarding interpretation, relationships and titles. Emerged themes are presented in table

Table 2*Identification of themes from the focus groups (n = 30)*

Sr. no.	Themes	Question
1	Financial Problems	<ol style="list-style-type: none"> 1. We have always to worry about the financial condition; there is no fixed salary. We have seen so many ups and downs in relation to the financial conditions in our life that it doesn't matter more for us. (Male; Age 39) 2. The job opportunities are very few for lawyers, people think that lawyers are very rich people but that isn't the case, our job is very uncertain in terms of money. (Male; Age 35)
2	Security Concerns	<ol style="list-style-type: none"> 1. While agreeing on the deal related to the criminal proceedings, sometimes we have to face threat. I was once threatened by the one party (Male; Age 35) 2. One of my friends was involved in an important criminal case and he was given threats multiple of the time. (Male; Age 49)
3	Police Involvement	<ol style="list-style-type: none"> 1. Police often tries to manipulate the evidence, it become very difficult when police manipulate the evidence. (Male, Age 45) 2. Reports given by the police in the court are usually not true (Female; Age 33)
4	Relationship Problems	<ol style="list-style-type: none"> 1. We usually have very little time to spend with family and friends. (Male; Age 34) 2. I have often conflict with my husband on my job timing (Female; Age 37)

Financial Problems

Many participants reported that they were facing serious financial difficulties.

Moreover, participants indicated that lawyers have no fixed amount of earning, which has created a great deal of difficulties in managing household expenses.

Security Concerns

Participants indicated that they are often verbally and physically threatened particularly in cases related to criminal proceedings. Cases pertaining to the criminal and corruption matters are associated with vested interests of political and powerful people.

Police Involvement

It has been evident in the data that police often manipulate the evidence prior to presenting it in the court. They often show non cooperative behavior towards the lawyers. It has been seen many times that police try to delay the proceedings in order to encourage petitioner to withdraw the case.

Relationship Problems

Due to the instability in the financial conditions, lawyers often face difficulties in maintaining good relationship with their family members and friends. Also their working hours are not scheduled due to which time management is difficult.

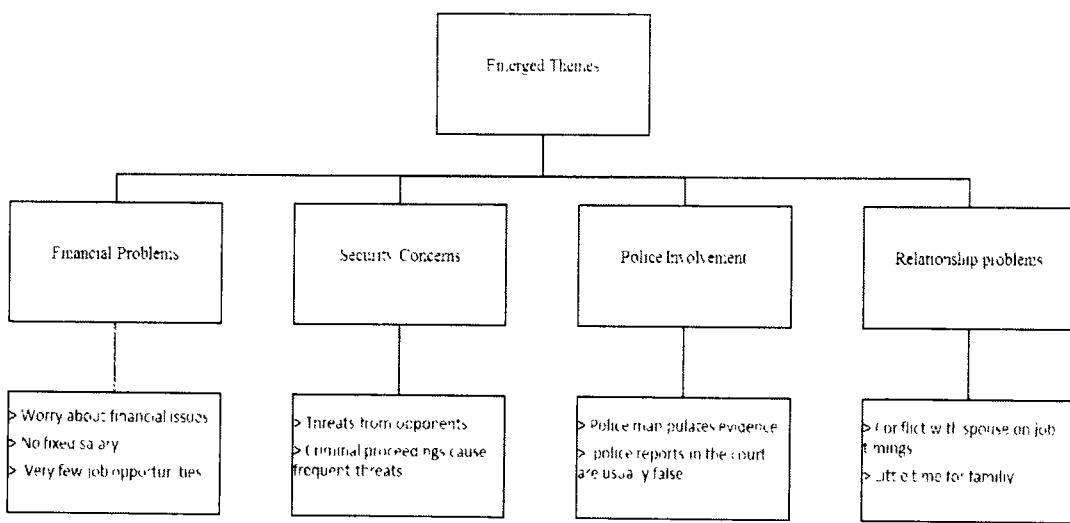


Figure 3: Thematic analysis of lawyers' problems on the basis of focus group discussions

Phase-II: Development and empirical evaluation of the indigenous scale

The Phase-II is based on the examination of the validity and reliability of the Lawyers Perception of Problems Scale.

Step-I: Item-pool generation: An indigenous scale was developed in this study to measure the intensity of broad range of the problems faced by the lawyers during their practice. The items were generated on the basis of the indicators emerged from the qualitative data. Also intensive literature search was done consulting various books, journals and available theoretical models dealing particularly with occupation related stressors. Initially, a pool of the 90 items was generated.

Step-II: Committee approach to establish content validity of scale items: Developed items were further independently rated by panel of sixteen experts ($N = 16$) including psychologists ($n = 10$) and lawyers ($n = 6$). The rating was done on the criteria established by Lawshe (1975), where raters were asked to answer the following question for each item: The knowledge measured by this item is 1) Essential, 2) Useful but not essential and 3) Not necessary. Further, Content Validity Ratio (CVR) was determined through following formula:

$$CVR = (Ne - N/2) / (N/2)$$

Items with CVR value $\geq .50$ were retained (Ayre and; Scally, 2014; Lawshe, 1975; Riaz, 2017, p. 251). Out of 90 items, 17 items were rated above the cut-off value. After following this, it provided the preliminary evidence of the content validity of the newly developed instrument.

Step-III: Expert Opinion: The selected test items on the basis of step-II were further qualitatively analyzed by five professionals including three practicing lawyers of

the Supreme Court and two professors of psychology. The expert opinion suggested that the test items were of good quality and were retainable for further statistical procedures.

Table 3

Q	Items	Necessary	Useful but Not Necessary	Not necessary	CVR
1	1) I have less financial resources.	15 (93.8)	1 (6.3)	0 (0.0)	.87
2	9) There is no fixed amount of sufficient earning.	14 (87.5)	2(12.5)	0 (0.0)	.75
3	38) I feel more financial crises in comparison of other professions.	15 (93.8)	1 (6.3)	0 (0.0)	.87
4	64) I face fee problems with clients coming from low income groups.	15 (93.8)	1 (6.3)	0 (0.0)	.87
5	39) Being a lawyer, I often feel worried about my family security.	12 (75.0)	3(18.8)	1 (6.3)	.50
6	66) I have to face security threats while dealing cases against influential people.	14 (87.5)	1 (6.3)	1 (6.3)	.75
7	45) Lawyers get aggressive during hearing of cases.	13 (81.3)	2(12.5)	1 (6.3)	.62
8	79) I often face verbal threats.	15 (93.8)	1 (6.3)	0 (0.0)	.87
9	50) I feel difficulties when police intentionally hide the required evidences.	12 (75.0)	1 (6.3)	3 (18.8)	.50
10	57) There often arise contradictory issues with police officials	12 (75.0)	4 (25.0)	0 (0.0)	.50
11	86) Police destroy the relevant evidence for giving favor to the culprit.	13 (81.3)	3 (18.8)	0 (0.0)	.62

12	73) My spouse quarrels with me regarding financial matters.	14 (87.5)	2 (12.5)	0 (0.0)	.75
13	12) Due to professional responsibilities, I spend less time with my family.	14 (87.5)	2 (12.5)	0 (0.0)	.75
14	83) I have to work as a detective agent to collect evidences.	13 (81.3)	2 (12.5)	1 (6.3)	.62
15	30) Due to my professional responsibilities, I have no time to spend with my friends.	12 (75)	4 (25)	0 (0.0)	.50
16	63) I feel adjustment problems in life due to this profession.	12 (75.0)	4 (25.0)	0 (0.0)	.50
17	56) I often become harsh with family due to workstress.	12 (75.0)	3 (18.8)	1 (6.3)	.50

Establishing factorial validity of the scale For the purpose of establishing empirical validity of the newly developed indigenous scale items.

