Journal for Business Education and Management
ISSN (Print): 2790-7848 ISSN (Online): 2790-7856
Volume 1, Issue 2, Page 63-74, December 31, 2021

MENTAL HEALTH NEEDS OF EMPLOYEES: PAKISTAN'S CASE

Saadia Khan
Research Scholar
DHA Suffa University, Karachi
saadia.khan@dsu.edu.pk

Abstract

Social and cultural factors have historically kept most women from entering the job market in Pakistan. Employees in Pakistan face social and economic disadvantages relative to men working in the same field. With the recent challenges in society caused by the increasing female population, financial need, and limited educational facilities for girls and women, women tend to enter the job market more than earlier. Still, social and cultural factors have kept most women from entering the job market. Considering the situation in Pakistan, this study examined the relationship between work-life conflicts, job satisfaction, and the turnover ratio of the female working gender in Pakistan. The data is collected through questionnaires from female staff working in academic institutions, banks, and NGOs operating in Pakistan. The sample size was kept to 350 female staff members to find out the importance of work-life conflict, job satisfaction, and job departure. The study found that work-life conflict has a significant impact on job satisfaction.

Keywords: Work-Life Disputes, Women's Earning Potential, Household Responsibilities, Financial Assistance, Workplace Environment.

Introduction

The influence of cultural factors on the mental health of women indicates that gender discrimination in South Asia has led women to be in second place in society. However, there is now ample evidence that these women have a higher prevalence of mental health problems in certain areas, leading to depression, suicide, deliberate self-harm, and eating disorders (Mayston et al., 2020). A study conducted in Pakistan showed that the factors associated with depression in upper and middle-class women were marital conflict (25.5%), conflict with in-laws (13%), economic dependence (10%), and lack of meaningful work (14%), and a sense of responsibility at home and work (9%) (Makola et al., 2020). Another study conducted in the same country showed that the most common factor in forcing women to commit suicide is a conflict with husbands and in-laws (Ahmad & Masood, 2011). Pakistani females represent disparity and diversification prevalent in the country at all levels. A large number of underprivileged female workers are misused by putting them beggarly, offering low wages against heavy workloads, etc. (Chowbey, 2016). Traditional family rules and restrictions usually bind them.

The head of the family has economic responsibility, but owing to the economic crunch, in some cases, the female gender of the family also contributes financially (Kassim, 2020). A female member takes part in organizing the house and contributes to earning bread as well (Kumarasamy, 2016). In some cases, the male member or head of the family demands the female component of the family to contribute to earnings (Soglin et al., 2020). Though it is difficult for women to manage the house and

This work is licensed under a Creative Commons Attribution 4.0 International License.

workplace in Pakistan, social norms and obligations demand that women keep a balance between home and work life. The flow of domestic and work life makes the life of women stressful. She must tolerate both places being weaker by nature (Chowbey, 2016). Women are expected to contribute cheerfully to family affairs as well as at work. Previous studies have revealed that the psychological effects of conflict are much higher than the physical effects (Gao et al., 2020). The incident of mistreatment leads women to lose their self-confidence. It places them at high-risk factors for psychological disorders like depression, post-traumatic stress, suicide, alcohol intake, and drug usage (Akhter, 2016). By providing better health care, these women can be helped in recovery and get back to normal life.

To find out the impact of work-life conflict on job satisfaction and job departure, quantitative research is conducted using ANOVA as a tool for data analysis.

Literature Review

Work-life Conflicts.

