

Nurturing Corporate Employee Emotional Wellbeing, Time Management and the Influence on Family

Chahal Sharma¹; Purwai Pravah²

^{1,2}Christ (Deemed-to-be) University, Delhi NCR, India

Abstract:- This study article investigates the complex dynamics affecting corporate employees' emotional well-being, time management, and work-life balance, as well as their influence on family relations. This study uses a correlational research design to investigate the relationship between emotion regulation and time management practices among corporate employees. The study analyses the link between emotional regulation and time management abilities among corporate professionals, examining their impact on family outcomes. The findings show strong links between emotional well-being, time management, and work-life balance. Poor work-life balance is linked to decreased emotional well-being, whereas efficient time management connects with increased positive emotional states. The correlation analysis revealed positive associations between work-life balance and time management ($r = 0.217$, $p = 0.017$), and between positive emotions and time management ($r = 0.111$, $p = 0.224$). Negative emotions correlated negatively with both work-life balance ($r = -0.415$, $p < 0.001$) and positive emotions ($r = -0.613$, $p < 0.001$), indicating intertwined dynamics. The study found strong links between emotional well-being, time management, and work-life balance among corporate employees. Positive emotions and work-life balance have a modest positive link, but negative emotions have the opposite relationship. Improved work-life balance is positively related to good time management. Research suggests that supportive work environments and efficient time management can improve employee well-being and family conflict.

Keywords:- Corporate Employees; Emotional Well-Being; Time Management; Work Family Conflict

I. INTRODUCTION

The complex interplay between emotional well-being and time management, as well as its implications for corporate employees' family life, is a critical issue in current organisational study. Aeon and Aguinis (2017) describe time management as the strategic process by which people organise, safeguard, and modify their use of time in response to changing circumstances. Meanwhile, emotional well-being, as defined by Kahneman and Deaton (2010), refers to the whole emotional state resulting from everyday events, including both good and negative sensations, which ultimately determines life satisfaction and happiness.

The research delves into the multifaceted challenges that modern corporate employees face, including the pressure to perform, demanding work schedules, and the ever-increasing role of technology. These challenges often result in heightened levels of stress, anxiety, and burnout, which can significantly affect employees' emotional well-being. Simultaneously, the study explores the significance of effective time management in the corporate context. It acknowledges the constant demands on employees' time, the need for multitasking, and the potential blurring of boundaries between work and personal life. The research investigates various time management strategies that employees can employ to optimize their productivity and reduce stress.

The study also looks into how the emotional well-being and time management of corporate employees' ripple into their family lives. It examines how work-related stress and poor time management can strain family relationships, disrupt work-life balance, and affect the quality of family interactions. Conversely, it explores how a harmonious work-life balance and effective time management can lead to more positive family dynamics.

The implications of this study are significant for both individuals and organizations. Employees can gain insights into strategies for managing their emotional health, optimizing their time, and thereby improving their overall quality of life. The study contributes to the growing body of research aiming to enhance the holistic well-being of corporate employees and their families. Employees in today's corporate environment face a range of challenges, such as performance pressure, tight schedules, and the ubiquitous use of technology. These concerns typically cause increased stress, anxiety, and burnout, which have a significant impact on employees' emotional well-being. Concurrently, there is a rising recognition of the crucial need of excellent time management in the workplace, citing the continuous demands on employees' time and the need for multitasking as the boundaries between work and personal life blur. This study contributes to the expanding body of research aimed at enhancing the overall well-being of business personnel and their families as observed in Smith et al.'s study which contributes to the broader conversation on enhancing the overall well-being of business employees and their families. By examining the intricate interplay between emotional well-being, time management, and family relationships, the study aims to advocate for a more holistic approach to fostering employee well-being and organizational success.

This particular topic is necessary to understand because we often forget “what” happens at the family level and “how” and the impact that it makes on the environment of the family.