Sample

The scale were administered on 150 participants (n = 150). Participants were included if they were currently practicing in the court houses at the time of data collection.

Table 4

Socio demographic Characteristics of the Participants Enrolled in Pilot Testing (n =150)

Characteristics	Categories	Type of Lawyers	
		Civil	Criminal
		n (%)	n (%)
Gender	Male	75 (50.0)	30 (20.0)
	Female	40 (26.6)	05 (03.4)
Marital Status	Married	100 (66.6)	35 (23.4)
	Unmarried	15 (10)	00 (0.0)
Socio Economic Status	Low	30 (20.0)	00 (0.0)
	Middle	75 (50.0)	15 (10.0)
	Higher	10 (6.6)	20 (13.4)

Social and demographic characteristics of the sample recruited for quantitative arm (pilot testing) are presented in table 3. Majority of the participants were specialized in civil cases (76.6%) with male gender (50.0%), married status (66.6%) and middle-class status (50.0%).

Procedure

Formal permission letters were obtained from the lower and high courts established at south Punjab. Participants were approached at their chambers. Written consent forms were distributed before administration of questionnaires to the research participants. Uniform instructions were used throughout different administration sessions. Anonymity

of the participants was ensured, and it was conveyed that there was no commercial or any other hidden aspect of the research. It was made clear that all the information would be kept confidential and the results of the study would be used for PhD research purpose only and might later be published in some research journals. Though there was no psychological harm intended in the research, students were told that they had the right to withdraw from research at any stage if they were feeling uncomfortable. Participants were provided the LPPS along with demographic sheet. The average time to complete the questionnaire was 20-30 minutes. After the completion of the questionnaire participants were asked to investigate any queries. Researcher's email was also given to the participants for later personal communication if needed.

Results

Statistical Package for Social Sciences (SPSS, version 24) was utilized for data analysis Descriptive statistics including mean and standard deviation was calculated. Inter-item reliability, Cronbach alpha was utilized. Table 5 represents the psychometric properties of the instruments.

Table 5

KMO and Bartlett's Test for sampling adequacy for lawyers' perception of problems scale

Kaiser-Meyer-Olkin measure of sampling adequacy		
adequacy		0.89
Bartlett's test of sphericity	Approx. Chi-Square	345.55
	Df	45
	Sig	0.01

Table 5 indicated Kaiser-Meyer-Olkin measure value (KMO = .89) for sampling adequacy of 12 test items for the analysis; Bartlett's test of sphericity $\chi^2 (45) = 345.55, p < .001$, indicated that correlations between items were significantly large for PCA

Table 6

Eigen values of component loadings for lawyers' perception of problems scale (n = 150)

Component	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	8.419	49.524	49.524
2	1.745	10.263	59.786
3	1.341	7.889	67.675
4	1.063	6.255	73.930
5	.954	6.006	79.936
6	.853	5.018	84.955
7	.736	4.328	89.283
8	.650	3.821	93.103
9	.460	2.707	95.810
10	.407	2.395	98.206
11	.212	1.248	99.454
12	.056	.331	99.785
13	.037	.215	100.000
14	1.002E-013	1.011E-013	100.000
15	-1.000E-013	-1.001E-013	100.000
16	-1.001E-013	-1.005E-013	100.000
17	-1.005E-013	-1.031E-013	100.000

Table 6 shows eigenvalues of the component loadings of LPPS. Four components were

extracted with eigenvalues >1 . Cumulative variance explained by these four components is 73.93%

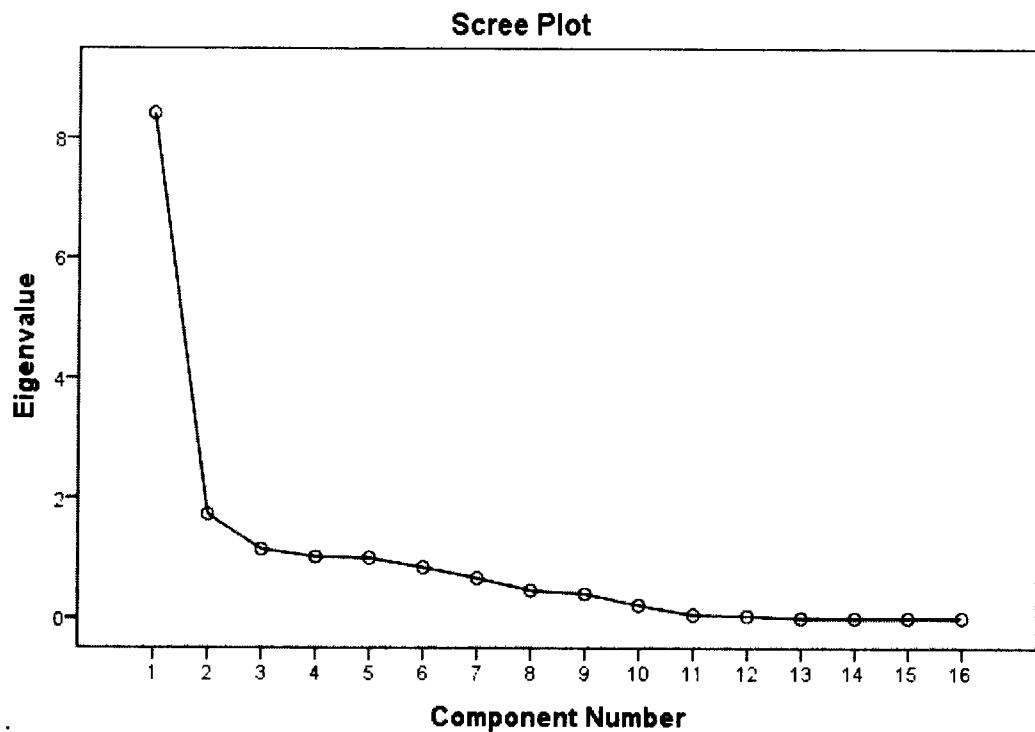


Figure 4: Scree plot showing four component solution at eigenvalue greater than oblimin) principle component analysis was conducted. Five items with insufficient loadings were further excluded from the scale and, as anticipated, four components had an Eigen value greater than 1, explaining about 73.93% of the variance.

Table 7

Principle Component Analysis (PCA) on Lawyers Perception of Problem Scale (n = 150)

Items	Factors			
	FP	SC	PI	RP
1) I have less financial resources.	.71			
19) There is no fixed amount of sufficient earning.	.63			
38) I feel more financial crises in comparison of other professions	.61			
64) I face fee problems with clients coming from low income groups	.63			
39) I often feel worried about my family security.		.61		
66) I have to face security threats while dealing cases against influential people.		.59		
79) I often face verbal threats.		.56		
50) I feel difficulties when police intentionally hide the required evidences.			.55	
57) There often arise contradictory issues with police officials			.53	
86) Police destroy the relevant evidence for giving favour to the culprit.			.51	
12) Due to professional responsibilities, I spend less time with my family				.
30) Due to my professional responsibilities, I have no time to spend with my friends.				.
A	.82	.80	.76	.77
Total Variance		73.9		
		3%		

Note ; FP= Financial Problems, SC=Security Concern, PI=Police Involvement, RP=Relationship Problems
 Factor loadings of the items of their corresponding components; Factor loadings <.3 are suppressed

Table 7 shows the rotated factor loadings of the four factors namely, financial problems, security concerns, police involvement and relationship problems. For the purpose of assessing the factorial structure of the initial batch of 17 items, a non-orthogonal (direct oblimin) principle component analysis was conducted. Five items with insufficient loadings were further excluded from the scale and, as anticipated, four components had an Eigen value greater than 1, explaining about 73.93% of the variance

