

Role of Machiavellianism in Burnout under the Influence of Racial Discrimination among Teachers

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ABSTRACT

The present study investigate the role of Machiavellianism in predicting burnout under the influence of rational discrimination among working individuals (School and college level teachers age range of 20 to 60). The main objective of this research was to investigate individual with higher level of Machiavellianism will experience lower level of burnout and racial discrimination. . A quantitative research design was employed, and data were collected from 100 participants using standardized self report measures of Machiavellianism, burnout, and rational discrimination. The results indicated that Higher level of racial discrimination positively associated with higher level of burnout. These findings suggest that individual personality traits, along with workplace cognitive processes such as rational discrimination, play a crucial role in the development of burnout. The study highlights the importance of considering personality dynamics and decision-making styles in organizational mental health interventions.



Introduction

Machiavellianism is a personality trait that was defined as a person tendency to be emotionless, and domineering and has implications for educators that how they may respond to racial discrimination. Teachers scoring high in Machiavellianism may take advantage of the racial hierarchy for their personal advancement, while their counterparts of color may adopt Machiavellian coping strategies as a response to discrimination. As there is little research on the impact of Machiavellianism in schools that practice racial discrimination. Analyzing this dynamic is important in shedding light on the intersection of personality characteristics and systemic bias and inequity in education. This research explores how high level of Machiavellianism moderates and increase or decrease the racial discrimination and burnout.

A crucial link relating by educators between machiavellianism and discrimination is the manipulation of power, social systems and relations. Educators who display higher level of Machiavellianism may be more disposed to uphold racial biases to maintain their classroom by controlling them, manage the classroom, or to fit in with prevailing school culture. Educators with Machiavellian tendencies may manifest racial discrimination and bias in student discipline, expectations, and treatment. This type of behaviors like racism can long term effect the class achievements and management. Another important variable is burnout. Burnout reduced teacher accomplishment. It lower the teacher patient and empathy. It develop stress and cause unfair treatments.

Machiavellianism

Machiavellianism is a personality trait characterized by manipulative behavior, a lack of morality, emotional detachment, and a strategic focus on self-interest and personal gain.

Individuals high in Machiavellianism often exploit others to achieve their goals and exhibit a cynical view of human nature (Christie & Geis, 1970).

Historical Background

Niccolò Machiavelli's political philosophy, especially his 16th-century work *The Prince*, which promoted practical and frequently morally flexible methods for acquiring and retaining power, is where the idea of Machiavellianism as a psychological trait first emerged. Richard Christie and Florence Geis was psychologists that introduced Machiavellianism in 1960s. Three variables that was measure by using different scales. For example Mach-IV scale that was used to measure Machiavellianism trait.

Dimensions

There are many subcomponents of Machiavellianism some of them are following. 1. Manipulation It is a tendency to control others for personal gain. 2. Strategic calculating behavior: The individual focused on long term gratification. 3. Cynical view of Human nature: Individuals are generally selfish and easily manipulated.

Theories

First theory in which Machiavellianism was explained Christie and Geis's Theory (1960s). Richard Christie and Florence Geis was the founder of this Theory. They focus on manipulative interpersonal style, lack of morality and also focus on self interest. Second theory was The dark triad Theory. This theory was proposed by Paulhus and Williams (2002). This theory focus on Machiavellianism are more strategic and manipulative. (Tajfel, H., & Turner, J. C. 1979).

Demographical difference

Research indicates that Machiavellianism can vary across different demographic group. Males tend to score higher on Machiavellianism than females. This may be due to socialization differences, where males are more encouraged to exhibit competitive, assertive, and strategic behaviors. Machiavellian traits tend to decrease with age. Younger individuals (late teens to early 30s) often show higher levels. Limited and culturally sensitive data — variations often reflect socio-cultural norms more than inherent traits. Mixed results — some studies find higher education levels associated with lower Machiavellianism.

