

# From Burnout to Balance: A Sustainability-Oriented Survey on Job Stress and Work-Life Integration

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**Abstract.** Job stress causes increased absenteeism, which is a physical and emotional response to the work load. Employee presenteeism can be beneficial, yet it can also lead to a lack of productivity. Organisations must develop initiatives to promote employee well-being and manage job stress. Addressing job stress benefits both companies and individuals. Work-Life Balance (WLB) refers to the necessity for an employee to maintain a balance between work and personal life. Employee is able to prioritize both family and professional needs equally. Employee well-being and work-life balance are addressed through flexible working arrangements. Work-life balance is challenging to achieve in our daily lives; individuals should prioritize professional development, organizational progress, and job happiness. Conflicts at work and in the family emerge when work-life balance is not maintained, and individual progress is impeded. The current study's goal is to discover and suggest elements that contribute to job stress/strain among employees. Strategies to improve employee well-being and reduce stress. The study used the questionnaire method. A questionnaire with well-developed scales that covers all of the study's dimensions, including 9 items for job stress, 8 items for work-life balance, 6 items for work-family conflicts, and 4 items for family-work conflicts. Surveys and questionnaires make use of the convenience sampling technique. The questionnaire has 27 items and uses a 5-point LIKERT SCALE. The researcher can make a few recommendations. Employees that lack work expertise, have excessive job demands, or are unable to perform their duties experience work stress. •Organizations must address staff stress levels and provide growth initiatives. A structured questionnaire is utilized to collect data from 220 employees for the study. Job stress reduces productivity and happiness while also causing a loss of physical and emotional equilibrium. Increased job strain causes excessive absenteeism and makes it difficult to concentrate at work. Tight deadlines and a high workload cause strain.

## 1 Introduction

In the present day, "Work-Life Balance" has emerged as a crucial concept for harmonizing professional, personal, and social spheres. This perspective prompts the inquiry, "What is Work-Life Balance?" and why is it important to acquire knowledge? A work-life balance is a way of life in which one appropriately prioritizes "work" (including career and aspiration) and "lifestyle" (including fitness, enjoyment, relationships, and freedom). Work-life balance (WLB) does not entail allocating equal time to all activities, including personal,

social, and professional pursuits; rather, it entails giving due consideration to each of these aspects. Work-life balance is an essential concept to comprehend in order to achieve personal and social fulfillment. Jessica Sier (2014) asserts that work-life balance is a more significant factor than monetary compensation. According to the report, which was provided exclusively to AFR.com in Australia, 73% of Millennial employees believe that work-life balance is more essential than a higher salary or a more prestigious position. Additionally, time has evolved into a crucial component in achieving a work-life balance due to its potential for utilization.

This study represents the most pertinent literature on Work-Life Edge and Professional Achievement in consideration of the Research Problems. This chapter encompasses a variety of professional accomplishments and work-life balance.

According to a survey of relevant literature, this is the effect that work hours have on one's personal and social life. Additionally, extended work hours have adverse effects on an individual's job performance and overall life satisfaction.

Gregory and Milner (2009) assert that the term "work-life balance" is frequently substituted for "work-life balance."

Initially, the focus of the connections between work and family duties was particularly directed towards women and the challenges they face in balancing work and family obligations. Over time, novel ideas emerged concerning the interconnections between labor and family. A proposed alternative definition is put forth by Carlson et al. (2010). As per the study's findings, this definition transcends the realm of psychology, thereby rendering the work-family experience observable and implying that equilibrium can be attained despite the existence of conflicting work-family experiences. Furthermore, this particular definition of balance implies that equilibrium does not invariably hinge on performance or efficacy; this appears to be crucial, given that it is not anticipated that an individual will excel in both the professional and personal spheres.

The concept of work-life balance is progressively shrinking in scope, with the majority of discussions focusing on how to achieve this balance between work and family obligations. Regarding India, Rao and Indla (2010) noted that work frequently becomes the dominant focus of one's life, encompassing non-work activities. Consequently, addressing the work-life imbalance that arises is imperative.

