

The Impacts of Job Burnout and Absenteeism on Employees Performance in HEIs

Irfanullah Khan_PhD¹ Dr. Allah Nawaz¹ Dr. Qamar Afaq Qureshi¹
Zakeer Ahmed Khan_PhD¹ Muhammad Saqib Khan_PhD¹ Muhammad Waseem Ali Tipu_MBA²

1. Department of Public Administration, Gomal University, Dera Ismail Khan
2. Candidate for MBA, Department of Human Resource Management, Virtual University

Abstract

Education is the only means which can lead social and economic development of any society. Higher Educational Institutions (HEIs) play a pivotal and prominent role to support and uplift the educational standards. Unfortunately, number of experienced and qualified teachers is not proportionate to the requirement of HEIs. The established yardstick by the corresponding establishment in order to measure such criterion is also very strict and difficult to be followed. The existing deficiency of qualified teachers gets further exaggerated due to observable fact of burnout and absenteeism. It is observed that due to the job burnout and absenteeism, the downward trends induces the employees' performance. Resultantly the institutions face the outcome of this trouble. Therefore, the factors leading to burnout and absenteeism needs to be sorted out at priority followed by in depth analysis in order to raise the performance level amongst faculty members.

1. INTRODUCTION

The focus of the study is to develop a relationship between employee's burnout, resultant absenteeism and performance of faculty members. The factor of burnout emerges from unpleasant relationship between individual in relation to respective job and its working atmosphere. In order to comprehend the subject, three major components can be elaborated. The emotional imbalance being over fatigued, demoralization and lastly the minimum achievement of employee. In the professional career, the absenteeism has been perceived as an indicator for the employee's performance which is below average as well as a sheer violation of the agreement between the employer and employee (Shivam & Vijay, 2013). Absenteeism describes the employee's attitude that is reluctant to fulfill assigned task with utmost punctuality and prefer to remain distant from duty place as well as from employer.

Job burnout and absenteeism are very important concepts in present day competitive environment and thus captured very critical aspect of individual's work performance. Apparently these concepts seem very common amongst employees therefore; researchers try to find out causes of this problem. Hence, the said phenomena have grasped the attentions of researchers and practitioners as a joint/ linked problem (Shamila & Zafar, 2014). At the same very time this phenomenon has obtained status of notable global significance. Thus apart from reduced emotional energy, absenteeism and burnout entails interpersonal as well as personal detachment from the job. It is also established that short term absence is linked with disrupted performance whereas prolonged absence is result of single incident (Meryem, Elmas & Dundar, 2015). Job dissatisfaction influence employee in multidimensional way which further persuades the complete institutional setup thus puts a question mark on the social and financial credibility. Keeping all above in view, present work is an endeavor to ink a detailed perspective about employee's attitude and motives behind his/ her burnout, absenteeism and performance.

Chapter No. 2 LITERATURE REVIEW

2.1 Existing Research

Organizational cultures emerge from social culture; similarly burnout concept is rooted within our social web comprising all facets related to society. It has also seen lot of progress in last few decades which transformed industrial society into service economy. Although this change was healthy yet it brought psychological pressures which can be interpreted into burnout. Apparently, absenteeism seems unpredictable in nature but is a serious problem at workplace and at same very time it is a costly happening for employers and employees both. Absenteeism refers to be a failure in attending some job/ work at prescribed time. Burnout and absenteeism is one of the major global problems as both can play pivotal role in employee's work out put.

2.2 The Employee's Burnout

Burnout is connected to mental comfort and as a whole deal with mental strain brought on by deficient work design can encourages it. Every profession has its own specific working atmosphere which can realize burnout among the employees (Wilmar, Michael, and Maslach, 2010). Contrary to this, principal adequacy is reasonability and achievement of a high-quality. Burnout is a deficiency which is connected with individuals' genuine outlays, in like way subject to absenteeism. Despite the way that changes into organizational

environment from unwholesome situation is strong component however at same time it has made through mental burdens (Claude, Austin, Sarah and Marc, 2013). Whenever managers and the employees diminish their execution then potential for conflict is made strides. At the point when conflict is enhanced it will expand workload and resultantly individual will be under nervousness resultantly productivity will be less (Shamila and Zafar, 2014).

