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The Effect of Career- Family Priorities on Life Stress and Job Involvement Service

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ABSTRACT

This study aimed to investigate how career-family objectives affect life stress, job engagement, service efficacy, and career prospects. This study used Quantitative Exploratory Research method. Using self-administrative survey - as the main method of data gathering - was used to gather data from employees currently serving in private sector organizations in Pakistan. The findings determined that Career-Family priorities are essential for accomplishing strategic objectives. To reduce stress in the workplace by ensuring that employees are happy with their employment and have a pleasant atmosphere to work in. To keep employees, the company should offer those benefits and compensation that are competitive. Additionally, the Supervisor's upbeat demeanour is crucial. The majority of the time, irrelevant job duties create barriers for priorities related to career and family. Designing appropriate and pertinent job involvement is the main task of HRM. Organizations that have healthy internal politics are better able to retain employees over the long run.

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1. INTRODUCTION

In today's fast-paced world, balancing family and professional objectives is a major problem for many people. Finding the ideal compromise between these two values can result in a more satisfying and less stressful life that is both more satisfying and less stressful. Finding the correct balance can reduce stress, but failing to do so can have a negative impact on one's participation in their work and ability to provide good services. In the context of an organizational setting, this study project aims to investigate how career-family objectives affect life stress, job

engagement, service efficacy, and career prospects (Shin & Shin, 2020). This research model examined the relationships among job involvement, service efficacy, stress in life, and career possibilities concerning the relationships among involvement in job, service effectiveness, stress in life, and career possibilities in relation to family and professional priorities.

2. LITERATURE REVIEW

Career and Family Priorities

Career and family are two of the most important priorities for individuals, and balancing these two demands can be a challenge. Research has shown that individuals who prioritize their careers over their families tend to have higher levels of organizational commitment. This is because they see their careers as a way to achieve their personal and professional goals and identify with their organization. On the other hand, individuals who prioritize their families over their careers may have lower levels of organizational commitment, as they may see their jobs as a means to an end rather than a source of personal fulfillment (Burke & Singh, 2014).

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Life Stress

Life stress can also have an impact on organizational commitment. Individuals who experience high levels of stress in their personal lives may find it difficult to fully engage with their work and the organization they work for (Lin & Ensel, 1989). This can result in lower levels of organizational commitment and may even lead to job turnover. To mitigate the negative effects of life stress on organizational commitment, organizations can offer support services, such as counseling and stress management programs, to their employees.

Job Involvement

Job involvement refers to the extent to which individuals are emotionally invested in their work and the organization they work for. Research has shown that individuals who are highly involved in their jobs tend to have higher levels of organizational commitment (Lodahl & Kejnar, 1965). This is because of their commitment to the organization's success and the fact that they view their work as a significant component of their identity. In contrast, individuals who are not highly involved in their jobs may have lower levels of organizational commitment, as they may see their work as just a means to an end.

Service Effectiveness

Service effectiveness refers to the extent to which organizations provide high-quality services to their customers. Research has shown that individuals who work for organizations that are perceived as being effective in providing services are more committed to their organizations (Pugh, et al., 2002). They are aware of their work as contributing to a larger cause and they feel a sense of pride in their organization. On the other hand, individuals who work for organizations that are not perceived as being effective in providing services may have lower levels of organizational commitment, as they may feel disillusioned with the organization and its mission.

Career Prospects

Career prospects refer to opportunities for advancement and professional growth within an organization. Research has shown that individuals who perceive their career prospects within an organization to be positive tend to have higher levels of organizational commitment. This is because they see the organization as a long-term investment and they are dedicated to the organization's success (Theodossiou & Zangelidis, 2009). On the other hand, individuals who perceive their career prospects within an organization to be limited may have lower levels of organizational commitment, as they may feel that the organization is not providing them with the opportunities, they need to achieve their personal and professional goals.