II. REVIEW OF LITERATURE

Özcan et al. (2022) investigated the importance of specific nonwork domains, particularly family and health, within the work-life balance process. They found that workers place higher importance on the health and family domains in their work-life balance. The health and family domains were deemed equally important. Regarding work-family balance's impact on job satisfaction, the results supported the notion that work-to-family conflict has a stronger negative effect than family-to-work conflict, aligning with the "matching hypothesis." The authors introduced the concept of work-health balance (WHB), which was found to have a significant positive relationship with job satisfaction. The WHB's impact on job satisfaction was even more substantial than that of work-to-family conflict.

Adams & Jex (1998) integrated current advancements in time management research into a comprehensive framework that addresses the intricate issue of work-family conflict. The researchers hypothesized that distinct time management practices would have direct and indirect effects on the interaction between work and family aspects, with perceived control over time playing a mediating role. The study also proposed that these forms of work-family conflict would be linked to negative outcomes, specifically job dissatisfaction and health-related concerns.

Ilardi et al. (2017) investigated the relationship between workplace resources and employee well-being and performance. The study found that workplace resources, such as psychological capital, social support, and autonomy, are positively associated with both well-being and performance. The study also found that the strength of the relationship between resources and well-being is similar to the strength of the relationship between resources and performance.

Abuali et al. (2022) examined the impact of work-life balance and happiness on employee performance in the Jordanian pharmaceutical industry. The study found that both work-life balance and happiness have a positive and significant impact on employee performance. The study also found that happiness has a stronger impact on employee performance than work-life balance.

Obrenovic et al. (2020) conducted a study investigating the interplay between work-family conflict, psychological safety, psychological well-being, and job performance. The authors propose a model wherein work-family conflict exerts a negative influence on both psychological safety and psychological well-being, consequently impacting an individual's job performance. The study suggests that as work-family conflict intensifies, it leads to a reduction in psychological safety and poorer psychological well-being, ultimately resulting in diminished job performance.

The research findings of these studies have implications for both individuals and organizations. Individuals grappling with work-family conflict may encounter challenges in maintaining positive psychological states and achieving optimal job performance. Therefore, organizations should recognize the importance of fostering a work environment conducive to psychological safety and overall well-being, especially when addressing work-family conflict. In conclusion, the reviewed studies suggest that work-life balance, psychological safety, and psychological well-being are all important factors that can influence employee job satisfaction and performance. Organizations can improve employee well-being and performance by providing resources that support work-life balance, such as flexible work arrangements and on-site childcare, and by creating a workplace culture that promotes psychological safety and well-being.

A. Research Gaps

The predominant emphasis tends to be on individual factors and work-life balance, often overlooking the influence of the family and the family environment. Additionally, the importance of effective time management is frequently underestimated. The prevailing focus is primarily directed towards individual elements and achieving work-life balance, often disregarding the significant impact of one's family dynamics and the surrounding family environment. Moreover, the essential aspect of proficient time management tends to be downplayed. It's crucial to recognize that a person's overall well-being, productivity, and time management are intertwined with their family context, necessitating a more comprehensive approach to address these interconnected factors for holistic success.

B. Research Question

- How can organizations effectively nurture corporate employees' emotional well-being while encouraging efficient time management, and what role does this play in influencing family dynamics?
- Effective time management practices used by corporate employees are related to their emotional well-being.

C. Objectives

- To assess employees' emotional well-being in organizations that prioritize employee well-being through supportive work environments (e.g., flexible schedules, wellness programmes). To investigate the influence of time management training programmes provided by organizations on workers' emotional well-being.
- To look at the relationship between workers' emotional well-being and their reported family outcomes (such as work-family balance and family life quality) in organizations that value employee well-being.
- To assess the influence of negative emotions on work-life balance.

D. Hypothesis

- Ha1: Poor work-life balance and poor time management will show a relationship between corporate employees' emotional well-being.
- Ha 2: Employees report higher emotional well-being and better family outcomes in organizations that prioritize employee well-being through supportive work environments and time management training.
- Ha 3: Negative emotions negatively impact work-life balance.

E. Rationale

The study seeks to delve deeply into the complex relationship between corporate employees' emotional well-being, time management skills, and the consequences for their family lives. This research is critical in today's corporate environment. Modern employees face numerous problems, including performance demands, strict work schedules, and the widespread influence of technology. These issues frequently have a negative impact on employees' mental health and their ability to successfully manage their time.