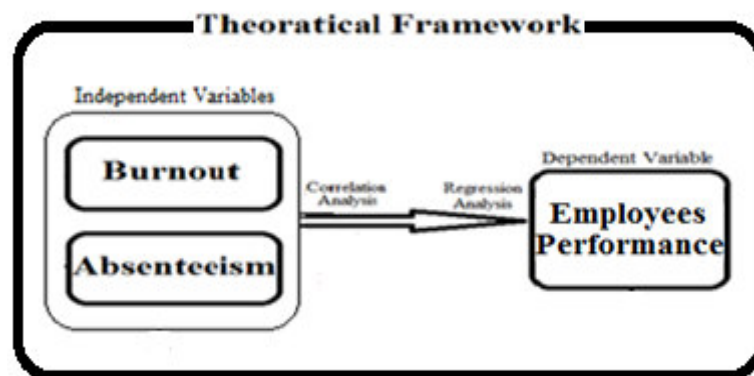
2.3 The Absenteeism

Absenteeism is considered as sign of psychological, medical or social adjustment to work. Output of an organization gets badly affected due to absenteeism and thus organizational performance appears with question mark. It shows not only irresponsible attitude of an employee towards his duties but also but also a disloyalty with organization. This problem can be improved by taking measures for better health facilities as well as strategic improvement (Shapira & Rosenblatt, 2010). Therefore, employers are formulating and executing multifaceted programs to enhance employee's health as well as increased his job performance. These programs can incorporate policies regarding health behavior as well as worksite culture in order to encourage healthy behaviors. Mostly, human resource management expert take absenteeism as a yardstick to measure the employee's morality towards that specific organization and therefore must take appropriate measures in case absence increases (Tingle, Schoeneberger, Wang, Algozzine, & Kerr, 2012).

2.4 The Employees Performance

It has been observed that tendency of absenteeism and burnout is generally low amongst the performance oriented and committed faculty members. Like all other work social guidelines, gifted behavior is excellently immense in work execution of teachers. Professionalism is required by the teaching profession which contains; elevated performance, professional morals, the rules and regulations followed by the teachers and for teachers, the predictable standards established by the society which provide an important role to teachers in students' supervision, molding and to enhance the academic performance of the students (Shaemi, Abzari & Jawani, 2012). The most ideal apprehension and understanding of the main motivational themes of irritating the professional behavior of teachers is basic to convincing management. Cleaned technique and extraordinary persevering mentalities are bonded with each other. Significantly vivacious teachers perform superior, along these lines upgrading their professional improvement through training and experience (Tahir, Saba & Azam, 2013).

Figure 1 Schematic Diagram of the Theoretical Framework



3. DISCUSSIONS

It is very common practice that usually the head of the department are not ready or unwilling to report about non-participation of employees. This empathy of not reporting can problem the nonattendance of affiliation will get affected. Right when the presence is not checked properly it may create low morale of the employees. Hence, all absentees may be handled similar roughness (Ahola, Kivimaki, Honkonena, Virtanen and Koskinen, 2008). Few projects like work schedule, awards, knowledge sharing and welfare activities can be completed to strengthen the organizations. Few attributes of teachers are totally considered as an important part of their academic strength. Personnel attributes of any teacher leaves the impression that teacher is a good teacher (Galanakis, Moraitou, Garivaldis and Filia, 2009). It is generally accepted that the teachers' personal behavior depicts his/her efforts towards academic achievements.

To evaluate the performance of an employee in the institution by including and reviewing is a crucial part to update his/her performance. Performance appraisal practices depict the capabilities of teachers. The literature revealed that the work overload creates absenteeism generating the burnout and ultimately affecting the employees' performance and the organizational output as well (Ahola, Vaananen, Koskinen, Kouvonen and Shirom, 2010). The most perfect doubt and understanding of the fundamental motivational limits destroying the

teachers' behavior which negatively affects the performance of the employees. Suitable approach for teacher determines their flow of thoughts. Enthusiastic intake and depersonalization are the pessimistic result of anxiety that the experts accommodate to among performing their tasks (Mohammad, 2011). The current study highlights the coordination between the burnout, absenteeism and employee performance of the teaching workforce in the HEIs.

Burnout in the present study is critical because of three reasons. The negative impact of burnout may result in non-participation, lesser effectiveness and turnover. Secondly, a clear cut understanding about burnout in the organizational setup can help the management to avoid many unforeseen negative results affecting the organizational processes and routines (Claude, Austin, Sarah and Dussault, 2013). Thirdly, the burnout has been observed as being related with emotions and employees task performance in the organizational setup. The literature shows that emotionally exhausted teachers remain absent from their duties, causing their performance and ultimately the organizational efficiency will be at stake (Hasan, 2014).

4. CONCLUSIONS

Conclusions are the judgments, evaluations and decisions about different dimensions (critical factors) of the issue based on the findings of the study. Literature-based data provides sufficient proof to demarcate the boundaries of global issues in the frames of native and local environment. From the data analysis it is concluded that the number of qualified workforce in HEIs of the developing countries is unluckily not proportionate to the requirements of HEIs. The present deficiency of qualified teachers is due to the fact of burnout and absenteeism. Research studies have shown that job burnout and absenteeism, reduce employees' performance. The present study is an effort to highlight main dynamics of burnout and absenteeism. The study highlighted those personnel characteristics of teachers makes or breaks impression of teachers. Further the study highlighted that the emotional, informational and behavioral aspects of teachers project their struggle for academic achievements.

The current study also highlights that there is a logical connection between the burnout, absenteeism and employee performance of the teaching workforce in the HEIs. The qualitative data analysis reveals that burnout may induce a sense of non-participation among employees there by producing inefficient outcomes regarding productivity. The current study also pinpoints that a true understanding about burnout in the HEIs can help the authorities not to make happen the undesired results. Finally it is concluded that burnout has been detected as being very closely related with feelings of the workforce and their task performance because emotionally charged may think about leaving the organization ultimately affecting organizational objectives.

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