



A Study of Job Burnout of Factory Workers in Relation to their Age

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ABSTRACT

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. In the present study, the researcher has attempted to study the effect of age on the job burnout of the factory workers. For this purpose, 100 factory workers (Male=50, Female=50) were selected as sample through random sampling method. Normative survey method was employed in this study. The collected data was analyzed through one way analysis of variance. The findings revealed that there was a significant difference in the job burnout of rural factory workers of age group of below 35 years, 36 to 50 years and above 50. Rural factory workers of age group of below 35 years had higher job burnout. On the other hand, no significant difference was found in the job burnout of urban, male and female factory workers of age group of below 35 years, 36 to 50 years and above 50.

Keywords: Job Burnout, Age, Factory Workers

Human resources constitute the important place in the development of an organization. More specifically, employees are one of the most important determinants and leading factors that determine the success of an organization. It needs no evidence that great organizations are built on the inherent value of their human resources as motivated and committed employees almost always allow an organization to grow faster than similar competitive organizations. Motivated and committed employees with high levels of job involvement are considered as an important asset to an organization.

Without employing the good workers, to achieve organizational goals is impossible or at least difficult. Workers are one of the most important factors in the operational chain of any organization and significant achievements can be gained only with their help. For this reason, investigating the issues and problems that may threaten this precious asset is an intellectual necessity. In recent decades, the advances in technology and industries have brought about a drastic change. The recent organizational changes are

affecting people's lives and jobs. Job burnout is one of the major factors that most employees have to contend with.

Job burnout is a prolonged response to chronic emotional and interpersonal stressors on the job, and is defined by the three dimensions of exhaustion, cynicism, and inefficacy. Burnout is used to describe a syndrome that goes beyond physical fatigue from overwork. Stress and emotional exhaustion are part of it, but the hallmark of burnout is the distancing that goes on in response to the overload. 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 has been the concern of many researchers in the field of administrative studies due to the importance of this subject and its direct relationship to a significant set of organizational changes that affect the success, development and advancement of organizations and their ability to achieve their goals in the required effective and efficient way. Researchers have identified some factors which affect the burnout of the individuals. Ghasemi (2001) observed that growth and lack of growth of organizational culture can influence employees' job burnout. Kheirandish, Farahani and Nikkhoo (2016) also found the similar results and revealed that promotion of organizational culture reduces employees' job burnout. It has also been found that marital status (Kilford *et al.*, 2001), gender (Khodabakhshi *et al.* 2016), stress (Nastizaei and Sabeghi, 2016), general health (Taayebi and Modarresi, 2016), age, gender, marital status and background, organizational commitment (Zhou *et al.* 2014), distributive and interactional justice as well as job commitment (Chou *et al.* 2013), challenging behavior, workload, support from supervisors, conflicts between work and home, feedback, role uncertainty, low occupational status, gender, hours of work (Vassos and Nankervis, 2012) etc. affect the job burnout of the employees.

The aforesaid discussion clearly indicates that many factors affect the job burnout among workers. It is evident that many researchers have been interested to study the job burnout of employees in different sectors. But researcher could not locate any study in the literature which has studied the job burnout of factory workers of SIDCUL area of district Haridwar. The present study will be a novel attempt to investigate the factors associated with job burnout of the factory workers in relation to their age.

Statement of the Problem

“A study of Job Burnout of Factory Workers in relation to their Age”

Objectives of the Study

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

1. To compare the job burnout of rural factory workers in relation to their age.
2. To compare the job burnout of urban factory workers in relation to their age.

3. To compare the job burnout of male factory workers in relation to their age.
4. To compare the job burnout of female factory workers in relation to their age.

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 rural factory workers in relation to their age.
2. There is no significant difference in the job burnout of urban factory workers in relation to their age.
3. There is no significant difference in the job burnout of male factory workers in relation to their age.
4. There is no significant difference in the job burnout of female factory workers in relation to their age.

Method of the Study

Survey method has been used in the present study.

Sample and Sampling Technique

For the present study, 100 factory workers from the SIDCUL area of district Haridwar were chosen as the sample. The sample was selected through random sampling technique. Both male (50) and female (50) factory workers of rural and urban area were included in the sample. The sample was categorized into three categories on the on the basis of their age, i.e. below 35, 36-50 and above 50.

