

The aim of this project is to extend a **concept of job burnout** with regard to its multi-facial nature. Job burnout is caused by work, particularly the relationship between job demands and resources (Bakker & Demerouti, 2014). However, job-related well-being has some bright sides such as work engagement and job satisfaction. Thus, connection of job burnout and other positive well-being indicators can clarify how we understand mechanism of occupational stress and work motivation.

In our opinion, we need a **new conceptualization of job burnout** due to the fact that the labour market is completely changing. Some traditional risk factors of job burnout well-known in the twentieth century (emotional requirements, workload) have changed. More and more employees suffer from **cognitive overload** (due to an expansion of digitization) and excessive **illegitimate tasks** (due to an increased bureaucratization) (Hakanen & Bakker, 2016; Semmer et al., 2015). Consequently, many of them feel mental fatigue. In addition, the findings of the European Working Conditions Survey (Eurofound, 2016) have shown that job burnout adversely affects not only on individuals (e.g. health impairment), but also on the organization (e.g. cost of absenteeism) and society (e.g. work inability).

Why we are doing it? Contemporary knowledge about job burnout is insufficient. The most previous studies were conducted using the Maslach Burnout Inventory (MBI, Maslach & Jackson, 1981). They are some limitations such as lack of theoretical framework, omitting symptoms of mental fatigue, avoiding the bright side of occupational well-being (work engagement and job satisfaction). Introduce of the framework of **the Job Demands-Resources theory**, we can extend our view about new demands: cognitive overload and illegitimate tasks. We also add new facets of job burnout related to **cognitive difficulties** and **psychosomatic ailments** that lead employees to seek help (Schaufeli, Desart, & De Witte, 2017). Furthermore, we agree with the idea that burned out employee can be engaged and satisfy in their work simultaneously (Mäkikangas et al., 2016; Schaufeli & De Witte, 2017). It means that there are varying **profiles of job-related well-being** and different mechanism of occupational stress and motivation. However, such studies were rarely carried out.

How do we want to do this? Our research will conduct an **online study twice in one year lag** among different occupations which are exposed to excessive organizational demands. We will invite individuals working in sectors of **health care, education, public administration and new technologies (ICT)**. This will allow us to predict changes in job burnout and with regard to various profiles of occupational well-being as a response to the demands and resources at work. We will undertake statistical analyses on multiple levels: **between occupations** (4 groups), **between individuals** (800 employees) and taking into account **dynamic of time** (2 waves, 1600 measurements).

What do we want to achieve? First, we want to verify new conceptualization of job burnout in the context of the JD-R theory. Second, we want to examine the differences between groups of occupations. Third, we want to evaluate the relationships between job burnout, work engagement and job satisfaction which constitute job-related well-being. This project can contribute to rise a knowledge in occupational health psychology area. Benefits from an international collaboration with prof. Wilmar Schaufeli (the Research Group Work, Organizational and Personnel Psychology, KU Leuven, Belgium, and Utrecht University, Netherlands) world-class scientist and an expert in burnout research are following: access to excellent scientific knowledge, develop an international scientific partnership network and internationalization of Polish science.