"Work-related stress and poor work-life balance"

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Introduction

The term *"work-life balance"* indicates that it mainly occurs in the harmonising professional, personal, and social environment. In this dynamic era, *"work-life balance"* implies that it is the way of life that focuses on "work," such as career and goal, and "lifestyles" include fitness, happiness, relationships, and independence. The *"work-life balance"* can reduce and control stress, and the modern workforce has encountered the biggest stress-related challenges. At the present time, employees need to understand *"work-related stress"*, which significantly effects well-being and safety issues. The following study will thoroughly discuss the impact of *"work-related stress and poor work-life balance"* in society.

Thesis statement: The adverse effect of *"work-related stress and poor work-life balance"* emphasises the need for proactive involvement in enhancing the "work-life balance" and organisational performance.

Discussion

The *coronavirus epidemic started significant changes in the workplace*. This led to a considerable shift towards work-from-home (WFH) arrangements for businesses and employees (Al Riyami *et al.*, 2023). According to the July 2020 social distancing guidelines of the World Health Organisation, WFH became the only option for most organisations. In this contemporary era, work-related stress mainly happens when people are obtainable with work stresses and burdens and is not harmonised with their knowledge and skills. Again, stress can occur in a vast range of work environments and when workers feel that they have slight support from their leaders, managers, or co-workers to control the entire work process.

According to Spill, around 60% of workers in major worldwide economies experience increased workplace stress in 2024 (spill.chat, 2023). Again, *"mental health" and "work-life balance" are both interconnected* as well as *"work-related stress" can damage mental and physical health*. It also leads to several physiological and psychological issues, such as depression, anxiety, and social isolation. The *causes of "work-related stress"* include a *heavy workload*, balanced work life and personal life, and *long working hours*. It also includes *hectic and routine tasks, job insecurity*, and infrequent rest breaks, which are also responsible for work-related stress. Therefore, these symptoms include an impact oemployee's work performance, depression, anxiety, sleeping difficulties, and more.

Again, the *blurred boundaries such as work and personal life also cause work-life imbalance*. For example, working from home and continuously checking emails or work-related messages outside of regular work hours can disrupt the individual and work-life balance. According to a Business Insider report, Amazon HR employee quite job due to work pressure. On the other hand, technological progress, such as information and communication technologies, can allow employees to work remotely and stay connected to the office, impacting work-life balance. For example, this study found that Tata Consultancy Services (TCS) has low to medium work pressure. Therefore, technology can extend work into personal life, which is related to higher levels of employee distress. At the present time, work-related stress also impacts people's physical, emotional, and psychological well-being (Kurtulus *et al.,* 2023). For example, these indications comprise a decrease in work performance, unhappiness, anxiety, and sleeping difficulties.

Again, companies must understand the *"work-related stress"* that can significantly affect mental health and safety (Edgelow *et al.,* 2023). Again, the company can take steps to ensure that workers have not been subjected to unnecessary stress. Research shows that high working hours can lead to poor job satisfaction. In addition, workers are not able to balance time with their family as well as their personal lives. Moreover, poor job satisfaction has an adverse effect on their job and life satisfaction. The *result of work stress is burnout, decreased job satisfaction, reduced motivation, low productivity*, physical and mental

health issues, high turnover rates, interpersonal conflict, increased absenteeism, low morale, and more.

Similarly, *"poor work-life balance"* can negatively affect organisational culture, productivity, and employee retention. For example, overwhelmed and stressed workers can be less engaged and motivated, which may lead to *decreased productivity and organisational success*. In addition, *"poor work-life balance"* may lead to higher employee turnover and low commitment. According to Bhattaru, Kokkonda and Challa (2024), workload stress increases physical and emotional absence. Employee presenteeism can boost productivity but potentially lower it. Companies need to promote worker happiness and manage job pressure. Managing *"work-related stress"* helps firms and staff. Employees must combine work and personal life and prioritise home and work equally. Flexible working arrangements improve employee happiness and "work-life balance." Prioritise professional development, organisational advancement, and job satisfaction to reach a *"work-life balance"*. *"Work-life balance"* problems *cause family and work conflicts and slow personal growth.*

On the other hand, personal and societal implications are related to *"work-related stress and poor work-life balance"* (Isa and Indrayati, 2023). It has increased stress and illness, reduced satisfaction levels, violence, divorce, raised family issues, and more. Again, the implications of poor work-life balance led to a high level of pressure, anxiety, conflict at home, and job burnout. They feel short-tempered and angry due to their incapability to balance work and personal life. Again, employment policies and efficient business practices can motivate healthy work-life balance among employees, which can bring real-life benefits. It also increases productivity and better time management, enhances individual physical and mental health, reduces sickness and absenteeism, reduces work stress, and increases employee loyalty and motivation.

The efficacy of the *"stress management program"* can explain to workers about the *nature and source of stress* (Joseph, 2024). It impacts well-being and personal skills, such as time management and relaxation therapies that can reduce stress. By understanding the role of stress in people's well-being and organisational performance, there is a growing need for proactive strategies for mitigating workplace stress. Before delving into the strategy, the organisation understands the workplace, such as workload, interpersonal conflict, working hours, role ambiguity, and job insecurity. They must foster a supportive work culture, implement flexible work arrangements and stress management training, explain roles and expectations, promote work-life balance, introduce "employee assistance programs (EAPs)," and foster social support networks. Moreover, to mitigate workplace stress, they need a holistic approach combining company policies, leadership activities, and people empowerment.

On the other hand, the term *"work-life balance"* can be the concept of the organisation, allowing workers to balance their work and personal life (Irfan *et al.,* 2023). For example, family-friendly policies can include paid parental leave, return to work support, and remote work option policies that can expand "work-life balance." Flexible work arrangement policies can improve "work-life balance" and make employees stay with the company. Regular breaks can help employees keep their minds fresh, and manager training strategies focus on productivity rather than working hours and finding solutions. Wellness programs can help to maintain a strong *"work-life balance."* The word *"work-life balance"* can mean adjusting individuals' everyday actions to balance their professional and personal lives. The healthy "work-life balance" implies that it can support decreased stress, more focus, job satisfaction, and improved individual health.

Conclusion

This study has concluded that this essay has discussed the *"causes of work stress and poor work-life balance,"* which can affect a person's personal and professional life. It discusses *"work-related stress," "effects of work-related stress,"* and *"poor work-life balance."* It has discussed the approaches for mitigating *"work-related stress"* and improving *"work-life balance."* On the other hand, it has discussed the benefits of achieving a *"work-life balance."* Moreover, the organisation must focus on organisational policies and employee empowerment to recover the *"work-life balance."* Moreover, this in-depth analysis can help reduce *"work-related stress and poor work-life balance"* among employees.

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