

# Understanding Burnout Crisis Among Young Adults: An Empirical Analysis Based on Occupational, Social, and Personal Factors in South Korea Postprint

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## Abstract

This study was designed to explore occupational, social, and personal factors that influence burnout syndrome among young adults. A questionnaire with 300 young adults was conducted in South Korea. The analysis results revealed that negative job demands expectancy disconfirmation was positively associated with burnout-cynicism, burnout-exhaustion, social media addiction, while negatively associated with burnout-reduced professional efficacy. Positive job resources expectancy disconfirmation was negatively related to burnout-cynicism, and burnout-exhaustion. General belief in a just world positively influenced social media addiction. Personal belief in a just world was positively associated with presence of meaning and search for meaning. Family support was not significantly related to any other factors, while social support negatively influenced burnout-cynicism, burnout-reduced professional efficacy, burnout-exhaustion, and positively influenced search for meaning. Moreover, the mediation role of presence of meaning and search for meaning had been confirmed. These results may help us mitigate the negative impact of burnout among young adults.

## Full Text

### 1 UNDERSTANDING

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Empirical

## Analysis

Based Occupational, Social, Personal Factors South Korea Yushu Miejeong

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## 2 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS

### Abstract

study designed explore occupational, social, personal factors influence burnout syndrome among young adults. questionnaire young adults conducted South Korea.

### results

revealed negative demands expectancy disconfirmation positively associated burnout-cynicism, burnout-exhaustion, social media addiction, while negatively associated burnout-reduced professional efficacy.

Positive resources expectancy disconfirmation negatively related burnout-cynicism, burnout-exhaustion.

General belief world positively influenced social media addiction.

Personal belief world positively associated presence meaning search meaning.

Family support significantly related other factors, while social support negatively influenced burnout-cynicism, burnout-reduced professional efficacy, burnout-exhaustion, positively influenced search meaning.

Moreover, mediation presence meaning search meaning confirmed These

## results

mitigate negative impact burnout among young adults.

## Keywords

Burnout, demands-resources model, Expectation disconfirmation model, Social support, Meaning in life

## 3 UNDERSTANDING

### BURNOUT CRISIS AMONG YOUNG ADULTS

#### Introduction

Recently, mental health young people major concern around world subject media attention. shows mental health younger generation, pillar future, deteriorating. member OECD, South Korea experiencing tremendous economic growth, mental health young people optimistic.

According Seoul Survey, overall happiness young adults Seoul, capital South Korea, declined (Seoul Metropolitan Government, 2022).

Nearly (46.6%) young adults reported feeling stressed lately Additionally, South Korea highest suicide rates among countries (Statistics Korea, 2021).

However, there still societal awareness youth mental health, young people themselves still unaware their mental health. effort research needed focus mental health young adults. scholars emphasized impact burnout syndrome cannot overlooked considering mental health (Koutsimani 2019).

Burnout syndrome essentially regarded

#### result

chronic psychosocial/psychomental stress related tasks successfully addressed (Weber Jaekel-Reinhard 2000) According (World Health Organization 2019), burnout classified syndrome resulting chronic workplace stress, which defined energy depletion exhaustion, negativism cynicism related reduced professional efficacy formally classified burnout syndrome occupational phenomenon International Classification Diseases (ICD), leading increased attention

the international community on the issue of burnout.

phenomenon burnout among young adults Korean society

## 4 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS well. According Economic Activity Survey Statistics Korea, 2022, there about 390,000 young adults outside labor force, 292,000 experience 2023). young adults re-entering labor force after leaving common reason difficult experience self-esteem increased anxiety about future.

Thus, employment workplace environment South Korea great impact young people' s pursuit their future meaning life.

However, government society' s efforts address burnout still insufficient, urgent establish relevant policies promote social awareness.

Since cause burnout mostly difficult experiences, study examine whether demands expectancy disconfirmation resource expectancy disconfirmation, which occupational factors related burnout, affect meaning burnout among young adults utilizing Demands-Resources model expectation disconfirmation theory. addition, analyzed influence personal factors belief world social factors social support family support relation perception burnout. frequent social media among young people, social media addiction analyzed identify excessive social media associated burnout.

Exploring these factors expected provide useful implications policy formulation, implementation mental health projects, burnout campaign plans address youth burnout.

Theoretical

## Background

Burnout Korean dults Between 1960s 1980s, South Korea experienced rapid economic growth, famously known Miracle River. period transformation shifted country

## 5 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS world' s major economies.

However, rapid economic social changes South Korea exacerbated intergenerational conflicts, alongside issues youth unemployment suicide rates 2012).

