A Study on the Development of the Balancing Theory of Rustout and Burnout

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Abstract

Purpose: *The study conducted has the following objectives: first, to build a literature review on the topic development of the balancing theory of rustout and burnout; second, to construct a theoretical base and develop a conceptual model which links link rustout, burnout, antecedents of rustout and burnout, moderating factors and its effect on rustout and burnout; finally provide future research opportunity.*

Design/methodology/approach: *A descriptive model with a conceptual framework based on secondary data sources like research papers and websites.*

Discoveries: *This study enlightened the concept of rustout, and why balance must be required between rustout and burnout. The role of creativity and happiness along with the psychological capital helps us to balance these two extreme psychological stresses.*

Practical implication: *The forecast would be a great platform to research rustout and it could be beneficial for the employees, managers, policymakers, companies and government.*

Keywords: *Rustout, Burnout, Job Performance, Under and Over Utilization of human resources, and Psychological Capital.*

Introduction

Rustout is the condition of psychological stress that occurred from the underutilization of the potential of the person who want growth and want to productive and concrete work. Rustout is the condition in which people stop growing personally or professionally. Unlike burnout, result from overdoing, rustout stems from the disuse or underuse of human potential. Michel Brwon stated that "Rustout is the opposite of burnout, Burnout is overdoing Rustout is being and, Rustout occurs when our lives deteriorate through the disuse of our potential." (Brown, 2015) According to Leung "It is the slow death that follows when we stop making the choices that keep life alive and, it just as rust can eventually weaken and destroy the strongest of structures, so can rustout lead to the destruction of even the strongest and most secure human beings." (Leung , Sham, & Chan, 2007)

There are various reasons why people don't act with this experience of rustout and some of them are given below:

- Jobs are mind-numbing,
- Simple and repetitive
- Poor career planning especially at mid stages of career.
- Jobs becoming mechanized with automation technology.

Midcareer Rustout: (Leung , Sham, & Chan, 2007) stated that "The reasons are varied. Perhaps life has presented them with bigger challenges than they could solve. Perhaps a failure caused a major blow to their self-esteem, from which they couldn't seem to recover. Or maybe they just worked too hard for too long."

People suffering from this syndrome have not only become less productive, but they have also totally given up trying to be productive and are now apathetic. They have stopped making personal choices to enrich their lives and have become content just to watch the world pass them by. People can avoid rustout using several techniques. One is to seek the help of other people in dealing with unresolved emotions before they lead to illness and depression. Another technique is for people to develop their own purpose in life so that others will not run their lives for them. It would also be helpful for people to rethink their lives and to get rid of unnecessary things in favour of something better.

Rustout is just the opposite to burnout, burnout means psychological stress resulting from the overburden of work and responsibilities, on the other hand, rustout, is a condition of psychological stress that happened from the under burden or less work.

Rustout occurred when we have many resources but have few challenges, so we are underutilizing our potential.

Symptoms of Rustout

- Productivity slows, mistakes increase and quality suffers.
- Increased sickness and absenteeism.
- Frustration, boredom and apathy at job.
- Depression and daydreaming.
- Routine nature of job.
- Lack of engagement in work.

Burnout happened when the organisation and individual put extra burden or pressure on the resources and potential of the organisation as well as individual. Maslach & Jackson stated that "Burnout was initially a very slippery concept—there was no standard definition of it, although there were a wide variety of opinions about what it was and what could be done about it. Different people used the term to mean very different things, so there was not always a basis for constructive communication about the problem and solutions for it. However, there was actually an underlying consensus about three core dimensions of the burnout experience, and subsequent research on this issue led to the development of a multidimensional theory of burnout" (Maslach & Jackson, 1981).

Burn-out — Development — Rust-out

Few Resources / Many Resources

Many Challenges / Few Challenges

Source: (Brown, 2015)

Rustout it not just opposite to burnout what it has more dangerous consequences, it can destroy the life of individual as rust demolished the strongest structure. It could be slow Poisson for the individual. The certain level of challenges is required to enrich the potential of the individual, that means challenges are help to push the personality of the individual and make him to be connected with the creativity. But when the challenges are absent it results stagnancy and it would be the origin of the rustout. The organisation should provide the platform for the all-individual working in the organisation in which they can use their full potential for the development of their life without harming the goal of the organisation. So, integration of the development can overcome the problem of rustout.

