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The influence of professional exhaustion on work and personal life

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Abstract. The aim of this study was to identify the impact of occupational exhaustion on individual lives. In order to achieve this objective, hypotheses were formulated and evaluated on a sample of 50 of people employed in the economic and educational field. The main findings revealed that burnout is influenced by impaired balance between personal and professional life, manifested by improper management of leisure time, absenteeism, excessive work, impairment of interpersonal relationships, and reducing organizational and family engagement. It was also highlighted that women are more susceptible to professional exhaustion due to pressure generated by the interference of the role in the family environment with the organizational one. The third hypothesis stated that rural participants are more at risk of exhaustion, given the extended field of activity. Because the group of study participants included people with occupations in the economic and educational field, it has been demonstrated that professional exhaustion is more pronounced in the case of jobs that involve direct contact with other people. Thus, the results obtained after the testing confirmed the objective of this paper, namely that the burnout is determined by conflicts in the field of activity and family.

Keywords. Professional exhaustion, work-life balance, conflicts, burnout



1. Theoretical framework

1.1 Professional exhaustion

1.1.1. Definition of burnout concept

The term burnout was first mentioned by Bradley (1969) as a psychological phenomenon in helping professions in a new organizational structure. However, psychiatrist Herbert Freudenberger is considered the initiator of this concept (Schaufeli & Enzmann, 1998).

Professional exhaustion, in the past, was used to describe a psychological state, namely: „overstrain” (Breay, 1913), „neurocirculatory asthenia” (Cohen & White, 1951), „supermenaj” (Tuke, 1913), 1882) or „industrial fatigue” (Park, 1934). These terms refer to the negative effects of the organization on the mental state of the individual (Schaufeli & Enzmann, 1998).

Professional exhaustion, called burnout, is a psychological syndrome that includes a response to interpersonal stressors determined by the individual's workplace. (Maslach, 2006). Therefore, it signifies a consequence of certain organizational factors (Tchounwou, Laguia, & Moriano, 2022).

This answer is classified into three dimensions: exhaustion, the feeling of cynicism and detachment, but also the feeling of ineffectiveness (Maslach, 2006). The size of the depletion is characterized by loss of energy, exhaustion and fatigue. The second, originally called depersonalization, represents negative or inappropriate attitudes towards customers, irritability and loss of idealism. The size of inefficiency, known in the first phase, the reduction of personal achievement, indicates reduced productivity, inability to cope and low morale (Maslach & Leiter, 2016).

The conceptualization of professional exhaustion has known numerous definitions in the scientific literature. (Pines & Aronson, 1988) define burnout as the result of constant emotional pressure associated with long-term involvement of individuals over a long period of time. (Cherniss, 1980) explained the concept as a process in which the employee detaches from the workplace caused by the stress response and the stress experienced. (Edelwich & Brodsky, 1980) argue that it represents a gradual loss of idealism, energy and purpose felt by employees as a result of working conditions. Moreover, it is a psychological condition caused by the stress of uninterrupted work (Veninga & Spradley, 1981). On the other hand, the concept is considered a feeling of tiredness or frustration caused by interest in a way of life or relationship that has failed to produce expected rewards (Freudenber & Richelson, which has not been successful, 1980).

After numerous empirical studies, (Maslach & Jackson, 1981) Reworded the term and developed a more rigorous and operational definition as a psychological syndrome of physical worry and exhaustion characterized by a lack of positive feelings, sympathy or respect for clients or patients.

The concept of burnout has been studied from several perspectives, namely social, clinical and organizational. The social perspective, emphasized exhaustion through its effects on interpersonal relationships and included certain characteristics: detached concern, dehumanization and attribution. The clinical perspective focused on motivation and emotion, which he framed in psychological disorders such as depression. Organizational psychology emphasized attitudes and behaviors at work, therefore burnout was conceptualized as a form of stress in the organizational context (Maslach & Leiter, 2016).



In other words, burnout indicates a progressively developing individual response that produces negative cognitive, emotional, and behavioral effects on the family, collegial, work, and role environment (Tchounwou, Laguia, & Moriano, 2022).

