

OPEN ACCESS

Manuscript ID:
COM-2022-10035074

Volume: 10

Issue: 3

Month: July

Year: 2022

E-ISSN: 2582-6190

Received: 22.05.2022

Accepted: 20.06.2022

Published: 01.07.2022

Citation:

Pillai, Arul Ramanatha, and Pradeep Kunjupilla Gopalakrishna Kurup. "Moderating Effect of Burnout in the Relationship Between Employee Personality and Job Performance Towards Quality of Work-Life." *ComFin Research*, vol. 10, no. 3, 2022, pp. 28–33.

DOI:

<https://doi.org/10.34293/commerce.v10i3.5074>



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Moderating Effect of Burnout in the Relationship Between Employee Personality and Job Performance Towards Quality of Work-Life

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Abstract

Purpose: In the present society, the improvement of work-life has become one of the main objectives of any association and its staff. Since there is an immediate connection between the executives and the nature of work-life, presenting new life to its staff through working on the nature of work-life is the way to progress any institutions

Methods: In this research, the purposive sampling method was adopted to define the population. Accordingly, the faculty members are the sample. The conceptual framework was framed and hypotheses were constructed.

Findings: The results indicate that there was a relationship between the personality of the employee and their job performance on the quality of work-life among the faculty members. Hence, involvements to develop the quality of work-life, decrease burnout and optimize the level of personal execution.

Keywords: Quality of Work-Life, Burnout, Employee Personality, Job Performance

Introduction

Work action is a significant practice for a person's psychological well-being, and it frames the reason for a person's independence and confidence. If inside and outer tensions of the work environment are incessant and persistent, they at last lead to burnout and change the quality of work (Kaur & Mittal, 2020). Improving the Quality of work-life (QWL) is an extensive program, which expands workers' fulfillment also, advances their learning in the climate also, and assists them with dealing with their issues and responsibilities. The need for workers' fulfillment with quality of work-life is an issue, which impacts practically all workers no matter what their situation or status (Agha et al., 2017). Nature of work-life is an idea, which was first proposed in the last part of the 60s. The expression 'Quality of work-life' has quickly advanced in the new years, even though there is little understanding about the significance of the expression. The expression has, in any case, no less than two normal applications: First, quality of work-life alludes to a bunch of results for workers, like work fulfillment learning experiences, mental issues, work security, human relations of businesses with workers, what's more, a low pace of occurrences (Singh & Srivastav, 2012). Second, quality of work-life demonstrates a series of errands or

authoritative capabilities, for example, participatory the executives, work enhancement, and safe working circumstances. In such manner, projects to further develop the quality of work-life may be considered as a methodology for human asset the board to increment authoritative effectiveness and efficiency.

The opposition among associations expects them to give more thoughtfulness regarding the functional adequacy for the upper hand (Yadav et al., 2019). The viability for the upper hand primarily relies upon the exhibition of the labor force. Not with standing, the prior intention that representatives are significant assets, equipped forgiving serious advantage to associations. The asset-based view keeps up with that human assets can meet the rules for assets that are significant, intriguing, incomparable, and non-substitutable (Fakhri et al., 2020). For associations to succeed, there is a need to address the representative requirements, especially on view points, for example, the nature of work-life and different elements which could affect representatives' exhibition. Kurt Lewin's Field Theory of representative way of behaving portrays a connection between the nature of work-life and execution. As per this hypothesis, an individual way of behaving is impacted by how one sees and responds to the climate, which in this exploration is taken to mean the nature of work-life climate (Ehido et al., 2019). The two variables further point out that an individual's attributes and impression of the climate might impact people's conduct and execution.

Research Objectives

- to identify the personality and job performances of the faculty members
- to know the relationship between employee personality and job performance on quality of work-life among the faculty member.
- to determine the moderating impact of burn out on the relationship

Literary Revised

Quality of Work-Life

Quality of work-life is fundamental for associations to persistently draw in and hold representatives. Hence, it has become basic in the last two a very long time because of the rising

requests of the present business climate and family structure. It is characterized as the quality of work-life as the great conditions and conditions of a working environment that help and advance workers' fulfillment by furnishing them with professional stability and award (TAŞDEMİR AFŞAR, 2015) s. Quality of work-life envelops different angles like working circumstances, working time, method of wages installment, wellbeing risks, and the board conduct during the most common way of answering the requirements of the workers (Daud et al., 2015). Therefore, quality of work-life includes a few monetary and non-monetary advantages, as well as the executive's conduct towards laborers. It referred to a few vital components of quality of work-life to incorporate employer stability, better prize frame work, worker benefits, representative contribution, and authoritative execution (Özgenel, 2021). Eight significant theoretical classifications are connected with the quality of work-life, in particular: satisfactory and fair remuneration; safe what's more, sound working circumstances; quick chance to utilize and create human limits; a chance for proceeded with development and security; social mix in the work association; constitutionalism in the work association; work and complete living space; and social significance of work-life (Burmansah et al., 2019). The quality of work-life is a component of the pay and instructive foundation of the workers, by which higher pay and training levels prompt high quality of work-life.