Statistics Korea (2021) revealed intentional self-harm, known suicide, primary cause death among teenagers young adults.

Moreover, inequality South Korean society linked Confucianism, which influences social norms, structures, hierarchy, mentality contemporary Koreans (Juszczuk-Frelkiewicz, 2022).

These social problems serious impact mental health among Korean young adults, including burnout syndrome.

Based definition burnout reported (2019), burnout described exhaustion energy repeatedly performing one' s industrial society having occupational responsibilities, which numerous employees suffer burnout (Yoon, 2023).

South Korea, young adults increasingly complaining burnout competition hunting stress workplace. third young adults (33.9%) reported experiencing burnout, according Youth Survey conducted Prime Minister' s Secretariat (2023), which surveyed 15,000 households household members

### 34. The

common reasons burnout among young adults anxiety about future career, overload, skepticism about work, work-life imbalance, salary.

Experts pointed symptom highly anxious society, where distrust past, dissatisfaction present, anxiety about future weigh heavily shoulders young adults (Yoon, 2023).

Hence, essential investigate factors affecting burnout various aspects, study examined occupational, social, personal factors viable solutions reducing preventing burnout.

## 6 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS Expectancy Disconfirmation Demands-Resources Burnout young adults experienced work-related, heavy workloads, work-life imbalance, insufficient (Yoon, 2023).

There could between young adults expected before having experienced after working. tough employment experiences, self-esteem, increased anxiety about future.

Therefore, focusing between experiences expectations helpful addressing burnout. analyzed using Demands-Resources (JD-R) model expectation disconfirmation theory. model, presented Demerouti (2001), comprehensive theoretical framework understanding burnout occupation. categorizes distinctive characteristics contribute burnout groups: demands resources. demands physical, social, organizational characteristics require physical mental effort beyond individual' s adaptive capacity, resulting specific physiological psychological costs (Yoo, 2013). requiring constant physical mental effort focus, physical psychological sacrifices burnout stress 2022). contrast, resources reduce demands their associated physiological psychological costs, facilitate achievement goals, support personal growth learning development (Maslach 2001). ample resources, employees effectively demands reduce negative effects tension stress 2022).

Chronic demands, excessive workload emotional labor, consume psychological physical resources, resulting stress burnout, while resources stimulate motivations, engagement, helping employees grow, learn, develop (Bakker Demerouti, 2007; 2021). utilized

## 7 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS sub-dimensions demands resources classified (2013), applicable Korean context. demands categorized workload, work-life conflict, emotional demands, while resources include feedback, autonomy, supervisor support, career development opportunities. demonstrated demands resources strain, which ultimately leads burnout (Bakker Vries, 2021).

However, simply predicting burnout based employment experiences sufficient understand phenomenon. young adults suffer burnout leave their because experiences contrary their expectations. recognizing between their expectations experiences understand phenomenon burnout among young adults. utilized expectation disconfirmation theory analyze demands resources between expectations experiences, determine whether would affect mental health young adults.

Expectation disconfirmation theory first proposed Cardozo (1965) expanded Oliver (1980) reveal structural relationship between expectations, performance, satisfaction.

Expectation disconfirmation theory defined occurring consumers' expectations product brand differ actual perceived performance (Oliver, 1980). greater disparity between expectations performance, greater degree expectation disconfirmation (Park, 2022).

Furthermore, performance judged higher expectations particular product service, there positive disconfirmation higher satisfaction product service, whereas performance judged lower expectations, there negative disconfirmation lower satisfaction (Oliver, 1980; McCollough 2000; 2018).

While research expectancy disconfirmation originated business consumer

## 8 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS studies, theoretical framework other academic fields 2019; Park, 2022). example, regarding municipal civil servants, (2019) reported increase average working hours increase expectancy discrepancy decrease satisfaction, while increase autonomous working hours significant decrease expectancy discrepancy increase satisfaction.

Hence, perceived demands expected could negative work-related outcomes resources expected would positive outcomes.

Based these studies, young adults experience negative expectancy disconfirmation heavy workload, work-life conflict, etc., likely experience burnout. other

hand, young adults experience positive expectancy disconfirmation, likely experience burnout through autonomy personal time. proposed following hypotheses.

Negative demands expectancy disconfirmation (expected demands perceived demands) positively related burnout.

Positive resources expectancy disconfirmation (expected resources perceived resources) negatively related burnout.

