

The Relationship Between Job Demands and Burnout Across Professions

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ABSTRACT

The study focuses on the complex association that exists amid burnout and work demands across several industries. Burnout is a common problem that affects many occupations. It includes sentiments, alienation, and decreased individual success. The study explores how role conflict, expressive labour, capacity to work nonstop, and other particular work burdens in the fields of information technology, healthcare, and education lead to burnout. Through a review of current empirical research, the report illustrates how various job demands affect burnout in each field. Burnout risk is increased in the healthcare industry by strong emotional demands and excessive workloads, particularly during times of crisis like the COVID-19 epidemic. Due to their high workloads and unclear roles, educators might become burned out, which affects both their performance and job happiness. Rapid technological advancement and cognitive demands present particular strains in the IT industry that contribute to burnout.

Keywords: *Relationship, Job Demands, Burnout, Professions*

Burnout is a condition characterized by exhaustion or irritation, arising from dedication to a cause, lifestyle, or relationship that doesn't deliver the anticipated benefits.

Burnout stems from prolonged workplace stress and encompasses three main components: severe exhaustion, feelings of inadequacy and unmet expectations, and a sense of detachment and cynicism towards one's job. This framework is important because it places the individual's suffering in a societal context and takes into account their self-perception and attitudes towards others. The social perspective utilized concepts related to interpersonal connections, such as attribution processes, self-defense dehumanization, and detached care, as well as emotions and motivation management. The clinical viewpoint emphasized the connection between motivation, emotion, and psychological conditions like depression. Industrial-organizational psychology researchers, who focused on work attitudes and behaviors, later recognized burnout as a form of occupational stress, with more attention given to the organizational setting rather than the outward signs of stress.

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In a professional setting, the nature of a job can create a lot of psychological, social and physical distress to a person, particularly if one is unable to manage with the upcoming deadlines and work pressure and that too with hardly any free time.

Job Demands Across Professions

The impact of job demands on burnout varies significantly across different professions due to the unique nature of job characteristics in each field. In healthcare, for example, job demands include the emotional strain of dealing with patient suffering, high work intensity, and the constant need to make critical decisions. These factors make healthcare professionals particularly vulnerable to burnout, especially during crises like the COVID-19 pandemic, where increased patient loads and resource shortages exacerbate these demands.

In education, teachers often face high job demands such as managing large class sizes, meeting curriculum requirements, and addressing the diverse needs of students. The emotional labour involved in maintaining a supportive and effective learning environment can also contribute to burnout, especially in settings with inadequate support and resources.

In the information technology sector, job demands are characterized by rapid technological changes, tight project deadlines, and the pressure to continuously update skills. The nature of IT work, often involving long hours and high cognitive demands, can lead to significant burnout if not managed effectively.

In creative industries, professionals often face unique job demands related to creative output under pressure, irregular working hours, and the challenge of maintaining originality and innovation. The stress associated with meeting client expectations and tight deadlines can contribute to burnout in these fields.

Importance of Studying Burnout

Examining the link between job demands and burnout is essential for several reasons. Firstly, understanding how various job demands affect burnout in different professions can help pinpoint specific stressors and contributors to burnout in each field. This comprehension will guide the development of targeted strategies and measures to lessen burnout and enhance the welfare of employees in the workplace.

Second, studying burnout across different professions can provide insights into how job demands interact with other factors, such as job resources and personal characteristics, to influence burnout outcomes. For example, the same job demand may have different effects on burnout depending on the availability of job resources or individual coping mechanisms. In order to better understand how particular job-related stressors lead to fatigue and how these consequences alter depending on the professional setting, this study aims to investigate the connection between job requirements and burnout across a variety of professions. The purpose of this inquiry is to:

1. **Identify Key Job Demands:** In a variety of professional contexts, including the medical field, educational institutions, information technology, and the creative sectors, ascertain the main job demands that lead to burnout. The goal of the study is to determine these demands in order to comprehend the particular stressors that are common in each job and how they affect workers.
2. **Examine the Effect of Workplace Demands on Burnout:** Consider the various ways that workplace demands—such as workload, emotional demands, and role conflict—affect the onset and intensity of burnout. This study's objective is