Worry in the work and family fields can have combined impacts and can spread to all zones (Maunganidze, 2020). Women's work pay chances are limited as female workers are more employed in the brick industry, some as teachers, nurses, and lady health workers. Usually, women who work are from the lowest caste, which makes it impossible to have paid jobs in that high social hierarchy. They do not have moderate services available to them, and the ability to assess and have things independently is also low in ratio (Izugbara et al., 2020). When women do not have enough material possessions or income wealth, it drives them to the employment sector, where men are a strong support in the family. That leads her to gain more training for workforce requirements. This gives her a chance to have more decision-making authority, whether it is at home or in another community. The quality of work, the chances of success, and meeting opportunities at social gatherings better status contribute to job satisfaction (Peterson, 2018). There is a chance of job opportunities like brick-taking and industry work, which prevails in Punjab with high salaries, but the work is mostly done by poor caste women having high hard work required of dull labor. Work stress has different psychological stress or anxiety complications associated with it (Kromydas, 2020). Work stress can lead to having negative implications on production and family life (Assefa et al., 2020). Hence, easy work time management may reduce work tension and work-life conflicts that will have an important influence on the physical and mental health of workers and may reduce the high turnover rate.

Earning Potential

The system of a core family in Pakistan is dependent on long-established principles (Izugbara et al., 2020). The head of the household is the breadwinner, making choices for household management, and is considered the lead of the house. The wife is usually responsible for the upbringing of the child, pampering them, and giving emotional support to the whole family. If any one of the family members disobeys the orders of their elders, they are considered humiliated and regretted by the family. In Pakistan, women's main roles are household management, parental care, and

ISSN (Print): 2790-7848 ISSN (Online): 2790-7856
Volume 1, Issue 2, Page 63-74, December 31, 2021

marital status as a high-priority job, whereas work outside the home is considered secondary (Mayston et al., 2020).

Within Pakistan or some other places, gender standards are challenged by economic variation that gives females more chances to work outside and reduces poverty as the families require income to struggle (Anastasiou & Papagianni, 2020). Getting a job for employment purposes is a way out for women who earn money with less wage and income and low status in informal sectors, especially agricultural sites and domestic work (Valadares et al., 2020). These employees are under immense pressure due to the nature of their jobs as insecurity and threats emerge to family harmony- normally, men are at work, and women care for the family (Ahmad et al., 2020).

Financial Assistance

The third variable is financial assistance, which improves the condition of working at home and increases the decision-making role of women. She hopes that her in-laws and close family understand her job more seriously now (Chepkoech, 2020). They now ask for her opinion on major issues that they did not consider before her job. She now had an important role in decision-making, which impacted the rank of her brother-in-law. This clarifies the connection between earning income and ability. This ability gives her respect from their spouse, which was not there before, although he does consider her the only breadwinner of the family (Kotera et al., 2020). The work conditions of brick-taking and labor in the industry have no fruitful advantage compared to a lady health worker or a nurse. The status of women is updated at home through their education level as they bring money for household management and chores (Nation, 2019). The money brought by the women helps create opportunities for the members of their families during the years. The nature of the job brings more chances of success and incentives and makes an evaluative difference to her status (Pedersen et al., 2020). Role disputes that emerge between home and work develop anxiety and tension as female workers strive to meet the demands of family members and workers at job positions (Carnevale & Hatak, 2020).

Women in Southeast Asia have fewer opportunities to get paid work, which affects their mental health. In some urban areas of South Asian countries, women's social roles have changed to some extent. Now, they have more opportunities to be educated, employed, and enjoy civil rights in society. Positive social relations have a protective effect against depression (Paul, 2019). Anxiety and depressive disorders are common in all regions of the world. These disorders are also important because of their economic consequences. With an estimated population of 152 million, Pakistan is the sixth most populous country in the world. It is projected that, by 2050, the population will have increased to make it the fourth most populous country. There is a need to develop an evidence base to aid policy development on tackling anxiety and depressive disorders.

Household Management

Strengthening of ladies is deficient and one-sided if it quantifies just disparity and neglects to incorporate significant non-financial elements of dynamic force both at the family unit level and over ladies' bodies and sexuality (Wang & Zhao, 2020).