Belief World Justice motivation theory posits individuals possess fundamental perceive world equitable place, where people rewarded punished accordance their actions (Hafer Rubel, 2015). issue fairness equity widely discussed growing socioeconomic inequality polarization started mid-1990s (Hwang, 2022).

South Korea become aging society, older generation gaining influence politics society, leading political conflicts between younger older generation,

## 9 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS young people complain power future (Jung, 2023).

Experts pointed necessary break barriers vested interests, young people opportunities, create system ensure rewarded their efforts (Yoon, 2023).

Hence, young people' s belief society treats fairly involved their future.

Perceptions social structure influential factor burnout.

Belief World (BJW) psychological variable defined belief world just, people their efforts (Lerner, 1980). three functions: motive function, which motivates individuals trust function, which leads individuals expect treated fairly others future; assimilation function, which helps individuals interpret their experiences meaningful (Dalbert, 2001; 2021).

Individuals believe world fair, believe efforts, belief allows persist toward their goals ambiguous situations (Yang Yoon, 2021). classified categories: personal belief world general belief world, depending subject (Lipkus 1996).

Personal refers belief world which individual lives efforts, while general refers belief world which others others appropriately their efforts Jeon, 2019).

Personal found mental health-related variable negatively influences depression anxiety, positively influences prosocial behavior psychosocial adjustment, while general positively predict antisocial behavioral intentions negative attitudes toward socially disadvantaged people 2021). specifically, study showed individuals positive psychological health (encompassing self-esteem, depression, anxiety, stress) associated having stronger belief personal

## 10 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS justice regarding their current life.

Additionally, these individuals perceived greater improvement personal justice their present life, expected comparable degrees personal justice forthcoming period (Busseri 2020). suggested personal contributes positive outlook towards life' s trajectory, impacting mental health positively. individuals believe justly rewarded their efforts, belief enhance their ability difficulties lives, reducing burnout.

While there direct evidence general could negative mental states, studies showed general maladaptive side-effects, leading anti-social tendencies dishonesty, because people stronger levels general believe suffer justice others value contract between themselves world (Wenzel 2017). could reduced sense responsibility others, works, society.

Hence, there reasons believe personal provide prospect future associated healthy mental state, while general responsibility associated problematic mental state.

Young adults personal believe their efforts fairly, therefore maintain their pursuit their works. contrast, young adults general believe their rewards others, therefore works. proposed following hypotheses.

General positively related burnout. Personal negatively related burnout.

Social support family support Individuals influenced external forces, especially during times physical,

## 11 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS psychological, social change, adolescence, support receive their parents, friends, others significant impact their psychological health adjustment 2021).

According Social-Cognitive Processing Theory (Tedeschi Calhoun, 2004), cognitive processes positive psychological adjustments response stressful situations.

Moreover, perception social support, which includes supportive social network serves potential environmental resource, might stimulate assist adaptive cognitive processes required effectively difficult situations (Tedeschi Calhoun, 2004).

Therefore, support family society important young adults working society.

Social support psychological phenomenon related social relationships provide assistance support through social interaction perceived being loved cared (Hobfoll, 2002).

Social support consistently reported studies significant predictor satisfaction well-being, prevent negative psychological states 2021). study highlighted social support crucial mental health, benefits social support uniform across society,

differences observed based gender, social class, personal characteristics (Turner 2014).

Thus, necessary explore social support young adults, whether perceived social support important predictor mental health.

Family support provided family members individuals adapt crisis change providing emotional psychological protection individuals exposed stressful situations through interactions within family system (Kim, 2020). interactions within family appropriate expectations attention family members important variables positive impact emotional support problem solving. individual's primary support group, families known significant impact adolescents' adjustment (Lee, 2017). study

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BURNOUT CRISIS AMONG YOUNG ADULTS conducted Australia revealed individuals without family support three times experiencing depression (Werner-Seidler 2017). summary, social support family support provide mental emotional support young adults reduce burnout. following research hypotheses proposed.

Social support negatively related burnout. Family support negatively related burnout.

Meaning in Life

unfavorable experiences dissatisfaction current society, young adults might their motivation future gradually burnout (Yoon, 2023).

Therefore, solve burnout phenomenon young adults, necessary improve environment social environment, encourage their future, resolve their anxiety about future. future described meaning life.

Meaning pertains goals individuals pursue conceptualized along dimensions: search meaning, which refers motivation meaning life, presence meaning, which refers perception meaningful (Steger 2006).

