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COMPARATIVE STUDY OF JOB BURNOUT OF FACTORY WORKERS

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ABSTRACT

Job burnout directly or indirectly affects the development of the nation. The present study examines the level of job burnout among factory workers and compares the job burnout of male and female as well as rural and urban factory workers. This study employed normative survey method of research. A sample of 100 factory workers of SIDCUL area of district Haridwar was selected on availability basis through random sampling method. Job Burnout Scale developed by Dr. Zaki Akhtak was used to collect the data. Mean, S.D. and't' test were used to analyze the data. It was found that factory workers had average level of job burnout. Urban factory workers and male factory workers had highest level of job burnout. A significant difference was found in the job burnout of rural and urban factory workers. Urban factory workers had higher job burnout as compared to their rural counterparts. No significant difference was found in the job burnout of male and female factory workers.

Keywords : Job Burnout, Factory Workers.

INTRODUCTION

Employees are one of the important factors determining the success of any service industry. With the increasing competition, the organizations attempt to exploit their potential to their maximum. However, the continuous pressure on job results in the job dissatisfaction, or frustration, job stress and ultimately job burnout. With the work force assuming the primary position in any organization, the job stress and job burnout affects the growth and the performance of any organization. Hence, understanding the opinion of the employees on job, the factors of job motivation, the extent of job involvement and the level of job burnout becomes essential.

Job burnout is a consequence of the perceived disparity between the demands of the job and the resources (both material and emotional) that an employee has available to him or her. When demands in the workplace are unusually high, it becomes increasingly impossible to cope with the stress associated with these working conditions. Its roots are found in the daily transactions stemming from the debilitating physical and emotional overload that arises from stress on the job. Job burnout is both an occupational hazard and a phenomenon induced by distress. It is generally characterized by: (1) some degree of physical and emotional exhaustion; (2) socially dysfunctional behavior, particularly a distancing and insulation from individuals with whom one is working; (3) psychological impairment -- especially strong, negative feelings toward the self; and (4) organizational inefficiency through decreased output and poor morale.

Job burnout is a reflection of emotional exhaustion, lack of energy, bodily tiredness, psychological diseases, increase of alcoholism and drugs, being pessimistic, angry, depression, and lack of individual success ***(Shukla, A. and Trivedi, T., 2008)***. Bodily and emotional exhaustion are the effects of job burnout which includes being pessimistic on the job, resigning and having negative feelings toward

the customers and the clients. In other words, this syndrome is related to bodily problems, psychological health and variables of job performance like being unsatisfied about job, absenteeism and efficacy ***(Kounenou, K.; Koumoundourou, G. and Makri-Botsari, E., 2010)***.Some researchers believe that job burnout is a phenomenon that causes to disrupt in production, productivity, working life and life outside of the workplace ***(Abehayat, 2015; Zolphagharie and Abehayat, 2015)***.

Thus it becomes clear that burnout has a negative impact on both individuals and organizations. It may cause depression and physical illness on individuals. Absenteeism, decreased organizational commitment, low performance and increase in employee turnover are some of the negative impacts of burnout that can be observed in organizations.Hence, it becomes essential to investigate the reasons of job burnout among employees or workers. Being motivated by this, the researcher wants to make a genuine attempt to study the job burnout of factory workers working in the SIDCUL area of district Haridwar.

STATEMENT OF THE PROBLEM

"Comparative study of Job Burnout of Factory Workers"

OPERATIONAL DEFINITION OF THE TERMS

- **Job Burnout :** Job burnout is a special type of job stress- a state of physical, emotional or mental exhaustion combined with doubts about the competence and the value of the work. Job burnout is a state of physical, emotional and mental exhaustion that arises from successive emotional stress and will be more intense fighting with others for long periods ***(Corey, G.; Corey, M. and Callanan, P., 1988)***. Job Burnout is a term used to describe those who suffer the stress of being out of tolerance in employment opportunities that they have no longer effective operation and fertility ***(Swider. W.B. and Zimmerman, R., 2010)***. Job burnout is a sweeping and general phenomenon that is resulted from unique interaction of the character of the person with the environment and its result is a loss of motivation, enthusiasm, energy and a decrease in live performance ***(Freudenberger, B., 1974)***.
  In the present study, the scores obtained by the factory workers on ***'Job Burnout Scale'*** developed by ***'Zaki Akhtar'*** will be considered as their job burnout.
- **Factory Workers:**In the present study, the individuals who are working permanently in the factories located in the SIDCUL area of district Haridwar will be considered as factory workers.

