

Abstract

The current study aims to investigate the relationship between burnout and job psychological motivation among correctional officers. Some officers engage deeply in drug and substance abuse, murder, homicide, suicide, absenteeism and desert duties. Job psychological motivation is needed to improve positive drive and performance of officers. A few studies have considered investigating the correlates of burnout and psychological work motivation among this population in Kenya. The objectives of the study were to establish the prevalence of burnout and find out the relationship between burnout and job psychological motivation among correctional officers of Kisumu Maximum Prison. A descriptive and correlational research design was used in this study. Quantitative method was used. The target population was 522 officers. Stratified random sampling technique was used for the four ranks sampled through proportionate sampling for representativeness; Yamane's formula was used to reach a sample size of 156. Reliability of the instrument was measured through test retest and reliability index recorded as .90. Instruments, which were used for measurement in this study, were the Maslach Burnout Inventory and the Multidimensional Work Motivation Scale. Data analysis on prevalence of burnout was carried out using descriptive statistics, while data on burnout and psychological job motivation was correlated using Pearson's correlation technique. The study established prevalence of burnout revealed by high level in emotional exhaustion with a mean of 39.61, whereas personal accomplishment (average = 35.81) and depersonalization (mean = 9.03) revealed that they experience moderate levels of burnout. The study found a fairly negative relationship between burnout and job psychological motivation among the officers. ($r = -0.768$; Sig. = .025). The study recommends that prison management should find ways to reduce burnout and increase job psychological motivation among correctional officers.