

Research Paper

## Impact of Rotational Night Shifts on Domestic Role Performance Among Indian Employees

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### ABSTRACT

The increasing prevalence of rotational night shift in India's BPO sector has raised significant concerns regarding employee well-being and domestic role performance. This study investigates the multifaceted effects of night shift work on personal life and domestic roles among Indian employees, focusing on how irregular work hours interfere with household responsibilities, caregiving and family engagement. The study was done by using the two standardized Scales Work-Family Conflict Scale (Carlson, Kacmar, & Williams, 2000) and Role Overload Scale (Reilly, 1982). A sample of 60 Employees was drawn using random sampling technique and snowball sampling, out of which (n=15) participants were working remotely, (n=15) participants were working from office. And (n=15) participants consisted of Night shift Employees and (n=15) participants were Day shift Employees using Online data collection technique. A strong positive correlation ( $r=0.809$ ) was found between Work-Family Conflict and Role Overload among Day Shift Employees, Among Night Shift Employees. A moderate positive correlation was found between Work-Family Conflict and Work Overload, a very strong positive correlation was observed between Work-Family Conflict and Work Overload, The Pearson correlation for office-based employees showed a moderate positive relationship between Work-Family Conflict and Workload. This suggests a close link between the emotional strain of balancing work and family and the burden of multiple responsibilities.

**Keywords:** *Domestic Role, Rotational Night Shift, Day Shift Employees, Work-Family Conflict, Role Overload, Indian Employees, Work-life Balance, Remote Employees, Office-based Employees, Shift Work*

In India, students, mainly newly graduated students, are seeking Jobs. But only a few of them get the job they really want. And for some, they do get offers but they are not up to their expectations. Well, some people believe in "Not every expectation is fulfilled" and they sign the contract. This contract usually is to become a juggler. Here the beads represent different types of roles. Being a good employee, a good partner, a good parent and a good child. Yes, every employee does that so there is not anything that makes this contract different from others. No. It does. Imagine juggling the beads in the dark. Yes. We are referring to the night shift employees.

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What is night shift? No this is the wrong question. The real question is *Why* night shift? So, in India there are so many companies that are offering to work for overseas countries and in India as well there are some companies that are open 24 by 7 for their customers. Some people choose Indian companies to work with and some prefer to work with Overseas companies. (Of course, incentives matter) and the competition over here is high as well between National and International Companies.

Now, employees who signed the contract to become the night juggler and struggler their daily routine consist of waking up late in the morning or sometimes late in the afternoon because some of them do the real night shift (working from 9 PM to 6 AM) that it will take at least one hour for them to come home and have meal then going to bed eventually after 7 or 7:30. Then waking up after 2 or 3 PM where everyone in the home is having lunch these jugglers eat their first meal of the day. Then spending time with the family gets difficult because after lunch in India most people want to take a little break. A little nap. Now these Jugglers might feel lonely at this time.

Maybe they go to the gym or they try to maintain their physical health. Maybe spending time with their friends. Then try to spend some time with the family, then having their lunch when everybody else is having dinner or snacks. Then again getting ready for the office and the cycle goes on. Doing a 9-hour shift and then we all know the struggles of a job. If we go through this routine, nothing really bothers us because it looks really fine. In the starting of this research, it was mentioned that they have signed a contract of being a juggler.

So, is our juggler handling the beads correctly? Is the individual being a good father, mother or a good spouse or a good child? And most important is our juggler being him or herself?

We will look at each bead. Let's say the first bead we have is of a child. A daughter or a son. Well usually people do good at being children, because the person who is standing in front of us is none other than our parents. Parents understand us like no one else can. But still as a good child and a night juggler it is the duty of the child to satisfy their demands and resolve their issues. Hanging out with them, devoting some quality time, listening to them, etc.

The second bead we have is of being a spouse. Let's first assume a wife. If the wife is a night shift employee, then it takes a lot to handle the family because over here, she not only has to deliver the duties of being a wife but also of being a daughter in law or sister-in-law. Her daily routine would really be different than what we have discussed above. And would be more difficult if her husband is a day shift employee. And if there is no understanding in the family, the hustle would really be something that we cannot imagine.

