

Burnout Culture among Corporate Workers: A Review on the Impact of Work-Related Stress on Employee Performance and Productivity

Piyali Banerjee¹, Arundhuti Ghosh², Arpan Sarkar³, Arindam Das⁴, Arijit Pal⁵

As the workplace is faced with increased workloads and changing values, burnout has of late become a concern. When stress surmounts, people feel drained, lose their passion, and find their mental well-being suffer. This paper reviews the literature on the impact of work-related stress on employee performance and productivity.

This study uses Scopus Indexed Publications to study the global research trends on the impact of job-related stress on employee performance and productivity from 2015-2025. The first 20 research papers on the given topic were selected across multiple nations in the world and eminent researchers in the stress research fraternity from the google scholar website.

Results from the study of the various research papers indicate that employees tend to work with burnout, which reduces efficiency, engagement, and productivity, as well as poses health implications in the long run. The literature also proposes solutions such as support, psychological safety, workload management, and proper resource alignment. On top of that, this review paper proposes additional solutions to address burnout such as digital disconnection, early-career employee mentorship, and shifting burnout perception from a personal to a cultural problem. This paper holds practical implications for various organizational leaders, future managers and policy makers.

Keywords: Burnout; Workplace Stress; Employee Productivity; Organizational Support; Work-Life Balance.