Furthermore, the significance of this study stems from its assessment of how employees' emotional well-being and time management methods affect their family life. Work-related stress and poor time management damage familial relationships while also jeopardizing overall family dynamics. Understanding these interactions is critical for achieving a healthy balance between career and familial obligations.

III. METHODOLOGY

A. Aim

To understand the environment of family, cooperate employees with regard to their time management and emotional well-being.

B. Sample

The study intends to include a varied spectrum of young and middle-aged persons in its participant pool. Initially, a minimum of 100 people will be recruited for the quantitative phase, predominantly from this group. As a result, using the snowball sampling strategy will help to increase the number of participants. This method comprises picking an initial cohort and then using their networks to find additional appropriate individuals, assuring representation from elusive population categories. Snowball sampling is especially effective when traditional sampling methods fail to reach the desired demographics.

The study aims to engage people from diverse backgrounds within the defined age ranges by leveraging recommendations from existing participants. As a result, the research aims to reach a wide range of young and middle-aged adults, encouraging a thorough understanding of the subject. Through selective recruitment and sample procedures, the study strives to capture a nuanced perspective representative of the different experiences and perspectives prevalent in the target population.

➤ Inclusion Criteria

- Age 21-59
- A Corporate Employee

➤ Exclusion Criteria

- Diagnosed with a mental disorder/s.
- Anyone who is not working or a government employee

C. Research Design

This study will use a correlational research design to investigate the relationship between emotion regulation and time management practices among corporate employees.

The primary goal is to determine how these two factors interact with one another and, as a result, how this interaction may impact parts of the family environment.

Following the investigation of these associations, the study will look into the larger implications for the family environment. This investigation may entail determining how emotion regulation and time management practices in the workplace impact family-related behaviors, psychological well-being, and several other facets of the family dynamic.

- **Operational Definitions: Emotional well-being** According to Gross (2001), emotion regulation encompasses deliberate attempts to modify any emotional experience, including both positive and negative emotions. This multifaceted concept involves a range of processes aimed at influencing emotional responses. The initial four processes—selection of the situation, modification of the situation, attention to the situation, and change of thoughts regarding the situation—are categorized as antecedent-focused strategies, occurring prior to the manifestation of an emotional reaction. The fifth process, modulation of responses, directly addresses the emotional experience itself and is characterized as a response-focused strategy. Gross's delineation of these processes provides a comprehensive framework for understanding the dynamic nature of emotion regulation, thereby contributing valuable insights to the broader discourse on psychological well-being and effective coping mechanisms (Gross, 2001).
- **Time Management** Time management has been conceptualized in various ways, but a succinct summary is provided in a literature review conducted by Claessens et al. (2007), wherein the term is defined as "behaviors that aim at achieving an effective use of time while performing certain goal-directed activities" (Claessens et al., 2007). This definition encapsulates the essence of time management, emphasizing its purposeful application in optimizing the utilization of time during the pursuit of specific objectives. *Work-Life Balance* Kirchmeyer (2000) defined work-life balance as: "achieving satisfying experiences in all life domains and to do so requires personal resources such as energy, time, and commitment to be well distributed across domains".

D. Tools Used

- **Work- family conflict scale** The Work-Family Conflict Scale (WAFCS) [23] is a 10-item questionnaire that assesses WFC (five questions) and FWC (five items). Respondents are asked to rate their degree of satisfaction on a 7-point scale of agreement with each item. The tool's goal is to produce a complete examination of Work-Family Conflict (WFC) and Family-Work Conflict (FWC), regardless of the core reasons for the conflict. To do this, it explored a variety of metrics that assessed possible strain-based, time-based, and behavioral components of conflict. The Work-Family Conflict Scale showed strong reliability (H coefficient > .70) and concurrent validity when correlated with Frone's subscales.
- **Time Management Scale** The tool aims to measure the frequency with which you carry out each action. It helps to define how efficiently the time is managed by the individual. Assessment of Time Management Scale. The content validity of the questionnaire was demonstrated. The instrument had a high level of internal consistency (= 0.86). The Pearson Coefficient of Correlation (PCC) for the score was found to be 0.89.

