

Research Paper

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

Pooja B.¹, Dr. Jyothsna Kamath B.^{2*}

ABSTRACT

This study explores the relationship between work-life balance and mental health issues, specifically depression, anxiety, and stress, among male IT employees. The research compares these aspects between employees working from office (WFO) and those working from home (WFH). A sample of 100 male IT employees aged 22 to 35 participated, with 50 in each work arrangement. The Work Life Balance Inventory (WLBI) and the Depression, Anxiety, and Stress Scale (DASS) were utilized. Findings indicate a positive correlation between work-life balance and depression, as well as a negative correlation with anxiety. However, no significant relationship was found with stress. Furthermore, significant differences in work-life balance were observed between the WFO and WFH groups, with the latter experiencing lower levels of work-life balance. Similarly, differences in depression and stress were significant, with higher levels reported among WFO employees. However, no significant difference in anxiety was found between the two groups. These results suggest the importance of addressing work-life balance to mitigate mental health issues among male IT employees.

Keywords: *Work-Life Balance, Depression, Anxiety, Stress, Work-From-Home & Work-From-Office*

In recent years, the notion of work-life balance has attracted considerable interest in scholarly discussions as well as in professional settings. Achieving a satisfactory work-life balance has become increasingly important in modern times. Work-life balance is defined as the equilibrium an individual maintains between their personal life and professional duties. The impact that work-life balance has on people's well-being, organizational productivity, and social cohesion has highlighted how important it is. The lines separating work and personal life are becoming more and more hazy in today's hyper-connected and fast-paced society. Technology has improved communication and efficiency, but it has also made workdays longer than they used to be. Instant messaging, emails, and remote access to work systems have made it difficult for people to put their personal lives on hold and avoid their professional obligations. Because of this, striking a healthy balance

¹Post-graduate student, Department of Psychology, Mount Carmel College, Autonomous, Bangalore, India

²Assistant Professor, Department of Psychology, Mount Carmel College, Autonomous, Bangalore, India

*Corresponding Author

Received: January 08, 2025; Revision Received: September 09, 2025; Accepted: September 13, 2025

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

between work and personal life is harder than ever but still very important. (Billet and McNamara, 2020)

Studies have consistently shown that an imbalance between work and personal life can have detrimental effects on an individual's physical and mental health. Prolonged exposure to work-related stressors, such as long hours and excessive workload, can lead to burnout, anxiety, and depression. Moreover, neglecting personal relationships and leisure activities in favor of work can erode social connections and diminish overall life satisfaction.

Furthermore, the quest for work-life balance is not solely an individual concern but also a critical organizational imperative. Companies that prioritize employee well-being and promote work-life balance initiatives often experience higher levels of employee engagement, retention, and productivity. By fostering a culture that values work-life balance, organizations can attract top talent, enhance morale, and mitigate the risk of employee turnover.

In light of these considerations, policymakers, employers, and individuals alike must recognize the significance of work-life balance in modern society. Strategies to promote work-life balance may include implementing flexible work arrangements, encouraging regular breaks and vacations, and establishing clear boundaries between work and personal time. Additionally, cultivating a culture of mindfulness and self-care within workplaces can empower individuals to prioritize their well-being amidst professional demands.

Achieving a harmonious striking a balance between personal and professional life is essential for fostering individual fulfillment, organizational success, and societal resilience.

In an era characterized by incessant demands and constant connectivity, the pursuit of work-life balance emerges as a fundamental imperative for promoting holistic well-being and sustaining meaningful relationships. By embracing the principles of work-life balance, Both people and organizations can aspire to lead healthier, more fulfilling lives in the digital age. (Greenhouse and Allen, 2011)

WORK-LIFE BALANCE

- **Role Theory.** Role theory suggests that individuals occupy multiple roles in their lives, such as employee, spouse, parent, friend, and community member. Work-life balance involves effectively managing these roles to minimize conflict and maximize satisfaction. (Smith & Jones, 2000).
- **Boundary Theory.** Boundary theory focuses on establishing and maintaining clear boundaries between work and personal life domains. It emphasizes the importance of delineating specific times and spaces for work-related activities and personal or family-related activities to prevent role overload and maintain well-being. (Clark, 1999).
- **Segmentation Theory.** Segmentation theory proposes that individuals can achieve work-life balance by compartmentalizing their work and personal life domains. This approach involves keeping work-related concerns separate from personal life activities and vice versa, allowing individuals to fully engage in each domain without interference. (Kossek & Lautsch, 2012)

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

- **Resource-Based Theory.** Resource-based theory emphasizes the importance of personal resources, such as time, energy, and emotional well-being, in achieving work-life balance. Individuals need to allocate these resources effectively across work and personal life domains to maintain balance and prevent burnout or exhaustion. (Johnson et al., 2015).
- **Spillover Theory.** Spillover theory suggests that experiences, emotions, and behaviors from one domain (e.g., work) can spill over into another domain (e.g., personal life) and vice versa. Positive spillover happens when knowledge from one area enhance well-being in another area, but adverse spillover involves detrimental effects. (Green & Brown, 2008).
- **Compensation Model.** The compensation model suggests that individuals may compensate for deficiencies in one domain by investing more resources in another domain (Adams, 2012).
- **Dual-Career Theory.** According to dual-career theory, couples negotiate and coordinate career household responsibilities, and personal aspirations to maintain equilibrium and mutual support within the relationship (Smith & Johnson, 2005).
- **Human Capital Theory.** Human capital theory underscores the importance of investing in personal well-being and development alongside professional pursuits (Robinson & Peterson, 2018).
- **Life Course Perspective.** The life course perspective acknowledges the influence of transitions and milestones such as marriage, parenthood, and career advancement on work-life balance (Jones et al., 2010).
- **Boundary Management Theory.** Boundary management theory focuses on how individuals navigate and negotiate the boundaries between work and personal life. It recognizes that boundary management strategies vary across individuals and contexts and emphasizes the importance of flexibility, communication, and boundary-setting skills in achieving work-life balance. (Nippert-Eng, 1996)

These theories and concepts provide frameworks for understanding the complexities of work-life balance and offer insights into the strategies and interventions that individuals, organizations, and policymakers can implement to encourage productivity and well-being in both work and personal life domains.

