



## Work Stress and Its Relationships with Employee Marital, Parent-Child and Sibling Relationships during Covid-19

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### ABSTRACT

Work stress is a common phenomenon that has multi-dimensional impacts on employee's private and professional life. It affects employees' familial, social and other types of relationships. In pandemic situations like Covid-19, work stress is rising to an alarming level. This study aims to determine how stressors such as workload, workplace social support and change in the mode of service during covid-19 contribute to job stress and the relationship between job stress and employee family relationships such as marital, parent-child and sibling relationships. This research was carried out at Dhaka International University and WBB Trust in Dhaka, Bangladesh among 90 respondents. The study was based on a quantitative approach using a survey questionnaire as an instrument and utilized a random sampling method to obtain data. Results show a substantial correlation between work stress and employee marital connection ( $r=0.753$ ), parent-child relationship ( $r=0.778$ ), and sibling relationship ( $r=0.845$ ), according to downhill linear associations. Regression analysis reveals that work stress is significantly correlated to the above employee family relationships with p-value 0.000 ( $p=0.000<0.05$ ) respectively at 0.05 level of confidence. Recommendations such as further investigation among the government employees, rationalization of work schedules by employers, online and offline stress mitigation programs and real-time online and offline work role and family role awareness sessions were suggested based on the findings. To obtain a more exact response, it is also suggested to undertake additional research using a bigger sample size, a wider scope, and more components.

**Keywords:** Workload, Workplace Social Support, Change in Mode of Service, Work Stress, Employee Marital Relationship, Employee Parent-Child Relationship, Employee Sibling Relationships.

## 1. INTRODUCTION

One of the most prevalent problems that workers in all fields of the current labour market face at work are stress. According to Gryna (2004), “Stress is harmful emotional and physical responses that occur in the case of job requirements contradict the capabilities, resources and needs of the worker”. Robbins and Judge (2017) correlated job demands and resources with stress at work. They referred to job demands as the responsibilities, pressures, obligations and even the uncertain things individuals face in the workplace. Stress influences the development of employees’ physiological, psychological and social problems. In reality, it may contribute to the unbalanced life of an employee. Hence, work stress impact has been examined broadly in different sectors including the academic sector, financial sector, public sector, health sector, and private sector. Several sources play a vital role in producing work stress like job insecurity, workload, autonomy, technology change, lack of facilities etc. Work stress prevails in every employee’s day-to-day life. The effects of job stress are, therefore, evident in workers’ physical health, mental health, behaviours and in their social relationships especially in their family relationships.

Since the beginning of 2020, due to covid-19, employees in most countries of the world are prohibited to work physically at their organizations rather they are enforced to work from home. This situation though supposed to bring some good impacts on family relationships as the employees are staying at home all the time with their family which they often could not able to do before, and their work stress even escalated. Studies have been accomplished on how work stress affects employees’ job performance, productivity, and physical and mental health but there have been no or very few studies found that pursued the relationships between job stress and employees’ social relationships during the covid-19 period. Consequently, this study tries to investigate the relationship between work stress and employees’ family relationships especially the marital relationship, parent-child relationship and sibling relationship in a sample of multi-sector married workers.

### 1.1 Statement of the Problem

In general, work stress influences on and influences an employee's physical, mental, and emotional health. It significantly affects how well employees are performing at work. Another frequent belief is that stressed-out workers are more prone to experience sleep issues,

behavioural changes, apathy, a loss of interest in their jobs, social withdrawal, a decrease in sexual desire, etc. This, as a result, affects the employees' personal and family life. During covid-19, many researchers have shown a significant indication that employees are suffering from the above problems more than usual. Therefore, this study intends to find out the answer to the questions such as – how do workload, workplace social support and change in the mode of service during covid-19 contribute to work stress? How much work stress are employees having during this pandemic? What is the relationship between work stress and marital relationship, parent-child relationship and sibling relationship among employees?

### **1.2 Research Objectives**

Using the following particular objectives, this investigation aims to ascertain how work stress and family ties among employees are related.

