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A Study on the impact of Employee Burnout on productivity at Cavinkare Private Limited

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ABSTRACT: In the modern business environment, organizations are continuously striving to achieve higher productivity and efficiency in order to remain competitive. Employees play a crucial role in achieving organizational goals, and their performance directly influences the overall success of the organization. However, with increasing job demands, tight deadlines, and high expectations, employees often experience stress, which can lead to burnout. Employee burnout has emerged as a significant concern in human resource management, as it not only affects individual well-being but also impacts organizational performance. Employee burnout is a psychological condition characterized by physical exhaustion, emotional fatigue, and mental stress caused by prolonged exposure to work-related pressures. It occurs when employees are unable to cope with continuous demands and feel overwhelmed by their responsibilities. Burnout is not a sudden occurrence but a gradual process that develops over time due to various factors such as excessive workload, lack of support, work-life imbalance, and unrealistic expectations. As a result, employees may experience reduced motivation, lack of concentration, and decreased job satisfaction. Burnout has a direct impact on employee productivity. Productivity refers to the efficiency with which employees complete their tasks and contribute to organizational objectives. When employees experience burnout, their ability to perform effectively is reduced. They may struggle to complete tasks on time, make more errors in their work, and find it difficult to concentrate. In addition, burnout leads to decreased motivation and engagement, which further affects performance. Over time, this can result in lower organizational output and increased employee turnover. The concept of burnout is closely related to various workplace factors such as workload, job demands, organizational support, and work-life balance.

KEYWORDS: Employee Burnout, Productivity, Work Stress, Work-Life Balance, Organizational Support, Job Performance

I. INTRODUCTION

In the modern business environment, organizations are continuously striving to achieve higher productivity and efficiency in order to remain competitive. Employees play a crucial role in achieving organizational goals, and their performance directly influences the overall success of the organization. However, with increasing job demands, tight deadlines, and high expectations, employees often experience stress, which can lead to burnout. Employee burnout has emerged as a significant concern in human resource management, as it not only affects individual well-being but also impacts organizational performance. Employee burnout is a psychological condition characterized by physical exhaustion, emotional fatigue, and mental stress caused by prolonged exposure to work-related pressures. It occurs when employees are unable to cope with continuous demands and feel overwhelmed by their responsibilities. Burnout is not a sudden occurrence but a gradual process that develops over time due to various factors such as excessive workload, lack of support, work-life imbalance, and unrealistic expectations.

As a result, employees may experience reduced motivation, lack of concentration, and decreased job satisfaction. In today's corporate world, the issue of burnout has become more prominent due to changing work patterns and increased competition. Organizations expect employees to perform efficiently while handling multiple tasks simultaneously. This often leads to long working hours, 2 limited rest periods, and insufficient time for personal life. When employees fail to



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maintain a balance between work and personal life, it results in stress and eventually burnout. Therefore, understanding the causes and effects of burnout is essential for organizations to maintain a healthy and productive workforce.

Burnout has a direct impact on employee productivity. Productivity refers to the efficiency with which employees complete their tasks and contribute to organizational objectives. When employees experience burnout, their ability to perform effectively is reduced. They may struggle to complete tasks on time, make more errors in their work, and find it difficult to concentrate. In addition, burnout leads to decreased motivation and engagement, which further affects performance. Over time, this can result in lower organizational output and increased employee turnover.

OBJECTIVES OF THE STUDY

- To identify causes of burnout among employees
- To measure level of burnout
- To analyse its effect on performance
- To suggest measures to reduce burnout

II. REVIEW OF LITERATURE

Rahul et.al., (2023) The study analyses the relationship between stress and employee productivity. It shows that stress leads to reduced efficiency and increased mistakes in work. Employees under stress often experience mental fatigue and lack of concentration. The study emphasizes the need for organizational support and effective communication. It suggests implementing stress management programs. The research concludes that reducing stress can improve productivity and performance.

Divya et.al., (2022) This research focuses on work-life balance and its effect on burnout. The findings indicate that employees with poor work life balance experience higher levels of stress and burnout. This negatively impacts their productivity and performance. The study suggests that organizations should promote flexible working hours. It also highlights the importance of employee well-being programs. The research concludes that maintaining a balance between work and personal life is essential for reducing burnout.

Arun et.al., (2021) The study examines the impact of burnout on employee productivity and performance. It shows that burnout reduces motivation and increases errors in work. Employees experiencing stress often struggle to complete tasks efficiently. The study also highlights the importance of organizational support in reducing burnout. It suggests that companies should provide training and counselling services. The research emphasizes the role of leadership in managing employee stress. It concludes that effective management practices can reduce burnout and improve productivity.