Table 8*Psychometric properties of the variables under investigation (n = 150)*

Variables	M	SD	α	Range	Skew	Kurtosis
				Actual	Potential	
PSS	2.33	.47	.81	1.70-3.10	0-4	.24
OBI			.75		1-4	
	2.50	.31		2.13-2.94		.30
LPPS			.91		1-4	
	2.21	.42		1.69-2.85		.27
FP			.86		1-4	
	2.07	.38		1.50-2.75		.25
SC			.78		1-4	
	2.27	.41		1.50-2.75		.28
PI			.92		1-4	
	2.45	.35		2.00-2.75		.20
RP			.89		1-4	
	2.15	.39		1.50-2.75		.21

Note. PSS = Perceived Stress Scale; OBI = Oldenborg Burnout Inventory; LPPS = Lawyers' Perception of Problems Scale; FP = Financial Problems; SC = Security Concerns; PI = Police Involvement; RP = Relationship Problems

Table 8 represents the psychometric properties of the measures under investigation. The inter item reliability coefficients were well within the acceptable range. The skewness and kurtosis values indicated the normally distributed data, as their range was with ± 2

Table 9

Cronbach alpha and Split-half reliability (Spearman-Brown coefficient) of LPPS scale and its subscales (n = 150)

Variables	M	SD	Spearman-Brown coefficient	Cronbach alpha
LPPS	2.33	.47	.87	.85
FP	2.07	.38	.89	.87
SC	2.27	.41	.87	.86
PI	2.45	.35	.93	.91
RP	2.15	.39	.94	.92

Note. Lawyers' Perception of Problems Scale; FP = Financial Problems; SC = Security Concerns; PI = Police Involvement; RP = Relationship Problems

Table 9 represents the Cronbach alpha and split-half reliability (Spearman-Brown coefficient) of the LPPS scale and its subscales. The reliability coefficients are very high ranging from .85 to .94.

Table 10*Item-total correlation for the items of LPPS (n = 150)*

Sr. No.	Item No.	Item-total Correlation
1	1	.81**
2	19	.90**
3	38	.71**
4	39	.57**
5	66	.95**
6	79	.91**
7	50	.84**
8	57	.91**
9	86	.87**
10	12	.75**
11	30	.83**
12	64	.82**

** $p < .01$; * $p < .05$

Table 10 shows item-total correlation of LPPS scale. The correlation coefficients for the scale range from .68 to .92. All the items have significant positive correlation coefficients that indicate homogeneous structures of the scale.

Discussion

The Study-I was conducted with an aim to develop an indigenous scale to measure the problems of lawyers related to their occupation. To identify the potential themes and indicators related to the problems of the lawyers, six focus groups were carried out. Information pertaining to day to day problems of the lawyers were considered. Overall, four common themes demonstrating day to day occupational problems of the lawyers including financial problems, security concerns, police involvement and relationship problems were derived.

On the basis of the emerged themes, items were generated; initially a set of 90 items was developed. Items were reduced to 17, when experts rated each item on their relevancy to the target construct. Content Validity Ratio (CVR) was extracted, on the basis of which 17 items were retained. Those 17 items were further administered on the sample of 150 lawyers. The factorial structure of the newly developed local instrument to measure the problems of the lawyers related to their occupation was also assessed. Overall, the findings of the study were encouraging with initial demonstration of four factor solution of the perception of problem scale namely, financial problems, security concerns, police involvement and relationship problems. However, four items which were previously part of the scale were deleted due to low inter item correlation coefficient. It is reasonable initial evidence for the factorial structure of the questionnaire, however, further on, evidence can be extended by carrying out Confirmatory Factor Analysis (CFA) in future studies. Conclusively, study-I provided an initial satisfactory evidence of the psychometric properties of the measures to be utilized further for the main study sample.

Study-II: Pilot study

Study-II comprised of a pilot testing of research instruments on a relatively smaller sample ($n = 50$) for their reliability estimates and finding out basic pattern of relationship among study variables. The study-II contains the following objectives:

Objectives

1. To determine reliability of the instruments to be used in the final study.
2. To identify the level of occupational stress and burnout among lawyers.
3. To elucidate the relationship between various problems, occupational stress and burnout among lawyers.

Sample

For the purpose of the pilot testing of the newly developed indigenous questionnaire and other instruments, these instruments were administered on 50 practicing lawyers.

Table 11

Socio demographic characteristics of the participants enrolled in pilot testing (n = 50)

Characteristics	Categories	Type of Lawyers	
		Civil	Criminal
Gender	Male	30 (61.0)	11 (22.0)
	Female	07 (15)	01 (2.0)
Marital Status	Married	31 (63)	13 (26)
	Unmarried	05 (10)	01 (1.0)
Socio Economic Status	Low	07 (15.0)	01 (1.0)
	Middle	30 (60.0)	08 (16.0)
	Higher	03 (7.0)	01 (1.0)

Table 11 shows Social and demographic characteristics of the sample recruited for quantitative arm (pilot testing). Majority of the participants were specialized in civil cases (74%) with married status (89%) and middle class status (38.0%).

Instruments

Perceived Stress Scale It is a one-dimensional brief measure of stress and

is comprised of 10-items (Cohen, Kamarck, & Mermelstein, 1983). Participants have to rate on the scale ranging from 0 (Never) to 5 (Very often). High scores indicate higher levels of stress and vice versa.

Oldenburg Burnout Inventory Burnout was measured through Oldenburg Burnout Inventory (Demerouti, and Nachreiner, 1998). It is comprised of 16 items. The scale is multidimensional and is comprised of two subscales, including, 1) exhaustion and 2) disengagement. Participants rated their responses on the scale ranging from 1 (Strongly agree) to 4 (Strongly disagree). High scores on the scale indicated higher levels of the burnout and vice versa.

Lawyers' Perception of Problems Scale The indigenously developed scale of lawyers' problems was developed (see study I). Total 17 items were retained comprising of 4 factors including financial problems, security concerns, police involvement, and relationship problems. It is a Likert scale consisting of four response options of strongly disagree, disagree, agree, strongly agree.

Procedure Formal permission letters were obtained from the lower and high courts established at south Punjab. Participants were approached at their chambers. Participants were provided with the booklet containing all of the questionnaires (mentioned above) along with demographic sheet. The average time to complete all of the questionnaire was 20-30 minutes. After the completion of the questionnaires, participants were thanked warmly and were asked about any area of their desire.

Results Statistical Package for Social Sciences (SPSS, version 24) was utilized for statistical analysis of received data. Descriptive statistics including mean and standard deviation was calculated. Inter-item reliability, Cronbach alpha was utilized.

Table 12

Psychometric properties of measurement instruments in pilot data (n = 50)

Measures	M	SD	α	Range		Skew	Kurtosis
				Actual	Potential		
PSS	1.88	0.27	.72	1.10-2.40	0-4	-.86	1.46
OBI	2.41	0.20	.84	2.06-2.81	1-4	.07	-.58
LPPS			.79		1-4		
	2.25	.35		1.5-3.5		.60	-.35

Note. LPPS = Lawyers' Perception of Problems Scale; OBI = Oldenburg Burnout Inventory; PSS = Perceived Stress Scale.

Table 12 represented the psychometric properties of the measures under investigation. Findings showed that Cronbach alpha reliability coefficients are well within the acceptable range ($\alpha > .70$). Similarly, skewness and kurtosis values indicated the potential normally distributed data.