- a. To determine the possible relationship between work stress and employee's marital relationships.
- b. To assess the degree of occupational stress during Work Stress and Parent-Child Relationships
- c. To determine the relationship between work stress and employee's marital relationship, parent-child relationship and sibling relationship

### **1.3 Hypotheses**

According to the study's goals, the theoretical foundations are being looked into in

H<sub>01</sub>. There is no significant relationship between work stress and employee's marital relationship

H<sub>02</sub>. There is no significant relationship between work stress and employee's parent-child relationship

H<sub>03</sub>. There is no significant relationship between work stress and employee's sibling relationship

### **1.4 Significance of the Study**

Work stress has an evident impact on employees' mental and physical health. As every employee has their own family so their health condition is crucial for the welfare of the family. Research indicates that work stress also affects employees' productivity and work performance. This in

turn affects the economic condition and social status of their family. All the factors that influence employees to become stressed, thus, play a vital role in shaping their relationships with others, especially with their kin. Work stress can have multi-dimensional impacts on employees' family life. Their marital relationship with their spouse including sexual life can be affected by work stress. In addition, their parenthood activities may also be influenced. Other family relationships such as relationships with siblings may also be swayed away due to the stress of work.

During covid-19, several employees lost their job, many became unemployed. Most of the workers, in reality, during this time, are facing work stress due to excessive workload, job insecurity, change of mode or mediums in service, lack of workplace social support and less wage earning. Research has been carried out to look into the problems that arise among employees because of the covid-19 situation including job stress. Unfortunately, no studies tested the relationship between job stress and family relationships. Therefore, this study will investigate this relationship and address the gap in the scientific literature.

## **2. LITERATURE REVIEW**

Many factors can cause work stress. During covid-19 pandemic, workload, workplace social support, change in the mode of service, lack of feedback, job demand etc. have been found to contribute to work stress. This study examines the workload, workplace social support, and change in the mode of service in work stress during the pandemic period.

### **2.1 Concept and Definition of Work Stress**

Kahn and Byosiére defined work stress through three distinctive areas- stressor, appraisal and strain. Stressor derives from the effects of external events whereas appraisal involves the personal evaluation of those external events. On the other hand, strain negatively impacts mental, emotional, physical, and/or behavioural functioning. Mimura & Griffiths, however, described work stress as a condition in which a person experiences constant work pressure such as short notices and deadlines, unpleasant physical and mental conditions, family pressures and others. Stranks finds the personality factors to be responsible for more job dissatisfaction and job stress. According to Robbins and Judge (2017), work stress is a dynamic condition in which employees deal with their desired and uncertain outcome of opportunity, job demand or resource.

Colquitt et al propounded stress as “a psychological response to demands that possess certain stakes for the person and that tax or exceed the person’s capacity or resources.” To them, the nature of job demand and the persons or employees are the key factors that work stress depends on. However, the level of stress can be varied due to people’s different perceptions and evaluations towards the stressors. In addition to the different levels of stress, DuBrin specified the continuous heavy work demand as the major contributor to burnout which often leads to depression. And, eventually, it impacts negatively employee performance and family relationships.

## **2.2 Workload**

Workload, in general, refers to the quantity or quality of work that a person is required to perform. Workload may be affected by restrictions like tight deadlines, insufficient resources, and a lack of timely, adequate help. The workload is the perceived link between available mental resources or processing power and the quantity needed to complete the activity. Almost all job types include some level of workload. White-collar jobs, which are more closely related to the mental burden, require an in-depth investigation of job demands and individuals' attitudes toward the job, according to Siegrist. Yet, many physical and psychological stresses are more likely to be associated with blue-collar jobs. He further suggests several works demands that to be seemed more stressful such as time pressure, more responsibility with fewer resources, narrowing down job decision-making and job control and job loss.

## **2.3 Workplace Social Support**

In general, social support is the material, physical and psychological resources that an individual receives from the social, professional or personal network to mitigate stress. Social support, according to Deelstra et al (2003), is the “actions of others that are either helpful or intended to be helpful”. However, Cobb (1976) defined social assistance as “information leading the subject to believe that he is cared for and loved, esteemed, and a member of a network of mutual obligations”. Workplace social assistance indicates the degree to which an employee perceives value, care and support from coworkers and organizations through positive interactions or resources. It is strongly related to work-family conflict. The more the employee receives workplace social support the less they face family conflict.

