EMPLOYEES BURNOUT AND INTENTION TO LEAVE: IN SET OF BANKING ORGANIZATIONS IN PAKISTAN

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ABSTRACT

This paper provides a comprehensive overview of employees’ burnout in set of banking organizations and how this burnout constitutes the intentions to leave the organization. The purpose of this study is to investigate the relationship between the factor of burnout and its causal effect as intention to leave. Our sample consists of 126 respondents from the set of banking organizations like HBL, UBL, NBP, Allied Bank Ltd, Bank Al-Habib Ltd, MCB Bank, Bank Alfalah Ltd, Faisal Bank, Meezan Bank Ltd, Pak-Askari Bank, Silk Bank and Standard Charter. The present study found out the positive relationship between the employees burnout and intention to by using regression and correlation analysis. A significant impact has been observed for independent variable burnout (job demand, exhaustion, social support and job security) over dependent variable as intention to leave. It depicts that if there exist burnout among employees the intention to leave organization would raise and vice versa.

KEYWORDS: Burnout, Banking, Regression, Intention to leave, Pakistan.