Then let's assume the second bead is of being a husband. Over here the husband may or may not be able to give the quality time to the partner or family. May not contribute to chores or daily tasks. During their week offs they might find it hard to break their sleeping cycle that they have developed to participate in family activities. (Vasanti, T., & Anupama, B. (2023)). The third and most challenging bead being a parent. It's most challenging because children expect a lot from their parents. Here the main things come in, is the parent able to encourage their children, are they able to motivate them, are they providing a good environment for them for nurturing. According to OhioLink.edu, parents are more likely to argue over chores and other responsibilities if they do not work on the same time schedule. Children can pick up on this discontent, and it can strain their relationship with one or both parents. And

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children have fixed schedules of sleeping at night, this creates a small window for the parents to interact with the children. (Vasanti, T., & Anupama, B. (2023)).

And the last but not the least Bead. Being an employee. Here the role of the individual is to maintain good performance, a good reputation and many more. And after all these things the main thing is that if a juggler is even satisfied with his or her commitments to work and family? At some point in their life, they think that the job I am doing is even working for me or not. In working with all these beads, the juggler's health, their sleep gets affected the most. Sleep is a pillar of Human existence and it plays an important Role in maintaining overall health and wellbeing. (Nirupama, A. Y., Chellaiyan, V. G., Qadeer, A. S., Paulson, W., Pandey, S. P., & Ravivarman, G. (2023).) This study is not about sleep quality and its effect. But the daily routine of not getting night time sleep directly affects the behaviours and physical and mental wellbeing, that is directly correlated with their Domestic Roles.

### ***What is Domestic Role?***

Roles refer to the social position people have (e.g., teacher, mother, and customer) and behavior associated with that position. Roles tend to carry certain risks and benefits which may vary by individual characteristics and cultural context. Roles can provide connection to other people and access to resources, which in turn may have feelings of security, status enhancement, and ego gratification. Roles also provide directions for behavior in otherwise uncertain situations (Hogg, 2000). Domestic Role basically is the duties we just discussed above while explaining the different beads. The daily task we all do as a human being, as a spouse, as a parent or as a child. In this study, the term Domestic Role Performance refers to the extent to which working individuals are able to participate in or fulfil their expected responsibilities within the household, including parenting, housework like cleaning, cooking, doing laundry, groceries and being support for the family while managing professional work commitments. Night shift interfere with family roles and dramatically reduce the quality of time spent with family and community. (James, F. A., Sudha, S., & Manimalar, R. 2016).

In Indian culture people expect a lot from a married woman. Mostly the household work and chores are to be done by women only, well nowadays men also contribute in such domestic tasks which really helps their spouses to maintain peace in a family. But what if they both are employees? What if one of them is a night juggler? What if they are parents? Will they be able to maintain the domestic roles as they are supposed to? What if one of them is on a rotational shift?

### ***What is Rotational Shift?***

In some companies, employees are allowed to choose their shifts for a month or two. Every month they take the preferences from the employee and the company tries to assign that particular shift to the employee. But it is hard for the company as well to assign the preferred shifts to their employees and end up giving some random shifts to some of the employees. Here employees sometimes work in a day shift and sometimes in a night shift. Which also affects the employees to maintain the daily routine and balance between work and life. Because if they are assigned a night time employee for two months, they will somehow get adapted to sleeping in the morning. Now if after two months they are assigned to be an early bird, it will be so hard for them to wake up in the morning and vice versa. In such shifts the employees mental and physical health will get impacted and the area to have good quality time with the family gets smaller and smaller. And not only that, their diet routine also gets

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disturbed. Because if an employee is working at night their appetite will increase as they are awake at night.

While these schedules support global business needs, they tend to disturb employees' sleep, social and family life. In this study we are going to examine how rotational shifts specifically affects employees' ability to perform domestic roles, such as household tasks and caregivers, maintaining work life balance, which are critical for overall well-being.

### REVIEW OF LITERATURE

In today's globalized economy, round-the-clock operations have become a norm across several industries. In India, particularly within the business process outsourcing (BPO) and healthcare sectors, rotational night shifts are commonly adopted to meet the international client requirements. While this model supports economic productivity, it also leads to meaningful compromises in the personal and domestic lives of employees. This review explores how rotational night shifts affect health, sleep, family responsibilities, and domestic productivity.

