

“ORGANIZATIONAL CULTURE AND JOB BURNOUT – A REVIEW”

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ABSTRACT

Today, in the era of global economic recession due to the recent crisis, the main roots of work stress are feelings of insecurity and threat on behalf of employee. This is because these factors can very easily lead to a point of fear and panic. But especially these days, stress at work cannot be analyzed separately and independently of other factors. Most employees experiencing bitterness and frustration and scientists believe that there is a strong evidence of increased pressure that may lead to burnout syndrome. The syndrome does not appear suddenly as an acute disorder or stroke. Instead, it is a problem which occurs over time, if the conditions entailing persist and torment the person. Every job position involves certain forms of behavior that is expected to be “exhibited” by the person who works in a certain sector. Things are not quite as simple as they seem at first, because specified forms of behavior are not always clear and unambiguous and are often contradictory. The “exercise” of a role within an organization can be linked to stress when requirements and expectations of the individual are in conflict to the requirements and expectations of the organization. But strategies of organizational culture may help to overcome such situations and may help employees to reduce the level of stress in their job.

KEYWORDS: Organizational Culture, Job Burnout, Burnout Syndrome