## 2.4 Family Relationships

Family relationships, or family life, are the primary factor in determining a person's well-being. A family connection is, broadly speaking, any relationship that exists between members of a family. This research will concentrate on three different forms of family interactions: sibling ties, intergenerational relationships, and conjugal or married relationships.

Marriage is typically said to as a physical, mental, emotional, and sexual bond between two people. One of the important partnerships that determine life context and influence people's overall well-being is their marriage. According to Landa et al. (2008), when job pressure rises, marital unhappiness rises as well. Nonetheless, the demands of the job and the stress experienced at work have a direct influence on both the psychological well-being of family members and the employees' quality of home life. Moreover, daily conflicts between work and home obligations have a detrimental impact on employees' well-being.

Long working hours and role overload are highly associated with marriage life, according to Crouter et al (2001). More time spent at work means less time with the spouse of the employee. High levels of role overload, however, have a less favourable effect on marital relationships.

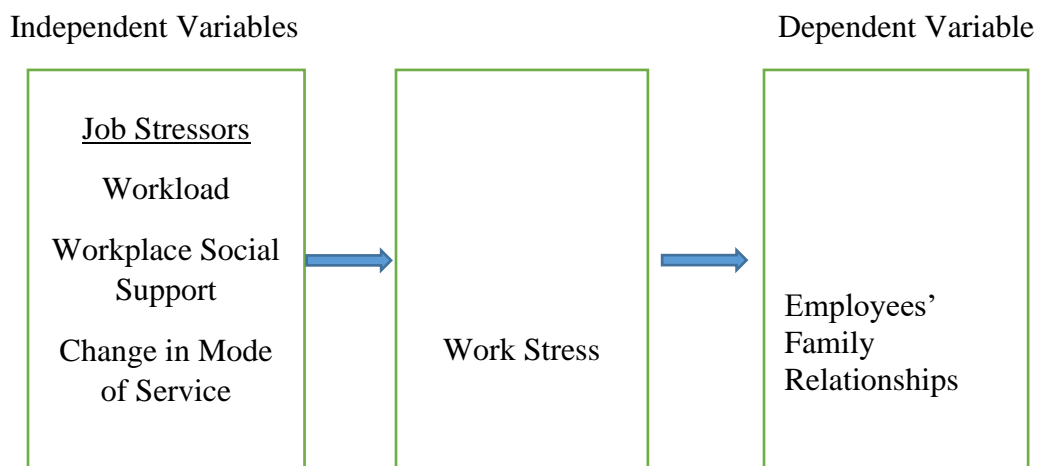
Parent-child relationship refers to the intergenerational relationship between parents and children. In the modern world, work hours and stress are closely related to the parent-children relationship. According to Milkie et al (2004), work stress increases the feeling of time strain among the parents, and it even negatively controls the quality of the parent-child relationship. Goldberg et al (2002) examined the correlation between work stress and lower quality of parenting with the conclusion that parents become more engaged with their children when they have no job stress and feel more affectionate with more harmonious marriages and easy-going children.

A sibling is a relative who shares at least one parent or both parents in common. Sibling relationships are often the longest-lasting family relationship in an individual's life due to concurrent life spans. Sibling relationships are defined as verbal and non-verbal communication processes and conjoint actions between individuals from the same biological parents. Research has shown that a strong correlation exists between siblings' relationships and stress-coping strategies. In addition, researchers have also found positive sibling relationships, a supportive

neighbourhood community and strong parent-child relationships as the significant factors which diminish the adverse effects of stress.

## 2.5 Conceptual Framework

This study focuses on the stress experienced by employees and their families during the COVID-19 epidemic. It focused on analyzing work stress and the impact of stressors – workload, workplace social support and change in the mode of service in the pandemic on family life. To achieve the objectives, the research tests the following conceptual model:



## 3. RESEARCH METHODOLOGY

It appears that this study used a combination of purposive sampling and convenience sampling techniques. The selected participants who met specific criteria (employed, active employment status for at least three years, working at least 40 hours per week or 5 days a week, employed in a position with certain moderate job responsibilities), which is consistent with purposive sampling. However, the recruited participants from two specific organizations (DIU and WBB Trust), which suggests convenience sampling.