Poor work-life balance can exacerbate mental health issues such as depression, stress, and anxiety by creating chronic feelings of overwhelm, exhaustion, and dissatisfaction. When individuals devote excessive time and energy to work at the expense of personal relationships, leisure activities, and self-care, it can lead to feelings of isolation, disconnection, and burnout. The relentless demands of work, coupled with limited time for relaxation and rejuvenation, can contribute to heightened stress levels, sleep disturbances, and difficulty coping with everyday challenges. Moreover, the pressure to meet work expectations and maintain productivity can fuel feelings of inadequacy, self-doubt, and anxiety about job performance and future career prospects. Over time, the cumulative toll of chronic stress and imbalance can increase susceptibility to depression, erode mental resilience, and strain interpersonal relationships, further perpetuating the cycle of poor mental health and work-related stress. Achieving a healthy work-life balance through boundaries, prioritization, and self-care is crucial for promoting mental well-being and mitigating the negative impact of work-related stressors. (Smith & Jones, 2005)

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

DEPRESSION

A persistent sense of melancholy, hopelessness, or emptiness combined with a diminished interest in or enjoyment of once-enjoyable activities are the hallmarks of depression, a mental health condition. It can affect various aspects of a person's life, including their emotions, thoughts, behaviors, and physical well-being. Depression often interferes with daily functioning, including work, school, relationships, and self-care practices. It may manifest with a range of symptoms such as changes in appetite or weight, sleep disturbances, fatigue, difficulty concentrating, feelings of worthlessness or guilt, and in severe cases, thoughts of death or suicide. Depression can result from a combination of genetic, biological, environmental, and psychological factors, and it varies in severity and duration from person to person. Treatment typically involves a combination of psychotherapy, medication, lifestyle modifications, and support from mental health professionals and loved ones.

Depression, a complex mental health disorder, can profoundly disrupt daily functioning in various aspects of life. Individuals grappling with depression often encounter significant challenges in maintaining routine activities, relationships, work, and self-care practices.

One of the hallmark symptoms of depression is persistent sadness or low mood, which can permeate every aspect of a person's life. This emotional state can drain motivation and enthusiasm, making even the simplest tasks feel overwhelming. Getting out of bed, attending work or school, or engaging in social activities may seem like insurmountable hurdles for someone experiencing depression.

Moreover, depression frequently manifests as a loss of interest or pleasure in previously enjoyable activities, a symptom known as anhedonia. Hobbies, social gatherings, and other once-cherished pursuits may no longer bring joy or fulfillment. Consequently, individuals with depression may withdraw from social interactions and isolate themselves, further exacerbating feelings of loneliness and alienation.

Depression can also disrupt cognitive functioning, impairing concentration, memory, and decision-making abilities. Simple tasks may take significantly longer to complete, and individuals may struggle to focus on work or academic responsibilities. This cognitive fog further contributes to feelings of inadequacy and frustration, potentially impacting job performance or academic achievement.

Sleep disturbances are another common feature of depression, with individuals experiencing insomnia or hypersomnia. Disrupted sleep patterns not only exacerbate feelings of fatigue and lethargy but also contribute to irritability and difficulty regulating emotions during waking hours. As a result, individuals may find it challenging to maintain patience and composure in interpersonal relationships, leading to conflicts and strained interactions with family members, friends, or colleagues.

Furthermore, depression often manifests somatically, with individuals experiencing physical symptoms such as headaches, digestive issues, or unexplained aches and pains. These physical manifestations can exacerbate distress and impair daily functioning, as individuals may struggle to manage both the emotional and physical toll of depression simultaneously.

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

In severe cases, depression can lead to suicidal thoughts or behaviors, posing a significant risk to individuals' safety and well-being. The overwhelming despair and hopelessness associated with depression may distort one's perception of reality, making suicide seem like the only viable solution to end the pain and suffering. (World Health Organization, 2019)

ANXIETY

Anxiety is a natural response to stress or perceived threats, but when it becomes excessive, persistent, and debilitating, it can significantly disrupt daily functioning and overall quality of life. Anxiety disorders encompass a range of conditions characterized by excessive worry, fear, and apprehension that are disproportionate to the actual threat or situation.

The impact of anxiety on daily functioning can be profound and pervasive. Individuals with anxiety disorders often experience a variety of symptoms that interfere with their ability to engage in everyday activities and maintain fulfilling relationships. These symptoms may include:

- **Physical Symptom.** Anxiety can manifest physically, leading to symptoms such as rapid heartbeat, sweating, trembling, dizziness, shortness of breath, muscle tension, and gastrointestinal distress. These physical sensations can be distressing and may lead individuals to avoid certain situations or activities that they associate with anxiety.
- **Cognitive Symptom.** Anxiety can also affect cognitive functioning, causing persistent worry, racing thoughts, difficulty concentrating, and memory problems. Individuals may find it challenging to focus on tasks, make decisions, or retain information, which can impact their performance at work, school, or in social situations.
- **Emotional Symptoms.** Anxiety is often accompanied by intense emotional distress, including feelings of apprehension, irritability, restlessness, and a sense of impending doom or danger. Individuals may experience frequent mood swings and have difficulty regulating their emotions, which can strain relationships and lead to social isolation.
- **Behavioral Symptoms.** In an attempt to cope with anxiety, individuals may engage in avoidance behaviors, such as avoiding social gatherings, public speaking, or situations that trigger their anxiety. This avoidance can lead to social withdrawal, decreased participation in activities, and a diminished quality of life.
- **Sleep Disturbances.** Anxiety commonly disrupts sleep patterns, leading to difficulties falling asleep, staying asleep, or experiencing restful sleep. Sleep disturbances can exacerbate anxiety symptoms and contribute to fatigue, irritability, and impaired daytime functioning.

The cumulative impact of these symptoms can make it difficult for people with anxiety disorders to carry out daily responsibilities, pursue personal interests, and maintain healthy relationships. Anxiety may interfere with work performance, academic achievement, and social interactions, leading to feelings of frustration, inadequacy, and isolation.

Furthermore, untreated anxiety disorders can raise the chance of getting additional mental health issues, like depression, substance abuse, and other anxiety-related disorders, further complicating the individual's overall well-being. (World Health Organization, 2019)

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

STRESS

Stress, a common experience for many people, can disrupt daily functioning in profound ways. Stress arises from various sources, including work, relationships, financial concerns, health issues, and major life changes. While stress is a natural response to challenges, prolonged or excessive stress can have detrimental effects on general well-being, mental health, and physical health quality of life.

One significant way in which stress disrupts daily functioning is through its impact on physical health. Chronic stress can contribute to a range of physical ailments, including headaches, muscle tension, gastrointestinal problems, cardiovascular issues, and weakened immune function. These physical symptoms can make it difficult to carry out daily activities, perform tasks effectively, and maintain a healthy lifestyle.

Moreover, stress can affect cognitive functioning, leading to difficulties with concentration, memory, and decision-making. When under stress, individuals may find it challenging to focus on tasks, process information efficiently, or make sound judgments. This cognitive impairment can hinder productivity at work or school and strain interpersonal relationships.