High levels of job obligations placed on hotel employees interfere with their free time. Various studies investigated the work-life conflict's effects on job stress, life happiness, and desire to leave the hospitality industry. Job stress makes hotel staff more likely to consider leaving their jobs. Conflict between work and recreation increases anxiety at work and which increase motivates turnover, which lowers hotel employees' perceptions of their quality of life. This is according to the Job Demands-Resource paradigm (Mensah, et al., 2023).

Dependent and Independent Variables

The Independent variables in this research model are life stress, job involvement, service effectiveness, and career prospects. These variables will be measured based on the responses of the study participants. The Dependent variable is career-family priorities, which will also be measured based on the responses of the study participants.

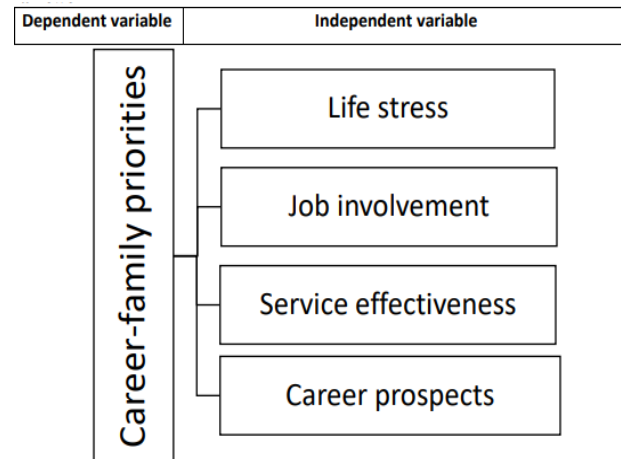


Figure. 1. Theoretical framework

Hypotheses

- H1: Career prospects (CP) significantly affect Career Family priorities in private organizations
- H2: Job involvement (JI) significantly affected Career Family priorities in private organizations
- H3: Life stress (LS) are significant effect on Career Family priorities in private organizations
- H4: Service effectiveness (SE) significantly affect Career Family priorities in Private organizations

3. METHODOLOGY

This study used Quantitative Exploratory Research method. Using self-administrative survey - as the main method of data gathering - was used to gather data from employees currently serving in private sector organizations in Pakistan. The 300 respondents that were gathered to form the sample size. A self-evaluate questionnaire is used, and it was composed with nine questions. Each variable is evaluated using a Likert scale, which had five points from least to highest levels of agreement.

Statistical Tools

The statistical tool to be used in this research proposal is regression analysis. The regression analysis was used to determine the connection among stress, job involvement, service efficacy, and job prospects and career-family priorities. The research will also utilize detailed statistics to give a summary of the information gathered. A regression analysis equation that could model the Job prospects, anxiety about employment engagement, family objectives, and the efficacy of services.

4. Results & Findings

Assessment for Reliability

In order to determine the reliability of the items in the questionnaire, the Cronbach Alpha test was applied and the result found was satisfactory.

Regression Analysis Equation

$$\text{Career Prospects} = \beta_0 + \beta_1(\text{Career-Family Priorities}) + \beta_2(\text{Life Stress}) + \beta_3(\text{Job Involvement}) + \beta_4(\text{Service Effectiveness}) + \epsilon$$

Where:

β_0 represents the intercept or constant term in the equation, which reflects the value of career prospects when all other variables are zero.

$\beta_1, \beta_2, \beta_3,$ and β_4 represent the regression coefficients that estimate the strength and direction of the relationship between each independent variable (career-family priorities, life stress, job involvement, and service effectiveness, respectively) and the dependent variable (career prospects).

ϵ represents the error term or residual, which captures the unexplained variance in career prospects that is not accounted for by the independent variables.

It is important to note that this equation is a hypothetical model and the values of the regression coefficients would need to be estimated using datagram sample of individuals who have reported their levels of career- family priorities, life stress, job involvement, service effectiveness, and career prospects. Additionally, there may be other relevant variables that could be included in the model, and the relationships between the variables may be more complex than a linear equation can capture.

