

Ans-2 Burnout is persistent physical, mental ~~at~~ or emotional exhaustion caused by long term stress, usually as a result of excessive workplace and/or personal responsibilities.

Because burnout cannot coexist with engagement, it's a serious problem for the enterprise. Burnout is associated with higher stress levels, poorer performance, more illnesses and absenteeism, and less productivity.

In a corporate culture that places high demands on employees, the cumulative effect can be lower profitability and higher staff turnover.

\*. Meaning and types of 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 a formal complaint against your employer. This is known as an employee grievance.

## \* Types of Grievances :-

- a) Pay and Benefits :- This is the most common area of employee complaints and grievances.
- b) Workloads :- Heavy workloads are a common employee and workplace grievance. If you work for a company that is going through lean times.
- c) Work Conditions :- A safe and clean work environment is crucial to employee satisfaction and motivation. Extensive state and federal regulations protect worker health and safety.
- d) Union and Management Relations :- When unions represent employees, both the union and management must avoid unfair labour practices. These illegal acts involve threatening or coercive behaviour by either party designed to obtain an employees loyalty or ~~Cooperation~~ Cooperation.