Causes of Stress and Burnout among Working Mothers in Pakistan

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Abstract

Review of literature revealed that there is lack of empirical studies on the job burnout particularly among working mothers in Pakistan. The present study therefore examined the main causes and reasons of job burnout among working mothers in Pakistan. In this study, the lived experiences of working mothers in twin cities Islamabad and Rawalpindi towards stress and burnout were examined. This qualitative study interviewed 12 Pakistani working mothers. By using phenomenological method several themes and sub themes emerged which provided a description of the experience. Four themes work health factor, work overload, work environment, work family conflict and six sub themes emerged from the data. This work explores the reasons of the burnout among working mothers and provides recommendations for further examination. Interview results show that participants are going through the same level of stress at the certain stage.

Keywords

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Causes of Stress and Burnout among Working Mothers in Pakistan

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Review of literature revealed that there is lack of empirical studies on the job burnout particularly among working mothers in Pakistan. The present study therefore examined the main causes and reasons of job burnout among working mothers in Pakistan. In this study, the lived experiences of working mothers in twin cities Islamabad and Rawalpindi towards stress and burnout were examined. This qualitative study interviewed 12 Pakistani working mothers. By using phenomenological method several themes and sub themes emerged which provided a description of the experience. Four themes work health factor, work overload, work environment, work family conflict and six sub themes emerged from the data. This work explores the reasons of the burnout among working mothers and provides recommendations for further examination. Interview results show that participants are going through the same level of stress at the certain stage. Keywords: Burnout, Work Environment, Work Family Conflict, Work Health Factor, Work Overload

In the modern age, as the demands increase, it gets harder for women to work without being stressed. The focus of this research is on the stress and burnout among working women in private and public sector. The word stress generally represents the feeling when one is stuck with a problem that is unable to handle. Employee feel suffocated and start feeling pressured by that problem. So, stress can be defined as a threat or a challenge to one's well-being. There are various types of stress. Job stress leads to job burnout. Job burnout can be defined as when one is unsure of one's ability to perform in their job, keeping in view the value of their job cynically. The key dimensions of job burnout are: cynicism, exhaustion and personal accomplishment/ performance. This is going to be a qualitative research. Interviews will be conducted in order to collect information. Open ended questions related to stress and job burnout among women will be facilitated.

Burnout

During the mid-1970s burnout was introduced by Herbert Freudenberger. Burnout is defined as long-term exposure to chronic job stress resulting in emotional exhaustion (Freudenberger, 1974; Maslach & Jackson, 1981). In the research conducted in the years 1998 and 1999, the focus was mainly on the health factor among women. Various surveys were conducted to find out the vital stress factors and job burnout factors. Guglielmi and Tatrow (1998) in their research, emphasized that organizational climate had a major impact on increased job burnout rate, mainly in female teachers. Whereas, Bischoff, DeTienne, and Quick's (1999) main focus was to find out which factors affect the mental health of the female

employees of both private and public sectors the most. It was evident from the studies that office politics and task conflicts were major stressors that increased job burnout rate. The gaps of the researches in these years were that, they only focused on a single set of female employees such as teachers, doctors or industry workers rather than conducting a survey to finding out the main stress factors faced by female employees regardless of their fields.

Models of Burnout

As a part of this suggestion, researchers implied that a comprehensive theory of burnout had yet to be developed. Indeed, a main focus in this research was the recognition of the need for theoretical models of burnout that would help to join together the research with reference to burnout. Since that time, there has been much greater attention given to both the development and testing of models of burnout (Cordes & Dougherty, 1993; Lee & Ashforth, 1993; Leiter, 1993; Maslach, 1993).

In the years 2004-06, the research shifted to organizational variables such as conflicts, unfavorable work environment, blocked career and work overload. The research explained that the organizational climate measures of Clarity, Work Pressure and the Work Stressors Index, posed major differences. Kalbers and Fogarty (2005) proposed a study that focused mainly on attaining evidence of the job burnout tendencies of accounting professionals. Hakanen, Bakker, and Schaufeli (2006) presented a Job Demands–Resources Model focusing on teachers. This consisted of two phases from work-related well-being among members of staff, namely energetically process (job demands) and a motivational process (job resources), linked hypothetically. The study concluded that the job demand was more prominent among the two processes. Goddard, O'Brien, and Goddard (2006) later focused on burnouts in elements of school environment. Ramarajan and Barsade (2006) elaborated in their work that the impact of job demands, trait and organizational respect negative affectivity on stress and burnout had been observed in the human services field as the longitudinal field study. The gap of these researches was that they conducted surveyed or emphasized on only by focusing on a single institute rather than covering a wider area.

