

12 Causes of Job Burnout, Ways to Reduce Stress, and Possible Treatment Approaches: A Brief Statistical Analysis

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ABSTRACT

This work explores workplace stressors, their reduction, management, and identification. Stressors have a major impact on our health, attitude, comportment, and welfare. Young and healthy people may adapt to the pressure causing stress and typically do not enforce a health problem. While unhealthy and older people suffer the long-standing effects of stressors that can damage their well-being. Many people perish every year because of avoidable medical faults. Sometimes burnout among doctors and other health care workers may unfavorably affect patients' consequences. It has also been discovered that burnout among in-service teachers has become a professional threat. Thus, several ways of curbing stress and burnout have been elaborated in this work, although it needs more organized involvement, development, and appraisal.

Keywords: *Job Stressors, Job Stress Management, Treatment Approaches, Harassment, Workloads, Idealistic Demands, Lack of Knowledge, Lack of Acquaintance, Change, and Control*

The reaction given by an individual when threatened or under pressure is explained as stress. It occurs typically if the situation at hand is beyond their control. Therefore, this situation triggers a particular biological response (González-Velázquez, 2020). Especially when one perceives danger or challenge, hormones and substances heave all over the body. Perception of stress varies among people; what threatens another person might be of no concern to another. In slight amounts, stress can assist a person in achieving tasks and block a person from getting injured. Since human bodies are considered to endure small doses of pressure and not chronic or long-standing stress. Therefore, unrelenting stress leads to burnout.

Burnout occurs when a person is incapable of meeting constant demands, is shattered emotionally, and feels overwhelmed (Yates, 2020). It is the state at which extreme and prolonged stress causes mental, physical, and emotional fatigue.

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Job stressors

Work can be tedious and monotonous. Thus, consuming a lot of our time, primarily to no avail. Therefore, many employees in a company may be affected by the syndrome called burnout. When employees cannot control highly demanding jobs, it results in job strain or burnout. Sometimes it can be a response to long-lasting job tension.

12 Examples of Job Stressors

1. **Harassment:** This is a type of offensive behavior. It can be through offensive mocking of ethnicities, disturbing jokes or comments about gender, and rude remarks (Bugdol, 2018). Therefore, behavior focused on a specific employee or group of staff is intimidating and belittling.
2. **Workload:** One of the everyday stressors is when an employer feels overwhelmed and overworked. Primarily addressing such an issue is always tricky (Wiskerke, 2020). Raising concerns to bosses might send a different picture of the employee. Employers may misunderstand them thinking they cannot handle the assigned work.
3. **Unfairness:** In rare cases, workplaces with one boss are likely to suffer favoritism; friends and subordinates who are social with the boss might be favored over other employees. Such stressors are smaller ones that add up to more challenges. For example, if unequal attention becomes chronic, it can result in harassment.
4. **Supervision:** Poor supervision is one of the top stressors in workplaces. This can be elaborated through the following concepts.
5. **Leadership:** Major problem with companies' management is that bosses lack leadership skills. It occurs mainly when promotions are accorded based on attainments. Nevertheless, the best leaders are not supposed to be nominated through their achievements.
6. **Supremacy:** Power influences an individual psychologically. It changes how people assess themselves, perceive their qualities, and prove to themselves individualistically about others. Individuals not prepared to grip power abuse authority once in a position of power.
7. **Idealistic demands:** Improbable demands can create annoyance and frustration. If employees are trapped with demands they know they cannot achieve, they should take a break and figure out an alternative way of tackling them (Papia et al., 2020).
8. **Lack of acknowledgment:** Demoralization occurs among employees when they do not feel appreciated. Therefore, employees are encouraged to put more effort into communicating and highlighting the worth of their effort.
9. **Lack of acquaintance:** People who lack the correct know-how to deal with the circumstances get stressed. Especially when they scuffle furtively, it is not only the project that agonizes but also them being harshly strained.
10. **Change:** Some employees crave change when fighting stress from boredom, while others are stressed due to change (Floriou-Servou et al., 2021). Familiarizing one's self with something new might trigger stress.
11. **Lack of control:** They are applying a resolution or generating a kludge translate to one undertaking something about the delinquent as conflicted to just accentuating it. If employees do not have control over a circumstance or are permitted to put an explanation to the existing problem, it resolves to stress.
12. **Career ambiguity:** Indecision about occupations and careers can be upshot to a sensation of dependence and career defenselessness. Instead, individuals must distinguish how they are undertaking and whether they are achieving their prospects.

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Four Ways to Reduce Stress

1. **Offer a flexible work atmosphere** – flexibility at work is essential. Leaders should not monitor their team members often, provided they meet work deadlines (Murphy, 2020). Allow employees who have children by permitting them to come and leave the office early, maybe to pick up their kids. At times, allow members to work from home to achieve a change of environment.
2. **Set clear goals** – Managers need to customize clear goals for their team. By doing so, members will focus on the critical task available instead of applying their techniques, which could lead them astray.
3. **Improve communication in workplaces** -Communication is vital in any job arena. Reduction of stress-related work and increased performance are registered when employees can positively and effectively communicate with their colleagues and supervisors.
4. **Recognizing employees' successes** – employees' morale can be improved by recognizing their specific achievements and contributions at work. When employees realize their contributions are valued, it helps increase their work morale and reduce stress.

