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Demographic Clout on Job Burnout of Civil Engineers at Family Home/s Constructions

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Abstract— *Job burnout is an outcome of either exhaustion and or mental distance and or emotional impairment and or cognitive impairment. Voluntary or involuntary Talent turnout is observed from literature review. Short form of Maslach burnout inventory tool (General Survey) is engaged to collect primary data. A sample of site civil engineer/s from the civil engineer's universe is considered to carry this study. To collect the data snow ball technique administered. To ascertain reliability of data the Cronbach Alpha test administered and the value found more than 0.70, hence data is reliable. The correlation test/ examination has revealed that mental exhaustion is related to Age / Qualification/ Employer/ Refreshment; energy recouping is related to Age/ Salary/ Employer/ Refreshment Age/Marriage/Refreshment; low enthusiasm towards work related to Age/ Marriage/ Refreshment might be a factor/s; strong dislike of job is related to Salary/ Accommodation/ Marriage/Employer/Refreshment; poor concertation at work is related to Salary/Vehicle/ Accommodation; not staying focused is related to Dependency/Vehicle; I'm cynical about what my work means to others is related to Loan/employer/ Refreshment; Loan might be a factor for making mistakes at job due to mind being dwelled in other things/for my unintentional over reaction/ to concede myself as I react emotionally at work. The research has been carried out Hyderabad, India.*

Keywords— *Home Construction, Real estate, Talent Turnover, Job burnout, Emotion, Cognitive, Exhaustion*

JEL classification: *J11, J44, J62*

1. Introduction

At a projected compound annual growth rate (CAGR) of 7.51%, the residential construction market in India is expected to reach USD 272.67 billion by 2029. But growth might be impeded by high construction costs brought on by a shortage of building materials. India saw USD 3.3 billion in private equity investments in real estate in FY21–22. The amount of investments garnered by the top three cities, Bengaluru (19%), Delhi (19%), and Mumbai (39%), was about 77%. India has made great strides in its urbanization. More than 4000 lakh people are forecasted to reside in Indian cities by 2030. Rising family incomes, India's growing urban population, and ten years of cheap lending rates have all contributed to the country's increased demand for residential real estate. Hyderabad is one of the leading contributors, with 83% of the new launches occurring year over year. West Hyderabad provided the greatest number of homes out of all the zones in the city, making up 52% of all launches. North Hyderabad, which made up around third part of all the latest developments started in the city in the first quarter of 2022, came next. With a 52 percent share, East Bengaluru had the newest residential property debuts, followed by North Bengaluru. With many localized and territorial businesses and a couple of international industrialists, the Indian residential building industry is becoming more and more fragmented and competitive. Comparing the previous year to 2023, the construction industry had increases in nominal value added of 7% and nominal gross output of 6%. Nominal construction spending continued to rise as of the third quarter of 2023. A major obstacle that the industry still faces is the persistent lack of trained workers. Registrations for properties costing ₹1 crore and more surged in Hyderabad; in January 2024, the weighted average price grew by *14% year over year. Hyderabad had 5,411 registered residential* properties in January 2024, a 1% year-over-year (YoY) decrease. According to statistics of Telangana Registration and Stamps Department, the total value of properties registered during the January 2024 was ₹3,279 crore, which is higher by 24% YoY and indicates a tendency towards the sale of higher value dwellings. It includes home sales that are pertinent to both the main and secondary real estate markets. Homes valued between ₹25 and 50 lakh accounted for 47% of all property registrations in Hyderabad in January 2024; homes below ₹25 lakh made for 15% of all registrations, a further decline in proportion. A Knight Frank study claims that from 8% in January 2023 to 14% in January 2024, the percentage of sales registrations for homes costing ₹1 crore and beyond has increased significantly. Approximately 71% of the properties registered in January 2024 were within the 1,000–2,000 square foot category. Pressure for tiny space (those under 1,000 sft) moderated, with this category's registrations dropping from 19% in January 2023 to 16% in January 2024. However, demand increased for houses bigger than 2,000 square feet; in January 2024, 13% of registrations were made, up from 9% in the same month the previous year.

With a steady pace of property registrations and a discernible uptick in demand for higher quality homes in January, the Hyderabad residential market had a promising start to 2024. Porter's five forces—bidding power of customers, bargaining power of suppliers, threat of new entrants, rivalry among current rivals, and danger of product substitution—are all present in the residential building market. The real estate has witnessed demand for building constructions in a big

number in isolated, semi-gated, gated communities, which includes flats, duplex as well as triplex houses. This study is focused over a gated community development where in the height of the building is stilt plus five to nine floors only. This building construction has to be carried out in phased manner, namely substructure, super structure, finishes and external development there after handing over of the property. The builder/promoter are active with respect to the planning, design, execution, completing in all respects. The service providers are namely Architects, Structural engineers, Plumbing and drainage layout designers, firefighting specialist, concreting/ plastering/ painting/ house wiring specialists etc. The service providers selected through tendering procedure, but most of the time the promoters/builders do continue the business with existing knowns service providers only, to make the job easy. During the initial stage of construction work the number of service providers are noted to be two or three, like ground breaking, carting the earth, marking for columns, rebar fixing and pour concrete there after backfilling. The number of flat buyers observed to be low in number during ground breaking, sub structure construction and the buyer number will increase as the project progresses. The visit of number of buyer/s is small in number or nil during sub structure construction as well as frame work construction. The builder/promoters prioritize in completing the substructure and they pay attention in completing the column frame structure as early as possible, because it attracts the flat buyers. The finishing works (Main/partition wall, plastering/ plumbing/wiring/ floor tile laying/ dado in bath rooms/ door fixing/ window fixing etc.,) are dependent on each other, hence the work will go over a longer period of time.

