

Relationship between stress and work life balance among working professionals during the Covid- 19 Pandemic

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Abstract— In the pandemic situation the whole world is affected and tremendously affected on the work life of the people. During the pandemic people working and balancing their day- to- day life causes stress, anxiety and depression. There are an equal number of male and females working and they are managing the household chores. Psychological well-being refers to one who perceives himself individually active and socially approved. On the other hand Work-life balance (WLB) is the capability of persons to follow successfully their work and non-work lives. Stress is occurring due to this condition of work life and managing work and family. Purpose: Keeping this in mind the present study compares the Psychological Well Being and Work Life Balance and stress among Male and Female employees during covid 19 pandemic. Methods: The sample consists of 39 working from home employees (17 Male and 22 Female), The sample will be collected using convenience sampling technique. The scales used for the present study is “Work-life (W-L) balance scale proposed by Pareek and Joshi in 2010 and Perceived Stress Scale of Sheldon Cohen (1994). The T- Test will be used to find the difference between Male and Female employees. The expected results was that non-productive yet essential morale- boosting activities such as office breaks are being substituted with a higher workload, resulting in higher stress levels, resulting in a reduced performance at home and work. This sudden and unexpected nature of the situation has brought about changes in employees' psychological factors and are affecting in various degrees amongst the genders, which companies should be aware of to keep their employee's morale high and boost productivity during such unprecedented times.

Index Terms: Work Life Balance, Stress and Work from home.

INTRODUCTION

The paper aims to study the work-life balance and perceived stress among working from home employees and compare the gender differences on the factors mentioned above. We believe that there is an

imbalance in the work-life environment, and *increased* perceived stress among employees during this drastic change of work culture. There are significant *gender differences* between work-life balance, and perceived stress among work-from-home employees. Work from home has become a compulsion. Upon collecting data through *questionnaires*, we understand that this change has affected males and females differently. Our factors for measuring these differences include "*Psychological Well-Being*," which is a multidimensional, subjective state of mind consisting of happiness, self-acceptance, self-awareness, optimism, and hope. The results of this study revealed that independent factors like peer, role ambiguity, organization climate, and job satisfaction are significantly influencing the psychological well-being of the employees in the Information Technology Industry. There are minor statistically significant gender and age group differences that are affecting the psychological well-being of employees as observed. (KDV Prasad, Rajesh W. Vaidya & Mruthyanjaya Rao Mangipudi (2020). The "*Work-Life balance*," which is affected by emergency government protocols and company policies, increasing the workload of the employees, and "*Stress*," referring to the body's physical, emotional, and mental changes in responses to changes in the environment. Non-productive yet essential morale-boosting activities such as office breaks are being substituted with a higher workload, resulting in higher stress levels, resulting in a reduced performance at home and work. This sudden and unexpected nature of the situation has brought about changes in employees' psychological factors and are affecting in various degrees amongst the genders, which companies should be aware of to keep their employee's morale high and boost productivity during such unprecedented times. The study suggests

that women showed significantly higher scores in the perceived stress scale. (Rosario Sinta & Gamonal Limcaoco et al, (2020)). Working on a job for a company and making a career can be an extremely time-consuming duty for any employee. Employees are busy at their offices throughout the day and sometimes even on weekends. This gives them very little time to interact with their family. Because of high pressure of work, often family members get neglected. Also, stressful jobs cause the health of employees to deteriorate. This is where work life balance come into the picture. Work life balance concept allows an employee to maintain a fine balance in the time he or she gives to work as well as to personal matters. By having a good balance, people can have a quality of work life. This helps to increase productivity at workplace as the employee is relaxed about his personal commitments. It also allows the employee to give quality time with family to spend vacations, leisure time, work on his/her health etc. Hence work life balance is extremely important for employees and increases their motivation to work for the company. findings suggested that 67% of women said they miss going shopping; and 56% of women said they miss nothing more than their beauty salon. 62% of men and 47% of women miss going to the movies (Aruna Deshpande, Parth Salunke & Tanaya Joshi (2020)).

METHODS

Research Problem

The current study aims to study the relationship between stress and work life balance among young adults working during the COVID 19 Pandemic.

