

Research Paper

## Exploring the Impact of Workplace Stress and Burnout on Employee Well-being and Organizational Performance

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### ABSTRACT

This study explores the connection between workplace stress and burnout, and their impacts on worker prosperity and hierarchical execution. Using the Maslach Burnout Inventory (MBI) and the Perceived Stress Scale (PSS), information from 100 participants were investigated. The discoveries affirm a positive relationship between perceived workplace stress and levels of burnout, supporting the hypothesis that higher stress prompts higher burnout.

*Keywords: Stress, Workplace, Burnout*

Workplace stress and burnout are huge worries that have broad ramifications for the two employees and organisations. Workplace stress emerges when job demands surpass a worker's ability to adapt, bringing about physical and close to home strain. Over the long haul, delayed openness to stress can prompt burnout, a condition of profound, physical, and mental weariness described by close to home fatigue, depersonalisation, and decreased individual achievement. Burnout influences a singular's prosperity as well as inconveniently affects authoritative execution, including expanded non-appearance, decreased efficiency, and higher turnover rates.

The connection between workplace stress and burnout is irrefutably factual in the writing. The Job Demands-Resources (JD-R) Model proposes that high job demands can prompt strain and asset consumption, adding to stress and burnout. Understanding this relationship is essential for creating viable intercessions to alleviate stress and forestall burnout. This study plans to exactly explore the relationship between's apparent workplace stress and burnout levels among employees.

### REVIEW OF LITERATURE

**Reem Ahli 2024**

Employee performance is essential for organizational achievement, especially in the pioneering area. This study analysed how seen organizational help directs the impacts of harmful supervision, work pressure, turnover aim, and nimble authority on employee performance in UAE public firms. Information from 211 respondents were broke down utilising Smart PLS 4.0. The outcomes showed huge impacts of coordinated administration,

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## Exploring the Impact of Workplace Stress and Burnout on Employee Well-being and Organizational Performance

oppressive supervision, and occupation weight on performance, with saw organizational help directing these connections.

### **Abida Ajid Ali 2023**

This study inspected the relationships between mindfulness, personal satisfaction, and work environment stress among 180 working ladies, uncovering huge positive connections and featuring mindfulness as a middle person between personal satisfaction and stress. Discoveries demonstrated government teachers revealed more excellent of life, while government college teachers experienced more noteworthy mindfulness.

### **Simon A Wright 2023**

Given the developing position requests of mentors, mentor burnout stays a basic area of study. While training literature joins word related stressors to burnout, there is a need to recognise burnout from other sub-clinical emotional well-being issues like nervousness and discouragement. This study analysed the relationships between working environment stress, saw pressure, mentor burnout, mentor prosperity, and sub-clinical health issues.

### **Chayanan Kerdpitak 2020**

This study explored the effect of work environment stress and balance between serious and fun activities on turnover goal among employees in Thailand's drug industry. Utilising primary condition demonstrating with Smart PLS variant 3, information from 277 usable polls out of 300 circulated were investigated. Discoveries uncovered that both working environment stress and balance between fun and serious activities essentially affected employees' turnover goals.

### **Viktoria Mueller 2020**

This article investigated the high commonness of work environment stress and burnout in the human administrations area, featuring the underlying reasons for pressure and the impediments of survey burnout as a singular issue. It added to basic literature by utilising basic reflection to dismantle and recreate individual encounters of working environment trouble. The discoveries showed that basic reflection assisted professionals with acquiring comprehensive understandings of burnout.

## **METHODOLOGY**

### ***Hypothesis***

More significant levels of perceived workplace stress are decidedly related with more elevated levels of burnout among employees.

### ***Participants***

A total of 100 employees from different workplace settings were consented for this study. The example included both male and female participants, with ages going from 22 to 55 years.

### ***Instruments***

Maslach Burnout Inventory (MBI): This scale estimates three elements of burnout: profound depletion, depersonalization, and individual achievement. Participants answered 22 items on a 7-point Likert scale, with higher scores demonstrating more significant levels of burnout.

## Exploring the Impact of Workplace Stress and Burnout on Employee Well-being and Organizational Performance

Perceived Stress Scale (PSS): This scale surveys how much circumstances in one's day to day existence are perceived as stressful. Participants answered 10 items on a 5-point Likert scale, with higher scores demonstrating more elevated levels of perceived stress.

### *Procedure*

Participants had to fill up an online survey overview, which incorporated the MBI and PSS, alongside segment questions. Participation was voluntary and responses were anonymous to guarantee classification.

Data collection happened over a time of one month, and participants were given adequate opportunity to finish the study whenever the timing is ideal.

### *Data Examination*

Information was broken down utilising measurable programming such as SPSS. Descriptive statistics was used to sum up the segment attributes of the example and the scores on the MBI and PSS.

Pearson correlation analysis was led to test the hypothesis that more elevated levels of perceived workplace stress are emphatically related with more elevated levels of burnout.

## **RESULT**

### *Descriptive Statistics*

- The mean Perceived Stress Scale (PSS) score was 24.5 (SD = 6.8), indicating a moderate level of perceived stress among the participants
- The mean Maslach Burnout Inventory (MBI) score was 30.2 (SD = 7.3), reflecting a moderate level of burnout.

Measure	Mean	Standard deviation
Perceived Stress Scale (PSS)	24.5	6.8
Maslach Burnout Inventory (MBI)	30.2	7.3

### *Correlation Analysis*

The Pearson correlation coefficient ( $r$ ) between PSS and MBI scores was 0.62, which is statistically significant ( $p < 0.01$ ).

The positive correlation ( $r = 0.62$ ) between perceived stress (PSS) and burnout (MBI) is statistically significant, supporting the hypothesis that higher levels of perceived workplace stress are associated with higher levels of burnout among employees. This finding indicates that as employee's perceived stress increases, their levels of burnout also increase.

## **DISCUSSION**

### *Interpretation of Discoveries*

The critical positive relationship among stress and burnout lines up with the hypothetical system and past exploration.

### *Practical Ramifications*

Organisations ought to execute stress decrease programs and give resources to oversee responsibility and lessen burnout.

## Exploring the Impact of Workplace Stress and Burnout on Employee Well-being and Organizational Performance

### *Limitations and Future Exploration*

Restricted to an example of 100 participants, which might influence generalisability. Future examination ought to incorporate bigger examples and different businesses.

### **CONCLUSION**

The study affirms a critical positive connection between's workplace stress and burnout, highlighting the requirement for organizations to carry out viable stress the executives systems to improve representative prosperity and hierarchical execution. By tending to stress and forestalling burnout, organizations can further develop representative fulfillment, lessen turnover, and improve by and large efficiency.

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### *Conflict of Interest*

The author(s) declared no conflict of interest.

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