OBJECTIVES OF THE STUDY

Following objectives were framed to achieve the purpose of the study:

1. To study the job burnout of factory workers.
2. To compare the job burnout of the rural and urban factory workers.
3. To compare the job burnout of male and female factory workers.
4. To compare the job burnout of rural male and female factory workers.
5. To compare the job burnout of urban male and female factory workers.

HYPOTHESES OF THE STUDY

Following hypotheses have been formulated to achieve the objectives of the study:

1. There is no significant difference in the job burnout of the rural and urban factory workers.
2. There is no significant difference in the job burnout of male and female factory workers.
3. There is no significant difference in the job burnout of rural male and female factory workers.
4. There is no significant difference in the job burnout of urban male and female factory workers.

METHODOLOGY

- **Method Used**
  The researcher has adoptednormative survey method in the present study.
- **Population of the Study**
  For this study, the factory workers of SIDCUL area of district Haridwar have been taken as the population of the study.
- **Sample and Sampling Procedure**
  In the present study, random sampling method has been used to select the representative sample of the factory workers. A sample of 100 factory workers of SIDCUL area of district Haridwar was selected on availability basis through random sampling method. The sample included both male and female from the rural and urban area of district Haridwar. The sampling frame work is as follows:

Sampling Framework

Target Sample	Area	Gender	Selected Sample	Total
Factory Workers	Rural	Male	25	50
		Female	25	
	Urban	Male	25	50
		Female	25	
Total			100	100

- **Tool Used**
  Job Burnout Scale developed Dr.Zaki Akhtar was found most suitable tool for the purpose of the study.
- **Statistical Analysis**
  Mean, S.D. andt-testwere used for the statistical analysis.

RESULTS

Table - 1

Mean and S.D. of the Job Burnout of Rural Male and Female Factory Workers

Variable	Gender	N	Mean	S.D.	SEM
Job Burnout	Male	25	76.96	20.01	4.002
	Female	25	74.88	25.36	5.07

The table no. 1 shows the mean and S.D. of the job burnout of the rural male and female factory workers. The mean and S.D. of the job burnout of rural male factory workers is 76.96 and 20.01 respectively. Mean value indicates that rural male factory workers have average level of job burnout. On the other hand, mean and S.D. of the job burnout of rural female factory workers is 74.88 and 25.36 respectively. Mean value indicates that rural female factory workers also have average level of job burnout.

It is evident from the above table that rural male factory workers have higher level of job burnout as compared to their female counterparts. It is also observed that least deviation has been found in the job burnout of rural male factory workers in comparison to rural female factory workers.

Table - 2

Mean and S.D. of the Job Burnout of Urban Male and Female Factory Workers

Variable	Gender	N	Mean	S.D.	SEM
Job Burnout	Male	25	102.36	25.66	5.133
	Female	25	97.44	23.03	4.607

The table no. 2 shows the mean and S.D. of the job burnout of the urban male and female factory workers. The mean and S.D. of the job burnout of urban male factory workers is 102.36 and 25.66 respectively. Mean value indicates that urban male factory workers have average level of job burnout. On the other hand, mean and S.D. of the job burnout of urbanfemale factory workers is 97.44 and 23.03 respectively. Mean value indicates that urbanfemale factory workers also have average level of job burnout.

It is evident from the above table that urban male factory workers have higher level of job burnout as compared to their female counterparts. It is also observed that least deviation has been found in the job burnout of urban female factory workers in comparison to urban male factory workers.

Table - 4.3

Comparison of the Job Burnout of Rural and Urban Factory Workers

Variable	Area	N	Mean	S.D.	SEM	df	't' value	Result
Job Burnout	Rural	50	75.92	22.63	3.201	98	5.110**	Significant
	Urban	50	99.90	24.26	3.431			

** = Significant at 0.01 Level of Significance.

The table no. 4.3 shows the comparison of the job burnout of rural and urban factory workers. There are 50rural and 50 urbanfactory workers. The mean and S.D. of job burnout of rural factory workers is 75.92 and 22.63 respectively.On the other hand, mean and S.D. of job burnout of urban factory workers is 99.90 and 24.26 respectively. At df 98, the 't' value to compare the job burnout of rural and urban factory workers is 5.110, which has been found significant at 0.01 level of significance. It means that there is a highly statistical significant difference in the job burnout of rural and urban factory workers. Mean values show that urban factory workers have higher job burnout as compared to their rural counterparts.

It may be concluded that the null-hypothesis that "there is no significant difference inthe job burnout of the rural and urban factory workers" is rejected.

