EMPLOYEE BURNOUT WITH PSYCHOLOGICAL ISSUES RELATED WITH WORK PERFORMANCE AT UNIVERSITY LEVEL

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Abstract: The purpose of the study is to investigate the relationship between employee burnout with the psychological issues related to work performance. This research highlighted the psychological issues in organization which hits to person mental health and compactability. Due to psychological issues employee feel lack of interest and productivity in work. In research data is collected from Humanities and Management sciences department to find out the employee burnout level during work. This research found sometimes hardwork is fruitless for employee if the working environment is not comfortable for them which create stress for themself and as well as for their family. This stress condition of employees needs to be combated on urgent note so as to overcome employee burnout.

INTRODUCTION

The main focus of the study is to highlight the employee psychological issues that are generated due to the employee burnout and ultimately affects the performance of the employees. The term burnout is psychological behavior and condition which refers to lack of interest and exhaustion of an employee. Burnout over powers an employee when emotional and physical strength becomes poor. The factors that contribute to burnout includes job environment, stressful jobs and deadline for the accomplishment of work. While passing through the period of burnout the effected employees become frustrated and indifferent towards his work. Besides this exhaustion argumentation irritation and malingering is also observed in the behavior of employee. Many of the studies related to psychological health of the employed people show that the unsuitable conditions of the work leaved negatively effects on the mental and psychological health of the workers (Demerouti, Bakker, & Schaufeli, 2005). In this scenario employee burnout is important to investigate the outcomes of employee job satisfaction, work family relation and variances in work. For instance we hypothesized that the over commitment to a job increases burnout. Experimental study shows that there is a vicious circle between job satisfaction, burnout and over commitment which shows that over a period of time burnout increases due to over commitment which in return leads to more burnout after some period. The result of experiment regarding different hypothesis shows that over commitment with work increases burnout. Job burnout is based on continouse pressure and deadly job burnout. It even can make the individual feel like lack of energy and a need for preserving their job position (Rupert & Kent, 2007). The main objective of the study focused that sometimes even the hard work is sometime fruitless and it becomes stress on health and personal life of employee which is linked with organizational environment and employee performance.
LITERATURE REVIEW

Job stress is a major factor behind employee burnout in organization. According to commission of Europe job stress is defined as emotional, cognition, behavioral and psychological pattern, and reactions towards unsuitable aspects of the job content, organization and work places (Lee & Shin, 2010). There is a strong relationship of job stress and employee burnout, because sometime worse working places and mental and psychological health which working finally sets the stage for preparing job burnout (Ahola, et al., 2010). Bodily and emotional exhaustion are the effects of job burnout which includes being pessimistic on your job, in other words, this syndrome is related to bodily problem, psychological health and variables of job performance like being unsatisfied about job, absenteeism and efficacy (Kounenou, Koumoundourou & Botsari, 2010).

With the reference of investigation, the outcome of employee job satisfaction, in the job the individual plans which prevent job burnout have usually some programs for increasing job proficiency, prevention skills, social supporting and different relaxation exercises. In organization level, this plan is usually focuses on methods like reconstructing job duties, goals of analyzing jobs, reducing job demands and attend in prevention programs usually face less stress compared to others, so it’s expected such plan result in positive mental effects and prevention of job burnout (Awa, Plaumann & Walter, 2010).

METHODS AND RESULTS

In this study the information of “employee burnout” was collected by conducting surveys by distributing questionnaires which was based on 50questions and formal interviews of few employees from Management Sciences and Humanities and tried to ask them about the reasons behind burnout. In these interview researcher asked the employees the reasons behind bad relationship between employee and higher authorities and how this relation affects the motivation level and willingness towards work of an employee. Moreover thepeople, who preferred personal business instead of doing a job, were asked the reason and it was found that intense pressure is the reason behind which they did not prefer working under supervision, instead wanted people to work under them. Following results were concluded from the data received from the sample of the research.

Hardwork is Fruitless

The research found out that work of employees in an organization is characterized by intense pressure deadlines. Moreover in the deadline employees are pressurized to do work within the given time limit. They usually get stressed when asked to do work of a day within an hour. They find it too difficult to work under such environment. Employees are asked to do work by their bosses and they have to do as their senior’s want, they try to do their best but even after their struggle and hard work their higher authority never seems to be happy with them.

It was also concluded that employees are pressurized to do work without any break under strict supervision and the timings are also not appropriate. They become exhausted and frustrated and after struggle and hard work their work is not appreciated due to which they become screwed up and their motivation level declines. Mostly people doing private jobs told us that, in private sector there is a huge competition and employees are asked to do more but in return their pays are very less and they are rewarded very rarely that is how their motivation also decreases and they never find their work easy and enjoyable.
Nowadays favoritism is also witnessed in the organizations. Many employees are victim of favoritism. Their work and performance is not evaluated the way it should be even if they put all their efforts boss never admires their work and efforts. The reason behind is “favoritism”. Some workers get extra favor no matter if they sit idle and the deserving ones lack behind. Employees said it is fruitless to do effort for promotions. Mostly the reason behind not progressing or getting promotions is the grudges seniors hold with their juniors. To fit in the organization every individual have to prove him because of higher competition everybody does not succeed in proving himself.

Effect Of Stress On Health And Personal Life

According to survey conducted the work of employees is no more just restricted to office. They have to do work even at home, hence they do not get more time to spend with their family. Even their leisure time spends in taking tensions of office work. Their weekends are no more sources of ease and relaxation. The workload is just too much to catch up with. Higher authority just order work and wants it to be completed within short period of time which is a basic reason behind stress and intense depression and is causing severe health issue.

If employees face constant stress feeling of disillusioned, helpless, and completely worn out, encompasses them .When employees are burned out, problems seem unbeatable everything looks like nothing will improve and things will remain the same forever, and it is difficult to get up the energy to care for their health.

The health of employees has been greatly affected by workload. They are facing problems like high blood pressure, heart attacks stress, high sugar level and extreme depression. It was also found that employees easily came into rage over small things. They feel that everyone is their enemy and nobody is there to support them.

Effect of Organizational Environment on Performance

Workers of different organizations said that higher authorities and co-workers un-necessarily try to get involved in work which has nothing to do with them. Employees get stressed when higher authorities do not allow employees to do work according to what they think is right. Research concluded that employees have no right to do anything independently. Seniors just want everything done according to their wish. Employees are no more capable of applying their ideas and bringing innovations because autocratic leadership style is highly prevailing in organizations. Employees have no more right to participate in decision making of organization. The environment of organization is not formal the way it should be. We found that mostly freshly graduates become victim of burnout because they are habitual of sophisticated environment and can’t adjust their selves in the informal environment of the organization. The language used is also not appropriate. Sometimes abusive language is also used which create a negative impact on employee’s performance which can be a cause of burnout.

CONCLUSION

Employee burnout is an important social issue which was researched and surveyed. The compilations of the data from the assumptions and the results from have revealed eye opening facts. This issue is not as narrow and simple as it appears to be. In fact it is very alarming to these results of employee burnout. The personal issues, psychological needs and the workplace issues combine to play an important role in employees leaving their organizations. These issues need to be tackled beforehand so that organizations do not lose competent and hardworking employees who play an important role in the success and profit of their company. Employees need their problems be solved so they can work without any stress and hassle. This study has revealed stress to be an important cause of employee burnout. This
stress condition of employees needs to be combated on urgent note so as to overcome employee burnout.

REFERENCES