1.1 Site engineers

Site engineers manage construction projects, balancing stakeholder expectations and ensuring quality, budget, and safety, while also ensuring project management and compliance with statutory requirements.

Couple of challenges are as follows:

- During final finishes stage the site engineers have use the staircase only (i.e. no lift car).
- The engineer has to address the microlevel management in resolving the issues raised by the flat buyers, in this regard the site engineer has to coordinate with the workforce, their office, stores etc., It is observed this kind of coordination has developed the stress among the site engineers.

Builders/promoters acting as a service facilitator to the flat buyers, they buy the service/s from the vendors. Once, the service providers complete agreed work, thereafter they refrain from corrective action. Site engineer/s are struggling to get done the things, hence stress level of site engineer will be very high.

1.2 Objectives of the Study

This study aims to fill a gap in literature on burnout among construction engineers, a high-risk occupational group, by addressing this intangible yet detrimental phenomenon.
The objective of study is:
i. The study investigates the impact of demographics over job burnout among Hyderabad construction engineers using the Maslach Burnout Inventory (MBI), a widely used burnout scale.
ii. The study aims to identify job characteristics that contribute to burnout and their relative importance.

1.3 Research methodology

The under depicted methodology (Fig.1) adopted to carry out this study.

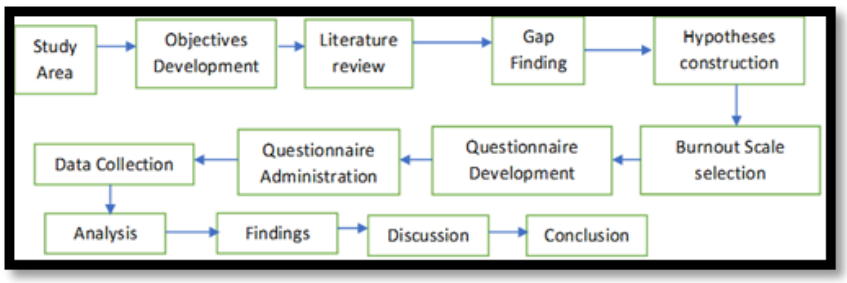

Fig.1: Research Methodology

2.0 Literature review

The engineers working for substructure and super structure of a building are comfortable in comparison to finishing works (i.e. couple of vendors for coordination), but the same engineer is troubled during finishing works, because of coordination with all service providers, which is manageable. But, during the process of pre-handing over the property to owners/buyers, the engineer is troubled while attending more than a owner/buyer (i.e. the number of flats owner) visit on a single day and to get done things through service providers and the engineer/s is noted to be under stress, especially during week end or on public holiday/s. Addressing the observation/s of flat owners is found challenging to

site engineers. Taking the corrective of building element is costly affair as well as it demands patience, time and also coordination. Burnout occurs in staff-client interactions, where clients' problems are often complex and difficult to solve, leading to feelings of anger, embarrassment, fear, or despair, and chronic stress, which can lead to burnout. Burnout syndrome involves increased emotional exhaustion and depersonalization, causing workers to feel unable to give of themselves psychologically and develop negative attitudes towards clients.
According to a 2014 study by Zhou et al., role conflict and burnout have a positive correlation and have a negative effect on an employee's performance. According to Sovitriana et al.'s 2019 study, junior high school teachers in South Tangerang experienced burnout in direct proportion to the theoretical model. In a 2015 study, Yirik et al. discovered that 318 mid-level managers in four- and five-star hotels in Alanya, Turkey, had their organizational stress and burnout levels significantly influenced by their ages, genders, education levels, departments, and positions. However, these factors do not affect burnout levels. Talent turnout (Dr AB Saraswathi, and Bonniga, Ravinder) is due to lack of motivation.