Emotionally, stress can cause mood disturbances, such as irritability, anxiety, depression, and feelings of overwhelm. Individuals may experience frequent mood swings, emotional outbursts, or a sense of helplessness in managing their emotions. These emotional fluctuations can interfere with social interactions, communication, and conflict resolution, leading to tension and discord in relationships.

Behaviorally, stress can manifest in unhealthy coping mechanisms, such as overeating or undereating, substance abuse, procrastination, withdrawal from social activities, or engaging in risky behaviors. These maladaptive coping strategies may provide temporary relief from stress but can ultimately exacerbate the problem and lead to further disruptions in daily functioning.

Furthermore, chronic stress can disrupt sleep patterns, leading to difficulties falling asleep, staying asleep, or experiencing restful sleep. Sleep disturbances can exacerbate stress symptoms and contribute to fatigue, irritability, and impaired daytime functioning, creating a vicious cycle of stress and sleep deprivation.

The cumulative impact of stress on physical, cognitive, emotional, and behavioral functioning can significantly impair an individual's ability to meet daily responsibilities, pursue personal goals, and maintain a sense of well-being. Chronic stress can also increase the risk of developing or exacerbating mental health issues, like anxiety disorders, depression, and burnout. (American Psychological Association, 2022)

WORK-LIFE BALANCE AMONG IT EMPLOYEES

Work-life balance among IT employees often reflects a delicate equilibrium between demanding work schedules, technological advancements, and personal well-being. In the IT industry, employees frequently encounter high-pressure environments, tight project deadlines, and a culture that values long hours and dedication. As a result, achieving a healthy work-life balance can be challenging for IT professionals.

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

One common reflection of work-life balance among IT employees is the extent to which they are able to disconnect from work outside of office hours. Many IT roles involve on-call responsibilities and the need to respond to emergencies or critical issues, leading to blurring lines separating personal and professional time. As a result, IT workers can find it challenging to completely step away from work-related responsibilities, which could hinder their capacity to unwind, rejuvenate, and partake in leisure activities. (Smith & Johnson, 2020)

Moreover, the rapid pace of technological innovation in the IT industry often necessitates continuous learning and skill development to remain competitive. IT professionals may feel pressure to stay abreast of emerging technologies, attend training sessions, and pursue certifications, further encroaching on their personal time and potentially contributing to feelings of burnout or fatigue.

Remote work arrangements, which have become increasingly common in the IT sector, can both facilitate and complicate work-life balance. While remote work offers flexibility and autonomy, it also blurs the boundaries between professional and personal spaces, making it challenging for employees to establish clear delineations between work hours and leisure time.

Additionally, the prevalence of global teams and distributed work-forces in the IT industry can introduce additional complexities to work-life balance. Collaborating across different time zones and accommodating varying cultural norms and expectations may require IT professionals to adjust their schedules and be available during non-traditional hours, potentially disrupting their personal routines and family life.

Against this backdrop, the Indian information technology and business process management (IT-BPM) industry stands out as a significant player in the global market. The sector's exponential growth, employing over 5.4 million professionals in the fiscal year 2023, underscores its vital role in shaping not only the economic landscape of India but also the well-being of its workforce. The intense competition and high-performance expectations in the IT sector make it an intriguing case study for examining the intricate dynamics of work-life balance and its implications on mental health. (Shangliao Sun, 2023).

As the IT industry continues to thrive, it becomes imperative to explore the multifaceted aspects of work-life balance, considering the unique challenges posed by the sector's fast-paced and demanding nature. The consequences of an imbalanced work-life dynamic extend beyond individual well-being, affecting organizational productivity and employee retention. Understanding the intricate interplay between work-related stressors, personal life, and mental health is essential for creating focused treatments and fostering a work environment that promotes overall health and job satisfaction.

The term "work from home," frequently employed since the start of the COVID-19 pandemic, can be broadly defined as the practice of employees carrying out their duties away from the official premises of the company. This encompasses four fundamental aspects: (1) an individual serving as an employee of a company or a staff member of an organization; (2) active involvement in specific tasks for the company or organization; (3) the execution of work outside the physical confines of the company; and (4) communication with the employer through telecommunication. It is noteworthy to mention that two

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

alternative terms commonly used interchangeably with "work from home" are telecommuting and remote work. (Savic, 2020)

Research on work-life balance often reveals gender-specific nuances, with female workers frequently facing distinct challenges. The intersection of professional responsibilities and domestic demands places additional stress on women, impacting their mental health. This underscores the importance of adopting a gender-sensitive approach in addressing work-life balance issues, ensuring that interventions are tailored to the unique needs and experiences of both male and female employees. (Lowe & Northcott, 1988; Moen & Yu, 2000)

Furthermore, despite a large body of research on the effects of work-related stress on mental health, less is known about the particular mental health issues that male employees confront. To ensure inclusivity in mental health efforts and to address work-life balance concerns thoroughly, it is imperative to investigate the experiences of male professionals in the IT sector. (Timms et al.2015)

In this research paper, we delve into the intricate relationship between work-life balance, job-related stressors, and mental health in the context of the Indian IT industry. By examining the experiences of male professionals, we aim to contribute valuable insights to the broader discourse on mental health and work-life balance issues, offering practical recommendations for individuals, organizations, and policymakers alike. Through a nuanced understanding of these dynamics, we can pave the way for a more sustainable and supportive work environment in the ever-evolving landscape of the 21st-century workplace.

Need for the study

The need for this study arises from the critical importance of addressing work-life balance and its impact on depression, anxiety and stress, particularly within the context of the Indian Information Technology (IT) industry. Despite the sector's exponential growth and significant contribution to the global market, there remains a notable gap in understanding the specific challenges faced by IT professionals concerning work-life balance and their subsequent mental health implications. With the industry characterized by demanding work schedules, continuous learning requirements, and the prevalence of remote work arrangements, there is a pressing need to delve deeper into the intricate dynamics at play. By investigating these factors, this study aims to provide valuable insights that can inform evidence-based interventions and support mechanisms tailored to the unique needs of IT professionals in India. Moreover, by shedding light on gender-specific nuances in work-life balance experiences, this research endeavors to contribute in understanding the level of work-life balance among male IT employees and whether it affects their mental health in order to provide insights towards a more inclusive and equitable work environment that promotes the well-being of male employees.

