



JOB RELATED BURNOUT, PSYCHOLOGICAL DISTRESS, JOB SATISFACTION AND SUBJECTIVE HAPPINESS AMONG TEXTILE EMPLOYEES IN PAKISTAN

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Abstract

Industry or trade of any of the nation make the nation solid and create the work openings for the individuals of the nation and state itself while textile industry play an important role in the improvement of industry of any of the country. The objective of the present study was to measure the relationship of burnout, psychological distress and job satisfaction and subjective happiness among textile employees. After the review of the literature following hypotheses 1). There would be significant relationship between burnout, psychological distress and job satisfaction and subjective happiness among textile employees. 2). Burnout would be predictor of psychological distress and job satisfaction and subjective happiness among textile employees. For this study total 300 textile employees were selected through simple random sample including 150 males and 150 females via applying standardized scales of study variables. Data was analyzed through using SPSS-23 version via applying Pearson Correlation and Linear regression analysis. Findings of the present have shown that there is significant correlation existed between burnout, psychological distress and job satisfaction and subjective happiness among textile employees $P < .05$ while burnout is a strong predictor of psychological distress and job satisfaction and subjective happiness among textile employees.

Keywords; Burnout, psychological distress and job satisfaction and subjective happiness among textile employees

Introduction

Industry or trade of any of the nation make the nation solid and create the work openings for the individuals of the nation, increment riches of the nation give money related back for individuals of nation as state itself. It is obvious that any of the industry of the any nation could be a spine of that nation which make sound and well off of the nation. On the off chance that a few of the nation has

solid industry and trade centers so the development rate of that nation expanded which make the solid economy. It is important that those countries having solid economy, has superior assets to fulfill the essential ought to the individuals of their country. Either the industry as crucial part within the improvement of the development of the any nation.

Despite the presence of various industries striving for the progress of the country, the fabric and attire industry plays a vital role in the development of the nation. The T&C industry contributes significantly to the growing and business development of emerging economies, thereby having a substantial impact on the global economy. According to Cheng et al., (2023), shows that the industry is recognized as a key economic sector in developing countries. In some countries, the textile and clothing industry is the largest export-oriented industrial sector. For example, Bangladesh relies heavily on textiles and clothing, accounting for 83.5% of its total manufacturing exports, followed by Sri Lanka with 47% and Pakistan with 67.2% (Keane & Velde, 2008).

It has been noted that the textile segment in Pakistan is a protuberant industrial industry that plays a central role in the nations cheap. It provides employment to 30% of the nation's workforce, contributes 8.5% to the GDP, and remains a significant driver of the countries disseminates, accounting for 52% of total trade (Mahmood et al., 2022). Pakistan is known as one of the major textile-producing regions in the World (Wang et al., 2017). The Worldwide stream of supply chain lead to alteration of the development of fabricate and benefit connections but too presented concerns approximately the social and natural circumstances in which merchandise and administrations are outlined, delivered and dispersed (Barrientos et al., 2011). International manufacture demands since labor-intensive trades in emerging economies have led to improved job chances, particularly for women and migrant workers. However, it is evident that appropriate terms and conditions of employment and necessary labor regulations have not always been followed, resulting in a lack of security and welfare for factory workers (Egels-Zandén & Lindholm, 2015).

Issues concerning worker well-being have become more critical than ever (Cropanzano & Wright, 2001). Research on employee satisfaction is necessary not only because of its implications for productivity, but also because of the privilege that countless individuals are unfortunate. It has been proposed that the assessment of affective well-being is considered multidimensional and can capture nuances in work experiences (Daniels, 2000). Similar studies have been explained that there is relationship existed between job related stress, satisfaction with job, exhaustion, and work appointment are important dimensions of employees' sentimental of work well-being. Similar studies have reveals that there is relationship between job satisfaction, job stress, and burnout with work engagement (Anshel, 2000; Mostert & Rothmann, 2006; Rothmann et al., 2005).

