

# WORK LIFE BALANCE AND WORKLOAD IN CONTRIBUTING TO EMPLOYEE BURNOUT

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## Abstract

*Burnout syndrome is a growing mental health issue within the medical field, defined by physical, emotional, and mental exhaustion resulting from excessive and stressful work demands. Physical and psychological tiredness frequently comes from reasons such as escalating workloads, lack of clarity, and inadequate time management. This study explores how work-life balance and workload can lead to burnout, focusing on workers who feel burdened at work in Malaysia. These include unfair treatment, a lack of clear instructions or communication, problems with managing time effectively, and problems that escalate at work. In this paper, it will be discussed whether it is true that work-life balance and workload can contribute to burnout. The review identified gaps in the existing literature, highlighting the need for further investigation into the empowerment of job burnout in Kedah. This study seeks to clarify the topic of burnout among employees in Malaysia. This study uses quantitative research as its methodology, and the research design used is a correlational study. One kind of non-experimental where two variables are measured and the statistical relationship between them is evaluated.*

**Keywords:** Burnout, Workload, Work Life Balance, Communication