

Impact of Employee Burnout on Productivity and Workforce Efficiency: Evidence from Birin Spinning Mills Limited

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Abstract-- In this study we examined how burn-out affects productivity among employees working at "Birin Spinning Mills Limited" which is located at Avinashi, Tamil Nadu. The term burnout encompasses physical and emotional stress due to overworked individuals working under excessive workloads. The effects of burnout include loss of motivation, lower satisfaction with job performance, reduced ability to perform tasks competently also those that are burned out may have a negative impact on teamwork in the workplace, through their effect on the way that other employees interact with them.

A descriptive research design has been followed to conduct this research study, where survey questionnaires were used to collect data from employees (N = 111), to include data relating to employee demographics, as well as emotional status, level of work overload, the amount of teamwork that an employee was involved in, and overall job satisfaction. Data was compiled and analyzed using the Percentage Analysis, Correlation Analysis, Chi-Square Analysis, and ANOVA tests.

Results from the study indicate that an employee's emotion has a positive relationship with his/her productivity, motivations, teamwork, and job satisfaction. Male employees were found to have a different emotional state as compared to female employees, while employees aged thirty-five (35) years and above were found to have a different emotional state than employees between the ages of 18 and 34. Age and experience have no effect on the emotional state of employees. It is concluded from this study that creating a supportive and positive relationship with management through the provision of emotional support, recognition for work done, and positive reinforcement will enhance the productivity of the employees and reduce their likelihood of burnout.

Keywords-- Burnout, Productivity, Efficiency, Emotions, Motivation, Job Satisfaction.

I. INTRODUCTION

An organization's most significant asset is its employees. An employee's efficiency and drive are critical to an organization's success. An employee's physical and emotional wellbeing directly impact an organization's productivity and performance. Workers who are subject to a continuous pattern of stress, long hours worked, and heavy loads carried will experience a symptom of wage labour burnout (i.e., mental exhaustion and emotional stress).

Burnout not only has the potential to hinder an employee's ability to perform at their highest level, but also to reduce their concentration, passion for the job, and loyalty to the company. Burnout demonstrated itself in an employee's diminished motivation to work, increased absenteeism, and increased turnover rates all of these negatively impact the organisation's overall performance.

The textile sector, and in particular the spinning mill sector, has employees working physically demanding jobs under conditions of constant stress placed on them to deliver large quantities of yarn products of high-quality standards therefore, an employee at Birin Spinning Mills Limited typically suffers from exceptional physical demands and stress caused by the requirement of constantly fulfilling the production/quality expectations of the organisation. These working conditions provide the employee with numerous opportunities for burnout.

This research will examine the effects of employee burnout and how it affects the employees working in Birin Spinning Mills Limited on their productivity and efficiency levels, as well as how they relate to factors such as emotional well-being, motivation, teamwork, and job satisfaction. The goal of this research is to help manage employee burnout at Birin Spinning Mills Limited, as well as improve overall employee welfare through the implementation of effective methods of reducing the likelihood of burnouts occurring among staff members.

II. STATEMENT OF THE PROBLEM

There is a lot of pressure placed on manufacturing workers because of the large amount of work that needs to be accomplished, the long hours they are required to work, and the demands of production deadlines. Workers in these positions experience significant amounts of physical strain, and they are subject to physical and emotional exhaustion and mental exhaustion, resulting from the stress of handling excess amounts of work.

When employees experience chronic stress, they may eventually be pushed past the tipping point of burnout, which significantly reduces their ability to perform at work, as well as their productivity level.

Currently, there have been no studies done that look into employee burnout and the effects of employee burnout on performance for Birin Spinning Mills Limited. Consequently, this study will investigate the impact of employee burnout on the efficiency of employees, their motivation, team collaboration, and job satisfaction and will also identify strategies to alleviate the negative impacts of employee burnout.

III. REVIEW OF LITERATURE

Reshma Sathian and Dr. S. Uma Maheswari (2023) found that individuals who maintain a balance between work and home life are less likely to experience burnout or stress, as well as maintain high levels of motivation and productivity. As such, the authors recommend that companies create an environment in which employees can have the flexibility to create their own schedules as well as provide an environment conducive to employee enjoyment in order for employees to be more satisfied with their job and less likely to experience burnout.

M. Kishor Kumar and Dr. M. Nagalakshmi (2025) indicate that when employees are able to maintain balance between their personal and professional lives they experience increased morale and reduced stress levels. The findings from their research indicate that when employees participate in various wellness programs, support networks for employees, and utilize counseling, their job performance is enhanced and they are less likely to experience burnout.