A huge study at Jinnah Postgraduate Medical Center Karachi in the 1990s showed the result that women twice sought psychiatric supervision compared to men, and mostly, they were aged 20 to 40s. This seriousness and lethal consequences can be prevented. Different channels and programs to create awareness about psychological disorders and not to keep a threatening image of men can be discussed further. The counseling system is through different mediums like TV and theater plays. Targeting women in Pakistan is very often. The target or mistreatment of women's rights and the biased and unjust attitude are crystal clear events in Pakistan. Study research conducted by the United Nations found that 50 % of women in Pakistan are physically beaten, and 90% of them are emotionally abused and words are mistreated. The study by the women's division on battered homemakers in Pakistan states that household violence takes place in 80% of Pakistan. Currently, the Human Rights Commission states that 400 cases of household violence are announced per year, and half of them die. Usually, doctors do not ask the victims of domestic violence to begin being targeted, nor do they give them any assistance regarding it. A woman is usually responsible for managing her marital life status (Naheed et al., 2020). The females must take care of the quality, whether it is triumphant. As a wife and mother, dual roles made her sacrifice, very protective, and tireless. Moreover, Pakistani women must be more in groups of relatives, family, and children rather than independent women. Women of Pakistan are more pampered with shields over the top, and the decision maker is someone else from the household management. They learn a code of behavior and social norms from an early stage of life, and if money is limited, then they must send their children outside to earn money to support their family and their siblings. As married women, they have a responsibility to control and manage their home with the earnings from jobs outside the home.

Jabeen et al. (2020) discussed that women's authority is the steps to gain and acquire planned life decisions that are not limited due to poverty and social or religious barriers. Microfinance plays an integral part in both gender and growth strategies because it represents the quickest connection between poverty less severe and women. If the woman is very poor but has financial support, it will allow her to be more independent and powerful in terms of household management and community events.

Workplace Environment

Independent women are powerful, but in the workplace environment, when faced with sexual harassment, many elements make them hesitant to act against the offender as there is a possibility they will lose their job or face embarrassment. Likewise, Malaysia and other Asian countries have moved many bills to give secure and safe workplace territory to women in Pakistan; a document of the Commission on Inquiry for Women in Pakistan identifies sexual harassment taking place in Pakistan. A total of 24,119 cases of violence or mistreatment cases were seen in Pakistan during 2008 -10, in which only 520 workplace territories were filed.

Yusuf et al. (2020) display that opinion of workplace environment where assistance and supervisor accommodating, and family benefits were linked with a lower level of stress in paid work and family roles. The place where women work has an impact on it, but if comfort with work hours or rewards is given, it will add less conflict. The social support mechanism is believed to be an integral part of reducing

ISSN (Print): 2790-7848 ISSN (Online): 2790-7856
Volume 1, Issue 2, Page 63-74, December 31, 2021

work-life conflict by increasing job satisfaction and balance and bringing positive influence on female job roles in the workplace. Time and work pressure are the primary work worries, just as the obligation of bringing up kids with significant family stress. Work pressure is, in this manner, related to clinically noteworthy mental results with huge medicinal services and social expenses. Stress hormone levels proceed to rise and may prompt the downregulation of glucocorticoid receptors, influencing guidelines. Mental instruments incorporate sentiments of vulnerability, which might be brought about by individuals' pressure and can cause side effects of exhaustion, trouble nodding off, negligence, and pain (Langer et al., 2020).

Methodology

A closed-ended questionnaire collected the Primary data. The research is quantitative and descriptive in terms of its data collected through an online survey questionnaire. The sample magnitude in this study was 200 women working in the labor sector; the convenience sample procedure used is a method in which a sample of a suitable reachable group of people was taken. The original data was collected through a survey questionnaire where the independent variable was work-life conflict. In contrast, the dependent variables include financial assistance, workplace environment, household management, and earning potential. Original data was collected through an adopted survey questionnaire. The survey questionnaire included questions built on a Likert scale and was created on the base of independent variables.

Research Design

The deductive approach, which is general for specific reasoning, has been used. It starts with a general theory, is reduced to a specific hypothesis, and is then evaluated to find the main problem. This study is based on a quantitative approach, based on the data collected through the questionnaire, and this study is explanatory to understand the relationship between the variables. The data of this research are cross-sectional since data have been collected from women in the labor sector as organizations of the banking and education sector that reside particularly in Karachi through a questionnaire.