Limited research has been undertaken in Pakistan regarding the topic of work-life balance. As stated by Noor Fatima and Dr. Shamim A. Sahibzada, a university professor, the need for employees and employers to strike a balance between work and family life is a developing concern. The current study classifies particular variables as work and family-related factors in order to investigate the concept of work-life balance. She establishes the work-life imbalance between male and female university instructors in her research. The impact of the variables companion support, elder dependency, colleague support, and childcare responsibilities varies between male and female university instructors.

Sarwar and Aftab (2011) state that the primary aim of the research was to investigate the correlation between familial imbalance and occupational stress. Work stress accounts for 64.80% of the variance in family imbalance, according to the regression analysis.

Our research and perspective indicate that extended working hours result in decreased job

satisfaction and hinder an individual's ability to maintain a healthy balance between personal and familial obligations. He ultimately contributes to a decrease in satisfaction and negatively influences both his professional and personal life.

The survey items pertain to matters such as working hours, level of satisfaction, contentment with working hours, diversity in personal obligations, and effective utilization of leisure time, among others. Conversely, the majority of employees aspire to decrease their working hours in pursuit of personal fulfillment and thus achieve a work-life balance. to devote one's life to employment, to spend time with family and friends, or to remain independent. Examining the work-life balance is thus essential for achieving both professional and personal fulfillment. This research will investigate the impact of the professional sphere on one's personal and social life. In particular, we shall examine the factors that exert an influence on an individual's personal and social spheres. As per the findings of the previous research, each individual experiences a unique degree of satisfaction. This study aims to assess the overall satisfaction with one's existence, encompassing professional, familial, and leisure activities.

## 1.2 Problem Statement

When an individual or employee does not have a healthy balance between their personal life and their professional life, they have a greater number of work and home obligations, longer working hours, and less time for themselves. The methods and approaches that can be utilized to reduce stress on the job and boost productivity inside the organization. When it comes to optimal productivity in an organization and maintaining a healthy environment, the work-life balance is an extremely important factor. Employees who are able to successfully achieve a work-life balance are able to successfully avoid stress and are able to engage in joyous activities relating to both their personal lives and their professional lives.

## 2 Literature Rereview

Arzu Tasdelen Karckay and Orkide Bakalim did research titled "The mediating effect of work-life balance on the relationship between work-family conflict and life satisfaction" which was published in the Australian Journal of Career Development in 2017.

The goal of this research is to understand how an individual's work life influences or affects his or her family life, as well as the necessity of work-life balance. All statistical analyses were carried out using AMOS(v.21) and SPSS(v.17). All information was acquired using a single component model, and life satisfaction was scored using the Diener-Emmons life scale. As a result, the work-life balance is verified using samples and a single dimension structure consisting of working men and women in Turkey.

Amanda S. Bell and Diana Rajendran, "Job Stress, Wellbeing, Work-Life Balance, and Work-Life Conflict Among Australian Academics" (2012).

This study hypothesized that high workplace stress, job danger, and increased work-life conflicts lead to lower WLB. The influence of occupational stress on employee well-being is investigated using a sample size of N=139. Poor WLB resulted in high WFC and increased stresses. The questionnaire includes demographic information as well as the WLB and WFC measures. SPSS tools are used to carry out techniques and calculations.

P Holland, TL Tham, and B Cooper "The impact of perceived workload on nurse satisfaction with work-life balance and intension to leave the occupation" [2019].

The objective of this article is to promote nurses' well-being and health, as well as to educate them on the necessity of work-life balance. The study focuses primarily on job satisfaction (Js), workload, work-life balance, and other strain factors for leaving the

occupation. Many people leave this career due to the severe workload and job stress. This study was conducted using a quantitative survey technique, with 2984 survey replies. To assess AMOS, 25 factor analysis is employed. As a result, it conveys workload and stress, which leads to leaving the job.

K Adnan Bataineh "Impact of work-life balance, happiness at work, on employee performance" [2019].