Objectives

The main objectives of this study are:

- a. To assess the Work life balance and stress among working professionals during the COVID 19 Pandemic.
- b. To study the relationship between Work life balance and stress among Male Young adults.
- c. To study the relationship between Work life balance and Stress on among Female young adults.

Hypotheses

Following hypotheses will be tested in this study:

H1: There is a relationship between stress and work life balance among male working professionals

H2: There is a relationship between stress and work life balance among female working professionals

Variables

Variable 1 : Work Life Balance

Variable 2: Stress

Inclusion Criteria

- Working Professionals.
- Currently working from home.
- The participants having 2 and above years of work experience.
- Staying with parents
- Married

Exclusion Criteria

- Psychologically not well
- Part time workers
- Separated and Widow

Sample

A sample selected is a representation of the population as a whole. The researcher able to collect 39 participants. (17 Male and 22 Female) working professionals for the study.

Research Design

The present research used non-experimental correlational research design.

Tools

Informed consent: Research will contact participant and explain about the study. After consent taking by the researcher only scale will be administered to participants.

Socio demographic information sheet will be used to collect various demographic information about the sample including age, gender, issues and benefits witnessed.

Perceived stress scale: Sheldon cohen has developed this scale in 1995. PSS scores are obtained by reversing responses (e.g., 0 = 4, 1 = 3, 2 = 2, 3 = 1 & 4 = 0) to the four positively stated items (items 4, 5, 7, & 8) and then summing across all scale items. A short 4 item scale can be made from questions 2, 4, 5 and 10 of the PSS 10 item scale. Reliability and Validity: Higher PSS scores were associated with (for example):

Work Life Balance Scale: Dr.Udai Pareek (2010) Scoring: Statement number 1, 7*, 13, 19*, 25* and 31- social needs. 2, 8*, 14, 20*, 26, 32*- personal needs. 3*, 9, 15* 21, 27*, 33- time management. 4, 10*, 16, 22*, 28 34*, team work. 5, 11*, 17, 23, 29*, 35*- compensation and benefits. 6*, 12, 18*24, 30*, 36- measures work.

NOTE: * symbol represents the reverse scoring of the statement. i.e., 0 becomes 4, 4 becomes 0, 1 becomes 3, 3 becomes 1 and 2 remains 2. After shifting the scores on the scoring sheet add each row after that, multiply each total by 4.17. The core ranges from 0 to 100. In the last, the total score that comes is the work life balance index.

Data Collection

The present research data collected through the Google forms.

Statistical Techniques

Data was scores and entered in the SPSS. The descriptive analysis carried out to find the normal distribution of the data. The Pearson correlational method used to find the relationship between Work life balance and stress among working professionals during pandemic.

ANALYSIS AND DISCUSSION

This chapter describes the results of the data followed by an analysis of the research findings according to the order of objectives.

Data were used to identify the Work life balance as a predictor of stress among working professionals during the Covid- 19 Pandemic. The sample consisted of 39 working professionals constituting both male and female respondents. The researchers analysed the data using the statistical package for social sciences (SPSS) 20.0 version. For the present study the variables were work life balance and stress. Data were obtained from the work life balance scale by Udai Pareek (2010) and Perceived Stress scale by Sheldon Cohen. The questionnaires were administered by undergraduate students in Bangalore. The objective of the study was as follows:

- a. To assess the Work life balance and stress among working professionals during the COVID 19 Pandemic.

- b. To study the relationship between Work life balance and stress among Male working professionals
- c. To study the relationship between Work life balance and Stress on among Female working professionals.

The hypothesis of the study was as follows:

There is a relationship between stress and work life balance among male working professionals.

There is a relationship between stress and work life balance among female working professionals.

Frequency Table

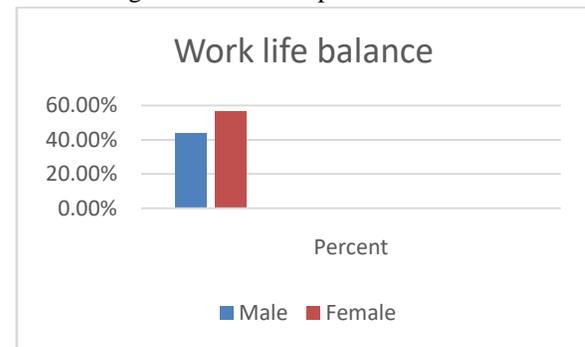
The Frequency table shows the frequency and percentage of the gender of work life balance.

