

'Organisational burnout undermines productivity and employee morale'

How big of an issue is burnout in the workplace? Burnout has emerged as a pervasive and pressing issue in today's workplaces, affecting employees across various industries and organisational settings.

According to the World Health Organization (WHO), burnout is characterised by feelings of exhaustion, cynicism, and reduced professional efficacy. Studies indicate that burnout rates have been steadily increasing in recent years, with a significant proportion of employees reporting symptoms of burnout. **How much should this be a call to action for employers?** Workplace burnout not only takes a toll on individual employees but also exacts a significant cost on organisations in terms of productivity, employee turnover, and healthcare expenses.

Therefore, addressing burnout should be a top priority for employers. By fostering a culture of well-being and implementing strategies to prevent and mitigate burnout, employers can promote employee engagement, satisfaction, and organisational success.

What are the consequences of ignoring workplace burnout? Ignoring workplace burnout can have far-reaching consequences for both em-



ASK THE EXPERT

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Psychotherapist,
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ployees and organisations. From an individual perspective, burnout can lead to decreased job satisfaction, increased absenteeism, and higher employee turnover rates.

Moreover, burnout is associated with a range of adverse physical and mental health outcomes, including depression, anxiety, cardiovascular problems, and compromised immune function.

On an organisational level, burnout undermines productivity, innovation, and employee morale. High rates of burnout contribute to increased healthcare costs, decreased employee engagement, and diminished organisational performance. Furthermore, unchecked burnout can tarnish an organisation's reputation and hinder its ability to attract and retain top talent. **What can employers do to address and prevent workplace burnout?** Employers play a pivotal role in creat-

ing a work environment that promotes employee well-being and prevents burnout. Some proactive steps employers can take include:

- Promoting work-life balance
- Fostering a supportive culture
- Offering resources for stress management
- Encouraging breaks and taking time off
- Addressing workload and job demands

By taking proactive measures to address and prevent workplace burnout, employers can create a healthier and more productive work environment for their employees.

Workplace burnout is a significant issue that demands attention and action from employers. By prioritising employee well-being, fostering a supportive culture, and implementing strategies to prevent burnout, employers can create a thriving workplace where employees can flourish and contribute to organisational success. Prioritising employee well-being isn't just humane; it's a strategic imperative in combating burnout.

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* The views/suggestions/opinions expressed in the article are the sole responsibility of the experts

SUDOKU CHALLENGE

Level: Medium

		1	5	6	9	7		
	6		1	7	4		3	
8		2				3		9
	4						6	
3	6				8		7	
	2		6	4	7			8
		3	8	5	1	2		

HOW TO PLAY

Fill in the grid so that every horizontal row, every vertical column and every 3x3 box contains the digits 1-9, without repeating the numbers in the same row, column or box. You can't change the digits already given in the grid. Every puzzle has one solution.

TIMES KAKURO

7	11	20	17		12	27	4	9	
22					7			10	
	26				16		7		12
	13	9	23			15			
12					13		33		
	15		20		18			14	
		11		16					4
			17	4		19			
			7			7			

HOW TO PLAY

The numbers in the coloured squares refer to the sums of the digits that you must fill into the empty spaces directly below or to the right of the coloured square containing the number. For instance, in the given example, the 2 boxes below 12 must contain 2 digits that add up to 12, whereas for 20, the 3 boxes placed horizontally next to it must add up to 20. No zeroes are used here, only the digits one through nine.

Note: A digit cannot appear more than once in any particular digit combination. For instance in the example, we cannot have the combination of 8+4+8 for 20.

12			

Example



ARIES

Your initiative mixes superbly with your people skills, so do reach out and see where it takes you.

This can also be a time when professional fortunes may be linked to unusual people or jobs. In love, things continue to revolve around one individual, whether in your imagination or in person. But either you or they could be showing an independent streak, which can see the situation oscillate between passion plays, to door slamming.



TAURUS

You can either drift and let things take their own course, or organise today with a plan. You will be entertaining, so be prepared for a phase of visits, domestic and other activities. Make sure of your facts before you make an important commitment. Wednesday/Thursday are days which should be rejected for any kind of important event/assignment/meeting. From Wednesday, the situation looks quite better.



GEMINI

Money flows in smoothly, and so do new avenues for making more money. Those in love continue to have a smooth ride. You could be crisper in your approach; in fact, if something needs saying, you are likely to be the person who cuts through the waffle and tells it as it is. Rather than people going round and round in circles, you'll provide the impetus to sort things out.



CANCER

Complete all pending short-term tasks immediately, as you have a very short favourable period this week, and the going gets tough from next week. Trading, selling, or signing contracts is favoured this week. There is a part of you that would prefer to avoid outright confrontation, and yet ironically, when things do come to a head, you can be much more strident, sometimes surprisingly so. More importantly, it is crucial to put some kind of order into orbit and create a positive feeling among those with whom you share your ideas.



