

THE RELATIONSHIP BETWEEN BURNOUT SYNDROME AND TURNOVER INTENTION: A REVIEW OF LITERATURE

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Abstract

Burnout syndrome which is a set of undesirable behaviors that is developed mentally and physically by the employees towards their job and environment is one of the major problems faced by the organizations recently. Turnover intention is a destructive and active action showed by the employees when they are unsatisfied with their job conditions. Although a turnover intention is accepted as a direct sign of turnover behavior in literature, there are various factors contributing to the development of that behavior. Burnout syndrome is one of the most striking factors of all. Nowadays, people suffering from burnout syndrome change their attitude towards their current job and they develop a turnover intention.

The aim of this study is to examine the relationship between burnout syndrome and turnover intention. For this purpose, the researches done on this subject in Turkey have been examined and the results have been evaluated. As a result of the evaluation, it is concluded that turnover syndrome has a highly strong and positive impact on turnover intention. In other words, most of the employees who are suffering from a burnout are observed to have a turnover intention.

Key Words: Burnout Syndrome, Turnover Intention, Burnout, Intention to Quit