

## BURNOUT AND ITS IMPACT ON INDIVIDUALS

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**Abstract:** Adults have people prone to experience stress in which the course is located. At school, students experience stress because of the demands they face, such as assignments and exams. In the workplace, with the condition of stuffy, noisy, and the level of competition that is very high, employees early can feel the stress that suffocating. The term burnout is a new term in the world of work used to designate a type of anxiety. Burnout occurs due to factors related to the occupation (work-related factors) interacting with a jealous person's element and changing the physiological and psychological way, forcing someone to deviate from functioning normally. The article will explain the burnout phenomenon to create educational news about the burnout that often happened yet still lies in the environmental community. This study uses a literature study method. In the article is there is some influence of burnout and its impact.

**Keywords:** burnout, impact, individuals

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## INTRODUCTION

Stress is seen as a primary problem for the individual in an environment that is highly competitive. There is no doubt that stress can affect an individual's physical health and reduce his work productivity. The term " burnout " was first put forward by Herbert Freudenberger in the article "Staff Burnout," published in the Journal of Social Issues in 1974 (Schaufeli and Buunk, 1993 in Umar 2013). The term burnout used Freudenberger to show their stress and fatigue beyond the ordinary who experienced volunteers at the clinic free of charge in New York who worked Victory I dependence on drugs.

In the world of work, burnout is a term recently used to designate the type of stress. Bernardin (1993) describes burnout as a state that reflects

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emotions in people who work at the humanity service (human services) and work closely with the community. Patients' burnout many found on the police, teachers, workers of social and nurses at homesick. Muchinsky (1987) states that burnout is a reaction between the person-environment that is relatively new, which psychologists recognize in industry and organization.

Chestnut et al. (1984) limit burnout as a process experienced by a member of the organization who was previously committed to organizations excluded from his job due to the job's stress. Here, someone who had been very trustworthy on purpose organization and working with all his ability to keep last work bag organization, then excluded from the work they do because of the stress experienced. Other experts say that burnout is a syndrome of emotional, physical, and mental exhaustion supported by feelings of low self-esteem and self-efficacy, caused by suffering stress that intense and prolonged (Baron and Greenberg, 1990). In the definitions, it appears that burnout may arise due to the condition of internal someone who is supported by the factor of the environment in the form of stress that is protracted. Other experts suggest that burnout reflects an emotional reaction to people who work in humanitarian services and work closely with communities.

Burke (2000) states that burnout is a psychological process generated by stress jobs that are not liberated and produce fatigue emotions, personality changes, and a sense of declining achievement. Studying burnout on the individual may have implications for improving the understanding of the stress of working late and burnout and their impact.

## **METHOD**

This research uses the literature study method. The literature study is a term other than study literature, a survey of the literature, review literature, the study of theoretical, grounding theory, and examines the theoretical. Study literature is research that is the source and method of collecting data by taking the data in the literature, read, record, and process materials research. This study took references from journals and e-books on burnout in various events.

## **FINDINGS AND DISCUSSIONS**

Adults have people prone to experience stress as burnout where it is located. At school, students experience burnout because of the demands they face, such as assignments and exams. In the workplace, with the condition of stuffy, noisy, and the level of competition which is very high, employees can feel the burnout that is stifling.

Freudenberger illustrates burnout syndrome as the building that burned-out, which first stands majestic with various activities in it, and after burning, the

building looks framework outside alone. Illustration This gives an idea that people are experiencing burnout syndrome from the outside looks like a regular but occurs a problem in itself (Pangastiti, 2011).

Burnout is a syndrome that consists of three dimensions, namely fatigue, emotional, depersonalization, and lack of appreciation of self (Maslach in Umar, 2013).

### **Fatigue Emotional (Emotional Exhaustion)**

Work situations in social services place workers in cases with certain emotional burdens; for example, a nurse is handling a patient in pain, a teacher who deals with problem children, etc. Maslach suggested that the relationship between the giver and the recipient of services is asymmetrical, so the giver of service is constantly faced with the demands of giving care, maintenance, and others, with the best (Maslach, 1993 in Hazell, 2010).

Situations that require emotional be kept constant as this can lead to fatigue dynamic, which is the core of burnout syndrome. Fatigue emotional characterized by feelings of depletion of energy which is owned, reduced sources of moving in the self as a sense of love, empathy, and attention which ultimately gave rise to a feeling of not able to again provide service to others (Maslach et al., 1996 in Umar, 2013). How did to overcome the syndrome of this is reducing involvement emotionally with the things that faced the recipient of service, which consequently is exhausted emotionally.

