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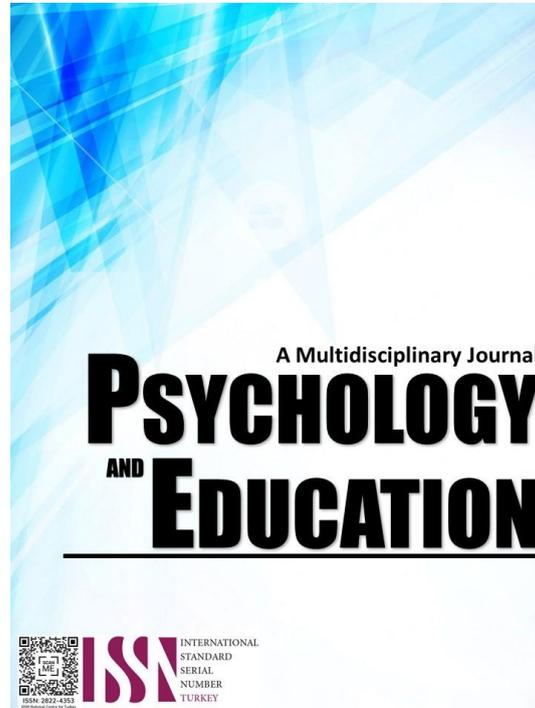
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Amidst the ASF Outbreak: The Job Burnout and Employee Performance in the Feed Industry

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Abstract

This study aims to investigate the relationship between job burnout and employee performance in the feed industry during the ASF outbreak. Further, the researchers employed a descriptive-correlational research design in order to analyze the acquired data and produce pertinent findings. Thus, the researchers gathered data from one hundred two (102) feed industry employees. The Maslach Burnout Inventory (MBI) and Individual Work Performance Questionnaire (IWPQ) were employed to ascertain the extent of job burnout experienced by the respondents and evaluate employee performance, respectively. Based on the statistical analysis, there is a significant relationship between job burnout and employee performance. Moreover, the study's findings were thoroughly analyzed and discussed.

Keywords: *job burnout, employee performance, feed industry, ASF outbreak*

Introduction

African Swine Fever (ASF) is devastatingly affecting the pig business and related industries like the feed industry. Leah Wilkinson, the vice president of public policy and education for the American Feed Industry Association, discusses how the threat of ASF affects feed costs and company expenses (Hoff, 2022). The association also prioritized labor shortages and the domestic transportation infrastructure. Wilkinson asserts that the American Feed Business Association is investing in promoting the industry as an excellent career path for life (Hoff, 2022).

Furthermore, job burnout is a disorder that develops after repeatedly experiencing work-related stress. It is characterized by mental, emotional, and physical symptoms (Khdour et al., 2015). According to the World Health Organization (WHO, 2019), burnout can be classified into three categories: energy depletion or exhaustion; increasing mental distance from one's job; sentiments of negativism or cynicism connected to one's employment; and decreased professional competence. Moreover, American Psychological Association's Work and Well-being Survey (2021) states that out of 1,501 American adult workers, 79% reported experiencing work-related stress, and nearly three-fifths of workers reported adverse effects of work-related stress, such as a lack of interest, motivation, or energy (26%), and a lack of effort at work (19%). In addition, 36% reported cognitive fatigue, 32% reported emotional exhaustion, and 44% reported physical fatigue.

Milieu Insight and mental health technology firm Intellect (2022) concluded that 52% of employees in the Philippines have reported feeling burned out from work at least a few times a month, a significant increase from the previous year. The survey found that the rise and grind mindset has harmed the region's workers, pandemic, financial and geopolitical uncertainty, and other variables contributing to burnout. Given this, Milieu Insight (2022) emphasized the urgent need for workplace mental health support. Although more than half of the Filipino respondents claimed burnout, the same poll revealed that 78% of Philippine employees said they were in exceptional, "very good," or "good" mental health. The study also found that 56% of Filipino employees have high work engagement. And it is stated that the primary motivations for employees in the area to put in the extra effort are to improve their lives and loved ones (58%), to feel successful (53%), and to increase their earnings (50%).

Employee Performance is measured by how well employees' actions and behaviors contribute to achieving organizational goals (Campbell, 1990 as cited in Vaart, 2021). It is about how an employee satisfies their job responsibilities and carries out the tasks that are needed for them to do (Walkme, 2021). According to Abdirahman et al. (2018), the employees' performance is the most important to the organization since it helps to develop the capabilities of the individuals working for the company. The researcher also noted that the success of an organization could be directly connected to the success of its employees and that this success can be measured in terms of both their survivability and their productivity in their work. In

addition, employee performance includes factors such as the quality, quantity, and effectiveness of their work and workplace behaviors (Donohoe, 2021).