Silva and Costa (2023) conducted a comprehensive literature review highlighting the physical, psychological and social concerns of night shift work, such as disrupted circadian rhythms, reduced sleep quality, and weakened family engagement. Similarly, Nirupama et al. (2023) in the snore study found significant sleep deprivation among healthcare professionals in South India, leading to reduced job satisfaction and lower quality of life scores.

In the Indian context, Vasanti and Anupama (2023) investigated that night shift impacts on women in the IT sector. Their findings revealed increased health problems like backaches, depression, irregular menstrual cycles), mental stress and weakened family connections. Many women reported being able to contact family only when absolutely necessary, reflecting social isolation caused by night work. Similar concerns were echoed by Jain and Jain (2012), who found that female nurses working in Udaipur experienced significant fatigue, sleep disturbances and twisted domestic roles.

Dingman (2020), in a U.S – based study on police officers, found that rotational shifts significantly disrupted work-life balance, with long-term implications for mental health and family dynamics. These findings are echoed in Singh and Kwatra (2013), who explained how circadian misalignment among Indian railway workers leads to chronic sleep debt and reduced participation in social or family activities.

Zare et al. (2018) extended the discussion by comparing clockwise and counter clockwise rotation schedules, noting that CCW shifts had a more harmful impact on sleep quality and family life. This is consistent with Ferri et al. (2016) who retrieved that rotating shift nurses' experiences poorer psychological and physical health than their day-shift counterparts. Kapoor and Yadav (2019) further confirmed that variable shift workers reported worse sleep quality, more caffeine dependence and reduced overall quality of life than non- shift workers.

James et al. (2016) examined leisure and social engagement, reporting that night shift employees experience greater marital strain, reduced community involvement, and increased domestic stress. And lastly, Jain and Jain (2012) highlighted how night shift impacts female nurses' ability to maintain social and familial roles, mirroring findings across other sectors.

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Collectively, these studies reveal that rotational night shifts impair not only employees; health and productivity but also their capacity to fulfil personal and domestic responsibilities. For Indian BPO or IT sector employees – who often work in demanding, client- facing environments- this created a unique challenge, where the blurring of professional and personal boundaries leads to exhaustion, stress and reduced home functioning.

### *Objective of the paper:*

The objectives of the study are as follows:

1. To assess the level of domestic role performance among Indian Employees working in rotational night shifts and day shifts.
2. To compare domestic role performance between employees with the day shifts and those with the rotational night shifts.
3. To analyse the domestic role performance between individuals working from home and working from the office settings.

## **METHODOLOGY**

This study is a quantitative, cross sectional survey design to investigate the impact of rotational night shifts on domestic role performance among Indian employees. The study design opens the opportunity for simultaneous comparison across work type and settings.

### *Population*

The target population includes Indian adults aged 22 to 45 years, currently employed in either rotational night shifts, day shifts and Work-from-home settings or office settings. A total of 60 participants will be selected using purposive and snowball sampling techniques to ensure representation across the diverse work schedules. The sample will be divided into four equal groups: 15 employees (n=15) working from home, 15 employees (n=15) working from office and 15 (n=15) working in rotational night shifts and 15 (n=15) working day shifts allowing for comparative analysis.

### *Assessments / Scales*

- **The Work Family Conflict Scale by Carlson, Kacmar and Williams (2000).** The scale consists of 18 items that assess conflict across time based, strain based and behaviour based dimensions on a 5- point Likert Scale. This scale has demonstrated high internal consistency, with Cronbach's alpha values ranging from 0.78 to 0.89 across its subscales, confirming its reliability. Its construct validity has been established through factor analysis and strong correlations with related work-life balance constructions.
- **The Role Overload Scale developed by Reilly (1982)** included 13 items designed to assess perceived excess in workload and responsibilities, also rated on a 5-point scale. This scale has the Cronbach's alpha of 0.74, indicating good internal consistency. Its validity has been supported through its significant associations with burnout, stress, and job satisfaction in occupational health research.

In addition to the two main scales, the questionnaire also includes demographic variables such as age, gender and work schedules. Ethical consideration, including informed consent and data confidentiality will be strictly followed throughout the research process.