### **Depersonalization (Depersonalization)**

Depersonalization is attitudes, feelings, and outlook negative to the service recipient (Maslach et al., 1996). Reaction Negative was appearing in behavior and looked low and underestimated the patient, being cynical about patients, rough and not humane da lam associated with the patient, and ignoring patients' needs and demands. The syndrome results from more advanced than their efforts to withdraw themselves from involvement emotionally with others. Withdrawal themselves on one side of the felt can grama h reduce tension emotional that arise because of involvement that is too deep to service recipients. But the following effect is the loss of sensitivity to other people to cause adverse reactions.

### **Low Find Yourself (Reduced Personal Accomplishment)**

Dimension is also characterized by a tendency to negatively evaluate ourselves, mainly related to the job. Workers find themselves not competent, are not effective, less satisfied with anything that has been achieved in work, even feelings of failure in work (Maslach in Umar, 2013). Evaluations negatively towards the work's achievement evolve from the appearance of action depersonalization against recipients of services. Factors that affect burnout

syndrome in the line of great are divided into two, namely, external factors and internal factors. Lee and Ashfort (1996), mentions that there is several factors external that impact burnout syndrome, namely:

### **Role Ambiguity**

The ambiguity of the role is a state that occurs when a worker did not know what she had to do, is confused, and not sure because of the lack of rights and obligations that are owned.

### **Confirm Role**

Conflict roles are conflicts that occur because someone carrying more than one role is mutually contradictory.

### **Expenses Work**

The burden of work is the intensity of work, including hours of work, the number of individuals who should be served, and the responsibilities that must be borne. Load of work in qualitative views of difficulty jobs are to be done.

### **Endorsement**

Support can be divided into support from superiors, family support, and the support of colleagues' work. Speaking about the causes of the emergence of burnout, the experts have not achieved the said agreement (Muchinsky, 1987). Much evidence of research states that the symptoms of burnout associated with vast causes, e.g., stress, developing wishful careers were hampered, work overload, and perception of lack of someone's success. In addition to the cause of personal nature, Baron and Greenberg (1990) suggest that the causes of burnout can be derived from the organization. Mentioned among others are: the condition positions that imply efforts somebody in vain, not helpful, not practical, and not appreciated in under conditions that so, someone will develop a feeling of lack of appreciation of self. The scarcity of for-sale and the procedures and rules are rigid, not flexible, making people feel trapped in the system that is not fair. It is encouraging the growth outlook negative towards the work that held a person. One of the causes of the most important that proposed by Baron and Greenberg is the style of leadership (leadership style) applied by the provider or supervisor. The supervisors were less considerate or lacked attention to the welfare of a child of his, and fewer developing relationships that are friends with the son of his accounted for the emergence of burnout that affects children fruit is large compared to the supervisor who adheres to force consideration.

Whatever the cause, the emergence of burnout resulting in losses in employees and the organization. The first result that can arise is people trying to find a new job or career in a study that is conducted by Schuler (1979) asked for several hundred teachers to fill out questionnaires that are designed to

measure burnout and reported whether they would be happy on the job another. The study results have demonstrated that even high burnout levels which felt the teachers, getting great desire to move jobs or change professions. Research Lee and Ashfort (1996) cite Edelwich and Brodsky's research results, which states that people can give the job to be less committed or stop work and profession when a person is experiencing apathy with-alike. The lack of satisfaction in a career can lead the mind to change careers, leading to a recent job. As a result of both, people who suffer from burnout may be seeking the role of administrative where they could take refuge on the job at the pile of papers and documents.

Overcome burnout is not stuff that is easy for anyone, except for those who have self-efficacy, as an expression to Baron & Byrne (1991), self-efficacy is evaluation individual about the ability or competence itself to be able to perform a task to achieve the objectives and overcome the obstacles that happened. Similarly, self-efficacy will affect the business and the resilience of a person or people facing trouble. Individuals with self-efficacy are high seen as a task that is difficult as the challenges to be met (Bandura, 1997). Research on the influence of self-efficacy against burnout conducted by researchers before, like Skaalvik & Skaalvik (2010) and Schaufeli & Salanova (2007), showed that self-efficacy influence is significantly positive towards burnout, and considers fatigue emotional and depersonalization as an element central of burnout. While the study results were conducted by Maharani (2011) showed that self-efficacy influence significantly negatively against burnout.

## **CONCLUSION AND RECOMMENDATION**

Humans as being social that require the interaction of matter are times when experiencing burnout because of the demands of environmental social and environmental works and factors personal were unable to adjust. The impact of burnout is that it can impact yourself alone like, feel failure and not productive. As for the work environment, that is, they can experience losses due to decreased levels of productivity and choose to resign from their work.

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