Occupational burnout in the Polish gamedev industry

2024 report

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1. Introduction

The Polish gamedev industry is one of the biggest in Europe. According to “The Game Industry of Poland 2023” report (Marszałkowski et al., 2023), over 15,000 employees are present in the field. As in every industry, the employees are at risk of occupational burnout. Despite common awareness about the phenomenon known as “crunch”, no research on occupational burnout or job satisfaction has been done - hence the idea for the study.

The computer games industry is a dynamically developing sector, attracting both young and experienced professionals. However, its specific requirements and work intensity can lead to health issues and decreased job satisfaction. We hope that the results presented in this report will contribute to a better understanding of this phenomenon and will contribute to making the work environment of the Polish gamedev industry healthier and more balanced.

Study purpose

The purpose of the study was to examine the general level of occupational burnout and job satisfaction in the Polish gamedev industry and its correlation with various variables. Since there are no similar studies on this group, this study can be considered a pilot study. The main objectives can be outlined as follows:

1. **Identification of occupational burnout level** among gamedev industry workers in Poland.
2. **The assessment of job satisfaction level** and its correlation with occupational burnout.
3. **The analysis of the influence of demographics and the working conditions** on occupational burnout level.

What is occupational burnout?

Defined as a state of physical, emotional and mental burnout, occupational burnout may lead to a substantial decrease in professional efficiency, job satisfaction and general well-being of an individual.

Author’s note

The study was conducted as part of a course at SWPS University in Warsaw under the supervision of mgr Oliwia Zaborowska.

Special thanks are due to Artur Gaszyniec, Ewa Szczepanowska, Mateusz Witczak and everyone else who has shared the survey.

The study and the resulting report were conducted and processed without external funding. The project did not receive any financial support, sponsorship or donation from any commercial entities, non-profit organizations, government institutions or other external sources.
All costs related to study implementation and report preparation were covered by the authors.

2. Methodology

The study was conducted from **22 April to 22 May 2024**, in the form of a Google Forms survey. The survey was distributed on Facebook, LinkedIn, during the Digital Dragons conference, and shared through private channels of the authors and the respondents.

224 surveys were completed. One person asked for theirs answers to be withdrawn, which resulted in **223 surveys analysed**.

Survey

The survey consisted of 4 demographic questions, 12 questions regarding employment in the gamedev industry, a full BAT questionnaire (33 questions) and an SSP questionnaire (5 questions). The survey was available only in Polish.

Research tools

Burnout Assessment Tool (BAT)

In order to measure occupational burnout level, the Polish version of the Burnout Assessment Tool (Schaufeli et al., 2020), Metoda Oceny Wypalenia Zawodowego (Basińska et al., 2023), was used. This tool includes primary symptoms (BAT-C) and secondary symptoms (BAT-S), which may accompany the primary ones.

BAT-C consists of 23 statements measuring four dimensions of burnout: exhaustion, cognitive and emotional impairment, and mental distancing. BAT-S consists of 10 statements related to psychosomatic complaints and psychological distress, which constitute the secondary symptoms. The study participants rated on a five-point scale how frequently they experience specific symptoms regarding their job. Subscale results and general results for primary and secondary symptoms were calculated by summing up the answers and dividing them by the number of statements.

Unemployed respondents were instructed to answer the questionnaire questions based on their most recent work experience.

The Satisfaction with Job Scale (SSP)

The tool known as the Satisfaction with Job Scale (Zalewska, 2003) was also used in the study. This tool is based on the life satisfaction concept (Pavot, Diener 1993) and contains five statements about work as a holistic phenomenon. The study participants rated on a seven-point scale the extent to which they agreed/disagreed with individual statements, such as:

- In many aspects, my job is close to the ideal,
- I have great working conditions,
- I am satisfied with my job,
- So far I was able to achieve what I want in my job,
- If I was to decide once again, I would choose the same job

Summarised scale results were used for the analysis.

Unemployed respondents were instructed to answer the questionnaire questions based on their most recent work experience.

Key information

For the analyses incorporating data from the following questions, only currently employed individuals were considered.

- Duration of employment at the current workplace
- Company size
- Team size
- Work time
- Job position
- Work mode
- Employment form
- Company segment

3. Study constraints

The research sample is not random

The survey was shared through social media and private channels. It is not possible to state how many people received the survey but did not fill it out. People who are not social media users may have not had the chance to participate in the study. During survey distribution at the Digital Dragons conference, a few people reacted in a certain way. They stated that they do not need to fill in the survey, as they do not consider themselves burned out. There is a possibility then other people had done the same.

Sample size

Despite the sample size being at an acceptable level, we are aware that its size could have been bigger. The number of questions or the topic of the study could have discouraged some people from participating. The other possible reason for a smaller sample size than expected is insufficient sharing and promotion of the survey.

Credibility of responses

No answers that would indicate filling in the survey randomly or falsely were identified. Despite that, it cannot be guaranteed that no false information was provided by the respondents.

Survey language

The survey was available only in Polish. According to “The Game Industry of Poland” report (Marszałkowski et al., 2023), 2200 people from abroad were employed in the industry, which contributes to over 14,5% of the industry's overall population. A survey in two languages (Polish and English) was considered, however, due to the potential difficulties of interpreting of results of BAT and SSP questionnaires in two different languages, this idea has been abandoned.

Study timing

The lay-offs that have impacted the game industry in 2023 and 2024 may have influenced the results of the study. Lack of employment stability, concerns about the future and additional stress coming from uncertainty at work might have intensified the feeling of burnout among workers. These factors, combined with the general instability in the field, might have influenced the results of the study, which have shown higher burnout levels than before the wave of redundancies.

4. Demographic data analysis

Gender

The analysis of the study participants' gender demonstrated a visible domination of men, who constituted 65.9% of the sample (147 people). Women, represented by 67 participants, constituted the second group in terms of size - 30% of the surveyed. Category "Other", which consisted of 9 people, included people identifying as non-binary or preferring alternative forms of describing their gender identity.