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3. **Examine the Influence of work Loads on Burnt out:** Analyse how altered types of jobs (e.g., workload, expressive demands, role encounter) influence the development & severity of burnout. This aspect of the study aims to clarify the mechanisms through which job demands lead to emotional fatigue and reduced possess success.
4. **Examine How Job Resources Interact with Each Other:** Examine the ways in which job expectations combine with workplace assets (such as feedback, autonomy, and social support) to affect the results of burnout. The goal of the study is to determine whether and how job resources can mitigate the detrimental impact of work demands on burnout.
5. **Compare Burnout Among Professions:** Evaluate the frequency and severity of burnout in various professions according to the type and level of work demands. In order to provide a better understanding of how professional environment affects burnout risk, this comparison analysis attempts to determine which professions are more prone to burnout.

Rationale and Importance

Grasping how job demands are linked to burnout is essential for multiple reasons.

1. **Enhancing Worker Well-Being:** By pinpointing the precise work demands that lead to burnout, businesses can develop focused interventions that reduce stress and improve workers' mental health.
2. **Improving Organizational Performance:** Resolving burnout can lead to amplified output, fewer missed work, and lower employee attrition, all of which improve the performance of the organization.
3. **Tailoring Interventions:** Knowing how different professions' work demands and assets interact enables customized mediations that address the particular requirements of each professional group.
4. **Promoting Sustainable Work Environments:** By skillfully handling job demands to prevent burnout, more sustainable and encouraging work environments may be developed, which will boost job satisfaction and staff retention.

Symptoms of Psychological Burnout

1. **Professional alienation:** Individuals suffering from burnout perceive their job as being excessively demanding and irritating. They may become indifferent to their coworkers and their workplace. They may also encounter emotional withdrawal from their surroundings and tasks.
2. **Physical symptoms:** Burnout-caused physical manifestations of stress include headaches, lethargy, and digestive issues.
3. **Experiencing emotive fatigue:** People who are experiencing burnout often feel lethargic, unmanageable, and slow. They frequently battle to muster the energy needed to manage their responsibilities and carry out their jobs.
4. **Reduced productivity:** Burnout makes it difficult to complete everyday duties at work or home, particularly those that require family attention. People who are burnt out often have to view their responsibilities negatively and struggle with creativity and have problems focusing.

Background

The state of feeling emotionally drained and lacking emotional energy is known as emotional fatigue. Depersonalization is reacting to different components of the work in a negative, indifferent, or unduly detached way. Diminished self-actualization indicates a reduction in an individual's perceptions of their own abilities and professional success.

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Recent research highlights that the nature and impact of job demands vary across professions, influencing how burnout manifests. In healthcare, professionals face high emotional and workload demands, particularly during crises, leading to significant burnout rates. In education, teachers encounter challenges such as managing large classes and diverse student needs, contributing to burnout. Similarly, in the IT sector, rapid technological changes and cognitive demands increase burnout risks.

REVIEW OF LITERATURE

Frick et al. (2023), did a study on how time and day of the week affect burnout-related experiences was conducted. They used a 7-day experience sampling method. Results revealed that a significant portion of variance in burnout-related experiences occurred between moments rather than between days within participants. Exhaustion demonstrated a U-shaped pattern throughout the day, increasing towards the end, while disengagement experiences showed no clear temporal pattern. Weekly trajectories indicated relatively stable levels of exhaustion, boredom, and feeling positively challenged between workdays. The study suggested a combination of organizational and chronobiological processes influencing the diurnal pattern of exhaustion, highlighting the importance of addressing workload and supporting circadian alignment to prevent chronic burnout.

Słowiak and Jay (2023), studied Burnout among behaviour analysts in times of crisis: The roles of work demands, professional social support, and psychological flexibility. Model of 298 ABA consultants contributed in a study. Findings revealed that higher work demands were associated with increased levels of emotional fatigue and disentanglement among practitioners. The study revealed that mental versatility and supervisor support play a crucial role as partial intermediaries between job-related demands and weariness and can predict burnout. Nevertheless, it was discovered that neither variable mediated the link between burnout and labor demands. It's interesting that there was no discernible moderator or mediator for colleague assistance. These findings highlight the significance of efficient workload management, good supervisory techniques, and programs that foster constructive relationships among coworkers.