Burnout

“A psychological syndrome emerging as a prolonged response to chronic interpersonal stressors on the job. The three key dimensions of this response are overwhelming exhaustion, feelings of cynicism and detachment from the job, and a sense of ineffectiveness and lack of accomplishment”. Maslach, Schaufeli, & Leiter (2001, p. 399)

Historical background

The idea of burnout was first introduced in the 1970s by psychologist Herbert Freudenberger. He used the term to describe emotional and physical exhaustion he saw in people who worked in helping professions, like doctors, teachers and social workers. These people were often very dedicated to their work but became tired. Psychologist Christina Maslach and her colleagues studied burnout more deeply. They identified three main parts of burnout.

Feeling very tired, Feeling negative for their job and Feeling like you are not achieving anything.

Dimensions

According to Maslach Burnout inventory, Burnout has following dimensions first one was Emotional Exhaustion-Which means you are feeling emotionally drained. Second was Depersonalization-Which means developing a cynical attitude towards your clients or patients or students. And third one was Reduced personal accomplishment-That you were feeling unproductive towards your work. You think that you can not do anything.

Theories

There are following theories that explain burnout. Job demands-Resources Model Also known as (JD-R) model. This model explains that when there was higher level of job demands and lower level of resources then burnout occurs. Conservation of Resources Theory- This Theory suggests that stress occurs when a person loses their resources for example their time, energy and support. Person-Environment fit Theory This theory suggested that an individual was not fit in their work environment. They were not feeling good in their work environment.

Demographic Differences

There was a change in burnout rate according to different researches across demographic groups. According to different researches females have higher emotional tiredness. Burnout was higher in younger professionals due to lack of coping skills. Burnout according to research is higher in healthcare, educational settings and social services. Migrant people experience more burnout due to culture mismatch.

Racial discrimination

“Any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.” United Nations. (1965).

Historical Background

Individuals treat one another unfairly because of their race and skin color. Hundreds of years of racial discrimination have been occurring between individuals. During the time of slave trade, especially in America, people believed that white color people or individuals were better and beautiful than others and their ideas were used to clarify unfair treatments. Later, during the occupation of Africa,

Asia, and the Americas land has been control by European. Local people was treated with less important and make unfair laws that help white Europeans stay in power.

According to previous research White people gave more rights than others (Fredrickson, 2002; Williams et al., 1997).

Dimensions

Racial discrimination has following dimensions. Individual discrimination-A person treat another person with less importance or treating unfairly because of their race. For example: A person does not hire someone because of her face colour. Another dimensions is institutional discrimination-When schools, colleges, business, governments have rules and lead to unequal treatments. For example: A school system give fewer resources to school. Structural discrimination-This occur when there is inequality build in structure of society and continues. Example: Generations of unequal access to education and jobs due to racism in past. Overt and covert discrimination-Overt means open racism e.g hate crimes and covert mean hidden racism e.g Being passed over for a promotion due to race.

Theories

There are some key theories that explain racial discrimination. first one theory was structural Racism theory- It refers to institutional processes in which unequal distribution of power, resources across racial groups. Bonilla-Silva (1997). Another theory was Critical Race Theory (CRT)-It refers to that racism in which ordinary features of society within legal institutional structures (Delgado & Stefancic, 2017). Another Theory was social Identity Theory-This theory argues that people categorize others and themselves in social groups by race leading to favoritism (Tajfel & Turner, 1979).

Demographical difference

According to different research Black and AIAN report higher level of discrimination rather than white people. Younger adults age range from 18 to 29 face more discrimination than old groups of peoples. Women were more unintelligent and man refers as threatening. Darker skin face higher discrimination. So white color people have More important than darker peoples and also younger age adults face Racial discrimination.

Effect of Machiavellianism on burnout

Participant high in Machiavellianism experience burnout due to dissatisfaction and distrust. But individual cope better short term due to emotional detachment.

Effect of Racial Discrimination on burnout

Experiencing racial discrimination cause stress and emotion exhaustion. This Racial discrimination lead individual to burnout.