Table 13

Item-total correlation for the items of perceived stress scale and Oldenburg burnout inventory (n = 50)

PSS		OBI	
Item No.	Item-total Correlation	Item No.	Item-total correlation
1	.92**	1	.96**
2	.93**	2	.96**
3	.93**	3	.95**
4	.38**	4	.96**
5	.92**	5	.96**
6	.83**	6	.96**
7	.85**	7	.96**
8	.92**	8	.34**
9	.92**	9	.21*
10	.79**	10	.83**
		11	.83**
		12	.82**
		13	.83**
		14	.83**

15 .82**

16 .08

** $p < .01$; * $p < .05$

Table 13 shows item-total correlation of Perceived Stress Scale and Oldenburg Burnout Inventory. The correlation coefficients for Perceived Stress Scale range from .38 to .93. The correlation coefficients for Oldenburg Burnout Inventory range from .08 to .96. All the items in both scales have significant positive correlation coefficients that indicate homogeneous structures of both scales.

Table 14

Pearson correlation among main variables under investigation (n = 50)

Variables	1	2	3
1. PSS	-	.52**	.67**
2. OBI	-		.87**
3. LPPS	-		

** = $p < .01$ Note. PSS = Perceived Stress Scale; OBI = Oldenborg Burnout Inventory; LPPS = Lawyers' Perception of Problems Scale; FP = Financial Problems; SC = Security Concerns; PI = Police Involvement; RP = Relationship Problems

Table 14 shows Pearson correlation between PSS and OBI ($r = .52, p < .05$), between PSS and LPPS ($r = .67, p < .05$), and between OBI and LPPS ($r = .87, p < .05$). All correlation coefficients are significant and sufficiently large in magnitude indicating trends in the predicted direction.

Discussion

Study-II was conducted to ascertain internal consistency reliability of the scales and the association between problems of the lawyers with perceived stress, burnout and socio demographic characteristics of the lawyers. All the scales have shown moderate to high reliability coefficients. The findings indicated a significant relationship between lawyers' problems, stress and burnout. It is very pertinent finding in the cultural and local context as law is a profession with many uncertainties. The lawyers in Pakistan are work in highly stressed conditions. The scale development study indicates that financial, relationship, and security problems are high concerns among lawyers. Lawyers in Pakistan especially belonging to lower courts face many financial hindrances and have to face work overloads. The infrastructure of city and district courts in Pakistan where lawyers regularly sit and appear, is also very poor. The poor quality of working environment aggravates the already stressed environment. In such conditions, it is natural to expect high amounts of stress and resulting burnout among lawyers.

The positive relationships among three main study variables confirm this assumption. A predictive relationship of lawyers' problems and their mediating effect between areas of specialization and stress and burnout need ed to be established as well. It was assumed that criminal court lawyers work under more stress than civil court lawyers as the criminal cases are generally more threatening. The pilot study confirmed the predicted trends and provided a foundation for the main study.

Study-III: Main studySample

This study enrolled comparatively large number participants. The sample size of the study was five hundred and thirty-five participants ($N = 535$). Data were collected from

both criminal and civil court lawyers. Participants were included if they were currently practicing in the court houses at the time of data collection, and who provided informed consent to participate in the study. Participants were excluded from the study if their license to practice in the courts were expired, or they were not practicing in the court due to any reason, or were employed by some governmental organization. More than 80 % of the participants were male lawyers, and a larger proportion of participants were married. The mean age of participants was 33.34 years. Practice experience of lawyers ranged from <5 years to > 25 years, though majority of the participants had experience in between 6 to 10 years. The socio demographic characteristics of the participants are given in table 15.

Operational definitions of variables

Lawyers' perception of problems. For the purpose of present study, lawyer's perception of problems is defined as 'total score on Lawyers' Perception of Problems Scale (LPPS). Higher scores indicate more perceived problems.

Occupational stress. For the purpose of present study, occupational stress is defined as 'scores on Perceived Stress Scale' (Cohen, Kamarck, and Mermelstein, 1983). Higher scores are indicative of higher levels of occupational stress.

Occupational Burnout. The occupational burnout is operationally defined as 'scores on Oldenburg Burnout Inventory (Demerouti, and Nachreiner, 1998). Higher scores mean higher levels of occupational burnout.

Instruments

Perceived Stress Scale: It is a unidimensional brief measure of stress and is

comprised of 10-items developed by Cohen, Kamarck, & Mermelstein, (1983). Participants have to rate on the scale ranging from 0 (Never) to 5 (Very often). High scores indicate higher level of stress and vice versa.

Oldenburg Burnout Inventory Burnout was measured through Oldenburg Burnout Inventory developed by Demerouti, and Nachreiner (1998). It is comprised of 16 item. The scale is multidimensional and is comprised of two subscales, including, 1) exhaustion and 2) disengagement. Participants rated their responses on the scale ranging from 1 (Strongly agree) to 4 (Strongly disagree). High scores on the scale indicated higher levels of the burnout and vice versa.

Lawyers' Perception of Problems Scale A newly developed scale which was initially developed in the previous section was administered. The shortlisted 17 items were utilized. The Principal Component Analysis (PCA) to ascertain the factorial structure of the questionnaire was carried out.

Procedure

Formal permission was taken from office of session courts established at different cities. The participants were taken from different cities of South Punjab including Multan, Shujabad and Muzafargarh. Formal consent was taken from research participants prior to administration of research instruments. Lawyers working in criminal and civil courts were approached in their cabins/ chambers. They were assured that collected information would be kept confidential and be used only for the research purpose. They were also informed about their right to withdraw from the study at any stage they want to. After building rapport with the participants, demographic information was obtained and questionnaires were given to them. The average time for the completion of research

instruments was about 25 minutes. Participants' queries were satisfactorily addressed and email of the researcher was provided to them to facilitate their future communication regarding research. Participants were thanked for their cooperation and participation in the study.

Results

Statistical Package for Social Sciences (SPSS Version 24) was utilized. Descriptive statistics was used for the description of data gathered under various categories. In addition, for statistical significance parametric testing including *t*-test and ANOVA were used. To ascertain the relationship between variables Pearson correlation and regression analysis were utilized. Mediation analyses were performed using PROCESS version 3.4.1 (Hayes, 2018) in IBM SPSS version 21 (IBM, 2012). In the first part of analysis descriptive statistics frequency, means, the standard deviation, percentage for all study variables and demographic variables were computed. In the second step, data was analysed by Pearson bivariate correlation analysis for measuring the relationship with occupational stress and occupational burnout and *t*-test analysis was used to find the difference between lawyers practicing civil and criminal law on study variables including Lawyers' problems, occupational stress and occupational burnout.

Table 15*Socio demographic characteristics of the sample in study (N = 535)*

Characteristics	Categories	Specialization	
		Criminal	Civil
		n (%)	n (%)
1. Experience	≤5 years	34 (6.4)	33 (6.1)
	6 to 15 years	98 (18.3)	147 (27.5)
	16 to 25 years	99 (18.5)	87 (16.3)
	26 to 35 years	20 (3.7)	17 (3.2)
2. Gender	Male	248 (46.3)	275 (51.4)
	Female	07 (1.4)	05 (0.9)
3. Marital Status	Married	21 (3.9)	33 (6.2)
	Unmarried	230 (43.0)	251 (46.7)
4. Age		M (SD)	M (SD)
		32.33 (7.43)	35.43 (9.02)

Table 15 represents the demographic characteristics of the sample under investigation in study. Majority of the sample had experience in between 6 to 10 years. More than 80 % of the participants were male. Similarly, a significant proportion of the participants were married. The mean age of the participants was 33.34 years.