2.1 Burnout Description/Definition

Engineers face role conflict when balancing professional standards with strict deadlines and financial constraints, which can lead to serious "life or death" situations and increased stress levels (Bacharach et al. 1991). The delicate balancing act that engineers must perform between meeting stringent deadlines and budgetary constraints and maintaining professional standards can put them in dangerous "life or death" situations and raise their stress levels (Lingard 2003). Compared to those in consulting firms and government agencies, construction professionals in the contracting business are more accustomed to, and thus have more experience with, managing stressful situations. This suggests that construction engineers employed by contracting firms are probably under more stress than their counterparts in consulting firms (Ng et al. 2005). Since civil contractors are primarily site-based, they are subject to different, potentially more severe stressors than consultants who work in offices (Lingard 2003). Staff members may believe that their clients are somehow deserving of their problems due to their dehumanized perception of others (Ryan 1971).
The widely held belief that work-related factors are the primary cause of burnout, followed by personality factors (Bianchi 2018; Maslach 2003, 2006; Shanafelt et al., 2017). The initial indication of burnout occurs when a worker puts in more effort and longer hours, but their output appears to be decreasing (Freudenberger 1977). Scholars have generally acknowledged that job stress, which is defined as role overload, role ambiguity and conflict, and responsibility arising from the work environment, has detrimental effects on organizations and results in low levels of organizational commitment, productivity, and effectiveness, among other things (Lee and Ashforth 1993; Cordes and Dougherty 1993).
This phenomenon has been widely attributed to burnout, which is defined as persistent emotional exhaustion (Wright and Bonett 1997; Leiter and Maslach 1988; Schaufeli and Enzmann 1998; Maslach et al. 2001). It happened gradually as a result of daily, ongoing stress exposure over an extended length of time (Westman and Eden 1997). Cynicism, diminished professional efficacy, and emotional weariness are symptoms of emotional exhaustion, characterized by low energy, negative self-evaluation, and dissatisfaction with work achievements. (Maslach et al. 1996; Maslach et al. 2001; Maslach and Leiter, 2008).
Burnout has been linked, on an individual basis, to mental and physical health issues such as psychological distress, anxiety, depression, and low self-esteem (Maslach et al. 2001), headaches, restless nights, and drug misuse (Burke and Greenglass 1986). Negative attitudes toward work, such as low levels of motivation, job satisfaction, and organizational commitment but high levels of job uncertainty, have also been consistently linked to burnout at the organizational level (Schaufeli and Enzmann 1998; Maslach et al. 2001). Counterproductive work behaviors that lower the effectiveness of the organization as a whole include absenteeism, decreased productivity, and increased staff turnover (Wright and Bonett 1997).
Contagious diseases impact individuals, coworkers, and homes, affecting not only personal health but also socioeconomic factors (Westman and Eden 1997). Burnout, a work-related stress syndrome characterized by emotional exhaustion, professional inefficacy, and cynicism, affects various professions including human service, engineering, banking, and management (Tareq Lubbadeh 2020). Burnout's detrimental effects have sparked calls for intervention programs to enhance employee quality of life and prevent organizational losses (Awa et al., 2010).
Job insecurity arises from a balance between high job demands and insufficient resources, affecting physical, psychological, social, or organizational aspects that require sustained effort or skills. (e.g. emotional demands and work pressure). Job resources encompass physical, psychological, social, or organizational aspects that facilitate work goals, reduce demands, and promote personal growth, learning, and development. (e.g. role-clarity, supervisor coaching, career opportunities , and autonomy) (Schaufeli & Taris, 2014).
Motivational media, job demand, and job resources models positively impact work engagement and burnout, with job resources positively influencing psychological satisfaction (Jansen et al., 2018). The level of work, working conditions, and time constraints necessary for a job are referred to as job demand (Fernet & Sen, 2004). The job demands are cognitive and affective, requiring psychological effort in physical, mental, social, or organizational aspects (Hakanen., Bakker & Schaufeli, 2006).

Job Resources refers to the positive work environment, characterized by enthusiasm and dedication, while burnout is a response to emotional illness and interpersonal stress in the workplace (Prieto, Soria, Martínez, & Schaufeli, 2008). Burnout significantly influences conceptual work, particularly in relation to psychological aspects like work engagement and chronic exhaustion (Maslach & Leiter, 2016). The study discussed the significant impact of job pressure, burnout, and its effects on both individuals and organizations (Seyedehhava Mousavy, Nur Sakinah Thomas, & Mukundan 2012). This is a syndrome that can happen to people who work with others and is marked by depersonalization, emotional exhaustion, and decreased personal accomplishment (Maslach and Jackson, 1984).

Workplace stressors, including those related to jobs, organizations, and social dynamics, have been demonstrated to be important indicators of burnout (Leiter and Maslach 2001; Brewer and Clippard 2002; Nyssen et al. 2003). The construction sector is expected to experience significant burnout among engineers due to their daily exposure to work-related stress (Hobfoll and Freddy 1993; Westman and Eden 1997). Burnout scores are higher in individuals with an external locus of control, focusing on chance or destiny, and less prone to it in those with an internal locus of control (Rotter, 1966).

In line with the idea of work burnout, neurotic people are characterized as emotionally unstable, nervous, angry, and prone to emotional pain (Semmer, 2006; Bianchi, 2018; Swider and Zimmerman, 2010). Personality traits can either exacerbate or aid in coping with burnout, with less resilient individuals experiencing higher levels of burnout, especially in the weariness area (Ghorpade et al., 2007; Maslach and Leiter, 2016a). Workload, Control, Reward, Community, Fairness, and Values are the six essential workplace aspects that make up job factors, also known as organizational risk factors (Maslach et al. 2001). The chance of burnout may be increased if there is a mismatch or imbalance between the employee and the six areas of the work. Conversely, the greater the degree of alignment between an individual and the domains, the greater the likelihood of interaction. While there may be a greater chance of burnout due to variables related to the mismatch between the individual and the profession, some personal characteristics may also increase the likelihood of burnout. (Maslach and Leiter 2008 & 2016, Maslach et al. 2001; Maslach and Leiter, 2016b.