“Rationale of study”

Burnout refers to psychological disorder that was characterized by the emotional exhaustion and reduced personal accomplishment. It occur when long term exposed to stress in workplace (Maslach & Leiter, 2016). Racial discrimination has been regonize as a chronic psychosocial stressor that effect racial minorities (Aparadies et al., 2015; kFF, 2023). Personality trait of a person may influence how people can internalized or cope with racial discrimination. Machiavellianism is a trait that was marked by manipulative behavior and emotional detachment or exhaustion and self-interest may act as a risk amplifier in the face of stress of race (Christie & Gies, 1970).

Objectives

To explore differences in burnout level and racial discrimination among teachers with varying level of Machiavellianism.

To investigate moderating or mediating effect of machiavellianism on burnout when exposed to racial discrimination.

To examine the relationship between racial discrimination and burnout among teachers.

Hypotheses

H1: Individual with higher level of Machiavellianism will experience lower level of burnout and racial discrimination.

H2: Machiavellianism moderates the relationship between racial discrimination and burnout.

H3: Higher level of racial discrimination positively associated with higher level of burnout.

Operational definitions

Machiavellianism

This personality trait is measure by using the scale Mach-IV that was developed by two psychologists Christie and Geis in 1970s.They accesses manipulativeness, emotional exhaustion and human nature (Christie & Geis, 1970).

Burnout

This variable was measured by using scale of Maslach Burnout Inventory that was developed by Maslach and Jackson in 1981.This scale define burnout as a psychological disorder that was characterized as depersonalization and reduced sense of personal achievements in workplace. (Maslach & Jackson, 1981).

Racial discrimination

Racial discrimination can be measured by using the Everyday Discrimination Scale (Williams et al., 1997).This scale capture the unfair treatments on a person because of race.

Method

The present study aims to evaluate that individual with higher level of Machiavellianism has experience lower level of burnout and racial discrimination and This personality trait moderate the relationship between racial discrimination and burnout.

Research design

The present study was based on cross sectional survey design. The data were collected from private and government colleges and school teachers including male and female with age range of 20 to 60.Questionnaire file were distributed in teachers by researcher's.

Sample

In the present study a sample of (N=100) with the age range from 20 to 60 years.(M=,SD= , was collected from the different teachers of Rawalakot schools, colleges and Hajira school colleges from Azad Jammu and Kashmir.. The half sample was female and half was male.

Instruments

Machiavellianism scale

This study use three scales to measure variables. Machiavellianism was measured using the 20-item Mach-IV scale developed by Christie and Geis (1970). This scale evaluates manipulative tendencies and lack of empathy. Example “Never tell anyone the real reason you did something unless it is useful to do so.” Responses were recorded on a 5-point Likert scale ranging from 1 (Strongly Disagree) to 5 (Strongly Agree).

Racial discrimination scale

Racial discrimination was assessed using the Everyday Discrimination Scale by Williams et al. (1997), consisting of 7 items. The scale measures the perceived unfair treatment frequency. Example “You are treated with less courtesy than other people.” Responses were given on a 5point Likert scale ranging from 1 (Never) to 5 (Almost Everyday).

Burnout scale

Burnout was measured using two subscales from the Maslach Burnout Inventory – General Survey (MBI-GS) by Maslach, Jackson, and Leiter (1996).The subscales used were: Emotional Exhaustion – 7 items And Depersonalization – 7 items .These subscales assess feelings of fatigue and, emotional depletion. Example items: “I feel emotionally drained from my work” (Maslach et al., 1996). Participants responded on a Likert scale from 1 (Never) to 5 (Everyday).

Procedure

There was 200 participants selected for the study. I had used convenience sampling method that was based on the availability and willingness of participants. Participants was free of cost. No fees was given to participants for compensation. As you know data was collected through paper based questionnaires. Participants were first informed about the purpose of the study and Each participants was provided with file or booklet of questionnaire consist of different questions divided among three variables. This questionnaires took around 10 to 15 minutes to complete.