1.1.2 Factors

Since professional exhaustion is a consequence of the individual's exposure to certain working conditions, the triggers are determined by both the organization and the characteristics of the person (Schaufeli & Enzmann, 1998):

a. Overload: refers to the amount of excess work that causes sustained effort that generates physiological and psychological costs. Overload can cause distancing from the workplace as a defense mechanism

b. Emotional effort: psychological process of self-regulation under imposed conditions, more specifically to hide negative emotions (anger, irritation, discomfort) in order to comply with the requirements or rules of fasting.

c. Lack of autonomy and influence: lack of freedom in performing tasks, inability to influence decisions

d. Ambiguity and role conflicts: insufficient information on the work of the employee or requirements are incompatible or incongruous with the characteristics of the individual

e. Perception of inadequate supervision: when the employer shows unfair behavior towards employees or does not evaluate their efforts

f. Lack of perceived social support: the existence of collegial conflicts or indifference

g. Overtime: the amount of overtime, shift rotations cause family life impairment, sleep disorders, heart problems, decreased attention and performance, and increased risk of injury.

Unlike organizational factors, individual factors have little influence in explaining the development of the syndrome of professional exhaustion. However, there are individuals with certain personality traits, such as low self-esteem, increased vulnerability, competitiveness and excessive need for control, as well as certain attitudes towards work, as high expectations show increased potential to develop burnout (Stomff, 2016).

1.1.3 Symptoms of professional exhaustion

Bornout being characterized as a syndrome presents a number of affective, cognitive and physical symptoms that affect the personal and professional life of the individual. Thus, (Schaufeli & Enzmann, 1998) presents some of these specific symptoms:

a. Affective symptoms

The person suffering from professional exhaustion has a low, sad mood in which emotional resources are diminished, lack of energy is decreased, emotional control is unstable that produces anxiety, irritability, anger. All this leads to a decrease in job satisfaction.

b. Cognitive symptoms

There are present states of helplessness, lack of strength and hope, fear of not "crazy". The job becomes purposeless, the feeling of failure, impotence, guilt appears, the self-esteem decreases („I am not good for this job") and suicidal ideas may develop. Professional exhaustion is manifested by difficulties in performing complex tasks, thinking becomes rigid, making decisions is difficult.



At the interpersonal level, individuals adopt negative beliefs, criticisms, cynical and dehumanized perceptions, and manifest hostility and suspicion.

c. Physical symptoms

At this stage, headache, dizziness, muscle pain are observed, hyperventilation occurs, which in turn is accompanied by anxiety. Problems with sleep, shortness of breath, or sudden weight loss and weight gain

1.2. Work-life balance

1.2.1 Definition of the concept

It has been identified that the intrusion of personal life into work life acts as a psychosocial risk factor, negatively contributing to the health and exhaustion of the individual, as well as psychosocial, well-being, especially life satisfaction (Parent-Thirion, 2017).

The concept of work-life balance has been defined as a state in which the professional requirements or tasks of an individual are equivalent to the requirements of personal life. (Lockwood, 2003). This balance in the literature refers to the absence of conflict between professional and family life (Friedman, Christensen, & DeGroot, 1998).

Work-life balance is the ability of the individual to successfully manage and resolve responsibilities related to the professional and family sphere (Delecta, 2011).

1.2.2. Features

In the literature, numerous research has been conducted to identify variables that influence personal and private life, so these studies focus mainly on, on concepts such as flexible work (part-time), family, demographic changes and leisure management (Dex & Bond, 2005). The variables that characterize and explain this concept of personal and professional life can be grouped into four conditions: occupation, working conditions, household activities and leisure (Crooker, Smith, & Tabak, etc, 2002).

This concept is a crucial factor influencing the commitment to work, also having a significant importance in determining employee satisfaction by decreasing absenteeism, reduced stress levels and improved health (Harini, Luddin, & Hamidah, 2019); (Rani, Kamalanabhan, & Mariappan, 2011)

Integration between work and private life benefits both employees and the organization, and these benefits include: protecting the health of the staff at individual and organizational level, increasing productivity (Tugsal, 2017). (Thompson, Beauvais, & Lyness, 1999) points out that organizations that do not support work-life balance are experiencing productivity decline through a lack of social support.

The imbalance between work and family life negatively affects when the two dimensions become incompatible or when conflicts are present, and these conflicts are generated by the demands of work and family responsibilities (Greenhaus & Beutel, 1985). The negative consequences associated with these conflicts include increased psychological tension, decreased organizational commitment, high absenteeism and high rates of job change (Gareis, Barnett, Ertel, & Berkman, 2009).



However, the presence of a balance between the two aspects that the individual experiences improves job satisfaction, psychosocial well-being, and overall quality of life (Greenhaus & Powell, 2006).

2.2. Research methodology

2.1. Objectives

The main objective pursued in this paper is to identify the impact of professional exhaustion on the life of the individual.