Francisco et al. (2022) examined the impact of job burnout on employee performance of white-collar employees. It was shown that the respondents had high levels of job burnout, which is a factor that could influence worker productivity. As a result of this, job burnout has a significant impact on white-collar workers' performance. Thus, Rožman et al. (2018) discovered that older employees' behavioral burnout symptoms have a statistically significant negative impact on their level of job performance. Older workers' behavioral indications of burnout include a loss of motivation to interact with coworkers, a lack of desire to work, a desire for seclusion, a decline in working abilities, problems with attention and memory, nightmares, avoiding activities, and sleeplessness. The inability to socialize with coworkers plays the most significant part in the behavioral indicators of burnout in older workers.

Moreover, the primary objective of this study is to investigate the relationship between job burnout and employee performance in the feed industry during the outbreak of African Swine Fever. Thus, to determine how the level of job burnout experienced by employees is related to the overall efficacy of their work, as well as the potential issues that may arise in the future as a result of this burnout. Specifically, it sought to answer the question:

- Is there a significant relationship between job burnout and employee performance in the feed industry during the ASF outbreak?

Literature Review

Ehsan and Ali (2019) studied work stress and its impact on employees' productivity in the Banking Sector in Faisalabad, Pakistan. The target population consisted of everyone who worked in the banking industry in Faisalabad city and was employed by one of the five or six banks. In order to select the 50 participants who would participate in the research, a technique known as stratified random sampling was used. The questionnaire was the instrument utilized to collect information from the respondents in this study. The findings were analyzed using a combination of descriptive statistics, regression analysis, and the correlation method. This research showed a significant association between work stress and employee productivity in the banking sector. As a further recommendation from the study, it was suggested that

management should establish approaches for stress management at their banks. This was stated as a recommendation from the study. In order to achieve higher levels of overall productivity, an Employee Assistance Program must be put into place for the goal of early problem identification and intervention.

According to the findings of Nimako and Basata (2022), there is a moderately negative relationship between burnout and job performance. That means Job Performance levels decrease as Burnout level increases, and vice versa. The objective of the quantitative research study was to investigate the link between burnout and job performance among nurses working in adult care settings during COVID-19. The study utilized a purposive sampling technique. The study used a descriptive correlational design with 84 nurses working in adult care settings from the specified Baguio City Hospitals in the Philippines. And the Pearson Correlation Coefficient was used to analyze the data. The study found that nurses in adult care settings use adaptive coping techniques, such as deliberate problem-solving and seeking social support, to maintain their low burnout and general wellness, which is recommended to other nurses. Burnout is a predictor of job performance, according to the study. And to preserve nurses' high-performance standards, it is recommended that legislators and nurse leaders must foster a supportive atmosphere with sufficient resources, rewards, and other incentives.

A similar study conducted by De Leon et al. (2020) revealed a weak negative correlation between the degree of agreement related to Job burnout (disengagement) and the overall performance of the staff nurses. This finding implies that the staff nurses' performance will decrease when the burnout level increases, and vice versa. This study aims to evaluate the levels of job burnout and performance experienced by staff nurses in several hospitals in Manila. The Oldenburg Burnout Inventory was utilized to assess the level of job burnout experienced by staff nurses as well as their level of performance. In addition, there were 183 participants in the study, which followed a descriptive-correlational methodology. It has been determined that there is a significant negative link between burnout and performance since there is an increase in errors made by disengaged staff nurses who lack the concentration necessary to perform correctly. The research also recommends that hospital administrators manage their staff nurses' workloads efficiently to prevent burnout among the staff nurses. This recommendation is based on the study findings that staff nurses should become aware of their sources of job burnout concerning their performance at work.

Moreover, Lim et al. (2022) researched to investigate the moderating effect of burnout on the relationship between self-efficacy and the job performance of psychiatric nurses. This study is a cross-sectional descriptive observational study, and 186 participants were conveniently sampled from six national hospitals in South Korea. The questionnaires were used to collect data. Then, that data was analyzed with descriptive statistics, Pearson's correlation coefficient, and multiple linear regression analyses based on Baron and Kenny's method. Furthermore, it was revealed that burnout moderates the association between self-efficacy and job performance in psychiatric nurses. This indicates that burnout does not directly decrease job performance but moderates the effect of self-efficacy in reducing job performance. In addition, it is advised that to improve the job performances of psychiatric nurses working in national hospitals, a method should be created and implemented to prevent burnout and boost a person's sense of self-efficacy.

