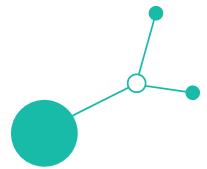


BURNOUT PREVENT

# D 1.1.2 Corporate burnout assessment tool for employees & managers CORSA (E)tool & CORSA (M)tool Questionnaires



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# 1. INTRODUCTION

## 1.1. About the project

The BURNOUT PREVENT project aims to enhance entrepreneurial skills to address the growing challenges of anxiety, burnout syndrome, and depression among the workforce in SMEs. Project comprehensively addresses all three critical aspects of burnout syndrome: the corporate environment, free time, and digital stress.

Depression and anxiety have become the most prevalent psychological and emotional challenges in the workplace, accounting for over 20% of all sick leaves. This trend negatively impacts productivity and innovation, leading to an estimated €202 billion loss annually in Central Europe. Sectors driven by smart specialisation are particularly vulnerable due to the pressures of a highly competitive global environment.

The project will focus on strengthening entrepreneurial skills and establishing a comprehensive organisational model for burnout resilience in SMEs across three smart specialisation fields: Industry 4.0, Smart Health, and Sustainable Food. By equipping managers and employees with new knowledge and tools, the project will enable the implementation of burnout prevention measures in both workplace and personal environments.

## 1.2 Purpose of deliverable

Deliverable “D1.1.2 Corporate burnout assessment tool (CORSA tool)” is part of Work Package 1 “, Enhancing professional capacities and setting up the organisational model for burnout resilience in SMEs”, and activity “A1.1. Assessment of burnout syndrome”, where the main goal is to develop a model for the organisational redesign of working environments to enhance workers’ wellbeing, retention of jobs and SMEs productivity and activity.

In the framework of the project, we developed two versions of CORSA tool:

1. The **COR-SA (M) tool** is a corporate assessment tool specifically designed for managers to identify and evaluate psychosocial risks within their organizations that could contribute to employee burnout.
2. The **COR-SA (E) tool** complements the manager-focused COR-SA (M) by offering an employee-centred approach. It assesses the same psychosocial risks through questionnaires completed by employees, providing valuable insights into their perspectives on workplace stressors.

Together, these tools enable organizations to identify psychosocial risks in the workplace and implement proactive prevention strategies to reduce burnout and promote employee well-being.



### 1.3 Relation to other project activities and deliverables

Deliverable *D.1.1.2 Corporate burnout assessment tool (CORSA tool)* is strongly connected to deliverable “*D1.1.1 Burnout self-assessment tool for employees*”.

Both tools will be presented in national and regional training as part of “*Activity A1.2 Improving skills of SMEs’ management and employees for burnout prevention*” and used for testing measures before and after to assess the change and effect of the measures as part of *Activity “A1.3 Development and testing of participatory work-related measures for prevention of burnout”*.

### 1.4 Contribution of the project partners

Work package leader PP2 Nofer Institute of Occupational Medicine (NIOM) was supported in the preparation of the D1.1.1 B-SA tool by the knowledge expert partners, PP3 Comenius University Bratislava (UNIBA), PP11 National Center for Public Health and Pharmacy (NNGYK) and PP12 Croatian Institute of Public Health (HZJZ). The role of knowledge expert partners in our project is to provide their expertise in the fields of occupational health, including health promotion, work psychology and stress physiology, providing knowledge and experiences in performing studies and in the implementation of health promotion interventions in workplaces.



## 2. COR-SA (E) tool

The COR-SA (E) tool serves as an employee-focused counterpart to COR-SA (M). It evaluates the same psychosocial risks, but the questionnaire is completed by employees, providing direct insights into their perspectives on workplace stressors.

Together, these tools enable organizations to identify workplace psychosocial risks and implement primary prevention strategies aimed at mitigating burnout and fostering employee well-being.