2.2. Hypothesis

1. It is presumed that there is a correlation between burnout and work-life;
2. It is presumed that there is a significant difference between burnout and work-life depending on gender;
3. It is presumed that there is a significant difference between burnout and work-life depending on the environment of origin;
4. It is presumed that there is a significant difference between burnout and work-life depending on the field of activity.

2.3. Lot of participants

The group of participants in this study consists of a sample of 50 people aged 20 to 56, female and male, covering various fields of activity and domiciles located both in the urban area and in the rural area.

The present sample is balanced in terms of gender of the participants, having 18 male and 32 female gender. Subjects' home environment is weighted, as 22 participants come from rural areas and 28 from urban areas.

Also, the persons included in the group of participants were classified according to their socio-economic status, differentiated by three different levels. From this point of view, the distribution of the sample was not balanced, with the majority of participants being at the average socio-economic level, followed by the high and low level.

Because the research included an analysis of the employed participants, it was found that they work in both the economic and educational fields. Specifically, 35 of the subjects have as professions such as sales agent, IT-ists, economists, manager and cashiers, while 15 are teachers or educators.

2.4. Research instruments

For the purpose of determining and measuring the influence of professional exhaustion, a number of sample measuring instruments were used, more specifically, the inventory for the evaluation of professional exhaustion and the questionnaire of the interaction between work and personal life.

The first tool used was the professional exhaustion assessment questionnaire was designed and used by Schaufeli, De Witte and Desart in 2019. This inventory has been adapted and translated into Romanian by Dragos Iliescu, Coralia Sulea and Bogdan Oprea which aims to evaluate the burnout in the field of work and organization.



It is administered individually by reference to oneself and contains 35 items ranked in 6 scales that measure: exhaustion, mental distancing, impairment of cognitive control, impairment of emotional control, emotional control, and, mental distress and psychosomatic symptoms. These items are scored on a Likert measuring scale with possible response variants from 1 to 5, and the calculation mode is done by summing them up.

The questionnaire assessing the interaction between work and personal life Nijmegen was adapted and translated on the Romanian population by Simona Alexandra Geacar. It addresses assessment on a non-clinical population and is used to provide a diagnosis in the field of occupational psychology and organization because it is associated with low professional performance.

Questionnaire consisting of 27 items assessing the positive and negative influence of work on personal life and the negative or positive impact of personal life on work. Item quotation is done directly, in which the subject response is analyzed by a Likert measuring scale, where the response variable contains 4 steps.

2.5. Research design

The design of the research is composed by a plan that highlights the procedure for making this work. The research plan:

- Announcement of the problem concerned;
- Theoretical foundation of concepts
- Establishing research objectives and hypotheses;
- Choice of collection methods and tools;
- Applying questionnaires to the lot of participants;
- Statistical processing of results;
- Presentation of results;
- Presenting conclusions.

2.6. Research results and their significance

Hypothesis 1: *There is a presumed correlation between burnout and work-life*

Regarding the statistical verification of the first hypothesis stated is the testing of the normality of the score distribution obtained from the application of the instruments.

Table 2.6.1. – Normalcy test for burnout and work-life variables

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
burnout results	.075	50	.200*	.984	50	.738
work life results	.080	50	.200*	.958	50	.072

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction



Following the application of the Kolmogorov-Smirnov normality test, a normal distribution can be observed both on the burnout scale and on the work-life scale, both having sig. 0.200 which is greater than 0.05.

