

FACTORS AFFECTING DAILY LIFE LEADS TO BURNOUT IN PROFESSIONAL LIFE

Dr. Hafijul Shaikh ¹  & K N Chattopadhyay ² 

RESEARCH ARTICLE



Author Details:

¹ Guest Faculty, Department of Education, Kanyashree University, Nadia, West Bengal, India & Assistant Professor in Foundation Course, Rishi Arabindo College of Education;

² Professor, Department of Education, The University of Burdwan, Golapbag, Purba Bardhaman, West Bengal, India

Corresponding Author:

Dr. Hafijul Shaikh

DOI:

<https://doi.org/10.70096/tssr.250305019>

Abstract

Burnout in a profession affects the mental health of an individual. Now it's the most common cause of anxiety in the workplace. The present workplace is full of excessive workloads and very challenging. The expectancy in our daily lives is very diverse and competitive. In the present study, the researchers aimed to identify the factors that make personal life artificial and competitive and how this state of life affects professionals' lives and leads to burnout. The researchers have undertaken the review methodology for the study. The data have been gathered from the various published articles, books, journals, and other relevant sources studied on burnout factors. They have addressed the fact that burnout in a profession is not only responsible for the professional life; it is very much responsible for the social and personal life. In the study the researchers have suggested the remedies to cope up with the burnouts and revealed how the burnout affected professionals influenced the society. They suggested that these factors must be considered for further study.

Keywords: *Burnout, Professional Life, Workload, Responsibility, Socioeconomic Status*

Introduction

Burnout is an unexpected experience of mental state that made through unpredictable long-term feeling in our day-to-day imbalanced expectancy life. Burnout is a serious public health issue that has garnered international attention. This concept was first used by the psychologist Herbert Freudenberger in the context of clinical psychology in 1974. Signs of stress don't appear immediately or conspicuously. Stress is defined as a complex collection of biological, psychological, and social reactions that occur in the presence of pressure and internal conflict, during which each worker's resources may be depleted until exhausted. If this issue continues, it will lead to a critical situation in which resistance will be overwhelmed, resulting in bodily and psychological tiredness (Prada-Ospina, 2019).

Burnout is a negative outcome of person working life resulting from the stress during work (Maslach et al., 2001). Burnout is a long-term reaction to work-related emotional and interpersonal pressures and its three dimensions are exhaustion, cynicism, and inefficacy (Maslach et al., 2001). Growth of technology affects to every sort of working life and that may lead to burnout (Berg-Beckhoff et al., 2018). Age is a factor to use and capable to work with ICT. Younger generation experienced less anxiety in use of ICT (O'Driscoll et al., 2010) and aged workers experienced more anxiety, stress and burnout (Berg-Beckhoff et al., 2018). A healthy job requires both physical and psychological (cognitive or emotional) effort. In this condition, a significant amount of work is required to maintain the level of performance. It causes poor performance, anxiety, despair, and burnout (Demerouti et al., 2001). Burnout on the job is a type of workplace stress that can cause physical or emotional tiredness, as well as feelings of worthlessness, powerlessness, and emptiness (Mayo Clinic, 2023).

Researches state that occupational health is most relevant in the present scenario of competitive working condition. Chronic stress in working climate leads to burnout. In this analytical review the researchers aim to reveal that various factors related personal, familial and social life create chronic pressure affect the mental health of individual.

Rationale of the study

Burnout is a rising worry for people, institutions, and communities. Most of the studies focused on workload of the teachers. As many studies have done on professionals' work lives and addressed burnout and focussed that excessive workload and work life. In the present study the researchers felt that whether only working life is responsible for burnout. If that is not so, what are the factors?