In addition, it has been explained that the work-related stressors such as commerce with illegal and often unsafe citizen activities, there are factors such as workplace mistreatment, organizational inefficiency, and a general lack of social and managerial support. Researches on employees working in the text tile industry have shown that work-related stress may leads to illegal and dangerous citizen activities, there are factors such as workplace mistreatment, organizational inefficiency, and a general lack of social and managerial support. Job satisfaction, job stress, burnout, and work engagement are important dimensions of employees' affective in subjective happiness (Cropanzano & Wright, 2001). Lately, some researchers have looked at how being happy at work affects how happy someone feels in general. Research has found that people who feel secure and happy in their jobs often report feeling happier and have a better quality of life overall. There is lots of proof that the way work is organized can affect how healthy workers feel mentally and physically. In addition, being healthy, happy, and feeling good are connected (Diener & Chan, 2011).

Furthermore, it has been reveals in many of the studies that job resources encompass physical, psychological, social, and structural aspects of work that (i) enable task performance and fulfill the purpose of the job, (ii) reduce the physiological and psychological costs associated with job demands, and (iii) promote personal growth and development (Demerouti et al., 2001).

According to the requirements-resources model, environmental characteristics can be categorized as either requirements or resources. Requirements include factors such as workload, time constraints,

customer relationships, physical environment, and shift work, among others. Resources encompass elements such as feedback, rewards, supportive workplace management, engagement, and employment security. Excessive job demands can lead to burnout, while a lack of resources can result in job dissatisfaction and turnover. Conversely, when job demands are low and resources are abundant, individuals tend to be more engaged and satisfied with their work (Demerouti et al., 2001). The literature supports the requirements-resources model, showing positive effects of available resources on work engagement, job performance, and a decrease in burnout (Bakker & Demerouti, 2008).

Job stress is a prevalent issue among workers due to various stressors (Islam et al., 2021). Job stress has been found to impact life satisfaction negatively (Ben-Zur & Michael, 2020), and it is also associated with burnout (Redfern et al., 2017). Moreover, work-related stress has detrimental effects on individuals, leading to increased absenteeism, reduced productivity, and higher healthcare costs (Masoom & Hoque, 2018; Czuba et al., 2019). The objective of the present study was to measure the impact of burnout on psychological distress, job satisfaction and subjective happiness among textile employees.

Methodology

In method chapter, the process of the investigation has been labeled in detailed with guide to the way that how research was designed. The details of research participants for data collection and how data was collection and interpretation has also been done.

3.1 Research design

3.1.1 Study design

Correlational research design was used to conduct this research.

3.2 Participants

The participants of the current study were selected through purposive sampling technique. Initially 400 volunteer employees from major sectors of textile office sites are approached from different industrial cities (Lahore, Karachi & Faisalabad) of Pakistan. Only those employees were selected for this study who meets the full criteria of the study. From them 100 data were excluded due to not fulfillment of requirement and some form of data were excluded due to incomplete. Further, the data of the study was divided in to two parts 150 male employees and 150 female employees. The age range of the participants was 20 to 80 years. The participants of the current study were included from all socioeconomic status (Lower, middle and upper) and no limitation were added on the basis of socioeconomic status of the participants. The local residential, those who are living in hostels and migrated from other cities for job are included in this study. Additionally, psychological illness, substance use, education, years of experience, job designation, departments of participants are also considered for the research demographics.

Inclusion / Exclusion Criteria

The following criteria were followed as inclusion and exclusion.

Inclusion criteria

- Only those participants were selected who have at least 6-month experience to work in the field of textile.
- Only those participants were selected who are working in the textile industry no other candidate was selected who are working in the other than the textile industry.
- Only those candidates were selected who have age range from 18 and above.
- Only those participants were selected who were on the different managerial posts in the textile industry.
- Data was collected from different positions and departments from only the officials.
- Only those employees were selected for this studies that are related to office site departments.