The theory/models are presented in a table (Table 1). Individual burnout modulators presented in Table (Table 2).

3.0 Gap

This kind (i.e. job burnout) of study (civil engineers with finishing works) has been not carried in civil engineers' domain in Hyderabad, Telangana, India.

Table 1: Theory/models

Model/Theory	Author/Developer
Transactional model of stress and coping	Lazarus's (1999)
Scissor model of the interrelation between stress states and recovery demands	Kellmann (2002)
Self-determination theory	Ryan and Deci (2000)
JD-R Model	Arnold Bakker and Evangelia Demerouti (2006)

Table 2. Individual burnout modulators

Protectors of Burnout	Enhancers of Burnout
Agreeableness	Neuroticism
Conscientiousness	External locus of control
Extraversion	Type A Personality
Openness to experience	Alexithymia
Positive psychological capital	Emotion-focused coping
Problem-focused coping	

Hypotheses: To address the gap the under mentioned hypotheses formulated.

Hypotheses-1	Hypotheses-2
$H1_{a0}$: S1 is not correlated with D1.	$H2_{a0}$: S1 is not correlated with D2.
$H1_{a1}$: S1 is correlated D1.	$H2_{a1}$: S1 is correlated D2.
$H1_{b0}$: S2 is not correlated with D1.	$H2_{b0}$: S2 is not correlated with D2.
$H1_{b1}$: S2 is correlated D1.	$H2_{b1}$: S2 is correlated D2.
$H1_{c0}$: S3 is not correlated with D1.	$H2_{c0}$: S3 is not correlated with D2.
$H1_{c1}$: S3 is correlated	$H2_{c1}$: S3 is correlated

with D1.	with D2.
$H1_{d0}$: S4 is not correlated with D1.	$H2_{d0}$: S4 is not correlated with D2.
$H1_{d1}$: S4 is correlated with D1.	$H2_{d1}$: S4 is correlated with D2.
$H1_{e0}$: S5 is not correlated with D1.	$H2_{e0}$: S5 is not correlated with D2.
$H1_{e1}$: S5 is correlated with D1.	$H2_{e1}$: S5 is correlated with D2.
$H1_{f0}$: S6 is not correlated with D1.	$H2_{f0}$: S6 is not correlated with D2.
$H1_{f1}$: S6 is correlated with D1.	$H2_{f1}$: S6 is correlated with D2.
$H1_{g0}$: S7 is not correlated with D1.	$H2_{g0}$: S7 is not correlated with D2.
$H1_{g1}$: S7 is correlated with D1.	$H2_{g1}$: S7 is correlated with D2.
$H1_{h0}$: S8 is not correlated with D1.	$H2_{h0}$: S8 is not correlated with D2.
$H1_{h1}$: S8 is correlated with D1.	$H2_{h1}$: S8 is correlated with D2.
$H1_{i0}$: S9 is not correlated with D1.	$H2_{i0}$: S9 is not correlated with D2.
$H1_{i1}$: S9 is correlated with D1.	$H2_{i1}$: S9 is correlated with D2.
$H1_{j0}$: S10 is not correlated with D1.	$H2_{j0}$: S10 is not correlated with D2.
$H1_{j1}$: S10 is correlated with D1.	$H2_{j1}$: S10 is correlated with D2.
$H1_{k0}$: S11 is not correlated with D1.	$H2_{k0}$: S11 is not correlated with D2.
$H1_{k1}$: S11 is correlated with D1.	$H2_{k1}$: S11 is correlated with D2.
$H1_{l0}$: S12 is not correlated with D1.	$H2_{l0}$: S12 is not correlated with D2.
$H1_{l1}$: S12 is correlated with D1.	$H2_{l1}$: S12 is correlated with D2.
Hypotheses-3	Hypotheses-4
$H3_{a0}$: S1 is not correlated with D3.	$H4_{a0}$: S1 is not correlated with D4.
$H3_{a1}$: S1 is correlated D3.	$H4_{a1}$: S1 is correlated D4.
$H3_{b0}$: S2 is not correlated with D3.	$H4_{b0}$: S2 is not correlated with D4.
$H3_{b1}$: S2 is correlated D3.	$H4_{b1}$: S2 is correlated D4.
$H3_{c0}$: S3 is not correlated with D3.	$H4_{c0}$: S3 is not correlated with D4.
$H3_{c1}$: S3 is correlated with D3.	H4c1: S3 is correlated with D4.
$H3_{d0}$: S4 is not correlated with D3.	$H4_{d0}$: S4 is not correlated with D4.
$H3_{d1}$: S4 is correlated with D3.	$H4_{d1}$: S4 is correlated with D4.
$H3_{e0}$: S5 is not correlated with D3.	$H4_{e0}$: S5 is not correlated with D4.
$H3_{e1}$: S5 is correlated with D3.	$H4_{e1}$: S5 is correlated with D4.
$H3_{f0}$: S6 is not correlated with D3.	$H4_{f0}$: S6 is not correlated with D4.
$H3_{f1}$: S6 is correlated with D3.	$H4_{f1}$: S6 is correlated with D4.
$H3_{g0}$: S7 is not correlated with D3.	$H4_{g0}$: S7 is not correlated with D4.