Review of Literature

Kermanshahi & Pishghadam (2022) found that direct feedback was related to burnout negatively and direct negative feedback turned to burnout. *Florica et al.* (2022) found that a positive mindset in a job leads to remove the burnout. *Berg-Beckoff et al.* (2018) summarized the studies were related to burnout, stress, and age with ICT. Found that ICT was related to stress and age. *Maslach et al.* (2001) did a burnout study and explicitly stated that burnout is an interpersonal and emotional stress described by three dimensions: exhaustion, inefficacy, and cynicism. The study presented a novel conceptual model of burnout. There were two sorts of factors: situational (job, occupational, and organisational) and individual (demographic, personality, and job attitude). Personal elements include context, workload, control, rewards, community, justice, and values. *Demerouti et al.* (2001) studied that job demand and resources are the two categories: job expectations are mainly linked to the exhaustion that causes burnout, while a dearth of job assets is mostly caused by detachment. *Zhu et al.* (2022) studied that during the pandemic of COVID-19, mental health clinicians experienced significant amount of burnout and low-quality of humanistic care. Work variables such as profession, work shift, work pressure, work-family conflict, practice environment satisfaction, compensation satisfaction, and humanistic care ability all had a significant impact on burnout and its subdimension. *Freudenberger* (1974) coined burnout as the concept of behavioural indicator and physical signs and stated that cognitive and emotional factors lead to motion in work. *Edú-Valsania et al.* (2022) studied burnout through review and focused burnout is an occupational issue caused by continuous stress in the workplace. Pointed out that burnout occurs across personal and institutional levels. *Shanafelt et al.* (2012) sought to determine that front-line access practitioners had higher levels of burnout and dissatisfaction with their work-life balance than other professionals. Further investigation revealed that professionals with a low level of degree, age, gender, status in relationships, and working durations were at a high risk of experiencing increasing burnout. *Karabiyik et al.* (2008) studied burnout of academicians and that burnout was lower level among academicians. Academic, environmental, and administrative workloads, promotion, research funding, and assessment all had an impact on academicians' working lives and contributed to burnout. *Prada-Ospina* (2019) studied the factors were burnout syndrome, reward, satisfaction job, well-being, and the activities in work related to stress of health workers. The findings demonstrated a correlation between job activities, exhaustion, emotional apathy, and a lack of incentives for workplace health programming. Similarly, regression analyses show that burnout and work stress reduce employee motivation.

Objectives of the study

The researchers have made the following objectives to conduct the study.

The researchers want to address the responsible factors that affect to the professionals' lives and leads to burnout.

Methodology

The researchers have adopted the review as the methodology for the present study to address the problems.