Obschonka et al. (2023), studied Job burnout and work engagement in entrepreneurs: Hoved the psychological utility of entrepreneurship drives healthy engagement. Data was collected from 348 entrepreneurs and 1002 employees. Findings reveal that entrepreneurs, especially solo tycoons, experience minor levels of job burnout compared to employees, indicating a positive pattern of job strains and resources. Particularly, autonomy, mediate this relationship, while personal resources like psychological capital do not significantly influence burnout. Despite reporting less psychological detachment from work, entrepreneurs do not exhibit significantly higher burnout levels, suggesting potential adaptation to alternative forms of recovery.

Buran and Altın (2021), investigated Physician burnout during the COVID-19 pandemic while working in a pandemic hospital. In a prominent Turkish hospital during the initial stages of the corona period, the research looked into physician burnout. Under severe pandemic conditions, internal medicine doctors worked in multiple departments. Data on demographics, medicolegal matters, and burnout were gathered using a face-to-face survey that employed the Maslach Burnout Inventory. The findings revealed that 58.2% of doctors were very concerned about malpractice, and most of them felt that medicolegal training was necessary (82.1%). Additionally, some doctors reported being exposed to violence at work.

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Married people, female doctors, and emergency service employees were more likely to report being exposed to violence.

DeSousa et al. (2021), did a study on Associated Determinants Between Evidence of Burnout, Physical Activity, and Health Behaviours of University Students. The study, involving 3,578 undergraduate students, found a high prevalence of burnout signs, with 40.4% of participants exhibiting symptoms. Female students, those aged 20-29, with poor academic performance, and in the social sciences field showed increased vulnerability to burnout. Initial scrutinizes designated to a significant connotation between physical activity along with burnout signs. However, after adjusting for demographic and environmental factors, physical activity did not remain significant in the model. This suggests that while physical activity may initially appear correlated with lower burnout, its relationship becomes less clear when considering other influential factors.

Bethea et al (2020), studied the impact of burnout syndrome on practitioners working w rural healthcare systems. In order to get feedback from a range of participants surveys were circulated in 2018 at regional distress conferences. Results revealed a notable BOS prevalence of 31%, affecting various discipline physicians Reans, EMS, and nurses. Participants recognize these effects of Brys suchoth personal health and patient care, reporting increased stress, workplace chaos, and excessive documentation time, particularly among those with BOS. Moreover, individuals experiencing BOS expressed lower job satisfaction, reduced control over workload, and challenges in team efficiency. Specific factors contributing to BOS in EMS included lack of workload control, poor alignment with employer values, ineffective teamwork, and increased home documentation time.

Roster and Ferrari (2020), their research was to determine how procrastination and perceived control over time affect emotional exhaustion at work. 356 adult US office workers provided information to them via an online survey. The findings indicated that among office workers, perceived control of time (PCT) significantly acted as a buffer against emotional tiredness brought on by workload pressures. More specifically, by lessening the effect of workload demands, greater PCT levels were linked to lower emotional tiredness on both a direct and indirect basis. These results imply that programs designed to provide employees greater control over their time may be able to reduce the stress brought on by deranging.

Khan et al. (2018), conducted a study on how burnout impacts on Organizational Citizenship Behaviours: Mediating Role of Affective and Continuance Commitment. Their study conducted in community sector hospitals in Peshawar, found a significant negative direct result of burnout on organizational citizenship behaviour (OCB) at both personal and professional levels. Both types of commitment were identified as intermediaries between burnout and OCBs. The mediated impact of dedication is greater than that of continuous commitment. Results highlight the necessity it is to address burnout & promote company dedication in order to increase good workplace behaviors among medical professionals.

Salminen et al (2017), did a 2-year longitudinal study on Narratives of burnout and recovery from an agency perspective. They utilized a mixed-methods approach to investigate the recovery process from burnout, involving 4 participants from a national rehabilitation course. Data collection methods included semi-structured interviews, electronic questionnaires, and the use of standardized burnout assessment tools. The findings showed that involvement in the rehabilitation system, personal agency, and assistance from

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managers were important variables affecting recovery. The stories underlined the diversity of burnout situations and the interaction of personal effort, outside support networks, and external life situations. To improve validity and reliability, methodological considerations included a combination of data sources and researcher views.