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### *Hypotheses:*

- **H1:** Employees working in rotational night shifts will report significantly lower domestic role performance than to those working in fixed day shifts.
- **H2:** There will be a significant difference in domestic roles performance between employees working from home and those working from the office.

### *Research Design:*

*Independent Variable:* Work Shift type; Rotational Night Shift vs Fixed Day shift

*Dependent Variable:* The dependent Variable is Domestic Role Performance which refers to the extent to which employees are able to fulfill household responsibilities such as caregiving, cooking, cleaning and other family-related tasks.

### *Control Variable:*

- **Gender:** Women are often expected to contribute more to domestic work irrespective of their shifts.
- **Marital Status:** Married Individuals have more household responsibilities than single individuals. **Number of Dependents:** Employees with children may face higher domestic demands.
- **Years of Work Experience:** Experienced employees may have better time management skills.

### *Procedure:*

The aim of the study is to find out the impact of night shift on domestic role performance among Indian Employees so a total sample of 60 participants included in the study with the purposive and snowball sampling. The participants were divided into four groups of 15 participants each: Those working Rotational Night shifts, those working in Fixed Day shifts, those working from office-based settings and those working remotely. This grouping allowed for comparative analysis of both shift timing and work setting on domestic role performance. The data was collected via google form which consisted of two standardized scales naming Work Family Conflict Scale (Carlson, Kacmar, & Williams, 2000) and Role Overload Scale (Reilly, 1982).

Ethical consideration, including informed consent and data confidentiality was strictly followed throughout the research process. Data was analysed using descriptive statistics, independent t-test, and Pearson's correlation to assess the difference and associations between shift type and domestic role performance.

### *Data Analysis:*

The collected data analysed using descriptive statistics to summarize demographic characteristics, independent samples t-test to compare group means, and Pearson's r to examine relationships among variables. Variables such as work family conflict, role overload.

## **RESULTS AND DISCUSSIONS**

The present study was undertaken with an objective of comparing the Domestic Role performance among Day Shift Employees and Night Shift Employees. Also to find out the level of Domestic Role Performance among Employees working in Home Setting and Employees working in Office-setting. The following section highlights the results which

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have been systematically presented with the supportive material, enabling a clear understanding of Work Family Conflict score among Night Shift Employees (M =49.73 , SD=2.8) was substantially higher than that of Day Shift Employees (M= 34.78, SD= 9.12) and the mean Work Overload Score among Night Shift Employees (M=55.13, SD=4.61) was significantly higher than that of Day Shift Employees (M= 39.2, SD= 10.9), indicating higher work conflict and higher work overload experienced by Night Shift Employees. (See Table 1 and Table 2).

**Table no. 1 Indicating Employees working in Day shift experience Moderate Work-Family Conflict and Moderate to High Work Overload.**

	<b>Work-Family Conflict Scale (Day Shift Employees)</b>	<b>Work-Overload Scale (Day Shift Employees)</b>
Standard Error	2.43	2.83
Median	37	41
Mode	39	45
Standard Deviation	9.12	10.99
Sample Variance	83.25	120.88
Kurtosis	1.30	1.81
Skewness	-1.291	-1.37
Range	32	40
Minimum	13	13
Maximum	45	53
Sum	487	588
Count	15	15

**Table 2 Indicating Employees working in Night shift experience Very High Work- Family Conflict and Very High Work Overload.**

	<b>Work-Family Conflict Scale (Night Shift Employees)</b>	<b>Work-Overload Scale (Night Shift Employees)</b>
Mean	49.73	55.13
Standard Error	0.74	1.19
Median	51	55
Mode	51	52
Standard Deviation	2.89	4.61
Sample Variance	8.35	21.26
Kurtosis	-0.28	0.22
Skewness	-0.16	-0.34
Range	11	18
Minimum	44	45
Maximum	55	63
Sum	746	827
Count	15	15

In reference to the Table no.3 and 4, the mean score of Work- Family Conflict among Employees working in Office Setting (M= 47.46, SD= 4.15) was higher than that of Employees working in Home setting (M= 39.4, SD= 10.54) and the mean score of Role

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Overload scale among Employees working in Office Setting (M=52.53, SD= 4.56) was also significantly higher than that of Employees working in Home Setting (M= 46.13, SD= 12.46), indicating higher work conflict and higher work overload experienced by Employees working in Office Setting. (See Table 3 and Table 4).