### 3.1 Research Design

This study is grounded in a quantitative methodology. In this study, the social survey approach was employed. Employees of WBB Trust and Dhaka International University in Bangladesh made up the study's population. A sample of 90 respondents was chosen for this study's descriptive research approach utilizing simple random sampling. This study makes use of

primary data that was gathered via a standardized questionnaire. To determine the association between job stress and workers' family lives during COVID-19, basic data analysis techniques are applied in this study.

### **3.2 Research Locale**

Participants were recruited onsite at two different organizations. The first one was a privately owned university, known as Dhaka International University with three campuses located throughout Satarkul (main campus), Banani and Green Road in Dhaka Metropolitan City, Bangladesh. The second was a non-government organization, called WBB Trust, headquartered at Mohammadpur, Dhaka, Bangladesh within the same metropolitan area. WBB Trust is relatively small with less than 100 employees and the university was large with more than 500 staff. The respondents from university employees were mostly teachers, staffs and management officials. The participant's NGO staffs were from the administration, human resources, operations and projects departments. The majority of participants from both organizations possessed a job permanent in nature, although, some were employed on a temporary or contractual basis.

### **3.3 The Sample**

The parameters of the sample studied were men and women. They met the following criteria: 1) employed 2) with active employment status for at least three years, 3) working at least 40 hours per week or 5 days a week and 4) employed in the position with certain moderate job responsibilities. Of the 100 employees who participated in the study, 10 complete responses were excluded because of employment status and working days delimitation leaving a final sample of 90 employees with complete responses for analysis. Among the 90 employees, 34 participants are working in DIU and 56 respondents are currently occupied in WBB Trust. A demographics and participants characteristics questionnaire were developed for this study to describe the sample.

### **3.4 Research Instrument**

A survey questionnaire is used as a data-gathering tool in this investigation. There are two sections to the questionnaire. The respondents' age, gender, education, marital status, length of employment, kind of employment, years of experience, shift, number of hours worked per week,



and number of working days are all included in the first section's demographic information. The second section uses a questionnaire to ask questions on the workload, workplace social support, and change in service mode to gauge the amount of stress and how it affects employee-family relationships. The following format was used using the Likert Scale model: 1=Strongly Disagree, 2=Neutral, 3=Agree, 4=Strongly Agree, and 5=Strongly Agree (SD).

### **3.5 Research Procedures**

Keeping the COVID-19 situation in mind, the researcher-the principal investigator followed an online data collection procedure (non-physical contact) with the help of Google Forms in creating the questionnaire for this study. To obtain data during covid-19, an online link (google form link) was sent out to the randomly selected 90 employees of DIU and WBB Trust in advance through email followed-up by a verbal invitation made to them. This link consisted of a sufficient explanation of the study as well as requisite instructions so that the participants can complete the questionnaire immediately. However, 90 questionnaires were retrieved and validated after one month.

### **3.6 Data Analysis**

The statistical analyses in MS Excel 2013 are used to analyze the data. The frequencies and percentages relating to the employee gender, education level, and age make up the initial portion of the studied data. Weighted mean, standard deviation, correlation, and regression analysis make up the second section. To determine the degree of stress on employee family ties, weighted mean and standard deviation were applied to the independent and dependent variables. The correlation between job stress and employee family ties is ascertained using correlation analysis with a 0.05 threshold of significance. 0 denotes no association, 0.30 denotes a weak correlation, 0.50 denotes a moderate relationship, and 0.70 denotes a significant correlation between the variables, according to the correlation coefficient's downward linear association. Regression studies were nonetheless employed to establish a strong connection between job stress and marital, parent-child, and sibling relationships.

## **4. RESULTS AND DISCUSSIONS**

With the appropriate statistical data analysis tool, the analyses of the data obtained in this research are presented in this section with a relevant discussion of the findings.

#### 4.1 Respondents' Demographic Profile

**Table 1:** Respondents' Distribution by Gender

Gender	f	Per cent
Male	48	53.3
Female	42	46.7
Total	90	100

Following Table 1, men made up the majority of respondents (53.3%) while women made up a respectable 46.7% of the sample. This indicates that to support the study's goals, a reasonably acceptable male-to-female participation ratio will be maintained.

**Table 2:** Respondent Distribution by Education Level

Education Level	f	Per cent
Graduation	44	48.9
Post-Graduation	46	51.1
Total	90	100

The above table shows that 51.1% of the employees hold post-graduation while 48.9% graduated with a bachelor's degree. This indicates that the respondents are well-educated and can express their views properly.

