Workplace strategies for work burn-out prevention

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Abstract

A number of work burn-out strategies are being churned out by scholars. However, the most effective either by reason of culture diversity or non-clarity of thought, has not been reached. Although, the most rewarding strategy offered has been that of external prevention. The paper then argues that the most underlying cause of work place burn out is the intrinsic and as such, should earn more of the attention of the organizations. In other words, internal problem of the employee is the major cause for his burn out. The paper then surveyed 50 workers from 10 firms in Obio/Akpor Local Government area of Rivers State. Concern was to find out between external and intrinsic problems the most effective strategy in dealing with workers' burn out. Based on intrinsic arid self-determination theory, conclusion reached was that, out of the firms surveyed, eight employed the intrinsic approach wherein they first of all train their workers on how to handle and manage themselves internally, and not to personally depend on physical rewards as a means to handle burn out. The paper would then employed Likert's method in the analysis of result seeing that it was on the attitudinal response of workers on their everyday burn out.
Keywords: Burn-out Prevention

1.   INTRODUCTION

The position of modern day's organization practice about work burn out has been on the reward system of the management. Many argue for physical rewards as the most pliable in dealing with burn out. The position of these scholars is that the drive to attend to personal needs is the reason why people work. As such, not having commensurate rewards can also debar them from work.

This no doubt appears to be true. But even at that there seems to be workers who, despite the pay are still susceptible to burn out. The cause for this, the paper avers, is that of the intrinsic for as Marx would posit, the ability and longing to work stems from human spirit. In other words, it is actually the depth of the human soul that works. A breakdown of the individual could not have stemmed from any other source, except the spirit is first of all broken. Marx then argues that the human spirit must first enjoy work before the laborer can.

In other words, external problems whether from the organization or from the bustling nature of the city or from the home rarely counts or affects our work habit, when the Sprit man is intact. That implies that an intrinsic problem not being dealt with is the most causative factor in organizational burn out. Experts then must train their workers for sure but then self-management and emotional intelligence as the paper avers, seems to be the most effective way to go while dealing with work burn out.

The position of the paper is that major burn outs stems from personal inadequacies of the worker and not necessarily due to lack of commensurate rewards. Some workers have poor personal habit and mind control which eventually transcends to their response to work or relationship with the management. Organizations then must in their strategy to prevent burn out instruct their workers on how to manage personal inadequacies.

2.   STATEMENT OF PROBLEM

Absence of physical rewards can cause work burn out. However, this is not without personal inadequacies of the worker being in place. For the worker to be effective on the job, he must first acquire personal skill set on intrinsic issues and how to handle them as, these are likely the most turbulent in personal conflict. Organizations then besides, remuneration of physical rewards, must also help their workers in handing issues of the mind; for external problems cannot erupt except the worker has been reduced in his spirit.

Objectives of the paper
The objectives of the paper will include:
1.   To find out between intrinsic and extrinsic problems the most causative in work
       burn out.
2.   To find out if workers respond more to work while in their best frame of mind or
       when physically rewarded
3.   To find out how much effective can personal management and training of the
       worker help prevent burn out
Arising from the objectives of the paper are the research questions below:

1. Between intrinsic and extrinsic problems which is the most causative in work burn out?
2. Do workers respond more to work while in their best frame of mind or when physically rewarded?
3. How much effective can personal management and training of the worker help prevent burn out?

3. CONCEPTUAL ISSUES OF BURN-OUT PREVENTION

The human mind, no doubt, contributes largely to an unending burn-out. Learning then to emotionally and intelligently manage the mind is one exercise that organizations cannot fail to carry out (Mcleodetal, 2006). This then implies that as a matter of burn out strategies and preventions, the mind is the first point of call. In the mind is one area of emotional intelligence that helps check our likely tendency to be easily irascible and unnecessarily irrational. What this again implies, Rowe (2006), avers is that lack of physical rewards is not the remote cause of burn-out. The mind certainly and first plays a role. Going by the absence of physical rewards, how two individual employees respond to the management depends largely on their inner frame of mind. What this then posits is that the most pliable strategy in the prevention of burnout is the training of the worker on how to personally manage himself.

Although, the paper however recalls that the main stream approach towards burn out has been about the reward system of the organization. Scholars of this school argue that work burn out primarily stems from the demand on the worker to earn more and so will likely yield to job overload which later clamps down on his nervous system. But worthy of remarks, some scholars posit that our attitude to our earning is about the mind.

Contentment, as the ancient Buddhist would put it, is the greatest gift left with man, just as his health is the greatest wealth. In other words, one going into labor with the mind set to acquire wealth at all cost can plunge him into pernicious things. The mind to handle money and the mind to handle issues are skill sets that he must develop in order to cope on the job; for one, the environment with its bustling nature can never be free from burn out; it takes the skill set for mind-control to live in such societies. Organizations then must go beyond physical training of the worker to better equip him on how to manage himself. This training goes beyond the need to impact the organization or interact with the external publics. The organization must show interest in the family life of the worker which if broken can affect the wellbeing of the organization by the employee's not being able to perform.