Exclusion criteria

- Those participants who have at less than the 6 month of experience were not part of the study.
- Those Participants who are working other than the textile industry were not part of the study.
- Those participants who have under the age of 18 years were not part of the study.
- Those participants who were working on the other than the administrative and managerial posts were part of this study.

Trust and Rapport with Participants

Communication between researchers and participants is very important for the successful conduct of the research. Therefore, trust should also be established with the participants before starting data collection. In the evaluation, the researcher introduced himself to the participants and explained the purpose of the study. The researchers also guaranteed psychological privacy to the study participants. Throughout the psychometric process, the researchers clarified and facilitated all the concerns and questions raised by the quantitative and qualitative participants. All of the above processes build trust and relationships among many analysts and members.

3.5 Ethical Consideration

Initially, the Research Content was approved by the Research Board of the Department of Psychology (RBOP) and later accepted by the Research Board; Board of Advanced Studies Research (BASR) reviewed the topic and approved the authors. This work has been done in a way that will earn the respect and dignity of the participants. In order to obtain data collection permission, the Textile Office management was informed about the study. Researcher provides assurance that the rights and well-being of research participants are protected. Confidentiality and purpose of the research were explained to the participants. In addition, the participants were informed that their satisfaction was achieved through support. Considering these rules, all the psychological tests used in the series are licensed according to their specialties. Participants have the right to withdraw from the study at any time.

Research Procedure

For the current study method of data collection was twofold. In first phase data was collected through face to face setting. In order to get permission all documents and measures related to the current study including permission letter for data collection which was issued by the department of psychology to research scholar, consent form which was taken by the participants to take part in the current study, psychological measures including all scales of the study, were provided to administrations of all textiles from where data was collected. After getting permission from higher authorities of these textiles, the participants were loomed through their departmental head. The individual data shape was given to as it were those members who were concurred to take an interest within the consider to gather individual data counting secure individual statistic data. On the premise of these data, the examination of members was done. Organization of Individual Data Shape on the off chance that any sort of perplexity was found in any data it was cleared through a short-lived meet. In second phase the data collection was online by creating online Google form, this phase was difficult because due to very low response. I approached different social media channel for data collection. Data form link (https://docs.google.com/forms/d/e/1FAIpQLSfqlFcqMVJmD6CfMjI5jQ2SszlxWFzFB0aR19vrOkIFqICdg/viewform?usp=sf_link).

The researcher collect data by sharing the link in textile groups through social media like What's app, Facebook, Instagram, LinkedIn and other social media. 100 members were dropped out from the current those who did not meet the specified criteria. Organization of all mental measures was done exclusively.

3.9 Measures/ Instruments

In the present study following psychological measure were used to measure the variables of the study. In order to measures only scales free available for use are taken and I have planned following instruments for the purpose of the data collection.

3.9.1 Demographic sheet

Demographic information was included information like age, gender, marital status, socioeconomic status, residential status, psychological illness, substance use, education, year of experience, job designation, department, nature of job, etc.

3.9.2 Subjective happiness scale

A 4-item scale intended to measure well-being. Each item has a full sentence split by selecting one of seven options. The options for the four questions are different. The items in the scale now measure the participants' being "very happy" by stating that they have experienced similar positive and negative life events, while their colleagues are rated as "unhappy" by the relevant employees. However, self-care workers tend to think of positive and harmonious situations, such as finding humor in depression and highlighting recent developments in their lives. This event is conceptually modeled (Lyubomirsky & Lepper, 1999).

3.9.3 Oldenburg burnout inventory

The Oldenburg Burnout Inventory (OLBI) is the best-known tool for measuring burnout and was first developed by Demerouti and Nachreiner (1998) and identifies two dimensions of burnout: conflict and burnout. Outside human services professionals. In addition, the structure of OLBI varies according to the occupational group and country. OLBI is a product consisting of 16 products. But; there are four positive and four negative words in both subscales. This 18 means that both the power dimension and the recognition dimension are included in OLBI. Responses range from (1) "Strongly Agree" to (4) "Disagree"(Demerouti et al., 2001).

