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EMPLOYEE WELL-BEING VS BURNOUT IN THE HYBRID WORK ERA: A PREDICTIVE ANALYTICS STUDY

¹Nischay Savita, ²Dr. Alpana Srivastava

¹MBA Student, ²Professor,

²Amity Business School, Amity University Uttar Pradesh, Lucknow, India

Abstract: The sudden and permanent integration of decentralized work arrangements has fundamentally altered the psychological landscape of the modern workforce. While hybrid models promise unparalleled flexibility, they simultaneously introduce severe cognitive stressors tied to digital tethering. This research paper leverages predictive analytics to empirically investigate the primary catalysts of occupational burnout among corporate professionals navigating these boundaryless environments. Utilizing an exploratory pilot sample of 30 respondents, the study applies Pearson Correlation diagnostics to evaluate the real-world accuracy of the Job Demands-Resources (JD-R) framework and the Conservation of Resources (COR) theory within the Indian corporate context. The statistical outputs indicate a moderate positive association between daily screen exposure and digital fatigue ($r = 0.2510$), alongside a comparable link between unmanageable task perception and exhaustion ($r = 0.2921$). However, the most critical discovery of this paper is the strong inverse correlation linking work-life balance erosion directly to severe burnout ($r = -0.4277$). These empirical findings confirm that the structural inability to disconnect from professional duties acts as the heaviest drain on employee resilience. The data proves that burnout in a hybrid setting is not just a factor of workload, but explicitly a symptom of destroyed psychological boundaries. Consequently, this signals an urgent need for organizations to implement strict boundary-protection policies rather than superficial wellness initiatives. By enforcing a strict "Right to Disconnect," human resource departments can effectively mitigate the predictive indicators of burnout before they lead to widespread human capital attrition.

Index Terms - Occupational Burnout, Predictive Analytics, Hybrid Work, Work-Life Balance, Technostress.

INTRODUCTION

Corporate architecture is no longer defined by physical office spaces. The rapid transition toward remote and hybrid operations has successfully uncoupled human productivity from traditional desk hours. Yet, this geographical freedom has come at a steep psychological price. For many professionals, particularly those operating within the dynamic constraints of modern households, the home has morphed into a 24/7 corporate satellite. The physical commute, which once served as a natural mental buffer between personal time and professional obligations, has vanished. In its place, a culture of "technostress" has taken root. Employees often feel a persistent pressure to remain digitally visible to management, leading to artificially extended workdays. This paper adopts a purely predictive, data-driven methodology to examine this crisis, mathematically measuring how specific operational demands directly predict spikes in emotional exhaustion.

OBJECTIVES

1. To predict the impact of daily screen time intensity and perceived invisible workload on digital fatigue among hybrid workers.
2. To mathematically establish the correlation between the erosion of work-life boundaries and occupational burnout utilizing the Pearson correlation coefficient.

SCOPE OF WORK

This study focuses on analysing the psychological stressors faced by corporate professionals operating within hybrid and fully remote work models. The scope is specifically limited to measuring emotional exhaustion and digital fatigue, utilizing a predictive analytics framework to assess immediate human capital risks within the modern workforce.

REVIEW OF LITERATURE

To ensure high academic rigor, this investigation anchors its hypotheses to two widely respected frameworks within organizational psychology: the Job Demands-Resources (JD-R) Model and the Conservation of Resources (COR) Theory. Originally conceptualized by Demerouti et al. (2001), the JD-R model argues that workplace stress is the direct result of an imbalance. When job demands—such as high task volume, intense screen time, and the pressure of performative presence—overwhelm the available job resources, the employee inevitably spirals toward burnout. Within the hybrid context, digital communication tools function as relentless job demands that require unbroken cognitive focus. Complementing this is Hobfoll's (1989) Conservation of Resources (COR) theory, which provides a lens for understanding energy depletion. According to COR, humans possess a finite amount of psychological energy. Stress occurs when these resources are threatened or actively drained without an opportunity for replenishment. In a decentralized work model, boundary spanning—such as replying to manager emails at midnight—destroys the recovery phase. The employee continuously bleeds cognitive energy without a designated period for psychological detachment.

STUDY AREA

The primary study area encompasses corporate professionals currently transitioning between physical office spaces and home-based work setups. There is a contextual focus on the dynamics of modern Indian households, including those located in tier-2 corporate hubs such as Lucknow, where finding isolated, boundary-free workspaces presents unique demographic challenges.

METHODOLOGY

To capture the nuances of hybrid exhaustion, this research employed a quantitative, exploratory design. Primary data was harvested via a structured, self-administered digital instrument. The final dataset consists of 30 corporate professionals operating across a spectrum of in-office, hybrid, and fully remote capacities.

The questionnaire utilized a standardized 5-point Likert scale to measure subjective perceptions regarding Daily Screen Time Intensity, Perceived Workload, and Work-Life Boundary Maintenance against Occupational Burnout. Microsoft Excel's Data Analysis Toolpak was deployed to compute the Pearson Product-Moment Correlation (r) for the defined variable pairings, allowing for a clear assessment of directional predictive trends.

DATA ANALYSIS

The empirical phase of this study was dedicated to identifying mathematical relationships between modern digital stressors and negative well-being outcomes.

Table 1: predictive correlation matrix of hybrid stressors

Independent Variable	Dependent Variable	Pearson Coefficient (r)	Directional Impact
Screen Time Intensity	Digital Fatigue	+ 0.2510	Moderate Positive
Perceived Workload	Occupational Burnout	+ 0.2921	Moderate Positive
Work-Life Balance Erosion	Occupational Burnout	- 0.4277	Strong Inverse

The statistical outputs provide clear validation for the proposed hypotheses. A positive correlation ($r = 0.2510$) exists between heavy screen exposure and the onset of digital fatigue. Furthermore, the perception of an unmanageable workload positively drives burnout ($r = 0.2921$). However, the most significant statistical revelation is the robust negative association ($r = -0.4277$) between the maintenance of work-life boundaries and occupational burnout.

CONCLUSION

This metric serves as a mathematical proof of concept for the COR theory in the digital age. It explicitly demonstrates that as an employee's ability to separate personal life from professional duties decreases, emotional exhaustion spikes aggressively. When the boundary dissolves, the cognitive recovery phase is eliminated, trapping the worker in a continuous state of resource depletion. Occupational burnout in the hybrid era is a structural failure, not a personal one.

LIMITATIONS

While this study provides strong directional predictive trends, it is bounded by the parameters of an exploratory pilot sample size (N=30) and cross-sectional data collection. Future studies should expand this sample size to validate these predictive links across a wider variety of industrial sectors.

RECOMMENDATIONS

To sustainably protect human capital, organizations must pivot toward aggressive, policy-driven interventions. Leadership must legally and culturally enforce a "Right to Disconnect," implementing strict blackout hours for internal emails to guarantee employee recovery time. Additionally, performance appraisal metrics must be entirely divorced from "online visibility" and anchored strictly to objective output.

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