

Impact of Job Burnout on Work Motivation of Executive Employees in Glove Manufacturing Industry in Colombo District, Sri Lanka

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The purpose of this study was to identify whether there is an impact of job burnout on the work motivation of executive employees in the glove manufacturing industry in the Colombo district, Sri Lanka. Study was carried out as a cross-sectional field study among a sample of 131 executive employees in the glove manufacturing industry in the Colombo district, Sri Lanka. Simple random sampling was applied to select the sample. Primary data was collected through a standard questionnaire as google form via online mode. The collected data were analyzed with the support of the SPSS employing correlation, regression, and descriptive statistics. Furthermore, the burnout acts as the independent variable, and work motivation acts as the dependent variable. Study findings revealed that there is a negative impact between job burnout and work motivation, and a negative relationship of job burnout and work motivation through effort. This study's findings provide better guidance for the executive employees in the glove industry to become more productive and effective. The study recommends take necessary actions to develop executive employees' motivation appropriately.

Keywords: *Glove industry, Job burnout, Exhaustion, Cynicism, Inefficiency, Work motivation*

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