Unit of Analysis

Data have been collected from the people who work employees who work in the organization, education, and banking sectors of Pakistan. For the data analysis, the SPSS software has been used to identify the impact of the independent variables on the dependent variable; the regression analysis has been used whenever there is one or more independent variables to investigate the impact on the analysis regression of the dependent variable.

Reliability and Validity

To guarantee that the unwavering quality is predictable with the outcomes, the dependability test (Cronbach's alpha) was utilized. In which the legitimacy of the substance was engaged to guarantee that the underlying gathered components were

conveyed to decide the variables that influence the emotional wellness needs of working ladies.

Ethical Consideration

Moral contemplations were viewed when gathering the information through the survey. The obscurity of the individuals and associations had been ensured. Moreover, assurance of the protection of research members is ensured, and the full assent of the members has been acquired before the investigation. This research is on a quantitative basis and descriptive to know the characteristics and connection between the variables. The unit of examination was female workers in the teaching and banking sectors. The procedure of data collecting was primarily through a direct questionnaire survey and a secondary method through reviewing research articles, and the time horizon was cross-sectional.

Results and Findings

Demographics of the respondents to the questionnaire and analysis of which factors have a significant impact on the mental health needs of employees in Pakistan. In addition, the study analyzes the relationship between independent and dependent variables through SPSS.

Table 1: Demographics Profile

Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Female	183	91.5	91.5	91.5
Male	17	8.5	8.5	100.0
Total	200	100.0	100.0	

Table 1 shows the 200 respondents who participated in the survey, of which 183 (91.5%) were women and 17 (8.5%) were men.

Table 2: Age of respondent

Age	Frequency	Percent	Valid Percent	Cumulative Percent
25-30	123	61.5	61.8	61.8
31-35	41	20.5	20.6	82.4
36-40	27	13.5	13.6	96.0
40 above	8	4.0	4.0	100.0
Total	199	99.5	100.0	

In terms of age, 123 of them are between 25 and 30 years old (61.5%), 41 (20.5%) are between 31 and 35 years old, 27 (13.5%) are in the range of 36 -40 years, the remaining eight respondents (8%) are over 40 years old.

Work Period

Table 3: Professional experience

ISSN (Print): 2790-7848 ISSN (Online): 2790-7856
Volume 1, Issue 2, Page 63-74, December 31, 2021

Professional experience	Frequency	Percent	Valid Percent	Cumulative Percent
0-5	103	51.5	51.5	51.5
6-5	51	25.5	25.5	77.0
11-15	38	19.0	19.0	96.0
15 above	8	4.0	4.0	100.0
Total	200	100.0	100.0	

In terms of professional experience, 103 respondents (51.5%) have experience of 0 to 5 years, 51 respondents (25.5%) have 5 to 10 years of experience, 38 of the respondents (19.0%) have 10 to 15 years of experience and the remaining eight respondents (4.0%) have experience of more than 15 years.

Table 4: Case Processing Summary

Case	Valid	200	100
	Excluded	0	0.0
	Total	200	100

a. Likewise, deletion based on all variables in the procedure

Table 5: Reliability Statistics

Cronbach's Alpha	N of Item
0.716	4

Reliability was evaluated by Cronbach alpha. Reliability showed positive results with a range of 0.716, which is acceptable. Reliability is the consistency of the questionnaire results. It does mean that whenever the questionnaire is repeated for the same population, similar results are obtained. Reliability does indicate a high degree of repeatability and consistency of the questionnaire.

Regression

Table 6: Model Summary for Regression Analysis				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.340a	0.115	0.035	0.992
a. Predictors: (Constant), Q20, Q6, Q14, Q7, Q17, Q9, Q18, Q5, Q10, Q15, Q12, Q8, Q19, Q16, Q11, Q13				

Analysis of Variance Analysis

Table 7: ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	22.491	16	1.406	1.428	0.133b
	Residual	172.321	175	0.985		
	Total	194.813	191			
a. Dependent Variable: Q1						
b. Predictors: (Constant), Q20, Q6, Q14, Q7, Q17, Q9, Q18, Q5, Q10, Q15, Q12, Q8, Q19, Q16, Q11, Q13						

Table 7 explains an insignificant variation.