3.9.4 Job satisfaction scale

This scale consists of 36 items self- reporting measure. Original developed by Spector, 1985, translated and adopted according to the Pakistani culture by Salman Shahzad and Nasreen begum. This is a 64-point scoring scale with response options ranging from "disagree" to "agree". The Urdu version of the JSS has proven to be a reliable measure for use in Pakistan. The Job Satisfaction Scale (JSS) is a nine-item measure of job satisfaction related to overall satisfaction. This tool has been used successfully in other business interests. To test, participants will be asked to answer 36 or 4 items from each of the nine sub-scales (Spector, 1985).

3.9.5 The Brief Job Stress Questionnaire (Ministry of Health, Labor and Welfare, Japan. 2015)

This questionnaire was developed for the employees to determine the job stress through different dimensions. The questionnaire has a simple scoring method and can be adopted for the tick box type questions. This survey could help the companies to know the stress on the employees. The BJSQ consists of 57 items used to assess job stressors (17 items: e.g., psychological job demands, job control), psychological and physical stress reactions (29 items), and buffering factors, such as social support at work (11 items).

RESULTS

In this chapter all detailed statistical analysis of the research data using the Statistical Package for Social Sciences (SPSS, V 23.0) is described. Significance level of 0.05 was used for the analysis. The Demographic Information of entire sample is presented for their age, gender, marital status, socioeconomic status, residential status, psychological illness, substance use, education, and nature of job. "Work related Stress, Burnout, Job Satisfaction and Subjective Happiness among Employees

working in Textile Industry”. A sample of (N=300) employees from different textile sector were taken from textiles office sites of industrial cities.

At first analysis a preliminary step descriptive statistic, frequencies, percentages, means, and standard deviation for study variables and demographic variables were computed. To estimate the internal consistency, reliability analysis was run and Cronbach alpha for all variables were obtained.

Following are the tables showing results of demographics and different variables.

Table 4.1 Mean, Standard Deviation, Frequency and Percentages of Demographic Variables of the Sample (N=300).

Variables	F	%
Age		
Min-Max 20-66		
Gender		
Male	150	50
Female	150	50
Marital Status		
Single	136	44.7
Married	164	54.7
Socioeconomic Status		
Lower	2	7.0
Middle	291	97.0
Upper	7	2.3
Residential Status		
Migrants	55	18.3
Local	245	81.7
Psychological Illness	16	5.3
Substance Use	12	4.0
Education		
Matric	7	2.3
Inter	27	9.0
Graduation	84	28.0
Master	89	29.0
MPhil	93	31.1
Nature of Job		
Permanent	247	82.3
Contract	39	13.0
Part time	14	4.7

** f=Frequency, %=Percentage, Mean of age (M=30.61) and standard deviation of age (SD=7.829)

Table 4.2 Mean Standard Deviation, Alpha and K Values of Olden Burnout, Job Satisfaction, Job Stress and Subjective Happiness in Textile Employees. (N=300)

	M	SD	K	α
Burnout	41.45	5.216	16	.649
Job Satisfaction	134.59	18.545	36	.574
Subjective Happiness	18.77	3.622	4	.256
Psychological Job Demand Job Control	39.73	6.737	17	.635
Psychological & Physical Stress Reactions	64.73	13.03	29	.824
Social Support at Work	22.70	5.109	11	.745

κ = Number of Items, α = Cronbach's Alpha, M=Mean, SD=Standard Deviation

The results indicated that reliability for burnout scale is $\alpha = .649$, reliability for job satisfaction scale is $\alpha = .574$, reliability for subjective happiness scale is $\alpha = .256$, reliability for psychological job demand job control subscale is $\alpha = .635$, reliability for psychological & physical stress reactions subscale is $\alpha = .824$ and reliability for social support at work subscale is $\alpha = .745$

Following are the tables showing results of Hypotheses.

