

TITLE

Striking a Balance: Talent Status, Burnout, and the Interplay of Employee Obligations and Performance Orientation

ABSTRACT

Drawing on psychological contract theory, this study examines how talent status affects employee's perception of obligations toward their organization and how this in turn will influence levels of burnout. Additionally, this study investigates whether employee's performance goal orientation (disposition toward demonstrating ability in achievement situations) moderates the relationship between talent status and employee obligations. For this purpose, 357 employees (of which 78 were identified as talents by their organization) participated in an online survey. Results of the analysis show that employee obligation mediates the relationship between talent status and burnout, while the direct effect from talent status to burnout is not significant. Furthermore, performance goal orientation moderates the relationship between talent status and employee obligation.