THE PERCEPTION OF LASSITUDE AMONG ENTREPRENEURS

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ABSTRACT

An entrepreneur's life is fairly stressful. Most of it is self-induced. Burnout among entrepreneurs and owners of medium-sized businesses is a huge problem in India, and many proprietors are unaware or unable to acknowledge they are at risk. If business owners fail to act on symptoms stemming from work-based anxieties and demands that are running them down, they are more likely to slip into clinical depression. Most entrepreneurs don't like to think about these huge consequences burnout can have for both the business and its founder. They invest little in preventative measures and address the problem only once disaster has struck. So many people with this and often they don't understand they are not getting enough balance; they just think how they’re feeling is normal. This article has to help ensure business success to the entrepreneur and to avoid their burnout.

Key words: Perception (Concept), Lassitude (Job Burnout), Personality, Signs, Symptoms, Causes and Preventions.


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1. INTRODUCTION

Burnout is known to be a response to interpersonal stressors on the job in which an overload of contract with people results in changes in attitudes and behaviors towards them. Several studies have been conducted on burnout. This generally translates into weakened stamina, emotional exhaustion and feelings of despair and helplessness which in turn causes the appearance of a negative attitude. Such negative attitude
develops towards oneself, as well as towards one’s work, life and health. Burnout is related to attribution from the profession, absenteeism and reduced care for the entrepreneur as well as physical and psychological Symptoms. Burnout occurs as a result of unrelieved work stress or when stress persists and is not managed effectively. No one is immune to burnout and any one of entrepreneur at any level can be victim of job burnout.

2. MEANING OF BURNOUT
Burnout is a state of emotional, mental, and physical exhaustion caused by excessive and prolonged stress. It occurs when they feel overwhelmed and unable to meet constant demands. As the stress continues, begin to lose the interest or motivation that led to take on a certain role in the first place.

- Burnout reduces their productivity and saps the energy, leave feeling increasingly helpless, hopeless, cynical, and resentful. Eventually, also they may feel like have nothing more to give.
- Most of us have days when we feel bored, overloaded, or unappreciated; when the dozen balls we keep in the air aren’t noticed, let alone rewarded; when dragging ourselves out of bed requires the determination of Hercules. If they feel like this most of the time, however, they may have burnout.

3. THE DIFFERENCE BETWEEN STRESS AND BURNOUT

- Burnout may be the result of unrelenting stress, but it isn’t the same as too much stress. Stress, by and large, involves too much: too many pressures that demand too much of you physically and psychologically. Stressed people can still imagine, though, that if they can just get everything under control, they’ll feel better.
- Burnout, on the other hand, is about not enough. Being burned out means feeling empty, devoid of motivation, and beyond caring. People experiencing burnout often don’t see any hope of positive change in their situations. If excessive stress is like drowning in responsibilities, burnout is being all dried up. While usually aware of being under a lot of stress, they don’t always notice burnout when it happens.

4. STRESS VS. BURNOUT

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<tr>
<th>Stress vs. Burnout</th>
<th>Stress</th>
<th>Burnout</th>
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<tbody>
<tr>
<td>Characterized by over engagement</td>
<td>Characterized by disengagement</td>
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<tr>
<td>Emotions are over reactive</td>
<td>Emotions are blunted</td>
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<td>Produces urgency and hyperactivity</td>
<td>Produces helplessness and hopelessness</td>
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<tr>
<td>Loss of energy</td>
<td>Loss of motivation, ideals, and hope</td>
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<tr>
<td>Leads to anxiety disorders</td>
<td>Leads to detachment and depression</td>
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<td>Primary damage is physical</td>
<td>Primary damage is emotional</td>
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<td>May kill you prematurely</td>
<td>May make life seem not worth living</td>
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5. WARNING SIGNS AND SYMPTOMS OF BURNOUT
Burnout is a gradual process that occurs over an extended period of time. It doesn’t happen overnight, but it can creep up on if they’re not paying attention to the warning signals. The signs and symptoms of burnout are subtle at first, but they get worse and worse as time goes on. Think of the early symptoms of burnout as warning signs or red flags that something is wrong that needs to be addressed. If they pay attention to
these early warning signs, can prevent a major breakdown. If they ignore them, they’ll eventually burn out.

A. Physical signs and symptoms of burnout

| Feeling tired and drained most of the time | Frequent headaches, back pain, muscle aches |
| Lowered immunity, feeling sick a lot       | Change in appetite or sleep habits |

B. Signs and symptoms of burnout

| Sense of failure and self-doubt            | Loss of motivation |
| Feeling helpless, trapped, and defeated    | Increasingly cynical and negative outlook |
| Detachment, feeling alone in the world      | Decreased satisfaction and sense of accomplishment |

C. Behavioral signs and symptoms of burnout

| Withdrawing from responsibilities          | Using food, drugs, or alcohol to cope |
| Isolating himself from others              | Taking out our frustrations on others |
| Procrastinating, taking longer to get things done | Skipping work or coming in late and leaving early |

Entrepreneur may be on the road to burnout if:

- Every day is a bad day.
- Caring about their work or home life seems like a total waste of energy.
- They’re exhausted all the time.
- The majority of the day is spent on tasks that find either mind-numbingly dull or overwhelming.
- They feel like nothing and do make a difference or is appreciated.