The study aims to determine the association between WLB and employee job satisfaction. The questionnaire-based survey was built for a research procedure with a dataset of 289 employees (from Jordan's pharmaceutical sector). Multiple regression is employed in this study to examine the research hypothesis. To be successful, every employee must maintain work-life balance. The findings revealed a favorable relationship between work-life balance, happiness at work, job satisfaction, and employee work performance; therefore, for greater growth and productivity in the organization, employees must be supported in maintaining good work-life balance.

P Holland, TL Tham, and B Cooper "The impact of perceived workload on nurse satisfaction with work-life balance and intention to leave the occupation" [2019].

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In 2021, DW Wiradendi Irawanto, Khusnul Rofida, and Kenny Roz released "Work from home: Measuring satisfaction between work-life balance and work stress during the COVID-19 pandemic in Indonesia".

The study's purpose is to determine how people around the world deal with work-from-home regulations during a pandemic. Even though COVID-19 damaged many organizations, they created a solution by introducing a work-from-home policy and teleworking with different shifts. To look into employees' stress and job satisfaction levels in light of the work-from-home policy, as well as how they maintained a work-life balance by avoiding conflicts. A quantitative technique is used using 472 workers as participants. The findings revealed that the work-from-home policy had both positive and negative consequences for employees' work-life balance.

P. Holland, TL Tham, and B. Cooper "The impact of perceived workload on nurse satisfaction with work-life balance and intention to leave the occupation" [2019].

The purpose of this article is to promote nurses' well-being and health, as well as to educate readers about the importance of work-life balance. The survey primarily examines job satisfaction (Js), workload, work-life balance, and other indicators of intention to leave the occupation. Many people have quit this profession because of the heavy workload and job stress. This study used a quantitative survey technique, with 2984 responses. AMOS is assessed utilizing a 25-factor analysis. As a result, it communicates workload and stress, prompting employees to leave their jobs.

A. Gragnano, S. Simbula, and M. Miglioretti. "Work-life balance: Weighing the importance of work-family and work-health balance" (2020).

This study focuses primarily on the WLB and family domains. The goal of this research was to learn more about employee work-health balance (WHB), work-life balance (WLB), and the effects of WHB and work-family balance on varied employees' Js. A t-test was employed to compare the findings of an online questionnaire distributed to 318 employees. Regression models were used to assess the impact of work-health and work-family balance on Js. The study concludes that the WHB has a moderate effect on Js as an employee.

P Holland, TL Tham, and B. Cooper "The impact of perceived workload on nurse satisfaction with work-life balance and intention to leave the occupation" [2019].

The purpose of this article is to improve nurses' well-being and health, as well as to educate them about the importance of work-life balance. The study focuses on job satisfaction (Js), workload, work-life balance, and other reasons for leaving the occupation. Many people abandon this profession because of the heavy workload and job stress. This study used a quantitative survey technique, with 2984 survey responses. AMOS is assessed using a 25-factor analysis. As a result, it expresses burden and stress, prompting employees to leave their jobs.

In 2020, the researchers Heejung Chug and Tanja van der Lippe published a paper titled "Flexible working, work-life balance, and gender equality".

The study aims to determine the impact of agile working on sex division and employee WLB. This study is based on a qualitative examination in the United States to identify several forms of agile working arrangements.

The findings reveal that gender division has an impact on various working arrangements as well as other contexts such as the family, organizational, and national contexts.

The paper was titled "Robotic life of casino employees: exploring well-being dimensions in the gambling industry in Malaysia." [2023].

The study focuses on how individuals' job performance and work-life depend on the well-being of casino employees in Malaysia, in order to acquire a better understanding of the various motivational components.

The qualitative approach is used with 14 semi-structured interviews; responses were collected from casino personnel and coded using NVIVO software with well-being dimensions. According to the findings, casino workers in Malaysia have significant challenges in maintaining a work-life balance. Irregular payments, limited break time, and a high workload all contribute to decreased employee well-being and dissatisfaction at work.