Three Dimensional Models (TDM). Most authors describe burnout as a set of symptoms of emotional exhaustion, depersonalization and reduced personal accomplishment. It's also a state of removal from a state of decreased motivation or work due to excessive stress (Cherniss, 1998; Abbas, Roger, & Asadullah, 2012). However, this model just explains three aspects ignoring the other factors like social, physical etc.

The Job Demands—Resources Model (JD-R). It refers to those social, physical, or organizational features of the job that require sustained physical or mental effort and are therefore associated with certain physiological and psychological costs. Whereas theories about the development of fatigue explain the relationship between exhaustion and demands, the relationship between disengagement and resources may be explained by theories about health promotion and maintenance (Antonovsky, 1987; Richter & Hacker, 1998). However, this study focuses on one category internal or external resources of human service professions. More reliable scales should be included for the assessment.

Factors Influencing Burnout

Researchers have identified various causes of stress and burnout which change from job to job and person to person. Researchers identified various organizational role stress factors including inter role distance, role overload, role ambiguity, role expectation conflict, self-role distance, role isolation, personal inadequacy, and resource inadequacy (Dua, 1994; Griffith, Steptoe, & Cropley, 1999). Research shows that employees at senior level face more workloads

and more role-overload. Moreover, other things being equal, stress tends to affect younger than older, more experienced ones, less experienced teachers over older, women over men; single teachers over married; those of lower academic rank over higher ranked (Winter, Taylor, & Sarros, 2000; Srivastav & Pareek, 2008).

Researchers studied burnout and organizational climate relationship by focusing on the educational sector. The relationship between emotional stressors and organization was found to be non-significant and negative. This concept revealed that the public sector employees were bound to face more job burnout. (Kanten & Er Ulker, 2013; Ozyer, Eryigit, & Erbaharli, 2013).

Nonetheless, researchers just focused on the impact of organizational climate on person's behaviors. They concluded based on these findings that negative relationships were experienced between behaviors and dimensions of organizational climate and ignore the other factors. It just focused on the two sectors private and public although in comparison semi government and other sector can be included.

Demographics and Burnout

Most studies of burnout have focused largely on the investigation of background variables like marital status, age, and years of teaching and gender as predictors of burnout. In fact, empirical studies involving psychosocial environment dimensions of schools and classrooms as antecedents to teacher burnout are rare (Maslach & Jackson, 1981; Anderson & Iwanicki, 1984; Malik, Mueller, & Meinke, 1991; Byrne, 1991, 1994).

Organizational Silence

This concept explained organizational silence and its influence in terms of burnout. This study implied that organizational silence and burnout relationship is positive and strong. It also suggested that organizational silence poses no effect on reduced personal accomplishment. Some other researchers suggested that there should be involvement of employees for the improvement of the overall organizational structure. This could be achieved by the improvement in communication between management and correctional officers (Tahmasebi, Sobhanipour, & Aghaziarati, 2013; Finney, Stergiopoulos, Hensel, Bonato, & Dewa, 2013). However, researchers conducted surveyed or emphasized on only by focusing on a single institute rather than covering a wider area. The study can be improved by focusing on a wider audience rather than only female teachers.

Burnout in Cross Genders

Women employees were subject to more stress and job burnout. Researchers suggested that increased level of job burnout was faced by the employees, mainly females of various organizations. They elaborated that it had been a very significant challenge faced by the organizations (Guglielmi & Tatrow, 1998; Ozyer, Eryigit, & Erbaharli, 2013; Xu, 2015). However, researches in these years were that, they only focused on a single set of female employees such as teachers, doctors or industry workers rather than conducting a survey to finding out the main stress factors faced by female employees regardless of their fields.

Mainly in 2002 and 2003, the focus shifted to origins of psychological health. Cilliers and Kossuth (2002) presented the origins of psychological health, by using functioning as reference. It was concluded that Industrial Psychologists can play a significant role in improving organizational climate by supervising and improving the level of functioning amid its non-managerial employees and managers. Also Lloyd, King and Chenoweth (2002) presented a review that indicated that social work turned out to be more stressful and had more

burnout rate than other fields. Though, they only reviewed the problems faced rather than suggesting improvements for less burnout rate. In 2003, the interest further narrowed down to individual psychological attitude of the employees. Parker et al. (2003) presented a review on meta-analytic procedures. Main focus on this study was to examine female employees' attitude and psychological climate individually. Their research could be improved by explaining the development, both theoretically and methodologically, and also by focusing more on the psychological climate construct.

