

# Burnout and Mental Health

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**Abstract:** *With vast number of researches on this topic every now and then and lot of advances made in the occupational settings to conduct research on this, it is essential we understand it as the global issue and strong measures in the form of consultation with mental health care workers and to improve the working conditions should be our priority for every job setting. Thus through this article the aim is to bring to light the statistical data and few well researched recommendations to provide a solution to this.*

**Key words:** *Burnout, Mental health, Occupations and Stress.*

## 1. Introduction:

All this while, the only emphasis that was placed on this word burnout was by organizational psychologists specifically in India, but now with increasing job demands and our country's increasing emphasis on becoming a super power in all sectors, be it medical, lectureship, industrial, police personnel, administrative and engineering, sadly the prime field that should be the focus, which can help manage every other occupation effectively "Mental Health" is neglected, yet with India striving to become in the rest, it is very crucial that we bring to light this important issue of burnout in various occupations and its deteriorating effect at work place, domestic life and most importantly on the individual from mental health perspective.

Burnout is a condition, in which an individual is exhausted at physical, mental and emotional levels, which is caused when the person is kept involved and occupied in tasks that are emotionally demanding of an individual [6]. It comprises of three important components such as an individual feels a reduced sense of accomplishment while at work; the other one being feeling emotionally exhausted and lastly the employer feels a sense of depersonalization towards the clients [5].

According to well documented work on this, it has been seen that those who are suffering from burnout, look for reasons to leave the job, either by showing lack of productivity or availing medical leaves and few of them quit their job entirely without giving any excuses [3]. And it is essential that we understand that this lack of productivity and absenteeism can hamper the progress of any industry or sector.

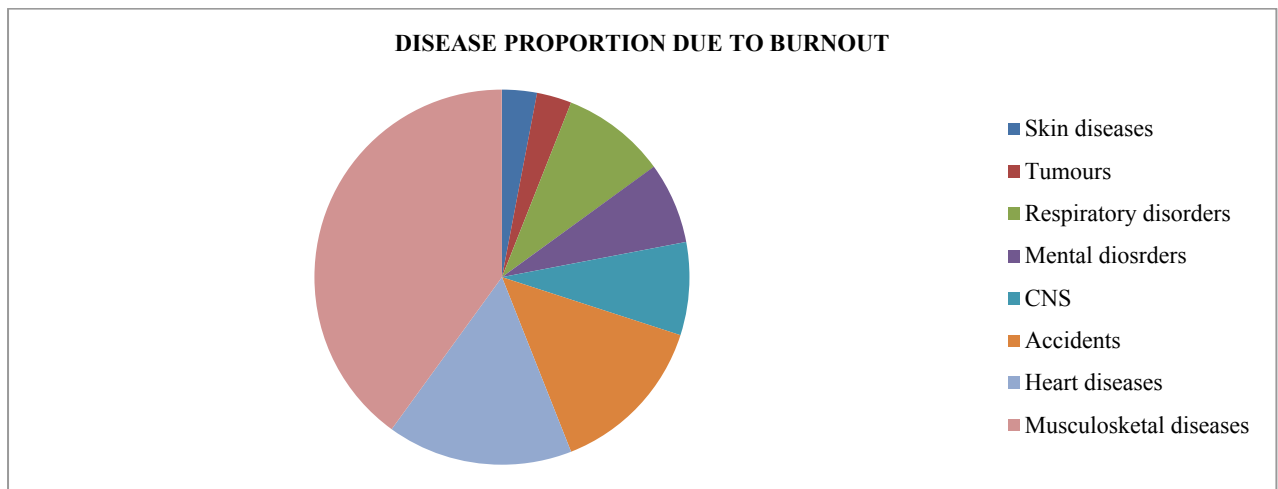
Research studies have shown that the most common causes of burnout in the workplace is the role played by an employee in the organization for example when there is ambiguity in an individual regarding the role he or she is expected to play; the other is low authority the employee is assigned in decision making process; if the work load at a place is abundant and the deadline for the task completion is less; if the work environment is not supportive and there isn't any scope for personal development if this leads to burnout and the last and the most important cause which leads to burnout specifically for females is the interference of work and home problems, such as taking care of the in laws, children, and during all this if the employees aren't provided with sufficient cooperation and leniency leads to high rates of attrition [2].

### 1.1. Mental Illness and Physical illness:

According to the research studies on the impact of mental health caused by burnout, when can clearly see, that the level of depression, anxiety disorders, disorders of substance abuse and dependence are rising rapidly [4,7].

There are various physical illnesses that are accompanied by less satisfactory working conditions such as heart diseases and musculoskeletal pain, these are the two most common conditions experienced by working males and females.

**Figure 1: Below is the diagrammatic representation of the proportion of physical and mental illnesses caused due to workplace problems:**



## 2. Recommendations:

Mentioned here under are a few suggestions that can be used in the work settings by senior supervisors and managers, to create an environment which is healthy and peaceful for the individual's to work and manage burnout:

- Steps should be taken to improve and encourage healthy communications, amongst colleagues so that back biting and pulling each other's leg kind of behavior does not take place, as according to researchers unhealthy communication patterns are harmful for the atmosphere of the work place [1].
- Another very essential suggestion and recommendations for managers is to provide appropriate workload, if by chance the institution is under staffed then steps should be taken to hire employees, but vast amount of work should not be distributed amongst the limited staff, because if they are over loaded with work, it will have an impact on their productivity.
- Thirdly there should be appropriate measures so that the employers are provided with leisure time, in between the working hours, or there should be a sufficient provision of availing long leaves at least once in a year, so that the employees can rejuvenate themselves and by the time they return for work after a vacation, are fully motivated and stress free.

- There should be effective provisions made in the organizations to curb the problem of discrimination that employees face every now and then at the work place.
- Every organization should have an employee assistance program, where the personal problems caused by the professional situations are alleviated or managed with the help of supportive treatment services, provided through consultation and referrals.
- And lastly the most important recommendation for each and every occupational industry is to consult clinical psychologists, psychiatrists, counselors or other qualified mental health professional, to provide relaxation training.

## 3. Conclusion:

Looking at the researches on burnout we can clearly conclude, that if nothing is done to curb the issue of burnout, then soon there will come a time when people will not be able to stay in a particular job for a long time, consequently individuals with better skills for a task, will start preferring activities which are less demanding. Therefore the need of the hour is to make use of the appropriate and suitable recommendations and improve our work culture, so that less and less employees avail the option of quitting or giving up.

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