REVIEW OF LITERATURE

The study conducted by Pasumart (2019) revealed that in the context of globalization, employees in the Indian IT and ITES industry face challenges reconciling roles in both personal and professional spheres, increasing stress levels. Technology breakthroughs have caused a blurring of the boundaries between work and personal life, which affects both companies and employees. There are worries regarding possible labour strain in India's IT and ITES sector due to the easing of labour rules. The investigation was carried out in Visakhapatnam district involving over 10,000 employees reveals significant influences of

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

company type on work-life balance, while work hours show no significance. To address these issues, training in emotional intelligence is proposed to enhance work-life balance and overall productivity, emphasizing the need for management to reduce job stress and increase employee satisfaction.

The findings of Rasool et al. (2021) underscore the detrimental effects of a toxic environment, including harassment and bullying, leading to stress, burnout, depression, and anxiety among workers. Additionally, the study highlights the positive influence of organizational support and employee well-being on enhancing employee engagement with both work and the organization.

Gupta's (2020) study emphasized that the novel corona virus disease 2019 (COVID-19) pandemic affected humanity globally, introducing an unforeseen reality. For more than a year, the health emergency confined people to their homes, triggering a significant economic downturn that seemed to regress India to an earlier developmental stage. This unexpected shift posed challenges for HR managers, disrupting established work patterns and systems. The widespread adoption of remote work as an alternative to traditional jobs brought about anticipated problems. Work-life balance, already challenging before the pandemic, further worsened with the onset of remote work. The effectiveness of flexible working arrangements on the work-life interface remained an area that was not fully explored at that time.

In his study, Bataineh (2018) explored the relationship between work-family role interference and the perception of achieving work-life balance. According to the findings, individuals who perceive interference between their work and family roles were less likely to report a sense of achieving work-life balance. This implies that when employees feel that their professional responsibilities impede on their personal or family life, they are more likely to struggle with achieving a healthy balance between their personal and professional obligations. It underscores the importance of addressing work-family dynamics and promoting strategies that contribute to a healthier work-life balance, as this is closely linked to employees' overall happiness and performance.

Ya-Yuan Hsu et al. (2020) investigated the impact of extended working hours on work-life balance and job satisfaction. The research provided evidence that occupational stress played a crucial role in the relationships between prolonged working hours, work-life imbalance, and job dissatisfaction among employees in high-stress sectors, specifically within industries such as information technology and banking. The findings suggested that employees working longer hours experienced challenges in achieving a decent ratio between their professional and personal lives. Furthermore, the study highlighted that the negative effects of extended working hours were exacerbated by occupational stress, particularly in demanding sectors like information technology and banking.

Savić's (2021) study investigated the ramifications of working from home. The research revealed that the drawbacks of remote work encompassed both sociological and psychological hurdles, arising from factors such as isolation, extended work hours, and the absence of clear boundaries between work and home life. The study underscored the negative impacts experienced by individuals during the period of remote work, emphasizing the need to address these challenges to foster a more sustainable and healthy work environment.

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

An examination was conducted on the relationship between work-from-home and work-life balance during the pandemic. The study unveiled a positive correlation, indicating that working from home was associated with achieving a better work-life balance. However, it also suggested a potential negative impact if the remote work setup was not implemented properly or managed effectively. This finding underscores the importance of careful consideration and proper implementation of work-from-home policies to ensure a positive influence on employees' work-life balance.

The study indicated that, for men, being employed and working full-time were associated with a decreased prevalence of anxiety disorders and depression. This suggested that men who were actively engaged in employment, particularly in full-time positions, experienced lower rates of these mental health issues compared to those who were not employed or working part-time. The study implied a potential protective effect linked to full-time employment for men concerning mental well-being during the period examined. It's important to acknowledge that the relationship between work roles and mental health outcomes can be intricate and may be influenced by various factors, warranting further research to gain a comprehensive understanding of these dynamics.

The research uncovered significant rates of stress and depression across various occupational sectors. Specifically, elevated levels were observed among private administration workers and factory employees. Particularly noteworthy were the high prevalence rates found among public administration employees, particularly those working from office-based settings. The study underscored the concerning impact of workplace-related stress and depression, emphasizing the need for targeted interventions and support mechanisms within these sectors.

The study explored the implications of the widespread adoption of remote and hybrid work during the COVID-19 pandemic. Remote work was identified as bringing benefits such as increased flexibility, autonomy, better work-life balance, and enhanced individual performance. However, challenges were noted, particularly in social aspects such as the loss of camaraderie and feelings of isolation. Hybrid work, seen as a balance between remote and office work, was perceived as an optimal solution if employees and managers could develop new skills and competencies to adapt to this new way of work.

In conclusion, the reviewed literature sheds light on various aspects of work-life balance, workplace environments, and the challenges posed by evolving work structures, particularly in the context of globalization and the COVID-19 pandemic. These studies collectively underscore the intricate relationship between work demands, personal well-being, and organizational effectiveness.

The findings highlight the pervasive impact of work-related stressors, such as long working hours, toxic workplace environments, and work-family role interference, on employees' physical and mental health. They emphasize the importance of organizational support, emotional intelligence training, and flexible work arrangements in mitigating stress levels and promoting work-life balance.

Moreover, the COVID-19 pandemic acted as a catalyst for significant changes in work dynamics, with remote and hybrid work setups becoming more prevalent. While remote work offers benefits such as flexibility and autonomy, it also presents challenges such as

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

social isolation and blurred boundaries between work and personal life. Effective implementation and management of remote work policies are crucial for ensuring positive outcomes and maintaining employee well-being.

Furthermore, gender differences in the association between employment status and mental health outcomes highlight the need for targeted interventions to support vulnerable populations in the workforce. However there has not been studies that explore the result of inadequate or declining work-life balance especially among the male IT employees and the correlation of it with rising mental health problems.

METHODOLOGY

AIM

The study aims to find the relationship between Work-life balance and Depression, stress, anxiety among male employees in the IT sector.

OBJECTIVES

- To find the relationship between work-life balance and depression in male IT employees.
- To find the relationship between work-life balance and stress among male IT employees
- To find the relationship between work-life balance and anxiety among male IT employees
- To compare the differences between work-from-office and work-from-home employees concerning work-life balance

HYPOTHESES

- H01: There is no significant relationship between work-life balance and Depression
- H02: There is no significant relationship between work-life balance and Stress
- H03: There is no significant relationship between work-life balance and Anxiety
- H04: There is no significant difference between Work from home and Work from office employees with respect to work life balance
- H05: There is no significant difference between Work from home and Work from office employees with respect to Depression
- H06: There is no significant difference between Work from home and Work from office employees with respect to Anxiety
- H07: There is no significant difference between Work from home and Work from office employees with respect to Stress

STUDY VARIABLES AND OPERATIONAL DEFINITIONS

- **Work-life balance**, involves experiencing satisfaction across various life domains and necessitates the allocation of personal resources such as energy, time, and commitment. It is also defined as the degree to which an individual's effectiveness and satisfaction in both work and family roles align with their life role priorities at a given moment (Kirchmeyer, 2000; Greenhaus & Allen, 2003).
- **Depression**, as per the World Health Organization (WHO), is described as a mental disorder marked by persistent feelings of sadness and diminished interest or pleasure

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

in once enjoyable activities. Symptoms may also include disruptions in sleep and appetite, along with common experiences of tiredness and poor concentration.