Hirst et al. (2008) cross-cultural researchers presented a survey mainly focusing on UK's work climate. They found out that there was a significant interaction between work demands and climate for autonomy. They concluded that there was a positive relation of climate for autonomy, organizational productivity, provided when there was low rate of work demands climate. Cullen, Silverstein, and Foley (2008) emphasized the importance of certain programs that help in increasing organizational support, including job design strategies. Chauhan (2009) indicated that job burnout could be avoided/ minimized if employees could develop involvement in their jobs and psychologically identify themselves according to their jobs individually. Chang (2009) examined burnout factors and levels among female teachers. The study suggested that antecedent appraisals help teachers to understand their emotional triggers. Lishchinsky and Rosenblatt (2009) examined the dissimilarity involving two traditional work absence measures. The study could encourage managerial staff in creating ethical workplaces to minimize absence frequency.

Relationship between Job Burnout and Job Satisfaction

In the years 2010-2012, the focus was mainly on the subjective well-being of the employees and job satisfaction indicators. For this, Bakker and Oerlemans (2011) put forward the idea of organizations' subjective well-being. The study proposed positive types of work-related subjective well-being (SWB) that could lead to increase in job performance. Also, Burke, Mustafa, and Fiksenbaum (2010) explored the relationship between job satisfaction indicators and job burnouts, Functionality of hospital perceptions and nursing care quality, and the nursing staff's psychological health. The study accomplished that there was an important impact of job stressors on job burnouts and job satisfaction. Practical implications were proposed in accordance to various outcomes regarding the explanation of job burnout.

Additionally, women employees were subject to more stress and job burnout. Darabi, Neyestani, Ghafari, Maidanipour, and Mard (2013) focused on the entrepreneurial spirit among university students, keeping in view the organizational climate. This resulted in identifying the significance of entrepreneurship spirit among students, keeping in view the organizational climate. But their research neglected to relate the significance regarding autonomy and risk-taking. Kanten and Ulker (2013) investigated the impact of organizational climate on counterproductive behaviors. They concluded based on these findings that negative relationships were experienced between counterproductive behaviors and dimensions of organizational climate.

Employees Involvement and Burnout

Finney et al. (2013) suggested that there should be involvement of employees for the improvement of the overall organizational structure. This could be achieved by the improvement in communication between management and correctional officers. Tahmasebi et al. (2013) presented a case study which explained organizational silence and its influence in terms of burnout. This study implied that organizational silence and burnout relationship is positive and sturdy. It also suggested that organizational silence poses no effect on reduced

personal accomplishment. Kumar and Singh (2013) have studied burnout and organizational climate relationship by focusing on the educational sector. The relationship between emotional stressors and organizational was found to be non-significant and negative. The study can find the gap between previous studies by focusing on a wider audience rather than only female teachers.

Method

The present research has used phenomenological investigation approach to obtain information about the causes of stress and job burnout among women in public and private sector. Phenomenology aims at gaining a deeper understanding about the nature and meaning of our everyday experience (Manen, 2007). The instrument consisted of open-ended questions to generate some qualitative data. Interview questions were related to participant's own feelings and experiences. Qualitative data provides a useful supplement to further interpret quantitative findings (Miles & Huberman, 1994). When the inquiry is carried out from the researcher's perspective it is known as bracketing (Welman & Kruger, 1999).

Rationale for Qualitative Phenomenological Investigation

Given the lack of research on job burnout among females in Pakistan, it was determined that a qualitative study would be an appropriate method of investigation. Qualitative research methods are interpretive, constructive and it is very useful for the phenomenological studies in which very less is known related to the phenomenon (Strauss & Corbin, 1990). Patton (2002) mentioned that phenomenological study focused on achieving knowledge that how people experience and develop a worldview about a certain phenomenon.