### **3 Research Methodology**

- Descriptive
- Research includes survey and questionnaire.
- The study based on the Quantitative method

#### **3.1 Research Design**

##### *3.1.1 Data Collection Methods*

Information was collected from raw and processed sources.

##### *3.1.2 Raw Data*

For analysis and interpretation process primary data is used in the form of the "questionnaire" with statistical techniques. Questionnaire is the main source to gather the data from school and college employees (Teaching staff and lecturers).

##### *3.1.3 Secondary Data*

Secondary data consists of information collected through records and discussions with faculty. Some articles are also used to gather data.

### 3.1.4 Question Naire

A well-defined questionnaire that is utilised successfully for collection of the data about the faculty stress levels and work-life balance. Questions were collected from items on the scale from articles according to research title variables.

The kind of questions asked, there are five-point Likert type of questions used in the survey.

## 3.2 Sampling Techniques

- convenient sampling technique, it is preferred to be easier for the researcher to access and availability at given time or willing to participate in the research.
- Observations.
- Survey methodology.

**SIZE OF THE SAMPLE:** The no. of sampling sizes used from the population is known as size of the population. From population, sample of 220 employees was chosen.

## 3.3 Data Analysis Methods

- Microsoft Excel
- Reliability Test
- Validity Test
- Tableau
- Factor Analysis
- Correlation Analysis
- Regression Analysis
- Data Visualization (the information is provided in the form of the tables and charts)

## 3.4 Research Instruments

- Jamovi 2.380

## 3.5 Data Analysis and Results

Data Analysis

Component Analysis Table

Component Loadings

	Component	
	1	Uniqueness
JS1	0.571	0.674
JS3	.617	.619
JS4	.682	.535
JS5	.722	.479
JS6	.574	.670
JS7	0.665	0.558
JS8	0.650	0.578
JS9	0.611	0.627

Note.'varimax'rotationwasused

This study aimed to verify importance of different domains. Process is done in parallel analysis. Tool used is Jamovi 2.380. Questionnaire consists of 29 items of scale and used 5 point LIKERT SCALE for research process. In 5 point Likert scale coding is done by using Rarely=1, Occasionally=2, Sometimes=3, Frequently=4, Always=5.

And Strongly agree=

1, Disagree= 2, Neutral= 3, Agree= 4, Strongly agree= 5. According to the data we received 45.9% of the male responses and in coding process we used Male=1. Other side we got 54.1% responses from Female and we coded Female=0.

The results observed are 43.6% are unmarried employees, we coded Unmarried=1. 56.4% are married employees, we coded Married=2.

JOB STRESS 9 items of scales taken from the article titled 'Organisational determinants of job stress' published by Donald F. Parker and Thomas A. Decottis in 1983.

In analysis Job stress 9 items coded as JS1, JS2, JS3, JS4, JS5, JS6, JS7, JS8 and JS9. Here JS2 was eliminated that .443 due to factor load. Results are Uniqueness of job stress are JS1=0.674, JS3=0.619, JS4=0.535, JS5=0.479, JS6=0.670, JS7=0.558, JS8=0.578, JS9=0.627.

Reliability of Job Stress is 0.791.

**Test of Sphericity**

$\chi^2$	Degree freedom(df)	P
739	2 8	< .001

**KMO's Measure of Sampling Adequacy**

	M S A
Total	. 8 4 4
JS1	. 8 4 2
JS3	. 8 7 1
JS4	. 8 5 5
JS5	. 8 1 1
JS6	. 8 2 5
JS7	. 8 7 9
JS8	. 8 4 2
JS9	. 8 3 3

### Reliability

ReliabilityStatistics	
Cronbach's $\alpha$	
Value	0.789

In the Reliability it is done with 9 items of the scale JS1, JS2, JS3, JS4, JS5, JS6, JS7, JS8, JS9. JS2 is eliminated with .443 factor load here below .5 we eliminate.  
Reliability JS Alpha = 0.789 It shows good impact.  
Component Analysis

**Table 2**

Components Loading

	Component	
	1	Uniqueness
WFC1	0.761	0.421
WFC2	0.638	0.593
WFC3	0.713	0.491
WFC4	0.739	0.454
WFC5	0.615	0.621
WFC6	0.714	0.490

Note: 'varimax' rotation was used

Work-Family Conflict 6 items of scale taken from article published by Richard G. Netemeyer, and James S. Boles titled 'Development and validation of work family conflict and family work conflict' in 1996.

