

Research proposal on

Job burnout effect upon employee and private sector organizations in Yanbu, Saudi Arabia

**أثر الاحتراق الوظيفي على الموظف ومنظمات القطاع الخاص في ينبع
المملكة العربية السعودية**

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introduction

In recent years, the role of the human has been strengthened as one of the most important resources within organizations as the employee is the main asset and driver toward achieving organizational targets in terms of planning, implementation, management and control on the one hand, and as it has become a source for achieving competitive advantage, because of worldwide changes especially in scientific and technological developments which have been reflected in the employee work environment especially about Psychological stress, so it becomes vulnerable to what is called job burnout. "job burnout" described a social problem that had existed for a long time and had several expressions which vary according to the period, researchers, languages, across countries (Schaufeli et al., 2009). The American psychologist Herbert Freudenberger laid the first seeds when he introduced the term "Burnout" into academic use in 1974. The negative impact that burnout has on the work environment and personal life of employee, also affecting the economy and health, which has lead the World Health Organization (WHO) to include this syndrome in the 11th Revision of the International Classification of Diseases (ICD-11) as a phenomenon exclusive to the occupational context. Also, the need to address burnout is also justified for legal reasons, such as compliance with the European Union Framework Directive on Health and Safety (89/391/EEC).

What is job burnout?

The concept of job burnout was suggested by Herbert Freudenberger who was working as a psychoanalyst in a clinic in New York (Shepherd et al, 2011). Emerged in the 1970s, the concept of job burnout still continues to be used at the present time. It is vastly used in psychology and

organizational behavior literature (Schaufeli, et al, 2009). Burnout is defined as a symptom of Emotional exhaustion, depersonalization, and reduced personal accomplishment at work to work activity (Maslach, 1982).

Research problem

General question:

What is the extent of the effects of job burnout on the employee and the organization, its causes and risk?

sub-questions:

What are the main causes of burnout on the employee?

Is there a relationship between job burnout and employee satisfaction?

Is there a relationship between job burnout and the individual's awareness of his role?

Is there a relationship between job burnout and organization shutdown?

Objectives of the study

Explain effects of job burnout on the employee and the organization, its causes and risk.

Explain the relationship between job burnout and employee satisfaction.

To explain relationship between job burnout and the individual's awareness of his role.

To explain relationship between job burnout and organization shutdown

Exposing the phenomenon of job burnout in organizations by defining the phenomenon and everything related to it.

The importance of the research

The importance of this study is to assess the causes ,effects , and risk of job stress in employees and organizations, also to explore and understand the extent to which stress affects workers efficiency and productivity in a work environment and make recommendations about stress management techniques to the general management. Also, identify the impact of job burnout and how it leads to employee turnover.

Research hypotheses

Research hypotheses: As an initial answer to the above sub-questions, I formulated the following hypotheses:

The main hypothesis:

There is a correlation between job burnout and employee performance.

Sub-hypotheses:

There is a correlation between job burnout and employee satisfaction.

There is a correlation between job burnout and an individual's awareness of his role.

There is a correlation between job burnout and organization shut down.

Literature Review

Job burnout has been linked with several forms of adverse influences on the mental and physical health of the employee (Burke and Deszca, 1986; Cordes and Dougherty, 1993; Halbesleben and Buckley, 2004; Maslach, 2000; Maslach and Leiter, 2016b; Ozturk and Ay, 2018). According to Maslach and Leiter (2016), the exhaustion element of burnout is the most predictive of stress-related health and mental consequences than the other two factors, as the exhaustion component is more related to the traditional stress variable (Maslach and Leiter, 2016b). Physical health problems include, for instance, headaches, exhaustion, type 2 diabetes, and cardiovascular problems (Leiter et al., 2013; Maslach and Leiter, 2016b). Also, job burnout can lead even to death, which is considered the final outcomes of job burnout.

Burnout individuals can affect the relationship at work by causing personal strife and disrupting the workflow (Maslach, 2006). According to Maslach and Leiter (2016), “burnout can be contagious and perpetuates itself through social interactions on the job”(Maslach and Leiter, 2016b. p. 106). Bakker et al. (2005) The study found that the three burnout dimensions, emotional exhaustion, depersonalization, and reduced personal accomplishment, have a contagion effect. More specifically, the results of the study showed that the perceived burnout complaints among co-workers had a definite influence on the three burnout dimensions (Bakker et al., 2005). Similar outcomes found in (Bakker et al., 2001; González-morales et al., 2012).

The phenomenon of job burnout does not occur suddenly, but through career stages, due to development (Edlwich) and (Brodsky) distinguished four stages of job burnout which are :

(disillusionment) as enthusiasm, stagnation, frustration, and apathy.

Research Methodology

Method and tools used:

In this section, I will define the methodological framework of the applied study related to the effect of job burnout on employees and organizations in the private sector in Yanbu, Saudi Arabia in order to reach the results, and to present the method and tools used in this study.

Study method: In this requirement, presented the method of completing the study by addressing the population and the study sample, identifying the variables of the studies, how to measure them, the method of collecting data, and determining the place of the study.

The methodology used in the study: I relied on the application of the analytical descriptive approach, as it is the most appropriate method to know the effect of job burnout on employee and organizations in the private sector in Yanbu, Saudi Arabia.

Study population and sample: The study population included employees in private sector organizations in Yanbu, Saudi Arabia, where I distributed the questionnaire(survey). For the research I have been using a primary method which is a social survey to collect information from a large number of employees in standardized form.

Study variables:

The independent variable $\Rightarrow$ Job Burnout

Dependent variable $\Rightarrow$ Employee and Private sector organizations

Tools used in the study: In this requirement, I will present the tools used in the study, which are as follows:

First observation: Observation is one of the tools that helped me in the investigation and collection of information, and this is through my knowledge of the employees who work in the organizations in private sector, which enabled me to collect many observations, which often flow into one idea, which is knowing the effect of job burnout on employee and private sector organizations Yanbu, Saudi Arabia.

Second study tool: Survey.

A questionnaire was prepared about the job burnout on employees, through an applied study on workers in private sector organizations in Yanbu, Saudi Arabia.

Presentation and discussion of the results of the study

Employees in private sector organizations in Yanbu, Saudi Arabia, suffer from high degrees of job burnout.

There is a correlation between job burnout and employee performance.

There is a correlation between job burnout and employee satisfaction.

There is a correlation between job burnout and an individual's awareness of his role.

There is a correlation between job burnout and organization shut down.

The findings of the study and questionnaire I can make the following recommendations:

First of all, managers should explain and clarify all tasks to employees.

Work on preparing counseling programs, and occupational safety on the mental health of employees.

Giving employees the opportunity to participate in decision-making in the organization.

Motivate and appreciate employees' effort so that will lead to make them satisfied.

Enhancing the system of incentives and rewards, which helps to reduce job burnout.

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