However, Florenta (2022) discovered in their studies that employee performance suffered when burnout was present, although the effect was not statistically significant. The study's population comprises 67 employees at PT Bank in Bali, Indonesia. The sampling method employed is saturated samples, which involves taking a representative sample from the entire population to conclude. Questionnaires were given to the respondents to collect the required information. According to the data collected, it was determined that burnout had a negative effect on employee performance, but this effect was not statistically significant. This means that the higher the level of burnout, the lower the employee's performance, but this decrease did not show a statistically significant effect. And the study suggested to future researchers that they investigate additional factors that affect employee performance, such as work motivation, leadership style, organizational culture, salary, or job happiness.

In addition, Erdal and Sivaslioglu (2020) investigated how burnout levels affected people's perceptions of their ability to execute tasks during the COVID-19 pandemic. The research was a field study, and social science statistical package programs were used to evaluate the survey results administered to 408 individuals. The validity of the variables, reliability, significance, factor analysis, correlation analysis, and regression analysis were all utilized in the study of the data. According to the study's findings, the relationship between burnout syndrome and its lower aspects and performance on a task does not affect one another. And it is concluded that even though people suffered

from burnout, they were able to keep it from affecting their work and were ultimately effective in fending off the effects of COVID-19.

Moreso, Mayakkannan (2019) researched to discover the effects of stress and burnout on the performance of licensed nurses working in medical health establishments in the Salem district during the COVID-19 pandemic. To carry out the study, a random sampling technique was utilized to select 200 registered nurses from 50 primary healthcare centers. This study collected data through questionnaires, and the research methodology employed was quantitative, descriptive, and correlational. After collecting relevant data, a descriptive and correlational analysis was carried out to evaluate the relationship between stress and performance and burnout and performance. The study's findings showed that job stress or burnout does not adversely influence registered nurses' job performance.

Methodology

Research Design

This study employed a descriptive-correlational design to examine the relationship between the variables (Bhandari, 2021).

Respondents of the Study

Respondents in the study were 102 employees in the selected feed industry in Bulacan, Philippines. Thus, a stratified sampling technique was employed.

Instrument of the Study

This study utilized two instruments to determine the relationship between job burnout and employee performance. The Maslach Burnout Inventory (MBI) is the first instrument. It has a twenty-two-item, self-report instrument that assesses attitudes toward one's work. The survey employs a six-point Likert Scale, with responses ranging from every day to never (6 = every day; 0 = never). It contains three subscales: emotional exhaustion, cynicism, and professional efficacy. High scores on emotional exhaustion and cynicism and low scores on professional efficacy are indicators of burnout. The Spanish version of the MBI reported a three-factor structure and good internal consistencies between 0.85 and 0.89 (Bravo et al., 2021).

Furthermore, Individual Work Performance



Questionnaire was utilized to measure the employee's performance. The survey consists of eighteen (19) item questionnaires used to measure the three main dimensions of employees' job performance: task performance, contextual performance, and counterproductive work behavior. All items have a recall period of three months and a 5-point rating scale (0 = seldom to 4 = always for the task and contextual performance, and 0 = never to 4 = often for counterproductive work behavior).

Data Gathering Procedure

To effectively carry out this study and collect information that will be utilized to produce conclusions at the end of the research process, the researchers need to perform the following steps in order to acquire all of the facts necessary to determine the relationship between job burnout and employee performance in the feed industry during the outbreak of the African Swine Fever.

First, the researchers will write consent forms to the school's principal, signed by them and their research instructor, requesting permission to collect all of the data they need from their respondents. And once the researcher has been permitted to gather data, they will begin distributing their study questionnaires to the chosen respondents. The researchers will also provide instructions and guidance to the respondents on completing the questionnaire and keep the respondents' information private. More particularly, participants will be educated and informed about the questionnaire's purpose before they participate. Respondents will fill out the questionnaire using Google Forms and be given adequate time to answer the questions accurately.

When the data was finally gathered, the researchers confidently and precisely tallied the responses without prejudice or altering the data. The researchers carefully examined and collected the data to minimize difficulties and mistakes in processing and evaluating the data. The information collected from respondents will be the foundation for all research findings, analysis, and conclusions.

Ethical Consideration

The ethical issues surrounding this investigation are covered in this section. The researchers made sure that neither the study's ethical standards nor the participants' rights will not be violated.

