

AUTHORS' RESPONSE (APRIL 8, 2019) CONCERNING THE PAPER “THE RELATIONSHIP BETWEEN CHRONIC FATIGUE SYNDROME, BURNOUT, JOB SATISFACTION, SOCIAL SUPPORT AND AGE AMONG ACADEMICS AT A TERTIARY INSTITUTION”

Dear Editor,

The authors of the article [1] and of this response, first of all, want to thank the author of the letter [2] for highlighting some issues which will surely be taken into account in future research. However, the following aspects mentioned by the author of the letter need to be clarified.

The research was initiated after some academics at an academic institution had been diagnosed with chronic fatigue syndrome (CFS). The basis for the request was to determine if they really had CFS or were suffering from burnout. They further wanted to know if that condition would make them susceptible to developing burnout as well. The author of the letter mentions that very few people suffer from CFS. These studies were, however, not conducted within the South African context and its authors want to caution the readers against generalizing the statistical facts to the South African population. The latter is a diverse population and the patterns of psychological/physiological conditions tend to deviate from what is reported in the international arena.

The aim of the study was also not to claim that CFS is a work-related health problem. Upon reading the Introduction, it can be seen that the authors wished to de-

termine to what degree the burnout symptoms and CFS overlap, because such issues have been mentioned in the literature [3]. Burnout can happen in any context, for example, in the sport context. If the study sample consisted of athletes, the authors would still conduct the study in the same manner. The question was not whether burnout or CFS were work-related issues, but whether the academics working under a lot of pressure and stress were susceptible to one or both of these, or whether, in the case of these two being seen as one and the same problem, they could develop it as a result of the stress and pressure they were working under. The use of the CDC CFS Symptom Inventory in the study was also challenged, but it is still in use and has acceptable levels of reliability [4]. It was imperative that all the source materials were the same in order for the authors to do structural equation modeling (SEM). The study findings also show that significant relationships were established between the physical symptoms of burnout and the physical symptoms of CFS.

The authors of the article appreciate the critical comments and debate about these issues that highlight their importance.

Key words:**burnout, chronic fatigue, job satisfaction, social support, tertiary institution, academics****REFERENCES**

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