Search meaning involves individuals' efforts understand promote meaning, significance, purpose their lives, while presence meaning interpreted individuals' subjective judgments their lives important

meaningful (Ko, 2021).

Studies shown meaning important motivator psychological resource across human life, people lower levels meaning isolated others society poorer psychological physical health, while those greater sense meaning depression anxiety (2022).

Awareness meaning serves

## 13 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS protective factor against burnout fatigue significantly associated higher quality (Hooker 2020).

Individuals possess higher perception meaning generally exhibit better psychological health outcomes diverse situations (Aliche 2019). studies shown greater sense meaningful reduce burnout variety professions, including firefighters (Krok, 2016), Chinese school teachers (Chan, 2011), teachers special needs educational institutions (Molchanova 2020), social workers adult/elder protective services child protective services workers (Singer 2020).

However, burnout work-related phenomenon occur regardless workplace.

Burnout needs studied broader context, generalized findings address burnout among young adults working workplaces.

Therefore, proposed greater sense meaning young adults feel, likely experience burnout. addition, occupational, social, personal factors influence meaning life.

Chronic demands consume psychological physical resources, while resources stimulate motivations (Bakker Demerouti, 2007; 2021).

Meaning important motivator psychological resource across human life, there reason believe heavy demands resources inhibit meaning life. (2021) conducted survey college students found personal positive effect search meaning life. other words, believing world oneself helps person search meaning life.

Another study adolescent athletes found similar

### results

(Tian 2022). general found linked antisocial tendencies dishonesty behavior (Wenzel 2017), individual believes world other people, individual alienated motivated meaningful.

Moreover, meaning serves adaptive cognitive process

## 14 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS emerge supports others, helping people successfully challenging situations (Onyekachi 2023).

Social support found promote sense meaning life, encompassing presence meaning search meaning (Onyekachi 2023).

Additionally, study Korean boomers (Jeong 2022) found family support positive impact meaning life.

Family relationships primary source meaning young adults, significantly contributing their sense meaning (Lambert 2010).

Thus, perceived social support family support important predictors meaning life. proposed following hypotheses.

Negative demands expectancy disconfirmation negatively related meaning life.

Positive resources expectancy disconfirmation positively related meaning life.

H9: General BJW will be negatively related to meaning in life.

H10: Personal BJW will be positively related to meaning in life.

H11: Social support will be positively related to meaning in life.

H12: Family support will be positively related to meaning in life.

H13: Meaning in life will be negatively related to burnout.

provides individual purpose meaning, albeit meaning varies among individuals changes (Frankl, 1985).

Therefore, individual faces different conditions, perceives different meanings, ultimately leads different results. example, meaning supported mediator between hopelessness depression 2022).

People hopeless about future perceived meaning their lives, leading

## 15 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS possibility depression. mediating effect meaning observed between relationship mental toughness (Tian 2022).

Hence, predicted meaning mediate relationship between occupational, social, personal factors burnout. following research question proposed. meaning mediate relationship between negative demands expectancy disconfirmation, positive resources expectancy disconfirmation, social support, family support burnout?

Social addiction evolution digital technology, forms media launched.

Social media services online media platforms allow users interact time. recent report indicated that, globally, internet users spent average minutes social media daily 2023. Specifically, those those actively least social media (Belle Wong, 2023).

Social media provide variety information content, excessive social media linked negative psychological states anxiety depression (Rautela Sharma, 2022).

Social media users constantly unconsciously engage social comparison, comparing their lives content others share online, others' lives better their negatively impacts their well-being, satisfaction, overall (Zebroski Micaela, 2019). addition, individuals higher tendency compare themselves others likely express heightened concern regarding their disconnection online information experiences others (Servidio 2021). overuse social media development social media addiction.

Social media addiction considered internet addiction, characterized excessive compulsion social media

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BURNOUT CRISIS AMONG YOUNG ADULTS (Starcevic, 2013; 2019).

Individuals social media addiction often exhibit overwhelming preoccupation social media driven uncontrollable engage these platforms (Schou Andreassen Pallesen, 2014).

According Frankl' s (1963) meaning therapy theory, fundamental driver human existence constant search meaning purpose life.

People levels meaning likely their lives addictive behaviors internet addiction, smoking, alcoholism, abuse their motivation pursue meaning life, frequently smartphones engage various online activities escape reality 2022).

Recent studies shown sense meaning would decrease addictive behavior among adolescents Grade Grade Shek, 2019), university students 2022). addition, social media platforms generate intricate milieu contemporary adolescents.