Participants

Researcher took interviews from 16 participants from the working mothers. The final sample (N) consisted of 12 working mothers. She tried to obtain diverse sample, in which teachers, police women, business woman, private employees, students and lower level employees are included. They had personal experience on working in a work community with a history stress and burnout. Participant age ranges from 25 to 35 years. Working experience is 10 years or less than 10 years. The interviews were audio recorded lasting from 25 to 30 minutes. The researcher later transcribed the recordings. Although the instrument was given in advance to the participants so they can mentally prepare themselves and can share their true and every aspect related to topic in depth. The qualitative model of data collection and analysis allow for a small sample size because a unique experience related to an individual is going to be studied (Barker, Elliott, & Pistrang, 2004). The sample was chosen on the basis of the interest of participants in the research topic and their having knowledge of the phenomenon being researched due to their own personal experience of such phenomenon.

Measurements

The questionnaire, "Stress and Burnout among Working Mothers," contains five sections (See annexure A for details). Each section has several open ended questions. The first section is related to personal information in which closed questions were asked regarding name, age, qualification, job experience, organization, public or private sector, reason of doing job and routine. The second section of the questionnaire consisted of questions about work health factor related to participants. Third section covered the work overload by asking questions

related to it. Fourth section is about the work environment with 5 open ended questions. Last section was work-family conflict.

Trustworthiness and Credibility

Trustworthiness and credibility are important characteristics of good qualitative research (Moules, 2002; Farmer, Robinson, Elliott, & Eyles, 2006). Peer debriefing was conducted to enhance trustworthiness and credibility of qualitative research (Lincoln & Guba, 1985; Maxwell, 1996). It was used to increase the validity of research. It can be defined as a process that the aspects of inquiry that might otherwise remain implicit in the mind of inquirer if exposing oneself to disinterested peer in order to explore (Lincoln & Guba, 1985). Member checking was also conducted after the study. Data interpretations were shared with the participants for verification and confirmation in order to strengthen the authenticity of the study. Moreover, methodological triangulation was employed to increase the validity of the research. Methodological triangulation increases the validity of data by involving more than one method to gather data (Denzin, 2006). Triangulation involved questionnaire, personal observation of researcher and interviews to collect data from participants.

Data Analysis and Findings

Data analysis was conducted in different steps. Analysis of data was guided by the research questions. After conducting the interviews, researcher did a thorough understanding of the data that what actually was being shared by the participants. Peer debriefing was used to increase the validity of research. After the careful reading of data many times main and sub themes were identified. Analysis of data guide to four themes (a) Work health factors, (b) Work overload, (c) Work Environment, and (d) Work family conflict. Sub themes were derived from these themes and responses. The Main and sub themes are following:

Table 1
Identified Themes and Sub Themes of Stress and Burnout Among Working Mother

Work Health Factor	Work Overload	Work Environment	Work -Family Conflict
Disturbed Sleep	Overtime	Productivity	Time Management
Mood Swings	Hectic Routine	Office Politics	Supportive Family
Health Issues	Frustration	Motivation	Burden

In qualitative research, data is to be presented in a simple format as the complexity lies within the data itself (Chenail, 1995).

Disturbed Sleep

Almost all participants said that they cannot sleep properly due to different reason some have small kids, sleep late due to work at home and etc. Below I have mentioned some participants' comments related to it:

I do not sleep properly due to burden and according to my own choice.

Yes, my sleeping habit changed a lot. I just sleep 3 to 4 hours in the whole day.

Yes, my sleep really gets disturb when marriages season is ON.

Yes, I do not sleep properly because my younger son is one and a half years old so he teases a lot like he wakeup in the middle of night and cry for milk.

Mood Swings

All participants mentioned about the mood swings that their mood change quickly. Almost every participant stated that

Yes, my mood swings very quickly due to work pressure.

Frustration

They usually get frustrated at the work as well as home because they get tired of daily tough routine and eight said that they do not share their feelings and problems with anyone other 4 said we do share with family or friends. Below are some responses of the participants:

Once or twice my mood gets worst and at that time I just shut my mouth and sit down. I do not talk with anyone and people around me get an idea that I am not in a good mood they also do not talk. When I am depressed I do not share my issues and problems with anyone.

When I get depressed or angry I shout on the person.

No, mostly I do not get frustrated as such a lot.

Health Issues

Every participant mention that they face some health issues in which especially the back pain and the headache. Participants responded:

Yes, excess headache then I take pain killer Panadol it helps a lot.

Yes, I use to have pain in the back joints and in the neck.

I usually have backaches and sometime migraine.

Overtime

Overtime is working other than the office hours. Participants mentioned that overtime does exist but it is not paid. It's really a tough work for us. Following are some of the responses:

In our company there is overtime concept but it is paid.

My working hours are just 8 hours but I need to perform and be in touch with the office 24 hours and we do not get any extra pay for it.

