

## **Social Diseases of those in Positions and their Impact on the Psychological Burnout of Workers “Field Study on the University Education Sector in the Arab Republic of Egypt”**

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### **Abstract**

*The social diseases of those with positions are one of the most recent topics under study by most researchers because of their different effects on the scope of work. Society, a sample of workers at Cairo University was selected, especially the workers at the Faculty of Commerce and the Faculty of Arts at Cairo University. A sample of 224 individuals was selected, the forms were distributed, and the researcher retrieved 212 forms, and after deleting the damaged forms, the researcher had 197 correct and valid forms.*

*From the statistical analysis, the researcher verified the validity of the study hypothesis and made sure that there is a relationship between the social diseases of those with positions and the psychological burnout of university workers.*

*The researcher recommended a set of recommendations, the most important of which was the need to pay attention to the permanent measurement of the state of psychological burnout for workers in Egyptian universities, and the need to work on re-evaluation of leaders periodically to ensure that They are free from social diseases that afflict those with positions, the need to look at the methods of selection and appointment of leaders to ensure Lack of access to people with social diseases.*

**Keywords:** *Social diseases - corruption of office holders - financial fraud for office holders - Psychological Burnout.*

### **1. Introduction**

God Almighty created the universe and commanded us with justice and equality among all creation, and even sent messengers with the divine religions to emphasize the principles of justice and equality, however, with the passage of time, humans began to suffer from a type of disease that was not like the rest of the known apparent diseases, and it was known as social diseases. The first social disease was hatred when Cain hated his brother and insisted on marrying his sister, which prompted him to kill Abel's brother, and the Lord of the Worlds mentioned her in his saying in Surah Al-Ma'idah, verse 31 (So his soul willingly killed his brother, so he became one of the losers). Hate was the motive for the first crime known to humanity.

After this incident, these diseases began to spread, such as malice and hatred, and then theft, fraud, fraud, intentionally violating the laws, abuse of influence, lying, and flattery, and all of these things came under the name of social diseases in the current era.

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As a result of the era of globalization and information technology, many scientists and researchers have turned to studying the situations and actions that lead to workers feeling states of frustration, despair, and a feeling of helplessness, to avoid a decline in their performance rates and to avoid the loss of distinguished human elements and their flight to competing facilities, which negatively affects the organization's performance. Psychological burnout has become one of the Negative phenomena that have dire consequences can lead to an individual separating from his organization and accepting any temptations for employment from companies. Organizations seek to investigate the factors that could stand behind this dangerous phenomenon to reduce it.

Therefore, the relationship between social diseases, especially when they are linked to those in positions, has a significant impact on the psychological burnout of workers, so through this study I sought to clarify this relationship in the university education sector.

## 2. Research Problem

Social ills of those in office are among the problems facing many societies around the world. These diseases usually include unacceptable or immoral behaviors carried out by some individuals who hold leadership or authoritative positions, which lead to the deterioration of the social and economic condition of society.

The social ills of those in office include many forms, including corruption, bribery, fraud, financial manipulation, sexual harassment, abuse of power, discrimination, racism, incitement to hatred, and others. These behaviors undermine confidence in institutions and governments and increase the gap between the rich and the poor. They also lead to the deterioration of the economy and undermine the legal system.

There are many studies that indicate that the social diseases of those in positions of authority can negatively affect workers in the institutions in which they work. Among the possible negative effects of these social diseases is psychological burnout, which is a common condition at work, and can lead to a decline in psychological performance, feelings of frustration, depression, exhaustion, and extreme fatigue.

Therefore, the research problem for the study can be formulated as follows:

What is the impact of social illnesses of people in positions on the psychological burnout of workers in institutions, what are the factors affecting this matter, and how to deal with them? Through this problem, we can develop a set of sub-questions that help us clarify this effect, as follows:

- a) What is the concept of social diseases for those in the office?
- b) What is burnout? What are the factors that lead to achieving it?
- c) What are the effective strategies to combat the social ills of those in the office?
- d) How can we limit the impact of social diseases on workers in institutions?
- e) These questions are an indication of the importance of the problem in society?

## 3. Objectives of the study

The study aims to achieve a main goal, which is to determine the impact of social illnesses among those in positions of authority on psychological burnout in the Egyptian university education sector. To clarify this goal, we address a sub-set of goals as follows:

- a) Defining the concept of social diseases for those in positions
- b) Identifying the types and causes of social diseases of those in positions of authority

- c) Determine methods for treating and combating social ills for those in positions of authority
- d) Defining the concept of psychological burnout for employees
- e) Identifying the causes of employee burnout and how to work to reduce it

#### **4. The importance of the study**

##### a) Scientific importance:

This research derives its scientific importance from the importance of the subject it studies, which is the social illnesses of those in positions of authority and psychological burnout among workers. The term social illnesses of those in positions of authority and psychological burnout have become very important at the present time due to the large number and spread of cases of social illnesses in many institutions and administrative organizations. Studying this topic has become an obsession for many of these organizations, as it leads to the advancement of the organizations. This study is also the first, to the researcher's knowledge, through which this topic is addressed within the Egyptian higher education sector.

##### b) Practical importance:

- The possibility of organizations benefiting from the results and recommendations of the research and benefiting from identifying the relationship between the social diseases of those in positions and the psychological burnout of workers. With administrative organizations, which has a profound impact on the economy, as during the previous period the proportion of these social diseases increased among individuals.