Table 8: Coefficientsa					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.830	0.607		3.017	0.003
Q5	0.078	0.088	0.075	0.886	0.377
Q6	-0.025	0.074	-0.030	-0.333	0.739
Q7	0.031	0.094	0.029	0.332	0.741
Q8	-0.102	0.091	-0.098	-1.120	0.264
Q9	-0.053	0.094	-0.045	-0.559	0.577
Q10	-0.105	0.108	-0.090	-0.975	0.331
Q11	-0.013	0.108	-0.012	-0.124	0.901
Q12	0.125	0.088	0.120	1.419	0.158
Q13	0.126	0.107	0.116	1.179	0.240
Q14	0.029	0.068	0.033	0.429	0.668
Q15	-0.011	0.097	-0.010	-0.117	0.907
Q16	-0.007	0.121	-0.005	-0.054	0.957
Q17	0.105	0.092	0.099	1.137	0.257
Q18	0.083	0.092	0.075	0.898	0.370
Q19	0.107	0.087	0.111	1.231	0.220
Q20	0.077	0.093	0.074	0.825	0.411

The values of F and significance are derived from the ANOVA table. The significance and the F value are the identified p-value F statistics. The value of F and sig. Demonstrates that the model is significant [$F(4,275) = 2.856$, $p<.05$] We can, therefore, assume the model accounts for a significant variance in the turnover. The value of p is 0.24, which is less than 0.05, which states that F statistics are significant.

ISSN (Print): 2790-7848 ISSN (Online): 2790-7856
Volume 1, Issue 2, Page 63-74, December 31, 2021

Discussion

The analysis has spotlighted that employees in Pakistan play an important part in the growth of a sustainable economy that runs home affairs well due to their knowledge and academic background. The working parents of any house can be a source of stability by the way they work and the way in which the family lives by having a social support mechanism in terms of an organization where they work and time management, as their needs, wants, and desires are fulfilled. It is necessary to get assistance at the early stage of business affairs. It helps reduce stress for a long time, and family conflicts become less. The standard of roles is necessary for health in terms of mental, physical, and relationships, more than any other role begins to be spent on job specification. As different roles in life give golden opportunities for accomplishment, this also brings anxiety, complexity, irritations, and mood swings in terms of low wages, work-life, and family conflict that is affected in the workplace and family social life. This investigation barely has any constraints that were not attended to because of confined assets. Because of the constrained time and uncontrolled elements, we go to working ladies in Karachi. Just the university teachers and the banking sector were the reaching points for the questionnaire survey. The exploration concentrated on the psychological well-being needs of working ladies in Pakistan. At the same time, a similar issue is looked at in every association and family unit, including distinctive field enterprises, banks, medical clinics, common areas, and lodgings. This exploration is just restricted to 200 respondents. At last, this examination was directed in Karachi, Pakistan, while this issue is looked at in all urban areas and nations. These restrictions cannot be secured, yet they should be acknowledged later.

Conclusion and Recommendation

Pakistan is a growing nation, and its ambitious wealth should give adults the right to work together under one roof to gain sustainable economic extension and success. A survey of 5 years (1992-1996) in the University of Psychiatry Department Karachi (Agha Khan University Hospital) exhibits that out of 212 patients undergoing psychotherapy, 65 % were females, and 72% were married. The usual matters they faced were disputes with their husbands and in-laws. There 50 % of the women had no psychiatric detection, 28 % suffered from anxiety or depression kind of disorders, 5 -7 % had personality disorders, and 17 had other psychological disorders. The suffering women were aged between 20 – and 45. Most of them have bachelor’s degrees and have been married for 4-25 years with kids around 2-4, and some of them work outside the home like entrepreneurs, businesses, teachers at different institutions, and profit and type of work. Their signs were headaches, blocked feelings, engulfed heart, hearing fault, and numbness. It is seen that 5-10 % of the population have been experiencing recognizable depression with consultation or need of a psychiatric doctor. Women have a higher number of risk depression compared to men. The lifespan of depression is 10- 20 % in females. The rate of female depression is higher than male counterparts. The study shows there is 30 – 66% of depression or anxiety prevalence among females. Depression is causing a huge burden on the limited budget of Pakistan, which already has scarce resources for a country in which the gross national product is less than 1 %, out of which 0.4 is utilized for mental health illnesses.