In order to guarantee that the data will be secured for use in the study, stringent ethical requirements will be

followed. Therefore, the researcher adheres, throughout the entirety of the study, to the notable provisions under Republic Act 10173, also known as the Data Privacy Act of 2012, which promotes "to protect the fundamental human right to privacy of communication while ensuring free flow of information to promote innovation and growth and the inherent obligation to ensure that personal information in information and communications systems in government and the private sector are secured."

In addition, the researcher will take every precaution to protect the respondents' privacy and place this concern at the top of their list regarding ethical concerns. If the study's target respondents decide not to participate, appropriate communication between the researcher and respondents will occur. This communication may include the researcher explaining the significance of the respondents in relation to their participation in the study. The individuals who will participate in the study have some time to deliberate on whether or not they want to do so before that point. Although this circumstance has arisen, the researcher will continue to accord the utmost respect to the respondents' willingness to participate in the study.

As a result, the standards for the assessment tools will sufficiently cohere when it comes to scoring, administering, and interpreting the instruments. The literacy and comprehension requirements of the study are adequately met by the language utilized in the instrument. In addition, an assessment of the respondents' availability will be made before the study's implementation and prior to the research's conduct.

Results and Discussion

The Relationship between Job Burnout and Employee Performance

This study's primary objective is to determine the relationship between job burnout and employee performance in the feed industry during the outbreak of African swine fever. The results of the "Maslach Burnout Inventory (MBI)" and the "Individual Work Performance Questionnaire (IWPQ)" along with the data obtained from the respondents, will be used to evaluate the relationship between job burnout and employee performance.

The statistical analysis presented in Table 1 illustrates a significant correlation between job burnout of employees in the feed industry and their performance.

Therefore, the null hypothesis is rejected.

Table 1. *Relationship between Job Burnout and Employees Performance*

	Job Burnout	Employees' Performance
Job Burnout	-	.513**
Employees' Performance	.513**	-

In relation to this result, the study by Zaid (2019), showed that job performance had a moderate impact on employees' performance at KAU. To ascertain whether or not job burnout has an impact on employee performance, the researcher looked into three components of it: emotional exhaustion, depersonalization, and personal accomplishment. They arrived at an overall mean value for each dimension as a result of their investigation. The sample's average level of exhaustion was 2.95 (with a standard deviation of 0.77), while average levels of depersonalization and personal accomplishment were 2.09 (also with a standard variation of 0.77) and 3.83 (with a standard deviation of 0.53), respectively. Employee performance had a standard deviation of 0.60 and an average level of 3.36. It was discovered that there were significant correlations between performance and each of the dimensions.

In addition, Francisco et al. (2022) examined the impact of job burnout on employee performance of white-collar employees. It was shown that the respondents had high levels of job burnout, which is a factor that could influence worker productivity. As a result of this, job burnout has a significant impact on white-collar workers' performance.

Conclusion

Based on the findings of the aforementioned investigation, the following conclusions were reached: (1) The research respondents were found to have a high level of job burnout which can affect employee performance. (2) The respondents were discovered to have a high level of employee performance. (3) The statistics presented in the previous chapter indicated that job burnout significantly relates to the performance of the feed industry employee; hence, the null hypothesis is rejected for this study.

Following an in-depth analysis of the research findings and a discussion among researchers, the following recommendations are provided. (1) For employees of feed companies are encouraged to evaluate themselves as workers and to practice time management on a regular schedule. The researchers advise taking part in activities that can help unwind and reduce stress. Finding ways to simplify life may also be necessary to prevent job burnout. In addition, prioritizing work-life balance, keeping track of tasks and time, keeping work and home separate, and setting goals should be practiced, as they can help to stay motivated and achieve better results at work. (2) For the human resource manager, it is advised that they help employees see difficult circumstances as opportunities rather than threats, as this can help them accomplish their goals more effectively. They should make it a habit to encourage open communication, ensure that the employees feel valued, and ensure that their efforts are acknowledged daily. Human resource managers can utilize a variety of strategies to prevent employee burnout, including improved interactions, flexible work schedules, the flexibility to take breaks, and facilitating manageable workloads. Furthermore, setting a clear purpose and goals for each team, monitoring team performance, and rewarding team excellence can encourage people to perform well at work. (3) For employers, researchers suggest that employers should assess the level of job burnout experienced by employees because this factor can affect the workers' overall performance. In addition, they need to determine why the employees are experiencing burnout since this can be a barrier to the firm's performance and the achievement of its objectives.

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