

### Section-3

21 Define the term Burnouts? Define meaning and types or grievances

Ans "Burnout" seems to have become a major phenomenon, receiving constant media attention, more and more people are missing work due to burnout, but is this set of symptoms a clearly-defined illness? How is burnout different from depression many questions haven't been answered yet.

The term burnout was coined in the 1970s by the American psychologist Herbert Freudenberger. He used it to describe the consequences of severe stress and high ideals in helping professions doctors and nurses. It seems it can affect anyone from stressed it can affect anyone from overworked employees and homemakers.

\* Definition Grievance → Have you ever worked for an employer who you believed did not meet the terms of your employment contract. Perhaps you were not fully compensated for your work or you experienced unsafe work conditions. In this situation you may wish to file formal complaint against your employer. This is known as an employee grievance.

Type -

- Pay and Benefits
- Union and Management Relations

1) Pay and Benefits → This is the most common area of employee complaints and grievances and court and coverage of benefit programs.

2) Union and Management Relations - when represent employees, both the union and management must avoid unfair labor practices.