Priya et.al., (2020) This study explores the causes and effects of employee burnout in modern workplaces. It identifies workload and deadline pressure as major stress factors. The research shows that burnout leads to decreased efficiency and increased absenteeism. Employees experiencing burnout find it difficult to concentrate on their work. The study also highlights the role of communication and support in reducing stress. Organizations are encouraged to implement flexible work policies. The findings emphasize the need for effective stress management strategies. It concludes that reducing burnout improves productivity and employee satisfaction.

III. RESEARCH METHODOLOGY

This study adopts a descriptive research design. Convenience sampling is adopted in this study. Both primary data and secondary data are applied to the study. The size of the sample to be used in this study is 110 respondents. Simple percentage analysis, mean analysis, chi square analysis and correlation has been used in this study.



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Data analysis and interpretation

Table No. 1 BURNOUT

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Physically exhausted because of work	22 (20%)	40 (36.4%)	18 (16.4%)	20 (18.2%)	10 (9%)	110 (100%)
Emotionally drained at end of the day	25 (22.7%)	42 (38.2%)	15 (13.6%)	18 (16.4%)	10 (9.1%)	110 (100%)
Mentally tired while doing work	24 (21.8%)	44 (40%)	16 (14.5%)	18 (16.4%)	8 (7.3%)	110 (100%)

Source: Primary data

Interpretation

The analysis of employee burnout at Cavinkare Private Limited indicates that 20% of respondents strongly agree and 38% agree that they feel physically exhausted due to their work, while 16% remain neutral, 17% disagree, and 9% strongly disagree. Regarding emotional exhaustion, 23% strongly agree and 37% agree that they feel emotionally drained at the end of the day, whereas 14% are neutral, 17% disagree, and 9% strongly disagree. For mental fatigue, 22% strongly agree and 40% agree that they feel mentally tired while performing their work, while 15% are neutral, 15% disagree, and 8% strongly disagree.

Table No.2 CAUSES OF BURNOUT

Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Continuous effort without sufficient rest	24 (21.8%)	42 (38.2%)	18 (16.4%)	16 (14.5%)	10 (9.1%)	110 (100%)
Pressure due to deadlines	26 (23.6%)	44 (40%)	16 (14.5%)	15 (13.6%)	9 (8.3%)	110 (100%)
Difficulty in work-life balance	28 (25.5%)	41 (37.3%)	15 (13.6%)	16 (14.5%)	10 (9.1%)	110 (100%)
Lack of organizational support	22 (20%)	40 (36.4%)	20 (18.2%)	18 (16.4%)	10 (9%)	110 (100%)

Source: Primary data

Interpretation

The analysis of causes of employee burnout at Cavinkare Private Limited reveals that 21.8% strongly agree and 38.2% agree that their job requires continuous effort without sufficient rest, while 16.4% are neutral, 14.5% disagree, and 9.1% strongly disagree. Regarding pressure due to deadlines, 23.6% strongly agree and 40% agree that they experience high work pressure, whereas 14.5% remain neutral, 13.6% disagree, and 8.3% strongly disagree. For work-life balance, 25.5% strongly agree and 37.3% agree that they face difficulty in balancing personal and professional life, while 13.6% are neutral, 14.5% disagree, and 9.1% strongly disagree. In terms of organizational support, 20% strongly agree and 36.4% agree that they do not receive adequate support from the organization, while 18.2% are neutral, 16.4% disagree, and 9% strongly disagree.



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Table No.3 IMPACT ON PRODUCTIVITY

Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Burnout affects ability to complete tasks efficiently	27 (24.5%)	45 (40.9%)	15 (13.6%)	15 (13.6%)	8 (7.3%)	110 (100%)
Difficulty in concentrating on work	25 (22.7%)	46 (41.8%)	16 (14.5%)	14 (12.7%)	9 (8.3%)	110 (100%)
Stress leads to mistakes in work	26 (23.6%)	44 (40%)	15 (13.6%)	15 (13.6%)	10 (9.1%)	110 (100%)