Results

The present study investigate how Machiavellianism effect in burnout under the influence of racial discrimination among teachers from Hajira, Pallandri, and Rawalakot, Azad Jammu and Kashmir. Data were analyzed using SPSS-26. Initially, demographic characteristics of participants were summarized through frequencies and percentages. Descriptive statistics and Cronbach’s alpha reliability coefficients were computed to assess the psychometric properties of the scales. Pearson correlation was used to examine the relationships among variables. Multiple and hierarchical regression analyses were performed to determine moderating effects of Machiavellianism on burnout and racial discrimination. Moderation analysis was used to test whether Machiavellianism moderated the relationship between racial discrimination and burnout. Furthermore, ANOVA and independent sample t-tests were conducted to explore mean differences across demographic variables.

Table 1: Psychometric properties of scales

Scales	M	SD	Range	Cronbach’s	alpha
Machiavellianism IV scale	57.99	6.77	32	.800	
Everyday Discrimination scale	15.20	6.56	21	.948	
Emotional exhaustion scale	16.93	4.37	16	.892	
Depersonalization scale	15.460	4.09	17	.826	

Table 1 presents the descriptive statistics and reliability coefficients of all scales used in the present study. The mean and standard deviation values indicate that the participants' scores were within a moderate range, showing sufficient variability among responses. The Cronbach's alpha values demonstrate that all scales used in this research possess satisfactory internal consistency. Specifically, the Machiavellianism Scale reported an alpha of .800, indicating good reliability. The Everyday Discrimination Scale showed a very high reliability coefficient of .948, suggesting strong internal consistency among items. The Emotional Exhaustion Scale recorded an alpha of .892, reflecting excellent reliability, while the Depersonalization Scale demonstrated an acceptable reliability value of .826.

H1: Individual with higher level of Machiavellianism will experience lower level of burnout and racial Discrimination.

Table 2: Linear Regression showing the effect of Machiavellianism on burnout and racial discrimination among teachers in school and colleges.

Machiavellianism total		Everyday Discrimination total		Emotional exhaustion total		Depersonalization on total	
Machiavellianism Total	Pearson	-0.004	1	0.051		-0.009	
	Correlation						
	Sig	.965					
Everyday Discrimination Total	Pearson	-.004	1		.901		.728
	correlation						
	Sig						
Emotional Exhaustion Total	Pearson	.965			0.000		.000
	correlation						
	Sig	.051	.901	1			.846
Depersonalization on Total	Pearson	.616	.000				.000
	correlation						
	n	-.009	.728	.846	1		
	Sig	.930	.000	.000			

Note. N=100

Table 2 The Pearson correlation analysis showed that Machiavellianism had no significant relationships with racial discrimination ($r = -0.004$, $p > 0.05$) and burnout dimensions including emotional exhaustion ($r = -0.009$, $p > 0.05$) and depersonalization ($r = 0.051$, $p > 0.05$). Therefore, the hypothesis stating that individuals with higher levels of Machiavellianism experience lower levels of burnout and racial discrimination was not supported. With depersonalization (another dimension of burnout), correlation is slightly positive but not significant ($r = 0.051$, $p = 0.616$).

H2: Machiavellianism moderates the relationship between racial discrimination and burnout.