Table 1
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error	Durbin- Watson
1	.524a	.294	.279	.5736	1.701

a. Predictors: (Constant), SE, LS, CP, JI

Dependent Variable

The study's model summary is included in the table. R is the coefficient of the correlation among the variables from the table mentioned earlier, and it is close to 50% at 54.2%. at means the Career Family priorities(CFP)are a statistically significant correlation with Service effectiveness(SE) and

Table 2
ANOVA

Model	Sum of Sources	Df	Mean Square	F	Sig.
Regression	26.934	4	6.734	20.464	.000a
Residual	64.821	197	.329		
Total	91.755	201			

a. Predictors: (Constant), SE, LS, CP, JI
b. Dependent Variable: CFP

Statistical Model

$$\text{Career Prospects} = \beta_0 + \beta_1(\text{Career-Family Priorities}) + \beta_2(\text{Life Stress}) + \beta_3(\text{Job Involvement}) + \beta_4(\text{Service Effectiveness}) + \epsilon$$

Where:

CFP =Career Family priorities (Dependent) CP= Career prospects(CP) (Independent) JI= Job Involvement(JI) (Independent) LS=Internal Politics (Independent)

SE= Service effectiveness (SE) (Independent)

$\beta_1, \beta_2, \beta_3, \beta_4,$ =are coefficients of the independent variable

β_0 =Constant

μ = Error terms

i = is the subscript means the data is cross-sectional

Statistical Procedure

As a statistical tool, multiple linear regressions were applicable. To analyses our data, we use SPSS, a statistical software. Through this, we discovered whether or not there is any connection between both independent and dependent variables.

Observation and Results Conclusions

Four independent variables—Career prospects (CP), job involvement (JI), life stress (LS), and service effectiveness (SE)—were presented in this study to analyses career and family priorities in various Pakistani organizations. The regression test is carried out with the same dependent variables, such as career and family priorities, for each independent variable. The results that were produced using the SPSS application are shown below.

Career prospects(CP). The coefficient of determination is indicated by the R Square in the table above. The R square value (0.294) indicates that independent variables like life stress (LS) and job involvement (JI) account for 29.4% of the variation. The study model does not match the available data, as demonstrated by the R Square value (0.294), which is less than 50%. , model is not fit the data provided.

The data matrix for the Analysis of Variances (ANOVA) is shown in table 2. Since the above table's sig value (0.000) is lower than 0.05, the investigation reject H0 and accepted the alternative hypothesis that Service effectiveness (SE), Career prospects (CP), Life stress (LS), and Job involvement (JI) significantly acted on Career Family priorities in private

organizations. Additionally, the F statistic value is higher than 2.9 (20.464 > 2.9), hence the F value also proved that Service effectiveness (SE), Career prospects (CP), Life stress (LS), and Job involvement have a positive effect on Career Family priorities in private organizations.

Table 3
Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
(Constant)	1.772	.252		7.031	.000	1.275	2.269
CP	.141	.045	.212	3.162	.002	.053	.228
JI	.113	.053	.150	2.142	.033	.009	.217
LS	.107	.040	.162	2.682	.008	.028	.186
SE	.259	.053	.317	4.878	.000	.154	.363

The study rejected the null hypothesis (H1) while accepting the alternate hypothesis that Career prospects(CP) have a significant impact on Career Family priorities in private organizations because the sig value for Career prospects(CP) in the above table is 0.002, which is less than the level of significance (=0.05). According to the beta coefficient value for CP (i.e.,.141), if we enhance 1 unit of CP, it will have an impact on 14.1% of Career Family priorities.

The investigation rejected the null hypothesis (H2) while accepting the alternate because the sig value for job engagement in the table is more than the level of significance (=0.05). According to the hypothesis, objectives for career and family in private organizations are not significantly affected by job involvement (JI). According to the JI beta coefficient value of. (0.113), if we properly produce 1 unit of (JI), it will have an impact on (11.3%) of Career and Family priorities.