Table 16*Psychometric properties of the variables under investigation (N = 535)*

Variables	M	SD	α	Rang	Skew	Kurtosis
			e			
				Actual	Potential	
PSS	2.42	.42	.83	.70-2.90	0-4	.04
OBI			.78		1-4	
	2.59	.29		1.94-3.00		-.09
LPPS			.95		1-4	
	2.33	.42		1.67-3.25		-.12
FP			.87		1-4	
	2.16	.38		1.00-4.00		-.14
SC			.80		1-4	
	2.35	.40		1.00-4.00		-.10
PI			.90		1-4	
	2.40	.35		1.00-4.00		-.15
RP			.91		1-4	
	2.15	.38		1.00-4.00		-.14
						-1.83

Note. PSS = Perceived Stress Scale; OBI = Oldenborg Burnout Inventory; LPPS = Lawyers' Perception of Problems Scale; FP = Financial Problems; SC = Security Concerns; PI = Police Involvement; RP = Relationship Problems

Table 16 represents the psychometric properties of the measures under investigation. The

Cronbach alpha reliability coefficients were well within the acceptable range. The skewness and kurtosis values indicated the normally distributed data, as their range was with ± 2

Table 17

Split-half reliability (Spearman-Brown coefficient) of LPPS scale and its subscales (N = 535)

Variables	M	SD	Spearman-Brown coefficient
LPPS	2.33	.42	.84
FP	2.16	.38	.89
SC	2.35	.40	.89
PI	2.40	.35	.96
RP	2.15	.38	.94

Note. Lawyers' Perception of Problems Scale; FP = Financial Problems; SC = Security Concerns; PI = Police Involvement; RP = Relationship Problems

Table 17 represents the split-half reliability (Spearman-Brown coefficient) of reliability of the LPPS scale and its subscales. The reliability coefficients are very high ranging from .89 to .96.

Table 18*Item-total correlation for the items of LPPS (N = 535)*

Sr. No.	Item No.	Item-total
		Correlation
1	1	.82**
2	19	.92**
3	38	.68**
4	39	.59**
5	66	.92**
6	79	.92**
7	50	.83**
8	57	.92**
9	86	.86**
10	12	.71**
11	30	.87
12	56	.85

** $p < .01$; * $p < .05$

Table 18 shows item-total correlation of LPPS scale. The correlation coefficients for the scale range from .68 to .92. All the items have significant positive correlation coefficients that indicate homogeneous structures of the scale.

Table 19

Item-total correlation for the items of perceived stress scale and Oldenburg burnout inventory (n = 535)

PSS		OBI	
Item No.	Item-total Correlation	Item No.	Item-total correlation
1	.89**	1	.96**
2	.93**	2	.96**
3	.93**	3	.95**
4	.29**	4	.96**
5	.92**	5	.96**
6	.20**	6	.96**
7	.85**	7	.96**
8	.92**	8	.34**
9	.92**	9	.10*
10	.81**	10	.81**
		11	.83**
		12	.82**
		13	.79**
		14	.83**
		15	.75**
		16	.04

** $p < .01$; * $p < .05$

Table 19 shows item-total correlation of Perceived Stress Scale and Oldenburg Burnout Inventory. The correlation coefficients for Perceived Stress Scale range from .29 to .93. The correlation coefficients for Oldenburg Burnout Inventory range from .04 to .96. All the items in both scales have significant positive correlation coefficients that indicate homogeneous structures of both scales.

Table 20*Pearson Correlations matrix of the variables under investigation (N=535)*

Variables	1	2	3	4	5	6	7
4. PSS	1	.566**	.756**	.655**	.633**	.752**	.065**
5. OBI	-	1	.845**	.753**	.752**	.830**	.714**
6. LPPS	-	-	1	.892**	.890**	.855**	.867**
7. FP	-	-	-	1	.830**	.768**	.607**
8. SC	-	-	-	-	1	.755**	.603**
9. PI	-	-	-	-	-	1	.928**
10. RP	-	-	-	-	-	-	1

* p < .05, **p < .01. Note. PSS = Perceived Stress Scale; OBI = Oldenborg Burnout Inventory; LPPS = Lawyers' Perception of Problems Scale; FP = Financial Problems; SC = Security Concerns; PI = Police Involvement; RP = Relationship Problems

Table 20 represents the correlation coefficients among the variables under investigation. The relationship between the occupational stress, burnout, problems of lawyers (financial problems, security concerns, police involvement and relationship problem) were found statistically significantly positively related with each other.

Table 21

Multiple regression analysis with predicting effect of lawyers' perception of problems on occupational stress (N = 535)

	USC		SC		
	β	Std. Error	B	t	p
(Constant)	.232	.086		2.68	.008
FP	.186	.062	.170*	2.99	.003
SC	.084	.057	.079	1.46	.144
PI	.554	.132	.458**	4.20	.000
RP	.122	.094	.111	1.30	.192
Overall Model		F (531, 4) = 185.09			.000

* $p < .05$, ** $p < .01$ Note. FP = Financial Problems; PI = Police Involvement; SC = Security Concerns; RP = Relationship Problems

Multiple hierarchical regressions were carried out to elucidate the predictive value of the problems among lawyers in relation to the perceived stress. Findings indicated that financial problem and police involvement significantly predicted the perceived stress among lawyers with regression coefficients .186 and .554 respectively.

Table 22

Multiple regression analysis with predicting effect of lawyers' perception of problems on occupational burnout (N = 535)

	USC		SC		t	p
	β	Std. Error	B			
(Constant)	.800	.048			16.58	.000
FP	.096	.035	.124*		2.74	.006
SC	.131	.032	.177**		4.11	.000
PI	.660	.074	.777**		8.96	.000
RP	-.146	.052	-.189**		-2.79	.005
Overall Model						.000
	$F (531, 4) = 370.629$					

Note. * $p < .05$, ** $p < .01$ FP = Financial Problems; PI = Police Involvement; SC = Security Concerns; RP = Relationship Problems

Multiple hierarchical regression was carried out to determine the effect of problems among lawyers on burnout. Findings indicated that financial problems, security concerns, police involvement and relationship problems significantly predicted burnout among lawyers with regression coefficients .096, .131, .660 and .146 respectively

Table 23

Mean, standard deviation and t-values for the differences between criminal vs. civil court lawyers on lawyers' perception of problems, occupational stress, and occupational burnout (N = 535)

Variables	Criminal		Civil		t	p	95% CI	
	M	SD	M	SD			LL	UL
PSS	2.534	.41	2.336	.41	5.31	.000	.118	.257
OBI	2.593	.30	2.582	.29	.41	.338	-.039	.061
LPPS	2.370	.42	2.290	.41	2.23	.013	.010	.151
FP	2.197	.39	2.119	.37	2.38	.009	.014	.143
SC	2.387	.40	2.312	.38	2.18	.015	.008	.142
PI	2.433	.35	2.379	.35	1.82	.034	-.004	.114
RP	2.181	.39	2.128	.37	1.62	.052	-.011	.118

Note. PSS = Perceived Stress Scale; OBI = Oldenborg Burnout Inventory; LPPS = Lawyers' Perception of Problems Scale; FP = Financial Problems; SC = Security Concerns; PI = Police Involvement; RP = Relationship Problems

Findings from Table 23 indicated that the levels of perceived stress, over all lawyers' perception problems, financial problems, security concerns, police involvement and relationship problems were higher in the lawyers having specialization in criminal cases than that of civil cases while no significant difference found in the level of burnout.

