WORKLOAD, SOCIAL RELATIONSHIPS, AND PSYCHOLOGICAL DISTRESS AMONG LAWYERS

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DEDICATION

بِسْمِ اللَّهِ الرَّحْمَـٰنِ الرَّحِيمِ

In the Name of Allah, the Most Gracious, the Most Merciful. All praise and thanks are due to Allah (Subḥānahu wa Taʿālā), the Lord of the worlds, whose infinite mercy, guidance, and blessings have enabled me to complete this academic journey. It is only through His will that I have had the strength, patience, and perseverance to overcome challenges and reach this significant milestone.

I wholeheartedly dedicate this thesis to My beloved parents, whose unwavering love, endless prayers, and constant encouragement have been the light that guided me through the darkest moments. Specially Dedicated to My amazing father Dr. Jamil Ahmad Shehzad, your belief in my potential has deeply inspired me and shaped my understanding. Your sacrifices, values, and sincere duas have been the foundation of everything I have achieved.

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ABSTRACT

The legal profession is known for its high-pressure environment, where lawyers frequently managing excessive workloads, strict deadlines and emotionally demanding cases. These conditions often lead to psychological distress, including stress, anxiety and burnout. While International studies have acknowledged the link between workload stress and mental health outcomes, limited research exist on how workload-induced psychological distress affect the social relationship of lawyers within the Pakistan legal context. The study addresses the gap in existing literature by exploring the inter relationship among workload psychological distress and social relationship among lawyers in Pakistan. This quantitative study was conducted on a sample of N= 245 lawyers from different courts of Lahore. A positive relationship between the workload and psychological distress was found. The regression analysis shows that workload can increase the psychological distress. The mediating analysis shows, high workload is linked with high level of psychological distress, while strong relationship significantly reduces the negative effect. The finding also suggest that gender and job categories plays an important role in how lawyers experience psychological distress and social support. The findings of the study can contribute to the development of strategies and interventions for reducing work-related stress and strengthening social supports system for lawyers and give awareness about mental health in legal system of Pakistan.

Keywords: Workload, Social relationships, psychological distress, Lawyers, Legal Profession, Lahore, High Court, Pakistan.

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List of Abbreviations

Abbreviations	Full Form
APA	American Psychological Association
SPSS	Statistical Package for the Social Sciences
JD-R	Job Demands-Resources
K10	Kessler Psychological Distress Scale
MSPSS	Multidimensional Scale of Perceived Social Support
LHCBA	Lahore High Court Bar Association

List of Symbols

Symbol	Full Form
A	Alpha Cronbach's Index of Internal Consistency
β	Standardized Coefficient
F	Frequency
M	Mean
SD	Standard Deviation
%	Percentage
R	Correlation Coefficient

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