Tool Used

Job Burnout Scale developed Dr. Zaki Akhtar was used in the present study.

Statistical Analysis

Mean, S.D. and t-test were used for the statistical analysis.

RESULTS

Table 4.1 (a): Mean and S.D. of the Job Burnout of Rural Factory Workers in relation to their Age

Variable	Levels of Age	N	Mean	S.D.	SEM
Job Burnout in relation to Age	Below 35	18	84.16	20.19	4.76
	36 – 50	21	67.14	23.24	5.07
	Above 50	11	79.18	20.97	6.32

The Table 4.1 (a) shows mean and S.D. of the job burnout of rural factory workers in relation to their age. There are 18 rural factory workers of age group of below 35 years, 21 rural factory workers of age group 36 to 50 years and 11 rural factory workers of age group of above 50 years. The mean values of the job burnout of rural factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50 years are 84.16, 67.14 and 79.18 respectively. The mean values of the above table indicate that rural factory workers of age group of below 35 years and age group of above 50 years have average level of job burnout while the rural factory workers of age group 36 to 50 years have low level of job burnout. The above table also reveals that rural factory workers of age group of below 35 years have highest job burnout while the rural factory workers of age group 36 to 50 years have least job burnout.

Table 4.1 (b): Analysis of Variance to Compare the Job Burnout of Rural Factory

Workers in relation to their Age

Source	Df	SS	MS	F-value	Results
Within Group	2	2958.97	1479.48	3.150*	Significant
Between Group	47	22140.71	471.07		

* = Significant at 0.05 Level of Significance.

The Table 4.1 (b) presents the analysis of variance to compare the job burnout of rural factory workers in relation to their age.

The F-value, at df 2, 47 for the comparison of job burnout of rural factory workers in relation to their age is 3.150, which has been found significant at 0.05 level of significance. It means that there is a statistical significant difference in the job burnout of rural factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50.

Thus, the sub-hypothesis that “*there is no significant difference in the job burnout of rural factory workers in relation to their age*” is rejected.

Table 4.2 (a): Mean and S.D. of the Job Burnout of Urban Factory Workers in relation to their Age

Variable	Levels of Age	N	Mean	S.D.	SEM
Job Burnout in relation to Age	Below 35	11	92.00	19.31	5.82
	36 – 50	23	96.21	25.44	5.30
	Above 50	16	110.62	23.14	5.78

The Table 4.2 (a) shows mean and S.D. of the job burnout of urban factory workers in relation to their age. There are 11 urban factory workers of age group of below 35 years, 23 urban factory workers of age group 36 to 50 years and 16 urban factory workers of age group of above 50 years. The mean values of the job burnout of urban factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50 years are 92.00, 96.21 and 110.62 respectively. The mean values of the above table indicate that urban factory workers of age group of below 35 years, age group 36

to 50 years and age group of above 50 years have average level of job burnout. The above table also reveals that urban factory workers of age group of above 50 years have highest job burnout while the urban factory workers of age group below 35 years have least job burnout.

Table - 4.2 (b): Analysis of Variance to Compare the Job Burnout of Urban Factory Workers in relation to their Age

Source	df	SS	MS	F-value	Results
Within Group	2	2838.83	1419.42	2.570	Insignificant
Between Group	47	26005.66	553.31		

The Table 4.2 (b) presents the analysis of variance to compare the job burnout of urban factory workers in relation to their age.

The F-value, at df 2, 47 for the comparison of job burnout of urban factory workers in relation to their age is 2.570, 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 factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50.

Thus, the sub-hypothesis that “*there is no significant difference in the job burnout of urban factory workers in relation to their age*” is accepted.