Three Ways to Manage Job Stress for Employees

1. **Equal delegations of work** – most organizations fill their employees' tables with overload. Managers should consider how their teams are structured and delegate assignments and tasks. Rotational could be amended where employees alternate high and low stress. Involve employees while assigning duties and making decisions.
2. **Introduce a health program for employees** - when stress arises, it does not only affect employees' contribution but also their well-being. They get home with it, conjoins with private matters, which increases the weight of stress back to work daily. Employees can address their workout habits, personal affairs, psychological health, diet, and finances through health programs.
3. **Retreats** – sometimes allow employees to take a break. Visit fun places to bond and get their concentrations off workplace pressure (Hughes et al., 2018). Getting out together and having fun will lessen workplace stress and build a team.

How to Identify When Employees are Stressed.

Spotting signs of stress in employees is a vital role of management. Symptoms of stress can be noted in three categories: behavioral, emotional, and mental. Employees are stressed if they work extensive hours, are gradually irritable, shying away, is visibly exhausted, avoid time off, have memory lapses, lack liveliness, work through breaks, are excessively sensitive, and have social isolation (Hepburn et al., 2021). Employers should be watchful of employees. Changes occur in their behaviors, such as starting early and extending working time regularly. An upthrow in nervousness and irritability and evading drawing attention to their way. Indecisiveness and confusion upsurge, and their concentration lapse. In addition, they become more sensitive and emotional and withdraw from anything to do with work and colleagues.

Three Ways Burnout is Treated

Frequent headaches, change in sleep habits or appetite, and frequent illness are the common physical symptoms of burnout. While emotional and behavioral signs are loss of motivation, self-doubt, feeling lonely, isolating oneself from others, procrastinating work, skipping work, raging out frustrations on others, and withdrawing from responsibilities.

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- 1. Prioritize exercise** – Powerful remedy to pressure and burnout is exercise. One can exercise anytime and boost their mood; instead of lying, focus on your thoughts and concentrate on your body to exploit stress relief—for example, the feeling of body movement or the breeze on the skin.
- 2. Considering energy levels with a healthy diet** – Minimize sugar, and reduce high food intake with chemical preservatives, unhealthy fats, and caffeine, affecting a person's mood. Instead, take food rich in fatty acids.
- 3. Minimize exposure to work stressors** - This can be achieved by resetting the expectations of clients, colleagues, or bosses on how much you can achieve. Embracing such changes will protect the well-being and improve long-standing output.

Three Ways to Move Forward

When an individual physical and cognitive resources are recharged, it accelerates their burnout recovery (James, 2021). To revive these resources, one must pause at work and participate in other activities. Such activities are.

- 1. Social activities** – These include interacting with family and friends. The main aim of communal interaction is to advance healthy sustenance links to guard clients against stress.
- 2. Downtime activities:** These activities are enjoyable and require less effort. For example, watching television, water coloring, and slumbering.
- 3. Physical activities** – participating in sports regularly reduces the destructive effects of stress. Doing exercise with friends can also enhance a healthy sleeping pattern. In addition, employees can recover faster by admitting that there is a challenge, reinstating health, exploring work opportunities, questioning ethics, estranging from work, and making a break and transformation.

Statistical Analysis

Statistical analysis was also carried out to find the probable significant predictors of stress. Multiple linear regression was used.

The results are shown in the figure below.

SUMMARY OUTPUT									
<i>Regression Statistics</i>									
Multiple R		0.70							
R Square		0.50							
Adjusted R Square		0.48							
Standard Error		0.36							
Observations		303.00							
<i>ANOVA</i>									
		<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>			
Regression		9.00	37.31	4.15	32.10	0.00			
Residual		293.00	37.84	0.13					
Total		302.00	75.15						
	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95.0%</i>	<i>Upper 95.0%</i>	<i>Lower 95.0%</i>
Intercept	0.86	0.11	7.56	0.00	0.64	1.09	0.64	1.09	
harrasments	-0.17	0.05	-3.77	0.00	-0.26	-0.08	-0.26	-0.08	-0.08
workload	0.12	0.02	5.37	0.00	0.08	0.16	0.08	0.16	0.16
unfairness	0.00	0.06	0.04	0.97	-0.11	0.12	-0.11	0.12	0.12
supervision	0.06	0.04	1.53	0.13	-0.02	0.14	-0.02	0.14	0.14
idealistic demands	-0.18	0.05	-3.62	0.00	-0.28	-0.08	-0.28	-0.08	-0.08
lack of knowledge	-0.07	0.02	-3.11	0.00	-0.12	-0.03	-0.12	-0.03	-0.03
lack of acquaintance	0.11	0.04	2.54	0.01	0.02	0.19	0.02	0.19	0.19
change	-0.11	0.02	-5.29	0.00	-0.16	-0.07	-0.16	-0.07	-0.07
lack of control	-0.12	0.04	-3.40	0.00	-0.19	-0.05	-0.19	-0.05	-0.05

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Results and Discussion of the Statistical Analysis

The figure above shows that the used predictors are responsible for 48% of the stress variance. Based on the 95% confidence interval, the significant predictors were harassment, workloads, idealistic demands, lack of knowledge, acquaintance, change, and control.

CONCLUSION & NEED FOR FUTURE RESEARCH

The analysis showed various reasons for stress in employees. It depicts that stress can be curbed if one could modulate the predictors. The adjusted r-square was 48%. This shows that other factors could explain the remaining variance. They, therefore, need to be added to the model. Furthermore, other machine learning algorithms could perform the analysis for better predictability.

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Conflict of Interest

The author(s) declared no conflict of interest.

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