**Table 3:** Respondent Distribution by Age

Age	f	Per cent
27 – 32 years	8	8.9
32 – 37 years	36	40.0
37 – 42 years	30	33.3
42 – 47 years	14	15.6
47 – 52 years	2	2.2
Total	90	100

The table above reveals that the majority of participants are between the age of 32-37 years with a percentage of 40% while the respondents between ages 37-42 years represent 33.3% of the total sample. Ages 42-47 years have 15.6%, however, the lowest number of respondents are those from 47-52 years with only 2.2%. This result further reflects that the majority of employees are in their middle-ages.

#### 4.2 Workload, Workplace Social Support, Change in the mode of Service and Employee Family Relationships during Covid-19

**Table 4:** Level of Stress on Employee Family Relationships: Workload during Covid-19

Item	Mean	Std.Deviation	Std. Error
During covid-19, you have been assigned more responsibility than you ought to and you perceive it as stressful	4.266	0.804	0.084
During the pandemic, do you have to think about work after your working day and you perceive it as stressful?	4.088	0.788	0.083
You feel like you never have a day off during the covid-19 period	3.733	1.129	0.119
During covid-19, do you find it hard to sleep at night due to work pressure and perceive it as stressful?	4.111	0.827	0.087
I get a sufficient break while working during covid-19	2.133	0.722	0.076
There is often a marked increase in the workload during covid-19	3.488	0.889	0.093
Workload	3.637		

5=Strongly Agree; 4=Agree; 3=Neutral; 2=Disagree; 1=Strongly Disagree

The workload-related stress on respondents' family ties is shown in the table, where the weighted workload average is 3.637. This might be read as the likelihood of agreement that workload affects employee family ties during the COVID-19 epidemic and causes work stress. The highest mean of 4.266 demonstrates the degree to which the statement "During COVID-19, employees have been given more responsibility than they ought to, and they regard it as stressful" is accepted. The statement "During COVID-19, employees find it difficult to sleep at night owing

to job pressure and consider it as stressful" is reflected in the second weighted mean, 4.111. Nevertheless, the statement "I get ample break when working during covid-19" had a disagreeing reaction, with the lowest mean of 2.133.

**Table 5:** Level of Stress on Employee Family Relationships: Workplace Social Support during Covid-19

Item	Mean	SD	Std. Error
You are getting positive feedback from your organization during covid-19	2.955	1.340	0.141
During covid-19, you feel inadequate support from the hierarchy	3.311	0.728	0.076
I get enough time from authority to think and prepare for my work during covid-19	3.266	0.649	0.068
I often receive assignments or work without adequate resources and materials to execute it during covid-19	3.133	0.781	0.082
Workplace social support	3.166		

5=Strongly Agree; 4=Agree; 3=Neutral; 2=Disagree; 1=Strongly Disagree

The neutrality of the respondents is explained by the average weighted mean of 3.166 in table 5 of the results. The findings show that the weighted averages of the questions are below 3.5, suggesting that employees may not see their workplace social support as reducing work-related stress.

**Table 6:** Stress Level on Employee Family Relationships: Change in Mode of Service in Covid-19

Item	Mean	SD	Std. Error
I need to use the mediums for work for a long time	4.155	0.668	0.070
You are often required to work for long periods with your body in physically awkward positions (limited movement or no movement at all)	4.644	0.641	0.067
I am enjoying my work during covid-19	1.688	0.759	0.080
Change in mode of service	3.496		

5=Strongly Agree; 4=Agree; 3=Neutral; 2=Disagree; 1=Strongly Disagree

Depending on the results shown in table 6, the mean weighted average of 3.496 reflects the responses of the employees that they neither agree nor disagree that change in the mode of service during covid-19 pandemic affects their family relationships, although, the result from one question out of three reveals their disagreement about enjoying the work using mediums for long work hours with limited or no movement at all.

