

# Exploring Remote Work and Job Design Strategies to Combat Employee Burnout Through Applied Organizational Leadership Practices

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## Abstract

The ever-present ripple effects of the COVID-19 pandemic have significantly impacted the operation of organizations. Competitive advantages gained through talented employees is a pathway utilized across nearly every industry and sector. As companies cope with human capital and labor strains due to significant shifts in the US workforce, preventing exhaustion in existing employees is a vital concern. In this presentation, extant research on burnout identifies decreased job satisfaction and a need for applied management practices to prioritize work-life balance. The authors develop a conceptual framework that identifies key variables that can be used to predict burnout in employees. The conceptual framework is presented by synthesizing interrelated concepts and stress-related components which can be identified and mitigated through the application of existing theories to reduce burnout in the workplace. This deductive approach to identifying burnout trends within the current workforce will advance the current field of study by aggregating research from numerous sectors, macroeconomic data, and industrial reports to identify common variables that can impact employee subjective well-being during the COVID-19 pandemic and beyond. The authors then identify applied evidence-based recommendations that can be used as possible responses to employee burnout.

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