Literature Review

Author Name	Year	Objectives	Research Methodlogy	Findings
Soinia, Pietarinenb, Haverinenb, Jindal-Snaped, & Kontue	2019	The objective of this research study to explore the inter-relation among teacher's experience, burnout symptoms and, perceived teacher working environment.	• Longitudinal Study • Two Year • 2010 • Number: 760 • 2016 • Number: 485	The outcomes show that specialized curriculum educators' accomplished insufficiency in student instructor connections anticipated instructor fatigue, criticism towards the instructor local area and deficiency in understudy educator connections 5 years after the fact. Besides, an apparent decent educator working climate fit anticipated lower scepticism towards the instructor local area 5 years after the fact.
Moyer, Aziz , & Wuensch	2018	This study carried for the find out the firstly, relationships among: • Workaholism • Psychological Capital • Burnout Secondly, draw the all-possible impact of Psychological Capital as a mediator.	**Variable:** • Workaholism • Psychological Capital • Burnout **Data:** From 400 faculty and staff at South Eastern University through a structured questionnaire.	• Negative relationship between workaholism and Psychological Capital • Postive relationship between workaholism and Burnout. • Negative relationship between Burnout and Psychological Capital • Psychological Capital is a significant mediating variable.
Enshassi, Swaity, & Arain	2017	To find out the essential causes of burnout among the professional who was working in Construction Project in the Gaza Strip.	• Sample Size: 320 • Response Rate: 51% • Data: Primary through Structured Questionnaire Randomly targeted construction professional at Gaza Strip • Analysis: EFA and RII were applied.	The result of factor analysis out in three factors: 1. "Emotional Exhaustion" 2. "Depersonalization" 3. "Reduced Personal Achievement" The Study has concluded that highest factor loading for professional's burnout were emotional exhaustion.
Lloyd, King, & Chenoweth	2016	To test the comparative impact of burnout on social workers and health professionals. To investigate factors that add to pressure and burnout among social specialists.	• Qualitative Research • Secondary Data • Various journal and websites	Social specialists might encounter more elevated levels of pressure and coming about burnout than equivalent word related gatherings. Study sated that "Factors distinguished as adding to pressure and burnout incorporated the idea of social work practice, particularly strain among reasoning and work requests and the association of the workplace." There was some proof that management and group support are defensive elements,

Mutkins, R.F., & Thorsteinsson	2015	To find out the degree of relationship among work stressors. To examine the staff emotional response and its impact among the other variables (to behaviour, social & organisational support resources, and staff burnout)	Response: 80 from disability support staff. Variables: - Behaviour - Staff Psychological Stress, - Anxiety, - Depression, - Social Support - Organisational Support - Burnout	Mutkins et all find out in that study "Burnout levels were similar to or slightly lower than normed values for human services staff. Cross-sectional regression analyses indicated that depression symptoms and organisational support were related to worse emotional exhaustion and depersonalisation, whereas less social support was related to less personal accomplishment. Social support satisfaction (but not social support number or organisational support) moderated between high psychological stress to less emotional exhaustion" (Mutkins, R.F., & Thorsteinsson, 2011)
Twenge & Campbell	2014	The reason for this paper is to survey information from 1.4 million individuals who finished character, demeanor, psychopathology, or conduct scales between the 1930s and the present and to talk about what those distinctions might mean for the present work environment.	The information is assembled from research reports utilizing mental scales in the course of the most recent eighty years, principally those utilizing undergrad tests	This study find that "Generation Me (sometimes called Gen Y or Millennial) demonstrates higher self-esteem, narcissism, anxiety, and depression; lower need for social approval; more external locus of control; and women with more argentic traits." (Twenge & Campbell , 2014)
Leung , Sham, & Chan	2013	To find out the various kind of stressor and their existence in estimation process. To explore the impact of job demand stressor in Hong Kong. To evaluate the inter-relationship among the stressors of the construction estimators.	The RO-BO Scale has been used to evaluate the stress at individual's level. The sample size is 163 Construction industry has been targeted.	A significant relationship found between qualitative and quantitative stress level. The Qualitative Job-Demand stress directly affected by Job demand stressors (i.e., Work Under load and Homework conflict) The quantitative stress of estimators indirectly affected by Job demand stressors (i.e., Work Under load and Homework conflict)

Ghorpade , Lackritz , & Singh	2012	To find out the interrelationship between personality and burnout and how personality absorb burnout.	A State University at USA had targeted for data collection through questionnaires. 265 responses collected form faculties and response rate was 30%.	Negative relationships found between: • "Emotional Exhaustion and Extroversion" • "Emotional Exhaustion and Emotional Stability." • "Depersonalization and agreeableness " • "Depersonalization and emotional stability" Positive relationships found between: • Emotional Exhaustion and openness to experience. • Personal accomplishments and extroversion, • Personal accomplishments and conscientiousness, Personal accomplishments and agreeableness, • Personal accomplishments and emotional stability
Maslach, Schaufeli, & Leiter	2011	The objective of this study is to develop the conceptual understating about burnout form all published database.	This is a qualitative study that relies on secondary data from journals and websites.	The emphasis of this study "engagement, which is the polar opposite of burnout, promises to open up new avenues for burnout therapies." Burnout's social focus, solid research foundation, and specific linkages to the work domain.
Ferriero & Powers	2007	To present the overview of the current social sciences literature and applies it to the library reference service setting.	This research is qualitative and based on the secondary data from various journal and websites	The symptoms and preventive measures discussed demonstrate that although burnout potential is great among reference librarians, there are positive measures that can be implemented by individuals,
Koesk, Kir, & Koeske	2009	A presentation of a short (14-item) facet-based, direct measure of job satisfaction that may aid researchers and administration.	Secondary data from various journals and websites has been used as the base of this qualitative research.	A third (two-item) factor has been suggested by the study in order to deal with salary, promotion, and benefits. Lower JSS scores were co-related with "supporting validity among findings with later-measured depression, burnout, and intention to quit one's job. Emotional exhaustion or burnout have been related to job satisfaction or dissatisfaction by two separate studies."

