



The Role of Burnout on Reducing Employees' Performance

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ABSTRACT

In this research, we are looking for an appropriate answer to the question of whether job burnout can be considered as a factor in reducing job performance for employees. The purpose of this study was to measure burnout components and to investigate its relationship with employees' performance components in the postal area 13 of Tehran. This research is a descriptive-survey method. Using a suitable sampling method, a sample of 200 individuals was selected. The collected data were analyzed using correlation test. The results show that in general, job burnout has a significant effect on reducing employees' performance. Performance factors that affect burnout are: ability level, level of perception, motivation, evaluation, performance, perceived environmental fitness; also, various components of burnout, including emotional exhaustion, isolation and individual failure, also affect the performance of employees. Of course, the effect of burnout on perceived organizational components and credibility was not confirmed.

Keyword:
Job Burnout, Job Performance, Postal Area 13

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