Andrade et al. (2017), studied The Effects of Work Routine and Professional Satisfaction on Burnout among High-School Teachers. Data collected from one hundred educators revealed that high degrees of burnout are experienced by teachers who have long work schedules and low job satisfaction. The risk of burnout was shown to be correlated with age, years of experience, and weekly hours worked. This highlights the need of managing occupational stress and putting policies in place that improve teacher welfare in the education sector.

Bilal and Ahmed (2017), studied Organizational Structure as a Determinant of Job Burnout. The survey involved 185 nurses. The findings indicated that formalization increased the risk of burnout, while elements like involvement in decision-making and possibilities for advancement were linked to lower levels of burnout. It's interesting to note that integration and burnout did not significantly correlate. The degree of burnout was higher in supervisors than in non-supervisors. With the exception of supervisory rank, control factors like religion and gender had no discernible effect on burnout. The study advocates for more research to examine various aspects of burnout and replicate findings in diverse hospital settings, emphasizing the significance of organizational elements in resolving nursing burnout.

Day, Crown and Ivany (2017), studied Organisational change and employee burnout: The moderating effects of support and job control. They made sample of 202 Canadian healthcare workers who were going through a lot of organizational change. The findings showed that feelings of stress related to organizational change were positively correlated with higher levels of burnout, which included cynicism, professional effectiveness, and weariness. It's fascinating to see that supervisor support maintained its moderating influence, particularly in lowering skepticism, even after taking into account the impact of transition stressors. Additionally, it was shown that work control was a key predictor of burnout and that it manifested itself on its own. Support from supervisors also served as a buffer against the detrimental effects of transition stressors, especially with regard to fatigue and cynicism. The connection between change stressors and professional efficacy was moderated by job control, indicating that job control has a protective role in preserving this component of employee well-being throughout organizational transformations.

Heinemann and Heinemann (2017), studied Burnout Research: Emergence and Scientific Investigation of a Contested Diagnosis. The methodology employed for analysing the literature on burnout involved a three-step approach: firstly, identifying medical and psychological research articles on burnout through a literature search in the PubMed database, secondly, categorizing and coding the abstracts of these articles using NVivo 10 software to map trends and themes in burnout research over 38 years; and thirdly, conducting both descriptive statistical analysis and qualitative interpretation. The quantitative analysis reveals a significant increase in scientific interest in burnout since the late 1980s, coinciding with societal concerns regarding mental health, although burnout research faces challenges such as definitional ambiguity and minimal consideration of social factors, calling for broader theoretical reflection and interdisciplinary collaboration. This analysis underscores the complex construction of burnout over the past four decades, characterized by a lack of consensus on diagnosis and a tendency for individualized rather

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than societal perspectives, necessitating a critical examination of the syndrome and its implications within both clinical and societal contexts.

Turgut et al. (2016), explored Dispositional resistance to change and emotional exhaustion: moderating effects at the work-unit level. Using a trait activation approach, they look into the moderating impacts of work-unit-level perceived support from management and informative climate. Psychological fatigue over time is positively correlated with dispositional resistance to change, according to multilevel analyses. The study also reveals that an intense informational team atmosphere and an apparent absence of corporate backing reinforce this link. The findings suggest the importance of providing coaching and training programs to support employees who exhibit high resistance to change, while organizational development strategies should consider internal contextual factors that can influence change management processes.

Guo et al (2016), studied Structural empowerment, job stress and burnout of nurses in China. The questionnaires of CWEQ-11, job stressors and MBI were used to investigate 1002 nurses working at tertiary-level hospitals. Results indicated high levels of exhaustion in emotional exhaustion (EE) and personal accomplishment (PA) domains, with moderate levels in depersonalization (DP). Workload and time pressure were identified as major stressors. Significant correlations were found among structural empowerment, job stressors, and burnout levels. Structural empowerment demonstrated significant influence on job stressors and burnout, while job stressors also influenced burnout. Structural equation modelling supported the relationship between structural empowerment, reduced job stress, and lower burnout levels.