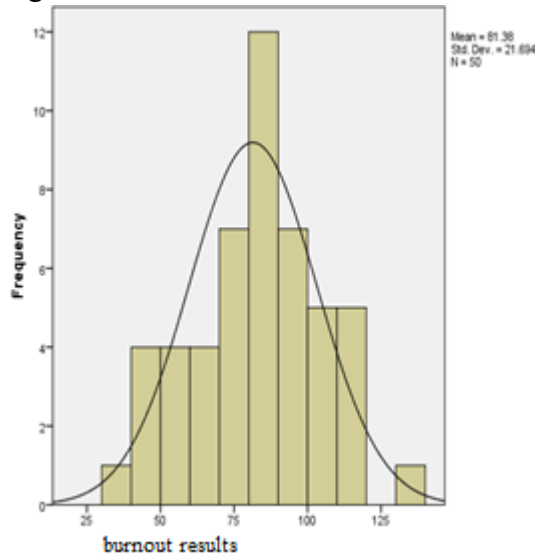


Fig. 2.6.1. – Score distribution for burnout scale

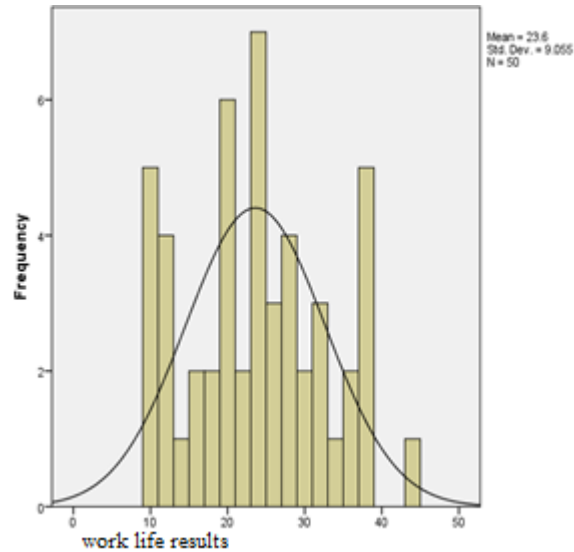


Fig. 2.6.2. – Score distribution for work-life scale

As shown above attached histograms, the distribution of scores for burnout and work-life scales reaches the normality threshold. In terms of average, the burnout scale scored 81.38, and the work-life scale achieved an average of 23.6.

In view of the previous results, in order to investigate the statistical relationship between the two variables, namely burnout and work-life, it will be necessary to apply a statistical parametric correlation test Pearson.

Table 2.6.2. – Person test results for burnout and work-life variables

		Correlations	
		burnout results ^a	work life results
burnout results	Pearson Correlation	1	-.291*
	Sig. (2-tailed)		.040
	N	50	50
work life results	Pearson Correlation	-.291*	1
	Sig. (2-tailed)	.040	
	N	50	50

*. Correlation is significant at the 0.05 level (2-tailed).



From the table, one can observe the existence of a strong correlation between burnout and work-life. The coefficient of significance indicates that it is statistically significant, being Sig. (2-tailed) 0.040.

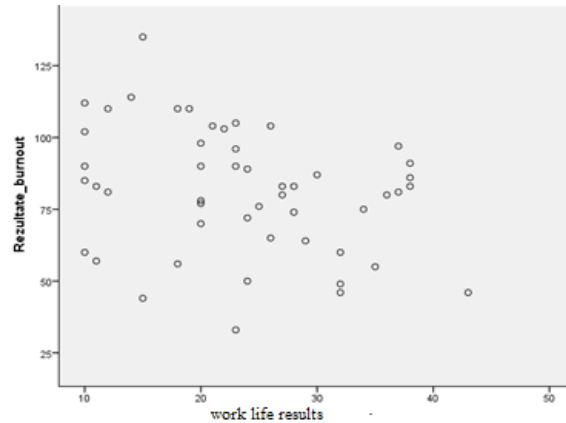


Fig. 2.6.3. The score cloud related to the correlation verification between the burnout variable and the work-life variable

The scatter plot (scatter plot) shows a negative relationship between the two investigated variables, highlighting the correlation between them through the cloud of points formed by the recorded values. Therefore, the hypothesis that there is a correlation between burnout and work-life is confirmed for participants in this study.

Interpretation of the significance of the statistical results of hypothesis 1

According to the results obtained in the first hypothesis testing, a study has demonstrated that continuous exposure to stress factors in the professional environment, as well, such as high workloads and interferences between work and personal life are the main mechanism in the severe development of professional exhaustion (Boamah, Hamadi, Havaei, Smith, & Webb, 2022).

A research conducted by Tugsal (2017), highlights that the life-work balance causes the appearance of burnout. According to the results, emotional support, neglect of personal time and excessive attention to work are predictors for the dimension of depersonalization, which is, and the impairment of emotional exhaustion is determined by long-term involvement in work and personal life compliance (Tugsal, 2017).

A study conducted on a Japanese population suggests that a lack of work-life balance may contribute to the emergence and increase of emotional exhaustion and depersonalization levels of individuals (Umene-Nakano, a Japanese study, and others, 2013).

Research has shown that occupational requirements associated with work-family conflict, role conflicts, role ambiguity, and generalized stress at work are also, correlated with a high burnout trend (Boyas & Wind, 2010).

The study conducted by (Allen, Herst, Bruck, & Sutton, 2000) concluded that work-family imbalance is an occupational stress factor that causes occupational exhaustion.



It has been identified that, the negative impact on working life, a balance between work and poor personal life negatively affects family satisfaction and the quality of marital relationships, having negative consequences on physical and mental well-being (Frone & Barnes, 1996).

