

STUDY ON THE IMPACT OF BURNOUT ON EMPLOYEE PRODUCTIVITY IN AUTOMOBILE SOLUTIONS ORGANISATION

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ABSTRACT

The study investigates employee burnout within the evolving Indian work environment, acknowledging the pressures on employees in dynamic economy. The study examines factors contributing to burnout and its relationship with employee productivity, using data from 164 employees. Key findings indicate a notable relationship between workplace factors and productivity, with value alignment being significant. Employee concerns include supervisor support, career growth, and compensation fairness. The report suggests interventions focused on workload management, recognition, work-life balance, communication, leadership empathy, and professional development to foster a healthier and more productive workforce, supporting organizational success.

Keywords:

Burnout, perceived burnout, productivity.

INTRODUCTION

Dynamic economic landscape, characterized by rapid growth and competition, places significant demands on its workforce. In this context, employee well-being and productivity are crucial for organizational and national success. This study focuses on perceived employee burnout, defined as a syndrome of emotional exhaustion, depersonalization, and reduced personal accomplishment. Burnout has significant negative consequences at both the individual (e.g., decreased job satisfaction, health issues) and organizational levels (e.g., reduced productivity, increased turnover). This research explores the drivers and impact of perceived burnout within India's evolving corporate environment, aiming to provide insights for organizations to mitigate burnout, foster healthier work environments, and ensure workforce productivity and well-being.

OBJECTIVES

The primary objective of this study is to

- To determine the relationship between employee burnout levels and their productivity across various organizational departments.

Secondary objective

- To identify the primary perceived drivers of burnout among employees within the Automobile Solution organization,
- To develop a set of practical and actionable recommendations for organizations to mitigate burnout and improve employee productivity based on the research findings.

RESEARCH METHODOLOGY OF THE STUDY

Particulars(Questions)	Options	Percentage of respondents
Age group	20 - 30	39.02%
	30 - 40	17.07%
	40 - 50	18.29%
	50 and above	25.61%
Gender	Male	59.15%
	Female	40.85%
Job Title/ Position	Executive	29.27%
	Senior Executive	23.78%
	Manager or Senior manager	22.56%
	Others	24.39%
Years of experience	0 - 1 year	31.10%
	1 - 5 years	26.83%
	5 - 10 years	20.73%
	More than 10 years	21.34%
I am consistent in completing my tasks on time at office	Strongly agree	13.41%
	Agree	21.34%
	Neutral	20.12%
	Disagree	28.66%
I feel I am efficient in completing my daily tasks	Strongly disagree	16.46%
	Strongly agree	21.95%
	Agree	25.00%
	Neutral	20.12%
	Disagree	16.46%
My work output is of high quality	Strongly disagree	16.46%
	Strongly agree	23.78%
	Agree	25.00%
	Neutral	17.68%
	Disagree	17.68%
I feel I am contributing significantly to my team's success	Strongly disagree	15.85%
	Strongly agree	18.90%
	Agree	21.95%
	Neutral	15.85%
	Disagree	21.34%
I am able to focus and concentrate on my work effectively	Strongly disagree	21.95%
	Strongly agree	23.17%
	Agree	23.17%
	Neutral	16.46%
	Disagree	16.46%
I feel I have adequate support from my supervisor.	Strongly disagree	20.73%
	Strongly agree	27.44%
	Agree	18.90%
	Neutral	20.12%
	Disagree	20.12%

	Strongly disagree	13.41%
My personal values align with the values of my organization	Strongly agree	19.51%
	Agree	29.27%
	Neutral	16.46%
	Disagree	18.90%
	Strongly disagree	15.85%
I see a clear path for career growth within the company	Strongly agree	17.68%
	Agree	20.73%
	Neutral	20.73%
	Disagree	23.17%
	Strongly disagree	17.68%
I feel my workload is manageable	Strongly agree	17.68%
	Agree	26.83%
	Neutral	23.17%
	Disagree	15.85%
	Strongly disagree	16.46%
My compensation is competitive within the industry, if not, how much less (%) than standard	Yes	20.12%
	Less by 20%	20.73%
	Less by 40%	21.34%
	Less by 60%	19.51%
	Less by 80%	18.29%
I believe flexible work arrangements would improve my work-life balance.	Strongly agree	25.00%
	Agree	21.34%
	Neutral	18.29%
	Disagree	19.51%
	Strongly disagree	15.85%
I feel that regular training and development opportunities would enhance my productivity	Strongly agree	25.00%
	Agree	19.51%
	Neutral	21.34%
	Disagree	15.85%
	Strongly disagree	18.29%
I believe that increased recognition for good work would increase my motivation	Strongly agree	17.68%
	Agree	25.61%
	Neutral	20.12%
	Disagree	17.68%
	Strongly disagree	18.90%
I think that regular team building exercises would improve team unity	Strongly agree	20.12%
	Agree	22.56%
	Neutral	21.34%
	Disagree	21.34%
	Strongly disagree	14.63%
I believe that clear communication regarding company goals and expectations would improve my performance	Strongly agree	23.78%