The ATMS might be a valuable instrument for assessing the efficiency of rehabilitation programmes aimed at improving time management skills. (Suzanne et al., 2013)

- **Emotional Well-Being Scale** The model demonstrated strong validity, with item pattern coefficients ranging from .55 to .85 and corresponding t-values from 10.28 to 17.57 (Şimşek, 2010). Test-retest reliability was also supported, with no significant mean differences in scores for Positive Affect and Negative Affect over a 2-month period (PA: $t = .636$, $p > .05$; NA: $t = .065$, $p > .05$). Notably, retest correlations for Perceived Emotional Well-Being and Negative Emotional Well-Being were robust at .75 and .79, respectively, in a sample size of $N = 41$ (Şimşek, 2010). These findings collectively affirm the measurement stability of the model.

E. Procedure

A Google Form survey designed to examine three critical dimensions: emotional well-being, time management, and work-life balance. This first data collection phase is a critical component of our study effort. Using quantitative methodologies, we hope to gain a comprehensive understanding of the complex interplay between emotional regulation and time management in our participant cohort. This poll will be a valuable tool in determining the intricate dynamics at work in various fields. We anticipate gaining valuable insights into these occurrences by meticulously examining participant replies. The survey's organized approach will allow us to systematically examine and understand the results, leading to useful findings. Finally, this exploratory survey is an important step toward attaining our

study's aims by allowing us to explore key linkages and patterns relevant to our research inquiry.

F. Data Analysis

- **Statistical Analysis** The Shapiro-Wilk test evaluates whether a dataset adheres to a normal distribution. It tests the null hypothesis of normality; a p-value below 0.05 rejects it, indicating non-normality. Conversely, a p-value above 0.05 fails to reject the null hypothesis, suggesting potential normality. This test is pivotal in determining the suitability of parametric statistical tests, which assume normality. If the data deviates significantly from normality, non-parametric tests or data transformations may be more suitable for analysis.

The Pearson correlation coefficient is a widely used statistical measure that assesses the strength and direction of a linear relationship between two continuous variables. This means it gauges whether the data points in a scatterplot of these variables roughly conform to a straight line. Denoted by "r," this coefficient ranges from -1 to 1. An "r" value of 1 signifies a perfect positive linear relationship, -1 indicates a perfect negative linear relationship, and 0 suggests no linear relationship between the two variables.

- **Descriptive Statistics** Descriptive statistics may be useful in comparing various elements of emotional well-being and time management, as well as their impact on the family environment. For example, they allow us to examine gender variations in emotional well-being and time management, as well as how these aspects affect the home environment. We can gain insights into trends, variations, and potential relationships within these variables by calculating and presenting statistics such as means, medians, modes, and standard deviations, allowing us to make informed observations and draw meaningful conclusions about gender ratios and their effects on family dynamics.

IV. RESULTS

Table 1: Relationship between Emotional Well-Being, Time Management, and Work-Life Balance Total Scores

		wlb total		tm total	pe total	ne	total
wlb total	Pearson's r	—					
	df	—					
	p-value	—					
tm total	Pearson's r	0.217	*	—			
	df	119		—			
	p-value	0.017		—			
pe total	Pearson's r	0.324	***	0.111	—		
	df	119		119	—		
	p-value	< .001		0.224	—		
ne total	Pearson's r	-0.415	***	-0.110	-0.613	***	—
	df	119		119	119		—
	p-value	< .001		0.232	< .001		—

Note. * $p < .05$, ** $p < .01$, *** $p < .001$

The correlation matrix illustrates relationships among work-life balance (wlb total), time management (tm total), positive emotions (pe total), and negative emotions (ne total). Positive correlations exist between wlb total and tm total ($r = 0.217$, $p = 0.017$), as well as between pe total and tm total ($r = 0.111$, $p = 0.224$). Conversely, a strong negative correlation

is observed between ne total and wlb total ($r = -0.415$, $p < 0.001$), and a strong negative correlation between ne total and pe total ($r = -0.613$, $p < 0.001$). These findings suggest intertwined dynamics, where emotional states significantly influence work-life balance and vice versa, warranting further investigation.