On weekends sometimes I have to do the overtime and it's really not good. I hate going on weekend.

Hectic Routine

Working mothers have a very tough routine as they have to manage home, family and work. She needs to manage all the three things together because of which they think working mothers are very active and do not get involve in problematic family issues. Response of a participant which is almost similar with the other participants also:

I have a very tough routine as I already told you that I just sleep for 4 hours in a whole day. In morning wakeup at 6 offer Fajar namaz then I cook breakfast then ready the kids and husband. Drop the kids in the school reach office around eight. From eight to four at office then go to home spend time with kids check their homework. I also teach Quran Pak to my kids. Later on, I cook dinner for kids and after dinner kids sleep and I again wait for my husband till then do other work related to home. When my husband come home we have dinner and spend almost two or one hour together. Then around 2 am I sleep. This is my whole day routine.

Productivity

Participants told that they usually dragged their self to work on Monday's. One participant responded,

Yes, usually on Monday's I feel difficult to go to office because I had spent a very good weekend with family so it's difficult to leave them and enter in a busy and hectic routine.

Yes, on Monday's I feel like I am dragging myself to office and when I am sick it's literally very difficult to go office.

Office Politics

There are always some politics going on in every office. Participants shared their point of views as fellows,

Yes, sometimes I get irritated by coworkers and boss especially when there is no work appreciation and I work really hard. When some conspiracy is going on in the office against me I really get tense.

A lot of games and conspiracies against women in the office because they think that women cannot work properly.

Motivation

Basic motivation for the participants for going to the work are mainly following:

I get motivated because in my life I want to achieve something in my life.

I want to do something different in my life I do not want to be like the common women.

I want to give everything to my children which they wish.

For my children's better future.

Time Management

Working women think they are better time managers than the house wives.

In my point of view, the working women are more active and good time planner in their life than the house wives. Because they do not have time for the family politics and all. They just focus on their family and office and no time left for other things.

From another respondent's point of view,

Working women are active because they have maintained and made a balance daily routine for the work. She is not just handling office work but also looking after her family which is not easy to manage.

Family Complaints

Mostly respondent told me that their family member also complain that she do not give proper time but later on they get used to it. Some of the respondent's comments are mentioned below:

My younger son usually felt my absence a lot and he usually complained me mama you do not give time to me. You do not play with me and its really hurting.

My husband usually complains about the time. He used to say leave this thing and be relax.

Supportive Family

Almost every responded said their families are cooperative without their support it is impossible:

I have a very cooperative and helping family. Thanks to Allah who blessed me with the awesome family. When I am at work, my in-laws keep the children and look after them.

My husband is very cooperative he usually helps me in my every task. We have divided our tasks.

My husband is really cooperative as I am doing job from 3 pm till 10 pm. At this time my husband takes care of the children and home.

Yes, my family especially my father-in-law is very supportive and he always encourage me to learn and experience more. He is my real motivation.

Burden

Mostly respondents talk about the burden. Which are following:

Sometimes it gets really difficult for me to manage between work and home.

It is really hectic to manage both at the same time especially when there is some problem is going on in one place.

Discussion of Results

When it comes to burnout and stress and combining or managing the work and family together (Weigel, Vernon, & Tognacci, 1974). Studying stress and burnout among the working mothers presents considerable difficulties. Finding patterns among individuals that have been victims, is difficult, reflecting the complexity of the topic and somehow lack of straight forward answers.

In all above themes and subthemes, they are direct cause of the stress and burnout among working mothers. Because of the tension and mismanagement at home or at work it will lead to burnout and stress. Burke, Mustafa, and Fiksenbaum (2010) found that there was an important impact of job stressors on job burnouts and job satisfaction. There are numerous reasons for burnout. As a rule, burnout stems from employment. At the same time any individual who feels exhausted and undervalued is at danger for burnout from the hardworking office specialist who has not had a get-away or a bring up in two years to the fatigued housewife. Anyhow, burnout is not initiated exclusively by unpleasant work or an excess of obligations. Different analyses help burnout, incorporating your lifestyle and certain temperament characteristic. The data showed the main reasons of the occurrence of burnout among the participants.