- Directing the attention of administrative leaders to the necessity of responding to the social ills of those in positions of authority in order to reduce the rate of psychological burnout within educational institutions in the Arab Republic of Egypt.

- Increasing the competitive capabilities of Egyptian universities and institutes. By developing the human resources working in it, which qualifies it to compete strongly regionally and globally, and thus is an increase in the strengths of the economy as a whole. The higher education sector is considered one of the important sectors that influence the development of society, as it is the leader of technological development.

#### **5. Hypotheses:**

The hypotheses presented in this study were formed in response to the issue, research questions, and goals. These hypotheses serve as first propositions and provide a foundation for our investigation into the suggested subject. Therefore, the primary hypothesis may be expressed as follows:

A statistically significant correlation exists between the occurrence of social issues among individuals in positions of authority and the manifestation of psychological exhaustion among university employees.

The present hypothesis gives rise to the following sub-hypotheses:

a) A statistically significant correlation exists between the misuse of power by those in positions of authority and the occurrence of psychological burnout among university personnel.

b) A substantial statistical correlation exists between the corruption levels of individuals in positions of power and the occurrence of psychological burnout among university personnel.

c) There exists a statistically significant correlation between instances of financial fraud perpetrated by top officials and the occurrence of psychological burnout among personnel inside the educational setting.

## **6. Concepts of the study**

a) Social illnesses:

There are several definitions of social illness that have been provided by medical sociologists, including:

- Lemert defined it as a form of disorder affecting society that negatively affects it and the individual's vital health.
- As for Ray Fitzpatrick, he defined it as a defect that affects the individual because of his poor adaptation to society due to the lack of society's relationship with the individual.

As for the procedural definition of social diseases: it is the disorder that afflicts the individual socially because of a psychological disorder or as a result of other circumstances such as socialization.

b) The positions:

- It is a group in whose hands the decision or authority is left.
- It is the selection of specific individuals or persons based on their experience in a specific field, and they are elected as is the practice in the government system.

As for the procedural definition: they are functions that are of great importance in issuing and implementing laws.

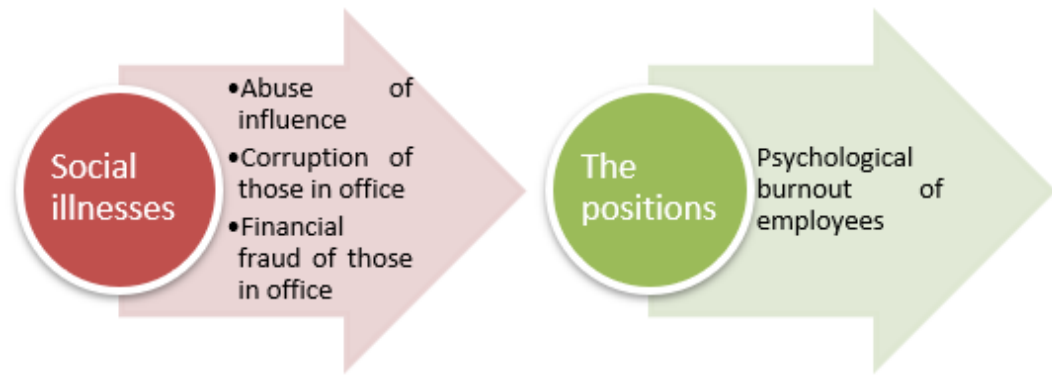
c) Psychological burnout of workers:

- It is a state that an employee goes through in which he feels psychological pressure resulting from work or exhaustion and fatigue due to work.
- It is the individual's suffering from physical and psychological pain and difficulties because of social and psychological problems and challenges. It may be difficult to detect psychological burnout early, as many employees in the initial stages of the disease feel that they are in a good health condition and often attribute these symptoms to the pressures of work and life.

As for the procedural definition: the inability to fill social roles or commit to basic functions as a result of certain social and psychological pressures.

## **7. Study model:**

The following figure shows the analytical model of the study variables.



## 8. Study Methodology:

Due to the nature of the study, we will rely on the descriptive analytical approach in order to analyze the concept of social illnesses for those in positions of authority and address its various aspects and ideas related to it, and we will try to highlight the various aspects of the relationship between it and the psychological burnout of workers.

SPSS system will also be used for statistical analysis to try to prove the validity or error of the study hypotheses that we have previously identified, and some statistical operations will be used.

## 9. Limitations of the study:

This study was conducted according to the following limitations :

- a) Spatial boundaries: The field study was determined by conducting a field study in the Arab Republic of Egypt , in challenging sectors of higher education
- b) Objectivity border:The subject area of this study is limited to identifying the social ills of those in positions and the psychological burnout of workers.
- c) Human limits: This study is limited to office holders and employees at Cairo University .
- d) Time limits:The field study was carried out during the year 2022 to 2023, and the data collection process was limited to that period only .

## 10. Literature review

Many previous studies have addressed the issue of social diseases and have concluded that those in administrative and leadership positions suffer greatly from social diseases, which in turn lead to more psychological pressures, as a result of the pressures they are exposed to. In their work, some studies have shown that the main reasons behind burnout among these workers are exhaustion at work, inability to balance personal and work life, high ambitions, and frequent dealing with pressures and responsibilities associated with managerial positions.