Table 24

Mean, standard deviation and t-values for the differences between married and unmarried lawyers on lawyers' perception of problems, occupational stress, and occupational burnout (N = 535)

Variables	Unmarried		Married		t	p	95% CI	
	M	SD	M	SD			LL	UL
PSS	2.343	.41	2.433	.42	-1.504	.067	-.208	.028
OBI	2.546	.27	2.591	.30	-1.088	.139	-.129	.037
LPPS	2.198	.38	2.342	.42	-2.416	.008	-.261	-.027
FP	2.032	.39	2.169	.38	-2.513	.006	-.244	-.030
SC	2.162	.35	2.368	.40	-3.646	.000	-.316	-.095
PI	2.347	.33	2.411	.35	-1.275	.102	-.161	.034
RP	2.097	.38	2.159	.38	-1.131	.129	-.169	.046

Note. PSS = Perceived Stress Scale; OBI = Oldenborg Burnout Inventory; LPPS = Lawyers' Perception of Problems Scale; FP = Financial Problems; SC = Security Concerns; PI = Police Involvement; RP = Relationship Problems

Findings from Table 24 indicated that lawyers' perception of problems, financial problems and security concerns were higher in married lawyers than that of unmarried while no difference was found in the level of perceived stress, burnout, police involvement and relationship problems

Table 25

Mean, standard deviation and F-values for the differences in terms of work experience on lawyers' perception of problems, occupational stress, and occupational burnout (N = 535)

Variable	Below equal		6 to 15 years		16 to 25 years		26 to 35 years		F	, Post-Hoc		
	to 5 years (n = 20)		(n = 20)		(n = 20)		(n = 20)					
	M	SD	M	SD	M	SD	M	SD				
PSS	2.58	0.39	2.42	0.43	2.42	0.41	2.12	0.25	9.98	.000		
OBI	2.6	0.3	2.57	0.3	2.59	0.3	2.51	0.25	2.5	0.58		
LPS	2.43	0.42	2.32	0.42	2.33	0.41	2.31	0.31	3.81	.010		
FP	2.57	0.37	2.14	0.38	2.16	0.38	2.01	0.38	3.73	.011		
SC	2.43	0.4	2.35	0.39	2.32	0.4	2.22	0.39	2.42	0.65		
PI	2.48	0.35	2.34	0.35	2.41	0.35	2.25	0.27	3.58	.014		
RP	2.22	0.37	2.13	0.38	2.17	0.38	2.01	0.35	3.24	.022		
									2<3, 2>4			

Note. PSS = Perceived Stress Scale; OBI = Oldenborg Burnout Inventory; LPPS = Lawyers' Perception of Problems Scale; FP = Financial Problems; SC = Security Concerns; PI = Police Involvement; RP = Relationship Problems

Table 25 shows one-way ANOVA results of experienced and inexperienced lawyers. Lawyers with more than 25 years of experience have depicted significantly lower scores on stress, and burnout. More experienced lawyers have also reported significantly lesser problems than new entrants into the field

Table 26

Linear Regression Analysis for Mediation by lawyers' perception of problems between type of legal practice and burnout (N = 535)

Variables	Burnout			
	Model 2			
	Model 1 B	B	LL	UL
Constant	2.45**	1.12**	1.02	1.22
Legal practice	-.08**	.04**	.01	.06
LPS		.60**	.57	.63
R ²	.01	.72		
ΔR ²		.71		
F	4.97	675.47		
ΔF		670.5		

** $p < .05$

Table 26 shows effect of type of legal practice (criminal vs civil) on burnout through mediation of lawyers' perception of problems. The model tells that legal practice negatively affects burnout ($\beta = -.08, p < .05$). There is significant direct effect of legal practice on burnout ($\beta = .04, p < .05$). Mediation was observed as there is a significant indirect effect of legal practice type on burnout through lawyers' perception of problems ($-.05, CI = -.09, -.006$)

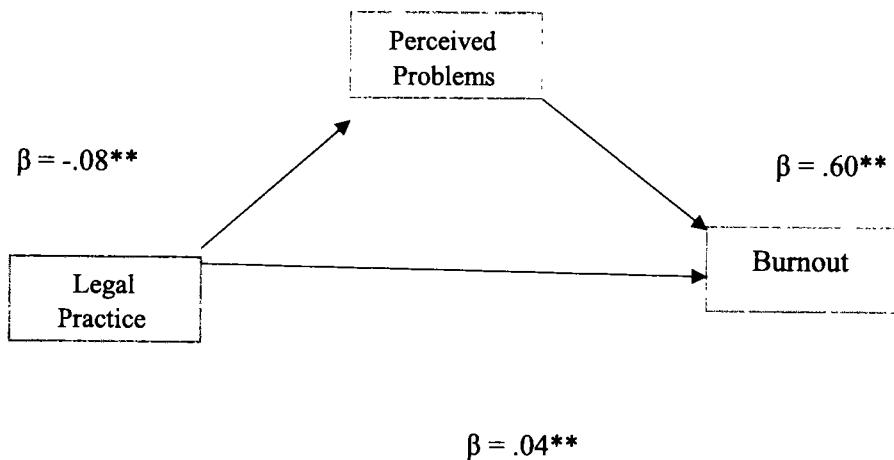


Figure 5: Mediation of perceived problems between legal specialization and occupational burnout. A significant indirect effect of type of legal practice on perceived stress through lawyers' perception of problems ($-.05$, $CI = -.11, -.008$)

Table 27

Linear Regression Analysis for Mediation by lawyers' perception of problems between type of legal practice and perceived stress (N = 535)

Variables	Perceived Stress			
	Model 2			
95% CI	Model 1 B	B	LL	UL
Constant	2.45**	.88**	.73	1.04
Legal practice	-.08**	-.13**	-.17	-.08
LPS		.74**	.69	.80
R ²	.01	.59		
ΔR ²		.58		
F	4.97	390.31		
ΔF		385.34		

** $p < .05$

Table 27 shows effect of type of legal practice (criminal vs civil) on perceived stress through mediation of lawyers' perception of problems. The model tells that legal practice negatively affects perceived stress ($\beta = -.08, p < .05$). There is significant direct effect of legal practice on perceived stress ($\beta = -.13, p < .05$). Mediation was observed as there is a significant indirect effect of type of legal practice on perceived stress through lawyers' perception of problems ($-.06, CI = -.11, -.008$).

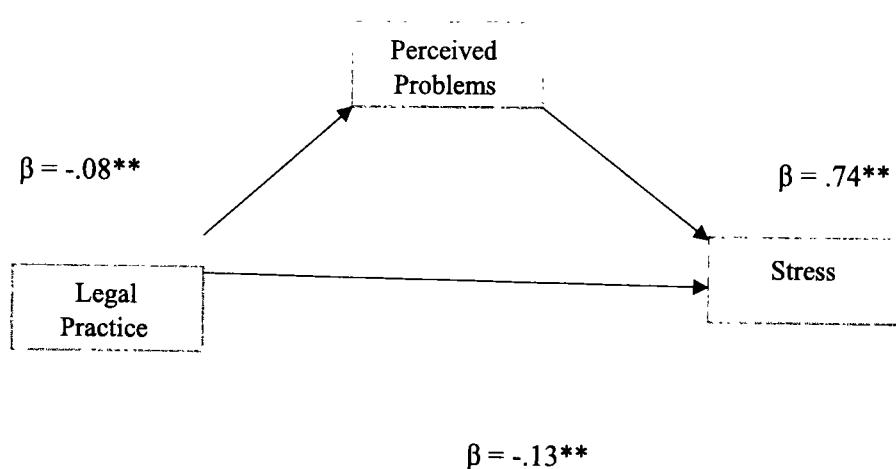


Figure 6: Mediation of perceived problems between legal specialization and perceived stress. a significant indirect effect of type of legal practice on perceived stress through lawyers' perception of problems (-.06, $CI = -.11, -.008$).

