

# Lot of Workload, but Not Feeling Stressed (Burnout): Work Life Balance is Not a Result, but a Strategy

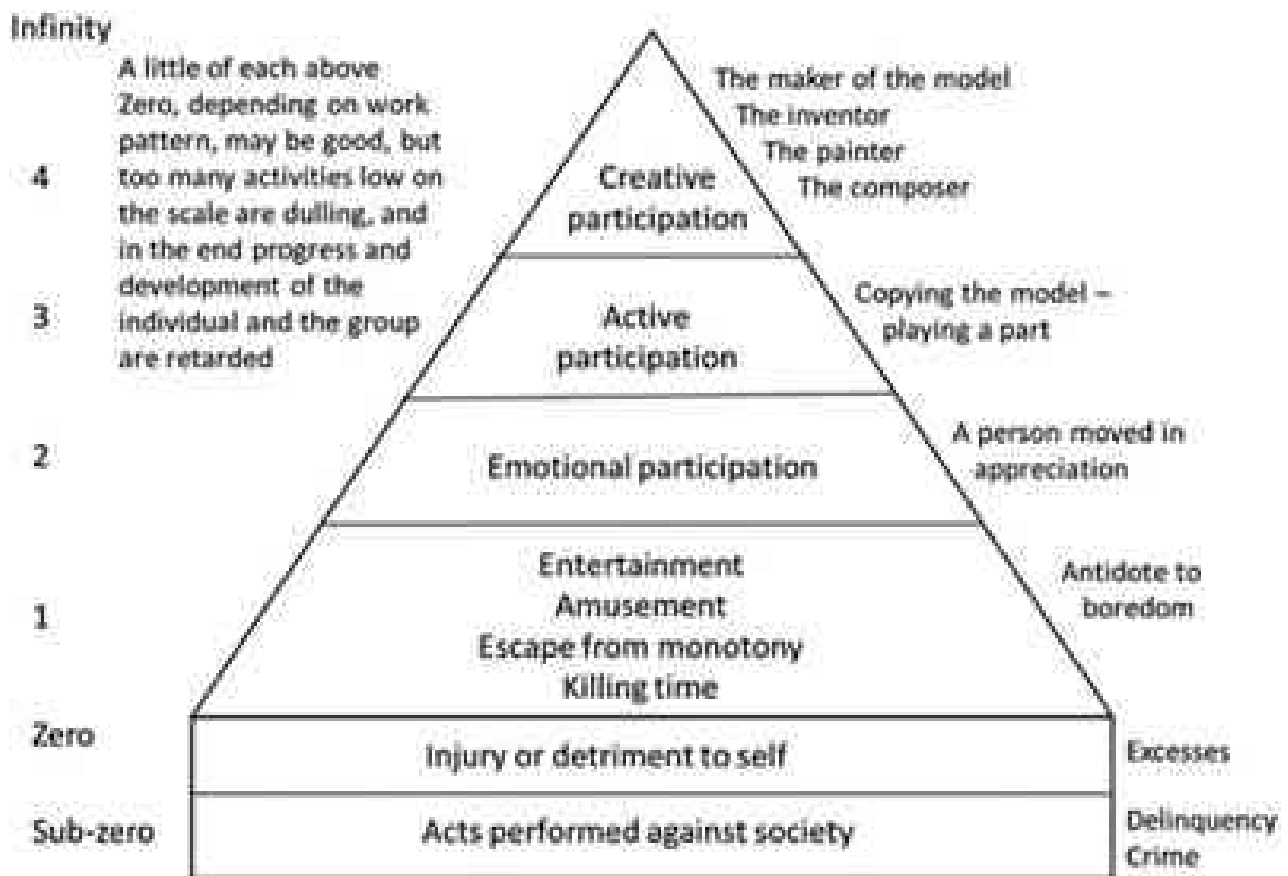
[kompasiana.com/psycharticles/68452b7fed641570244fe163/lot-of-workload-but-not-feeling-stressed-burnout-work-life-balance-is-not-a-result-but-a-strategy](https://kompasiana.com/psycharticles/68452b7fed641570244fe163/lot-of-workload-but-not-feeling-stressed-burnout-work-life-balance-is-not-a-result-but-a-strategy)

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**Ever felt very busy**, but still able to go through the day in peace? Or on the contrary, feeling overwhelmed even though the work is not too hard?

Perhaps what makes the difference **is not** the number of tasks, but the balance of our lives.

So far, we often think of *work-life balance* as the ultimate goal or something that can only be achieved after work becomes light and free time is available.

However, a study (Maghfira et al., *in press*) on 114 employees in Indonesia on *work-life balance*, *job demand*, and [burnout](#) in workers aged 19 - 57 years shows that ***work-life balance is precisely an antecedent factor (antecedent) of many job demands***, which ultimately makes individuals avoid psychological fatigue.