The negative effects of burnout spill over into every area of life—including home and social life. Burnout can also cause long-term changes to body that make vulnerable to illnesses like colds and flu. Because of its many consequences, it’s important to deal with burnout right away.

6. CAUSES OF BURNOUT

In many cases, burnout stems from the job. But anyone who feels overworked and undervalued is at risk for burnout—from the hardworking office worker who hasn’t had a vacation or a raise in two years to the frazzled stay-at-home mom struggling with the heavy responsibility of taking care of three kids, the housework, and her aging father.

But burnout is not caused solely by stressful work or too many responsibilities. Other factors contribute to burnout, including lifestyle and certain personality traits. What to do in downtime and how to look at the world can play just as big of a role in causing burnout as work or home demands.

Work-related causes of burnout

- Feeling like have little or no control over work
- Lack of recognition or rewards for good work
- Unclear or overly demanding job expectations
• Doing work that’s monotonous or unchallenging
• Working in a chaotic or high-pressure environment

Lifestyle causes of burnout
• Working too much, without enough time for relaxing and socializing
• Being expected to be too many things to too many people
• Taking on too many responsibilities, without enough help from others
• Not getting enough sleep
• Lack of close, supportive relationships

Personality traits can contribute to burnout
• Perfectionistic tendencies; nothing is ever good enough
• Pessimistic view of our self and the world
• The need to be in control; reluctance to delegate to others
• High-achieving, Type A personality

7. PREVENTING BURNOUT
If they recognize the warning signs of impending burnout in him, remember that it will only get worse if left alone. But if they take steps to get life back into balance, can prevent burnout from becoming a full-blown breakdown.

A. Burnout prevention tips
• Start the day with a relaxing ritual. Rather than jumping out of bed as soon as wake up, spend at least fifteen minutes meditating, writing in journal, doing gentle stretches, or reading something that inspires themselves.
• Adopt healthy eating, exercising, and sleeping habits. When eat right, engage in regular physical activity, and get plenty of rest, have the energy and resilience to deal with life’s hassles and demands.
• Set boundaries. Don’t overextend own self. Learn how to say “no” to requests on time. If find this difficult, remind that saying “no” allows to say “yes” to the things that truly want to do.
• Take a daily break from technology. Set a time each day when completely disconnect. Put away laptop, turn off your phone, and stop checking email.
• Nourish your creative side. Creativity is a powerful antidote to burnout. Try something new, start a fun project, or resume a favorite hobby. Choose activities that have nothing to do with work.
• Learn how to manage stress. When you’re on the road to burnout, you may feel helpless. But you have a lot more control over stress than you may think. Learning how to manage stress can help you regain your balance.

B. Recovering from burnout: Acknowledge your losses
Burnout brings with it many losses, which can often go unrecognized. Unrecognized losses trap a lot of your energy. It takes a tremendous amount of emotional control to keep from feeling the pain of these losses. When recognize these losses and allow grieving them, releasing that trapped energy and opening to healing. These may include the loss of:
• Idealism or dream with which entered their career
• The role or identity that originally came with their job
• Physical and emotional energy
• Friends, fun, and sense of community
• Self-esteem and sense of control
• Joy, meaning and purpose that make work—and life—worthwhile

8. COPING WITH JOB BURNOUT
The most effective way to combat job burnout is to quit doing what are doing and do something else, whether that means changing jobs or changing careers. But if that isn’t an option for that there are still things can do to improve their situation, or at least the state of mind.

• Actively address problems. Take a proactive rather than a passive approach to issues in the workplace, including stress at work. Feel less helpless if assert him and express the needs. If don’t have the authority or resources to solve the problem, talk to a superior.

• Clarify your job description. Clarify for an updated description of job duties and responsibilities. Point out things were expected to do that are not part of job description and gain a little leverage by showing that have been putting in work over and above the parameters of the job.

• Ask for new duties. If they have been doing the exact same work for a long time, ask to try something new: a different grade level, a different sales territory, a different machine.

• Take time off. If burnout seems inevitable, take a complete break from work. Go on vacation, use up the sick days, ask for a temporary leave-of-absence—anything to remove himself from the situation. Use the time away to recharge the batteries and take perspective.

9. DEALING WITH BURNOUT: THE "THREE R" APPROACH
10. CONCLUSION
The emerging trends in fast changing business world are pointing to the need that business and human preference experts must address the alarming level of burnout among entrepreneur that results in high turnover. Studies proved that work place motivators and satisfiers are potent determines of reducing burnout level or orientation. If organizations wish to be on the top they should value their entrepreneur and to know how to keep to the society, their environment should be collaborative, supportive and nurturing to their professional.

REFERENCES