- **Anxiety**, as defined by the American Psychological Association, is a future-oriented, enduring response focused broadly on a diffuse threat. In contrast, fear is described as a suitable, present-oriented, and short-lived response to an identifiable and specific threat.
- **Stress**, according to the World Health Organization (WHO), is characterized as a state of mental worry or tension induced by challenging circumstances.

RESEARCH DESIGN

Primarily employing a quantitative approach, this study utilized a correlational research design, a non-experimental method aimed at evaluating the statistical relationship (correlation) between two or more variables. The focus lies in understanding the extent to which changes in one variable are reflected in corresponding changes in another variable or variables. This research design aligns with the principles outlined by (Creswell, 2012)

Sampling method and characteristics:

- Data collection – Offline survey using standardized questionnaires
- Sample size – 100
- Sampling technique – Purposive sampling technique was used
- Sample characteristics – Male IT employees between the ages of 22 and 35

Inclusion criteria:

1. Employees must have 2+ years of working experience
2. Participants must be exclusively male
3. Must be employees exclusively working in an IT sector
4. Must be exclusively work from home (WFH) or work from office (WFO) employees.

Exclusion criteria

1. Participants who withdraw from the study at any point will be altogether removed from the sample
2. Employees who have recently lost their job
3. Employees who work in a hybrid model i.e both WFH and WFO

TOOLS

1. Work Life Balance Inventory: (WLBI)

It is adapted from Hayman (2005) and originally conceived by Fisher (2001), employs a comprehensive 15-item scale to evaluate work-life balance, recognizing the diverse needs of employees where family dynamics may not apply universally. It encompasses dimensions such as the three categories of work/personal life enhancement (WPLE), work interference with personal life (PLIW), and work interference with personal life (WIPL) each include unique assessment items. WIPL, consisting of seven items, gauges how work encroaches upon personal life, while PLIW, comprising four items, assesses the inverse—how personal life demands affect work performance. Conversely, WPLE, with four items, examines the positive impact of either work or personal life on the other. Responses are rated on a 5-point scale from Strongly Disagree (1) to Strongly Agree (5). WIPL and PLIW are scored inversely, with higher scores indicating lower interference and thus higher work-life

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

balance, while WPLE scores directly correlate with higher work/personal life enhancement.

An overall work-life balance score is computed by summing scores across the three dimensions. Higher-order factor analysis demonstrates that these dimensions collectively reflect a single latent construct. Reliability estimates, measured through Cronbach's alpha coefficient, indicate strong internal consistency, with coefficients of .91 for WIPL, .82 for PLIW, .67 for WPLE, and .87 under Indian conditions.

2. Depression, Anxiety and Stress Scale: (DASS)

For the evaluation of depression, anxiety, and stress, the Depression, Anxiety, and Stress Scale (DASS-21) was employed. This scale, developed by Lovibond in 1995, is a widely used tool for measuring these psychological factors. The DASS-21, consisting of 21 items across three subscales, evaluates symptoms of depression, anxiety, and stress. Depression symptoms are assessed through items 3, 5, 10, 13, 16, 17, and 21; anxiety symptoms through items 2, 4, 7, 9, 15, 19, and 20; and stress symptoms through items 1, 6, 8, 11, 12, 14, and 18.

Respondents indicate the extent to which they experienced these symptoms over the past week on a scale ranging from 0 (not applicable to me at all) to 3 (applied to me very much or most of the time). Higher scores indicate a higher degree of symptom endorsement, reflecting elevated levels of depression, anxiety, or stress. The reliability of the DASS-21 was assessed using Cronbach's alpha, yielding a commendable value of 0.74. This indicates a satisfactory level of internal consistency, reinforcing the scale's reliability in gauging depression, anxiety, and stress levels among individuals. The scores obtained from the DASS-21 assessment will need to be multiplied by 2 in order to calculate the final score accurately. This adjustment ensures that the scoring appropriately reflects the severity or level of symptoms experienced by the respondent across the depression, anxiety, and stress subscales.

PROCEDURE

The data for the study were collected through an offline survey using questionnaires. Informed consent was obtained from the participants before proceeding and sociodemographic details were collected, and necessary instructions were given to the participants. The standardized test for evaluating work life balance and depression, anxiety and stress i.e Work life balance Inventory and DASS-21 were combined and presented to the participants, their responses were collected through a pencil and paper test form.

The screening tools of Work life balance Inventory by Hayman (2005) and DASS-21 by Lovibond (1995) were used to assess the work-life balance and the emotional states of depression, anxiety and stress, and the responses were scored using the scoring key/norms for each of the individual questionnaires.

ANALYSIS

Descriptive statistics were computed to summarize the data. Normality was assessed using the Shapiro-Wilk Test of Normality. Suitable parametric or non-parametric correlation tests were utilized (such as Pearson product-moment correlation or Spearman's rank-order correlation). Appropriate parametric or non-parametric tests were employed to compare means between two distinct independent groups, specifically to examine differences

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

depression, anxiety and stress, and work life balance (utilizing either the Two-sample t-test or Mann-Whitney test).

Ethical considerations were carefully addressed: Informed consent regarding the study was obtained, participants' confidentiality was safeguarded, and no deceptive practices were employed. Anonymity was ensured, and participants were afforded voluntary participation with the right to withdraw at any stage of the study. No physical or psychological harm was inflicted on the participants. Proper credit and citation were given to the authors.

RESULTS AND DISCUSSION

The study primarily aimed to assess the relationship between Work-life balance and Depression, stress, anxiety among male employees in the IT sector. The Work life balance Inventory (WLBI) along with Depression, Stress, Anxiety scale (DASS) was administered on a sample of 100 male IT employees. The participants are 50 employees who work from home and 50 employees who work primarily from the office. The employees' ages range from 22 to 35. They were asked to fill the questionnaires through pen and paper mode and the responses were recorded.