Work-family conflict analysis is coded with 6 items of scale using 5-point Likert scale.

Used WFC1, WFC2, WFC3, WFC4, WFC5, WFC6 in process. The results are with uniqueness of the WFC1=0.421, WFC2=0.593, WFC3=0.491, WFC4=0.454, WFC5=0.621, WFC6=0.490.

Work-family conflict results are minimum load=0.615 and maximum load=0.761 with Reliability alpha=0.761. With Range=0.745 to 0.795 and with score=.761.

**Assumption**

Bartlett Test of Sphericity

$\chi^2$	Degree of freedom	P
656	15	< .001

KMO's Measure of Sampling Adequacy

	M S A
Average	0 .817
WFC1	0 .838
WFC2	0 .856
WFC3	0 .781
WFC4	0 .800

## Bartlett Test of Sphericity

$\chi^2$	Degree of freedom	P
WFC	5	0
		.
		7
		9
		2
WFC	6	0
		.
		8
		4
		2

## Reliability Analysis

## Value Reliability Statistics

	$\alpha$
Value	0.789

Analysis is done with 6 items of scale WFC1, WFC2, WFC3, WFC4, WFC5, WFC6. Reliability Alpha = 0.789  
It shows good impact.

## Item Reliability Statistics

	If item dropped
	$\alpha$
WFC1	.739
WFC2	.772
WFC3	.753
WFC4	.746
WFC5	.776
WFC6	0.752

## Component Analysis Table 3

## Component Loading

	Component	Uniqueness
	1	
FWC1	.749	0.439
FWC2	.745	0.444
FWC3	.763	0.418
FWC4	0.795	0.369

Note: 'varimax' rotation was used

Family-work conflict 4 items of scale taken from article published by Richard G. Netemeyer, and Robert McMurrian titled "Development and validation of work-family conflicts and family-work conflict" in 1996.

Family-work conflict analysis is coded with 4 items of scale using 5-point Likert Scale. Used FWC1, FWC2, FWC3, FWC4 in analysis process. The results are with uniqueness of the FWC1=0.439, FWC2=0.444, FWC3=0.418, FWC4=0.369.

Family work conflicts analysis resulted with Range of .600 to .680. And with Reliability of .798.

### Checks

#### Test of Sphericity

$\chi^2$	df
404	6 < .001

#### KMO'S Measure of Sampling Adequacy

	MSA
Average	.772
FWC1	.782
FWC2	.793
FWC3	.770
FWC4	.749

### Reliability Analysis

#### Scale Reliability Statistics

	Cronbach's $\alpha$
Value	0.761

Reliability analysis is done with 4 items of scale FWC1, FWC2, FWC3, FWC4. Reliability Alpha = 0.761

It shows good impact.

#### Reliability Statistics

	If item dropped
	A
FWC1	.714
FWC2	.716
FWC3	.705
FWC4	.683

**Principal Component Analysis Table 4**

Components Loading

	Component	
	1	Uniqueness
WLB1	.659	0.566
WLB2	.600	0.640
WLB3	.636	0.595
WLB4	.670	0.551
WLB5	.680	0.538
WLB6	0.635	0.596
WLB7	0.675	0.544
WLB8	0.604	0.635

Note: 'varimax' rotation was used

Components Loading

	Component	
	1	Uniqueness

WLB 8 items of scale taken from the article published by Arzu Tasdelen-Karckey and Orkide Bakalim titled “The mediating effect of work-life balance on the relationship between work-family conflict and life satisfaction” in 2017.