Table No. 3. *Pearson Correlations Between Mental Health Variables Burnout, Job Satisfaction, Happiness, Psychological Job Demand Job Control, Psychological & Physical Stress Reactions and Social Support At Work In Textile Employees (N=300).*

Variables	M	SD	1	2	3	4	5	6
Happiness	18.77	3.622		.015	.053	.066	-.146*	-.186**
Burnout	41.45	5.216			.067	-.053	-.175**	-.281**
JS	134.5	18.54				-.132*	.076	-.184**
PJDJC	39.73	6.737					.054	.277**
PPSR	64.73	13.03						.475**
SSW	22.70	5.109						

$P < .05$. Note. JS=Job stress, Psychological Job Demand Job Control, Psychological & Physical Stress Reactions, Social Support at Work.

At second Pears correlation was used to find a significant correlation of job related stress, burnout, job satisfaction (subscales) and subjective happiness. Further data was analyzed by Linear Regression find the impact of job related stress on burnout, job satisfaction and subjective happiness among employee working in the textile industry.

Table 4.4 *Summary of Linear Regression Analysis With Work Related Burnout is A Strong Predictor Of Job Stress, Psychological Job Demand, Demand Job Control, Psychological & Physical Stress Reactions, Social Support At Work, Among Textile Employees (N= 300).*

Model	R	R ²	Ajr-R ²	F	df	P
	.290	.084	.069	.416	294	.000

In the table 4.4, the findings of the present study show that work related burnout is a strong predictor of Job Stress, Psychological Job Demand, Demand Job Control, Psychological & Physical Stress Reactions, Social Support at Work, with the R is .084, R² .069, F is .416, DF is 291 and p value is .000 which is off course $< .05$.

Table 4.5 *Summary of Linear Regression Analysis with Work Related Burnout is a Strong Predictor of Job Stress, Psychological Job Demand, Demand Job Control, Psychological & Physical Stress Reactions, Social Support At Work (N= 300).*

Model	Sum of Square	df	Mean Square	F	P
Regression	686.039	5	137.208	5.416	.000
Residual	7448.108	294	25.334		
Total	8134.147	299			

Independent Variable; work related burnout, Dependent Variables; Self-Esteem and Loneliness. Job stress, Psychological Job demand, Demand Job Control, Psychological & Physical Stress Reactions, Social Support at Work.

Table No. 6 *Coefficients Summary of Linear Regression Analysis with Job Stress Is as A Predictor of Burnout, Job Satisfaction Among Textile Employees (N= 300). Coefficients Summary of Linear Regression Analysis with Internet Addiction is as A Predictor of Self-Esteem and Loneliness among University Students (N= 300)*

Model	Un-standardized Coefficients		Standardized Coefficients	t	p
	β	SE	β		
Constant	48.342	3.608		13.400	.000
Happiness	-.067	.083	-.046	-.806	.421
Job Satisfaction	.008	.016	.0297	.499	.618
PJDJC	.023	.046	.030	.512	.609
PJSR	-.024	.026	-.059	-.914	.361
SSW	-.270	.070	-.264	-3.851	.000

*** $P < .05$

Independent variable is work related burnout, The Dependent variables are Job Stress, Psychological Job Demand, Demand Job Control, Psychological & Physical Stress Reactions, Social Support at Work, and Coefficients Summary of Linear Regression Analysis shows that work related burnout is a strong predictor of *Job stress*, Psychological Job Demand, Demand Job Control, Psychological & Physical Stress Reactions, Social Support at Work ($P < .05$).

Discussion

In this chapter of the present study i-e., Discussion of the research, findings of the current study and the reasoning features are talked about in detail. The analysis of the present study will explain the outcome and the major factors which can be main causes behind the significance of the results of the present research. It has been shown that these findings of the present are incorporated with past investigation. Furthermore, the discussions about the finding of the present study will highlights and point out those factors, elements and features that can may be playing major role as fundamental aspects. As discussed above the factors and due to that the employees working in the different textile industries including the male and the female from all over the country may be at high risk of expansion and the development of many of the psychological and emotional problem that may be contribute by the excessive work and burnout related issues among the employees.

