

Chapter 22

Workload and Burnout From a Gender Perspective

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ABSTRACT

Men and women are two words that describe whether an individual is biologically female or male, as well as whether she or he fits into the society's role system. Gender is a social phenomenon that is the institutionalized form of biological sex. People are born as either women or men and learn their gender roles as they grow up. While female workers face the same challenges as male workers in any workplace, they are also obliged to deal with a variety of issues that come with being a woman. Women employees, who are seen as alternatives to male employees with long working hours and low wages, do not apply the principle of equality in recruitment, prevent women from working as a result of work-family conflict, inequality in finding employment and promotion, and experience nursery problems for women with children in production conditions that do not require qualified workforce. All of these negative circumstances have an impact on women's workload and burnout. The aim of this research is to use gender to justify workload levels and burnout scenarios.

INTRODUCTION

In the broad sense, every woman, whether biologically born as one or not, is considered to be a woman, and every man is defined as male in the system of life. This difference dates back to quite recently. In her 1972 book, "Sex, Gender, and Society," Ann Oakley explains how gender highlights the social differences when discussing the biological differences. Individual rights must be subordinate to the general welfare of the whole community (Vatandaş, 2007, s. 30).

The institutionalized concept of sex is simply biological sex as a social fact. Gender roles are learned by children. Also, sex differences are biologically derived; While sex has all that is associated with men and women, it contains all those traits that are ascribed by society (Aksoy, 2006: 16). Due to intense competition and the detrimental effects of technology, the effects of stress on working conditions, burnout

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is now an essential in today's society. I no longer interested in my work, are we both done here yet? "I feel oppressed by the weight and I cannot escape" (Maslach and Leiter, 1997).

The concept of burnout was defined as Greene's loss of idealism with the feeling of extreme exhaustion and anger for his job in his novel "An Exhaustion Event", which tells about a psychologically depressed architect's escape to the African forests, which was published in 1961 (Maslach ve diğerleri, 2001). Burnout was first introduced into the literature by Freudenberger in the early 1970s (Freudenberger, 1974). He defined burnout as a state of fatigue or frustration that resulted from professional relationships that failed to produce the expected rewards (Freudenberger, 1974; Freudenberger ve Richelson, 1980). Maslach (1982) later defined burnout as a psychological syndrome involving emotional exhaustion, depersonalization, and a lack of personal accomplishment that occurred among various professionals who work with other people in challenging situations. In Maslach's view, burnout undermines the care and professional attention given to clients of human service professionals such as teachers, police officers, lawyers, nurses, and others (Maslach, 1982).

The main things to notice about those w experiencing burnout; loss of interest in work (meaningless, meaningful and attractive work becomes meaningless, unhappy and unsatisfactory for the individual), erosion in emotions (replacement of work engagement, commitment, trust and joy by nervousness, anxiety and depression) and job and individual observed in the form of incompatibility between (Maslach and Leiter, 1997).

Especially people who spend most of their life as workaholics and who live under heavy workload for various reasons are faced with "burnout". Exhaustion steadily sets in. Because of its abrupt emergence, depletion is an always-ongoing condition. The person strives toward his ideal goal and works hard for months and years in order to accomplish it (Tümkeya, 1996). In their study of the burnout and stress literature, Leiter and Maslach (2003) identified six areas of work life that are the source of burnout: workload, control, reward, work community, justice, and values. The most discussed work-life factor is excessive workload defined as "work demands that exceed human limits". In the literature, it is considered that workload is an important stress factor (Greenglass, Burke and Moore, 2003: 580) and that increased stress due to excessive workload affects burnout (Demerouti et al., 2001: 502; Leiter, 1991; Maslach and Leiter, 1997: 38; Male and May, 1998: 138).

Workload refers to the organization's productivity as well as the time and energy expended on each job separately (Maslach and Leiter, 1997: 38). The amount of work that must be finished in a certain period of time is insufficient to describe the workload. Because there are some factors that influence how people perceive their workload. Aside from the overall amount of work, variables like working and rest hours, the job's complexity, the task's mental demands, resources, managerial support, and the amount of multitasking shape the workload perception (Britt and Dawson, 2005; Holden et al., 2011; Spector and Jex., 1998). According to the Maslach and Leiter (1997) model, individuals are stressed by both excessive and insufficient workload. Giving less work in a manner that is incompatible with the individual's achievement often makes the individual feel bored, worthless, and pointless.

According to Maslach and Jackson (1984), qualitative burden occurs when people believe they lack the skills and abilities needed to complete a task; quantitative burden occurs when people believe they will not be able to complete the task in the time allotted. Burnout is caused by a reduction in people's ability to satisfy job demands, both qualitatively and quantitatively (Leiter and Maslach, 2003). Increased workload is linked to burnout, particularly in terms of the emotional exhaustion dimension (Cordes and Dougherty, 1993; Greenglass et al., 2001; Maslach et al., 2001; Schaufeli and Enzmann, 1998).

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