**Table 3 Indicating Employees working from Home-setting experience High Work- Family Conflict and High Work Overload.**

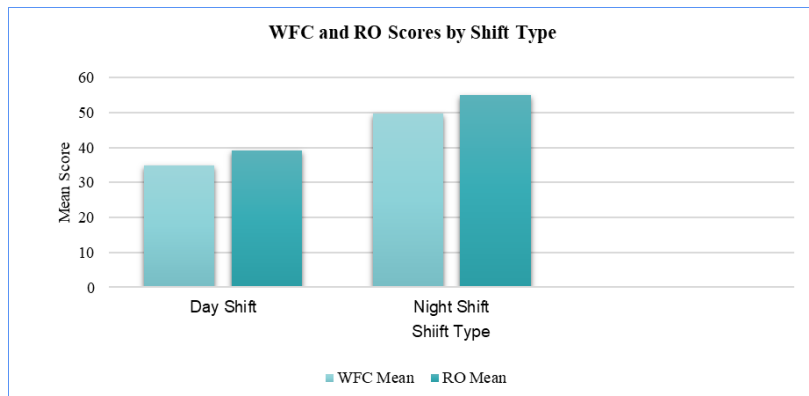
	<b>Work-Family Conflict Scale (WFH - Employees)</b>	<b>Work-Overload Scale (WFH- Employees)</b>
Mean	39.4	46.13
Standard Error	2.72	3.21
Median	39	45
Mode	35	45
Standard Deviation	10.54	12.46
Sample Variance	111.25	155.40
Kurtosis	1.59	2.60
Skewness	-0.98	-1.20
Range	40	50
Minimum	13	13
Maximum	53	63
Sum	591	692
Count	15	15

**Table 4 Indicating Employees working from Office-setting experience High Work- Family Conflict and Very High Work Overload.**

	<b>Work-Family Conflict Scale (WFO Employees)</b>	<b>Work-Overload Scale (WFO Employees)</b>
Mean	47.46	52.53
Standard Error	1.07	1.17
Median	47	53
Mode	51	53
Standard Deviation	4.15	4.56
Sample Variance	17.26	20.83
Kurtosis	-0.56	-0.44
Skewness	-0.07	-0.57
Range	15	14
Minimum	40	45
Maximum	55	59
Sum	712	788
Count	15	15

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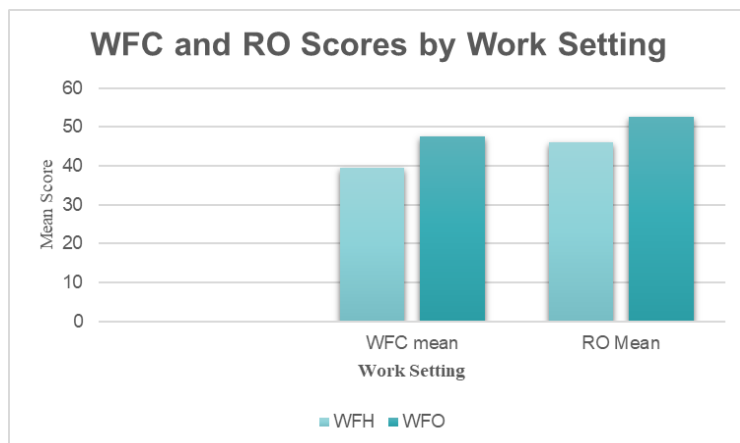
**Figure 1 Comparison of Work Family Conflict and Role Overload Means Between Day and Night Shift Employees.**



**Table 5 WFC and RO Scores by Shift Type**

Shift Type	WFC Mean	RO Mean
Day Shift	34.78	39.2
Night Shift	49.73	55.13

**Figure 2 Comparison of Work Family Conflict and Role Overload Means Employees working in Home setting and Office Setting.**



**Table 6 WFC and RO Scores by Setting Type**

Setting Type	WFH	WFO
WFC Mean	34.78	39.2
RO Mean	49.73	55.13

An independent sample t-test was conducted to compare Work- Family Conflict (WFC) score between day shift and night shift employees. The results revealed a statistically significant difference between the two groups,  $t(28) = -6.31, p < 0.001$ . The extremely low  $p$ -value suggests that this difference is highly significant. (see Table 7).

