

## ABSTRACT

This study focuses on various antecedents and consequences of Burnout among Information Technology (IT) Professionals working in offshore projects. The geographical, temporal and cultural separation inherent in offshore work uniquely contributes to Burnout among the IT Professionals in India. Data collected from 682 IT Professionals were analyzed using Stepwise Hierarchical Regression, with partial support for hypotheses. Proposed model was tested and modified using Path Analysis feature in Structured Equation Modeling.

Results indicate the prominent role played by Work Stressors, Work Life Balance and Psychological Contract Violation in the development of Burnout. Contrary to the existing literature, Cynicism emerges as the major Burnout component in this study. Surprisingly, IT Professionals perceiving a higher Work Overload exhibited *higher* Professional Efficacy and *stronger* Positive Identification with the employing organization. Development and empirical validation of a new scale measuring Social Support from Outside Work Context (Friends) and the first empirical support for the relationship among four forms of Organizational Identification constitute other two major theoretical contributions of this research.

Identification of Cynicism and Psychological Contract Violation as the major concerns among IT Professionals has important managerial implications. Results indicate that IT Professionals no longer consider Exhaustion as a major issue at current levels.