**Table 7:** Work Stress among the Employees during covid-19

Item	Mean	SD	Std. Error
During covid-19, due to work pressure, I am bothered by things that usually don't bother me	3.622	0.855	0.090
I often feel depressed due to the workload of covid-19	3.533	0.837	0.088
You feel much work stress during covid-19	4.244	0.675	0.071
Job stress	3.8		

5=Strongly Agree; 4=Agree; 3=Neutral; 2=Disagree; 1=Strongly Disagree

The average weighted mean of job stress (3.8) in table 7 supports the view that the employees are feeling stress during covid-19. It can be noticed that the response to the question “You feel much work stress during covid-19” provides the highest mean of 4.244 which implies the existence of more than usual stress among the employees that might affect negatively employee family relationships. The results further indicate that due to the workload employees are experiencing depression and are bothered by things unusually.

**Table 8:** Impact of Work Stress on Employee Family Relationships during Covid-19

Item	Mean	SD	Std. Error
During covid-19, I don't have much time to interact (casual talk, having fun etc.) with my family members due to my work	3.666	1.038	0.109
During covid-19, I often rebuke/scold my spouse and/or child which I usually don't do and I think my workload has contributed to it	4	0.670	0.070
During covid-19, your workload affects your conjugal life more badly than before	3.311	1.481	0.156
I used to keep in touch with my siblings but I can't do due to	3.866	0.962	0.101

work pressure during covid-19			
Overall family relationships	3.711		

5=Strongly Agree; 4=Agree; 3=Neutral; 2=Disagree; 1=Strongly Disagree

In table 8, the overall family relationships of the employees during covid-19 show the likelihood of the agreement that work stress has an impact on respondents' family relationships. It can be noted that the spousal and parent-child relationships are mostly affected by stress while sibling relationships are found in second place. The lowest weighted mean, 3.311, might be read as meaning that employees may no longer view stress as a significant element affecting their marital relationship since it has become normal to them.

### 4.3 Correlations and Regressions

It's crucial to correlate the variables before evaluating them. To correlate the variables, most of the investigations employ Pearson product-moment correlation or the Spearman correlation coefficient. Similarly, correlation is employed in this study to ascertain the association between job stress and marital, parent-child, and sibling relationships. According to the downhill linear connection,  $r=0$  denotes the absence of any association between the variables, 0.30 represents a weak correlation, 0.50 denotes a moderate relationship, and 0.70 denotes a high relationship.

**Table 9:** Correlation between the Work Stress and Marital Relationship

	Work Stress	Marital Relationship
Work Stress	1	
Marital Relationship	0.753	1

The table shows a correlation of 1 between work stress and work stress, as expected. There is a positive correlation of 0.753 between work stress and marital relationship, indicating that as work stress increases, marital relationship tends to deteriorate. This correlation coefficient suggests a strong relationship between the two variables.

**Table 10:** Relationship between Work Stress and Marital Relationship

Regression Statistics	
Multiple R	0.753
R Square	0.568
Adjusted R Square	0.563
Standard Error	0.978

Observations	90
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The table shows the relationship between work stress and marital relationship, measured by a regression analysis. The multiple R value of 0.753 indicates a strong positive correlation between the two variables. The R Square value of 0.568 suggests that 56.8% of the variance in the marital relationship can be explained by work stress. The adjusted R Square value of 0.563 takes into account the number of variables in the analysis and is slightly lower than the R Square value.

**Table 11:** F-statistics for Work Stress and Marital Relationship

ANOVA	df	SS	MS	F	Significance F
Regression	1	111.0197423	111.0197423	115.9349265	9.70778E-18
Residual	88	84.26914661	0.957603939		
Total	89	195.2888889			

This table presents the results of an ANOVA test, which is a statistical test used to analyze the variance between groups. In this case, the ANOVA was conducted on a regression model with one independent variable. The table shows the degrees of freedom, sum of squares, mean squares, F-value, and significance level for the regression, residual, and total variance. The results indicate that the regression model has a significant effect on the dependent variable. F-statistics value 115.9349265 is more than critical value, so, the null hypothesis  $H_{01}$  is rejected, results in a statistically significant relationship stands between Work Stress and Marital Relationship.

**Table 12:** Correlation between Work Stress and Parent-child Relation

	Work Stress	Parent-Child Relation
Work Stress	1	
Parent-Child Relation	0.778	1

The correlation coefficient between the two variables is 0.778, indicating a strong positive correlation between work stress and parent-child relations. This means that as work stress increases, the quality of parent-child relations tends to decrease.