It is worth noting that social diseases are not limited to those in administrative and leadership positions alone. They may affect any person who suffers from psychological pressures or faces social challenges and problems in his daily life. Therefore, it is advisable to reduce stress. Reducing stress by searching for sources of relaxation and meditation, maintaining a balance between work and personal life, and paying attention to health aspects such as nutrition, sleep, and exercise.

Through this, the researcher agreed with the findings of previous studies in most points, but she disagreed with Williams' study because he did not refer to the social diseases that affect individuals and specified that the trends that lead to burnout are pressures at work. The researcher believes that these diseases are... It is the most important factor in increasing the rate of psychological burnout.

By presenting and commenting on previous studies, the researcher explains the points of difference between this study and previous studies, which is called the research gap, as follows:

- a) Most of the studies that dealt with social ills focused on foreign environments, and there is no study that has dealt with the subject within the Egyptian environment, which is an addition to Arab libraries on this subject.
- b) The field of application of this study, which is the university education sector, is a field that has not been addressed in any of the previous studies despite its great impact on many workers due to the large size of employment that this sector enjoys.

## 11. The theoretical framework of the study

In order to clarify the theoretical framework, it has been divided into two axes. In the first axis, the researcher deals with the social diseases of those in positions of authority in terms of the concept, causes, and method of treating such diseases. In the second axis, the researcher deals with psychological burnout in terms of the concept, causes, and treatment methods. In the end, the researcher explains the relationship between each of the social diseases. For people in positions and psychological burnout, the following is an explanation of these topics.

The first axis: social diseases of those in positions

- a) What are social diseases?

There have been many attempts to explain and conceptualize social pathology, with jurists interpreting it as deviant social behavior, that is, rebellious behavior that violates the law and causes objective harm to others. They believe that deviants must be punished fairly and with a deterrent effect, and its purpose is correction, rehabilitation, education, and re-education. The corrupt person slaughters for the common good, and this is a warning to others. While economists blame unemployment and poverty for social ills

As for sociologists, they believe that the deviants in society are the miserable and deprived. They are the ones who lead to deviation. The reason may be due to the widening gap between the level of ambition and the possibility of achieving the goal to reach this level of ambition. Even if the individual does not reach this level through deviant means, he will adopt another deviant behavior, which is alcoholism and drug abuse, which is a double deviance. Some believe that social pathologies occur due to rapid changes in society. Divorce, polygamy, family breakdown, low socio-economic status, low standards of living, and disease are largely responsible.

Psychoanalyst Sigmund Freud and his followers focused on two main drives of social pathology, namely the sexual drive and the aggressive drive, and believed that the deviations were due to poor ego development and the inability of the superego (because of false reincarnation) to control the identity (not respect, and perhaps not understanding the norms). Social and not a sin, they see and see in avoidance a motivational strategy against anxiety and a strategy to avoid punishment, and they see financial fraud as it relates to the state of thought development that proves the issue of theft, and even theft can sometimes be a means of replacing a habit, which is the habit that the individual practices, which Represents Muharram. Karen Horney believes that an individual experiences anxiety because of a feeling of helplessness. The world pushes him either to

fight others, to stay with them, or to stay away from others. The individual feels helpless in the face of a hostile world.

Modern behaviorists explain social pathology as supporting typical responses to stress and anxiety due to constant frustration, led by the scientist Maywood, who explains deviant behavior because of poor upbringing and social normalization, failure in the social learning process, failure to learn and absorb external pressures and inability to develop personal pronoun.

Supporters of the theory of the self-led by Carl Rodger say that deviations are achieved through the theory of the self-led by Carl Rodger.

Which arise from the individual's ignorance of his true experiences, his behaviors that do not fit with his life and psychology, and the contradictions that occurred in the personality with the formation of the ego in the presence of experience with anxiety and frustration that leads to deviation. They also attribute drift to the individual's inability to distinguish things and perceive standards and values. Social behavior in a distorted way, or the formation of a negative self-concept that is not compatible with the actual self or the ideal self, and choosing a subjective approach to conceptual realism or the ideal self and choosing a behavior style that is not compatible with the self-concept.

In social psychology, we find that behavior itself is not deviant or moral, but rather the evaluation of your behavior by society, that is, the opinions and judgments of those affected by it, where the judgment of deviance if the behavior is deviant is based on socially acceptable standard behavior, and the disease is attributed to the psychological and social environment. Social problems, cultural adaptation, social normalization, and low social intelligence.

They believe that social deviance means explicit rebellion against society's norms and values, and everything that leads to social change in the individual. Robert believes that lack of social adaptation leads to deviation, the most important of which is psychological deprivation of pain and care, lack of love and emotional warmth, rejection, punishment, separation, and family disintegration.