Meenaloshini P and Dr. K. Subramaniam (2025) indicate that women who work in the textile industry, due to no balance between their work and personal lives and the long hours they work, suffer from extremely high levels of stress. The researchers concluded that organizations must implement policies that foster the well-being of female workers, such as providing access to resources that create a positive environment for their employees and establishing policies that foster work-life balance, in order to alleviate employee burnout.

Dr A Y Kettiramalingam and Ms Dhivya M (2025) stated the leading causes of burnout for textile managers included occupational stress, workload, and job insecurity and that training for leaders and developing employees would increase the managers ability to cope with work pressures.

Harmandeep Kaur & Adnan ul Haque (2024) stated that there was significant evidence that job stress had a negative impact on an individual's performance as well as increased their likelihood of experiencing burnout.

As such, the researchers suggested that organizations should take steps to manage workloads more effectively and provide opportunities for employees to have counselling sessions, and also improve communication to promote job satisfaction and productivity.

Dinesh Kumar Yadav & Dr. Ashish Rai (2023) has demonstrated how poor leadership, outdated technology and lack of recognition negatively affect the morale and productivity of employees working in the manufacturing industry. Recommendations made by the authors included improving technology and providing positive reinforcement for employees' contributions as a way of enhancing employee productivity.

IV. OBJECTIVES OF THE STUDY

- To research how burnout affects the productivity and efficiency of employees at Birin Spinning Mill Limited.
- To determine the effects of Burnout on Team Cooperation and Motivation
- To determine how Burnout affects Employee Satisfaction within an Organisation.
- To explore the influence of demographic factors on Employee Emotions and Productivity.

V. RESEARCH DESIGN

A descriptive research method was utilized for this study to discover how burnout relates to performance. Primary data for the study was collected through a structured questionnaire based on a five-point Likert scale, which was administered to 111 employees. In addition, secondary data were gathered from journals, reports, and online publications related to burnout and productivity. A simple random sampling technique was adopted to ensure equal opportunity for employees from all departmental areas, including Production, Human Resources, Accounting, Sales, and Support Staff, to participate in the study.

Statistical Tools Used

- Correlation Analysis
- Chi-square Test
- ANOVA

VI. ANALYSIS

Correlation Analysis

Null Hypothesis (H₀): Employee Emotions do not have an impact on Productivity & Efficiency.

Alternative Hypothesis (H₁): Employee Emotions impacts on Productivity & Efficiency.

TABLE 1:
RELATIONSHIP BETWEEN EMPLOYEE EMOTIONS AND PRODUCTIVITY & EFFICIENCY

Correlations			
		Employee Emotions	Productivity & Efficiency
Employee Emotions	Pearson Correlation	1	.198*
	Sig. (2-tailed)		.038
	N	111	111
Productivity & Efficiency	Pearson Correlation	.198*	1
	Sig. (2-tailed)	.038	
	N	111	111
Correlation is significant at the 0.05 level (2-tailed)			

Interpretation:

The data finds a substantial, positive relationship between how workers feel and how effectively they perform at work ($r = 0.198$ $p = 0.038$). Workers who are happier and/or more satisfied, tend to have greater concentration, productivity and higher quality work. A manager who provides support, recognition and fosters positive relationship(s) with

employees creates positive emotional health, which results in improved job performance and benefits for the organisation as a whole.

Null Hypothesis (H₀): Employee Emotions do not impact the employee's Motivation & Teamwork.

Alternative Hypothesis (H₁): Employee Emotions impacts the employee's Motivation & Teamwork.

TABLE 2:
RELATIONSHIP BETWEEN EMPLOYEE EMOTIONS AND MOTIVATION & TEAMWORK

Correlations			
		Employee Emotions	Motivation & Teamwork
Employee Emotions	Pearson Correlation	1	.310**
	Sig. (2-tailed)		<.001
	N	111	111
Motivation & Teamwork	Pearson Correlation	.310**	1
	Sig. (2-tailed)	<.001	
	N	111	111
Correlation is significant at the 0.01 level (2-tailed)			

Interpretation:

Employee emotion has a strong positive correlation (correlation coefficient of 0.310 with a significance level of $p < 0.001$) to teamwork & motivation happy emotionally stable employees are more likely to be motivated and cooperate well with others than are their unhappy and/or emotionally unstable colleagues.

Another major influence on an employee's emotional stability, teamwork and performance is a manager providing a supportive work environment including recognizing meets and/or exceeds job expectations.

Null Hypothesis (H₀): Employee Emotions do not impact the employees Job Satisfaction.

Alternative Hypothesis (H₁): Employee Emotions impacts the employees Job Satisfaction.