The research shows that ***job demand*** is a **perception** that can **vary** from person to person, depending on how balanced the life of the person concerned is. This means that two people can be assigned the same task, but the first person feels overwhelmed, while the other person feels **ordinary**.

Thus, **workload** may **be** a matter **of perception**, not mere reality.

When our lives are more balanced, we will have **a lot of energy** and **mental space** to respond to the demands of work.

### ***Work-Life Balance Reduces the Risk of [Burnout](#)***

The results of the study (Maghfira et al., *in press*) also show that the better a person **maintains** a balance between personal and work life, **the lower the risk** of experiencing ***burnout (psychological fatigue)***. *Burnout* is a condition of psychological exhaustion indicated by emotional instability (easily irritated), cynical attitude towards others, and decreased confidence to get the job done. (Maslach et al., 2001).

According to the [Conservation of Resources Theory](#) (Hobfoll, 1989), psychological [stress](#) occurs when there is a threat of a loss of resources or a lack of gained resources following the spending of resources or providing significant effort.

In [employee](#) work life, stress (burnout) occurs when a person loses resources in their life. The resources in question can include health, well-being, family, self-esteem, a sense of purpose or meaning in life, emotional stability, time, energy, etc.

Thus, a **strategy** is needed to **conserve resources** (time, energy, etc.). The strategy in question can be in the form of implementing *a work-life balance*. We need to **work on work-life balance** in our daily lives.

**All this time we have thought: "*If the work is done, then we can do other things outside of work.*", then the *work-life balance* will never be achieved.**

The work will never be finished/settled. As individuals full of initiative, we know that **work will always be with** us. It is very difficult for us to have *a work-life balance* if we do not work on it.

For this reason, we need to straighten out the logic that may have been *misunderstood*. We need to be logical that if we **try to keep our lives balanced**, we will be able to perceive that the workload is not excessive, or that we are not trapped to feel psychological fatigue.

According to Clutterbuck (2005; in Synowiec-Piłat et al., 2021), to achieve *work-life balance*, individuals must be **able to be aware of the various demands** that will have consequences on their **time** and **energy**.

Individuals need to **make choices** about how to use (invest) time and energy. In making choices, individuals can base their decisions on **the values** or **life goals** they want to achieve.

This means that every free time is not wasted, but needs to be filled with (small) steps that are in the direction of the goal to be achieved.

### **Leisure Activities**

Based on [Nash's theory of Normative Hierarchy of Leisure Activity](#), developed by Jay B. Nash in 1953, [leisure](#) time can be described in the form of a hierarchy (**pyramid**) that indicates that **not all activities have the same value**.

(-1) The lowest level (**Sub-zero Level**) is destructive activity or unlawful activity and criminal in nature (*Delinquency, Crime*).

(0) **Zero Level** is an activity that is fun and potentially harmful to oneself (such as drunkenness, gambling, etc., which are *excesses*).

(1) Level one (**Spectatoritis**) is an activity that fills leisure *time (killing time)*, entertainment, to escapes *from monotony/boredom*, such as looking at social media, just to pass the time.

(2) Level two (**Emotional Participation**) is an activity that involves an emotional reaction to an activity such as watching an interesting movie, watching football, or other interesting spectacles.

(3) Level three (**Active Participation**) is an active activity (actively involved), such as exercising, playing musical instruments/songs of people you like, etc.

(4) Level four (**Creative Participation**) is an activity that involves creative processes such as creating works (painting, writing, creating music, creating movements/dances, knitting certain patterns, etc.)

These various levels can be seen in the following [image](#).

Through this understanding, we can be more **selective in choosing leisure activities**, so that it not only becomes a time filler, but also supports life balance and self-development. By choosing activities that **lead to a creative process**, we can form a more **balanced, meaningful, and rewarding lifestyle**.

### **Balance Is an Impactful Choice**

*Work-life balance* is not the result after work is no longer busy, but rather the **foundation** that enables us to do our work without excessive fatigue. When we manage our lives in a balanced way, we are **building resilience** to the demands of work.

Balance is not a gift, but **a strategy that needs to be worked on**. Never expect your tasks/work/life demands to subside, and then start a balanced life. Through a balanced life amid a lot of work, we can still do important things that are meaningful/beneficial for us and for others.

In principle, *the work-life balance* is:

(a) Trying to take time (**set agenda/time**) to be able to do **non-work activities** (activities for personal purposes) while still being responsible for work. Non-work activities such as doing **hobbies, exercising, being together with parents/friends/other close people**, etc.

(b) **Communicate** various plans (**agendas/times** that have been **set**) to co-workers, superiors, family, or other close people. Be brave and don't feel guilty about communicating *non-work* activities. *Non-work* activities **are a strategy** to maintain **stamina/health in the future**.

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