In the end, the various explanations for social ills may overlap and interact, the most important of which in our view are the psychological and social factors that lead to deviance, which are:

b) Types of social diseases of those in positions

Through the study, there are many types of social diseases that affect people in positions, and they have been identified as follows:

- Misuse of influence
- Corruption of those in office
- Financial fraud of those in office
- Flattery
- Hypocrisy
- Lying

These diseases are the most famous and widespread among those in positions of power, and it can be said that flattery and hypocrisy are the most widespread diseases in the Arab world.

c) Causes of the emergence of social diseases

- The social factors within the home include.
- The economic aspect is poverty, crowding, lack of amenities, etc

- Interaction within the family, whether excessive leniency, lack of control and oversight, indifference, cruelty, or discrimination in treatment. etc.
- The moral condition: addiction, immorality, encouragement to commit suicide, etc.
- Social factors outside the home include:
  - Bad horns
- Psychological factors include:
  - Conflict, aggressive tendencies, deprivation, especially from the mother, failure to satisfy the child's needs, etc.
  - Psychological crises, disturbed self-development, failure to modify innate motives, weak or absent sense of sin ...etc.

d) Treating social ills

Social illnesses are usually treated by a psychiatrist who seeks to correct the behavior of the affected person. This may be done through a group of methods, which we mention below:

- Strengthening a person's will, working to increase the strength of the ego and superego, developing conscience, increasing behavioral control, and strengthening and treating the will.
- Some cases may require placement in institutions for psychological, educational, and vocational rehabilitation under scientific supervision, social renormalization, modification of motives and tendencies, instilling worthy, studied attitudes, and working with deviants since understanding and care with the aim of reform and correction, not punishment.

e) Difficulties in treating social diseases.

There are some difficulties, according to the study, facing the treatment of social diseases that we can summarize Below are:

- The depth of personality disorder and its resistance to change.
- The patient's unwillingness to change and his lack of cooperation in treatment.
- The penetration and ramification of relationships for those in positions
- Difficulty detecting wrongdoing by appropriate parties because there is no main culprit.

second axis: psychological burnout

a) What is psychological burnout?

The concept of burnout came into common use in the last two decades of the twentieth century to describe the state of mind of professionals working in social and human services who spend continuous time with their teachers or students in stressful jobs.

In general, the concept refers to the professional aspect, especially the field of work, and negative changes in relationships and situations, inside and outside the field of work, due to work pressures that are directed. More precisely, mental burnout is physical and mental exhaustion or exhaustion.

Baines and Ormson define burnout as a state of mind that affects professionals in dealing with others who give more than they receive from colleagues, friends, and clients. Both Becks agrees and Jagiello for their definition of burnout as a state of emotional, emotional, physical, and mental exhaustion resulting from excessive pressure on a



teacher's energy and strength. Recent researchers in the field of burnout are Gould and Roth.

They defined burnout as a state in which an individual feels that his or her needs are not being met and that his or her expectations are not being met, characterized by the development of disillusionment accompanied by psychological and physical symptoms that lead to a decline in self-esteem. Concept. Burnout due to inconsistencies and contradictions between workload and requirements, and between work capabilities, potentials and aspirations psychological fatigue is affected Excessive work pressure leads to negative changes in personal relationships and attitudes towards work and towards others, and this is mainly manifested in a loss of interest in those receiving services and those with whom they interact automatically.

Therefore, burnout here is the high level of exposure that the individual faces due to the changing and unbalanced pressures that he faces at work and life, which prevent him from the job in a way True.

b) psychological burnout

The study came up with a list of symptoms that help us detect cases of mental fatigue, the most prominent of which are:

- Behavioral symptoms: a group of behaviors that an individual exhibits in daily life.
- Emotional symptoms: These are symptoms that affect an individual's mood.
- Physiological symptoms: These are symptoms that appear in the form of pathological physical symptoms.

We can explain these symptoms through the following table:

Types of symptoms	Symptoms
Behavioral symptoms	<ul style="list-style-type: none"> <li>- Absenteeism from work</li> <li>- Low level of performance</li> <li>- Withdrawal and inclination toward written work more than toward students, parents of students, or colleagues</li> <li>- Look at the clock from time to time</li> <li>- It is calculated continuously for holidays</li> <li>- He doesn't care about his general appearance</li> <li>- He does not get enough sleep</li> </ul>
Emotional symptoms	<ul style="list-style-type: none"> <li>- Exaggerated concern about his students and their problems</li> <li>- Irritability</li> <li>- Lack of flexibility in treatment</li> <li>- Frequent feelings of frustration</li> <li>- Use psychological defense tricks when dealing with others</li> <li>- Feeling depressed</li> <li>- Negative view of self</li> <li>- Feeling of despair, helplessness and failure</li> <li>- the fear</li> </ul>
Physiological symptoms	<ul style="list-style-type: none"> <li>- Stomach disorders</li> </ul>

- |  |                                     |
|--|-------------------------------------|
|  | - Hypertension                      |
|  | - Fatigue when doing minimal effort |
|  | - Increased heart rate              |
|  | - Boredom forgetfulness             |
|  | - Sleep disturbances                |

### c) Sources of psychological burnout

Revealing the sources and causes of psychological burnout is no different from researching the causes of professional stress due to the similarity of the conditions that develop each of them, knowing that the individual's feeling of professional pressure or psychological pressure at work does not lead to Necessarily exposed to psychological burnout, but injury the person Ba 's psychological burnout is a result of his suffering from the psychological pressures he is experiencing the job, Therefore Most of the studies that dealt with the issue of psychological burnout I tended to classify its sources into two main categories :

- Organizational factors and personal characteristics : It received the largest share of attention and focus in studies that dealt with the subject of psychological burnout, and this is due to the fact that many scholars view psychological burnout most of the time as a problem related to work and among the organizational factors that researchers frequently mention in the studies and research that dealt with it , and here it is. :
- Role overlap occurs when the worker is asked to perform work that is not appropriate for him or inconsistent with the nature of his work and increases the burden assigned to him to the extent that it exceeds the permissible limit.