LEO

The Sun is aspecting your *rashi*, thereby protecting you somewhat from the adverse influences surrounding you this week. Guard against

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mischief from females and female servants/subordinates. Travel seems to feature strongly, whether for personal or professional purposes. Whatever the objectives, they are likely to be fulfilled. Some worry is seen on the family front, particularly concerning your spouse or their health, perhaps.



VIRGO

You will need to adjust your long-term career objectives in accordance with your domestic environment, which is lacking at the moment. As much as there may be some

things that you want to change, there may be others that come from instinct. This can cause a little bit of chaos, but only because you'll be reacting to deeper needs. Keep sorting out any problems, and your gradual efforts will guarantee some rewarding results.



LIBRA

Financial matters continue to remain good, as this also seems to be quite a lucky week on the romantic front. For those studying, scholastic

achievements may face impediments. This is a perfect time to consider adding a special touch to your appearance. A new job, pay raise, or promotion is possible. If you have a big decision to make, don't hesitate to seek advice. Someone may be waiting on a decision from you, and typical of your sign, you won't want to be in too much of a hurry to come to this. But equally, if the situation affects them too, it wouldn't be right to keep them hanging.



SCORPIO

Are you being just a little bit too serious about relationships? It's not worth it right now as you are more likely to be misunderstood. Also, this is a tricky period in your relationship, at least until next week; any disputes now might lead to break-ups. Money you have been waiting to receive may need chasing up. Whatever assurances have been giv-

en to you in the past, try to hold people accountable. Tighten your grip on the situation.



SAGITTARIUS

Although certain events and developments have seemed fated, you are beginning to see some good signs. Do not lose sight of what you have already achieved and highlight your amusing side and self-encouragement. Businessmen may have to deal with lawsuits, but serious and meaningful discussion and resolution on practical terms are possible now, as Venus is favourable. There is every reason to override whatever seems negative.



CAPRICORN

You are about to enter a worthwhile phase for contacting like-minded hearts. Also, the trend will be curiously interesting, particularly if you take up any extra learning or simply opt for some social adventures. Whatever has recently fizzled out or been the cause of inner-searching will provide you with extra space to highlight other activities. Try to sort out duty-bound schedules so that you don't feel overburdened.



AQUARIUS

Keep networking your talents. Attempting to fast-track your career can take its toll. Slow down; doing too much can cause stress and tension. Keep a close eye on expenditure. If life feels like a minor struggle, just remember that perseverance will pay off. You will be looking for deeper answers than usual. You need intense intimate connections in your life with partners who are able to match your emotional depth and yearnings.



PISCES

This may be a quiet week, provided you deal with your domestic issues and home matters in the proper perspective and are not rash in your behaviour. You are likely to be slightly short-tempered on the 11th and 12th, so avoid financial deals on these days. Make time for reflection, and the need to plan ahead and self-confidence will grow. Not everything will fall into place. If you need to exchange views or seek advice, you should be able to unravel some of your concerns. There is greater scope for self-assertion, but don't be too stubborn or forceful.

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EVENTS

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HERE, IT
ISN'T
HAPPENING**

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SCRAMBLE

Rearrange the letters in the four word jumbles, one letter to each square/circle, to make four ordinary words

DLRAE

OOWNS

DIALED

EEHNSM

HOW TO PLAY

Now arrange the letters in the circles to form the answer to the riddle or to fill in the missing word as indicated

Never let the ___ of tomorrow interfere with the pleasures and excitement of today - Meredith Wilson (7)

SOLUTIONS TO GAMES/PUZZLES

TIMES SUDOKU

6	7	3	8	5	1	2	4	9
1	2	4	7	8	9	3	5	6
3	8	5	2	6	4	9	1	7
7	1	9	3	2	5	8	6	4
2	5	6	9	1	3	7	4	8
4	9	8	6	1	7	2	3	5
8	6	2	4	1	7	3	5	9
5	3	9	4	1	7	2	8	6
9	2	7	8	6	9	1	5	3

TIMES KAKURO

4	2	1	2	4	8	3	1	2	3
1	4	8	3	6	4	7	2	5	9
5	6	8	5	1	6	2	7	3	4
2	3	9	1	5	6	2	4	7	8
6	9	1	2	5	4	7	3	8	6
3	8	6	9	1	2	4	7	5	3
7	2	3	9	1	5	6	2	4	8
4	2	1	2	4	8	3	1	2	3
1	4	8	3	6	4	7	2	5	9

LOOP THE LOOP

×	×	×	×	×	×	×	×	×	×
×	×	×	×	×	×	×	×	×	×
×	×	×	×	×	×	×	×	×	×
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×	×	×	×	×	×	×	×	×	×

SPELLATHON

BETWIXT, brie, ext, text, twi

SCRAMBLE

Wilson
and excitement of today - Meredith
Answer: Never let the demands of tomorrow interfere with the pleasures of today - Meredith Wilson