Although teens reported decrease self-esteem contrast their lives sanitized “realities” encounter social media, these platforms provide comfort support during trying times (Belle Wong, 2023).

Factors social media addiction complex determine. necessary explore whether perceptions young adults about workplace, heavy workload various social, psychological factors impact social media addiction. complex mechanisms social media addiction, proposed: negative demands expectancy disconfirmation, positive resources expectancy disconfirmation, social family support associated social media addiction?

Summarizing above research questions research hypotheses, proposed theoretical model shown

## 17 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS Theoretical Model

### Method

Sampling Process online survey individuals experience South Korea conducted December While international community different definitions young adults, considering South Korea, Korean young adult defined person between years authors recruit respondents following these selection criteria:

Korean young adults (aged 2023), having previously. survey distributed research company Macromill Embrain, total questionnaires utilized

**analysis**

data. shown Table respondents white-collar workers (52.0%).

Gender Female Managers Professionals allied workers White-collar workers

**18 UNDERSTANDING**

BURNOUT CRISIS AMONG YOUNG ADULTS Service workers Sales workers Agriculture, forestry, fishery skilled workers Skilled workers Device, machine operation assembly workers Simple laborers Military personnel Others Full-time Part-time Employment Internship 1,500,000 1,510,000-3,000,000 Monthly income 3,010,000-4,500,000 4,510,000-6,000,000 6,000,000 Measures Negative Demands Expectancy Disconfirmation items measured 7-point scales based relevant literature. demands measured three sub-dimensions items including overload, work-family conflict, emotional demand (Yoo, 2013).

Negative demands expectancy disconfirmation 4.52, 0.792) calculated subtracting expected demands (i.e., thought would enough complete reverse-coded) perceived demands (i.e., enough linearly mapped calculation

**results**

interval [1,7] ensure positive values. Positive Resources Expectancy Disconfirmation resources measured sub-dimensions items including feedback, autonomy, supervisor support, career opportunity (Yoo, 2013).

Positive resources expectancy

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BURNOUT CRISIS AMONG YOUNG ADULTS disconfirmation 3.54, 0.772) calculated subtracting expected resources (i.e., expected receive clear information about purpose perceived resources (i.e., receive sufficient information about purpose reverse-coded).

Also, calculation

**results**

linearly mapped interval [1,7]. Belief World applied Korean version Belief World Scale (K-BJWS) which validity-tested South Korea Jeon, 2019).

General belief world measured items (e.g., Everyone usually fairly Personal belief world measured items (e.g., usually fairly Family Support Social Support gauged family support items, family tries (Zimet 1988). social support measured items, There always someone around 2015).

Meaning in Life

Meaning measured sub-dimensions items adapted Steger (2006), presence (i.e., understand meaning search (i.e.,

looking for something that makes my life feel meaningful ” ).

Burnout Maslach Burnout Inventory General Survey (MBI-GS) applied which measured burnout three sub-dimensions (Schaufeli 1996), including exhaustion (i.e., completely tired leave cynicism (i.e., interest present reduced professional efficacy (i.e., effectively solve problems

## 20 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS reverse-coded). Social Media Addiction Social media addiction measured Bergen Social Media Addiction Scale (BSMAS) adapted Andreassen (2016). respondents asked answer frequency rarely, often) items (e.g., spent thinking about social media planning month.

### Analysis

hypothesized research model tested partial least squares structural equation modeling (PLS-SEM) using SmartPLS software (Ringle 2024).

PLS-SEM capable handling highly complex models numerous indicators, constructs, model relationships without encountering identification issues (Akter 2017).

Moreover, PLS-SEM follows causal-predictive paradigm, which assess predictive power model developed based theory logic (Liengaard 2021). hypothesized research model complex followed prediction-oriented theoretic approach aiming explain cause-effect burnout, PLS-SEM appropriate

### analysis

method.

## Results

Measurement Validation measurement model designed reflective measurement, evaluated using basic PLS-SEM algorithm. constructs' reliability validity reported Table shown Table Cronbach' s alpha values, rho\_a rho\_c values scales higher required, indicated satisfactory values Internal consistency reliability.

Moreover, outer loadings indicators above 0.70, values higher 0.50, showed

## 21 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS indicator reliability convergent validity constructs.

Discriminant validity assessed using heterotrait-monotrait ratio (HTMT) correlations (Henseler 2015). shown Table values below critical value 0.85, supporting discriminant validity measure.