$H3_{g1}$: S7 is correlated with D3.	$H4_{g1}$: S7 is correlated with D4.
$H3_{h0}$: S8 is not correlated with D3.	$H4_{h0}$: S8 is not correlated with D4.
$H3_{h1}$: S8 is not correlated with D3.	$H4_{h1}$: S8 is not correlated with D4.
$H3_{i0}$: S9 is not correlated with D3.	$H4_{i0}$: S9 is not correlated with D4.
$H3_{i1}$: S9 is correlated with D3.	$H4_{i1}$: S9 is correlated with D4.
$H3_{j0}$: S10 is not correlated with D3.	$H4_{j0}$: S9 is not correlated with D4.
$H3_{j1}$: S10 is correlated with D3.	$H4_{j1}$: S10 is correlated with D4.
$H3_{k0}$: S11 is not correlated with D3.	$H4_{k0}$: S11 is not correlated with D4.
$H3_{k1}$: S11 is correlated with D3.	$H4_{k1}$: S11 is correlated with D4.
$H3_{l0}$: S12 is not correlated with D3.	$H4_{l0}$: S12is not correlated with D4.
$H3_{l1}$: S12 is correlated with D3.	$H4_{l1}$: S12 is correlated with D4.
Hypotheses-5	Hypotheses-6
$H5_{a0}$: S1 is not correlated with D5.	$H6_{a0}$: S1 is not correlated with D6.
$H5_{a1}$: S1 is correlated D5.	$H6_{a1}$: S1 is correlated D6.
$H5_{b0}$: S2 is not correlated with D5.	$H6_{b0}$: S2 is not correlated with D6.
$H5_{b1}$: S2 is correlated D5.	$H6_{b1}$: S2 is correlated D6.
$H5_{c0}$: S3 is not correlated with D5.	$H6_{c0}$: S3 is not correlated with D6.
$H5_{c1}$: S3 is correlated with D5.	$H6_{c1}$: S3 is correlated with D6.
$H5_{d0}$: S4 is not correlated with D5.	$H6_{d0}$: S4 is not correlated with D6.
$H5_{d1}$: S4 is correlated with D5.	$H6_{d1}$: S4 is correlated with D6.
$H5_{e0}$: S5 is not correlated with D5.	$H6_{e0}$: S5 is not correlated with D6.
$H5_{e1}$: S5 is correlated with D5.	$H6_{e1}$: S5 is correlated with D6.
$H5_{f0}$: S6 is not correlated with D5.	$H6_{f0}$: S6 is not correlated with D6.
$H5_{f1}$: S6 is correlated with D5.	$H6_{f1}$: S6 is correlated with D6.
$H5_{g0}$: S7 is not correlated with D5.	$H6_{g0}$: S7 is not correlated with D6.
$H5_{g1}$: S7 is correlated with D5.	$H6_{g1}$: S7 is correlated with D6.
$H5_{h0}$: S8 is not correlated with D5.	$H6_{h0}$: S8 is not correlated with D6.
$H5_{h1}$: S8 is correlated with D5.	$H6_{h1}$: S8 is correlated with D6.
$H5_{i0}$: S9 is not correlated with D5.	$H6_{i0}$: S9 is not correlated with D6.
$H5_{i1}$: S9 is correlated with D5.	$H6_{i1}$: S9 is correlated with D6.
$H5_{j0}$: S10 is not correlated with D5.	$H6_{j0}$: S10 is not correlated with D6.
$H5_{j1}$: S10 is correlated with D5.	$H6_{j1}$: S10 is correlated with D6.
$H5_{k0}$: S11 is not	$H6_{k0}$: S11 is not

