

## CAN MENTORING REDUCE EMPLOYEE BURNOUT BY ENHANCING ENGAGEMENT AND PERFORMANCE?

SWARNALI MUKHERJEE\*

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*Employee well-being and organizational performance are adversely impacted by employee burnout. This study investigates whether mentoring can lower burnout by increasing employee engagement and, as a result, improving performance, using the Job Demands-Resources (JD-R) model and social exchange theory. The results of a literature review synthesis of research conducted between 2000 and 2025 indicate that mentoring serves as an essential job resource that fosters engagement through career development and psychosocial support. Improved performance and a lower risk of burnout are linked to higher engagement. According to the review, mentoring improves engagement, which reduces burnout and improves performance. The study suggests longitudinal research to further validate the suggested framework and emphasizes mentoring as a strategic human resource intervention.*

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