

Work–family Relationship, Career Life Cycle and Job Burnout

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Abstract: Job burnout has a high frequency of occurrence in modern life. Unlike the previous studies from the perspective of individual characteristics and work characteristics, this paper introduces a work–family relationship perspective and focuses on the possible impact of the family. Based on the survey of working environment of urban residents in China, it is found that the negative spillovers of family and work significantly increase job burnout, and work autonomy reduces work burnout while restraining the negative spillover of work to a certain extent; negative spillover of work only occurs in the early stage of work. The effect is that the mid–career is more susceptible to negative family spillovers, and one’s career in later life is no longer affected by negative spillovers. It has also been found that under the division of labor between “breadwinning man and housekeeping woman”, the pressure from the unfamiliar work environment is not good for women. Therefore, reducing job burnout requires the appropriate choice of method according to the different situations.

Key words: job burnout; work–family relationship; career life cycle; job autonomy; gender role