Discussion

Chapter III

DISCUSSION

The current study aimed at exploring relationship between lawyers' problems, stress and burnout. This study mainly derives its ideas from two theoretical perspectives i.e. Lazarus and Folkman's Transactional theory of stress (Lazarus and Folkman, 1984) and Cox and Mackay's (1976) model of stress. The study had two parts, one comprising development of Lawyers' Problems Scale and the second part comprised testing the hypothetical model to explore relationship between lawyers' problems, stress and burnout. The mediating effect of lawyers' perception of problems between nature of specialization (i.e. criminal law and civil law) , stress and between nature of specialization and burnout was also studied. To best of our knowledge, this is the first study that examines such relationship among lawyers. The data of more than five hundred lawyers were collected from different regions of south Punjab. Overall, the study presented the adequate initial evidence regarding the problems lawyers usually face in their professional lives.

Initially, a mixed method study was carried out to investigate the experiences of the lawyers regarding the problems they face in their profession. Four emergent themes were extracted out of the data including financial problems, security concerns, police involvement and relationship problems. Keeping in view the emerged themes items were generated and a final questionnaire of 17 items was selected. The initial evidence of the validity was demonstrated through content validity ratio, where judges rated each item on their relevancy to the targeted construct. The quantitative arm of the mixed method study

indicated adequate psychometric properties indicating that targeted population was able to understand and comprehend the items generated initially; however, the empirical evidence of the factorial validity was yet to be established in the study 1, which will be discussed in the preceding sections. In addition to it, the questionnaires/ measures which were planned to be utilized in the study 2 on the large cohort of lawyers were also tested in the study 1 and demonstrated adequate psychometric values.

In study 2, a comparatively large number of lawyers were approached, the factorial validity of the newly developed questionnaire were assessed through Principal Component Analysis (PCA) and it indicated the four sub-components including, financial problems, security concerns, police involvement and relationship problems. However, five items were excluded due to insufficient loading on any specific component leaving a total of 12 items with three items each loaded onto each sub-component. The alpha reliability of the subscales and the full-scale reliability was well within the acceptable range ($\alpha > .70$). The Oldenburg Burnout Inventory and Perceived Stress Scale also showed higher reliability coefficients of .84 and .72 respectively.

The first hypothesis stated that occupation related problems will positively predict the stress and burnout among lawyers. The results from multiple regression show that financial problems and police involvement significantly predict stress. The relationship of various work-related stressors with resulting stress has been observed in a number of other professions. In a study by Elder, Johnston, Wallis, Greenslade, and Crilly (2019) workload appeared as a major factor in perception of the working environment and was a frequently occurring stressor. Death or sexual abuse of a child was the highest rated stressor, despite relative infrequency of exposure. Lambert, Boyle, Fitchett, and

McCarthy (2019) examined occupational stress, occupational commitment, and intention to remain in teaching in a nationally representative sample of

U.S. kindergarten teachers. Teachers who perceived classroom resources as sufficient to meet demands, tended to report they would become a teacher again. However, of teachers who perceived classroom resources as insufficient to meet classroom demands, about half of the teachers reported they would become teachers again. Ma et al. (2015) found police officers working the afternoon and night shifts reported more stressful events than day shift officers for total stress, administrative/professional pressure, and physical/psychological danger. Further on, the findings indicated that overall scores and financial problems significantly predicted the burn out among lawyers. Such finding has a meaningful interpretation in the cultural context and has relevant implications (Kausar, et. al., 2019). It can also be explained through the law system and polices being practiced in Pakistan. For instance, a lawyer in his early career has to practice in the lower court in the first two years of their practice. This is the hard stage where lawyers often feel difficult to attain the clients and even if they attain some clients/ deals, they have to set their fees at minimum level due to less experience. Similarly, they have no set amount of salary, due to these reasons they can spent less time on studying the cases leaving them less favorable arguments. This is the reason that lawyer often are involved in unhealthy behaviors (Kausar et. al., 2019; Gupta, et. al., 2019).

Second hypothesis states a positive relationship between stress and occupational burnout among lawyers. Excessive workload for lawyers is an important part of occupational burden. This point is mentioned in literature that workload is main pressure

(Kriti, et.al, 2004). The unbalance of work-life is associated with heightened amount of stress (Burkett, 2010). The findings have a consistent support in studies of various other professions including teaching and medical staff. In one study, high levels of work-related stress found to be positively related to burnout syndrome among nurses (Zaghini et al., 2020). Abarghouei, Sorbi, Abarghouei, Bidaki, and Yazdanpoor (2016) found a significant positive relationship between job stress, emotional exhaustion, and depersonalization among medical personnel. Furthermore, Koutsimani, Montgomery, and Georganta (2019) found a significant association between burnout and depression and burnout and anxiety.

In the third hypothesis, we suggested that criminal lawyers would be more inclined towards stress and burnout than the civil lawyers. The findings suggested a significant mean difference of stress between two types of specializations, with criminal lawyers reporting higher stress than the civil lawyers. However, no difference in levels of burnout were observed. Criminal lawyers are usually engaged in more threatening lawsuits dealing with murders, rapes, terrorism, and other high-profile criminal cases that can, on some occasions, have damaging and life threatening consequences.

Hypothesis four suggested that occupation related problems would be higher in lawyers practicing in criminal courts as compared to lawyers practicing in civil courts. Criminal lawyers scored significantly higher on LPPS than civil lawyers. Significant differences were noted in family problems and police involvement where criminal lawyers provided stronger responses than civil lawyers.

Hypothesis five stated that occupation related problems, stress and burnout will be

higher in married lawyers comparative to unmarried lawyers. Consonant with this assumption, the married lawyers reported more problems than unmarried ones

This finding seems justified as married individuals have to bear more burden of household expenses as well as investments in terms of time and resources. The findings tell us that married lawyers gained higher scores on problems related to finances as well as security. As lawyers are indulged in situations surrounded by crimes, it genuinely leads to more security concerns especially for lawyers who are married and raising families.

Hypothesis six stated that occupation related problems, stress and burnout would be less common in lawyers with more experience comparative to the less experienced lawyers. This assumption is also supported by the results as lawyers with an experience of 25 years or more, in comparison to relatively less experienced lawyers, showed significantly lesser levels of stress, perceived occupational problems, financial problems, police involvement problems, and relationship problems. Experience and number of years dedicated to some profession provide familiarity with many subtle aspects related to that specific profession. Sufficient public relations are also established with the passage of time that provide a kind of support during the times of difficulty and crisis. Wisdom and practical insight into the profession are also key elements that cannot be achieved while very young in the profession. Finances are stabilized and maturity is attained with the passage of time. Combination of all this provides more experienced lawyers to tackle the difficult situations with more calmness and control and subjectively lead them to adopt a more flexible and realistic point of view about the profession in general.

Hypothesis seven stated that lawyers' perception of problems act as a mediator between nature of specialization and stress. The finding is confirmed as the perception of problems seems to mediate between the two. The study found a negative indirect effect of nature of specialization (criminal vs civil) on occupation stress with the mediation of lawyers' perception of problems. Grace & VanHeuvelen (2019) in study on medical professionals found evidence that higher status healthcare workers—physicians and nurse practitioners—were more likely than their colleagues to report work-life conflict, irregular work hours, and heavy work pressure. These stressors explained an appreciable amount of the higher levels of burnout found among physicians and nurse practitioners. Similarly, criminal law in Pakistan is considered to be more status oriented than civil law. More pressure and threat are involved in practice of criminal law and the results show that criminal lawyers report more occupational stress through the mediation of these problems.