Employee Personality

Representative character is characterized as the singular example of mental cycles emerging from individual qualities, for example, examples of thought, feeling, conduct, intentions, and feeling (Permata et al., 2020). It can like wise be characterized as a dynamic and coordinated set of qualities moved by an individual that extraordinarily impacts their perceptions, inspirations, and ways of behaving in different circumstances (Muindi & K'obonyo, 2015). Character is an individual trademark of examples of thought, feeling, and conduct, along with the mental components (covered up or not) behind those examples. "Character is the whole mental association of a person at any phase

of his turn of events. It embraces each stage of the human person including keenness, demeanor, expertise, profound quality, and each disposition that has been developed over one's life" (Schell & Oswald, 2013). Not with standing, a character is impacted by the acquired qualities of people and the climate they live in. They incorporate aspects like ability, knowledge, instruction, kinship, obligation, and apprehension. The mental view point accepts that individuals' character changes with individual attitudes. On the other hand, the existential point of view hypothesizes the presence of a natural need that pushes people toward the acknowledgment of their true capacities (Zhu et al., 2021). Consequently, this happens particularly if the ecological circumstances are correct. In conclusion, the social behaviouristic point of view accepts that the vast majority of human ways of behaving are learned and directed by our thought processes.

Job Performance

Job performance can be characterized according to the view point of conductor results. Consequently, it tends to be viewed as a multi-faceted idea. Job performance is a singular level variable that separates representative execution from authoritative execution. While conceptualizing worker execution, one needs to separate between an activity social view point and a result part of execution (Leitão et al., 2019). The conduct perspective alludes to what an individual does in the work circumstance and it applies to the authoritative objectives while the result perspective alludes to the outcome and after effects of the person's way of behaving and can be affected by ecological variables (Özgenel, 2021) m. None the less, context-oriented execution alludes to exercises that don't add to the specialized center, yet upholds the authoritative, social, and mental climate by which hierarchical objectives are sought after. Task performance varies from context-oriented execution in three ways. To begin with, in task execution, exercises shift between occupations, while under logical execution, exercises are comparable (Yadav et al., 2019). Also, task execution is connected with capacity, while context-oriented execution is connected with character and inspiration. Thirdly, task execution is more recommended and comprises

of in-job conduct, though context-oriented execution is more optional with extra-job conduct

Burnout

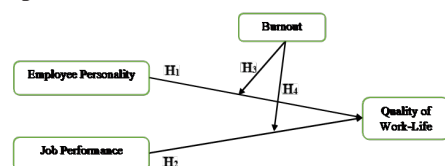
Burnout is a condition for a utilized individual and is a result of super durable and incessant work pressure so that the individual encounters energy misfortune. Burnout is a type of close-to-home depletion joined with psycho-legitimate tension or stress of work and the work place (Nguyen & Ngo, 2021). Work burnout emerges from the reaction to long-haul stress in the work environment, and this disorder is connected to the working environment, where in one's perspectives towards endeavors and attempts in the working environment are adversely impacted. Individuals with burnout frequently experience the ill effects of migraines, rest jumble, peevish temperament, tension, sadness, and hypertension. Work burnout decreases the mental capacity and, subsequently, brings about decreased work fulfillment and expanded jumble in authoritative responsibility as well as individual injury. The unevenness between assumptions, information, and abilities of workers on one hand, and occupation prerequisites, work assets, what's more, obligations then again lead to burnout (Saygili et al., 2020). Also, high responsibility and the absence of social help are among the other significant gamble factors for this peculiarity.

Methodology

Data and Sample

The population included faculty members of arts and science colleges in Kerala State. The study used Purposive sampling and was conducted in the terms of the subjects and their inclination to contribute to the study. From the population, the researcher received responses from 386 samples. The structured measurement scale was circulated to gather the primary data from the respective respondents.

