



# The Burnout Phenomenon

By Robert Frisinger

Diplom.De Okt 2006, 2006. Taschenbuch. Book Condition: Neu. 210x148x4 mm. This item is printed on demand - Print on Demand Titel. Neuware - Scientific Study from the year 2006 in the subject Business economics - Personnel and Organisation, grade: 2,0, Maastricht University (Faculty of Economics and Business Administration, Studiengang International Business), language: English, abstract: Inhaltsangabe:Abstract: Burnout is a multidimensional psychological syndrome that evolves as a reaction to chronic stress in the workplace. It results in an irrevocable depletion of a person's energies and emotional resources with various negative consequences for individuals and organizations. In the past 30 years researchers tried to understand the burnout construct in its complexity and offered diverse answers to questions of why burnout appears and how it can be measured. But despite the broad academic research on burnout, the knowledge base is still lacking a comprehensive approach on how to prevent burnout from happening and how to alleviate organizations from its negative implications. This thesis gives insights by integrating various research findings with tangible management techniques. A theoretical model is constructed for offsetting burnout and its consequences. A list of 12 multidirectional propositions is given that managers may apply to proactively decrease burnout and...

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