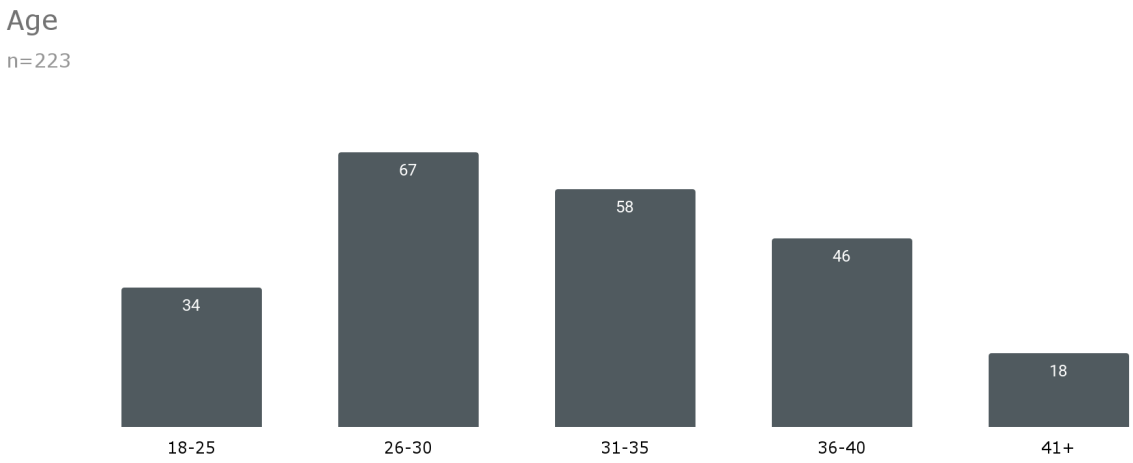
Special attention should be paid to the fact that this study has shown a relatively high percentage of women in this occupation group. In comparison, in the "The game industry of Poland" reports (Marszałkowski et al., 2023) that women represent 24% of the industry. In a later study related to earnings (Ganszyniec & Hacura, 2024) the percentage was 27%, positioning itself between the results of our study and the earlier branch report.

The observed differences in gender representation might originate from different methodologies, different sizes of study samples, and possible changes in the employment structure of the Polish gamedev industry. Fluctuations regarding the percentage of women between studies may also reflect increased success in reaching a diverse group of respondents or short-term trends in research interest among different demographic groups.

Age

The mean age of the participants was 31.95 years, with a median of 31 years. The standard deviation of age is 6.18 years, which implies moderate age diversity in the group.

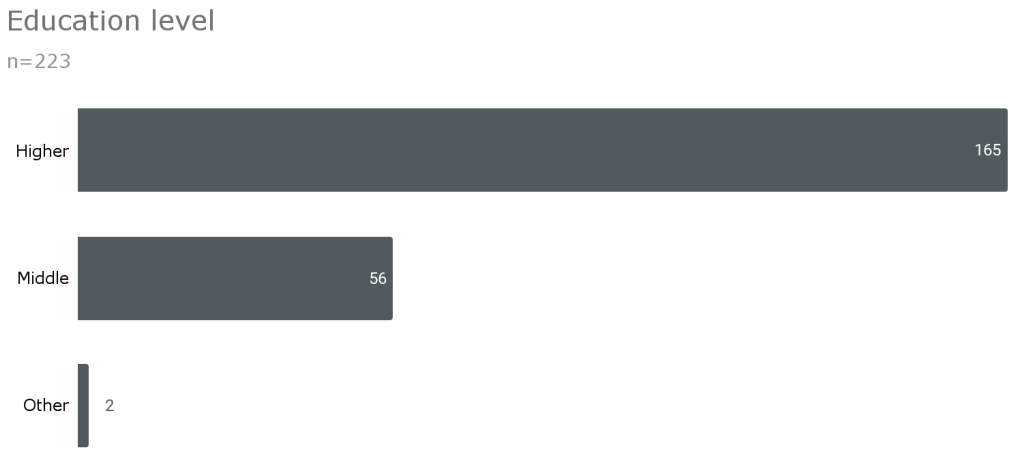
The distribution of the age of the participants is as follows: The youngest age group (18-25 years) constituted 15.2% of the surveyed. The most numerous age group, including participants aged 26 to 30, constituted 30% of the surveyed. The next group, ages 31 to 35, constituted 26% of the respondents. Participants aged 36 to 40 constituted 20.6% of the sample. The oldest age group, including respondents over 40 years of age, was also the smallest - 8.1% of the respondents.



Over half of the participants (56%) are between 26 and 35 years old, which suggests that the Polish gamedev industry is dominated by young professionals. Statistical analysis suggests that the age distribution is close to normal (Shapiro-Wilk test: W = 0,981, p = 0,004), with slight right-sided asymmetry. Kurtosis is -0,144, which suggests a slightly flatter distribution than the normal one.

Education

In total, 74% of the studied declared to hold a university degree, which indicates a high level of formal education in the Polish gamedev industry.



The detailed analysis, with the gender of the respondents taken into consideration, revealed an interesting differentiation:

1. 68% of male respondents (100 of 147) hold a university degree, while 32% of them do not hold such a degree.

2. In the case of women, the percentage of respondents holding a university degree is visibly higher - 88.1% (59 of 67). Only 11.9% of women (8 participants) do not hold a university degree.

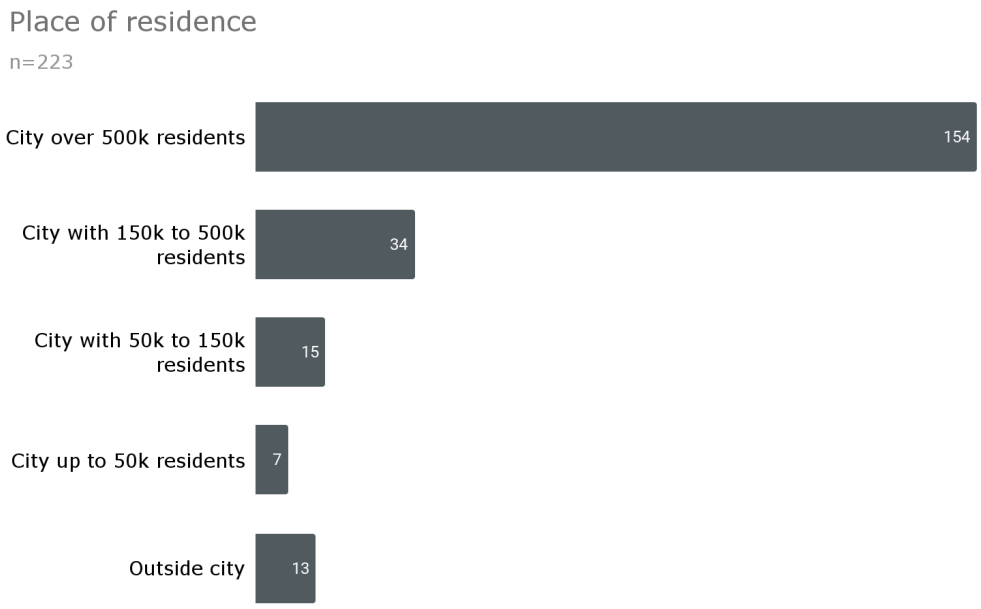
It is worth mentioning that the percentage of women with higher education is visibly higher in comparison to men (difference of 20.1 percentage points). This disproportion may suggest that women entering the gamedev industry have formal higher education more frequently than their male colleagues.

The observed differences in formal education levels between genders may have significant implications for career dynamics in the industry, career paths and possible differences in experiencing occupational burnout. It is worth considering whether a higher level of formal education among women can be related to higher entry point to the industry for them, or to other socio-economic factors.