WLB coded with 8 items of scale using 5-point LIKERT SCALE. Used WLB1, WLB2, WLB3, WLB4, WLB5, WLB6, WLB7, WLB8 in process. The results are with uniqueness of the WLB1=0.566, WLB2=0.640, WLB3=0.595, WLB4=0.551, WLB5=0.538, WLB6=0.596, WLB7=0.544, WLB8= 0.635.

The Work-life balance results with Reliability = .798.

**Checks**

Test of Sphericity

$\chi^2$	df	P
833	28	< .001

KMO Measure of Sampling Adequacy

<b>Measure of sampling adequacy</b>	
Total	.824
WLB1	.901
WLB2	.869
WLB3	.802
WLB4	.778
WLB5	.817
WLB6	.760
WLB7	.834
WLB8	.866

### Reliability Analysis

Value Reliability Statistics

<b>A</b>	
Value	0.798

Reliability analysis is done with 8 items of scale WLB1, WLB2, WLB3, WLB4, WLB5, WLB6, WLB7, WLB8.

Reliability Alpha = 0.798 It shows good impact.

Item Reliability Statistics

	<b>If item dropped</b>
	<b>Cronbach's <math>\alpha</math></b>
WLB1	.774
WLB2	.783
WLB3	.776
WLB4	.771
WLB5	.771
WLB6	0.778
WLB7	0.771
WLB8	0.782

**Correlation Matrix Table 5**

Correlation Matrix

	<b>JobStress</b>	<b>WorkConflict</b>	<b>FamilyConflict</b>	<b>Familywork</b>	<b>Worklifebalance</b>
JobStress	—				
WorkConflict	0.665	**	—		
Familywork	0.629	**	0.660	***	—
Worklifebalance	0.517	**	0.362	***	0.404

Note. \* p <.05, \*\* p <.01, \*\*\* p <.001

Correlation Matrix

<b>JobStress</b>	<b>WorkConflict</b>	<b>FamilyConflict</b>	<b>Familywork</b>	<b>Worklifebalance</b>
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To evaluate, a statistical tool Correlation Matrix is used to check relationship between the two variables.

The result is there is strong relationship between the variables Job stress, Work family conflict, Family work conflict and Work life balance.

**Linear Regression**

Model Fit Measures

<b>Model</b>	<b>R</b>	<b>R<sup>2</sup></b>
1	.517	.267

Model Coefficients-Worklifebalance

<b>Predictors</b>	<b>Estimate</b>	<b>SE</b>	<b>t</b>	<b>P</b>
Interceptors	1.987	0.1333	14.9	<.001
JobStress	0.488	0.0386	12.6	<.001

Regression analysis it is observed that R value is 0.517 and R<sup>2</sup>=0.267. Through process P value of Job stress is less than .001 which is accepted.

**Linear Regression**

Model Fit Measures

<b>Model</b>	<b>R</b>	<b>R<sup>2</sup></b>
1	.513	0.263

2	.514	0.264
3	.523	0.273

Comparisons

**Comparison**

Model	Model	$\Delta R^2$	F	df1	df2	P
1	-2	7.94e-4	0.469	1	435	0.494
2	-3	0.00908	5.422	1	434	0.020

ModelFitMeasures

Model	R	R <sup>2</sup>
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Regression analysis is observed that  $R = 0.513$ ,  $R = 0.514$ ,  $R = 0.523$  in model 1, 2 and 3. The relationship is positive with  $R^2 = 0.263$ ,  $R^2 = 0.264$ ,  $R^2 = 0.273$  in models.