Composite Convergent reliability Cronbach' s validity Factors Items Negative demands expectancy disconfirmation Positive resources expectancy disconfirmation General belief world

## 22 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS Personal belief world Family support Social support

Presence of meaning

Search for meaning

Burnout-cynicism Burnout-reduced professional efficacy

## 23 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS Burnout-exhaustion Social media addiction

### 1. Negative

demands expectancy disconfirmation

### 3. Burnout-reduced

professional efficacy

### 5. Family

support

### 6. General

belief world

### 7. Positive

resources expectancy disconfirmation

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BURNOUT CRISIS AMONG YOUNG ADULTS

meaning 3 4 3 4 5 7 6

## 9. Search

meaning

## 10. Social

media addiction

## 11. Personal

belief world

## 12. Social

support Structural Model assess structural model collinearity, checked value. values predictor constructs should below shown Table there collinearity structural model. explanatory power predictive power model evaluated through value, prediction value. evaluate predictive power model, PLSpredict procedure folds repetitions. shown Table model moderate explanatory power, predictors explained 24.5% variance presence meaning 26.0% search meaning.

Also, predictors mediators together explained 38.5% variance burnout-cynicism, 30.2% variance burnout-reduced professional efficacy, 40.0% variance burnout-exhaustion, 24.3% variance social media addiction.

Moreover, prediction values latent variables yielded above structural model certain predictive power.

Search Social media addictio Presenc Burnout-reduc professional Burnout-cynicis Burnout-exhausti

e of meanin

for meanin

efficacy Negative demands expectancy disconfirmati

## 25 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS Positive resources expectancy disconfirmati General belief world Personal belief world Family support Social support Presence meaning Search meaning

Presence of meaning 0.245 0.230 0.202

Search for meaning 0.260 0.245 0.215

Burnout-cynicism 0.385 0.368 0.311

hypotheses, structural model through bootstrapping procedure. statistical program computed 10,000 bootstrap sub-samples, bootstrap confidence intervals, two-tailed testing significance level.

## Results

structural model reported Table

### results

revealed negative demands expectancy disconfirmation positively associated burnout-cynicism 0.163, .039), burnout-exhaustion 0.406, .001), search

## 26 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS meaning 0.268, .004), social media addiction 0.319, .001), while negatively associated burnout-reduced professional efficacy -0.176, .025). partially accepted.

Positive resources expectancy disconfirmation negatively related burnout-cynicism -0.469, .001), burnout-exhaustion -0.241, .001). partially accepted, rejected.

General positively influenced social media addiction 0.173, .013).

Hence, rejected. Personal positively related presence meaning 0.260, .001), search meaning 0.245, .001). accepted, while rejected.

Family support significantly related other factors, while social support negatively influenced burnout-cynicism -0.156, .037), burnout-reduced professional efficacy -0.139, .040), burnout-exhaustion -0.144, .020), positively influenced search meaning 0.292, .001).

Hence, accepted, partially accepted, while rejected.

Moreover, presence meaning negatively effects burnout-cynicism -0.188, .010), burnout-reduced professional efficacy -0.139, .039), burnout-exhaustion -0.263, .001), while search meaning negatively influenced burnout-reduced professional efficacy -0.253, .001).

Thus, partially accepted.

Negative job demands expectancy disconfirmation -> Burnout-reduced professional efficacy

## 27 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS

disconfirmation -> Search for meaning

Negative demands expectancy disconfirmation Social media addiction Positive resources expectancy disconfirmation Burnout-cynicism

Positive job resources expectancy disconfirmation -> Burnout-reduced professional efficacy

Positive resources expectancy disconfirmation Burnout-exhaustion Positive resources expectancy disconfirmation Presence meaning Positive resources expectancy disconfirmation Search meaning Positive resources expectancy disconfirmation Social media addiction General belief world Burnout-cynicism General belief world Burnout-reduced professional efficacy General belief world Burnout-exhaustion General belief world Presence meaning General belief world Search meaning General belief world Social media addiction Personal belief world Burnout-cynicism Personal belief world Burnout-reduced professional efficacy Personal belief world Burnout-exhaustion Personal belief world Presence meaning Personal belief world Search meaning Personal belief world Social media addiction

## 28 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS Family support Burnout-cynicism Family support Burnout-reduced professional efficacy Family support Burnout-exhaustion Family support Presence meaning Family support Search meaning Family support Social media addiction Social support Burnout-cynicism Social support Burnout-reduced professional efficacy Social support Burnout-exhaustion Social support Presence meaning Social support Search meaning Social support Social media addiction Presence meaning Burnout-cynicism Presence meaning Burnout-reduced professional efficacy Presence meaning Burnout-exhaustion Presence meaning Social media addiction Search meaning Burnout-cynicism Search meaning Burnout-reduced professional efficacy Search meaning Burnout-exhaustion Search meaning Social media addiction