Interpretation of these data should be done with caution, particularly regarding the “Other” category, due to its small representation in the sample.

Place of residence

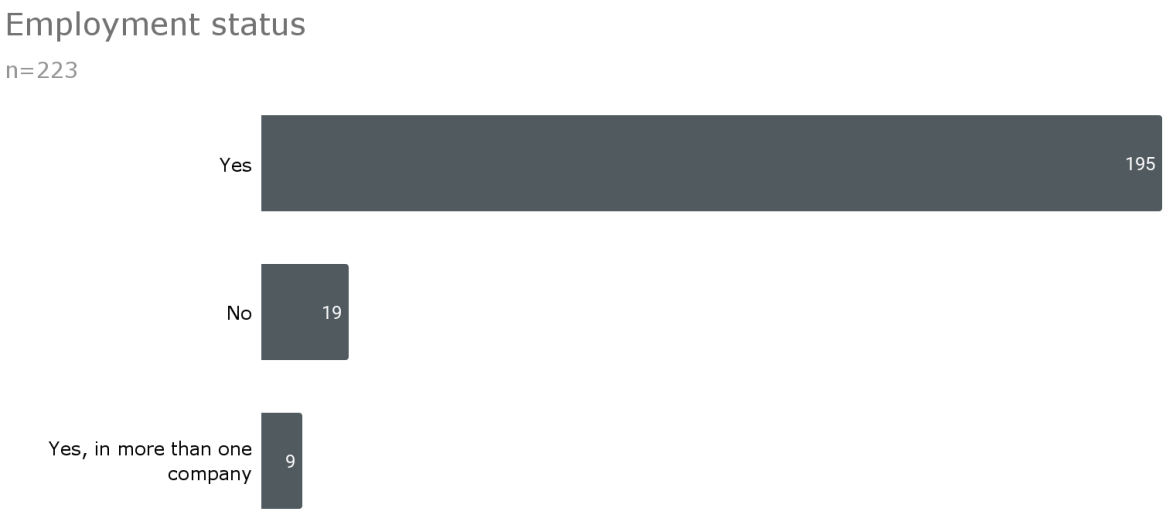
The vast majority of the respondents - 69.1% - live in large cities (over 500,000 residents). No respondent has stated to live abroad.



5. Career data analysis

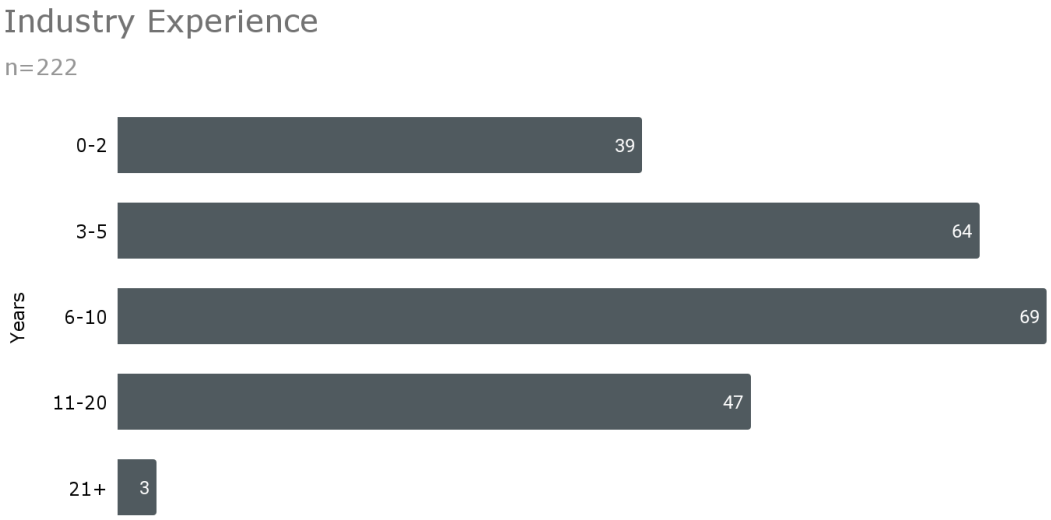
Employment status

In the survey, 8.5% of respondents stated to be unemployed at the time of filling out the survey. This result is close to 9% of unemployed rate, as noted in a study conducted within a similar timeframe about earnings (Ganszyniec & Hacura, 2024). 7.5% of male respondents stated to be unemployed, whereas among women the percentage was 10.4%.



Industry experience

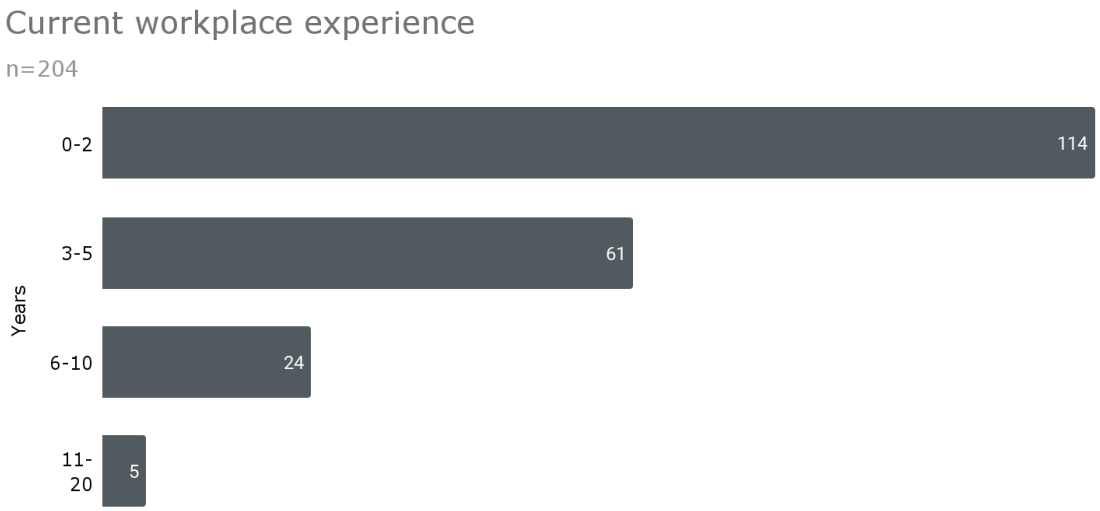
The majority of the respondents (31.1%) have between 6 and 10 years of experience in the gamedev industry, while 28.8% have 3 to 5 years of experience. Less numerous groups include people with 11 to 20 years of experience (21.2%) and those with the shortest work experience - 0-2 years (17.6%). Only 1.4% of the respondents have over 21 years of experience. The mean is 7.26 years, while the median - 6 years. The distribution of experience is asymmetrical, which is further confirmed by the Shapiro-Wilk test ($W = 0,892$, $p < 0,001$).