**TABLE 3:
RELATIONSHIP BETWEEN EMPLOYEE EMOTIONS AND JOB SATISFACTION**

Correlations		Employee Emotions	Job Satisfaction
Employee Emotions	Pearson Correlation	1	.290**
	Sig. (2-tailed)		.002
	N	111	111
Job Satisfaction	Pearson Correlation	.290**	1
	Sig. (2-tailed)	.002	
	N	111	111
Correlation is significant at the 0.01 level (2-tailed)			

Interpretation:

Results of the research indicate a high positive correlation ($r=0.290$, $p=0.002$) between employees' emotional states and their level of job satisfaction. Employees feeling happy and having elevated levels of happiness (positive emotional states) tend to report being more engaged with their job(s), motivated to do their job(s), and satisfied with their job(s). When employers provide an environment where employees feel supported, recognised for their contributions, treated fairly, and provided opportunities for advancement, it

increases employees' mental well-being and job satisfaction, resulting in decreased levels of stress, employee turnover, and absenteeism and subsequently leading to greater overall success for organisations.

CHI-SQUARE Analysis

Null Hypothesis (H₀): Demographics factors does not influence Employee Emotions.

Alternative Hypothesis (H₁): Demographics factors influence Employee Emotions.

**TABLE 4:
ASSOCIATION BETWEEN DEMOGRAPHIC FACTORS AND EMPLOYEE EMOTIONS**

Test Statistics				
	Age Group	Gender	Experience	Employee Emotions
Chi-Square	5.505 ^a	8.658 ^b	2.477 ^a	115.901 ^c
df	3	1	3	13
Asymp. Sig.	.138	.003	.479	<.001

Interpretation:

Through Chi-Square analysis it was found that, as it relates to Employee's emotions, Gender ($p<0.001$ 8.658) had a statistically significant association, while Age ($p=0.138$ 5.505) and Work Experience ($p=0.479$ 2.477) did not appear to be significantly associated. Overall ($p<0.001$), however, there were very strong differences in how Employees express their emotions at work.

Anova Analysis

Null Hypothesis (H₀): There is no difference in Productivity & Efficiency across different Age Groups or levels of Experience.

Alternative Hypothesis (H₁): There is a difference in Productivity & Efficiency across different Age Groups or levels of Experience.

**TABLE 5:
 EFFECT OF AGE GROUP AND EXPERIENCE ON PRODUCTIVITY & EFFICIENCY**

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Age	Between Groups	21.777	16	1.361	1.059	.405
	Within Groups	120.781	94	1.285		
	Total	142.559	110			
Experience	Between Groups	18.282	16	1.143	.983	.482
	Within Groups	109.304	94	1.163		
	Total	127.586	110			

Interpretation:

Given that both F-statistics were less than 1.0, this indicates that the differences observed were likely due to random variations, as both p-values were above the acceptable threshold of 0.05. As a result, it can be concluded that productivity and efficiency remained relatively constant regardless of either age or amount of experience, while outside factors, such as job-related skills, motivational level, and the physical working condition of an individual's work area, will have a greater effect on their overall performance than age or experience.

VII. SUGGESTIONS

Findings from the study indicate that Birin Spinning Mills Limited's development of a culture of positivity and increasing its workplace culture through leadership, providing feedback and recognition for accomplishments can assist the organisation develop its overall culture through leadership, providing positive feedback for performance and recognising accomplishments.

The use of wellness programs, opportunities to engage in social interactions and encouraging emotional wellness will help to provide employees with additional motivation, enhance team cohesion, increase productivity and improve their level of job satisfaction.

HR policies currently do not adequately address specific gender needs. HR should provide policies that support the various needs of both genders as gender is one area that strongly influences employee emotions. Employee engagement and commitment can be increased by promoting positive interactions between employees through open communication, team-building activities, and recognition of contributions. Conducting regular surveys to measure employee satisfaction enables the organization to identify the needs of its employees and implement successful initiatives that will motivate, engage and inspire the organization's employees to perform at their best.

VIII. CONCLUSION

The research demonstrates that Birin Spinning Mills Limited's employees are highly skilled workers who possess significant talent and commitment.



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It also shows that Birin Spinning Mills Limited can increase employee productivity, motivation and efficiency by providing emotional wellness, recognising their employee's work and offering a supportive leadership style. By continuing to place emphasis on the health and wellness of their employees, appreciating and acknowledging their contributions to the success of the business and employing positive leadership skills, Birin Spinning Mills Limited will be able to develop an engaged workforce and increase job satisfaction while also building a foundation for long-term success in the textile sector.

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