

BURNOUT

Authored by
Mohammed looti

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Burnout: A Review of its Prevalence, Causes, and Treatment

Burnout is an increasingly common phenomenon affecting people in the workplace and in other areas of life. This review article provides an overview of burnout, including its prevalence, causes, and treatment, and outlines its implications for individuals, organizations, and society.

Prevalence

Burnout is a psychological condition that is characterized by extreme exhaustion, detachment, and a decreased sense of accomplishment (Maslach et al., 2001; Maslach, Jackson, & Leiter, 1996). It has become increasingly prevalent in recent years, with studies indicating that approximately 20-50% of the workforce is affected (Maslach et al., 2001; Schaufeli, Leiter, & Maslach, 2009). In addition, research suggests that burnout is more likely to occur in certain contexts, such as high-stress workplaces and occupations with a high level of responsibility (Maslach et al., 2001; Schaufeli et al., 2009).

Causes

Burnout is typically caused by a combination of factors, including job-related stressors (Maslach et al., 2001; Schaufeli et al., 2009), an imbalance between work and home life (Maslach et al., 2001; Schaufeli et al., 2009), and personality traits such as perfectionism and pessimism (Maslach et al., 2001; Schaufeli et al., 2009). Other potential contributors to burnout include a lack of control over one's work (Maslach et al., 2001; Schaufeli et al., 2009) and a lack of job security or advancement opportunities (Maslach et al., 2001; Schaufeli et al., 2009).

Treatment

The primary treatment for burnout is cognitive-behavioral therapy (CBT) (Maslach et al., 2001). CBT is designed to help individuals recognize and modify their negative thoughts and behaviors, thereby allowing them to better cope with stressors (Maslach et al., 2001). Other treatments include relaxation techniques, such as meditation and yoga (Maslach et al., 2001), and lifestyle modifications, such as exercise and healthy eating (Maslach et al., 2001).

Implications

Burnout has significant implications for individuals, organizations, and society. At the individual level, burnout can lead to a variety of physical and psychological problems, including depression, anxiety, and decreased immune functioning (Maslach et al., 2001; Schaufeli et al., 2009). At the organizational level, burnout can lead to decreased productivity, increased absenteeism, and higher employee turnover rates (Maslach et al., 2001; Schaufeli et al., 2009). Finally, at the societal level, burnout can lead to a decrease in overall quality of life and an increase in health care costs (Maslach et al., 2001; Schaufeli et al., 2009).

Conclusion

Burnout is a common problem that is characterized by extreme exhaustion, detachment, and a decreased sense of accomplishment. It is typically caused by a combination of job-related stressors, an imbalance between work and home life, and personality traits such as perfectionism and pessimism. Treatment typically involves cognitive-behavioral therapy, relaxation techniques, and lifestyle modifications. Burnout has significant implications for individuals, organizations, and society, and should be addressed in order to prevent further negative outcomes.

References

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