On average, men are more experienced than women, with a mean experience of 8.10 years, in comparison to 5.65 years in the case of women. The results of the Mann-Whitney U test ($U = 3618$, $p = 0,002$) confirm significant differences between genders in terms of years of experience, with moderate effect size (rank biserial correlation = 0,260). Men are dominating in groups with more years of experience, in particular within the ranges of 6-10 years (65.2%) and 11-20 years (83%). Among women, the highest percentage has 3 to 5 years of experience (34.3%), while only 10.4% have between 11 and 20 years of experience. However, the proportions of men and women in the group with the shortest experience (0-2 years) are similar, which suggests an increasing presence of women in the industry.

Duration of employment at the current workplace

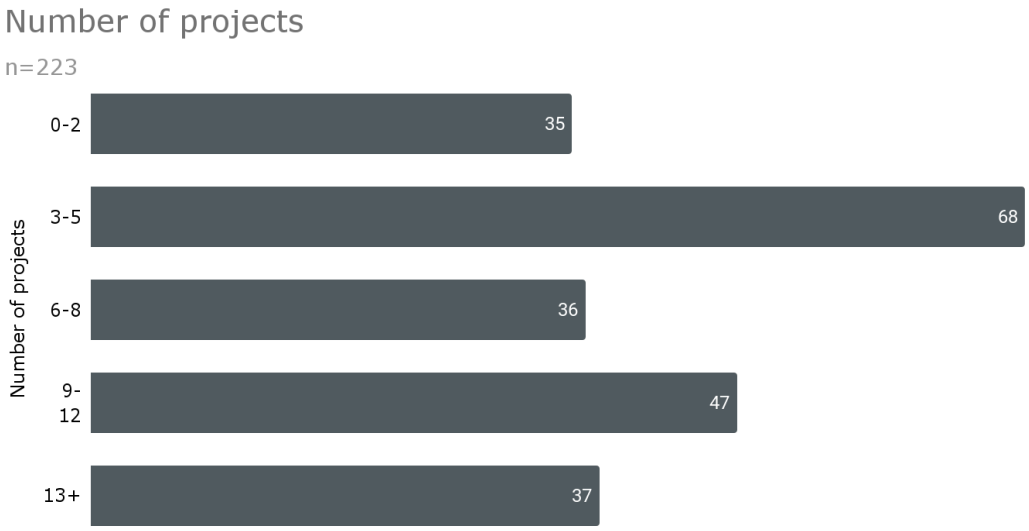
The duration of current employment for the majority of the surveyed (55.9%) is rather short (0-2 years). The next group (29.9%) has been with their current company for 3 to 5 years, while 11.8% of the surveyed have been working for their current employer for 6 to 10 years. Only 2.5% have been employed for 11 to 20 years. The mean number of years of experience in the current workplace is 3.06, with a median of 2 years, which suggests that many workers are relatively new employees of their companies.



These results suggest that the majority of the workers' periods of employment with their employer are relatively short, which may indicate the dynamic nature of the industry or high worker rotation.

Number of projects

The analysis of the number of projects surveyed were working on reveals differences depending on the industry segment. In general, most of the surveyed (30.5%) worked on 3 to 5 projects, while 16.6% participated in over 13 projects. Mean number of projects is 9.13, with a median of 6 projects.

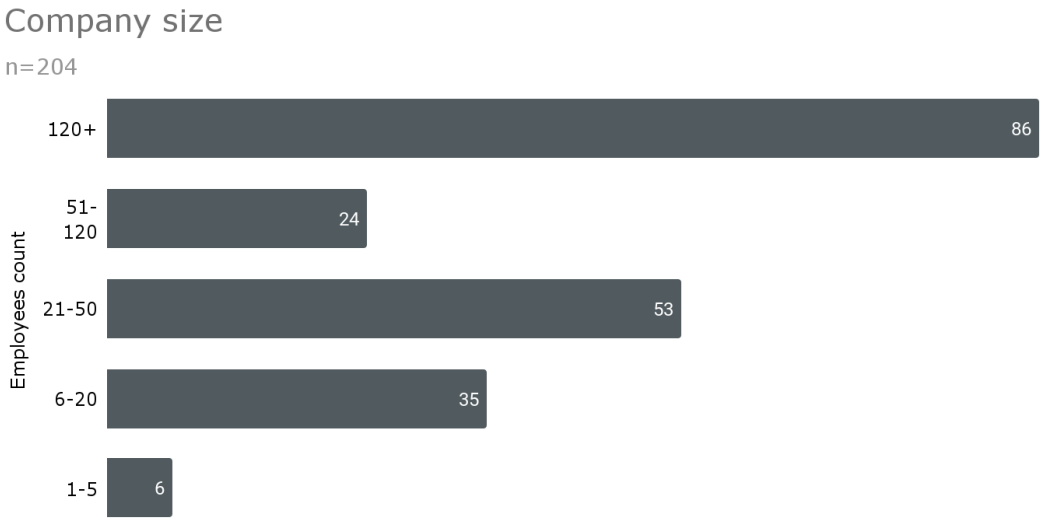


Number of projects and industry segment

In the AAA segments, the mean number of projects is lower (6.79) which may be an effect of greater complexity and length of the projects' realization. In the AA segment, the mean is 8.71, in the indie segment - 7.25, while in the mobile one - 8.82. People working in outsourcing have the biggest number of projects, which may originate from the variety and the number of smaller assignments carried out in this segment.

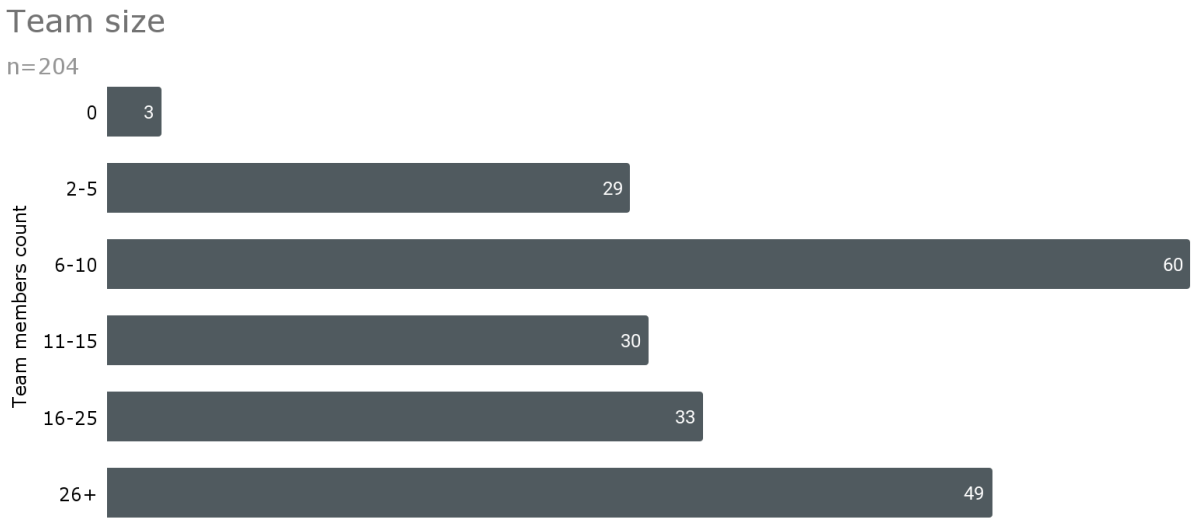
Company size

The majority of the surveyed (42.2%) work in companies employing over 120 people. 26% of the respondents work for the companies employing between 21 and 50 people. 17.2% of the respondents work for the companies employing between 6 and 20 people. Only 2.9% of those surveyed work in very small companies (1-5 employees).