C. & SARROS	2008	Description of the nature of burnout among school teachers, and examination of the extent to which selected job factors predict burnout have been taken as the ground of this study.	A large separate school district in Western Canada conducted a system-wide survey of school-based educators. About 635 teachers and 128 administrators responded.	Study sated that "Both the organizational factors such as work load as well as failure of the job to satisfy the motivational needs of teachers to be challenged and rewarded by their work have been resulted as a cause of burnout as per the findings."

Research Methodology

Nature of Study – The study is conceptual in nature and based on a descriptive research design. It studies the whole scenario of Rustout and Burnout among the management and employees of organisations.

Proposed Source of Data Collection – The study is basically based on a secondary source of data. The major source of secondary data collection: are websites, articles and various journals, data available on the internet, newspapers etc.

Factors/Variables of the Study

Rustout & Burnout	Nature of Job; Permanent and Contract	Happiness	Work-aholism
Age	Experience	Creativity	Public Vs. Private Universities
Gender; Male & Female	Physical and Psychological Health	Self Esteem	Teachers Vs. Administrators
Education Level	Personality Types	Psychological Capital	Working Environment

Statements of the Problem

There is very limited work has done on the Rustout, so adequate sources of literature are not available. The workplace stress has negative impact on the productivity and performance of the individual as well as the organisation but certain level of stress also requires to build quality and enhance performance of individual as well as organisation. The balancing the stress level means somewhere between rustout and burnout are need to explore. Furthermore, the predictors of rustout and burnout of the organisation and its impact on their performance as well as its impact on their personality also need to analysis. Whether the administrator are more facing more burnout as compare to teacher or not similarly teacher are suffering more rustout as compare to administrators need to explore.

Objectives of Study

The primary goal of this conceptual study is to explore the factors that cause rustout and burnout of them and develop a balancing model. There are secondary objectives behind doing this study are as follows:

(1) To identifies common predictors of rustout and burnout.

(2) To develop the conceptual framework with the integration of happiness, workaholic, psychological capital and creativity.

(3) To develop the balancing theory for research.

Research Hypothesis

H_{O1}: Rustout and Burnout have no impact on the differential age group.

H_{O2}: Rustout and Burnout have no impact on the differential educational level.

H_{O3}: Rustout and Burnout have no impact on the differential experience level.

H_{O4}: Different personalities have no impact on the rustout and burnout of academia.

H_{O5}: No relationships between work holism and symptoms of rustout and burnout.

H_{O6}: Happiness has no impact on rustout and burnout.

H_{O7}: Creativity has no impact on the rustout and burnout.

H_{O8}: Self-esteem has no impact upon the rustout and burnout.

H_{O9}: Psychological capital has no relationship with workaholic.

Findings of the Study

This conceptual study develops the framework for empirical research. This framework helps us to understand the balance between rustout and burnout must be required for the organisational effectiveness. It has explored the possible moderating or control variable for the balancing the rustout and burnout.

Conceptual Framework
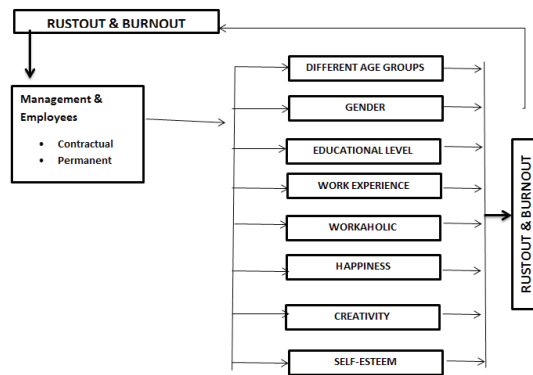
(Source: Researcher Calculations)

Conclusion

Rustout is just the opposite of burnout, burnout means psychological stress resulting from the overburden of work and responsibilities, on the other hand, rustout is a condition of psychological stress that happened from the under burden or less work. Rustout have more dangerous consequences and a balancing strategy should be followed for the reduce its negative outcomes. A happy and creative environment help to reduce both kinds of psychological stress. In the same way, if the personnel of the organization have high self-esteem and workaholic nature also provides the strength to avoid rustout and burnout.

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