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	Agree	19.51%
	Neutral	15.24%
	Disagree	17.68%
	Strongly disagree	23.78%

CORRELATION

Hypothesis

Null Hypothesis (H0): There is no linear relationship between Productivity at Work and Burnout in the population.

Alternative Hypothesis (H1): There is a linear relationship between Productivity at Work and Burnout in the population.

Confidence Intervals

	Pearson Correlation	Sig. (2-tailed)	95% Confidence Intervals (2-tailed) ^a	
			Lower	Upper
ProductivityatWork - BurnoutDriver	.246	.002	.096	.385

a. Estimation is based on Fisher's r-to-z transformation.

Interpretation

The statistically significant positive correlation (.246, $p = .002$) between Productivity at Work and Burnout Driver suggests that in this sample, higher levels of reported productivity are associated with a higher presence of factors identified as burnout drivers (as measured by positively framed questions).

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.127	.494		2.281	.024
	1. I feel I have adequate support from my supervisor.	.131	.079	.128	1.670	.097
	2. My personal values align with the values of my organization	.216	.071	.230	3.028	.003
	3. I see a clear path for career growth within the company	.140	.075	.142	1.868	.064
	4. I feel my workload is manageable	-.015	.073	-.016	-.205	.838
	LesserPayComparedtoBench mark	.072	.073	.074	.975	.331

MULTIPLE LINEAR REGRESSION

1. Supervisor Support

- **B = .131, $p = .097$**

- **Result:** Not significant → **Fail to reject H0** (No strong evidence of impact)

2. Value Alignment

- **B = .216, $p = .003$**

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- **Result:** Significant → **Reject H0** (Value alignment positively affects consistency)

Career Growth Clarity

- **B = .140, p = .064**
- **Result:** Not significant → **Fail to reject H0** (Possible trend, but not strong enough)

4. Manageable Workload

- **B = -.015, p = .838**
- **Result:** Not significant → **Fail to reject H0** (No meaningful impact)

5. Lower Pay vs. Benchmark

- **B = .072, p = .331**
- **Result:** Not significant → **Fail to reject H0** (No strong evidence of impact)

SUGESTIONS

Workload Management - Re-evaluate workloads to ensure they are manageable and tasks are distributed more fairly

Recognition and Appreciation - Implement a formal employee recognition program to acknowledge individual contributions.

Breaks and Work-Life Balance - Emphasize the importance of regular breaks and time away from desks to prevent burnout.

Communication and Transparency - Improve communication channels and increase transparency across all levels of the organization.

Leadership and Empathy - Provide leadership training focused on empathy and employee support.

Flexible Work Arrangements - Offer remote work options and flexible scheduling.

Professional Development - Increase opportunities for training and career advancement.

Quiet Zones and Rest Areas - Create dedicated quiet zones and comfortable break rooms

CONCLUSION

This study provides valuable insights into the relationship between potential burnout drivers and productivity within Automobile Industry based company. By identifying key areas such as value alignment, supervisor support, career growth, and compensation, alongside crucial qualitative themes, this research lays the groundwork for developing practical and actionable recommendations. Addressing these issues is not only vital for improving individual employee well-being and reducing the negative consequences of burnout but is also essential for enhancing overall organizational productivity, maintaining a positive employer brand, and ensuring long-term sustainability within the dynamic Indian business environment. The implementation of targeted strategies based on these findings will be crucial for fostering a thriving and productive workforce.

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