The research rejected the null hypothesis (H3) and accepted the alternate hypothesis that Life stress (LS) negatively significantly affects Career Family priorities in private organizations because the sig value for Life stress (LS) in the table is 0.008, which is greater than the level of significance (=0.05). The Beta coefficient value for LS, which is (0.107), indicates that if we cut 1 unit of (LS), it will have an impact on (10.7%) of the priorities for Career and Family.

The study rejected the null hypothesis (H4) and accepted the alternate hypothesis that Service effectiveness(SE) has a significant effect on Career Family priorities in Private organizations because the sig value for Service effectiveness(SE) in the table is 0.000, which is less than the level of significance (=0.05). Since SE has a beta coefficient of (0.259), increasing SE by just one unit will have a (25.9%) negative impact on career and family objectives.

Assessment of Hypotheses Summary

The list of study hypotheses to accept and reject is provided below.

Table 4
Summary of Hypotheses Assessment

Hypothesis	Test Specification		Empirical Conclusion
	Beta Coefficient	Sig Value	
H1: Career prospects(CP) significantly affect Career Family priorities in Private organizations	0.141	0.002	Accepted
H2:Job involvement (JI) significantly affects Career Family priorities in Private organizations	0.113	0.033	Accepted
H3: Life stress (LS) significantly affects Career Family priorities in Private organizations	0.107	0.008	Accepted
H4: Service effectiveness(SE) significantly affect Career Family priorities in Private organizations	0.259	0	Accepted

Discussion

This study was conducted to analyses the factors affecting career and family priorities in private organizations. We used regressions, correlations, and reliability tests to acquire the right results. A strong human resource management specifically practices The key components for a company's success in lowering staff turnover are employee strengthening, training and advancement, assessment structures, and compensation. This study's conclusions regarding career prospects (CP) demonstrate that they have

a significant and advantageous influence on career family priorities. The explanation is that satisfied employees stay put in the same company for a long time. Regressions, correlations, and reliability tests were carried out. The supervisor behaviour, which has been studied by Ng'ethe, et al., (2012) also confirms this finding. In light of this, Service Effectiveness (SE) indicates a significant link between Career Family Priorities and (LS). The Supervisor's upbeat attitude inspires workers to stay with the same company, which is the primary driver of good relations (LS) in this study. Career Family Priorities in Private Organisations Do Not Significantly Affect Life Stress (LS) and Job Involvement (JI). The primary goal of this study is to examine the Pakistani

Career Family prior to an organization. A thorough questionnaire was created to accomplish the goal in order to get the best results from the chosen data collection method.

5. CONCLUSION & RECOMMENDATIONS

The goal of this study is to identify the key variables that can affect career and family priorities in private organisations. These variables include career prospects (CP), job involvement (JI), life stress (LS), and service effectiveness (SE), which can determine whether or not career and family priorities have an impact. Therefore, a variety of circumstances affects career and family priorities. Its main objective is to investigate how various elements affect Career Family priorities. The findings determined that Career-Family priorities are essential for accomplishing strategic objectives. To reduce stress in the workplace by ensuring that employees are happy with their employment and have a pleasant atmosphere to work in. To keep employees, the company should offer those benefits and compensation that are competitive. Additionally, the Supervisor's upbeat demeanour is crucial. The majority of the time, irrelevant job duties create barriers for priorities related to career and family. Designing appropriate and pertinent job involvement is the main task of HRM. Organizations that have healthy internal politics are better able to retain employees over the long run.

Strategy Repercussions

The analysis of factors influencing career and family objectives in private organizations was the main goal of this study. The HR Department will use this study to reimagine staff policy. The impact of The Career Family priorities on private organizations was examined in this study. This study can be expanded in the future to examine the impact on multinational corporations or major businesses using more and other variables.

Competing Interests

The author has declared that no competing interests exist.

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