

IMPACT OF ROLE STRESS ON BURNOUT AND MENTAL HEALTH OF EMPLOYEES AT WORK PLACE

By

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IN THE NAME OF *ALLAH*, THE *MOST GRACIOUS* & THE *MOST MERCIFUL*

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Abstract

PURPOSE: To examine the level of role stress employees face at work place and the affect of role related stress (role conflict, ambiguity and overload) on burnout and employees mental health

METHADODOLOGY: In this study survey method was adopted to collect the data. Web based questionnaire was used to collect the data from the people easily available on the social sites. Sample size of this study was 384 and sampling technique chosen was convenience sampling. To analyze the results frequencies, regression and correlation was studied.

FINDINGS: The purpose of this study was to examine the affect of role related stress (role conflict, ambiguity and overload) on burnout and employees mental health. 4 hypotheses were generated for this study. Stress at work is not a new topic; however it is a great risk of person's wellbeing and prosperity than any time in recent memory before. According to the results stressful environment and stress at work negatively affect the person. Due to stress, employees physical and mental health is affected, employees feel depressed, annoyed and face many diseases like heart attack, anxiety and migraine which lead to death. According to the results, employees who face role stress in terms of over burden or ambiguity at their work feel more burnout. Results also shows that Burnout has been related with different types of employment withdrawal—truancy, goal to leave the activity, and genuine turnover.

PRACTICAL IMPLICATION: The outcome of this research is to point out the impact of burnout on mental health

KEYWORDS: Mental health, Role Stress, Burnout