Measuring the Degree of Exhaustion in the Function of Developing the Organization of Work

Long-term exposure to strong stress, often due to high expectations that impose a job, causes a burning syndrome. Burning at work is similar to chronic fatigue syndrome, but the attitude toward work is changing, which is not characteristic for murder. Exhaustion syndrome at work is a very important field of scientific research due to its significant financial and social effect arising from employee dissatisfaction with the workplace and its consequences on the physical and mental health of employees. Exhaustion at work is examined with the aim of providing better working life for employees. Test results could also help in the prevention of the onset and strategy of treating a burnout syndrome. In each relationship, a certain amount of energy is invested, and most in relationships with people and in work. In return, returns are expected to be repaid, and these relationships meet somewhat basic needs. Those who set the expectations of others in the first place are constantly in a race with themselves, which can lead to exhaustion, and ultimately to "burnout" or adrenal burning. Personal characteristics also affect the "burnout", and according to some studies, it has almost been ruled that exhaustion is expressed in the most capable and most effective ones, or those that were more successful than the average. However, there are also research that suggests that those with lower education are more susceptible to exhaustion. The term burnout, that is, "burnout" was created in clinical practice (Freudenberger, 1974) and is described briefly as a psychophysical and emotional exhaustion. In the most famous researchers of exhaustion syndrome in the United States, Kristina Maslah means under this term the condition of emotional exhaustion, depersonalization and
reduced personal achievement, which occurs among individuals working with humans. Emotional exhaustion refers to the feeling of stiffness and exhaustion because of contacts with other people. Depersonalisation refers to an insensitive and indifferent attitude towards others. This negative attitude can turn into rough, insensitive or even unaccepted behaviour or retreat. Decreased personal achievement refers to a decline in the sense of competence, as well as a decline in successful outcomes in working with people. Over the last thirty years, thousands of studies have been published about the burnout syndrome in the world. In 1999, the World Health Organization warned some countries to take measures to prevent stress and exhaustion in the workplace, and in 2002 issued a brochure with instructions. Data from Great Britain and other European countries show that more than half of employees have symptoms of an early stage, every tenth employee experiences the final phase of burnout, which permanently exacerbates his working abilities. The International Labor Office in its research confirms (Gabriel, Limatainen, 2002) that burning and depression become the main diseases of the 21st century profession, which will result in loss of more working days than for some other cause (Toppinen et al., 2005). Exhaustion of employees could be one of the reasons for absenteeism, although it is difficult to ascertain the complex phenomena of absenteeism. Discussion and analysis often emphasize sickness, as one of the causes of insufficient productivity and obstruction of the normal work process. Getting out of work due to illness and social medical causes is a very complex phenomenon that affects many different factors, some of which are directly related to workplace emergencies. It is difficult, however, to establish with certainty every cause of absence from work, inter alia, due to the fact that part of the illness can be and is conditioned by phenomena that are not medically justified or justified. All this points to the possible occurrence of absenteeism. Absentism is the behaviour of an employee who is exposed in an unjustified and repeated absence from work or avoidance of some obligation.
Frequent absence from work, if it is not about justified health problems, but about avoiding entry to work, can be a result of weakened working morale, insufficiency to some aspects of the workplace, rigid regulations on working time, seriously disturbed interpersonal relations. Burnout syndrome occurs in people who have been continuously devoted to their work, and when their sacrifice was not sufficient to achieve the desired goals. These people were exposed to stressors in the workplace for a long period of time. In the mid-seventies of the last century, the first scientific works of the "burnout" phenomenon appeared (Freudenberger, 1974; Maslach, 1976). In those years and the early eighties, the term burnout was mentioned in titles of works and books. In recent years, in Western countries, research has shown that there has been a decline in mental well-being. There has been widespread psychological problems not only among employees but also with other groups such as students and the unemployed. This is confirmed by the cross-section of data from national research (Hallsten, 2005), which was done in Sweden. In the study group, there was an increase in fatigue, sleep problems and increased anxiety. These tendencies mostly affect the exhaustion process. The accumulation of fatigue due to the increase of life and professional demands usually leads to an explosion of dissatisfaction and anger, which is sometimes manifested by destructive behaviour. A human factor in many disasters can be linked to this type of murder. The person has the feeling that he will never rest, that he always has too many jobs that he will never do well enough, while the obligations are only accumulated and flooded. Professional exhaustion also relates to the experience of fatigue, attitude towards work, order and experience of professional identity. The concept of exhaustion syndrome is often equated with stress and depression terms. Burning is a consequence of great stress, but it is not the same as stress. People who are under great stress feel overwhelmed by their responsibilities and responsibilities, but will feel better when they establish control over the environment and fulfil their obligations. Burned man does not feel it, he is not motivated to fight, but he becomes anyway.
Positive changes in the environment do not bring relief because they lost expectations and hopes. Studies conducted by Freudenberger, Hal, Pajn and Maslah, Souben and associates, consider that this phenomenon is related to a specific type of disaster that a person creates for himself but is not able to cope with it. In order to recognize the signs of exhaustion in time, it is necessary to develop the climate of trust and cooperation first. If organizations establish a climate of confidence, the occurrence of the first signs of exhaustion through excessive whining, mating of colleagues and clients can be registered in time, defending them so that the others do not see burnout, absenteeism (absence from work), unexplained insomnia, client abandonment, capricious cancellation of meetings. It is necessary to achieve a certain degree of trust in the one who asked, and later he had this information, because otherwise people will be afraid that they will be fired or sent for forced rest, so they will hide them. In domestic literature, there can be more signs that indicate exhaustion at work: uncertainties in the workplace and appearance, difficulties in both written and oral expression, neglect of administrative responsibilities, vigorous reaction to minor stress, greater time spent on colleagues than on clients, decreased efficiency at work, inability to make decisions, misconduct, grabbing about their own and others' mistakes, worry, distance, withdrawal in communication, termination of communication between services within one system.