\*\*\*  $p < .001$ , \*\*  $p < .01$ , \*  $p < .05$

Mediation

### Analysis

Mediation

### analysis

conducted assess mediator, meaning (presence meaning search meaning), relationship between negative demands expectancy disconfirmation, personal social support burnout. shown Table

### results

revealed significant indirect effect negative demands expectancy disconfirmation burnout-reduced professional efficacy, search meaning (-0.068, .021).

There significant indirect effects personal burnout-cynicism (-0.049, .051), burnout-exhaustion (-0.068, .010), presence meaning.

Moreover, personal indirectly related

## 29 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS burnout-reduced professional efficacy, search meaning (-0.062, .017).

Lastly, social support indirectly related burnout-reduced professional efficacy, search meaning

(-0.074,  $p = .009$ ).

Negative job demands expectancy disconfirmation -> Search for meaning -> Burnout-cynicism

Negative job demands expectancy disconfirmation -> Search for meaning -> Burnout-reduced professional efficacy

Negative job demands expectancy disconfirmation -> Search for meaning -> Burnout-exhaustion

Negative job demands expectancy disconfirmation -> Search for meaning -> Social media addiction

Personal belief in a just world -> Presence of meaning -> Burnout-reduced professional efficacy

Personal belief world Presence meaning Burnout-exhaustion Personal belief world Presence meaning Social media addiction Personal belief world Search meaning Burnout-cynicism

Personal belief in a just world -> Search for meaning -> Burnout-reduced professional efficacy

Personal belief world Search meaning Burnout-exhaustion Personal belief world Search meaning Social media addiction Social support Search meaning Burnout-cynicism Social support Search meaning

## 30 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS Burnout-reduced professional efficacy Social support Search meaning Burnout-exhaustion Social support Search meaning Social media addiction

\*\*  $p < .01$ , \*  $p < .05$

Summarizing above results, proposed model shown

## Results

Note. Only shown for significant paths under 0.05 significance level.

## Discussion

Burnout major factor affects mental health young adults, strategic communication approaches related burnout investigated several levels.

Although studies shown individual's mental factors (e.g. resilience) direct impact burnout (Smith 2020), external conditions should ignored. study tested model explaining occupational, social, personal factors impact burnout among young adults based experience South Korea.

Overall, findings showed expectancy disconfirmation demands resources, social support major contribution reducing burnout. these

## 31 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS findings, propose reduce burnout young adults.

## Results

Implications First, study combined demands-resources model expectation disconfirmation theory demonstrated expectancy disconfirmation demands resources useful predictors burnout.

Recent studies utilizing model solely focused perceptions experiences (e.g.

Kaiser 2020) consider expectations. expectation disconfirmation theory posits mismatch between expectations perceptions would psychological discrepancies, findings consistent specifically, negative demands expectancy disconfirmation positively associated burnout-cynicism, burnout-exhaustion, while negatively associated burnout-reduced professional efficacy.

Positive resources expectancy disconfirmation negatively related burnout-cynicism burnout-exhaustion. respondents enjoy their spare support their supervisors, likely tired their jobs.

Conversely, respondents expected, tired contribution. compared coefficients found negative demands expectancy disconfirmation greater effects burnout-cynicism burnout-exhaustion.

Therefore, concluded general negative demands expectancy disconfirmation would likely burnout.

Through aspects perception expectation, summarized several managerial implications reducing burnout. expectation level, employer should provide realistic descriptions ensure accurately reflect requirements responsibilities position.

Employers should explicitly discuss demands convey organizational culture during hiring

### 32 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS process refrain over-glamorizing position. young career seekers appropriate expectations demands outset.

Also, employers provide comprehensive training orientation programs employees skills knowledge effectively perform demands job-related experience college classes plays important preparing students about essential skills related future employment helping their career expectations realistically.

Colleges should provide career counseling services students realistic career goals understand demands different industries better prepared their future professional lives. example, industry-academia collaboration becoming important because topics considered important academia necessarily topics important industry (Weinstein 2016).

Through internships cooperative education programs, offered college partnership industry, students could experience environments. helps realize practical demands challenges professional life.