Majer, Beasley and Jason (2016), explored the relationship between Suicide Attempts and Personal Need for Structure Among Ex-Offenders. They employed hierarchical logistic regression to examine the predictive value of personal need for structure (PNS) and other variables on suicide attempts among ex-offenders with substance use disorders. They found that personal need for structure (PNS) and prior psychiatric hospitalizations were significant predictors of suicide attempts among ex-offenders with substance use disorders. Specifically, individuals with higher PNS scores were more likely to have attempted suicide, indicating a link between cognitive rigidity and suicide risk. This finding highlights the prominence of considering cognitive features in recklessness jeopardy and interference plans for this population. Additionally, substance use did not arise as a significant analyst of suicide attempts, highlighting the distinct role of cognitive processes, particularly PNS, in understanding suicide behaviour among ex-offenders with substance use disorders.

Maslach and Leiter (2016), explored the burnout experience: recent research and its implications for psychiatry. Initially focused on human service occupations like healthcare, research has identified unique stressors in psychiatry, such as challenging client interactions and violence. The findings assessed exhaustion, distinguishing it from mere exhaustion, with modifications like occupation-neutral versions. Engagement emerged as a positive counterpart, and conceptual models shifted towards imbalance theories. Organizational risk factors like workload and social relationships play crucial roles, with burnout correlating with negative outcomes and impacting colleagues.

Landau et al. (2015), studied Compensatory control and the appeal of a structured world. They introduced a new compensatory strategy, affirming nonspecific structure, as a response to situations that diminish perceived control. Findings of 55 studies demonstrate a moderate

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effect size ($r=.25$) indicating that control reduction significantly predicts the affirmation of nonspecific structure. This finding suggests that when individuals experience a decrease in perceived control, they are inclined to seek out and prefer straightforward interpretations of their environment.

Prokopcakova, (2015) aimed to explore mutual relations between personal need for structure, anxiety, optimism and self-efficacy. 237 university students were selected as a sample. Significant gender differences were found in personal need for structure, with women exhibiting higher scores in both total PNS and its subfactors. Women also testified comparatively increasing levels of anxiety than men, while men demonstrated higher levels of self-efficacy. Though, no chief differences were found between them. Additionally, optimism was negatively related to personal need for structure in women, suggesting a complex interplay between personality characteristics in predicting psychological outcomes.

Friesen et al. (2014), concentrated on pursuing structure in social organization. They showed via six experiments, that people perceive more hierarchy in unclear social interactions and support hierarchies more in organizational settings and career decisions when they feel threatened in their own control. They also looked at the psychological process that underlies the relationship between the threat of control and hierarchical preferences, and they found that people view hierarchy as more organized than equality. Crucially, hierarchy lost appeal to people who felt threatened by others in positions of power when it was presented as less organized. According to these results, the attraction of hierarchies may stem from their capacity to offer structure—a compensation mechanism for those who lack control. This study expands on previous theories.

Luchman and González-Morales (2014), did a Meta-Analytic Review of Work Individualities Interrelationships: Hassles, Regulator, and Care. Results revealed undesirable links between job strains and together supervisor and coworker support, while job rheostat demonstrated good relations with both forms of. Surprisingly, a significant direct relationship between job demands and control was not found. Structural equation modelling suggested that treating job control and social support as independent interpreters of occupational strain and well-being aligned better with the data than assuming a shared latent factor. These findings underscore bearing in mind distinct facets of the work environment and their unique contributions to employee outcomes.

Noordewier and Rutjen (2021), examined how Perceived effects of diminished personal control are shaped by an individual's demand for structure. The findings repeatedly demonstrated that, in comparison to people with low needs for structure, those with high needs for structure saw circumstances involving little control as more significant and detrimental. This implies that control drive is significant for all people, but it is especially relevant for those who have a high want for structure and order in their life. It's interesting to note that assessments of circumstances with significant amounts of control showed no discernible variations, suggesting that everyone enjoys control regardless of personal preferences for structure. These results support the idea that control drive stems from a basic need for structure and order, and they highlight the significance of considering individual differences in understanding psychological responses to threats to personal control.

Svecova and Pavlovicova (2016), investigated evaluating the individual need for structure and using fractions to solve word problems. 113 pupils from the Philosopher Constantine The University of Nitra, Slovakia were engaged in the process of gathering data. The

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Cochrane Q test and statistical analysis were used to investigate the connection between PNS factors and fractional data in mathematics. According to the study, word problems can be stressful and unsettling, particularly for students who have high PNS scores. Future research directions include exploring the role of structure in other mathematical areas and its relation to mathematical anxiety.