In the present chapter of the current study there will also be deserted the factors which can be leads to psychological problems, psychopathology and other emotional and behavioral issues are developing among the people working in the textile industry. It has been noted that in the many of the precise studies which generally articulated and quite a lot of arrogant rudiments which are major and momentous giving in the development of psychosocial issues due to burnout and psychological distress among the employees working in the textile industry. Moreover, in order to make discussion on such very important issue will help the mental help professional understanding the consequences of the current investigation including Burnout, Psychological Distress, Job Satisfaction and Subjective Happiness among employees working in textile industry.

It has been observed that the burnout related and other psychological problems are very common among the employees working in the textile industry. People working in the different industries specially those people who are working in the textile industry may suffer from many of the psychological problems which adversely affect the subjective wellbeing, happiness and job satisfaction also among the employees. Although job is very important and need of the many of million people which help the people to spend best lives but some jobs required maximum of their potential and output but these sought of thongs cause burnout, psychological distress which may leads to poor satisfaction with job, lower level of subjective happiness and other psychological issues among the employees. It has also been noted that these types of issues badly affect the performance of the employees and may leads to dissatisfaction from their jobs.

Furthermore, it is also being noted that Although job is need of the employee but it is very important to note that the satisfaction of the person with their jobs is very important other person is not give the maximum of their potential their job and the job performance will be lower as the expected of their performance.

It has been noted that when the person or employee cannot give their maximum to their job so ultimately the person will not be satisfied with their work and lower performance will be concluded. This type of lower job performance so person may be skip the job or may be done with lower level of motivation. It has been noted that there are huge no of experiential research finding shows that the conception that these fundamental contributing variables which play an unhealthy role in the development of mental health issues among the textile employees. It has been explained by the many of resources that Pakistani employee that only who are working in the textile industry are also supposed to be faced with the particular problems related to job related dissatisfactions and other psychosocial issues among the employees as well.

This study explores the impact of occupational psychology on the health and well-being of textile workers and explores job satisfaction. As the results of the research are representative, it shows that

there is a relationship between work burnout, mental health, health and job satisfaction pressure of textile workers (Helmle et al., 2014). In addition, in the same study, the effect and importance of the situation of the employees (both physically and mentally) on the success of the organization was also mentioned. It has been noted that actual results show that employees who are healthy and experience less stress at work and at home are more satisfied at work. The results also show that people who believe their job performance is related to their motivation are less likely to experience burnout.

In the present study findings, it shows that the first hypothesis of the study has been approved that indicate that there is a significant relationship prevailed between burnout, work related stress, subjective happiness and job satisfaction among textile employees and the $P < .05$. The results of the current study are constant with the past studies (Swart, 2006; Holman et al., 2007; Kazalarska, 2009; Brook et al., 2011; Oodith, 2012; Setar et al., 2015). There are some major and important reasons prevails behind these occurrence of the finding and from them of most important and major causes will be discussed in detail.

It has been noticed that the young employees with the capacity to find suitable imbalance between work and capacity to work which affect the productivity of them so their job performance may be compromised because they did not work as per their adequate requirement of the industry. Due to these reasons they have badly impacted their own physical and mental health and also their family life may also be compromised so they become dissatisfied with their jobs. A healthy work-life balance helps employees perform their assigned tasks effectively and efficiently. Similar findings were also reported by Richert-Kaźmierska and Stankiewicz (2016), where the authors warn that unemployment and working life can lead to a lack of trust among people in job changes, especially more skilled and other types of workers. Section employee satisfaction. As mentioned earlier, 40.8% of the variance in employee performance in the context of Med Pharma can be explained by three variables of happiness at work.

The biggest impact on job quality (employee participation, job satisfaction, organizational commitment) and employee performance comes from the commitment of the organization. Thus, it can be concluded that Med Pharmacy employees understand the importance of organizational commitment.