It then follows that training received by the worker must first enable him to handle himself before the needs of the organization. This then accounts why in most administrative desks and as often witnessed on public domains, continuous friction between workers and customers erupt. A business man having not sold goods for the day is not enough to engage a hackling customer. The problem is with the business man who has personal inadequacies and has refused to work on himself. In others, the world is not the problem but rather an instrument of reinforcement. The employee-goer, to a large extent, can manage the forces of the market when he is in his best frame of mind. As often heard from most workers, such phrases as "I am not just in the mood" proves that the mood swing of the employee is his problem and not necessarily the sudden external triggers. If the employee can sometimes off-switch his mood, the organization must then take cognizance of this; that is the issue of proper mind training while on the job. The organization will always run loss; environment will always crash; employee relationship may sometimes go fowl, but the employee, not a time, is allowed to lose his mind. The sketch below explains the inter dependency of the organization on the employee
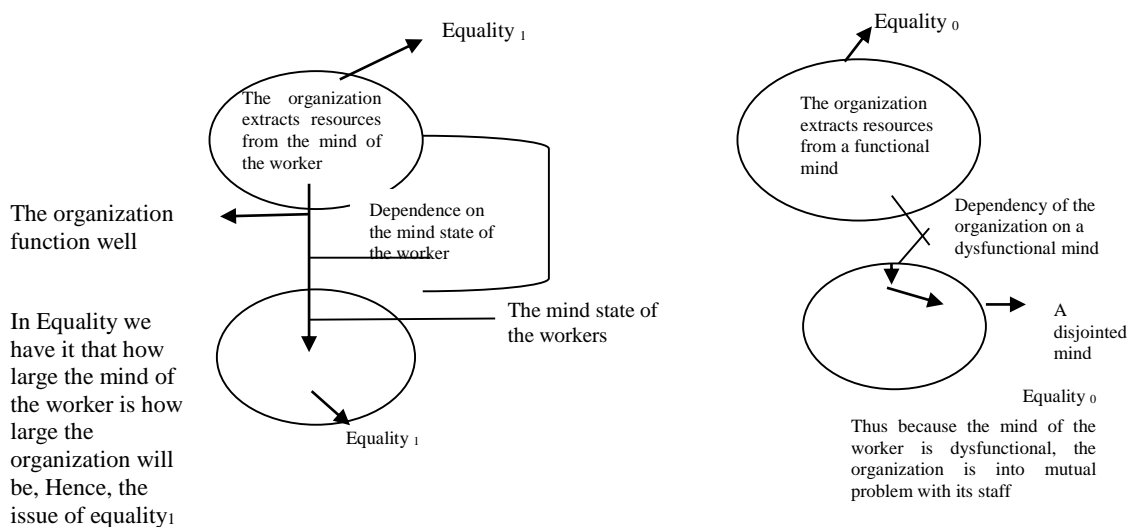
It then remains that there cannot be any physical labour except the mind first labors. How large and healthy the man is, will undermine how large his productivity and impact and not just this, but how well he will manage any other external stress that is likely to befall him.

4. THEORETICAL FRAME WORK
INTRINSIC AND SELF DETERMINATION THEORY

In intrinsic theory, humans engage in an activity just for itself. Rewards seem to stem from within. Although, while humans may say to increase productivity in work place due to external rewards, the quality of work performed however depends on the intrinsic impulse of the worker. In other words, the intrinsic theory through its internal satisfaction, points that the worker would have been internally motivated before he is being externally motivated. It then follows that burn out as argued by most social workers, does not necessarily stem from lack of physical rewards. There is the place for the intrinsic first. The mind of the worker must not be controlled by external forces but by the worker himself. According to the proponents of this school, when our mind is free without external interferences, we feel free and self-directed but when controlled by external motivation, we are pressured to act in certain ways. The organization then must allow the worker to determine his own happiness from within in order not to feel pressured at work.

5. Methodology Of Research

The paper employed likert's method in the analysis of result; having surveyed 50 workers from 10 firms in Obio/Akpor Local Government Area of Rivers State. Concerns was to find out whether workers put in much labour when they are in their best frame of mind or physically rewarded. Result reading on 3 to 5 point scale accepts the position of the paper.

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Between intrinsic and extrinsic problem which is the most causative in work burn out?

Items 1	SA	A	U	D	SD	TOTAL	LA
Intrinsic issues predisposes you more to burn out than lack of physical rewards.	5 28 140	4 14 56	3 2 6	2 1 2	1 5 5	15 50 209	*3* - 4.2

The above reading accounts for the fact that intrinsic problems of the mind predispose some humans more to burn-out than the said likely cause of non-physical rewards. Hence the result 4.2 scale

Do workers respond to work more when in their best frame of mind or when physically rewarded.

Items 2	SA	A	U	D	SD	TOTAL	LA
Non work burn out often	5	4	3	2	1	15	3
times stems from a healthy	38	9	0	0	3	.50	-
mind trained to manage external influences	190	36	0	0	3	229	4.6

As well, it may well be said, reading from the above data that work burn out has so much to do with a healthy mind rather than the main stream concern about physical rewards

How much effective can personal management in training of the worker help prevent burn out?

Items 3	SA	A	U	D	SD	TOTAL	LA
Humans can overcome	5	4	3	2	1	15	3
physical stress and	36	11	3	0	0	50	-
personal inadequacies by	180	44	9	0	0	233	4.7

acquiring emotional skill set									

The paper then concludes gathering from the above data that employee burn out stems often times from the personal inadequacies of the worker and not necessarily due to lack. However, training and acquiring of basic emotional skill set can help shape a disjointed mind on the administrative desk as the mind will first work, before the man can. The paper then recommends the following emotional skill set:

1. Personal retreat of the employee
2. Training of workers on how to appreciate classical music
3. Training of workers on how to feed on all time scriptural principles and values
4. The manager must consistently see himself as a personality coach of his workers
5. Workers should consistently undergo neuro testing and Biochemical issues as these can affect the mood of the worker and then in all, the paper posits that no matter the form of rewards the organization is offering its workers, it should aim at the mind.

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