

Cause Analysis and Countermeasure Research on job Burnout of Middle Managers in Enterprises

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INTRODUCTION

Middle managers need to undertake the task of keeping close contact between senior executives and lower-level executives, so that the tasks assigned by upper leaders can be well distributed to lower-level executives. They need to listen to the demands from the top and push the people on the ground to do the work. Therefore, middle managers are executives for upper leaders and managers for grassroots staff, so they play an important role in enterprises with dual identities [2]. However, if the middle managers failed to make top leadership arrangement work results to achieve the desired effect, senior leaders are bound to put pressure on middle managers, so it's easy to give their work a lot of pressure, let them start to lose the enthusiasm to the work, be tired of work content, which causes them suffering from job burnout and even choosing to resign. So we need to analyze the causes of their job burnout and propose solutions.

RESULTS AND ANALYSIS

Middle managers should be able to put themselves in the shoes of others, not only to learn to stand in the perspective of superior leaders to consider problems, learn to understand the difficulties of superior leaders. Also learn to stand in subordinate's point of view, consider subordinate's workload. Make middle managers better adapted to the "dual role". After intense work, middle managers should relax moderately. In addition, it is necessary to improve work efficiency. In terms of enterprise management, the company should also ensure the principle of person-post matching, timely honor promises and reward employees, and implement the principle of fairness in performance appraisal

HYPOTHESIS

The Related Theory

1. Professional self-management
2. Individuals and organizations match
3. Enterprise performance Management
4. Empathy

CONCLUSION

There are many identities of middle managers in enterprises, so they face a lot of work. The intensity, complexity and competition degree of middle-level managers in enterprises are high. If the pressure at work can not be effectively alleviated, it will produce psychological and physical exhaustion. Therefore, the behavior of middle managers to deal with job burnout has become an inevitable problem, so for middle managers and top managers, how to deal with this problem in time will affect the development of middle managers themselves and enterprises. Middle managers should look at problems from the perspective of top leaders and grassroots staff and learn to understand them; At the same time to learn to relax themselves, pay more attention to their own body; Monitor themselves at work and make a plan for themselves; Learn how to balance work and family; Female middle managers should adjust their work attitude and mentality. On the enterprise side, the enterprise should match the job with the individual's ability; Rewards promised by the company must be delivered; Be fair and just in enterprise performance appraisal.