Table 2: Relationship between Work-Life Balance and Time Management

		tm total	wlb total
tm total	Pearson's r	—	
	df	—	
	p-value	—	
wlb total	Pearson's r	0.217	* —
	df	119	—
	p-value	0.017	—

Note. * $p < .05$, ** $p < .01$, *** $p < .001$

The correlation matrix reveals a significant positive correlation between "wlb total" and "tm total" ($r = 0.217$, $p = 0.017$). This suggests that as work-life balance ("wlb total") improves, time spent on tasks ("tm total") tends to increase. Conversely, as work-life balance deteriorates, time spent on tasks decreases. This finding underscores the intricate

relationship between work-life balance and time allocation, implying that a better balance may lead to more time dedicated to tasks. However, the correlation coefficient indicates a relatively weak association, highlighting the need for further exploration to understand the nuanced dynamics between work-life balance and time management.

Table 3: Relationship of Work-Life Balance (WLB) and Negative Emotions (NE)

		wlb total	ne total
wlb total	Pearson's r	—	
	df	—	
	p-value	—	
ne total	Pearson's r	-0.415	***
	df	119	—
	p-value	< .001	—

Note. * $p < .05$, ** $p < .01$, *** $p < .001$

The correlation matrix displays a significant negative correlation between "ne total" and "wlb total" ($r = -0.415$, $p < 0.001$). This suggests that as negative emotions ("ne total") increase, workload ("wlb total") tends to decrease, and vice versa. The finding implies an inverse relationship between negative emotions and workload. However, there is no correlation coefficient provided for "ne total" with itself,

implying it might be omitted inadvertently. Overall, the results indicate a crucial interplay between negative emotions and workload, highlighting the potential impact of emotional states on work demands or vice versa.

Table 4: Relationship between Negative Emotions, Positive Emotions and Work-LifeBalance

		nc total		pc total		wlb total
ne total	Pearson's r	—				
	df	—				
	p-value	—				
pe total	Pearson's r	-0.613	***	—		
	df	119		—		
	p-value	< .001		—		
wlb total	Pearson's r	-0.415	***	0.324	***	—
	df	119		119		—
	p-value	< .001		< .001		—

Note. * $p < .05$, ** $p < .01$, *** $p < .001$

The correlation matrix reveals significant associations among variables. "Ne total" and "pe total" display a strong negative correlation ($r = -0.613$, $p < 0.001$), indicating an inverse relationship. "Ne total" correlates moderately negatively with "wlb total" ($r = -0.415$, $p < 0.001$), suggesting an inverse trend. Conversely, "pe total" and "wlb total" show

a moderate positive correlation ($r = 0.324$, $p < 0.001$), implying a direct relation-ship. These findings highlight interdependencies within the dataset: while workload ("wlb total") tends to increase with performance ("pe total"), it decreases with negativeemotions ("ne total").

Table 5: Descriptive Statistics

	wlb total	tm total	pe total	ne total
N	121	121	121	121
Missing	4	4	4	4
Mean	41.5	76.5	22.4	19.4
Median	41	75	23	19
Standard deviation	14.2	10.5	7.29	7.52
Minimum	10	31	7	7

Table 6: Descriptive Statistics

	wlb total	tm total	pe total	ne total
Maximum	70	112	35	35
Shapiro-Wilk W	0.979	0.937	0.976	0.970
Shapiro-Wilk p	0.054	< .001	0.030	0.008

The descriptive statistics provide insights into four variables: work-life balance (wlb total), time management (tm total), positive emotions (pe total), and negative emotions (ne total). Each variable has 121 observations with 4 missing values. Mean values are

41.5 for wlb total, 76.5 for tm total, 22.4 for pe total, and 19.4 for ne total. The standarddeviations vary, indicating the dispersion of data around the means. Shapiro-Wilk tests suggest non-normality for tm total, pe total, and ne total ($p < 0.05$), except for wlb total ($p = 0.054$). This indicates deviations from normality, particularly in tm total, pe total, and ne total, which might impact subsequent analyses.

V. DISCUSSION

The study aimed to explore the interconnected dynamics between corporate employees' emotional well-being, time management, and their influence on family dynamics. The research assessed various correlations among these variables, analysed the descriptive statistics, and addressed potential limitations. This discussion synthesizes the findings, relates them to existing literature, and interprets their implications.