Thus, the main constant conclusions in the research carried out in organizational environments on the intrusion of life between areas include professional exhaustion and intentions to leave the workplace, absenteeism and the desire to quit, and, stress and low performance at work (Dousin, Collins, Bartram, & Stanton, 2021; Amstad, Meier, Fasel, & Elfering, 2011).

Hypothesis No 2: *There is a presumed to be a significant difference between burnout and work-life by gender*

Regarding the statistical verification of the first hypothesis stated is the testing of the normality of the score distribution obtained from the application of the instruments.

Table 2.6.3. – Normalcy test for burnout and work-life variables by gender

		Kolmogorov-Smirnov ^a			Shapiro-Wilk		
burnout results	gender	Statistic	df	Sig.	Statistic	df	Sig.
	male	.146	18	.200*	.933	18	.222
	female	.102	32	.200*	.981	32	.832
work life results	male	.152	18	.200*	.978	18	.927
	female	.111	32	.200*	.925	32	.028

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Following the application of the Kolmogorov-Smirnov normality test, a normal distribution can be observed both on the burnout scale and on the work-life scale, depending on gender, both of which have sig. 0.200 Which is greater than 0.05.

Table 2.6.4. – Calculation of statistical groups for burnout and work-life by gender

		N	Mean	Std. Deviation	Std. Error Mean
burnout results	male	18	61.44	15.298	3.606
	female	32	92.59	15.969	2.823
work life results	male	18	27.33	8.541	2.013
	female	32	21.50	8.773	1.551

a. Lilliefors Significance Correction

Following the verification of the normality of the data distribution, in order to verify the validity of the presumption from which we start, we applied a parametric test method, respectively the parametric T test for independent samples.



Table 2.6.5. – Parametric test calculation for burnout and work-life by gender

		Independent Samples Test									
		Levene's Test for Equality of Variances		t-test for Equality of Means							
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference		
										Lower	Upper
burnout results	Equal variances assumed	.029	.867	-6.719	48	.000	-31.149	4.636	-40.470	-21.828	
	Equal variances not assumed			-6.802	36.672	.000	-31.149	4.579	-40.431	-21.868	
work life results	Equal variances assumed	.006	.939	2.278	48	.027	5.833	2.561	.685	10.982	
	Equal variances not assumed			2.296	36.180	.028	5.833	2.541	.680	10.986	

From the table, one can note the existence of a gender-based difference between burnout and work-life. The coefficient of significance indicates that burnout is statistically significant, being Sig. (2-tailed) 0,000, for both men and women, alongside work-life where Sig.(2-tailed) is 0.027 for male and 0.028 for female.

Therefore, the hypothesis that there is a significant difference between burnout and work-life by gender is confirmed for participants in this study.

Interpretation of the significance of the statistical results of hypothesis 2

Speculations that burnout occurs more frequently among women than men are often recognized in specialized theories(Maslach et al., 2001). Such speculation can be dangerous for two reasons. First of all, at work, coworkers and superiors may perceive women as more likely to be mentally exhausted than men. Research shows that individuals stereotypically assume that women are more susceptible to stress than men (Matlin, 2004). Second, assuming that burnout is a predominantly female experience may result in men not getting enough attention when they suffer from burnout (Wilcox, 1992). For example, in their qualitative review of burnout literature, Maslach et al. (2001) They noted that there is a tendency for women to score higher on emotional exhaustion than men, while men tend to score higher on depersonalization than women. This is consistent with the gender role theory (Eagly, 1987; Eagly & Wood, 1982), who predicts that women should be more likely to express feelings of emotional and physical fatigue (for example, exhaustion), as they learn to manifest their emotions, while men should be more likely to shut down and withdraw stress (i.e., depersonalization) because they are learning to hide their emotions. However, both the general public and trained professionals alike tend to associate emotional expressive behaviors with psychological distress, while suppression of emotions behaviors tend to be associated with force, he said, masculinity and psychological adaptation (Landrine, 1988; Sprock & Yoder, 1997; Widiger & Spitzer, 1991). This suggests that men's exhaustion at work may remain unrecognized.

The level of stress experienced by more than half of working women (53%) is higher than a year ago, and 46% say they are exhausted, according to the Deloitte Women study, conducted globally. In fact, exhaustion (burnout) is one of the main reasons why women decide to resign (40%). The study also shows that although hybrid work has been implemented by many companies



in the past year - 44% of women globally employed work in a system of this type -, more than half of them (54%) say they do not have sufficient flexibility as to where and when they should work, and 64% believes that their employers have not established clear rules from these points of view, which creates difficulties for them, especially for those who have other people in care.

