

2 ⇒ Define the term Burnouts. Define meaning and types of grievances.

⇒ Burnout is an eye-catching phenomenon of today which attracts the attention of H.R. experts. In recent times, burnouts emerged as the phenomenon under which maturity of corporate professional can place themselves. It is a state caused by excessive and prolonged stress. It is most likely - seen in the case of over achievers who have devoted a large part of their life for the progressive success of the organization. It results in a feeling of fatigue or frustration arises in the mind of an employee due to the failure to get the expected result of the job performed.

"Burnout may be referred to as the total deflection of physical



and mental resources caused by excessive striving to reach an unrealistic work related goals."

Grievance → Grievance is basically any discontentment or dissatisfaction whether expressed or not, whether valid or not arising out of anything connected with the company which an employee thinks, believes or even feels to be unfair, unjust or inequitable.

~~There~~ Three Types of Grievances:-

(1) Individual grievance:- one person grieves that a management action has violated their rights under the collective agreement,

(2) Group grievance:- A group grievance complains that management action has hurt a group of individuals in the same way.

(3) Policy or Union grievance:- with a policy or Union grievance, the Union complains that a management action violates the agreement.