Work Related Reasons of Burnout

The first theme is that of work related reasons of burnout. The data showed the main reasons are:

- Feeling like having little or no control over the work
- Lack of recognition or rewards for good work
- Unclear or overly demanding job expectations
- Doing work that's monotonous or unchallenging
- Working in a chaotic or high-pressure environment

Personal Reasons of Burnout

The data showed the participant's personal reasons of burnout which are shown below:

- Working too much, without enough time for relaxing and socializing
- Being expected to be too many things to too many people
- Taking on too many responsibilities, without enough help from others
- Not getting enough sleep
- Lack of close, supportive relationships

Implication for Future Research

In order to create a better understanding of the phenomenon of stress and burnout, research should be conducted with those working mothers who have more than ten years' experience. The current research study only looked at individuals who live in Pakistan. In future research can be conducted in other countries too. In the research the sample size is 12 it can be increased. Research is conducted on the different field of working women it can be done on the same group for the deep study.

Finally, although this research identified several themes considered to be related to the stress and burnout, it by no means exhausted the list of possible themes. Research is needed in the area of identifying what additional themes and patterns are destructive to a stress and burnout.

Conclusion

In summary, this research study used a qualitative, phenomenological method by which to gain a greater understanding of the lived experience of stress and burnout among the working mothers. The identified themes included work health factor; work overload; work environment and work family conflict. In research it is identified that due to work overload, burden and no appreciation the stress and burnout increases in working mothers. Which means they have direct relationship with each other. On the other hand, due to strong support from family especially from their husbands due to which working mothers do their work properly. The specific circumstances associated with pivotal moment were different for each participant, but the clarity of the moment was universal. Although not exhaustive in their scope, the identified themes were reported to be a part of the stress and burnout.

To my knowledge, no other study has explored the lived experience of stress and burnout among the working mothers. I am hopeful that the implications of this study will assist researchers in better understanding the themes, the destructive nature of these themes if left unchecked, as well as intervention techniques that assist in decreasing the impact these themes have on stress and burnout.

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Appendix

QASMS

Quaid-i-Azam School of Management Sciences
Quaid-i-Azam University, Islamabad

Syeda Faiza Gardazi, is an M.Phil candidate at School of Management Sciences, Quaid-i-Azam University, Islamabad, Pakistan. She is conducting a research on **"Causes of Stress and Burnout among Working Mothers in Pakistan".** This questionnaire has two parts. Part One is about personal information and has ten items. On the other hand, part two has four sections (subparts); section (a) is about "work health factor" and has 4 items, section (b) is related to "work overload" and has 2 items, section (c) is "work environment" and has 5 items whereas section (d) has 3 items related to "work family conflict". This questionnaire is being used purely for academic purpose and all the information provided will be kept confidential as well as anonymous. It will take about 25-30 minutes of your precious time.

Causes of Stress and Burnout among Working Mothers	
S. No	**Part One: Personal Information**
a.	Name
b.	Date of Birth/Age
c.	Qualification
d.	Occupation and post
e.	Public or private sector?
f.	Organization (Optional)
g.	Reason of doing Job
h.	Routine of the day
i.	Name
j.	Date of Birth/Age
	Part Two: Questionnaire
a. Work Health Factor	
1.	Are you using food, drugs, drinks or physical activities to feel better or not simply feel better?
2.	Please tell me about your sleeping habits? Have your sleeping habits changed?
3.	Are you troubled by unexplained headaches, backaches, mood swing or other physical complaints? Whom you share your problems with?
4.	How much break do you take while working? Use of break and in what way? (Define breaks e.g. lunch / tea break)**.**
b. Work Overload	
5.	What overtime trend do you have? How willing are you to be part of it?
6.	Have you ever told your friends, family or colleagues that you tired workload? What and How often do you tell them?
c. Work Environment	
7.	Do you socialize at work? What are the reasons of motivation (Like what is in your mind when in the morning you have to go office)?

8.	Is there any time you can think of when you dragged yourself to work and had trouble getting started once you arrive? How often does that happen? (Productivity)
9.	What is your everyday behavior? Can you recall any experience when you became irritable or impatient with bosses, co-workers, customers or clients?
10.	How many days are spent well in a week and why?
11.	How many days are not usually spent good and why?
d. Work Family Conflict	
12.	How do you manage your time between work and family?
13.	Does your family (children and husband) complaint about not giving proper time?
14.	What's the difference between Monday and Friday morning?

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Article Citation

Gardazi. S. F., Mobeen, N., & Gardazi, S. A. A. (2016). Causes of stress and burnout among working mothers in Pakistan. *The Qualitative Report, 21*(5) 916-932. Retrieved from http://nsuworks.nova.edu/tqr/vol21/iss5/11