## 12. Analysis of the field study

In this section, the researcher will explicate the methodological processes used in this study, with particular emphasis on the significance of scientific methodology as a framework of regulations and protocols that underpin scientific research. The aforementioned system has a high degree of flexibility and is characterised by its non-closed nature, hence rendering it susceptible to errors. Nevertheless, the use of this approach remains crucial in systematising information and data that are vital for researchers to successfully accomplish and attain the objectives of their research endeavours. The scientific approach compels researchers to adhere to correctness and ensures their relative, objective impartiality by distancing themselves from personal preferences. Therefore, it is incumbent upon the researcher to refrain from presenting personal beliefs without substantiating them with scientifically valid viewpoints and to expose any position to rigorous scrutiny. Every view, regardless of the level of confidence attached to it, is subject to criticism and dispute, since there is no inherent absolute truth. The researcher used a series of methodological processes, whereby the identification of a population and subsequent selection of a sample were seen as crucial elements. This paper examines the study's objectives, the dimensions explored inside the study, the assessment of the research tool's validity and stability, as well as the statistical analysis techniques used in the investigation.

### a) Study population and sample

population consists of all employees of the Faculty of Commerce and the Faculty of Arts at Cairo University. The following table shows the size of the study population and its distribution among the study population. A random sample size (224).

Research population and sample

statement	research community	Research sample and distributed questionnaires	Refundable forms	Excluded forms	Valid forms
Commerce College	257	120	112	8	100
Faculty of Arts	217	104	100	4	97
Total	474	224	212	12	197

Source: Prepared by the researcher as part of presenting the results of the statistical analysis

The questionnaire was distributed to the sample members and (212) questionnaires were retrieved. After examining the questionnaires, 15 questionnaires were excluded, due to not meeting the conditions required to answer the questionnaire. Thus, the number of questionnaires subject to study was (197).

b) Study tool:

The current study used the questionnaire as a primary tool to collect data related to the research topic. This choice was made because of the inherent advantages associated with this tool, namely its ability to efficiently collect information from a large population within a specific time frame. In addition, the questionnaire form gives participants ample opportunity to reflect on their answers without experiencing undue psychological pressure, as might occur during an interview. Moreover, the questionnaire is known for its objective nature, which enhances the reliability of the data collected. The researcher used a questionnaire to find out the correlation between the social diseases of those in positions and their impact on the psychological burnout of employees at Cairo University, which led to scientific results.

**13. Testing and discussing the study hypotheses:**

This study is based on a main hypothesis, and the researcher tested it as follows:

Main hypothesis:

The first main hypothesis of the study, which was formulated by the researcher, is stated in the following image.

“There is a statistically significant relationship between the social illnesses of those in positions of authority and the psychological burnout of university employees .”

The researcher divided the first main hypothesis into three sub-hypotheses according to the elements of the social diseases of those in positions in each category as follows:

a) The first sub-hypothesis

“There is a statistically significant relationship between the abuse of influence of those in office and the psychological burnout of university employees.”

For the researcher to be able to test the hypothesis, the researcher used multiple linear regression analysis, using the Ordinary Least Squares (OLS) method, in addition to regression estimator’s tests (t) and the overall model test (f). The results of the researcher’s statistical analysis yielded the following results are based on this hypothesis:

Table for testing regression coefficients and correlation results for the first sub-hypothesis of the first main hypothesis

Independent variable	Regression	t value	Significance	The	Pearson	Dearbin
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	coefficient		level	resolution is $\alpha = 0.05$	correlation coefficient R	WatsonDw Value
Misuse of influence of those in office	0.338	5.77	0.0	moral	0.495	2.210

Source: Prepared by the researcher as part of presenting the results of the statistical analysis

ANOVA analysis table for the first sub-hypothesis of the first main hypothesis

Sources of difference	Degrees of freedom	F value	Significance level	The resolution is $\alpha = 0.05$	Coefficient of determination $r^2$
Regression	1	33.34	0.0	moral	24.5%
The rest	103				

Source: Prepared by the researcher as part of presenting the results of the statistical analysis

The results of the researcher's statistical analysis of the hypothesis resulted in the following:

- From the regression coefficients test table:
  - The significance level used to test the significance of the effect of misuse of influence by individuals in positions of authority, as a component of the social illnesses experienced by those in such positions, on psychological burnout, was found to be lower than the predetermined level of significance  $\alpha = 0.05$ . This implies that there exists a substantial and statistically significant impact of the improper utilisation of authority by those in positions of power on the occurrence of psychological burnout.
  - The sign of the correlation and regression coefficients was positive. This means that the greater the social ills of those in positions, the greater the job burnout in the study population.
- The ANOVA Table.
  - The significance level ( $\alpha$ ) for the overall model significance test (F) was found to be lower than the predetermined threshold of  $\alpha = 0.05$ . This implies that there is potential for the estimated model to be dependable, and there is also the potential for the findings of the sample to be applicable to the broader research population.
  - The value of the coefficient of determination to measure the strength of the model was  $24.5\% = r^2$ . This means that the changes that occur in the abuse of influence of those in positions of authority, as one of the elements of the social diseases of those in positions of authority, are responsible for explaining 24.5 % of the changes that occur in psychological burnout, and a percentage of 75.5 % is due to other factors in addition to the random error term.
- Verifying least squares (OLS) regression estimators:
  - autocorrelation between the autocorrelation residuals, the value of the calculated Durbin-Watson statistic was  $Dw = 2.136$ . When looking at the tabulated values shown above, it becomes clear to the researcher that the calculated value falls between the two tabulated values. (Du,4-Du) This means there is no perfect connection.

