



Burnout Syndrome and a Balanced Time Perspective in the Workplace

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INTRODUCTION

Burnout syndrome is recognised by the International Classification of Diseases as an occupational occurrence brought on by sustained workplace stress. As a result, corporate performance, health care expenditures, and employee mental and physical well-being are all suffering. The goal of this study is to ascertain whether there is a greater propensity for burnout depending on an individual's time perspective using the framework of Christina Maslach's burnout syndrome theory, which includes three burnout dimensions, and Phillip Zimbardo's Time Perspective, which includes five different temporal profiles. Within the time perspective construct, we concentrated on a Balanced Time Perspective (BTP), a temporal adaptation indicator.

DESCRIPTION

The Zimbardo Time Perspective Inventory and the Maslach Burnout Inventory were given to a sample of 129 Polish corporate workers. Emotional weariness and emotions of personal accomplishment were found to have a strong association with a balanced time view, although depersonalization did not. This reveals the connections between personality and burnout, allowing for the possibility of a potential cure for the dangers of burnout syndrome altering one's perception of time using methods like Time Perspective Therapy. According to our theory, being aware of one's temporal profile enables one to fill up any gaps in one time perspective while avoiding the overpowering effects of another, resulting in a more balanced time perspective, better mental health, and defence against burnout.

Burnout syndrome, which can have a multitude of hazardous and even fatal bodily and emotional effects, is causing an increase in people's concern. In the workplace, burnout syndrome is becoming a concern. Over 120,000 deaths and 5%-8% of annual healthcare costs in the United States are attributed to workplace stress, according to research. Healthcare costs

rise by between 125 billion USD and 190 billion USD annually as a result.

The endeavour to connect time perspective with burnout syndrome was motivated by the research-based belief that personal agency and flexibility are brought about by being aware of one's own time perspective profile. As a result, the ability to adapt leads to the development of superior coping mechanisms for dealing with varied external conditions. We think that even if it takes some time to notice substantial changes in these external elements that contribute to burnout, it is always feasible to adapt using one's own resilience, awareness, and self-regulatory.

There are obviously restrictions on our study that need to be considered. First off, there were no regional or cultural differences among the study's participants, who all provided their own information. While our research shows that temporal perspective can be utilised to predict a person's susceptibility to burnout syndrome, more research is needed to determine the accuracy of the DBTP and DNTP assessments. In a recent study that also evaluated TP and burnout tendencies. It decided to just concentrate on DNTP because its low score predicts high scores in present fatalistic and past negative inclinations [1-5].

CONCLUSION

This theory is further supported by our results, which only showed statistical significance for the DNTP measure and not for the DBTP measure. Nevertheless, a different, more recent study on burnout among blue-collar employees found that DBTP significantly affects burnout susceptibility. The contradictory results indicate that more study on different populations is needed in order to properly evaluate the DBTP.

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DECLARATION OF CONFLICTING INTERESTS

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