correlated with D5.	correlated with D6.
$H5_{k1}$: S11 is correlated with D5.	$H6_{k1}$: S11 is correlated with D6.
$H5_{l0}$: S12 is not correlated with D5.	$H6_{l0}$: S12 is not correlated with D6.
$H5_{l1}$: S12 is correlated with D5.	$H6_{l1}$: S12 is correlated with D6.
Hypotheses-7	Hypotheses-8
$H7_{a0}$: S1 is not correlated with D7.	$H8_{a0}$: S1 is not correlated with D8.
$H7_{a1}$: S1 is correlated D7.	$H8_{a1}$: S1 is correlated D8.
$H7_{b0}$: S2 is not correlated with D7.	$H8_{b0}$: S2 is not correlated with D8.
$H7_{b1}$: S2 is correlated D7.	$H8_{b1}$: S2 is correlated D8.
$H7_{c0}$: S3 is not correlated with D7.	$H8_{c0}$: S3 is not correlated with D8.
$H7_{c1}$: S3 is correlated with D7.	H8c1: S3 is correlated with D8.
$H7_{d0}$: S4 is not correlated with D7.	$H8_{d0}$: S4 is not correlated with D8.
$H7_{d1}$: S4 is correlated with D7.	$H8_{d1}$: S4 is correlated with D8.
$H7_{e0}$: S5 is not correlated with D7.	$H8_{e0}$: S5 is not correlated with D8.
$H7_{e1}$: S5 is correlated with D7.	$H8_{e1}$: S5 is correlated with D8.
$H7_{f0}$: S6 is not correlated with D7.	$H8_{f0}$: S6 is not correlated with D8.
$H7_{f1}$: S6 is correlated with D7.	$H8_{f1}$: S6 is correlated with D8.
$H7_{g0}$: S7 is not correlated with D7.	$H8_{g0}$: S7 is not correlated with D8.
$H7_{g1}$: S7 is correlated with D7.	$H8_{g1}$: S7 is correlated with D8.
$H7_{h0}$: S8 at work is not correlated with D7.	$H8_{h0}$: S8 is not correlated with D8.
$H7_{h1}$: S8 is correlated with D7.	$H8_{h1}$: S8 is correlated with D8.
$H7_{i0}$: S9 is not correlated with D7.	$H8_{i0}$: S9 is not correlated with D8.
$H7_{i1}$: S9 is correlated with D7.	$H8_{i1}$: S9 is correlated with D8.
$H7_{j0}$: S10 is not correlated with D7.	$H8_{j0}$: S10 is not correlated with D8.
$H7_{j1}$: S10 is correlated with D7.	$H8_{j1}$: S10 is correlated with D8.
$H7_{k0}$: S11 is not correlated with D7.	$H8_{k0}$: S11 is not correlated with D8.
$H7_{k1}$: S11 is correlated with D7.	$H8_{k1}$: S11 is correlated with D8.
$H7_{l0}$: S12 is not correlated with D7.	$H8_{l0}$: S12 is not correlated with D8.
$H7_{l1}$: S12 is correlated with D7.	$H8_{l1}$: S12 is correlated with D8.
Hypotheses-9	Hypotheses-10
$H9_{a0}$: S1is not correlated with D9.	$H10_{a0}$: S1 is not correlated with D10.
$H9_{a1}$: S1is correlated D9.	$H10_{a1}$: S1 is correlated D10.
$H9_{b0}$: S2is not correlated with D9.	$H10_{b0}$: S2is not correlated with D10.
$H9_{b1}$: S2 is correlated	$H10_{b1}$: S2 is correlated

D9.	D10.
$H9_{c0}$: S3 is not correlated with D9.	$H10_{c0}$: S3is not correlated with D10.
$H9_{c1}$: S3 is correlated with D9.	$H10_{c1}$: S3is correlated with D10.
$H9_{d0}$: S4 is not correlated with D9.	$H10_{d0}$: S4 is not correlated with D10.
$H9_{d1}$: S4 is correlated with D9.	$H10_{d1}$: S4 is correlated with D10.
$H9_{e0}$: S5 is not correlated with D9.	$H10_{e0}$: S5is not correlated with D10.
$H9_{e1}$: S5 is correlated with D9.	$H10_{e1}$: S5is correlated with D10.
$H9_{f0}$: S6 is not correlated with D9.	$H10_{f0}$: S6is not correlated with D10.
$H9_{f1}$: S6 is correlated with D9.	$H10_{f1}$: S6 is correlated with D10.
$H9_{g0}$: S7 is not correlated with D9.	$H10_{g0}$: S7 is not correlated with D10.
$H9_{g1}$: S7 is correlated with D9.	$H10_{g1}$: S7 is correlated with D10.
$H9_{h0}$: S8 is not correlated with D9.	$H10_{h0}$: S8 is not correlated with D10.
$H9_{h1}$: S8 is correlated with D9.	$H10_{h1}$: S8 is correlated with D10.
$H9_{i0}$: S9 is not correlated with D9.	$H10_{i0}$: S9is not correlated with D10.
$H9_{i1}$: S9 is correlated with D9.	$H10_{i1}$: S9is correlated with D10.
$H9_{j0}$: S10 is not correlated with D9.	$H10_{j0}$: S10 is not correlated with D10.
$H9_{j1}$: S10 is correlated with D9.	$H10_{j1}$: S10 is correlated with D10.
$H9_{k0}$: S11 is not correlated with D9.	$H10_{k0}$: S11 is not correlated with D10.
$H9_{k1}$: S11 is correlated with D9.	$H10_{k1}$: S11 is correlated with D10.
$H9_{l0}$: S12 is not correlated with D9.	$H10_{l0}$: S12 is not correlated with D10.
$H9_{l1}$: S12 is correlated with D9.	$H10_{l1}$: S12 correlated with D10.

Table 4: Instruments for assessing burnout (Source: Edú-Valsania, S.; Laguía, A.; Moriano, J.A. Burnout: A Review of Theory and Measurement. Int. J. Environ. Res. Public Health 2022)

Generic Instruments	Specific Instruments
Questionnaire for the Evaluation of Burnout Syndrome at Work (CESQT)	Maslach Burnout Inventory-Human Services Survey (MBI-HSS)
Maslach Burnout Inventory (MBI)	Brief Burnout Questionnaire Revised for nursing staff
CopenhQualificationn Burnout Inventory (CBI)	Brief Burnout Questionnaire Revised for nursing staff
Burnout Clinical Subtypes Questionnaire (BCSQ-36/12)	Physician Burnout Questionnaire
	Teacher Burnout Questionnaire
Oldenburg Burnout Inventory	Psychologist's Burnout Inventory
Burnout Assessment Tool (BAT)	Burnout Questionnaire for Athletes
Shirom–Melamed Burnout Questionnaire (SMBQ)	School Burnout Inventory
	Parental Burnout Inventory