- From the above, the researcher can accept the first sub-hypothesis in its form, which states:

- "There is a statistically significant relationship between the abuse of influence of those in office and the psychological burnout of university employees."

b) The second sub-hypothesis

"There is a statistically significant relationship between the corruption of those in office and the psychological burnout of university employees."

For the researcher to be able to test the hypothesis, the researcher used multiple linear regression analysis using the Ordinary Least Squares (OLS) method. In addition to the regression estimator's tests (t) and the overall model test (f), the results of the researcher's statistical analysis in this hypothesis resulted in the following results:

Table for testing regression coefficients and correlation results for the second sub-hypothesis of the first main hypothesis

Independent variable	Regression coefficient	t value	Significance level	The resolution is $\alpha = 0.05$	Pearson correlation coefficient R	Dearbin WatsonDw Value
Corruption of those in office	0.098	1.98	0.048	moral	0.198	1.923

Source: Prepared by the researcher as part of presenting the results of the statistical analysis

ANOVA analysis table for the second sub-hypothesis of the first main hypothesis

Sources of difference	Degrees of freedom	F value	Significance level	The resolution is $\alpha = 0.05$	Coefficient of determination $r^2$
Regression	1	3.92	0.0	moral	3.98%
The rest	103				

Source: Prepared by the researcher as part of presenting the results of the statistical analysis

The results of the researcher's statistical analysis of the hypothesis revealed the following:

- From the regression coefficients test table:

- The significance level used to examine the influence of corruption among individuals in positions of authority as a component of social disorders on psychological burnout was found to be lower than the predetermined threshold of significance  $\alpha = 0.05$ . This implies that there exists a notable and statistically significant impact of the corruption shown by those holding positions of power on the occurrence of psychological burnout.

- The sign of the correlation and regression coefficients was positive. This means that the greater the percentage of corruption among those in office, the greater the psychological burnout in the colleges under study.

- The ANOVA Table

- The p-value for the overall model significance test (F) was found to be less than the predetermined significance threshold  $\alpha = 0.05$ . This implies that one may depend on the estimated model and perhaps extrapolate the findings from the sample to the larger population under consideration.

- The value of the coefficient of determination to measure the strength of the model was  $3.98\% = r^2$ . This means that the changes that occur in the corruption of those in office, as one of the elements of the social diseases of those in office, are responsible for explaining 3.98% of the changes that occur in psychological penetration, and there is a percentage of 96.02% due to factors Other in addition to the random error term.

- Verifying least squares (OLS) regression estimators:

- To test the problem of autocorrelation between the autocorrelation residuals, the value of the calculated Durbin-Watson statistic was  $Dw = 1.923$ . When looking at the tabular values shown above, it becomes clear to the researcher that the calculated value falls between the two tabular values ( $Du, 4-Du$ ). This means that there is no complete correlation to the autocorrelation problem. Among the rest

- researcher can accept the hypothesis in the form that states: “There is a statistically significant relationship between the corruption of those in office and the psychological burnout of university employees.”

c) The third sub-hypothesis:

“There is a statistically significant relationship between financial fraud among people in high positions and psychological burnout among university employees.”

In order to evaluate the hypothesis, the researcher used a statistical technique known as multiple linear regression analysis, using the Ordinary Least Squares (OLS) approach. In addition to the tests conducted on the regression estimator (t) and the overall model (f), the statistical analysis of the researcher's hypothesis yielded the following outcomes.

Table for testing regression coefficients and correlation results for the third sub-hypothesis of the first main hypothesis

Independent variable	Regression coefficient	t value	Significance level	The resolution is at $\alpha = 0.05$	Pearson correlation coefficient R	Dearbin Watson Dw Value
Financial fraud in high positions	0.102	2.49	0.013	moral	0.253	1.896

Source : Prepared by the researcher as part of presenting the results of the statistical analysis

ANOVA analysis table for the third sub-hypothesis of the first main hypothesis

Sources of difference	Degrees of freedom	F value	Significance level	The resolution is at $\alpha = 0.05$	Coefficient of determination $r^2$
Regression	1	6.44	0.014	moral	5.9%
The rest	103				

$Dl = 1.604, Du = 1.684$  DW Tabular values extracted from Durbin-Watson tables

Source: Prepared by the researcher as part of presenting the results of the statistical analysis

The results of the researcher's statistical analysis of the hypothesis resulted in the following:

- From the regression coefficients test table:
  - The value of the significance level for testing the significance of the effect of financial fraud among those in positions of authority as one of the elements of the social diseases of those in positions of authority on psychological burnout was less than the value of the level of significance  $\alpha = 0.05$ . This means that there is a significant, statistically significant effect of financial fraud among those in positions of authority on psychological burnout.
  - The sign of the correlation and regression coefficients was positive. This means that the more financial fraud among those in positions increases, this leads to an increase in psychological penetration in the colleges under study.
- The ANOVA Table.
  - The significance level ( $\alpha$ ) for the overall model significance test (F) was found to be less than the predetermined threshold of  $\alpha = 0.05$ . This implies that the estimated model may be considered reliable, and there is potential for generalising the findings from the sample to the larger population under investigation.
  - The value of the coefficient of determination to measure the strength of the model was only 5.9 % =  $r^2$ . This means that the changes that occur in financial fraud among those in positions of authority, as one of the elements of the social diseases of those in positions of authority, are responsible for explaining 5.9 % of the changes that occur in psychological burnout, and a percentage of 94.1 % is due to other factors in addition to the random error term.
- Verifying least squares (OLS) regression estimators:
  - To test the problem of autocorrelation between the autocorrelation residuals, the value of the calculated Durbin-Watson statistic was  $Dw = 1.896$ . When looking at the tabular values shown above, it becomes clear to the researcher that the calculated value falls between the two tabular values ( $Du, 4-Du$ ), and this means that there is no complete correlation to the correlation problem. Self among the remainders.

From the above, the researcher can accept the hypothesis in the form that states: “There is a statistically significant relationship between financial fraud of people in positions and psychological burnout of university employees.”

d) Testing the first main hypothesis:

To study the dimensions of the social ills of those in positions that most influence psychological burnout, multiple linear regression was used, from which three different models were produced. The third model was used, which met all the model quality standards.

- Correlation coefficient - coefficient of determination - goodness of fit:

Quality standards for the model of the dimensions of social diseases for those with positions on psychological burnout

Sample	correlation coefficient	The coefficient of determination	Modified coefficient of determination	F test	Moral	Beta	t-test	Moral	Contrast inflation factor
Constant	0.857	0.735	0.732	265.168	0.00	0.099	0.789	0.430	
Abuse of influence						0.420	10.278	0.00	



Corruption of those in office						0.373	9.383	0.00	1.494
Financial fraud						0.127	3.713	0.00	2.607

Source : Prepared by the researcher as part of presenting the results of the statistical analysis

The previous table shows the relationship of the influence of the dimensions of the social diseases of those in positions and psychological burnout. It was found that there is a significant influence relationship at a confidence level (0.99), and the value of the correlation reached (0.857), which is an almost perfect correlation that shows the strength of the influence between the three variables in the model and the psychological burnout of employees. Hence, the hypothesis was accepted saying: There is a statistically significant relationship between the social illnesses of those in positions of authority and the psychological burnout of university employees.

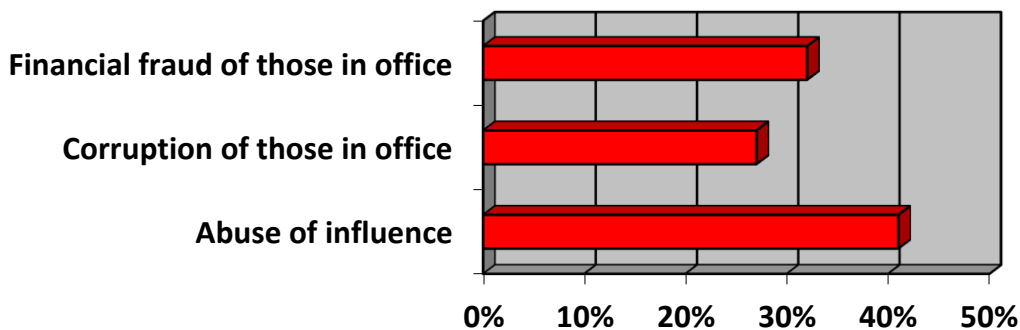
The results also showed that the value of the coefficient of determination is (0.735), meaning that the dimensions of the social illnesses of those in positions presented in the model explain (73.5%) of any change in the psychological burnout of workers, which is a strong explanatory percentage that indicates the extent of the ability of these dimensions to explain changes in the percentage of psychological burnout of workers, in addition. In addition, we find that the model is significant at the confidence level (0.99), and therefore the model matches the data well.

It is clear from the previous table that the beta coefficient for the dimensions is less than the error level (0.01). He must accept the assumption that these dimensions have a real impact on the dependent variable (psychological burnout).

- Regression model equation:

$$\text{Burnout} = 1.09 + 0.420 (\text{abuse of influence}) + 0.373 (\text{corruption of those in office}) + 0.127 (\text{financial fraud}) \text{ for those in positions}$$

This indicates that the greater the abuse of influence for those in positions of authority by one-unit, psychological burnout increased by (0.420). Also, with the increase in corruption of those in positions by one-unit, psychological burnout increased by (0.373), and as the percentage of financial fraud increased for those holding positions with one-unit, psychological burnout increased by (0.127), and the relative importance of each variable can be clarified as shown in the following figure:

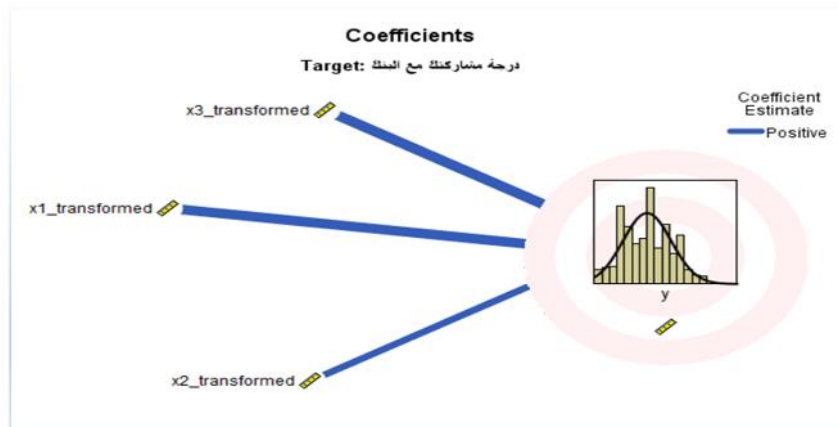


Source: Prepared by the researcher within the framework of presenting the results of the statistical analysis

The form of relative importance of the dimensions of social diseases for those in positions

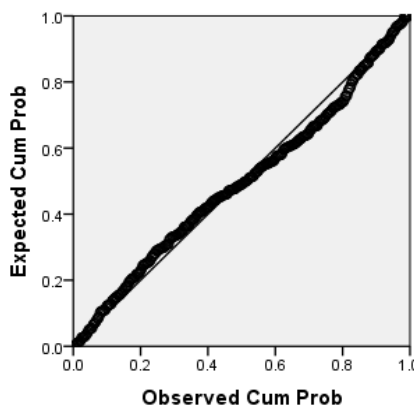


It is clear from the previous figure that the most influential dimensions are abuse of influence at a rate of up to (41%), followed in importance by financial fraud. to those in office at a rate of (32%), and in the end, corruption of those in office the following figure also shows the positive impact of the dimensions of the quality of the advisory service provided.

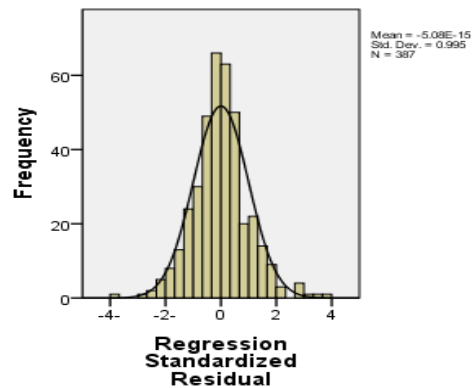


Source: Prepared by the researcher within the framework of presenting the results of the statistical analysis

The positive impact of the dimensions of social diseases on those in office



Linear form of data



The shape of the normal distribution of model error

Source: Prepared by the researcher within the framework of presenting the results of the statistical analysis

It is clear from the previous figures that the model errors follow a normal distribution, the data are linear, and there is similarity between the values and the estimated values, and thus the model quality standards are met.

- Results:

- The results of the model showed that there is a significant effect (relationship) between the social illnesses of those in positions and the occurrence of psychological burnout.
- There is a direct positive effect with statistical significance on the social diseases of those in positions and the level of psychological burnout.
- Accordingly, the hypothesis that there is a statistically significant relationship between financial fraud of those in positions and psychological burnout of university employees has been verified.

#### **14. The most important results and conclusions**

a) The most important conclusions

Below is a collection of the most important conclusions reached by the study

- There is a direct relationship between the social illnesses of those in positions of responsibility and the psychological burnout rate of employees, as the greater the rate of social illnesses among those in positions of universities increase the psychological burnout rate of employees.
- There is a strong effect of corruption of those in office on the psychological burnout of university employees.
- There is a strong impact of the abuse of influence of those in positions on the psychological burnout of university employees.
- There is a strong effect of financial fraud among those in positions of authority on the psychological burnout of university employees.
- There is an utmost need to spread the culture of social diseases among those in positions among different organizations so that we can work to improve the state of psychological burnout among workers.
- The spread of social diseases among those in positions in the universities under study, which led to an increase in psychological burnout among university workers.

b) The most important recommendations

- The need to work on developing laws and regulations to combat social ills for those holding positions in Egyptian universities.
- It is necessary to pay attention to constantly measuring the state of psychological burnout of employees within Egyptian universities to facilitate its control and work to reduce its rate to increase the performance rates of employees.
- It is necessary to measure the prevalence of social diseases among those in positions and work to reduce it to increase the performance rate of employees and improve the state of psychological burnout that they feel.
- It is necessary to work to re-evaluate leaders periodically to ensure that they are free from social diseases that affect those in positions of authority.
- It is necessary to look at the methods of selecting and appointing leaders in a way that ensures that people with social diseases do not reach out.

In the end, the social diseases of those in office are a very important and sensitive matter, especially in light of the spread of corruption that currently exists, and in light of the failure to use policies that work to combat these diseases, which leads to an increase in the rate of psychological burnout among workers and thus a decrease in their desire to work and a decrease in their performance rates.

Therefore, leaders' acceptance of the existence of these diseases is very important and affects the workforce, as acknowledging the infection with these diseases is the first stage of treatment and recovery from them and the beginning of administrative reform and development of workers in Egyptian universities.

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