Professional female workers need the government to make such strategies that identify and mark identical opportunities and sources for the betterment of the nation so that they can sort out their issues inside and outside the house. When strategy makers implement that insight, then the social barrier will be reduced, and more women will come into the job positions. When the state and government act, then there will be more diversity and fewer social barriers and discrimination against them (Zimmermann et al., 2020). There should be increased awareness of cultural perspectives and an institutional observer at a different stage; then, there is a possibility of noticing giant dreams of identical opportunities in Pakistani institutions. State-supported training and mindfulness cause that expansion acknowledgment and decrease the dishonor of psychological maladjustment in young ladies. There is a need for reaching emotional well-being and physical well-being administrations that are sheltered, aware, proper, and gender delicate for young ladies and ladies for the duration of the existence cycle, paying little attention to their monetary and economic comfort, race, nationality, or ethnic, social basis. Society must access satisfactorily prepared emotional wellness experts who furnish quality consideration steady with the best present information and accessibility of proper treatment, innovation, or drugs and who consider ladies' extraordinary needs. Aim to support the arrangement of preparation and essential instruction on sexual orientation issues for well-being and psychological wellness experts. Assist the arrangement of exact data and regard the decisions in treatment choices by young ladies and ladies at whatever point conceivable. Keep the uniformity of ladies' laborers by advancement inside psychological well-being administrations and associations, including equivalent open doors for headway. It is important to ponder the components influencing the psychological wellness needs of working ladies in Pakistan and their connection with autonomous and subordinate factors. The writing demonstrates that work-life struggle prompts work misfortune, so it is important to think about ladies' work-life strife and work progress.

References

Ahmad, M., Muazzam, A., Anjum, A., Visvizi, A., & Nawaz, R. (2020). Linking work-family conflict (WFC) and talent management: Insights from a developing country. *Sustainability*, *12*(7), 2861.

Akhter, F. (2016). Education, Dialogue and Deterrence: Tools to Counter Terrorism. *Sociology and Anthropology, pp. 4*, 257–262.

Anastasiou, S., & Papagianni, A. (2020). Parents', teachers' and principals' views on parental involvement in secondary education schools in Greece. *Education Sciences*, *10*(3), 69.

Assefa, Y., Hill, P. S., Gilks, C. F., Admassu, M., Tesfaye, D., & Van Damme, W. (2020). Primary health care contributions to universal health coverage, Ethiopia. *Bulletin of the World Health Organization*, *98*(12), 894.

Carnevale, J. B., & Hatak, I. (2020). Employee adjustment and well-being in the era of COVID-19: Implications for human resource management. *Journal of Business Research*, *116*, 183-187.

ISSN (Print): 2790-7848 ISSN (Online): 2790-7856
Volume 1, Issue 2, Page 63-74, December 31, 2021

Chepkoech, N. (2020). *Challenges Facing the Adoption of Flexible Working Practices and Work-Life Balance by Employees in the Development Sector. A Case of SNV Netherlands Development Organization Kenya* (Doctoral dissertation, United States International University-Africa).

Chowbey, P. (2016). Employment, masculinities, and domestic violence in 'fragile ' contexts: Pakistani women in Pakistan and the UK. *Gender & Development, 24*(3), 493–509.

Gao, W., Ping, S., & Liu, X. (2020). Gender differences in depression, anxiety, and stress among college students: a longitudinal study from China. *Journal of Affective Disorders*, pp. pp. *263*, 292–300.