Table 1: Shows the mean and standard deviation of depression, stress, anxiety and work-life balance expressed by the sample.

| | Depression | Anxiety | Stress | Work-Life Balance |
|-----------------------|------------|---------|--------|-------------------|
| N | 100 | 100 | 100 | 100 |
| Mean | 8.75 | 3.75 | 6.00 | 44.44 |
| Std. Deviation | 6.829 | 4.736 | 3.803 | 5.474 |

The participant responses were recorded under the categories of Work-Life Balance, Depression, Anxiety and Stress. The mean score for work-life balance was 44.44, with a standard deviation of 5.474. The mean score suggests a moderately satisfactory perception of work-life balance among participants. However, the standard deviation indicates variability in perceptions of work-life balance, with some participants reporting higher levels of balance than others.

The mean of the score of the sample under Depression is found to be 8.75 and its standard deviation is 6.82. According to Depression, Stress, Anxiety Scale scores from 0-9 is interpreted as Normal level of Depression and the mean from the table shows that the sample has Normal level of Depression. The wide standard deviation suggests considerable variability in depression scores, highlighting the diverse experiences and susceptibilities to depressive symptoms among individuals within the group.

The mean of the score of the sample under Anxiety is 3.75 and its standard deviation is 4.73. According to the scale, scores between 0-7 is considered a Normal level of Anxiety and the mean from the table shows that the sample has a Normal level of Anxiety. The notable standard deviation implies variability in anxiety levels across the sample, with some individuals experiencing higher levels of anxiety compared to others.

The mean of the score of the sample under Stress is found to be 6.00 and its standard deviation is 3.80. The scale shows that scores from 0-14 are interpreted as Normal levels of Stress and the mean from the table shows that the sample has Normal Level of Stress. The

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

standard deviation suggests variability in stress levels, with some individuals reporting higher stress levels than others within the sample.

Table 2: presents the Spearman's rho correlation coefficients and their significance levels (two-tailed) among the variables: Depression, Anxiety, Stress, and Work-Life Balance.

| Spearman's rho | | Depression | Anxiety | Stress |
|-------------------|-------------------------|------------|---------|--------|
| Work-Life Balance | Correlation coefficient | .317** | -.439** | .084 |
| | Sig. 2 tailed | .001 | <.001 | .408 |

The analysis revealed a weaker positive correlation between work-life balance and depression ($\rho = .317$, $p = .001$), suggesting that individuals with lower levels of work-life balance may also experience higher levels of depression. This finding underscores the profound impact that work-related stressors and imbalances in life domains can have on mental health outcomes. Individuals facing challenges in achieving a harmonious integration of work and personal life may be more vulnerable to feelings of depression as they navigate the complexities of balancing professional obligations with personal needs and aspirations.

Similarly, the findings indicated a significant negative correlation between work-life balance and anxiety ($\rho = -.439$, $p < .001$), implying that individuals reporting lower levels of work-life balance were more likely to experience higher levels of anxiety. This association underscores the intricate interplay between work-related demands, personal life, and mental health outcomes. Individuals struggling to maintain a satisfactory balance between work responsibilities and personal well-being may be more susceptible to feelings of anxiety due to the perceived inability to effectively manage competing demands on their time and energy.

However, it is noteworthy that the correlation between work-life balance and stress was not statistically significant ($\rho = .084$, $p = .408$) in the current analysis. This result suggests that perceived stress levels may not directly influence perceptions of work-life balance within the studied population. While stress can undoubtedly arise from various sources, including work-related pressures, its relationship with the broader construct of work-life balance may be more nuanced and multifaceted than initially assumed. Further exploration into the underlying mechanisms and contextual factors driving this relationship is warranted to gain a comprehensive understanding of the dynamics at play.

The findings from Stancheva-Pargov study in 2023 provide empirical support for the correlations observed between work-life balance, anxiety, and depression.

The study highlights a high prevalence of stress and depression among employees in various sectors, including private administration, factory workers, and notably, public administration. This aligns with the negative correlation found between work-life balance and depression, indicating that individuals with lower levels of work-life balance are more likely to experience higher levels of depression. Stancheva-Pargov findings reinforce the notion that imbalances in work and personal life domains can contribute to mental health issues, including depression.

Hsu et al. In 2019 highlighted the significant role of occupational stress in mediating the relationship between extended working hours, work-life imbalance, and job dissatisfaction.

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

This aligns with the negative correlations found between work-life balance and anxiety, as well as depression. Individuals experiencing work-life imbalance may face heightened levels of occupational stress, which, in turn, contributes to feelings of anxiety and depression. Thus, the study supports the idea that imbalances in work-life domains can lead to adverse mental health outcomes.

Table 3: Presents the results of the Shapiro-Wilk tests assessing the normality assumption for four variables: Depression, Stress, Anxiety, and Work-Life Balance. The table includes the Shapiro-Wilk statistic, degrees of freedom (df), and the corresponding significance level (Sig.) for each variable.

| | Shapiro-Wilk | | |
|--------------------------|--------------|-----|-------|
| | Statistic | df | Sig. |
| Depression | .815 | 100 | <.001 |
| Stress | .844 | 100 | <.001 |
| Anxiety | .717 | 100 | <.001 |
| Work-Life Balance | .892 | 100 | <.001 |

The normality assumption was violated for all variables work-life balance ($W = .892$, $df = 100$, $p < .001$), depression ($W = .815$, $df = 100$, $p < .001$), anxiety ($W = .717$, $df = 100$, $p < .001$), and stress ($W = .844$, $df = 100$, $p < .001$) according to the results of the Shapiro-Wilk test.

To determine whether the distribution of the data is normal, a Shapiro-Wilk test was applied. A p-value of less than 0.05. implies non-normality. All of the variables in this analysis had considerably non-normal distributions, indicating that the data analysis may not be best served by parametric testing. The Shapiro-Wilk test results show that the variables of work-life balance, stress, anxiety, and depression do not meet the premise of normalcy.

Table 4: Presents the results of the Mann-Whitney U test comparing levels of depression, stress, anxiety, and work-life balance between two groups.

| Variables | Working groups | N | Mean | SD | Mann-Whitney U | Asymp. Sig. (2-tailed) |
|--------------------------|----------------|----|-------|-------|----------------|------------------------|
| Work-Life Balance | WFO | 50 | 44.9 | 7.180 | 963.000 | .042 |
| | WFH | 50 | 43.98 | 2.93 | | |
| Depression | WFO | 50 | 10.52 | 7.132 | 931.500 | .022 |
| | WFH | 50 | 6.98 | 6.07 | | |
| Anxiety | WFO | 50 | 4.34 | 4.99 | 1101.500 | .250 |
| | WFH | 50 | 3.16 | 4.43 | | |
| Stress | WFO | 50 | 7.08 | 4.23 | 861.000 | .006 |
| | WFH | 50 | 4.92 | 2.98 | | |

The findings revealed notable differences between individuals working from the office (WFO) and those working from home (WFH) across these variables.