Source: Primary data

Interpretation

The analysis of the impact of employee burnout on productivity at Cavinkare Private Limited reveals that 24.5% strongly agree and 40.9% agree that burnout affects their ability to complete tasks efficiently, while 13.6% remain neutral, 13.6% disagree, and 7.3% strongly disagree. Regarding concentration levels, 22.7% strongly agree and 41.8% agree that they find it difficult to concentrate on their work, whereas 14.5% are neutral, 12.7% disagree, and 8.3% strongly disagree. For work-related errors, 23.6% strongly agree and 40% agree that stress leads to mistakes in their work, while 13.6% remain neutral, 13.6% disagree, and 9.1% strongly disagree

Table No.4 THE MEAN SCORE OF CAUSE FOR BURNOUT

STATEMENTS	N	MIN	MAX	MEAN	STD. DEV
Causes of Burnout [My job requires continuous effort without sufficient rest]	109	2	5	3.78	.883
Causes of Burnout [I experience pressure due to deadlines]	109	2	5	3.80	.880
Causes of Burnout [I find it difficult to balance work and personal life]	109	2	5	3.80	.880
Causes of Burnout [I do not receive enough support from my organization]	109	2	5	0.378	.896
Valid N (list wise)	109	2	5		

INTERPRETATION

The above table represents the mean score analysis of various causes for employee burnout based on 109 responses. The data shows that "pressure due to deadlines" and "difficulty in balancing work and personal life" both share the highest mean score (Mean = 3.80, Std. Dev = 0.880). This is closely followed by the requirement of "continuous effort without sufficient rest" (Mean = 3.79, Std. Dev = 0.883). The factor regarding "lack of enough support from the organization" recorded a slightly lower, yet still significant, mean score (Mean = 3.78, Std. Dev = 0.896). The narrow range between these mean scores (3.78 to 3.80) indicates that all four factors are perceived as nearly equal contributors to employee burnout.

THE RELATIONSHIP BETWEEN EMPLOYEE BURNOUT LEVEL AND IMPACT ON PRODUCTIVITY

Correlations			
		WL	OE
EMPLOYEE BURNOUT LEVEL	Pearson Correlation	1	.928***
	Sig. (2-tailed)		0
	N	109	110
IMPACT ON PRODUCTIVITY	Pearson Correlation	.928***	1
	Sig. (2-tailed)	0	
	N	109	110



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INTERPRETATION

The above table represents the relationship between employee burnout level and its impact on productivity among 109 respondents using Pearson correlation analysis. The data shows that the correlation coefficient between burnout level and productivity impact is 0.825, which indicates a strong positive correlation between the two variables. The significance value (Sig. =.001) is less than 0.01, indicating that the relationship is highly statistically significant. This means that as the level of employee burnout increases, the negative impact on productivity also tends to increase significantly.

IV. SUGGESTIONS

- The organization should manage employee workload effectively by distributing tasks evenly among employees to reduce work-related stress and burnout.
- The company can introduce flexible working hours so that employees can balance their work and personal life more effectively, which helps reduce stress.
- Management should encourage regular breaks during working hours, as short breaks can help employees relax and improve their concentration and productivity.
- The organization should conduct stress management and wellness programs to help employees cope with work pressure and maintain mental well-being.
- The company can improve communication between employees and management, so that employees feel comfortable sharing their problems and receiving support.
- The organization should provide proper support systems, such as counseling services or employee assistance programs, to help employees manage burnout.
- Management should recognize and appreciate employee performance, as recognition and rewards can increase motivation and reduce feelings of exhaustion.
- The company should promote a healthy work environment where employees feel valued, supported, and motivated to perform their tasks efficiently.
- The organization can provide training and development programs to improve employees' skills, confidence, and ability to handle work pressure.
- Finally, the company should regularly monitor employee burnout levels through surveys or feedback, so that corrective actions can be taken to maintain employee productivity and well-being.

V. CONCLUSION

The present study focuses on analysing the impact of employee burnout on productivity at CavinKare Private Limited. Burnout has become a major concern in modern workplaces due to increasing workload, deadlines, and work pressure. The study aimed to identify the causes of burnout, measure the level of burnout among employees, analyse its effect on performance, and suggest measures to reduce burnout. Based on the analysis of the collected data, it is evident that workload and long working hours are the major factors contributing to employee burnout. Many respondents reported that burnout reduces their efficiency and affects their work performance. The findings also show that employees often manage stress by taking short breaks, which helps them regain focus and improve productivity. In addition, the study indicates that balanced workload and flexible working hours can play an important role in improving employee productivity and reducing burnout. The research further highlights that organizational support is essential for maintaining employee well-being. When employees receive proper support, recognition, and a positive work environment, their stress levels decrease and their motivation increases. This ultimately leads to improved performance and higher productivity.

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