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**Table No.7 Indicating the Significant difference between Work Family Conflict of Day Shift Employees and Night Shift Employees**

	Work-Family Conflict Scale (Day Shift Employees)	Work-Family Conflict Scale (Night Shift Employees)
<b>Mean</b>	<b>34.2</b>	<b>49.73</b>
<b>Variance</b>	<b>82.45</b>	<b>8.35</b>
<b>Observations</b>	<b>15</b>	<b>15</b>
<b>Pooled Variance</b>	<b>45.40</b>	
<b>Hypothesized Mean Difference</b>	<b>0</b>	
<b>df</b>	<b>28</b>	
<b>t Stat</b>	<b>-6.31</b>	
<b><i>P(T&lt;=t) one-tail</i></b>	<b>3.95</b>	
<b><i>t Critical one-tail</i></b>	<b>1.70</b>	
<b><i>P(T&lt;=t) two-tail</i></b>	<b>7.91</b>	
<b><i>t Critical two-tail</i></b>	<b>2.04</b>	

A significant difference was found in Work Overload scores between Day Shift and Night Shift Employees,  $t(28) = -5.18$ ,  $p < .0001$ . Night Shift employees experienced notably more work overload compared to those working during the day. This finding reinforces the added pressure and demands associated with night shifts. (See table 8).

**Table 8 Indicating the Significant difference between Work Overload among Day Shift Employees and Night Shift Employees.**

	Score: Work Overload Scale (Day Shift)	Score: Work Overload Scale (Night Shift)
<b>Mean</b>	<b>39.2</b>	<b>55.133</b>
<b>Variance</b>	<b>120.88</b>	<b>21.26</b>
<b>Observations</b>	<b>15</b>	<b>15</b>
<b>Pooled Variance</b>	<b>71.07</b>	
<b>Hypothesized Mean Difference</b>	<b>0</b>	
<b>df</b>	<b>28</b>	
<b>t Stat</b>	<b>-5.18</b>	
<b><i>P(T&lt;=t) one-tail</i></b>	<b>8.57</b>	
<b><i>t Critical one-tail</i></b>	<b>1.701</b>	
<b><i>P(T&lt;=t) two-tail</i></b>	<b>1.715</b>	
<b><i>t Critical two-tail</i></b>	<b>2.048</b>	

An independent sample t-test indicated a statistically significant difference in Work-Family Conflict scores between employees working from home and those working from an office,  $t(28) = -2.76$ ,  $p = .0102$ . Office- Setting Employees reported greater work- family conflict than Home Setting employees. This suggests that employees physically present in office face more difficulty balancing Domestic Roles. (See Table 9).

**Table 9** *Employees Working in Office Setting experience significantly more Work- Family Conflict than Employees working in Home Setting*