Team size

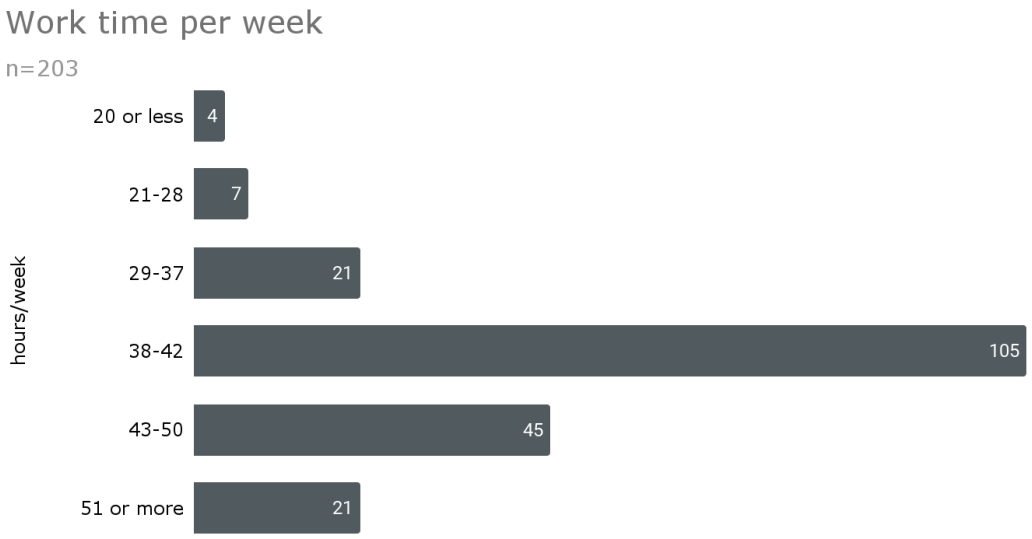
The mean size of the team a respondent works in is 19,6 people, with a median of 10 people, which suggests that many respondents work in average-sized teams. Most of the surveyed (29.4%) work in teams consisting of 6 to 10 people, while 24% are employed in teams consisting of over 26 people. Smaller teams, consisting of 2 to 5 people, are represented by 14.2% of the respondents, while 14.7% are members of teams consisting of 11 to 15 people.



Some respondents may have understood the question in the context of the whole company, not their teams, which may have impacted the accuracy of the collected data.

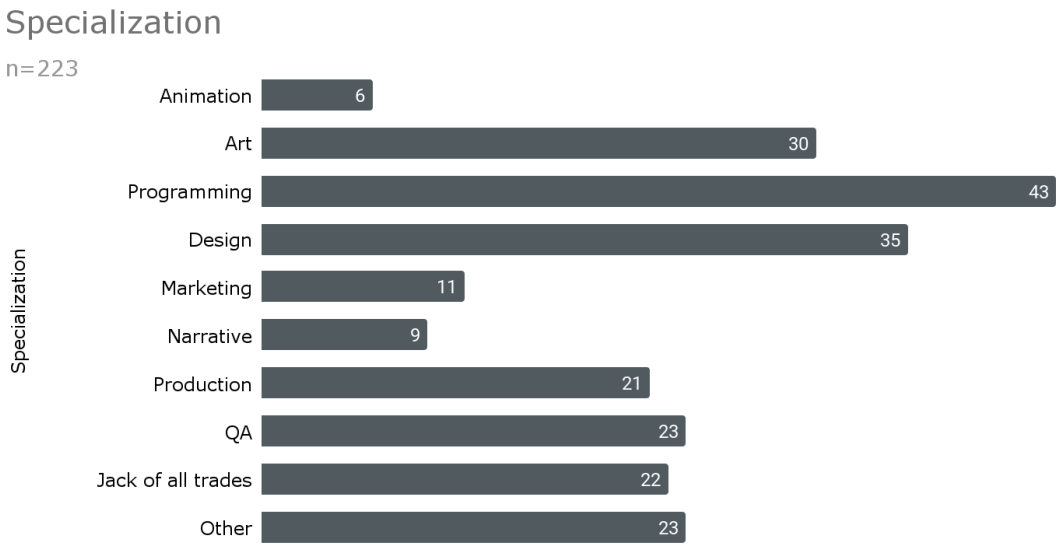
Work time

The majority of the surveyed (51.7%) work between 38 and 42 hours a week, while 22.2% spend between 43 and 50 hours a week at work. 10.3% of the respondents work over 50 hours a week. Only 2% of the surveyed work 20 hours a week or less, which suggests the domination of full-time work in the industry.



