

# Investigation of organizational and personal factors of professional burnout of personnel in the consulting organization

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## Abstract

Professional burnout is a process of gradual decrease in the intensity of emotional, cognitive and physical energy, accompanied by emotional, mental exhaustion and physical fatigue, personal detachment and a decrease in satisfaction in the employee's work in the organization. Professional burnout of employees of the consulting companies is characterized by a decrease in the evaluation of competence and the value of their activities, emotional exhaustion. The following factors have the greatest influence on the formation and development of this state: material satisfaction with work (the probability of developing the syndrome of professional burnout increases with an increase in the level of material satisfaction, since a career growth and, accordingly, salaries assume greater responsibility and additional workload), marital status (the persons being in a registered marriage have a lower level of professional burnout than those who are in a civil marriage and have no relationships), state of health (health problems contribute to the emergence of professional burnout syndrome), work experience in the company (more experienced employees have a less pronounced professional burnout syndrome). The organizational factors of professional burnout are inconsistency of work performed with salaries, high load, multitasking. Role factors have little effect on the professional burnout of employees of the consulting companies.

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## Keywords

Labor efficiency, Material satisfaction with work, Organizational factors, Personal factors, Personnel, Professional burnout, Role factors

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