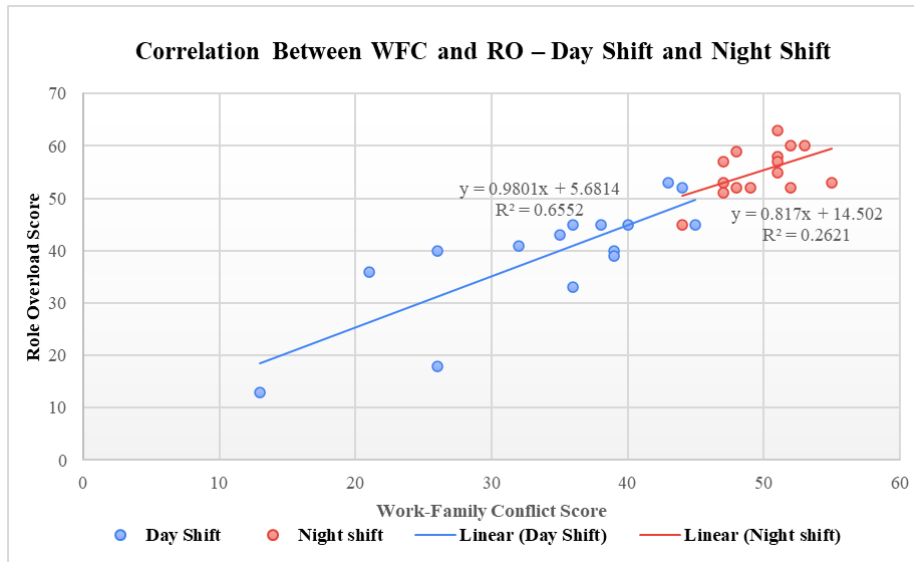
	Work-Family Conflict Scale (WFH)	Work-Family Conflict Scale (WFO)
Mean	39.4	47.466
Variance	111.25	17.266
Observations	15	15
Pooled Variance	64.26	
Hypothesized Mean Difference	0	
df	28	
t Stat	-2.75	
P(T<=t) one-tail	0.00509	
t Critical one-tail	1.701	
P(T<=t) two-tail	0.010	
t Critical two-tail	2.048	

A t-test comparing Work Overload among employees working in Home Setting and those in Office Setting showed no statistically significant difference,  $t(28) = -1.87$ ,  $p=.0724$ . While office employees reported slightly higher overload than those working in Home Setting, the p-value suggests that this difference may not be meaningful enough to generalize to the broader population. (See Table 10).

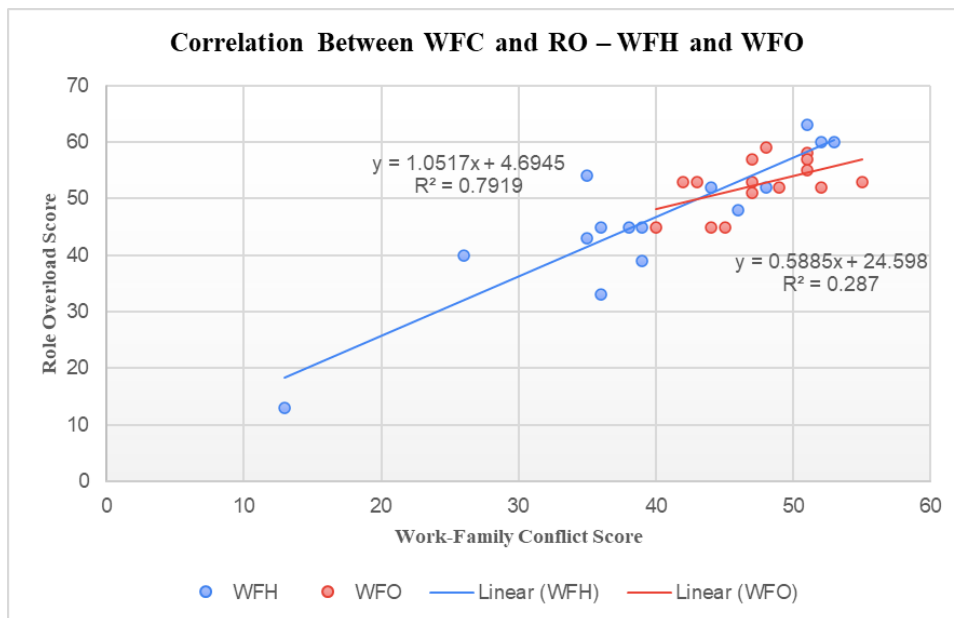
**Table 10** *No significant difference in Work Overload between Employees working in Office Setting and Employees working in Home Setting.*

	Work Overload Scale (WFH)	Work Overload Scale (WFO)
Mean	46.13	52.53
Variance	155.40	20.83
Observations	15	15
Pooled Variance	88.12	
Hypothesized Mean Difference	0	
df	28	
t Stat	-1.86	
P(T<=t) one-tail	0.036	
t Critical one-tail	1.70	
P(T<=t) two-tail	0.072	
t Critical two-tail	2.048	