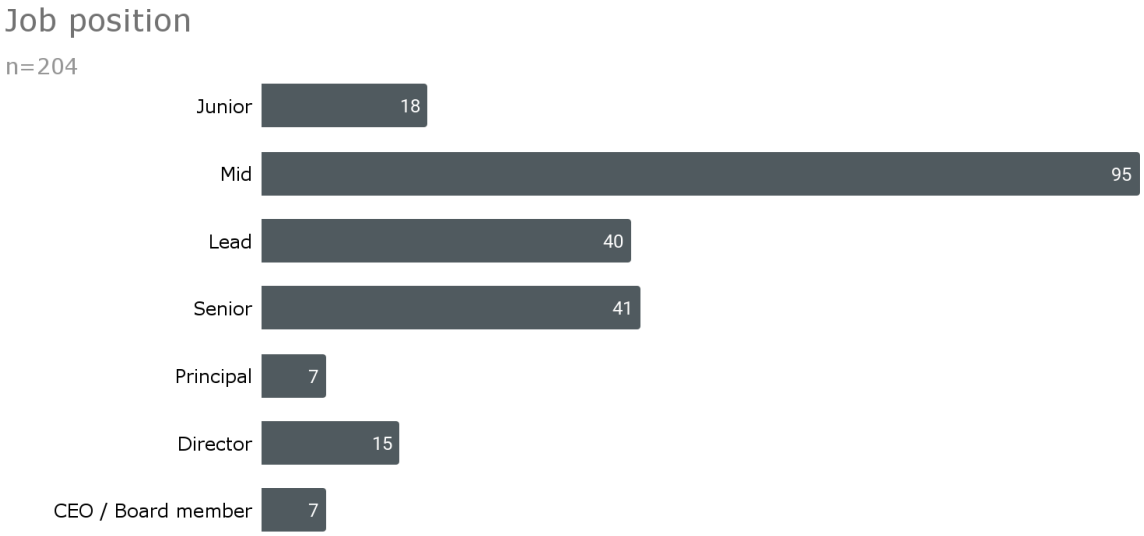
Specialization

The largest group among respondents specializes in programming (20.2%) and design (16.5%) The artists (14.2%) and QAs (10.8%) are also well-represented. 9.9% of the surveyed work in production, while 10.3% of the respondents picked the “jack of all trades” option. Smaller groups among respondents are concerned with marketing (5.2%) and narrative (4.2%). The remaining 10.8% are people with different specializations than those stated above.



Job position

The study group is dominated by Mid/Specialist employees (45.1%). The next groups in terms of size are Seniors (18.1%) and Leads (17.2%), which indicates a substantial representation of experienced professionals and leaders. Junior employees constitute 5.9% of the study group, while Directors and Chairpersons are respectively 7.4% and 3.4% of the surveyed. Employees on a Principal level have the smallest representation among the surveyed - 2.9%.

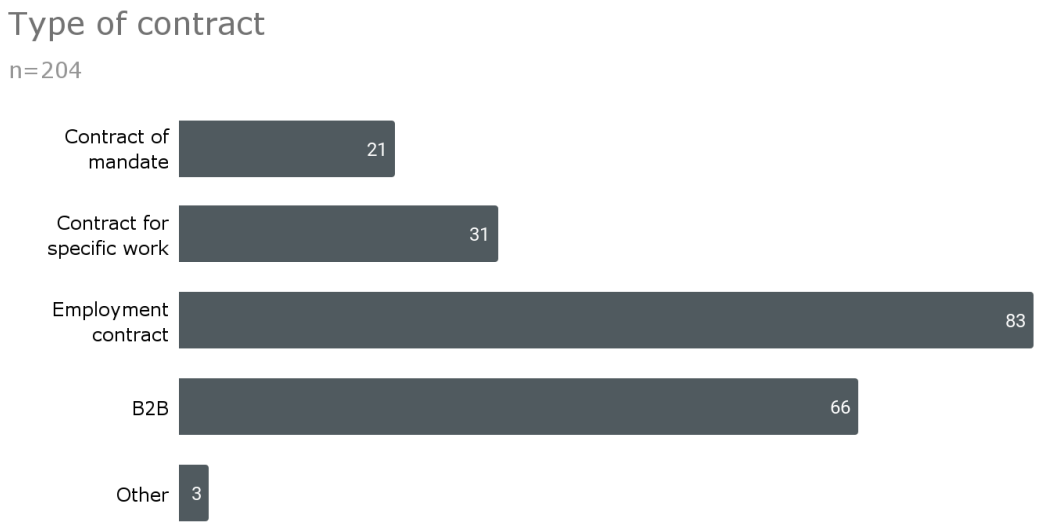


Work mode

In the study group, 18.6% work on-site, 44.6% work remotely and 36.8% work in hybrid mode.

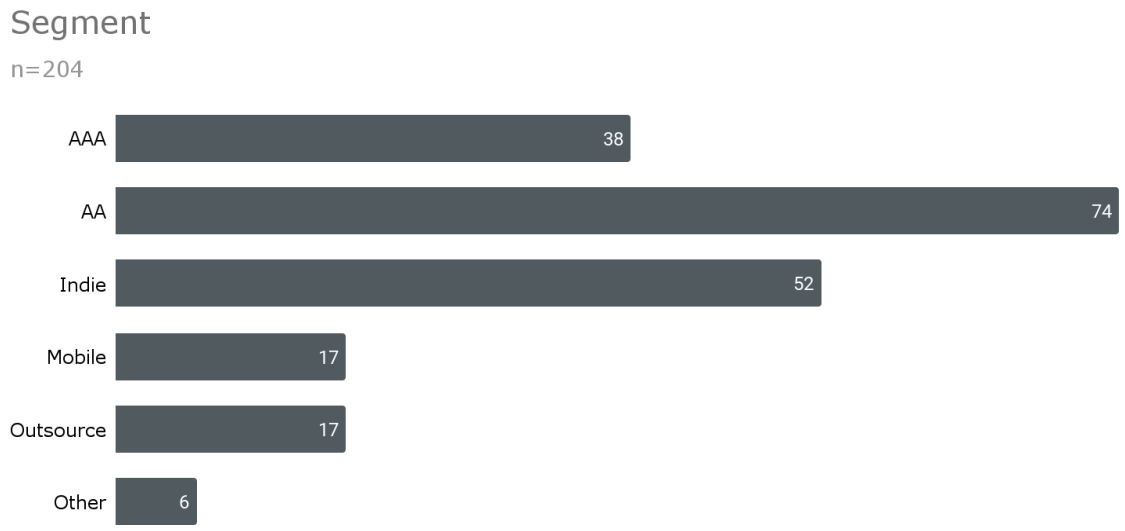
Type of contract

Among the surveyed, 41.3% of them are employed under a contract of employment, 32.8% are employed under a B2B contract, and 15.4% under a contract for specific work. 10.4% of the surveyed are employed under a contract of mandate.



Company segment

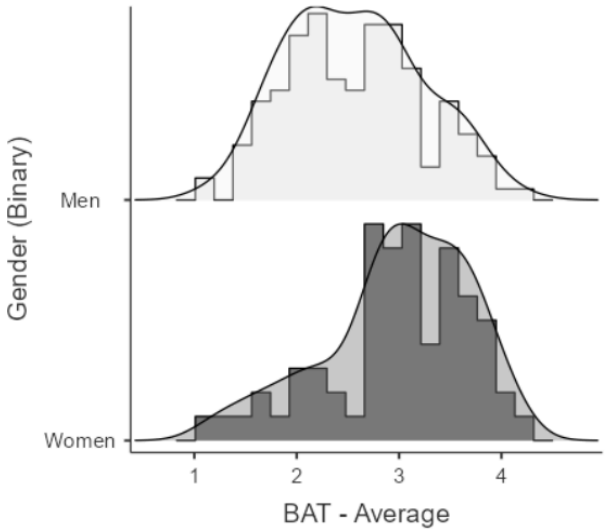
In the study group, 37.4% of respondents work in the AA segment, 26.3% of respondents work in the indie segments, and 19.2% of respondents work in the AAA segment. Regarding mobile and outsourcing segments, they are represented by the same percentage of respondents: 8.6%.