Regarding the work done by Al-Dalahmeh et al. (2018) concluded that employee involvement in the workplace helps employees survive and be successful in dealing with negative creativity. In other words, employees are willing to find new information, research and integrate this new information, and then develop their skills, which prompts employees to be creative.

In this study, it was seen that job satisfaction had no effect on employee performance, contradicting previous research (Semedo et al., 2017) which reported that job satisfaction had a significant effect on job performance. Therefore, taking steps to increase employee satisfaction can improve the overall success of the organization. As a result, employees are happier and more productive with fewer work days and more income.

The findings of the present study are constant with the previous researches (Ezenwaji, 2019; Gigantesco et al., 2003; Bahrainian et al., 2014; Mei et al., 2016; Zhang et al., 2018). It has been noted that these feelings and elaboration are more appropriate and rational who are suffering from the severe level of work related burnout, poor subjective wellbeing, lower of self-image, lower self-esteem and psychological distress so they try to skip their jobs. Furthermore, they got skip from their workplace so these are the people lose their jobs and become jobless.

It has been explained and noted that burnout is one of the major demotivated element which may leads to emotional tiredness, disparagement, and worthlessness. Furthermore, it has also been exposed that these having the role of moderator in order to developing the psychological distress, poor subjective well-being and other psychosocial issues which contribute to lower level of efficiency. In fact, this find-out as leading factor for developing psychological issues among the employees. Although things are present for the employees which benefiting the employees like salaries and bonuses but some of the things which leads to psychological problems and from them burnout is one of the major one (Shanafelt et al., 2012; Söderlund, 2017). Further it is also supported that there are

many other stressors associated with a higher burnout and for the employees these are also major predictive factors of burnout (Maslach & Jackson, 1981; Schult et al., 2018). Both stress and crisis can negatively affect employee productivity, as excessive stress can lead to a decrease in energy and reduce productivity. The current results corroborate previous findings by linking the support and hygiene of the QWL to emotional exhaustion (the magnitude of burnout), pointing to the negative effects of production burnout.

There are many explanatory models, especially models explaining that burnout is the cause of psychological disorders, depression, self-esteem, and poor quality of health. The model shows that textile workers have lower health because burnout is one of the main causes of low self-esteem, directly affecting the mental health of the patient and leading to symptoms of depression.

Implication

The results of this study will help to understand the psychological problems caused by burnout among workers in Pakistan's textile industry. This study will help researchers find and identify the main factors that cause people to experience stress, burnout and mental health problems. Further, this study will help researchers explore the causes of stress, burnout and discuss the principles of psychology, health, and self-esteem for textile workers. In addition, in this study, psychological problems, violence and mental disorders were examined in a more comprehensive way.

This study will be a significant contribution to the body of literature on Pakistan's textile industry by emphasizing the importance of psychological aspects and team cohesiveness, two concepts that are closely related to the textile industry but are underrepresented in the literature. By providing evidence of psychological capital prediction as well as the role of other psychological aspects of employees to elevate commitment among employees, the study can assist managerial and strategic positions in the textile industry of Pakistan, such as Policy Makers, Middle Management, and other Authorities, in increasing employee commitment, leading to better performances of the industry as a whole. Through employee collaboration, psychological capital development, and training, the industry could produce dedicated human capital.

Limitations

Several restrictions that may compromise the validity of the study results and the capacity to definitively establish. This study removes some of the limitations that will be useful for future research. All social classes are selected, including lower, middle and upper. Therefore, it is difficult to generalize the results to a specific person. This study has a limited sample and is not representative of the entire Pakistani population and results cannot be generalized to all employees. So the results cannot be made for them.

Performing an extensive study on such a complicated problem has been a difficult task. Despite significant advancements in the field of work-stress management, getting information from the employees has proven to be a very challenging task. Most employers did not let them carry out the study at their businesses. Access to personnel for data gathering has been a key drawback of the study. As a result, the study's sample, up to the level of organization selection, is based on convenient sampling, reducing the generalizability of the inferences.

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