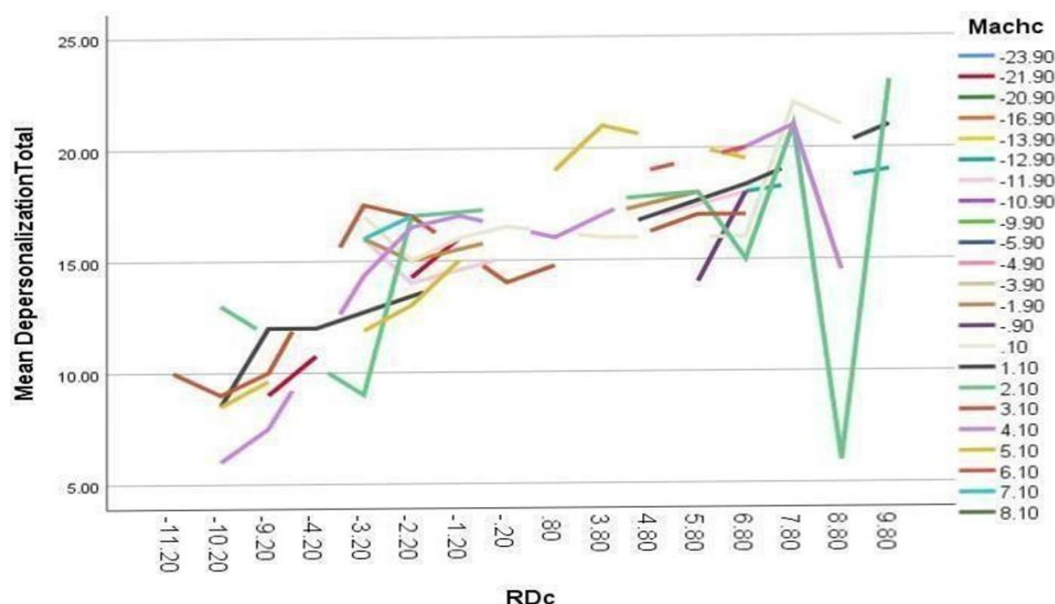
Table 3 shows a linear regression analysis was conducted to test whether Machiavellianism moderates the relationship between racial discrimination and burnout (depersonalization). The results indicated that racial discrimination had a significant positive effect on burnout ($\beta = 0.842$, $p < 0.001$). However, Machiavellianism ($\beta = 0.136$, $p = 0.189$) and the interaction term between Machiavellianism and racial discrimination ($\beta = -0.118$, $p = 0.857$) were found to be non-

significant. This indicates that Machiavellianism does not moderate the relationship between racial discrimination and burnout. Therefore, Hypothesis 2 was not supported.

Table 3: Moderation Effect of Machiavellianism on the Relationship Between Racial Discrimination and Burnout.

	Unstandardized B	Coefficients std.error	Beta	t	Sig.
Constant	7.688	6.498		1.183	.240
Everyday Discrimination total	.525	.396	.842	1.323	.189
Machiavellianism Total	.015	.111	.025	.136	.892
Interaction	-.001	.007	-.118	-.180	.857

Figure 1:



H3 Higher level racial Discrimination positively associated with higher level of burnout among teachers.

Table 4: Effect of Racial Discrimination on Burnout among teachers

		Everyday Discrimination total	Emotional exhaustion total	Depersonalization total
Everyday Discrimination total	Pearson correlation Sig(2 tail)	1	.901 .000	.728 .000
Emotional exhaustion total	Pearson correlation Sig	.901 .000	1	.846 .000
Depersonalization Total	Pearson Correlation Sig	.728 .000	.846 .000	1

Table 4 shows A Pearson correlation analysis was conducted to examine the relationship between racial discrimination and burnout among teachers. The results indicated that racial discrimination is significantly and positively correlated with emotional exhaustion ($r = .901$, $p < .001$) and depersonalization ($r = .728$, $p < .001$). This shows that as racial discrimination increases, the level of burnout also increases. Therefore, Hypothesis 3 is supported.

Summary of findings

Hypothesis	Status
H1: Individual with higher level of Machiavellianism will experience lower level of burnout and racial Discrimination.	Not supported
H2: Machiavellianism moderates the relationship between burnout and racial discrimination.	Not supported
H3: Higher level of racial Discrimination positively associated with higher level of burnout.	Supported

Summary of Findings

The findings of this study suggest that racial discrimination plays a major role in increasing burnout among teachers. Although Machiavellianism showed a weak negative link with burnout, it did not significantly buffer or moderate the impact of racial discrimination. The results highlight the harmful psychological impact of racial discrimination and emphasize the need for supportive interventions to reduce teacher bur

Discussion

Objectives of the Study

The main objective of this research was to examine the role of Machiavellianism in burnout under the influence of racial discrimination among teachers. The study was designed to explore three specific goals: To examine the relationship between Machiavellianism, racial discrimination, and burnout among teachers. To test whether Machiavellianism moderates the relationship between racial discrimination and burnout. To determine whether racial discrimination is positively associated with burnout. These objectives guided the data analysis and interpretation process using SPSS.