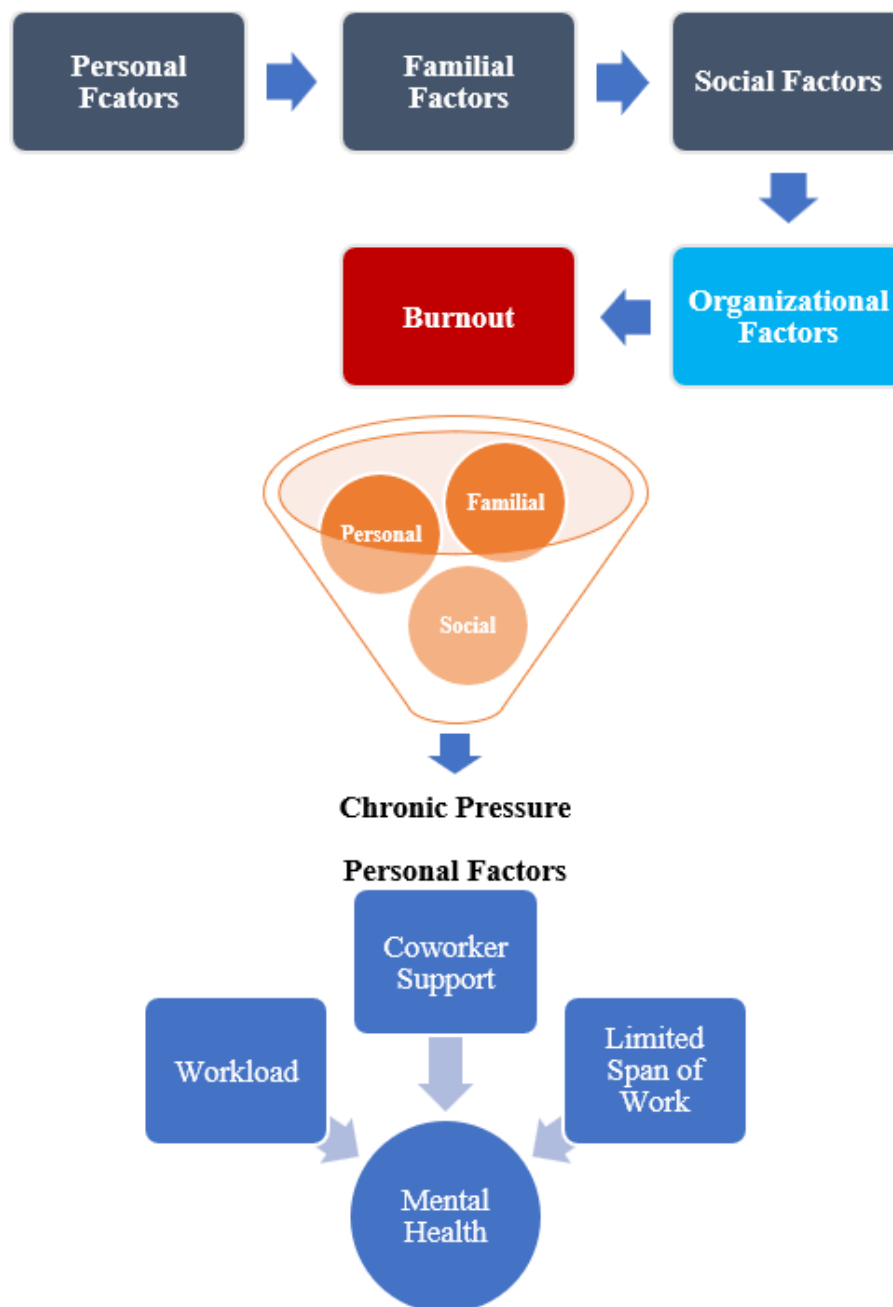
Procedure

The researchers searched in internet with the key words' burnout and its related factors for the present study. They gathered various research articles and review articles published in various reputed journals, books, artifacts. They reviewed the collected articles and revealed the factors those are responsible for burnout.

Data Sources

The researchers have searched the key words burnout for the present study to explore the factors affect the daily life of the professionals which turned to burnout in professional life. All the articles published in various journals, artifacts, books are the main sources of data of the present study.

Figure 1: Tri Polar Environment Create Bipolar Pressure in Professional Life



Findings

The researchers have carefully reviewed and analysed the studies conducted on burnout and its related factors. Through analysing the different studies, the researchers have come to understand that burnout is not only responsible for organisational factors. As most of the studies have addressed, burnout is resulting from the chronic pressure of work life. In the present review-based study, the researchers have revealed that burnout in individual life is the major source from personal, familial, and social life. These factors influenced the factors related to individual professional lives. It creates unhealthy competition in the professional mind and leads to unnecessary decisions. That leads to accepting the responsibility of an excessive and huge workload and committing to complete the work within a short period of time over their capabilities. In this working environment, there is excessive pressure, tension, insecurity, fear of failure, quality compromise, exhaustion, inner conflict, and complexity in life. In this situation, they felt pressure from either side. (as personal, familial, social, and working life).

In this situation individual hanging in the balance due to working factors and familial and social factors. These factors related to social support and personal life are the key factors of burnout with excessive work load (Maslach & Jackson, 1984; and Sprang et al., 2007). Teachers willing to receive directly negative feedback experienced burnout (Kermanshahi & Pishghadam, 2022). Contemporary issues of mental health of professionals (Florica et al., 2022). Socioeconomic challenges, familial pressure, fatigue, work related stress (Florica et al., 2022). Person worked in public sectors experienced more risk for suffering burnout

(Sprang et al., 2007). Extended working hours, assignment duration, and other organisational elements, such as a lack of self-determination, inadequate support from coworker, and a dearth of training, all contribute to the development of burnout at work (Florica et al., 2022). Effect of work and care and assistances from the stakeholders related to burnout (Boscarino et al., 2004). Work in a diverse setting leads to burnout. Burnout is related to a low level of work and the nature of the profession, work shifting, work strain, conflict between work and family life, satisfaction in the working environment, satisfaction with compensation, and ability to serve (Zhu et al., 2022).