Table 4.3 (a): Mean and S.D. of the Job Burnout of Male Factory Workers in relation to their Age

Variable	Levels of Age	N	Mean	S.D.	SEM
Job Burnout in relation to Age	Below 35	16	85.68	19.62	4.90
	36 – 50	19	84.00	27.34	6.27
	Above 50	15	101.06	28.56	7.37

The table no 4.3 (a) shows mean and S.D. of the job burnout of male factory workers in relation to their age. There are 16 male factory workers of age group of below 35 years, 19 male factory workers of age group 36 to 50 years and 15 male factory workers of age group of above 50 years. The mean values of the job burnout of male factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50 years are 85.68, 84.00 and 101.06 respectively. The mean values of the above table indicate that male factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50 years have average level of job burnout. The above table also reveals that male factory workers of age group of above 50 years have highest job burnout while the male factory workers of age group 36 to 50 years have least job burnout.

Table - 4.3 (b): Analysis of Variance to Compare the Job Burnout of Male Factory Workers in relation to their Age

Source	df	SS	MS	F-value	Results
Within Group	2	1812.85	1406.42	2.161	Insignificant
Between Group	47	30668.37	652.51		

The Table 4.3 (b) presents the analysis of variance to compare the job burnout of male factory workers in relation to their age.

The F-value, at df 2, 47 for the comparison of job burnout of male factory workers in relation to their age is 2.161, 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 factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50.

Thus, the sub-hypothesis that “*there is no significant difference in the job burnout of male factory workers in relation to their age*” is accepted.

Table 4.4 (a): Mean and S.D. of the Job Burnout of Female Factory Workers in relation to their Age

Variable	Levels of Age	N	Mean	S.D.	SEM
Job Burnout in relation to Age	Below 35	13	88.92	20.88	5.79
	36 – 50	25	81.08	29.41	5.88
	Above 50	12	93.75	25.39	7.33

The table no 4.4 (a) shows mean and S.D. of the job burnout of female factory workers in relation to their age. There are 13 female factory workers of age group of below 35 years, 25 female factory workers of age group 36 to 50 years and 12 female factory workers of age group of above 50 years. The mean values of the job burnout of female factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50 years are 88.92, 81.08 and 93.75 respectively. The mean values of the above table indicate that female factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50 years have average level of job burnout. The above table also reveals that female factory workers of age group of above 50 years have highest job burnout while the female factory workers of age group 36 to 50 years have least job burnout.

Table 4.4 (b): Analysis of Variance to Compare the Job Burnout of Female Factory Workers in relation to their Age

Source	df	SS	MS	F-value	Results
Within Group	2	1435.75	717.85	1.025	Insignificant
Between Group	47	33097.01	704.19		

The Table 4.4 (b) presents the analysis of variance to compare the job burnout of female factory workers in relation to their age.

The F-value, at df 2, 47 for the comparison of job burnout of female factory workers in relation to their age is 1.025, 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 female factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50.

Thus, the sub-hypothesis that ***“there is no significant difference in the job burnout of female factory workers in relation to their age”*** is accepted.

CONCLUSION

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

1. There was a significant difference in the job burnout of rural factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50. Rural factory workers of age group of below 35 years have higher job burnout as compared to the rural factory workers of other age groups.
2. No significant difference was found in the job burnout of urban factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50.
3. An insignificant difference was found in the job burnout of male factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50.
4. There was no significant difference in the job burnout of female factory workers of age group of below 35 years, age group 36 to 50 years and age group of above 50.

IMPLICATIONS OF THE PRESENT STUDY

It has been found in the present study that age has affected the job burnout of the rural factory workers as the factory workers of below 35 years were found to have the highest job burnout. It can be suggested in this regard that these workers should be inspired to admit the stresses and pressures which have manifested physically, mentally or emotionally. As they are at that age where they can contribute a lot in building up the nation, they should be encouraged to develop or renew intimacies with friends and loved ones because closeness not only brings new insights, but also reduces agitation and depression. They should be given opportunities to change their circumstances. If any job, relationship, situation or person is dragging them under, then they should try to alter their circumstance, or if necessary, leave. Besides this, workers should learn to say no. They can help diminish intensity by speaking up for themselves. This means refusing additional requests or demands on their time or emotions. Workers should be inspired to take life in moderation. Their attention should be focused on their available energy. They should ascertain what is wanted and needed in their life, then begin to balance work with love, pleasure and relaxation.

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