Moreover, 94% of respondents fear that if they asked for a flexible work schedule, they would lower their chances of promotion. At the same time, almost 60% of those working in the hybrid system feel excluded from important meetings, and almost half say they do not have the opportunity to sufficiently interact with – leaders an essential factor to benefit from integration, salary increases or promotion opportunities.

„Employers must ensure that employees, regardless of gender, are, they understand concretely what is expected of them in the new labour market context and benefit from equal opportunities for development in the workplace, based on clear performance criteria. The reality is that in most cases women have additional responsibilities to men regarding household and family care. Many women are concerned about the sheer number of pregnancies and the impact this situation could have on career prospects, present and future”, said Alexandra Smedoiu, Partner, in a statement, Deloitte Romania, and SheXO Club Program Coordinator.(Deloitte 2022).

Hypothesis No 3: *There is presumed to be a significant difference between burnout and work-life depending on the environment of origin*

Regarding the statistical verification of the first hypothesis stated is the testing of the normality of the score distribution obtained from the application of the instruments.

Table 2.6.6. – Normality test for burnout and work-life variables by environment

Tests of Normality

	residential environment	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
burnout results	rural	.081	22	.200 [*]	.982	22	.948
	urban	.094	28	.200 [*]	.974	28	.692
work life results	rural	.117	22	.200 [*]	.950	22	.310
	urban	.106	28	.200 [*]	.951	28	.206

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Following the application of the Kolmogorov-Smirnov normality test, a normal distribution can be observed both on the burnout scale and on the work-life scale, depending on the environment, both having sig. 0.200 Which is greater than 0.05.



Table 2.6.7. – Calculation of statistical groups for burnout and work-life by environment
Group Statistics

	residential environment	N	Mean	Std. Deviation	Std. Error Mean
burnout results	rural	22	70.00	19.545	4.167
	urban	28	90.32	19.199	3.628
work life results	rural	22	24.09	9.952	2.122
	urban	28	23.21	8.452	1.597

Following the verification of the normality of the data distribution, in order to verify the validity of the presumption from which we start, we applied a parametric test method, respectively the parametric T test for independent samples.

Table 2.6.8. – Calculation of parametric test for burnout and work-life according to environment
Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower		Upper
burnout results	Equal variances assumed	.151	.699	-3.686	48	.001	-20.321	5.513	-31.406	-9.237
	Equal variances not assumed			-3.678	44.858	.001	-20.321	5.525	-31.451	-9.192
work life results	Equal variances assumed	1.122	.295	.337	48	.738	.877	2.604	-4.358	6.111
	Equal variances not assumed			.330	41.244	.743	.877	2.656	-4.486	6.239

From the table, one can see the existence of a difference between burnout and work-life depending on the environment. The coefficient of significance indicates that burnout is statistically significant, being Sig. (2-tailed) 0.001, for both rural and urban people, alongside work-life where Sig.(2-tailed) is 0.877 for those in rural and urban areas.

Therefore, the hypothesis that there is a significant difference between burnout and work-life depending on the environment is confirmed for participants in this study.

Interpretation of the significance of the statistical results of hypothesis 3

According to a medical study, it has been found that those working in rural environments have a wider scope of practice than those in urban environments and can increase the doctor's demand over time. The study found that those working in rural areas experienced the lowest burnout rate (25.0%) compared to those in urban areas practicing in medium-sized cities (37.5%) and (51.4%) in metropolitan areas (Hogue & Huntington, 2019).



In a Japanese study, anesthesiologists working at larger hospitals had high stress at work compared to small hospitals.²⁴ However, it is likely that urban hospital doctors generally have a higher demand for jobs.

Lower control of the workplace is associated with greater stress at work. The score of doctors working in large cities is lower than that of Japanese pediatricians, but it was similar to various general workers. Thus, the control of the workplace of Japanese doctors was not so low, but countermeasures to appear workplace control can improve the stress of doctors, especially urban ones, which have a higher demand for jobs.

At the beginning of the burnout research, Pines and Maslach (1978) worked to define the term among workers, mainly from urban environments. The findings from this research revealed several burnout-related predictors, including:

- 1) The higher the patient/client-personnel ratio, the less likely the staff to express pleasure from their work;
- 2) The higher the level of formal education, the greater the pleasure as a social worker.