These initiatives young seekers recognize correct industry demands. terms promoting awareness/importance mental health including burnout, institutions higher education young generation through academic courses lectures. perception level, employers diverse assessment tools (e.g., interviews, skills tests, simulations) employees' abilities potential assign tasks effective manner. workload assigned employee should matched communicated advance, scope should clearly defined.

Supervisors should employees tasks outside scope their allow employees flexibility autonomy their work, reduce burnout. internal communication

### 33 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS organization positive impact employee performance employee engagement (Tkacik 2023), establishing internal communication channels providing regular feedback helps employees supported reduce burnout.

Conducting regular feedback sessions where employees discuss their workload, stress levels support should instilled environment. ensure perceived demands match expected demands.

Moreover, providing opportunities education career development, flexible working arrangements (e.g., telework, flexible working hours), building activities, implementing comprehensive health wellness programs (e.g., mental health support, health insurance, relaxation space) positive contribution reducing burnout.

Second, social support negatively influenced burnout-cynicism, burnout-reduced professional efficacy, burnout-exhaustion, while family support significantly re-

lated other factors. interesting finding because South Korea known tight family great emphasis togetherness interdependency families 2014). found family support seems little effect reducing burnout, least among young Koreans. study conducted Spanish adolescents revealed parents provide appropriate level instrumental support, instead emotional support Valle 2010).

However, parents work-related dilemmas limited knowledge about situations their adult children. these adults establish households result, communications parents family members might reduced.

Young adults choose about their peers, rather parents.

These findings suggest importance encouraging people proactive taking those around counter burnout.

Young adults should organize participate healthy social activities (e.g., outdoor activities, hobby groups) enhance

### 34 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS connections among friends

#### method

support. example, young adults metaverse platform which peers anonymously participate conversations freely other peers support necessary.

Third, presence meaning negatively related burnout-cynicism, burnout-reduced professional efficacy burnout-exhaustion. showed mediation between personal burnout-cynicism, burnout-exhaustion.

Search meaning negatively influenced burnout-reduced professional efficacy, showed partial mediation between negative demands expectancy disconfirmation, social support burnout-reduced professional efficacy. showed mediation between personal burnout-reduced professional efficacy. study adolescent athletes found linked their mental toughness through meaning (Tian 2022). findings further substantiated mediating meaning between mental factors.

Respondents treated fairly would their lives valuable actively pursue meaningful life, experiencing burnout. suggests organizations governments create equitable environment where young workers their efforts rewarded reasonably. example, organizations implement transparent system promotions, horizontal corporate culture.

Government needs ensure fairness transparency decision-making policy formulation process, strengthen legal system ensure implementation, implement equitable social welfare policies, ensure equitable access resources services segments society. important portray image actively trying change inequities young adults. last, negative demands expectancy disconfirmation general positively related social media addiction. social media provides great amount contents forms

### 35 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS using these contents associated escapism. escapism could related problematic social media rcaburun Griffiths, 2019). findings showed respondents demands work, chose utilize social media escape Additionally, respondents social media others being treated fairly.

Social comparison often found social media (Verduyn 2020), there important positive correlation between justice sensitivity human decision-making social comparison (Zhen 2016). findings indicated individuals believed others treated fairly, might social comparison through social media. reinforced algorithms social media platforms. because, based user' s behavior, social media platforms easily contents aligns user' s existing views interests.

According Longstreet Brooks (2017), around million people globally afflicted addiction social media internet. burnout, social media addiction clearly becoming social problem. demands expected perception world found deepen social problem.

Thus, work-related variables diverse problems, there connection between working environment social issues. requires maintain stability health society, society government should attention improving working environment young adults.

Limitations present research analyzed relationship between occupational factors burnout among South Korean young adults. there still several limitations.

First, study based young adults South Korea. Since there economic cultural differences between countries, caution should taken applying

#### results

study other countries. Second,

### 36 UNDERSTANDING

BURNOUT CRISIS AMONG YOUNG ADULTS negative demands expectancy disconfirmation negatively associated burnout-reduced professional efficacy. orientation opposite other sub-dimensions burnout.

Therefore, there limitation interpretation results. caused likelihood reduced professional efficacy reasonably describe burnout among young adults Korean social context. sub-dimensions burnout measurements burnout localized.

Third, explanatory power burnout satisfactory. meant study fully explain phenomenon burnout among young adults. addition demands resources, factors interpersonal relationships workplace affect burnout. efforts needed exploration burnout.

## 37 UNDERSTANDING

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Brand Attitude Purchase Intention: Focusing Expectancy Disconfirmation Theory.

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