	Frequency	Percent
Male	17	43.6
Female	22	56.4
Total	39	100.0

Table shows male and female data where males had a frequency of 17 and percentage was 43.6. Females had a frequency of 22 and the percentage was 56.54. the total frequency was 39 and the percentage is 100.0.

Graph:

Shows the gender of the sample



Graph--- shows the genders of the sample where the male gender had a frequency of 17 and percentage of 43.6. the female gender had a frequency of 22 and percentage of 56.4. The total frequency was 39 and the percentage was 100.0.

Statistics

Descriptive statistics- relationship between work life balance and perceived stress among working professionals during the covid-19 pandemic.

Descriptive Statistics

Me	Std.	N	Pearson
an	Deviat	Sig (2-	Correlation
	ion	tailed)	

WLB Scores	73.72	11.671	39	1
PSS Interpretation	2.6154	.49286	39	.022

Table--- shows the relationship between work life balance and perceived stress among working professionals during the covid- 19 pandemic. For the total number of respondents, (N= 39) which consisted of working professionals who were working from home during the Covid-19 pandemic, the mean score for Work life balance is 73.72 and standard deviation of 11.671. The mean score of perceived stress is 2.6154 and the standard deviation is 0.49286.

Correlation

Table showing Pearson Correlation in the work life balance questionnaire and the perceived stress scale administered to the female sample.

		WLB Scores	PSS Interpretation
WLB Scores	Pearson Correlation	1	.022
	Sig. (2-tailed)		.895
	N	39	39
PSS Interpretation	Pearson Correlation	.022	1
	Sig. (2-tailed)	.895	
	N	39	39

The Pearson Correlation for the Work life Balance in the female sample was 1. The PSS correlation was 0.022. Its shows the low correlation between stress and work life balance. its significant at .895. The results show that there is no significant relationship between stress and work life balance but there is a relationship between stress and work life balance.

Table showing Pearson Correlation in the work life balance questionnaire and the perceived stress scale administered to the male sample.

Correlations

		PSS Interpretation	WLB_S N	WLB_P N	WLB_TM N	WLB_TW N
PSS Interpretation	Pearson Correlation	1	.075	-.067	.229	.097
	Sig. (2-tailed)		.656	.685	.161	.556
	N	39	38	39	39	39

		WLB_C B	WLB_Wo rk
PSS Interpretation	Pearson Correlation	-.180	-.086
	Sig. (2-tailed)	.274	.603

The Pearson correlation of perceived stress scale with work life balance social needs is 0.075 and it is significant at 0.656. Its shows that this stress and social needs are a low relationship and its not significant. The Pearson correlation of perceived stress with work life balance personal needs is -0.67 and is significant at 0.685. The correlation value shows that stress and personal needs as negative moderate correlation and its not significant relationship. The Pearson correlation of Perceived stress with work life balance time management is 0.229 and is significant at 0.161. The relationship between balance time management and stress is low correlation and it's not significant. The Pearson correlation of perceived stress with work life balance and team work is 0.097 and is significant at 0.556. Its shows that this stress and teamwork has a low relationship and it's not significant. The Pearson correlation for perceived stress and work life balance Compensation and benefits is -0.180 and is significant at 0.274. The correlation shows that there is a negative low correlation and not significant for the stress and compensation. The Pearson Correlation for perceived stress and work life balance work is -0.86 and is significant at 0.603. The overall relationship between work life balance and stress are the negative high correlation and it's not significant at 0.01 and 0.05 level.

Implications:

The results of the study could help to discover the relationship between work life balance and stress in the working population during the Covid- 19 pandemic. It also helped in determining the differences between male and female working professionals' the work life balance and perceived stress during the Covid-19 pandemic.

SUGGESTIONS

The results show that there is a relationship between stress and work life balance among working professionals in covid 19. This study shows that there is a relationship hence we can study the effect of stress on work life balance.

CONCLUSION

The overall relationship between work life balance and stress are the negative high correlation and it's not significant at 0.01 and 0.05 level.

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