Christy et al. (2016), investigated unexpected impacts on belief in a true self from the relevance of mortality and the individual demand for structure. They looked into the idea that, in two research, mortality salience (MS) would boost the belief in one's true self, especially in those with high levels of personal need for structure (PNS). The data, in contrast to predictions, showed an unexpected pattern. Although the effect of MS on belief in a real self was mitigated by PNS, those with high PNS were actually less likely to support measures measuring explicit faith in their real selves (Study 2) and less likely to disparage the author of an essay disputing that there is a true self (Study 1). These consequences point to a new line of inquiry for future study because they defy accepted wisdom and empirical data. Furthermore, neither study found any primary effects of MS on overall negative affect (NA) or positive affect (PA), and the reported results remained unchanged when PA and NA were controlled for. Neither the MS manipulation nor the anticipated MS PNS effects were mitigated by self-esteem (SE).

Skaalvik and Skaalvik's (2020) study investigates how job demands, specifically heavy workload and role conflict, predict burnout among teachers. Their research highlights that these demands negatively impact teachers' job satisfaction and performance, leading to higher levels of emotional responsiveness and a sense of reduced individual triumph.

METHODOLOGY

Aim: The aim is to observe the power of burnout on work demands over a comprehensive review of these previous researches.

Objective: Examining the association between job demands and burnout is essential for several reasons. Firstly, understanding how various job demands affect burnout in different professions can help pinpoint specific stressors and contributors to burnout in each field.

Method: The approach entails a narrative assessment of current empirical research on the connection between burnout and job demands, published between 2014-2024. The selection of studies was focused on their significance in comprehending the impact of early bad events on psychological well-being in later life.

DISCUSSION

The following studies on burnout have highlighted diverse factors influencing its prevalence and management across different professions and contexts. Studies have identified distinct temporal patterns of burnout, with exhaustion peaking towards the end of the day, emphasizing the interaction between organizational demands and biological rhythms. This highlights the importance of aligning work schedules with individual circadian rhythms to effectively manage burnout.

During the Corona virus, healthcare professionals faced heightened burnout risks linked to concerns such as malpractice and workplace violence. These findings underscore the urgent need for supportive interventions and specialized training to safeguard mental well-being during crisis situations.

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University students exhibited prevalent burnout symptoms associated with demographic factors and academic performance. While initial associations with physical activity were noted, further analysis underscored the complex interplay of personal and environmental factors influencing burnout vulnerability in educational settings.

Office workers benefited from perceived control over time and supportive supervisor relationships, which mitigated emotional exhaustion. Empowering employees with autonomy and promoting positive leadership were identified as effective strategies to enhance workplace well-being.

Across professions like nursing, high workload and inadequate organizational support were major contributors to burnout. Structural empowerment emerged as a critical factor in reducing job stress and burnout levels, advocating for supportive organizational policies that prioritize autonomy and well-being.

In a nutshell, these studies collectively highlight the multifaceted nature of burnout, influenced by organizational dynamics, contextual stressors, and individual resilience factors. By integrating these insights into evidence-based interventions and policy frameworks, organizations can proactively address burnout risks and cultivate sustainable work environments conducive to employee health and productivity. Future research should focus on longitudinal studies and innovative interventions tailored to diverse professional contexts to advance our understanding and management of burnout effectively.

CONCLUSION

To put it briefly, the goal of this study is to improve our understanding of the multifaceted connection that exists between job expectations & burnout in many professional contexts. The study will help develop more effective solutions to reduce burnout and improve employee welfare by identifying key stressors and analyzing how job demands and resources interact. Comprehending the relationship between working conditions and burnout is essential to developing solutions that effectively mitigate burnout and advance employee welfare across a range of professions. By pinpointing major stressors and analyzing the relationship between job expectations & resources, this study aims to provide insightful information for companies looking to create more supportive and healthful work environments.

The findings will impact company policies, management methods, and employee well-being programs, leading to improved job satisfaction, performance, and employee retention in various professional fields.

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Conflict of Interest

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