6. Occupational burnout analysis

Gender and occupational burnout level

A statistically significant difference in general burnout levels between genders ($p<0.001$) was demonstrated by using the t-Student test. Women report higher burnout levels (M = 2.99) in comparison to men (M = 2.57). This effect can be described as moderate (r = 0.362).



	Gender	N	Mean	Median	SD	SE
BAT - general level	Male	147	2.57	2.55	0.662	0.0546
	Female	67	2.99	3.09	0.706	0.0863
Exhaustion (EX)	Male	147	3.03	2.88	0.871	0.0718
	Female	67	3.46	3.75	0.931	0.1138
Mental distance (MD)	Male	147	2.44	2.40	0.946	0.0780
	Female	67	2.64	2.80	1.016	0.1241
Cognitive impairment (CI)	Male	147	2.46	2.20	0.800	0.0660
	Female	67	2.88	3.00	0.863	0.1054
Emotional impairment (EI)	Male	147	2.01	2.00	0.767	0.0632
	Female	67	2.41	2.40	0.806	0.0985
Psychological distress (PD)	Male	147	2.99	2.80	0.994	0.0819
	Female	67	3.49	3.60	0.804	0.0982
Psychosomatic complaints (PC)	Male	147	2.18	2.00	0.844	0.0697
	Female	67	2.77	2.80	0.872	0.1065

Women consistently report higher levels of burnout across all components, except for mental distance, where the difference is not statistically significant. Particularly visible differences can be observed regarding psychosomatic symptoms, general burnout level and exhaustion. It is worth mentioning that despite the differences in burnout levels, no significant difference in job satisfaction between genders was observed.

These results suggest a need for a deeper analysis of the factors contributing to higher burnout levels among women in the industry. The underlying reasons may be differences in working conditions, social pressure, work-life balance, or other industry-specific factors.

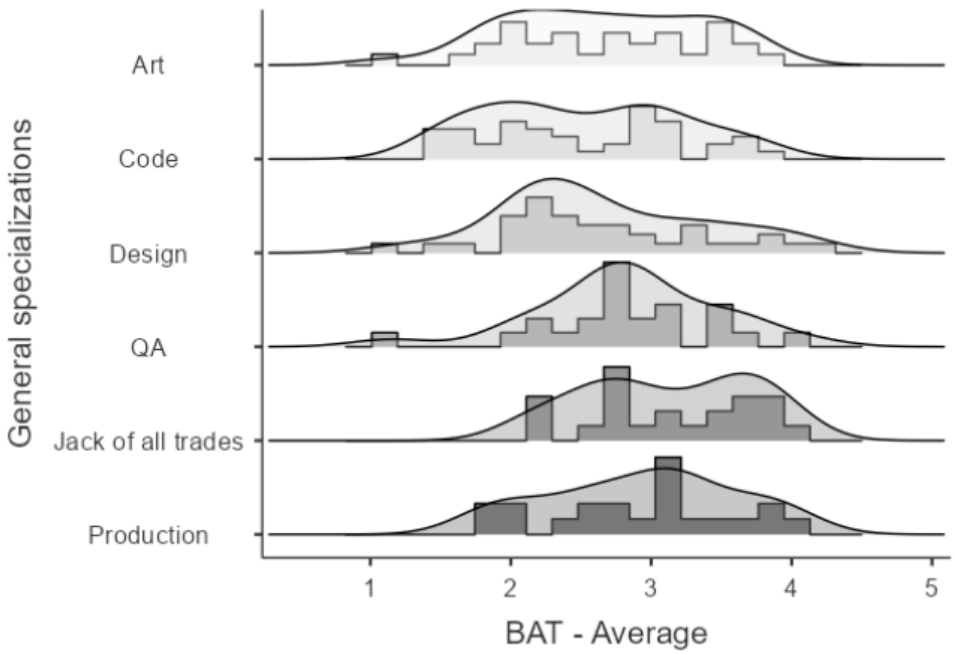
Specialization and occupational burnout level

Kruskal-Wallis U test demonstrated statistically significant differences in occupational burnout levels between various specializations ($\chi^2 = 13.68$, $p = 0.018$, $\varepsilon^2 = 0.0791$). The highest burnout levels were observed among people describing themselves as “jacks of all trades” ($M = 3.12$), while the developers reported having the lowest levels ($M = 2.52$).

BAT

Specialization	N	Mean	Median	SD	SE
Art	30	2.66	2.68	0.697	0.127
Code	43	2.52	2.45	0.692	0.106
Design	35	2.66	2.48	0.739	0.125
Production	21	2.93	3.09	0.668	0.146
QA	23	2.82	2.79	0.641	0.134
"Jacks of all trades"	22	3.12	3.12	0.590	0.126

Significant differences have occurred in the exhaustion and emotional impairment components, as well as in symptoms of psychological distress and psychosomatic symptoms, while respondents describing themselves as "jacks of all trades" consistently reported having the highest results, while the developers - had the lowest. Interestingly, despite these differences, no statistically significant discrepancies in job satisfaction between specializations were observed ($p = 0.332$).



These results suggest that the nature of work in various specializations may significantly influence experiencing occupational burnout, with multi-specialised people being at risk in particular.

Employment and occupational burnout level

Mann-Whitney U test demonstrated statistically significant differences in occupational burnout levels between employed and unemployed people ($U = 1036$, $p < 0.001$, $r = 0.465$). Unemployed people were reporting significantly higher levels of occupational burnout ($M = 3.24$, $SD = 0.626$) in comparison to employed people ($M = 2.67$, $SD = 0.693$). The strength of this effect is moderate to severe, which suggests that employment status is an important factor related to experiencing occupational burnout in this industry.

BAT

Employment	N	Mean	Median	SD	SE
Yes	204	2.67	2.70	0.693	0.0485
No	19	3.24	3.48	0.626	0.1436

This result suggests that lack of employment in the field might be both a risk factor for occupational burnout and its consequence. It might be caused by various reasons, such as stress related to job search, loss of sense of belonging to the industry, or a cumulation of negative experiences from previous employment. At the same time, results should be interpreted with caution, including the possibility that people experiencing severe burnout may resign from work more frequently or experience difficulties in finding new employment.

7. Job satisfaction analysis

Employment and job satisfaction

Mann-Whitney U test demonstrated statistically significant differences in job satisfaction levels between employed and unemployed respondents (U = 1301, p = 0.018, r = 0.329).

SSP

Employment	N	Mean	Median	SD	SE
Yes	204	22.59	23.00	7.125	0.4988
No	19	18.11	20.00	7.817	1.793

Employed respondents showed to have visibly higher job satisfaction levels in comparison to unemployed respondents. The mean result for employed respondents was 22.6 points, while the mean result in the case of the unemployed was 18.1 points.