Izugbara, C. O., Obiyan, M. O., Degfie, T. T., & Bhatti, A. (2020). Correlates of intimate partner violence among urban women in sub-Saharan Africa. *PloS one*, *15*(3).

Jabeen, S., Haq, S., Jameel, A., Hussain, A., Asif, M., Hwang, J., & Jabeen, A. (2020). Impacts of rural women's traditional economic activities on household economy: Changing economic contributions through empowered women in rural Pakistan. *Sustainability*, *12*(7), 2731.

Kassim, S. B. (2020). *Malaysian women's narratives of navigating careers following international study in New Zealand* (Doctoral dissertation, University of Otago).

Kotera, Y., Green, P., & Sheffield, D. (2020). Work-life balance of UK construction workers: Relationship with mental health. *Construction management and economics*, *38*(3), 291–303.

Kromydas, T. (2020). Educational attainment and gender differences in work–life balance for couples across Europe: A contextual perspective. *Social inclusion*, *8*(4).

Kumarasamy, M. M. (2016). The effect of emotional intelligence on police officers' work–life balance: The moderating role of organizational support. *International Journal of Police Science & Management, 18*(3), 184–194.

Langer, K., Hagedorn, B., Stock, L. M., Otto, T., Wolf, O. T., & Jentsch, V. L. (2020). Acute stress improves the effectiveness of cognitive emotion regulation in men. *Scientific reports*, *10*(1), 1-13.

Makola, Z. S., Rudolph, E. C., & Joubert, Y. T. (2020). First-time mothers' perceptions of workplace social support: An exploratory qualitative study. *Journal of Psychology in Africa*, *30*(2), 151-156.

Maunganidze, F. (2020). Dealing with gender-related challenges: A perspective of Zimbabwean women in the practice of law. *Cogent Business & Management*, *7*(1), 1769806.

Mayston, R., Frissa, S., Tekola, B., Hanlon, C., Prince, M., & Fekadu, A. (2020). Explanatory models of depression in sub-Saharan Africa: Synthesis of qualitative evidence. *Social science & medicine*, *246*, 112760.

Nation, U. E. (2019). *Towards a holistic understanding of student teachers becoming resilient on school placement* (Doctoral dissertation, University College Cork).

Naheed, A., Islam, M. S., Hossain, S. W., Ahmed, H. U., Uddin, M. J., Tofail, F., & Munir, K. (2020). The burden of major depressive disorder and quality of life among mothers of children with an autism spectrum disorder in urban Bangladesh. *Autism Research*, *13*(2), 284–297.

Paul, N. S. (2019). Depression among geriatric population; the need for community awareness. *Clinical Epidemiology and Global Health*, *7*(1), 107–110.

Pedersen, L. B., Allen, T., Waldorff, F. B., & Andersen, M. K. K. (2020). Does accreditation affect the job satisfaction of general practitioners? A combined panel data survey and cluster randomized field experiment. *Health Policy*, *124*(8), 849-855.

Peterson, C. L. (2018). *Stress at work: A sociological perspective*. Routledge.

Soglin, L. F., Ragavan, M., Immaneni, S., & Soglin, D. F. (2020). Assessing intimate partner violence in South Asian women using the index of spouse abuse. *Violence Against Women*, *26*(6-7), 697-711.

Valadares, G., Oliveira Neves, E. D., Moreira, C., Almeida Costa, P. D., & Mendes, S. (2020). Violence and Women's Mental Health. In *Women's Mental Health.* 291-322, Springer, Cham.

Wang, C., & Zhao, H. (2020). The impact of COVID-19 on anxiety in Chinese university students. *Frontiers in Psychology*, p. *11*, 1168.

Yusuf, J. E., Saitgalina, M., & Chapman, D. W. (2020). Work-life balance and well-being of graduate students. *Journal of Public Affairs Education*, *26*(4), 458-483.

Zimmermann, M., Chong, A. K., Vechiu, C., & Papa, A. (2020). Modifiable risk and protective factors for anxiety disorders among adults: A systematic review. *Psychiatry Research*, *285*, 112705.