Table 5: The short version of the Burnout Assessment Tool (BAT)

Exhaustion
1. At work, I feel mentally exhausted (S1)
2. After a day at work, I find it hard to recover my energy (S2)
3. At work, I feel physically exhausted (S3)
Mental distance
4. I struggle to find any enthusiasm for my work (S4)
5. I feel a strong aversion towards my job (S5)
6. I'm cynical about what my work means to others (S6)
Emotional impairment
7. At work, I feel unable to control my emotions (S7)
8. I do not recognize myself in the way I react emotionally at work (S8)
9. At work I may overreact unintentionally (S9)
Cognitive impairment
10. At work, I have trouble staying focused (S10)
11. When I'm working, I have trouble concentrating (S11)
12. I make mistakes in my work because I have my mind on other things (S12)

(Source: Citation: Schaufeli, W.B., De Witte, H. & Desart, S. (2020). Manual Burnout Assessment Tool (BAT) - Version 2.0. KU Leuven, Belgium: Unpublished internal report.)

3.1 Burn out scale:
Table 1 compiles both generic and specific items from the secondary survey (Table 4). A shortened version of the Maslach Burnout Inventory Tool (BAT) has been used to conduct this study (Table 5).
The demographics are considered are:

- Age (D1); Qualification (D2);
- Salary (D3); Vehicle/Status (D4);
- Residence/Accommodation (D5); Loan (D6);
- Marriage (D7); Dependents/Dependency (D8);
- Employer(D9); Welfare/ Refreshment/s (D10).

3.2 The Maslach Burnout Inventory MBI
The Maslach Burnout Inventory (MBI), developed in the 1980s, is a widely used tool for assessing job burnout by measuring emotional exhaustion, depersonalization, and personal accomplishment (Maslach and Jackson, 1981). The Maslach Burnout Inventory (MBI) is a scientifically validated tool used to evaluate burnout, with three versions: MBI-HSS, MBI-ES, and MBI-GS. (Table 5) (Bria et al., 2014; Maslach et al., 2001).

4.0 Research Study
The research study has been carried out as undermentioned

4.1 Data Collection:
The data required for this study has been obtained through secondary data as well as primary data. The secondary data has been collected from the published papers as well as online e-resources. The primary data has been collected by administering the questionnaire, in the civil engineering community and this community works for real estate developers.

4.2 Sample Collection:
The sample is collected from a civil engineer's universe. The sample is selected based snow ball sampling technique under non-probability sampling.

4.3 Data Analysis:
The data analyzed in a scientific way through SPSS package. Demographics analysis, test for data reliability as well as correlation variable shall be carried out.

5.0 Findings
The analysis of demographics is as follows:

5.1 Gender: The data analysis reveals that only male engineers were the respondents, with no female engineers being identified.

5.2 Age: The qualification analysis reveals that two percentage of respondents from 18-21 age group, thirty percentage from 21-24 age group, forty-six percentage from 24-28 age group, eighteen percentage from 28-32 age group and four percentage from 32-36 age group.

5.3 Qualification: The qualification analysis revealed that twenty eight percent of respondents holding a diploma degree, while seventy-two percentage holding a bachelor's degree.

5.4 Salary: The salary analysis shows that twenty-four percentage of respondents receive salary in the range of eighteen thousand to twenty-one thousand, thirty-six percentage in the range of twenty-one thousand to twenty-four thousand, twenty-four percentage in the range of twenty-four thousand to twenty-seven thousand, and sixteen percentage in the range of twenty-seven thousand to thirty thousand.

5.5 Vehicle: The survey revealed that twenty-six percentage of respondents do not own a vehicle, sixty-eight percentage own a two-wheeler, and six percentage own a four-wheeler.

5.6 Accommodation: According to the accommodation study data, fourteen percentage of respondents live in individual homes, seventy-four percentage live in rent homes, and twelve percentage live on the land of their ancestors.

5.7 Loan: Ten percentage of respondents have a loan responsibility for their car, four percentage have a loan liability for their residence, and eighty-six percentage of respondents do not have a loan obligation, according to the loan analysis data.

5.8 Marriage: The marriage analysis data reveals that twenty-two percentage of respondents are married, while seventy-eight percentage are unmarried.

5.9 Dependency: The dependents/dependency analysis shows seventy percentage of respondents serve none, ten percentage serve their parents, sixteen percentage serve spouse and children, and four percentage serve parents, spouse, and children.

5.10 Employer: The employer analysis reveals that sixty percentage of respondents work with builders, twenty-eight percentage with contractors/s, and twelve percentage with Pvt.Ltd. companies.

5.11 Refreshment: The analysis of refreshment facilities reveals that eighty percentage of respondents facilitated with a cup of tea, while twenty percentage facilitated with tea and lunch.

5.12 Reliability: By using the SPSS pack to administrate the data, the reliability test was completed. There are fifty responders, and 0.714 is the Cronbach alpha. The Cronbach alpha value is being more than 0.7, hence, the data is reliable, hence there is correlation among all statements.

5.13 Correlation: To understand the relationship between Demographics vs Statements, the correlation examination/test has been carried by administering the data over the SPSS package.