### 2.1 Directons

This questionnaire concerns the identification of psychosocial hazards in the workplace that may contribute to the development of occupational burnout. These hazards are a source of stress for employees and are predisposing factors for reduced psychological well-being and work efficiency.

We want to emphasize that the purpose of this questionnaire is not to point out mistakes or evaluate your work, but to reliably identify areas of concern. Marking these risks is crucial so that appropriate action can be taken to eliminate them or minimize their risks.

#### DEMOGRAPHIC INFORMATION

1. Gender:
  - Male
  - Female
  - Other
  
2. Age:
  - .....
  
3. Years of employment (overall):
  - 6 months - 1 year
  - 1-2 years
  - 3-5 years
  - 6-10 years
  - More than 10 years
  
4. Years of employment in current company:
  - 6 months - 1 year
  - 1-2 years
  - 3-5 years
  - 6-10 years
  - More than 10 years
  
5. Employment type:
  - Fixed-term employment contract
  - Employment contract for unspecified period
  - Mandate contract/specific-task contract (contract for specific work)
  - Self-employment
  
6. Education Level:
  - Elementary education
  - Vocational education
  - High school



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- Bachelor’s degree  
Master’s degree or higher
- 7. Work mode:
  - Office
  - Remote
  - Hybrid (Office and Remote)
- 8. Type of work:
  - Intellectual
  - Physical
  - Mostly intellectual
  - Mostly physical
- 9. Position:
  - Managerial
  - Non-managerial
- 10. Company size:
  - 1-50
  - 51-100
  - 101-250

Please respond according to your experiences in your organization.

Symptoms/Indicators		Never	Rarely	Sometimes	Often	Always
1.	I receive the recognition I deserve for my work.					
2.	Considering all my efforts and achievements in my job, I feel I get paid appropriately.					
3.	Compared to my colleagues, I have inadequate amount of work responsibilities.					
4.	The expectations placed on me at work are not clear.					
5.	My workplace lacks clear procedures for carrying out tasks.					
6.	I'm unsure about how my role contributes to the overall goals of my company.					
7.	I perform my work tasks in my preferred way (working pace, breaks, order of activities).					
8.	My work breaks are interrupted by urgent matters.					
9.	I can have influence on the decisions related to my work in the company					



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10.	I receive support if I encounter difficulties with my tasks.					
11.	It is hard for me to communicate with my supervisors when it's needed.					
12.	Communication with my associates is insufficient.					
13.	Excessive duties force me to maintain a high working pace.					
14.	I'm unable to use all of my vacation days because of my work responsibilities.					
15.	I feel time and/or performance pressure.					
16.	I have to make decisions that do not align with my beliefs and values.					
17.	I do not identify with some of the values represented by my company.					
18.	I think my work contributes to something meaningful.					
19.	My superiors and my colleagues communicate with me in an uncivilised manner.					
20.	My clients/patients/customers communicate with me in an uncivilised manner.					
21.	I feel discriminated at work (because of my gender, age, sexual orientation, ethnicity etc.)					
22.	My work negatively affects my private life.					
23.	It is expected to work overtime in my workplace.					
24.	I have to remain in constant contact (checking e-mails, replying to texts and phone calls) with my workplace even in my free time.					
25.	I feel the pressure not to fall behind the rapid pace of technological changes in my workplace.					
26.	In my workplace, there is a lack of training that would help me adapt to modern technologies.					
27.	I fear that modern technologies could easily replace me in my job.					



## 3. COR-SA (M) tool

The COR-SA (M) is a corporate assessment tool developed specifically for managers to evaluate psychosocial risks within their organizations that may contribute to employee burnout. The tool employs a detailed questionnaire to identify these risks, addressing factors such as job expectations, workplace dynamics, decision-making processes, and corporate values.

This tool empowers management to gain deeper insights into psycho-organizational challenges and to align corporate policies more effectively with the needs of their workforce.