Hypothesis eight suggested that lawyers' perception of problems act as a mediator between nature of specialization and burnout. This hypothesis also finds a support like hypothesis seven, as the mediation was observed with a negative effect of type of profession on burnout. The findings indicated that criminal lawyers reported more burnout than civil lawyers through the mediation of lawyers' problems. Hypothesis and seven and eight both are derivatives of Lazarus and Folkman's Transactional theory of stress (Lazarus and Folkman, 1984) and Cox and Mackay's (1976) model of stress. Cox and Mackay (1976) suggested that stress is due to a dynamic transaction between the individual and the environment. Important to this model is the individual's cognitive assessment of the perceived demands made on him or her, and that individual's perceived

capability to deal with those demands. Lazarus and Folkman's transactional theory of stress and coping (Lazarus and Folkman, 1984) states that individuals are constantly appraising stimuli within their environment. This appraisal process generates emotions, and when stimuli are appraised as threatening, challenging, or harmful (i.e., stressors), the resultant distress initiates coping strategies to manage emotions or attempt to directly address the stressor itself. According to this perspective, stress is defined as exposure to stimuli appraised as harmful, threatening, or challenging, that exceeds the individual's capacity to cope. In this study, it was assumed that lawyers' according to their specializations appraise the nature of their problems and that in turn effect their levels of stress and burnout. The findings in this study provide a theoretical support and add into the empirical literature.

Conclusion

This study aimed at exploring relationship between lawyers' problems, stress and burnout. A 12-items Lawyers' Perception of Problems Scale was developed after qualitative focused group studies and an EFA based analysis. The findings suggest a positive relationship between lawyers' problems, stress and burnout. A mediation of lawyers' problems between their specialization and stress and burnout was also observed. Criminal lawyers seem to have more problems than civil lawyers especially financial, security related and police involvement related. Criminal lawyers also reported heightened stress than civil lawyers. Married lawyers have also reported more problems especially financial and security related than unmarried lawyers. Highly experienced lawyers have reported lesser levels of stress, and lesser problems than relatively younger

lawyers. The main research finding are in line with Lazarus and Folkman's Transactional theory of stress (Lazarus and Folkman, 1984) and Cox and Mackay's (1976) model of stress. the findings indicated that financial problems have significant role in development of the burnout among lawyers. This might be the potential reason that lawyers do not prefer routine checkups in Pakistan and are often involved in unhealthy behaviors including lack of physical activities and smoking. The problems of lawyers are required to be addressed at multiple levels. At first, psychosocial support interventions aiming to reduce stress associated with financial problems is paramount. Similarly, government can develop a support program and initiate a discourse to financially support the lawyer particularly in their early careers.

Limitation and Suggestions

Firstly, the study has main limitation regarding sample type. It was very hard to get data from lawyers due to their professional responsibilities and their reluctance to involve in research process. Data collection was very hard phase. Secondly, as in Pakistan mostly males are associated with law profession, so the sample did not contain enough representation of female lawyers. Important gender-based comparisons could have been made if sufficient number of females were included in the sample. Thirdly, study was based on cross-sectional design. The survey method is limited in its application as no causal statement can be given. Experimental studies with interventions to reduced stress and application of various coping strategies can be designed for future research. Lastly, the study only focused on relatively older theoretical approaches (i.e. Lazarus and Folkman's transactional theory, and Cox and Mackay's stress model). More studies can be designed to assess various other models of stress especially Diathesis-Stress model,

Jobs-Demands Resources model, and Effort-Reward Imbalance model.

Dumitrescu (2014) reported that psychotherapeutic interventions reduced occupational stress. This study was not interventional in nature, as its focus was more on identifying lawyers' problems and their relationship with stress and burnout. The studies like Dumitrescu's provide us great insight into the methods to reduce occupational stress. More interventional studies are recommended in samples of lawyers in order to make them more resilient in this highly demanding profession.

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Appendices

Appendix

ADEPARTMENT OF PSYCHOLOGY, INTERNATIONAL ISLAMIC UNIVERSITY ISLAMABAD

INFORMED CONSENT FORM

I am a Ph.D. scholar from International Islamic University, Islamabad. This research is an effort to explore "Lawyers' problems and their relationship with occupational stress and occupational burnout: a study on lawyers practicing civil and criminal law". You are assured about confidentiality of the information provided. Your time and cooperation will be highly appreciated. You have the right to withdraw at any stage of the research. All informations will be used purely for purpose of the scientific research and your support will help us understand the phenomenon.

We assure you that information given by you will be treated as strictly confidential and will be used only for research purpose. Your help/ support and honest participation will be highly appreciated.

If you agree to participate in this research, kindly sign below.

Signatures: _____

Appendix B**DEMOGRAPHIC INFORMATION FORM**

Kindly mention your particulars required for the purpose of research

Name (optional): _____ Age: _____ years

Gender: _____ Male / Female

Qualification: _____

Experience: _____

Marital Status: Married/Unmarried

Specialization: Criminal / Civil

Area: Rural/Urban

Number of successful cases _____

Number of unsuccessful cases _____

Appendix C

PERCEIVED STRESS SCALE

The questions in this scale ask you about your feelings and thoughts during the last month. In each case, you will be asked to indicate by circling how often you felt or thought a certain way.

Name _____

Date _____

Age _____

Gender (Circle) M F

Other _____

0 = Never 1 = Almost Never 2 = Sometimes 3 = Fairly Often 4 = Very

Often 1. In the last month, how often have you been upset because of something that happened unexpectedly? 0 1 2 3 4

2. In the last month, how often have you felt that you were unable to control the important things in your life? 0 1 2 3 4

3. In the last month, how often have you felt nervous and "stressed"?

0 1 2 3 4

4. In the last month, how often have you felt confident about your ability to handle your personal problems? 0 1 2 3 4

5. In the last month, how often have you felt that things were going your way?

0 1 2 3 4

6. In the last month, how often have you found that you could not cope with all the things that you had to do? 0 1 2 3 4

0 1 2 3 4

7. In the last month, how often have you been able to control irritations in your life?

0- 1 2 3 4

8. In the last month, how often have you felt that you were on top of things?

0 1 2 3 4

9. In the last month, how often have you been angered because of things that were outside of your control? 0 1 2 3

0 1 2 3

4

10. In the last month, how often have you felt difficulties were piling up so high that you could not overcome them? 0 1 2 3

0 1 2 3

4

Appendix D

LAWYERS' PERCEIVED PROBLEMS SCALE (LPPS)

- 1) I have less financial resources.
- 2) There is no fixed amount of sufficient earning.
- 3) I feel more financial crises in comparison of other professions
- 4) I face fee problems with clients coming from low income groups
- 5) I often feel worried about my family security.
- 6) I have to face security threats while dealing cases against influential people.
- 7) I often face verbal threats.
- 8) I feel difficulties when police intentionally hide the required evidences.
- 9) There often arise contradictory issues with police officials
- 10) Police destroy the relevant evidence for giving favour to the culprit.
- 11) Due to professional responsibilities, I spend less time with my family.
- 12) Due to my professional responsibilities, I have no time to spend with my friends.

Note: Each question is scored from 1 (Strongly Disagree) to 4 (Strongly Agree).

Appendix E

OLDENBURG BURNOUT INVENTORY (OBI)

1. I always find new and interesting aspect of my work [R]
2. There are days when I feel tired before work
3. It happens more and more often that I talk about my work in a negative way
4. After work, I tend to need more time than in the past in order to relax and feel better
5. I can tolerate the pressure of my work well [R]
6. Lately, I tend to think less at work and do my job automatically
7. I find my work to be a positive challenge [R]
8. During work, I often feel emotionally drained
9. Over time, one can become disconnected from this type of work
10. After work, I have enough time for my leisure activities (R)
11. Sometimes I feel sickened by my work tasks
12. After my work, I usually feel worn out and weary
13. This is the only type of work I can imagine myself doing [R]
14. Usually, I can manage the amount of my work well [R]
15. I feel more and more engaged in my work [R]
16. When I work, I usually feel energised [R]

Note: Each question is scored from 1 (low burnout) to 4 (high burnout). In statements marked [R] reverse coding was used – a negative response indicates high burnout and a positive answer indicates low burnout..