**Table 13:** Association between Work Stress and Parent-Child Relationships

Regression Statistics
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Multiple R	0.778
R-Squared	0.605
Adjusted-R <sup>2</sup>	0.601
Standard Error	0.475
Observations	90

This table presents the regression statistics for the association between work stress and parent-child relationships. The multiple R is 0.778, indicating a strong positive correlation between the two variables. The R-squared value of 0.605 indicates that 60.5% of the variance in parent-child relationships can be explained by work stress.

**Table 14:** F-statistics for Work Stress and Parent-Child Relationships

ANOVA	df	SS	MS	F	Significance F
Regression	1	30.57860442	30.57860442	135.1521217	1.79085E-19
Residual	88	19.91028446	0.226253233		
Total	89	50.48888889			

This is a one-way ANOVA table with one independent variable. The regression model has one degree of freedom, with an SS of 30.58 and a mean square of 30.58. The F-ratio is 135.15, indicating that the regression model is statistically significant. This situation makes a way to reject null hypothesis  $H_{02}$ , meaning there is a telling link between Work Stress and Parent-Child Relationships.

**Table 15:** Correlation between Work Stress and Sibling Relationship

	Work Stress	Sibling Relationship
Work Stress	1	
Sibling Relationship	0.845	1

The correlation between work stress and sibling relationships is positive and moderate, with a coefficient of 0.845. This suggests that higher levels of work stress are associated with slightly stronger sibling relationships.



**Table 16:** Relationship between Work Stress and Sibling Relationship

Regression Statistics	
Multiple R	0.845
R-Squared	0.715
Adjusted-R <sup>2</sup>	0.712
Standard Error	0.516
Observations	90

The regression model has a multiple R of 0.845, indicating a strong positive correlation between the predictor variables and the response variable. The R-squared value of 0.715 indicates that 71.5% of the variability in the response variable is explained by the predictor variables. The adjusted R-squared value of 0.712 suggests that the model fits the data well and that there is no significant loss of information due to overfitting.

**Table 17:** F-statistics for Work Stress and Sibling Relationship

ANOVA	df	SS	MS	F	Significance F
Regression	1	58.94485777	58.94485777	221.1518239	9.74953E-26
Residual	88	23.45514223	0.266535707		
Total	89	82.4			

The table shows the results of an ANOVA analysis for the relationship between work stress and sibling relationship. The regression model is significant with an F-value of 221.15 and a very low p-value (9.75E-26). This indicates that work stress significantly predicts sibling relationship. The residual values are small, indicating that the model fits the data well. Therefore, the null hypothesis H03 can be rejected, so there is a significant relationship between the marital relationship, parent-child relationships, and sibling relationships in employee's life.

## 5. CONCLUSION

This research paper investigates the relationship between job stress and employees' family relationships during covid-19 while identifying the stressors as workload, workplace social support and change in the mode of service during the pandemic time. Based on the results, the research found that the majority of responses indicated more stress from workload than workplace social support and change in the mode of service in this period. However, some

respondents are found to agree with the fact that the stress impacts their family relationships, especially in their marital, parent-child and sibling relationships. A more persuasive argument may be shown in statistical analysis that uses correlation and regression. In Covid-19, correlation analysis shows a significant association between job stress and the indicated family ties. Findings from regression further imply the significant relationships that exist between work stress and employee marital, parent-child and sibling relationships.

## **6. RECOMMENDATIONS**

There hasn't been any research on the factors that predict work stress among employees of various government agencies. Future research should thus examine this to have a comprehensive understanding. The COVID-19 epidemic has made individuals anxious psychologically. Because of the intense strain on working hours, employees have been severely impacted. Work schedules should be rationalized by employers to reduce employee stress. Programs that reduce stress help reduce tension among employees. This research recommends that firms use online and if practical, offline stress management programs for the benefit of their workforces. There are two concepts—work roles and home roles—that many organizations and employees are either unaware of or just vaguely familiar with. On the latter matter, employees have been judged to be irresponsible. Thus, this study advises firms to consciously plan online and/or real-time awareness training for their staff on the above themes. Nonetheless, this study takes into account its constraints, including its scope, restricted variables, and quantity of respondents. Hence, more research may be done to improve the accuracy of the results utilizing a larger sample, a wider scope, and more factors.

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