Conceptual Framework



Hypotheses Development

- H₁: Employee Personality is positively related to Quality of Work-Life
- H₂: Job Performance is positively related to Quality of Work-Life
- H₃: Burnout moderates the relationship between employee personality and quality of work-life
- H₄: Burnout moderates the relationship between job performances and quality of work-life.

Analysis and Interpretation

Table 1 Demographic Profile of the Respondents

Category	Item	Respondents	%
Gender	Male	184	48.8
	Female	202	51.2
Age(in years)	Less than 30	73	19.3
	31 – 40	198	23.2
	41 – 50	136	35.7
	51 and above	81	21.7
Discipline	Arts	176	43.8
	Science	212	56.1
Working as	Aided	194	45.9
	Self-Finance	192	54.1
	Less than 5	97	33.7
Experience (in years)	6 – 10	101	26.8
	11 – 15	121	32.3
	16 and above	69	18.0

Source: Field Data

According to the above table, out of 386 respondents, 184 were males and 202 were females. Under the age category, 73 respondents opted to be less than 30 years old, 198 respondents opted to be 31 - 40 years old, 136 respondents opted to be 41 - 50 years old, and 81 respondents opted to be 51 and above years old. 176 respondents belong to the arts discipline and 212 respondents belong to the science discipline. 194 respondents were working as aided professors and 192 respondents were working as self-finance professors. 97 respondents have less than 5 years of experience, 101 respondents have 6–10 years of experience, 121 respondents have 11 –

15 years of experience, and 69 respondents have 16 and above years of experience.

Table 2 Average Variance Extracted (AVE), Alpha, and Composite reliability

Variables	AVE	Alpha	Composite Reliability	Inference
Employee Personality	0.884	0.976	0.963	Reliable
Job Performance	0.658	0.841	0.816	Reliable
Burnout	0.851	0.922	0.792	Reliable
Quality of Work-Life	0.851	0.922	0.792	Reliable

Source: Field Data

From the above table – 2, all the variables greater than the acceptable range indicate strong reliability. The value of the average variance extracted is greater than 0.5. The composite reliability is also greater than the 0.7 range. The Cronbach’s alpha is more than 0.7. The alpha value of employee personality was 0.963, job performance has 0.816, burnout has 0.792, and quality of work-life has 0.890.

Table 3 The Correlation between the Variables

Factors		Quality of Work-Life
Employee Personality	Pearson Correlation	0.716
	Sig.	0.000
Job Performance	Pearson Correlation	0.862
	Sig.	0.000
Burnout	Pearson Correlation	0.952
	Sig.	0.000

Source: Field Data

The correlation analysis displays that the relationship between employee personality and quality of work-life has 0.716, between the job performance and quality of work-life has 0.862, and burnout and quality work-life has 0.952. It represents a strong relationship between the variables.

Table 4 Summary of Hypotheses Testing

Variable	Original Sample	Sample Mean	Sd	T stat	p value	Inference
EP -> QWL	1.062	1.085	0.105	8.283	0.000	Supported
JP->QWL	0.859	0.840	0.028	2.723	0.024	Supported
Burnout->EP and QWL	0.387	0.239	0.129	2.458	0.471	Supported
Burnout->JP and QWL	0.281	0.298	0.106	2.783	0.000	Supported

As the result, the employee performance has (coefficient = 1.062, t-value = 8.283, p value = 0.000), job performance has (coefficient = 0.859, t-value = 2.723, p value = 0.024), burnout moderates the relationship between employee personality has (coefficient = 0.387, t-value=2.458, p value=0.471), and burnout moderates the relationship between job performance has (coefficient=0.281, t-value =2.783, p value=0.000).

Conclusion

Burnout is a condition for a utilized individual and is a result of super durable and incessant work pressure so that the individual encounters energy misfortune. Burnout is a type of close-to-home depletion joined with psycho-legitimate tension or stress of work and the work place. Work burnout emerges from the reaction in the work environment, and this disorder is connected to the working environment, wherein one's perspectives towards endeavors and attempts in the working environment a read versely impacted. Individuals with burnout frequently experience the ill effects of migraines, rest jumble, peevish temperament, tension, sadness, and hypertension. Work burnout decreases the mental capacity and, subsequently, brings about decreased work fulfillment and expanded jumble in authoritative responsibility as well as individual injury. The unevenness between assumptions, information, and abilities of workers on one hand, and occupation prerequisites, work assets, what's more, obligations then again lead to burnout. Also, high responsibility and the absence of social help are among the other significant gamble factors for this peculiarity.

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