Hypothesis 4: *There is a presumed to be a significant difference between burnout and work-life depending on the field of activity*

Regarding the statistical verification of the first hypothesis stated is the testing of the normality of the score distribution obtained from the application of the instruments.

Table 2.6.9. – The normality test for burnout and work-life variables by domain

		Tests of Normality					
domain		Kolmogorov-Smirnov ^a			Shapiro-Wilk		
		Statistic	df	Sig.	Statistic	df	Sig.
burnout results	economic	.091	35	.200*	.972	35	.507
	education	.150	15	.200*	.931	15	.286
work life results	economic	.085	35	.200*	.950	35	.115
	education	.103	15	.200*	.957	15	.639

*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

Following the application of the Kolmogorov-Smirnov normality test, a normal distribution can be observed both on the burnout scale and on the work-life scale, depending on the field of activity, both having sig. 0.200 Which is greater than 0.05.



Table 2.6.10. – Calculation of statistical groups for burnout and work-life by domain
Group Statistics

	domain	N	Mean	Std. Deviation	Std. Error Mean
burnout results	economic	35	88.54	20.030	3.386
	education	15	64.67	15.665	4.045
work life results	economic	35	23.29	8.567	1.448
	education	15	24.33	10.390	2.683

Following the verification of the normality of the data distribution, in order to verify the validity of the presumption from which we start, we applied a parametric test method, respectively the parametric T test for independent samples.

Table 2.6.11. – Parametric test calculation for burnout and work-life by domain
Independent Samples Test

		Levene's Test for Equality of Variances		t-Test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper	
burnout results	Equal variances assumed	.251	.619	4.102	48	.000	23.876	5.821	12.173	35.580
	Equal variances not assumed			4.527	33.684	.000	23.876	5.275	13.153	34.599
work life results	Equal variances assumed	.875	.354	-.372	48	.712	-1.048	2.819	-6.717	4.621
	Equal variances not assumed			-.344	22.558	.734	-1.048	3.049	-7.361	5.266

From the table, one can see the existence of a difference between burnout and work-life depending on the field of activity. The coefficient of significance indicates that burnout is statistically significant, being Sig. (2-tailed) 0,000, respectively, both for those in the economic environment and for those in the educational environment, along with work-life where Sig.(2-tailed) is 0.712 for those in the economic environment and 0.734 for those in the educational environment.

Therefore, the hypothesis that there is a significant difference between burnout and work-life depending on the field of activity is confirmed for participants in this study.

Interpretation of the significance of the statistical results of hypothesis 4

A significant number of studies that addressed burnout as a topic, they started from the premise that it appears only to professionals in services where there is direct interaction with people (personnel in the field of medical services, education, social assistance). This assumption excluded that burnout could also be present in professions where human interaction is not prevalent and which does not necessarily mean emotional involvement with others. Later, other researchers assessed the state of people working in other socio-technical fields, in areas where high cognitive abilities, awareness, memory and visual perception skills, are required, such as aviation, industrial control and command, where they investigated the workload. Studies have shown that high workload and high stress have a direct link to increased errors and decreased performance (Nobles,



2022), which over time causes manifestations of burnout. The first important study, in which the burnout phenomenon was observed in people who work in areas where human relationships are predominant and in those where human interaction is not prevalent, it was Evans and Fischer's in 1993. Information Technology (IT) is one of the areas where human interaction is not prevalent, being also one of the areas that has expanded exponentially in recent decades, becoming one of the most important sectors supporting the global economy but where the number of workers depleted is alarmingly high. A survey conducted by Kronos Incorporated and Future Workplace (Nobles, 2022) showed that 46% of human resources leaders believe that employee depletion is responsible for annual company departures, up to half of cases (20% to 50%). Predisposing factors of burnout syndrome in IT Burnout is increasingly present among employees in the field of Information Technology (IT) being caused by pressures in this market, working hours that exceed the standard norm, tight deadlines, budget constraints that often lead to additional tasks that employees receive in the IT field.

Professional stress is a psychological problem that affects human resource health on the one hand and organizational performance on the other. It can be defined as a complex of physical, emotional, cognitive, behavioral and psychological reactions that occur in the event of a discrepancy between the job requirements and the professional skills of the employee. Stress is a personal and subjective reaction to tension, so it depends on the perception of each individual, both on the size of the problem they are facing and on their personal ability to cope with it. Due to the economic and social changes taking place, as well as the increase in job instability and professional overwork in the workplace, occupational or professional stress is affecting more and more employees.