**Model Specific Results Model 1 Model 2 Model 3 Table 6**

Model Coefficients-Worklifebalance

Predictors	Estimate	SE	T	P
Intercept	1.998	.1338	14.9	< .001
JobStress	.484	.0388	12.5	< .001

Model Coefficients-Worklifebalance

Predictor	Estimate	SE	T	P
Intercept	1.9684	0.1408	13.982	< .001
JobStress	0.4605	0.05208	8.64	< .001
WorkFamilyConflict	0.0314	0.04580	0.685	0.494

Model Coefficients-Worklifebalance

Predictor	Estimate	SE	T	P
Intercept	1.9212	0.1415	13.575	< .001
JobStress	0.4181	0.05487	6.27	< .001
WorkFamilyConflict	-0.0176	0.0502	-0.350	0.727
Familyworkconflict	0.1036	0.04452	3.29	0.020

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In above models it is observed that through model coefficients—work-life balance, Job stress P value is less than .001, WFCP value is .494 and FWCP value is .020 it shows positive relationship between variables.

- The research procedure found a favorable influence on staff strain caused by severe workloads and deadlines.
- Employees struggle to balance personal and professional responsibilities.
- Employees struggle to balance work and family duties, leading to poor performance.
- Employees require advice and support to overcome issues.

## 4 Discussion

- It is imperative that workers make their personal time a higher priority.
- In order to lessen the amount of time spent working and the amount of stress experienced, it is necessary to implement certain strategies.
- As a result of employees' incapacities, high job demands, and lack of work knowledge, work stress is a common occurrence.
- The employer is responsible for providing assistance and direction to the employees.
- It is necessary to establish clear limits and connections.
- If you have any questions or concerns while you are working, don't hesitate to ask for assistance.
- If their supervisor makes them undertake additional responsibilities, employees are required to respond with a "NO."
- Put your health first and steer clear of any unwarranted anxieties or concerns.

## 5 Conclusion

Knowledge of Job stress is quite important; it has a detrimental influence on both the person and the company. Employees who experience job stress may develop sleep difficulties, sadness, and a loss of mental and physical health. Organisations must prioritise employee well-being, which helps to enhance productivity.

Reduced motivation leads to increased errors in the workplace, absenteeism, and a drop in work performance due to a loss of concentration caused by strain and tension.

Job stress leads to a high turnover rate among employees in organisations with low job satisfaction levels. Employees or employers that experience stress and pressure at work seek other opportunities.

WLB is a hot topic that everyone should know about. People who understand time management and how to prioritize home commitments and work performance are more satisfied with their jobs and lives.

WLB have an impact on specific health issues. Working long hours, carrying a heavy workload, and receiving sporadic compensation can all lead to health difficulties. Employees can concentrate and engage in work if they maintain WLB. Organisations must establish necessary policies and initiatives for employee well-being.

Increased workload, stress, long working hours, work-related difficulties, and strain all contribute to work-family conflict. Work-family conflicts lead to low job and life satisfaction. High job responsibilities contribute to slow growth and poor performance. Employees struggle to balance their time between work and family. A strong relationship demands time and energy, which many people are unwilling to provide. Career advancement and future planning can sometimes lead to disagreements.

To address the issue of work-family conflicts, employees must prioritize self-care activities

such as meditation, relaxation, and adequate sleep. Both businesses and individuals must prioritise improvements.

Family-work conflicts occur when employees fail to meet the needs and duties of their families, which interfere with work performance.

When family-related difficulties arise or interfere at work, this is referred to as the family-work conflict zone. High working hours and a rigorous time schedule cause difficulties. When a person prioritizes his job role over family responsibilities or needs, it leads to family-work conflicts.

Employees must establish a healthy balance between home and work life. To avoid problems, individuals must interact with both their employers and family members. Finally, a more supportive working environment is required.

A structured questionnaire is utilized to collect data from 220 employees for the study. WLB is essential for employee well-being. Increased Job stress or job strain leads to low productivity, absenteeism and Js. WFC and FWC show impact on individual and organisational growth, poor health, life dissatisfaction and depression. Organisation should arrange programs on handling and controlling JS, WFC and FWC and to maintain balance.

- Improve employee morale, concentrate on employers and employees win-win strategies.
- Arrange of work-life program to reduce absenteeism.
- Better health conditions and employee well-being strategies.
- Organisations need to prioritise employee life rather than using them as machines.
- Need to concentrate on the job insecurity, household incomes and education levels.
- Strategies for culture and religion related issues.

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