

¿ME ABURRO Y LUEGO ME QUEMO? EL ABURRIMIENTO LABORAL Y SU RELACIÓN CON EL BURNOUT

Resumen

El objetivo principal de este estudio es explorar la correlación entre el aburrimiento laboral y el síndrome de burnout, una condición reconocida oficialmente por la Organización Mundial de la Salud (OMS) que se caracteriza por el agotamiento emocional, la despersonalización y la disminución de la sensación de logro personal, es decir una reducción de la satisfacción personal. A pesar de tener orígenes distintos, el aburrimiento laboral y el burnout se manifiestan en aquellas situaciones que carecen de estímulos desafiantes. En el entorno laboral actual, el aumento del uso de la tecnología ha incrementado la monotonía de las tareas, lo que supone un reto importante para los empleados. El aburrimiento en el trabajo se manifiesta mediante el desinterés, el distanciamiento emocional y una percepción distorsionada del tiempo. Estos síntomas pueden desencadenar consecuencias negativas en las organizaciones, como la disminución del compromiso, el aumento de los niveles de estrés, la insatisfacción y el abandono del lugar de trabajo. En este estudio se han utilizado herramientas como la escala MBI GS para evaluar el burnout y la escala DUBS para medir los niveles de aburrimiento laboral que experimentan los participantes. Los análisis estadísticos revelaron una correlación significativa y positiva entre el aburrimiento laboral y el desarrollo del síndrome burnout. Considerando estos resultados, es crucial que las organizaciones aborden el aburrimiento en el lugar de trabajo, no sólo como una estrategia para prevenir el burnout, sino también como un medio para mejorar el bienestar general de la organización y la productividad de sus empleados. Las intervenciones organizativas deben centrarse en combatir la monotonía y la percepción de irrelevancia de las tareas para mejorar la motivación de los empleados.

Palabras clave: Aburrimiento laboral, Burnout, trabajadores, estrés, organización

Abstract

The main objective of this study is to explore the correlation between job boredom and burnout syndrome, a condition officially recognized by the World Health Organization (WHO) characterized by emotional exhaustion, depersonalization, and a reduced sense of personal accomplishment, in other words, a decrease in personal satisfaction. Despite having different origins, job boredom and burnout manifest in situations that lack challenging stimuli. In the current work environment, the increased use of technology has heightened the monotony of tasks, posing a significant challenge for employees. Job boredom is exhibited through disinterest, emotional distancing, and a distorted perception of time. These symptoms can trigger negative consequences in organizations, such as reduced commitment, increased stress levels, dissatisfaction, and workplace turnover. In this study, tools such as the MBI GS scale were used to evaluate burnout and the DUBS scale to measure the levels of job boredom experienced by participants. Statistical analyses revealed a significant and positive correlation between job boredom and the development of burnout syndrome. Considering these results, it is crucial for organizations to address workplace boredom, not only as a strategy to prevent burnout but also as a means to improve the overall well-being of the organization and the productivity of its employees. Organizational interventions should focus on combating monotony and the perception of task irrelevance to enhance employee motivation.

Key words: Job boredom, Burnout, workers, stress, organization.

I GET BORED AND THEN I GET BURNED? Boredom and its relation to burnout

Introduction

Boredom at work tends to occur in environments where job stress is low, while burnout is linked to high levels of job stress (Haiju et al., 2022). As technology advances, boredom increases as it makes many tasks tedious and uninspiring (Cummings et al., 2016). Also, new technologies can imply the emergence of new demands and an increase in the incidence of burnout (Gil Monte, 2001). Currently, people do unchallenging jobs, leading to become disinterested and experience little stimulation (Lugo and Rodríguez-Montalbán, 2016). Repetitive tasks or unchallenging jobs are a risk factor for the development of boredom and, in turn, are considered hindrance demands. This type of demand is also a risk factor for the development of burnout. (Cifre, Salanova & Ventura, 2009).

HYPOTHESIS: Job boredom will be positively and significantly related to burnout

Participants

N = 112 \bar{x} = 33 años

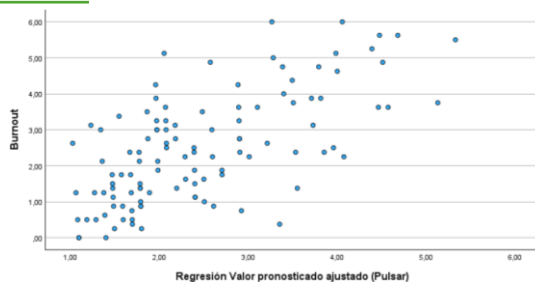
66.1 % female, 31.3 % male 2.6% non-binary

Variables and instruments

	α
• MBI GS	
• DUBS	
DUBS	0,883
MBI GS	0,904
Cynicism	0,904
Exhaustion	0,852

Results

	Average	SD
Boredom	1,96	1,43
Burnout	2,47	1,51
Age	33,46	11,50
Seniority	6,53	8,98



Correlations

	Boredom		Burnout		Age		Seniority	
	sig.	r	sig.	r	sig.	r	sig.	r
Boredom		1	<0,001	0,674**	0,725	-0,034	0,502	-0,064
Burnout	<0,001	0,674**		1	0,963	0,004	0,527	-0,060
Age	0,725	-0,034	0,963	0,004		1	<0,001	0,583**
Seniority	0,502	-0,064	0,527	-0,060	<0,001	0,583**		1

Conclusion

Higher level of boredom



Higher level of burnout



✓ **HYPOTHESIS: Job boredom will be positively and significantly related to burnout**

Theoretical and practical implications

- Employees have to try to reconnect with the meaning of their work. (Marsollier, 2016)
- Managers should try to reduce the number of tasks that workers perceive as irrelevant (Harju et al., 2023).
- Increasing the quantity and quality of work helps to keep employees motivated. (Campion y McClelland, 1993; Harju et al., 2021; Johns, 2010)
- At the societal level, we must find effective strategies to reduce burnout, as it affects individuals and, consequently, organisations, which also has an impact on the economy and customer service (Marsellier, 2016).

Limitations and future studies

Small and non-representative sample



Bigger and more diverse sample

Transversal study



Longitudinal study

The employment sector has not been taken into consideration



Consider the work sector as important in the development of burnout. (Martínez, 2012)

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