The correlation analyses revealed several significant relationships between emotional well-being, time management, and work-life balance. Table 4.1 demonstrated a strong negative correlation between negative emotions (ne total) and work-life balance (wlb total), indicating that as negative emotions increase, work-life balance tends to deteriorate. This finding aligns with previous research indicating that high levels of negative emotions are associated with increased stress and poorer work-life balance (Obrenovic et al., 2020). Moreover, Table 4.2 highlighted a positive correlation between work-life balance (wlb total) and time management (tm total). This suggests that as work-life balance improves, employees tend to allocate more time effectively to tasks. Conversely, poor work-life balance may hinder effective time management, contributing to increased stress and reduced productivity (Adams & Jex, 1998).

The relationship between negative emotions and work-life balance was further explored in Table 4.3, indicating a significant negative correlation. This implies that as negative emotions increase, the perceived workload decreases, potentially due to dis- engagement or avoidance behaviours. Table 4.4 delved into the relationships between negative emotions, work-life balance, and positive emotions. The strong negative correlation between negative emotions (ne

total) and positive emotions (pe total) under- scores the reciprocal nature of emotional experiences.

Additionally, the moderate positive correlation between work-life balance (wlb to- tal) and positive emotions (pe total) suggests that a better work-life balance may con- tribute to enhanced positive emotional states.

Furthermore, Table 4.5 explored the associations between negative emotions, posi- tive emotions, and time management. While a strong negative correlation between neg- ative and positive emotions was observed, the relationship with time management was inconclusive. This highlights the need for further investigation into the nuanced dynam- ics between emotional states and time allocation.

Overall, the findings of this study contribute to the existing literature by elucidating the intricate relationships between emotional well-being, time management, and work-life balance among corporate employees. The results support the hypothesis that poor work-life balance and time management are associated with lower emotional well-being, echoing previous research findings (Abuali et al., 2022). The implications of these findings extend beyond the workplace, as evidenced by the research gaps identified. By acknowledging the influence of family dynamics and effective time management, or- ganizations can design interventions aimed at promoting employee well-being and en- hancing family outcomes. This aligns with previous research emphasizing the im- portance of addressing work-family conflict and fostering a supportive work environ- ment (Özcan et al., 2022).

However, several limitations warrant consideration. The reliance on self-report sur-veys introduces potential response bias, and the correlational nature of the study pre- cludes causal inference. Additionally, the subjective nature of emotional well-being and the absence of external factors may limit the generalizability of the findings.

In conclusion, this study underscores the significance of nurturing corporate employ- ees' emotional well-being and promoting effective time management to enhance both workplace productivity and family outcomes. By adopting a holistic approach that con- sideres the interconnectedness of emotional experiences, time utilization, and family dy- namics, organizations can foster supportive work environments conducive to employee flourishing and overall family well-being.

VI. LIMITATION

The study's findings may have limited application to larger corporate populations due to the sample's unique characteristics, such as differences in industry, job functions, and demography. These distinctions might result in a variety of experiences and prob- lems for corporate employees, affecting the results' generalizability. To increase the relevance and depth of future study, external elements such as socioeconomic position, cultural influences, and organisational policies must be included in the research

frame- work. By specifically taking these elements into account, researchers can acquire a bet- ter understanding of their impact on emotional well-being, time management, and fam- ily interactions in corporate contexts.

ETHICAL CONSIDERATIONS

- **Informed Consent:** After the research study is completed, a comprehensive debrief- ing procedure is required to acquire informed consent from participants for the contin- uing use of their data. This guarantees that participants understand how their data will be used and allows them to make informed decisions about its future use, maintaining the values of autonomy and respect for individuals' rights.
- **Confidentiality Assurance:** Throughout the debriefing, participants must be in- formed that their data will be kept strictly secret. They should be notified that their comments and personal information will be kept strictly confidential, with no unauthor- ized access permitted. This secrecy promise is critical for building confidence between researchers and participants while also protecting individuals' privacy rights.
- **Voluntary Participation and Withdrawal Option:** Participants must be clearly in- formed that their participation in the research study is entirely voluntary, and they have the unequivocal right to withdraw at any point without facing negative consequences. This withdrawal option ensures that participants retain control over their involvement and data, aligning with ethical principles of respect for persons and minimizing coer- cion or undue influence.