Table - 4.4

Comparison of the Job Burnout of Male and Female Factory Workers

Variable	Gender	N	Mean	S.D.	SEM	df	't' value	Result
Job Burnout	Male	50	89.66	26.14	3.697	98	0.664	Insignificant
	Female	50	86.16	26.54	3.754			

The table no. 4.4 shows the comparison of the job burnout of male and female factory workers. There are 50male and 50 femalefactory workers. The mean and S.D. of job burnout of male factory workers is 89.66 and 26.14 respectively.On the other hand, mean and S.D. of job burnout of female factory workers is 86.16 and 26.54 respectively. At df 98, the 't' value to compare the job burnout of male and female factory workers is 0.664, which has not been found significant even at 0.05 level of significance. It means that there is no significant difference in the job burnout of male and female factory workers.

It may be concluded that the null-hypothesis that "there is no significant difference inthe job burnout of the male and female factory workers" is accepted.

Table - 4.5

Comparison of the Job Burnout of Rural Male and Female Factory Workers

Variable	Gender	N	Mean	S.D.	SEM	df	't' value	Result
Job Burnout	Male	25	76.96	20.01	4.002	48	0.322	Insignificant
	Female	25	74.88	25.36	5.07			

The table no. 4.5 shows the comparison of the job burnout of rural male and female factory workers. There are 25 ruralmale and 25 rural femalefactory workers. The mean and S.D. of job burnout of rural male factory workers is 76.96 and 20.01 respectively.On the other hand, mean and S.D. of job burnout of rural female factory workers is 74.88 and 25.36 respectively. At df 48, the 't' value to compare

the job burnout of rural male and female factory workers is 0.322, which has not been found significant even at 0.05 level of significance. It means that there is no significant difference in the job burnout of rural male and female factory workers.

It may be concluded that the null-hypothesis that "there is no significant difference inthe job burnout of the ruralmale and female factory workers" is accepted.

Table - 4.6

Comparison of the Job Burnout of Urban Male and Female Factory Workers

Variable	Gender	N	Mean	S.D.	SEM	df	't' value	Result
Job Burnout	Male	25	102.36	25.66	5.133	48	0.713	Insignificant
	Female	25	97.44	23.03	4.607			

The table no. 4.6 shows the comparison of the job burnout of urban male and female factory workers. There are 25 urbanmale and 25 urban femalefactory workers. The mean and S.D. of job burnout of urban male factory workers is 102.36 and 25.66 respectively.On the other hand, mean and S.D. of job burnout of urban female factory workers is 97.44 and 23.03 respectively. At df 48, the 't' value to compare the job burnout of urban male and female factory workers is 0.713, which has not been found significant even at 0.05 level of significance. It means that there is no significant difference in the job burnout of urban male and female factory workers.

It may be concluded that the null-hypothesis that "there is no significant difference inthe job burnout of the urbanmale and female factory workers" is accepted.

CONCLUSIONS

On the basis of the interpretation of the data, following conclusions can be presented as below:

1. Rural male and female factory workers had average level of job burnout. Rural male factory workers had higher level of job burnout as compared to their female counterparts.
2. Urban male and female factory workers had average level of job burnout. Urban male factory workers had higher level of job burnout as compared to their female counterparts.
3. There was a significant difference in the job burnout of rural and urban factory workers. Urban factory workers had higher job burnout as compared to their rural counterparts.
4. Significant difference was not found in the job burnout of male and female factory workers.
5. There was no significant difference in the job burnout of rural male and female factory workers.
6. An insignificant difference was found in the job burnout of urban male and female factory workers.

IMPLICATIONS OF THE PRESENT STUDY

In the present study it has been found that all the factory workers have average level of job burnout. It has also been found that urban factory workers as well as male factory workers have highest degree of job burnout. There is a need to reduce the level of job burnout among these workers so that they can fully contribute to the factories and can use their abilities and potentials to the fullest. A good relationship should be established between employees and employers to their level of job burnout. Advance facilities should be provided to the factory workers so that they can do their best. Besides these, praise and guidance should be given to the workers for their personal performance.

Personal power is the capacity to influence the world and this personal power removes the feelings of disappointment, which causes burnout. Hence, employees should be motivated to develop personal powers. Factory workers should be given rewards and increments time to time to be stress free. A strong social support system made up of family, friends and co-workers can help better against the negative effects of stress. People with strong social support system tend to be healthier mentally and physically. It is vitally important to take active measures to build and maintain one's support system.

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