Hypotheses-1: We are failed to accept null hypotheses hence, the alternate hypotheses ($H1_{a1}$, $H1_{b1}$, $H1_{d1}$) have been accepted.

S1, S2, S4 are related to D1.

Hypotheses-2: We are failed to accept null hypotheses hence, the alternate hypotheses ($H2_{a1}$) has been accepted.
S1 is related to D2.

Hypotheses-3: We are failed to accept null hypotheses hence, the alternate hypotheses ($H3_{b1}$, $H3_{e1}$, $H3_{k0}$) have been accepted.
S2, S5, S11 are related to D3.

Hypotheses-4: We are failed to accept null hypotheses hence, the alternate hypotheses ($H4_{j1}$, $H4_{k1}$) have been accepted.
S10, S11 are related to D4.

Hypotheses-5: We are failed to accept null hypotheses hence, the alternate hypotheses ($H5_{e1}$, $H5_{k1}$) have been accepted.
S5, S11 are related to D5.

Hypotheses-6: We are failed to accept null hypotheses hence, the alternate hypotheses ($H6_{f1}$, $H6_{h1}$, $H6_{i1}$, $H6_{l1}$) have been accepted.

S12, S9, S8, S6 are related to D6.
Hypotheses-7: We are failed to accept null hypotheses hence, the alternate hypotheses ($H7_{d1}$, $H7_{e1}$) have been accepted.

S4, S5 are related to D7.

Hypotheses-8: We are failed to accept null hypotheses hence, the alternate hypotheses (H8j1) has been accepted.
S10 is related to D8.

Hypotheses-9: We are failed to accept null hypotheses hence, the alternate hypotheses ($H9_{a1}$, $H9_{b1}$, $H9_{c1}$, $H9_{e1}$, $H9_{f1}$) have been accepted.

S1, S2, S3, S5, S6 are related to D9.
Hypotheses-10: We are failed to accept null hypotheses hence, the alternate hypotheses ($H10_{a1}$, $H10_{b1}$, $H10_{c1}$, $H10_{d1}$, H10e1, $H10_{f1}$) has been accepted.
S1, S2, S3, S4, S5, S6 are related to D10.

6.0 Conclusion
The summary of analysis is as follows:

6.1 Gender: All responders are male category; however, women can also work as supervisors/engineers on construction sites.

6.2 Age: As the age is adding, employees might have opted for better opportunities in the employment market/s, hence they are not seen with small players of the society.

6.3 Qualification: The diploma degree holders might have taken up higher education or else in the employment market high number of bachelor degree holder might be available, hence employer might be recruiting the bachelor degree holder/s.

6.4 Salary: The employers paying better salary to employees either because of employees age with the high responsibility at home and office or the employee's performance might have been observed excellent.

6.5 Vehicle: Most of the employee's parents might have earned the vehicles for their children and couple of employees might owned two or four-wheeler vehicles for their/family comfort level either by raising loan. A small percentage of employees using public transport for commuting purpose, probably they might have commitment at home.

6.6 Residence/Accommodation: Localities are residing in their ancestor's property. Migrated on taking the shelter in rented spaces.

6.7 Loan: A small percentage of respondents have loan liability, either it is towards vehicle/home property.

6.8 Marriage: The majority of respondents are being relatively young at age or due to commitment at home they have not committed to marriage.

6.9 Dependency/Dependent: The majority of respondents, including early-qualified engineers and family members, have no dependents, indicating that they are self-dependent and require no assistance.
6.10 Employer: Easy employment with less pay perks is being available with builders, most of the respondents at early age have joined with builders. It means opportunities are available with builders than that of contractor or Pvt. Ltd., companies

6.11 Refreshment/Welfare: The builders/contractors might be facilitating refreshment based upon working site location. It is a common practice to provide a cup of tea for refreshment, but if working site location is far away from habitation, the contractor might be facilitating the lunch in addition to tea. Contractor might be interested to have better and enhanced productivity at site.

6.12 Reliability: The Cronbach alpha value is being more than 0.7 hence, the data is considered as reliable.

6.13 Hypotheses: This study has laid path for following conclusion/s:
a) Age /Qualification/Employer/Refreshment might be a factor/s for mental exhaustion.
b) Age/Salary/Employer/Refreshment might be a factor/s for energy recouping.
c)Age/Marriage/Refreshment might be a factor/s for low enthusiasm towards work.
d)Salary/Accommodation/Marriage/Employer/Refreshment might be a factor/s for strong dislike of job.

e) Salary/Vehicle/ Accommodation might be a factor/s for poor concertation at work.
f) Dependency/Vehicle might be a factor/s for not staying focused.
g) Loan might be a factor for making mistakes at job due to mind being dwelled in other things/for my unintentional over reaction/ to concede myself as I react emotionally at work.
h) Loan/employer/Refreshment might be a factor/s for I'm cynical about what my work means to others.
i) Refreshment/welfare might be a factor for physical exhaustion.

7.0 Benefits of this study to the construction industry

By improving knowledge of burnout among construction workers and their companies, this research hopes to lay the groundwork for creating successful treatments, such as competitive payments, refreshments, accommodation, transport to mitigate burnout Control or preventing burnout.

8.0 Conflicting Interests

Here with I declare that, there is no conflict of interests.

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