



IMPACT OF STRESS ARISING OUT OF WORK- LIFE IMBALANCE ON EMPLOYEES WELL-BEING

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BY

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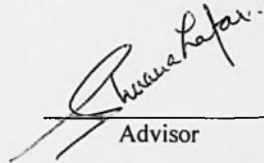
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RECOMMENDATION FOR ORAL EXAMINATION

This Project/thesis here to attached, entitled, **"IMPACT OF STRESS ARISING OUT OF WORK-LIFE IMBALANCE ON EMPLOYEES WELL-BEING"** prepared and submitted by **"AMBREEN NIAZ SOLANGI"**, in partial fulfillment of the requirements for the degree Master in Business Administration, is hereby recommended for appropriate action.

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ABSTRACT

This study attempted to examine the impact of job stress arising out of work-life imbalance on the mental well-being of employees. Results showed that there was a significant positive relationship between mental well-being of employees and the job stress they experienced as a result of imbalances between work and overall life domains.

The aim of the research was to study the relations among levels of stress of work, employee well-being and the social support to the employees , here it is projected that great levels of work stress (role uncertainty, role difference and work burden) would have a depressing impact on job fulfillment and psychological well-being of employees, accessibility of support for problem related to the work have direct effects on the level of well-being of employees and that is stress-buffering effects .

The hypotheses that are experienced in a study of 100 employees of a large private and public sector organizations. After having power over of the possible mystifying effects of stress, it has been noticed that there was a little support for the projected effects of work stress and social support on employee well-being. Work burden and work-life conflict are considerable predictors of psychological well-being and job satisfaction.

This is applied research study, as this research emphasizes on the effect of stress and work-life imbalance on employee well-being and opinion of employees regarding this study , so for this research the selected are employees working in Banks, Multinational companies and in local companies. The questionnaire is used as the source of primary data collection. The internet articles, magazines and books are the secondary data sources.

The questionnaire is based on 15 questions and the different rating scales are used to have the most correct response of the employees. Though there can be some measurement errors in the research.

It is suggested that big organizations should observe different ways to minimize the work-life imbalance ,so that employees can work more efficiently and companies will able to lessen burnout and get better employees' well-being.