The most common cause of stress is lack of control over work, both on work tasks and on the duration of work time. Monotony of work, very tight deadlines, improper interpersonal relationships, job insecurity are other factors that cause professional stress. Women reach higher levels, but for both women and men, stress can be a problem in all sectors of activity and at all levels of an organization. Studying the literature, we found that there are a multitude of workplace factors that can generate stress among employees and that need to be taken into account in the process of making decisions on resources humanely. In this respect, we can highlight: the status and role of the employee in the organization; interpersonal relations in the professional environment; the design of the job; the different work rhythm from day to day; inappropriate professional behaviour, etc.(Birca & Baiseu, 2002).

Conclusions

Following the research, we have achieved our goal, which is to study the influence of professional exhaustion on work and personal life, discovering the attitude of the people examined in terms of burnout, depending on gender, the environment of origin and the field of activity.

As tools, we first used the questionnaire measuring occupational burnout in the field of work and organisation used in 2019 by Schaufeli, De Witte and Desart, De Witte, it is then translated into Romanian by Dragos Iliescu, Coralia Sulea and Bogdan Oprea, the second questionnaire is the evaluation of the interaction between work and personal life Nijmegen being translated and adapted on the Romanian population by Simona Alexandra Geacar.



We subjected to our study, people from different backgrounds like rural and urban, different genders, that is, feminine and masculine with ages between 20 and 56. The assumptions were built according to the reference to the entire sample, even if they were predominantly women, most of them from urban areas and who frequented the economic field.

The theoretical part introduced presents the description of the burnout concept, its factors following the symptoms that cause professional exhaustion, together with the work-life balance, the definition of the concept and the essential characteristics.

Regarding the first hypothesis, it was started from the presumption that there is a correlation between burnout and work-life for the participants present in this research. The hypothesis was confirmed, and specialized studies supported the existence of the two variables encountered in the field of work. We can affirm the correlation of these two variables because professional exhaustion affects interpersonal relationships through social isolation and irritability. The second hypothesis was based on the presumption of a significant gender difference in the influence of professional exhaustion on life, thus finding that women are more prevalent, because they encounter gender discrimination alongside the pressure between professional and family roles. The third hypothesis characterizes significant differences depending on the environment of origin of burnout that tensions personal life, and it has been found that those in urban areas have a greater predisposition to burnout, because they feel the pressure of society to perform and be successful, along with personal time limitation.

The fourth and last hypothesis capitalizes on significant differences depending on the field of activity and how professional exhaustion influences personal life for those in the economic field, the, because they have a high workload and feel competition in businesses that lead to difficulties in maintaining the balance between professional and personal life.

The constraints and limits of this research were summed up in the small sample format, along with the way of application, which is online, the results may be distorted due to the electronic system or the objective responses of the participants.

Recommendations

Given the results obtained above, we recommend that organizations perform a type of intervention to manage stressors, reducing burnout levels.

Examples:

Training: through training, employees can acquire technical skills and knowledge that allow to increase the level of adaptation and self-efficacy. Social skills for promoting well-being and rapid adaptation can also be developed within the training.

Strength-based intervention: each individual exhibits certain qualities, and this stage contains the identification of skills, the development of strengths and their use.

Creating the support group: collegial support and a cohesive team allows you to easily solve the requirements and diminish the feeling of loneliness and emotional exhaustion. These can be organized by the organization or created spontaneously.

Other recommendations:

- Increasing resources: doing everything possible to develop skills and learn new things



- Decreased requirements: Organize work in a way that does not generate much stress, avoiding complicated emotional situations with customers and colleagues, trying not to make difficult decisions
- Increasing social support: Seeking help or feedback from a supervisor or colleague.
- Increasing demand for engagement: When there is a task, proactively offering to work on it and when it does not exist, offering help to colleagues and asking for additional responsibilities from the supervisor

Thus, we believe that the involvement of human resources management in the process of developing and implementing organizational programs to prevent professional stress would concern the following measures:

- the appropriate design of the work stations to ensure a maximum degree of exercise of the professional knowledge and skills of their holders;
- conceiving the professional activity in the way in which the job holder has a certain level of responsibility, giving it sufficient authority and allowing it to participate in decisions related to its work and professional future;
- establishing a set of tasks, sufficiently varied and difficult, to maintain the professional interest of the job holder at all times;
- encouraging managers to adopt participatory leadership styles;
- stimulating team spirit so that team members support each other
- encouraging communication between sector departments, as well as vertically, along the hierarchical managerial chain, as well as providing constructive feedback to each employee on the outcome of the professional performance evaluation;
- developing an organizational culture in which the attitude towards employees is positive

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