Position and job satisfaction

In the study, an analysis of the relationship between job position and the job satisfaction level was conducted. Principal and C-level roles were excluded from the analysis due to the small number of respondents in these groups, which could impair the results.

Non-parametric analysis of variance (Kruskal-Wallis test) was applied to other job categories. Statistically significant differences in job satisfaction levels between various positions were demonstrated ($\chi^2 = 15.6$, $p = 0.002$, $\varepsilon^2 = 0.0819$)

SSP result

Position	N	Mean	Median	SD	SE
Junior	12	16.5	13.5	9.26	2.673
Mid/Specialist	92	22.0	23.0	6.89	0.718
Senior	37	25.6	27	6.18	1.016
Lead	35	22.1	21	6.40	1.082
Principal	6	27.8	29.5	6.74	2.750
Director	15	21.7	22	5.87	1.516
Chairperson/Board member	7	24.7	25	9.38	3.544

The highest job satisfaction level was observed among senior employees, while the lowest was observed among juniors. The differences between positions are relatively small, but statistically significant.

These results suggest that position level has some influence on job satisfaction in the studied group, with employees with higher positions (except for top executives) slightly more satisfied with their jobs.

Work mode and job satisfaction

In the study, the relation between working mode and job satisfaction was analysed. In order to conduct the analysis, the Kruskal-Wallis test was used. The results imply statistically significant differences in job satisfaction levels between working modes ($\chi^2 = 6.772$, $p = 0.034$, $\varepsilon^2 = 0.0334$).

SSP result

Work mode	N	Mean	Median	SD	SE
On-site	38	20.2	19.5	8.18	1.326
Hybrid	91	22.3	23	6.20	0.716
Remote	75	23.8	25	7.17	0.751

The highest job satisfaction level was observed among remote workers, followed by employees working in hybrid mode. The lowest level of job satisfaction was observed among on-site workers.

Despite the differences being statistically significant, the size of the effect ($\varepsilon^2 = 0.0334$) implies a relatively weak relation between work mode and job satisfaction.

Based on these results, it can be suggested that work mode has some influence on job satisfaction in the studied group, with remote workers being the most satisfied with their jobs.

8. Correlations' analysis

BAT x SSP

In order to examine the relation between occupational burnout level and job satisfaction among workers, Spearman's correlation analysis was conducted. The results have demonstrated a strong negative correlation between these variables ($\rho = -0.571$, $p < 0.001$, $df = 221$).

The correlation is statistically significant, which means there is a significant relation between occupational burnout level and job satisfaction. The negative nature of the correlation indicates that a higher occupational burnout level is related to a lower job satisfaction level, and vice versa.

SSP x Experience

Spearman's analysis of correlation between job satisfaction and industry experience demonstrated a weak, but statistically significant positive correlation (rho = 0.155, p = 0.021, N = 222). This means that with an increase in experience in the game industry, a slight increase in job satisfaction is observed. Despite the strength of this correlation being relatively small, this result suggests that more years of experience may contribute to a slight increase in job satisfaction. This may originate from better alignment with the specifics of the industry, skills development, or reaching higher positions alongside the acquired experience. It needs to be stated, however, that due to the weak strength of the correlation, other factors may have substantially more influence on job satisfaction.

SSP x Position

Spearman's analysis of correlation between job satisfaction and seniority level, excluding chairman/board member level, demonstrated a weak to moderate, but statistically significant positive correlation (rho = 0.191, p = 0.005, N = 216) This result indicates that, along with an increase in employment duration and promotion to higher positions, an upward trend regarding job satisfaction is observed. This correlation is stronger than in the case of general experience in the industry, which suggests that not only the time spent within the industry, but - above all - the career development and reaching higher positions may have a positive influence on job satisfaction. This may be related to greater autonomy, a better salary, or the possibility to make more significant decisions on higher career ranks. Regardless, the strength of this correlation remains within weak to moderate ranges, which indicates that other factors play a significant role in shaping professional satisfaction in the industry.

9. Conclusions

The study sheds light on the phenomenon of occupational burnout in the Polish gamedev industry, revealing several important observations. Primarily, gender differences in experiencing occupational burnout can be clearly outlined. **Women in the game industry exhibit significantly higher levels of occupational burnout in comparison to men.**

Professional specialization has proved to be an important factor, which may influence the burnout level. People describing themselves as **"jacks of all trades" exhibit the highest burnout levels**, while the programmers - the lowest. This indicates the potential risks related to taking on multiple roles at once and suggests a need for better workload and specialization management.

The employment status also plays a substantial role. Unemployed people exhibit significantly higher occupational burnout levels and lower job satisfaction levels in comparison to their employed colleagues.

The study revealed a relationship between job satisfaction and job position. Senior and principal employees report having the highest satisfaction levels, while junior employees - the lowest ones. This suggests that career development in the gamedev industry may cause an increase in career satisfaction.

Work mode has been proven to influence workers' satisfaction. People working remotely report having the highest job satisfaction levels, which may suggest that flexible employment forms in the game industry are beneficial. Simultaneously, it was observed that individuals working remotely have shorter work experience at their current workplaces, which may indicate higher career mobility in this group.

A strong negative correlation between occupational burnout level and job satisfaction was demonstrated, which confirms the mutual connection of these phenomena and emphasizes the significance of the actions taken in order to increase workers' satisfaction as a potential strategy for counteracting occupational burnout.

The study reveals the complexity of occupational burnout in the gamedev industry, emphasizing the need for diverse prevention and support strategies. Particular attention should be paid to supporting women, individuals having multiple roles at once and employees at the initial stages of their careers. Promoting a healthy work-life balance, clear role defining and creating an inclusive work environment can be crucial in occupational burnout risk reduction and increasing job satisfaction in the dynamically evolving game industry.

10. Future research suggestions

Interviews

In order to receive a more detailed picture of the respondents' experiences and to have a better understanding of the factors influencing occupational burnout and job satisfaction levels in the gamedev industry, conducting in-depth interviews should be taken into consideration. Implementing this type of qualitative approach could provide insight into individual histories and contexts that are not always visible in standard surveys. It could also facilitate the identification of underlying trends and phenomena.

Influence of other factors

Including the influence of other factors than those incorporated in the study (for example: income level satisfaction, benefits, marital status, or number of children) on occupational burnout in the industry could be an added value to future research in this field. The analysis of these variables can reveal how private life aspects, such as financial pressure or family responsibilities, may affect the workers' satisfaction and burnout levels, which will allow formulating more accurate conclusions.

Collaboration with companies and organizations

The other idea worth considering is initiating collaborations with large companies and organizations within the industry in order to increase the range of the study and the number of participants. Partnerships with these entities could facilitate reaching a wider range of employees and increase the credibility of the study. As a result, a more representative sample could be obtained, which would allow for a more accurate understanding of the occupational burnout phenomenon and for formulating more accurate conclusions and recommendations.

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