### 3.1. Directions

This questionnaire concerns the identification of psychosocial hazards in the workplace that may contribute to the development of occupational burnout. These hazards are a source of stress for employees and are predisposing factors for reduced psychological well-being and work efficiency.

We want to emphasize that the purpose of this questionnaire is not to point out mistakes or evaluate your work, but to reliably identify areas of concern. Marking these risks is crucial so that appropriate action can be taken to eliminate them or minimize their risks.

Please answer honestly and accurately, as this will allow you to effectively plan solutions to foster stress reduction in the team and reduce the risk of burnout among employees. Your input is truly invaluable in building a more supportive and healthy work environment.

#### DEMOGRAPHIC INFORMATION

4. Gender:

- Male
- Female
- Other

5. Age:

- .....

6. Years of employment (overall):

- 6 months - 1 year
- 1-2 years
- 3-5 years
- 6-10 years
- More than 10 years

5. Years of employment in current company:

- 6 months - 1 year
- 1-2 years
- 3-5 years
- 6-10 years
- More than 10 years

6. Employment type:

- Fixed-term employment contract
- Employment contract for unspecified period





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- Mandate contract/specific-task contract (contract for specific work)  
Self-employment
  
- 7. Education Level:
  - Elementary education
  - Vocational education
  - High school
  - Bachelor's degree
  - Master's degree or higher
  
- 8. Work mode:
  - Office
  - Remote
  - Hybrid (Office and Remote)
  
- 9. Type of work:
  - Intellectual
  - Physical
  - Mostly intellectual
  - Mostly physical
  
- 10. Position:
  - Managerial
  - Non-managerial
  
- 11. Company size:
  - 1-50
  - 51-100
  - 101-250

Please respond according to your company's policies.

Symptoms/Indicators	Never	Rarely	Sometimes	Often	Always
1. The employees receive the recognition they deserve for their work.					
2. Considering all their efforts and achievements in their job, I feel that the employees get paid appropriately.					
3. The responsibilities are fairly divided among the employees.					
4. I make sure that my expectations are clear to the employees.					
5. In our company we follow clear procedures for carrying out tasks.					
6. I make sure that the employees are aware of how their role contributes to the overall goals of the company.					



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7.	The employees perform their work tasks in their own preferred way (working pace, breaks, order of activities).					
8.	The employees' work breaks are interrupted by urgent matters.					
9.	The employees can have influence on the decisions associated with their work.					
10.	The employees receive support if they encounter difficulties with their tasks.					
11.	I try to make it easy for the employees to reach to me when they need it.					
12.	Communication between the employees is insufficient.					
13.	Excessive duties force the employees to maintain a high working pace.					
14.	The employees are unable to use all of their vacation days because of work responsibilities.					
15.	There is a culture of racing in my company.					
16.	The employees have to make decisions that do not align with their beliefs and values.					
17.	The employees do not identify with some of the values represented by my company.					
18.	I try to emphasize how the employees' work contributes to something meaningful.					
19.	In my company people communicate with each other in an uncivilised manner.					
20.	Clients/patients/customers communicate with the employees in an uncivilised manner.					
21.	The employees experience discrimination at work (because of their gender, age, sexual orientation, ethnicity etc.)					



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22.	I observe that the employees' work negatively affects their personal lives.					
23.	The employees are expected to work overtime.					
24.	The employees have to remain in constant contact (checking e-mails, replying to texts and phone calls) with their workplace even in their free time.					
25.	There is a pressure among the employees not to fall behind the rapid pace of technological changes.					
26.	The employees complain about the lack of training that would help them adapt to modern technologies.					
27.	Modern technologies are seen by the employees as a threat to their job security.					



## 4. REFERENCES

1. Basinska, B. A., Gruszczynska, E., & Schaufeli, W. B. (2023). The Polish adaptation of the Burnout Assessment Tool (BAT-PL) by Schaufeli et al. *Psychiatria polska*, 57(1), 223-235.