

IMPACT OF OCCUPATIONAL STRESS ON WORK LIFE BALANCE: A REVIEW OF LITERATURE

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ABSTRACT: The purpose of the study is to review the literature on impact of occupational stress on work life balance, to understand the study area where the study is undertaken, to know the findings of the studies conducted in national and international level, to identify the research gap at national and international level and to identify the scope for future research. The methodology used for the present study is research papers published in different journals are collected for the period of 2020 to 2024 and reviewed based on the common characteristics. The summarized the finding of studies conducted in international level and in India in different study areas to find the research gap for further research and it is concluded that, international studies on relationship and impact of conflict at work, job environment, job requirement, role ambiguity, job security and workload on work life balance have been studied and found the significant relationship between these and also found that there is significant impact of occupational stress and work life balance on job satisfaction and dissatisfaction. Whereas Indian studies also found the same.

Key words: Occupational Stress, Work Life Balance, Job Satisfaction and Impact of Occupational Stress.

1. INTRODUCTION:

The term occupational stress refers to the psychological, emotional and physical response to the workplace demands which results in strained workplace experiences. Such strained experiences affect the physical health, mental and emotional health, job satisfaction and personal life. Strained workplace experiences of

individuals results in increased working hours at work place with poor productivity and job dissatisfaction. Strained workplace experiences will also breach the boundaries of both personal life and work life and results in the work life conflicts which in turn enhance the occupational stress.

Every individual working in any organization has to execute two different responsibilities i.e. responsibilities at workplace and responsibilities in personal life. Achieving balance between these two responsibilities is termed as work life balance. Hence work life balance has two domains namely work life domain and personal life domain. Therefore achieving equilibrium between these two domains is the work life balance.

Occupational stress and work life balance both are related to work life and personal life of individuals. Wherein higher level of occupational stress will affects adversely to the personal life of individuals and vice versa and at the same time moderate and lower occupational stress level assists individuals to achieve equilibrium between both the domains of work life balance. Hence occupational stress has significant relationship with the work life balance.

2. **OBJECTIVES:**The objectives of the study are described as below:

1. To review the literature on impact of occupational stress on work life balance.
2. To know the study area where the study is undertaken.
3. To know the findings of the studies conducted in national and international level.
4. To identify the research gap at national and international level.
5. To identify the scope for future research.

3. **METHODOLOGY:**

The present study is a literature review study and it's an explorative research. National and international research papers published in different journals are collected for the purpose of the study. All research papers collected for the study are published in different journals from the year 2020 to 2024. All collected research papers are reviewed based on the some common characteristics.

4. **ANALYSIS AND DISCUSSION:**

4.1 Research at International Level:

Area of application: The research on impact of occupational stress on work life balance has been undertaken on the employees of Pharmaceutical Industry, Manufacturing Industry, Insurance Industry, Clothing Industry, University Staff and Ministry of Health at the international level.

Data analysis tools used: To analyze the impact of occupational stress on work life balance, “Partial squares structure equation modeling, correlation analysis, multiple liner regression analysis, one predictor regression, product moment correlation, independent t-test, one way ANOVA are used in international researchers”.

Findings of the previous studies: International researches on occupational stress and work life balance have found that there exists inverse relationship between occupational stress and work life balance and there exists significant relationship between occupational stress, work life balance and job performance.

Studies found that, there is significant relationship of conflict at work, job environment, job requirement, role ambiguity, job security and workload with the work life balance and work load has positive impact on work life balance and work life balance has positive impact on job satisfaction whereas occupational stress has negative impact on job satisfaction.

Further it was found that, there is inverse relationship between occupational stress and career satisfaction and career satisfaction is important predictor of work life balance and work life balance and occupational stress affect the turnover intention and there is positive impact of work life balance and occupational stress on intention leave.

4.2 Research at National Level:

Area of application: The research on impact of occupational stress on work life balance has been undertaken on the employees of the banking industry, public and private sector employees, Jurisdiction professionals and academicians like private college and school teachers in India.

Data analysis tools used: To analyze the impact of occupational stress on work life balance, “PLS-SEM Analysis, Partial squares structure equation modeling, correlation analysis, multiple liner regression analysis, independent t-test, one way ANOVA and descriptive statistics are used in Indian research”.

Findings of the previous studies: Indian researches on occupational stress and work life balance have found that, there exists the association between the occupational stress, work life balance and job satisfaction and work life balance has impact on occupational stress and at the same time occupational stress positively affects the work life balance. Occupational stress and work life balance are moderately correlated.

It was also found that, workplace conflicts has significant influences the work life balance and job demand based, time based and personal competency based occupational stress significantly creates issues in work life balance and earning based occupational stress not significantly creates issues in work life balance.

Further it was found that, there is significant difference in occupational stress, work life balance and psychological wellbeing of private and public sector employees.

5. FINDINGS AND RECOMMENDATIONS:

5.1 Research Gap at International Level: Researches on relationship and impact of conflict at work, job environment, job requirement, role ambiguity, job security and workload on work life balance have been studied and found the significant relationship between them but studies on relationship and impact of role conflict, group and political pressure, under participation, powerlessness, poor peer relationships, unprofitability and low status on work life balance have not been studied. Hence there is a research gap of studying the impact of these variables on work life balance.

5.2 Research Gap at National Level: Researches on relationship and impact of conflict at work, job demand based, time based and personal competency based occupational stress on work life balance have been studied and found the significant relationship between them but studies on relationship and impact of workload, role ambiguity, role conflict, group and political pressure, under participation, powerlessness, poor peer relationships, unprofitability and low status on work life balance have not been studied. Hence there is a research gap of studying the impact of these variables on work life balance.

5.3 Scope for Future Research: There is scope for further research at international level on relationship and impact of role conflict, group and political pressure, under participation, powerlessness, poor peer relationships, unprofitability and low status on work life balance. Whereas for Indian researches there is scope for further research on relationship and impact of workload, role ambiguity, role conflict, group and political pressure, under participation, powerlessness, poor peer relationships, unprofitability and low status on work life balance and interrelationship and impact of occupational stress and work life balance on job satisfaction and dissatisfaction.

CONCLUSION:

The study is concluded that, international studies on relationship and impact of conflict at work, job environment, job requirement, role ambiguity, job security and workload on work life balance have been studied and found the significant relationship between these and also found that there is significant impact of occupational stress and work life balance on job satisfaction and dissatisfaction. Whereas Indian researches on relationship and impact of conflict at work, job demand based, time based and personal competency based occupational stress on work life balance have been studied and found the significant relationship between them.

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