**Figure 3 Scatter Plot of Work Family Conflict and Role Overload Scores (Day and Night Shift Employees)**



**Figure 4 Scatter Plot of Work Family Conflict and Role Overload Scores (WFH and WO Setting)**



A Strong positive correlation ( $r=0.809$ ) was found between Work-Family Conflict and Role Overload among Day Shift Employees (Table no.11), indicating that as work-family conflict increases, role overload also tends to increase. Among Night Shift Employees, a moderate positive correlation was found between Work-Family Conflict and Work Overload,  $r=0.512$ , suggesting that higher levels of work-family conflict were associated with the higher work overload in this group. For Employees working from home, a very strong positive correlation was observed between Work-Family Conflict and Work Overload,  $r=0.889$ . This suggests a close link between the emotional strain of balancing work and family and the burden of multiple responsibilities. The Pearson correlation for office-based employees showed a moderate positive relationship between Work-Family Conflict and Workload,

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$r=0.535$ , indicating that greater conflict between work and family domains was moderately linked with higher workload stress.

**Table No.11 Pearson's correlation (r) between the variables of the study**

Type of Work	Pearson's r
Correlation of Work-Family Conflict and Work Overload (Day Shift)	0.809
Correlation of Work-Family Conflict and Work Overload (Night Shift)	0.512
Correlation of Work-Family Conflict and Work Overload (WFH)	0.889
Correlation of Work-Family Conflict and Work Overload (WFO)	0.535

The findings of this study align with Role Theory, which suggests that individuals perform numerous social roles (e.g., employee, caregiver, partner), and conflict emerges when expectations from these roles are incompatible or demand simultaneous attention (Kahn et al., 1964). Employees working rotational night shifts or in traditional office settings often experience role strain, as their professional responsibilities interfere with their ability to meet domestic expectations. The prominent levels of Work-Family Conflict and Work Overload observed among night shift employees in this study reflect this dynamic, supporting the central beliefs of Role Theory. These findings are consistent with prior research (e.g., Zare et al., 2018; Ferri et al., 2016), which also noted greater work-family strain, fatigue, and lower domestic engagement among employees in non-standard work schedules. Situating the study within Role Theory helps emphasize the broader social and psychological implications of shift work underscores the need for intervention that supports better role integration.

### CONCLUSION

The study explored how varying work schedules, particularly rotational night shifts, affects the domestic role performance of Indian employees. Domestic Role performance was assessed through two key dimensions: Work-Family Conflict and Work Overload. Findings consistently demonstrated that employees working Night Shifts and those based in Office settings experience significantly higher levels of conflicts and overload compared to their day-shift and home setting counterparts. Specifically, night shift employees reported markedly elevated Work-Family Conflict and Work Load Scores, indicating that irregular and extended work hours substantially interfere with their ability to engage in and fulfil household responsibilities.

Similarly, office setting employees reported greater strain in managing domestic roles compared to those working remotely, though the difference in overload was not statistically significant. Together, these results suggest that both the structure and timing of work critically impact an individual's capacity to perform domestic roles. The compounded stress of work interfering with family life, combined with physical and emotional exhaustion, highlights how modern occupational demands can undermine home productivity and personal life, particularly under inflexible or nocturnal work conditions. Overall, the study emphasizes the need for organizational interventions and policy reforms that consider the well being of employees beyond the workplace, promoting a healthier balance between professional duties and home life.

### **Limitations of the Study:**

The limitations in this research are:

1. The study included only 60 participants, which may limit the generalizability of the findings to the broader Indian Employees.
2. The data was done using the snowball and purposive sampling, which only concluded most employees from one city, local work patterns and cultural norms might have influenced the results
3. The influential variables such as organizational support, type of job role, work culture and income level were not examined and may have affected the outcomes.

### **Future Scope of Research:**

Future research can build upon the findings of this study by expanding the sample size and including participants from a wider range of industries. Longitudinal studies could offer deeper understanding of how night shifts impact domestic role performance over time. Additionally, qualitative methods such as interviews or focus group discussions may provide richer insights into lived experiences of employees balancing professional and personal responsibilities. Future studies can also investigate gender differences, family structure, and urban vs. rural settings; it will contribute to a more comprehensive understanding of how shift work interacts with domestic life in the Indian context.

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### ***Conflict of Interest***

The author(s) declared no conflict of interest.

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