It has been observed that the presence of stressful life events, which preceded the onset of burning syndrome, affect its occurrence or increase it. Stressful life events violate the psychic functions of a man by bringing him to a state of increased sensitivity and reduced strength (Ekstedt, Fagerberg, 2005). The term exhaustion has been developed in clinical practice (Freudenberger, 1974). At that time, researchers were more concerned with interpersonal relationships, and rarely dedicated themselves to intrapersonal relations. Exhaustion syndrome is created when people dedicated to their work realize that their sacrifice was not enough to achieve the desired goals. Exposure to long-lasting stress and frustration caused by the efforts of everyday life, along with inefficient strategies for working with clients, leads to the emergence of a exhaustion syndrome at work. Emotional exhaustion is associated with excessive and excessive work obligations that employees put before themselves, feeling emotionally "eaten" and exhausted by work and an unfavourable work environment.

The changed attitude towards colleagues is characterized by "faceless relationship" and alienation, which is a consequence of a negative, indifferent response to various professional stressors. Reduced work efficiency, reduced personal engagement, and tendency towards self-employment result in a loss of sense of ability, achievement and productivity in work (Maslach, Schaufeli, Leiter, 2001). What starts for one person as important, important and what is the challenge of a job,
time becomes unpleasant, unfulfilling, and insignificant to him. Then energy becomes exhaustion, commitment to cynicism, efficiency in inefficiency, that is, all three original dimensions of work engagement turn into their opposite and get the characteristics of the exhaustion syndrome at work. Burning is described briefly as a psychophysical and sensory exhaustion. It may seem to be that.

It happens to those who work too hard in stressful situations, so exhaustion often equates to chronic stress. Burning is the state of the one who fights for a long and continuous struggle, who fights more than others, for some ideas, for some kind of work and life or relationships. It starts to burn one who knows that he is not in reciprocal relationships in work or in a specific life situation, one that always demands more than himself but from others. If it takes a long time, such a state can become burnt. The state of good health with a lot of energy reserves is called purity, how this energy is consumed, whether physical, cognitive, or sensory occurs the state of fatigue. The resulting murder is the result of a lack of rest or recovery after an effort. The candidate for burnout will overlook the warning signs of his organism about excessive fatigue increasing activity, so the body falls from begging to workaholism. Further exhaustion leads to exhaustion. Burning is a chronic process and ranges from exhaustion through tiredness to adrenal burnout, or burning. Kristina Maslah, the world’s most renowned researcher of exhaustion syndrome, implies emotional exhaustion, depersonalisation and reduced personal achievement, which occur in individuals who work with humans. Emotional exhaustion refers to the feeling of stiffness and exhaustion because of contacts with other people. When emotional reserves are exhausted, a person is no longer capable of giving to others. Depersonalisation refers to a caring and indifferent attitude towards others. This negative attitude can turn into rough, insensible or even unaccepted behaviour or withdrawal from others. Reduced personal achievement refers to a decline in the sense of competence and successful results in working with people. The long-lasting load feels feasible (the first and second degree of exhaustion) continuously stimulates the axis of the hypothalamic pituitary-adrenal gland (HHA) and increases cortisol secretion. The final consequence of chronic hyperactivity of the HHA axis is reduced response and signal blockage and axis. The consequence is reduced cortisol secretion (3rd degree of exhaustion - Adrenal synagogue syndrome).
References