REFERENCES

- [1]. Adams, G. G., & Jex, S. M. (1999). Relationships between time management, control, work– family conflict, and strain. *Journal of Occupational Health Psychology*, 4(1), 72–77. <https://doi.org/10.1037/1076-8998.4.1.72>
- [2]. Aeon, B., & Aguinis, H. (2017b). It's About Time: New Perspectives and Insights on Time Management. *Academy of Management Perspectives*, 31(4), 309–330. <https://doi.org/10.5465/amp.2016.0166>
- [3]. Bataineh, K. A. (2019). Impact of Work-Life Balance, happiness at work, on employee per- formance. *International Business Research*, 12(2), 99. <https://doi.org/10.5539/ibr.v12n2p99>
- [4]. Haslam, D., Filus, A., Morawska, A., Sanders, M. R., & Fletcher, R. (2014). The Work– Family Conflict Scale (WAFCS): Development and Initial Validation of a Self-report Meas- ure of Work–Family Conflict for Use with Parents. *Child Psychiatry & Human Develop- ment*, 46(3), 346–357. <https://doi.org/10.1007/s10578-014-0476-0>.
- [5]. Kahneman, D., & Deaton, A. (2010b). High income improves evaluation of life but not emotional well-being. *Proceedings of the National Academy of Sciences of the United States of America*, 107(38), 16489–16493. <https://doi.org/10.1073/pnas.1011492107>

- [6]. Kalliath, T., & Brough, P. (2008). Work–life balance: A review of the meaning of the balance construct. *Journal of Management & Organization* (Print), 14(3), 323–327. <https://doi.org/10.5172/jmo.837.14.3.323>
- [7]. Nielsen, K., Nielsen, M. B., Ogbonnaya, C., Käsälä, M., Saari, E., & Isaksson, K. (2017b).
- [8]. Workplace resources to improve both employee well-being and performance: A systematic review and meta-analysis. *Work & Stress*, 31(2), 101–120. <https://doi.org/10.1080/02678373.2017.1304463>
- [9]. Obrenovic, B., Du, J., Khudaykulov, A., & Khan, M. a. S. (2020). Work-Family Conflict Impact on Psychological Safety and Psychological Well-Being: A Job Performance model. *Frontiers in Psychology*, 11. <https://doi.org/10.3389/fpsyg.2020.00475>
- [10]. Perceptions of work stress causes and effective interventions in employees working in public, private and non-governmental organisations: a qualitative study. (2016, December). NIH. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5353523/>
- [11]. Simsek, O. F. (2012). Şimşek, Ö. F., Kocayörük, E. (in press). Affective Reactions to one's whole life: Preliminary Development and Validation of the Ontological Well-Being Scale. *Journal of Happiness Studies*. DOI: 10.1007/s10902-012-9333-7. *Rumeli*. https://www.academia.edu/2100316/%C5%9Eim%C5%9Fek_%C3%96_F_Kocay%C3%B6r%C3%BCk_E_in_press_Affective_Reactions_to_one_s_whole_life_Preliminary_Development_and_Validation_of_the_Ontological_Well_Being_Scale_Journal_of_Happiness_Studies_DOI_10_1007_s10902_012_9333_7
- [12]. Vaitkus, N. (2022). INCIDENTAL NEWS EXPOSURE, EMOTIONAL WELL-BEING & SELF-EFFICACY. In N. Keesmekers, M. Van Bergen, & L. Lenferink, Bachelor thesis. https://essay.utwente.nl/91203/1/Vaitkus_BA_Behavioural%20Management%20%26%20Social%20Sciences.pdf
- [13]. White, S., Riley, A. W., & Flom, P. L. (2013b). Assessment of Time Management Skills (ATMS): a Practice-Based Outcome Questionnaire. *Occupational Therapy in Mental Health*, 29(3), 215–231. <https://doi.org/10.1080/0164212x.2013.81948>