Primary Analysis

The data were analyzed through Pearson correlation and moderation regression analysis in SPSS. Correlation was used to test direct relationships among variables (for H1 and H3).

Regression was used to test the moderating effect of Machiavellianism on the relationship between racial discrimination and burnout (for H2). All variables were measured using standardized scales: Machiavellianism Scale (independent variable), Burnout Scale (dependent variable with sub-dimensions: emotional exhaustion and depersonalization), Racial Discrimination Scale (predictor).

Assumption Tests

Before conducting the main analyses, basic assumptions were checked: Normality: The distribution of all main variables was within acceptable limits based on skewness and kurtosis values (± 2 range). Linearity: Scatterplots showed a linear relationship between racial discrimination and burnout. Multicollinearity: The regression model showed acceptable tolerance ($> .1$) and VIF values (< 5), confirming no multicollinearity issue. Thus, the data met the required assumptions for correlation and regression analyses.

Discussion of Hypotheses

Hypothesis 1: Individuals with higher levels of Machiavellianism will experience lower levels of burnout and racial discrimination. The correlation analysis (Table 1) showed a negative but no significant relationship between Machiavellianism and both burnout and racial discrimination ($r = -0.09$, $p > 0.05$). This means that although individuals with high Machiavellian tendencies may emotionally detach themselves from workplace stress or discriminatory experiences, this relationship was not statistically significant. These findings suggest that Machiavellian teachers may exhibit coping behaviors that slightly reduce burnout, but such traits do not strongly protect them from the emotional strain caused by discrimination.

Hence, Hypothesis 1 was not supported.

Hypothesis 2: Machiavellianism moderates the relationship between racial discrimination and burnout. Regression analysis (Table 2) tested the moderating effect of Machiavellianism. The model included racial discrimination, Machiavellianism, and their interaction term. The results showed: $R^2 = .530$, $F(3,96) = 36.09$, $p < .001$, indicating a good model fit. However, the interaction term was not significant ($B = 0.001$, $p > 0.05$). This indicates that Machiavellianism does not significantly change the strength or direction of the relationship between racial discrimination and burnout. In other words, whether a teacher has high or low Machiavellian traits, racial discrimination still increases burnout. Therefore, Hypothesis 2 was not supported.

Hypothesis 3: Higher levels of racial discrimination are positively associated with higher levels of burnout. The correlation results (Table 3) revealed a strong positive and significant relationship between racial discrimination and burnout components —Emotional Exhaustion ($r = .901$, $p < .001$). Depersonalization ($r = .728$, $p < .001$). This confirms that teachers who experience racial discrimination tend to feel emotionally drained and detached from their work. The findings are consistent with previous studies that link discrimination with psychological fatigue, stress, and depersonalization. Thus, Hypothesis 3 was strongly supported.

Limitations and Suggestions

Despite meaningful findings, this research has certain limitations: The study was conducted on teachers only, which may limit the generalizability of results to other professions. The data were collected through self-report questionnaires, which may include social desirability bias. The sample size was moderate ($N = 100$); future studies should use larger and more diverse samples.

Other personality traits, such as emotional intelligence or resilience, could be tested as moderators in future studies.

Suggestions:

Future researchers should replicate this study in different cultural or institutional settings.

Longitudinal designs are recommended to observe changes in burnout and discrimination over time. Schools should implement awareness programs and support groups to address discrimination and promote well-being.

Implications of the Study

This research has both theoretical and practical implications: Theoretical Implication: It refers to understanding how personality traits like Machiavellianism relate to workplace stress.

Practical Implication: School administrations can use these insights to design interventions that minimize racial discrimination and provide psychological support to teachers. Organizational

Implication: By promoting fair treatment and emotional health, institutions can improve teacher satisfaction, motivation, and retention.

Conclusion

The present study explore the impact of Machiavellianism on burnout under the influence of racial Discrimination and this research find that racial discrimination is a strong predictor of burnout. When racial Discrimination increases than burnout also increase and if racial discrimination decrease than burnout also decreases. Machiavellianism have no effect on racial discrimination and Burnout. If machiavellianism increase than it have no effect on burnout and racial discrimination.

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