Firstly, concerning work-life balance, participants in the WFO group reported a slightly higher mean score ($M = 44.9$, $SD = 7.180$) compared to the WFH group ($M = 43.98$, $SD =$

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

2.93). Although the difference appears minimal, it signifies a potential trend wherein individuals in the office environment perceive a marginally better work-life balance.

Secondly, participants in the WFH group demonstrated lower levels of depression ($M = 6.98$, $SD = 6.07$) compared to their counterparts in the WFO group ($M = 10.52$, $SD = 7.132$).

Similarly, individuals working from home reported lower levels of anxiety ($M = 3.16$, $SD = 4.43$) and stress ($M = 4.92$, $SD = 2.98$) compared to those working from the office (anxiety: $M = 4.34$, $SD = 4.99$; stress: $M = 7.08$, $SD = 4.23$).

These findings suggest that the remote work setting might provide a more conducive environment for mental well-being, potentially due to reduced commute-related stress, increased flexibility, and greater autonomy over work schedules.

The Mann-Whitney U test was conducted to compare the levels of work-life balance, depression, anxiety and stress between two groups. The results revealed statistically significant differences in work-life balance ($U = 963.000$, $p = .042$), depression ($U = 931.500$, $p = .022$), and stress ($U = 861.000$, $p = .006$) between the groups. However, no significant difference was found in anxiety levels ($U = 1101.500$, $p = .250$).

These findings indicate that there are significant differences in depression, stress, and work-life balance between the two groups being compared. Specifically, individuals in one group appear to experience higher levels of depression, stress, and lower levels of work-life balance compared to the other group. However, no significant difference was observed in anxiety levels between the two groups.

The findings from Dobrica Savić's study in 2020 regarding the drawbacks of working from home, particularly the sociological and psychological hurdles such as isolation, extended work hours, and blurred boundaries between work and home life, can be used to provide context and potential explanations for the results of the Mann-Whitney U test comparing depression, stress, anxiety, and work-life balance between two groups.

Depression, Stress, and Work-Life Balance Differences: The statistically significant differences observed in depression, stress, and work-life balance between the two groups suggest that individuals in one group may be experiencing higher levels of depression and stress while also reporting lower levels of work-life balance compared to the other group. Savić's findings regarding the drawbacks of working from home, including extended work hours and blurred boundaries between work and home life, may contribute to these differences. Individuals facing challenges in adapting to remote work environments, such as those experiencing isolation and difficulties in separating work from personal life, may be more prone to higher levels of depression and stress while also struggling to maintain a satisfactory work-life balance.

Anxiety Levels: Interestingly, no significant difference was found in anxiety levels between the two groups. While this finding may seem unexpected given the challenges associated with remote work highlighted by Savić, it could be attributed to various factors. For instance, individuals in both groups may experience similar levels of anxiety related to the uncertainties and stressors associated with the COVID-19 pandemic regardless of their work

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

arrangements. Additionally, other factors not captured in the study, such as individual coping strategies or external support systems, may also influence anxiety levels and contribute to the lack of significant differences between the groups.

SUMMARY AND CONCLUSIONS

The study primarily aimed at finding the relationship between work-life balance and depression, anxiety and stress among male IT employees, In addition, the secondary objective was to compare the differences between work-from-office (WFO) and work-from-home (WFH) arrangements. It was hypothesized that

- H01: There is no significant relationship between work-life balance and Depression
- H02: There is no significant relationship between work-life balance and Stress
- H03: There is no significant relationship between work-life balance and Anxiety
- H04: There is no significant difference between Work from home and Work from office employees with respect to work life balance
- H05: There is no significant difference between Work from home and Work from office employees with respect to Depression
- H06: There is no significant difference between Work from home and Work from office employees with respect to Anxiety
- H07: There is no significant difference between Work from home and Work from office employees with respect to Stress

The study was conducted through offline surveys using standardized questionnaires to investigate the focusing Purposive sampling was employed, with a sample size of 100 individuals. Utilizing tools such as the Work Life Balance Inventory (WLBI) by Hayman (2005) and the Depression, Anxiety, and Stress Scale (DASS) by Lovibond (1995), the responses obtained were scored and statistically analyzed. The normality test was conducted on the data using the Shapiro Wilk test of normality, based on the results of which non-parametric statistics were used for testing the hypotheses. Spearman's Rho was calculated for studying the relationship between work-life balance and Depression, Anxiety, Stress. Mann Whitney U test was used to test the significance of mean difference between the two groups.

CONCLUSIONS

The major findings of the study are:

1. The findings of the study revealed a positive correlation between work-life balance and depression suggesting that individuals with lower levels of work-life balance may also experience higher levels of depression. Hence **H1** “There is no significant relationship between Depression and Work-Life Balance” is rejected.
2. Similarly, negative correlation was found between work-life balance and anxiety, indicating that individuals reporting lower levels of work-life balance were more likely to experience higher levels of anxiety. Therefore, the hypothesis stating **H2** “There is no significant relationship between Anxiety and Work-Life Balance” is rejected.
3. The analysis did not reveal a statistically significant relationship between work-life balance and stress proving the hypothesis that **H3** “There is no significant relationship between Stress and Work-Life Balance”
4. The study identified significant differences in work-life balance between the two groups of employees i.e. employees working from home and working from office.

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

Individuals in one group exhibited lower levels of work-life balance compared to the other group. Therefore, the hypothesis stating **H4** “There is no significant difference between Work from office and work from home with respect to Work-Life balance” is rejected.

5. The study identified significant differences in Depression between the two groups of employees i.e. employees working from home and working from office. Individuals in one group exhibited higher levels of depression compared to the other group. Therefore, the hypothesis stating **H5** “There is no significant difference between Work from office and work from home with respect to Depression” is rejected.
6. The study examined the differences in Anxiety between the two groups of employees i.e. employees working from home and working from office. However, no significant difference was observed in anxiety levels between the two groups. Therefore, the hypothesis stating **H6** “There is no significant difference between Work from office and work from home with respect to Anxiety” is accepted.
7. The study identified significant differences in Stress between the two groups of employees i.e. employees working from home and working from office. Individuals in one group exhibited higher levels of Stress compared to the other group. Therefore, the hypothesis stating **H7** “There is no significant difference between Work from office and work from home with respect to Stress” is rejected.

Implications of the findings

1. The study highlights the importance of maintaining a healthy work-life balance, as it is associated with lower levels of depression and anxiety among male IT employees.
2. While remote work offers flexibility, it may also present challenges in maintaining work-life balance and mental well-being. Organizations need to address these challenges through appropriate policies and support mechanisms.
3. The findings suggest that employees working from home may experience different levels of depression, anxiety, and stress compared to those working from the office. This underscores the need for tailored interventions based on work arrangements.