Professional engaged in working life with emergency duty or excessive work and load lack of opportunity to enjoy free social life suffer burnout than other professional life. Shanafelt et al (2012) clearly explored that burnout is more prevalent among physicians than among other US jobs. Burnout is the last stage of chronic stress, caused by a prolonged period of high stress that depletes energetic resources to the point that there is no longer enough capacity to cope. All that remains are the obvious signs of burnout: full weariness (mentally, physically, and emotionally), depersonalisation and cynicism, and inefficacy, followed by decreased productivity and low morale (Robinson, n.d.).

The burnout among academicians is responsible for the factors of Academic, environmental, and administrative workloads, promotion, research funding, and evaluation.

Stress factor is mostly responsible for burnout; that's why 40% of employees left their jobs (Robinson, n.d.).

Discussion

There were various studies on burnout but most of the studies conducted on works related factors and mental health. A few studies had been introduced the other factors that leads to burnout. In the present study the researchers have clearly introduced the factors that are the origins of the symptom burnout. Day to day, an individual's mental health reflects their professional connections with coworkers, which can lead to burnout. The researchers identified various factors from multiple studies, compared them, and classified those that cause burnout. Burnout variables have an impact on individuals, families, and society as a whole. Burnout can be caused by a variety of personal, familial, and social factors. Personal, familial, and social life combine to push leaders to affect and manage the workforce, relationships, productivity, efficiency, demands, self-image, and professional advancement, all while causing stress, excessive workloads, and insufficient support. One of the most common reasons of exhaustion or chronic work stress is the workplace. This stress is created by work-related pressures that surpass the worker's talents, resources, and requirements. Causes emotional exhaustion, a lack of personalisation, and low professional satisfaction; this can occur in occupations primarily concerned with providing people with assistance and services; in occupations where there is a relationship between the provider and the service recipient; and it can be caused by a variety of factors, including pressure to increase productivity, a lack of training, or improperly resolved conflicts (Prada-Ospina, 2019).

Remedy or escape from burnout

Turned the duty hour limited for the professional working in emergency sectors. Make available the coworkers and limited target periods. Minimising misbalancing between personal and working lives. Expectancy in life should be minimal from the perspective of family members. Work Life Balance: Make emphasis on the profits of good practice of work and life balance (Lazar, 2010). Need flexible working environment (Hutchenson, 2012) and diversity in duty hours it would be made the functionaries free from depression feelings. Practice barrier free communication in organization between authority and employees.

Effects of Burnout

Burnout has a severe impact on both the psychological and physical wellbeing of individuals. Physicians worldwide are experiencing an epidemic of despair and suicide ideation due to this illness (Shanafelt et al., 2012). Burnout is the problem of the professionals in the domain of the industries of education, healthcare, and social work (). Burnout is significant in both professional and social settings because of the consequences. Burnout is a symptom of an imbalance in one's personal and professional lives (Robinson). Professionals are becoming addicted to alcohol on a daily basis as a means of coping with burnout (McDonald & Siegall, 1998). Educators are more likely to feel burnout because of their close interaction with their students. However, the majority of studies on educator burnout have focused on professors (Karabiyik et al., 2008). When an employee lives in a challenging and hostile environment, it affects not only his level of satisfaction, but also his ability to meet his personal and professional goals (Prada-Ospina, 2019).

Conclusion

A healthy mental state is the first priority for any job. Burnout is an arising worry for people, institutions, and communities. Professionals are losing their normal rhythm of life. Burnout-affected professionals need a healthy environment to escape from the chronic pressure and complex working and exhausting climate. A limited reward has been given to professionals, but in post-modern society, demand stands over the actual earning capacity. As a result, in such a situation, the person takes on extra workload to earn more from their current job and ends up struggling to cope. The work pressure is beyond the tolerance limit, but now they are tired of not finding any way to get a new job. Professionals may face burnout during their careers. Furthermore, burnout is a costly and distressing issue that affects people as well as organisations. Burnout can cause poor job performance, devotion, stress-related health problems, and job dissatisfaction (Karabiyik et al., 2008).

Acknowledgment: No

Author's Contribution: Dr. Hafijul Shaikh: Data Collection, Literature Review, Methodology, Analysis, Drafting, Referencing; & K N Chattopadhyay: Data Collection, Literature Review, Methodology, Analysis, Drafting, Referencing

Funding: No

Declaration: All the authors have given consent for the publication.

Competing Interest: No

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