



**Investigating The Relationship Between Maternal Employment Guilt,
Perceived Stress, Procrastination, And Work Motivation Among Working
Mothers of Pakistan**

A Research Project Presented to

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BS. Psychology

By

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BAHRIA SCHOOL OF PROFESSIONAL PSYCHOLOGY**BAHRIA UNIVERSITY, ISLAMABAD CAMPUS (E-8)****APPROVAL SHEET****SUBMISSION OF RESEARCH PROJECT****Candidate's Names: Hamna Tahir & Shaelalay Fayyaz****Discipline: BS Psychology****Faculty/Department: School of Professional Psychology**

I hereby certify that the above candidate's work, including the research project has been completed to my satisfaction and that the research project is in a format of an editorial standard recognized by the faculty/department as appropriate for examination.

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DECLARATION OF AUTHENTICATION

We certify that the research work presented in this research project, to the best of my knowledge, is our own. All the sources used, and any help received in the preparation of this thesis have been acknowledged. We hereby declare that we have not submitted this material, either in whole or in part, for any other degree at this or any institution.

Hamna Tahir

Shaelalay Fayyaz

DEDICATION

Alhamdulillah, all praise is due to Allah (SWT), whose mercy and guidance have brought us to this point.

We dedicate this thesis to our beloved parents, Warrant Off (Retd) Tahir Mehmood, Rahila Khursheed, Mr. Fayyaz Ahmed, and Farrah Fayyaz, whose endless duas, love, and sacrifices have shaped every step of our journey. Without their faith in us, this would not have been possible.

To our teachers, whose knowledge and encouragement have left a lasting impact, and to every working mother who balances her roles with strength and grace.

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THESIS REVISION CERTIFICATION

It is to clarify that Shaelalay Fayyaz and Hamna Tahir, Enrolment No. 01-171212-084 and 01-171212-097 respectively, session Fall 2021 from School of Professional Psychology, Bahria University Islamabad conducted their undergraduate thesis entitled “Investigating the Relationship Between Maternal Employment Guilt, Perceived Stress, Job Motivation, And Procrastination among Working Mothers” under my supervision. They have revised their thesis in the light of the examiners’ suggestions, and to my satisfaction and to the best of my belief, its standard is appropriate for acceptance. Moreover, this thesis is an excellent work in terms of scope and quality for the award of the degree of BS Psychology.

Dated: May 15th, 2025,

Ms. Saba Hayat

Supervisor

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List of Abbreviations and Symbols

Abbreviation/Symbol	Description
M	Mean
SD	Standard Deviation
LL	Lower Limit
UL	Upper Limit
CI	Confidence Interval
N	Sample Size
α	Reliability Coefficient
β	Standardized Coefficient
SE B	Standard Error of the Unstandardized Beta Coefficient
SE	Standard Error
p	Level of Significance
d	Cohen's Measure of Sample Effect Size
k	No. of Items
f	Frequency
%	Percentage
η^2	Eta Square
R^2	Coefficient of Determination
F	F Ratio
ΔR^2	R^2 Change

Abstract

The present study investigated the impact of maternal employment guilt on job motivation, procrastination, and perceived stress among working mothers. A total of 123 working mothers participated in the study, including those from both nuclear ($n = 82$) and joint ($n = 41$) family systems. Standardized instruments were used for data collection, including the Maternal Employment Guilt Scale by Ümran Yüce Selvi and Ozge Kantas (2019), Work Extrinsic and Intrinsic Motivation Scale (WEIMS) by Tremblay et al. (2009), the General Procrastination Scale by Lay (1986), and the Perceived Stress Scale by Cohen et al. (1983). Independent sample t-tests, Pearson product-moment correlation, and linear regression analyses were carried out to assess group differences, relationships among variables, and the predictive role of maternal employment guilt on the three outcome variables. Results revealed that mothers from nuclear families scored significantly higher on procrastination, perceived stress, and maternal employment guilt compared to those from joint families. Correlational analysis showed that maternal employment guilt was positively correlated with procrastination and perceived stress but was not significantly correlated with job motivation. Furthermore, maternal employment guilt significantly predicted higher levels of procrastination and perceived stress but did not significantly predict job motivation among working mothers.

Keywords: Maternal Employment Guilt, Job Motivation, Procrastination, Perceived Stress, Working Mothers