Limitations of the study

1. The study's sample size of 100 male IT employees may limit the generalizability of the findings. Additionally, factors such as age, job role, and individual differences within the sample were not fully accounted for.
2. The study's cross-sectional design limits the ability to establish causal relationships between work-life balance and mental health outcomes. Longitudinal studies could provide more insight into the dynamics over time.
3. The use of self-report measures for assessing work-life balance, depression, anxiety, and stress may introduce response bias, subjective interpretation and social desirability, affecting the accuracy of the results.
4. The study focused specifically on male employees in the IT sector, which may not be representative of other industries. Future research could extend the investigation to diverse occupational settings.

Suggestions for future research:

1. Employers should implement strategies to enhance work-life balance among male IT employees. This could involve flexible work arrangements, access to mental health resources, and promoting a culture of well-being.

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

2. Training programs can be conducted to educate employees about stress management techniques, time management skills, and coping mechanisms to mitigate the negative effects of work-related stressors.
3. Given the significant differences in work-life balance between employees working from home and those working primarily from the office, organizations should evaluate and possibly revise remote work policies to ensure a healthy balance between work and personal life for all employees.
4. Companies should prioritize mental health support services and provide access to counseling or therapy for employees experiencing symptoms of depression, anxiety, or stress.

REFERENCES

- Agha, K., Azmi, F. T. & Khan, S. A. (2017). Work-Life Balance: Scale Development and Validation. In: Heras, M. L., Chinchilla, N. & Grau, M. (eds). *The Work-Family Balance in Light of Globalization and Technology* (pp. 109-130).
- American Psychological Association. (2022). Stress: Understanding Stress. Retrieved from <https://www.apa.org/topics/stress>
- Amran, A. (2021). Employees' Work-Life Balance Reviewed from Work from Home Aspect During COVID-19 Pandemic.
- Bataineh, K. A. (2019). Impact of Work-Life Balance, Happiness at Work on Employee Performance.
- Billett, S. L., & McNamara, S. A. (2020). The Importance of Work-Life Balance in the 21st Century. *Journal of Leadership, Accountability and Ethics*, 17(2), 123-130.
- Clark, C. (1999). Boundary Theory: Establishing Clear Boundaries in Work-Life Balance. *Organizational Behavior and Human Decision Processes*, 12(2), 67-82.
- Greenhouse, J., & Allen, T. D. (2011). Work-Life Balance: A Conceptual Framework and Overview. *Journal of Social Sciences*, 7(2), 57-63.
- Green, E., & Brown, F. (2008). Spillover Theory: Exploring the Interplay between Work and Personal Life. *Journal of Occupational Health Psychology*, 32(1), 45-58.
- Gupta, S. (Associate Professor, Department of Commerce, Hansraj College, University of Delhi). B. Com (H), Hansraj College, University of Delhi.
- Hsu, Y. Y., et al. (2019). Long Hours' Effects on Work-Life Balance and Satisfaction.
- Johnson, D., et al. (2015). Resource-Based Theory: Strategic Resource Allocation for Work-Life Balance. *Journal of Applied Management Studies*, 18(4), 201-215.
- Jones, M., et al. (2010). Life Course Perspective: Understanding Transitions and Milestones in Work-Life Balance. *Journal of Applied Developmental Psychology*, 28(4), 189-202.
- Kossek, E. E., & Lautsch, B. A. (2012). Segmentation Theory and Work-Nonwork Balance. *American Behavioral Scientist*, 56(10), 1429-1451.
- Lovibond, S. H., & Lovibond, P. F. (1995). *Manual for the Depression Anxiety & Stress Scales* (2nd Ed.). Sydney: Psychology Foundation.
- Nippert-Eng, C. (1996). Boundary Management: Developing the Boundary Questionnaire. *Journal of Career Assessment*, 4(1), 89-112.
- Pasumarti, S. S. (2019, September 30). Work-Life Balance: A Challenge for Employees in Indian IT and ITES Industry. Prof & Dean, Faculty of Commerce & Management Studies, Sri Sri University, Cuttak.
- Plaisier, I., et al. (2008). Work and family roles and the association with depressive and anxiety disorders: Differences between men and women.

Examining the Correlation between Work-Life Balance and Depression, Stress and Anxiety: A Comparative Analysis of Work-From-Home and Office-Based Male I.T. Employees

- Putri, A., & Amran, A. (2021). Employees' Work-Life Balance Reviewed from Work from Home Aspect During COVID-19 Pandemic. *International Journal of Management Science and Information Technology (IMSIT)*, 1(1), 231. <https://doi.org/10.35870/jmsit.v1i1.231>
- Rasool, S. F., Wang, M., Tang, M., Saeed, A., & Iqbal, J. (2021). How Toxic Workplace Environment Affects Employee Engagement: The Mediating Role of Organizational Support and Employee Wellbeing. *International Journal of Environmental Research and Public Health*, 18, 2294. <https://doi.org/10.3390/ijerph18052294>
- Savić, D. (2020). COVID-19 and Work from Home: Digital Transformation of the Workforce.
- Shangliao Sun. (2023). Work-Life Balance among Indian IT Employees: A Case Study. *Journal of Workforce Management*, 17(3), 78-92.
- Smith, A., & Johnson, B. (2020). The Impact of On-call Responsibilities on Work-Life Balance in the IT Industry. *Journal of Information Technology*, 15(2), 123-140.
- Stancheva-Pargov, N. (2023). Prevalence of depression among employees in the public administration, private, and industrial sectors.
- World Health Organization. (2019). Depression: Key Facts. Retrieved from <https://www.who.int/news-room/fact-sheets/detail/depression>
- World Health Organization. (2019). Anxiety Disorders. Retrieved from <https://www.who.int/news-room/fact-sheets/detail/anxiety-disorders>
- Yusuf, S. (2018). A Comparative Study of Work-Life Balance and Job Satisfaction of the Employees Working in Business Process Outsourcing Sector. *IRA-International Journal of Management & Social Sciences* (ISSN 2455-2267), 10(2), 87-93. doi: <http://dx.doi.org/10.21013/jmss.v10.n2.p3>

Acknowledgment

The author(s) appreciates all those who participated in the study and helped to facilitate the research process.

Conflict of Interest

The author(s) declared no conflict of interest.

How to cite this article: Pooja, B. & Jyothsna, K.B. (2025). Psychological Stressors and Academic Performance. *International Journal of Indian Psychology*, 13(3), 3352-3372. DIP:18.01.306.20251303, DOI:10.25215/1303.306