

Impact of Family-Work Conflicts on Job Withdrawal Behavior of College Teachers

S. Sangeetha¹, Dr. S. K. Nagarajan²

¹Ph. D Research Scholar-Part Time [External], Department of Business Administration, Annamalai University.

²Associate Professor, Department of Business Administration, Annamalai University.

ABSTRACT

Conflicts may occur in the family structure that individuals will face in the course of the life cycle and the work life that individuals endeavor to sustain their lives. Individuals' work lives typically become more complicated, and increased job responsibilities may affect family life. Generally teachers' withdrawal behavior in colleges is due to job stress and random interruptions in work due to family-work conflicts. Hence, the research tries to identify the impact of family-work conflicts on job withdrawal behaviour of college teachers. It is demonstrated that the work-family conflict significantly influence job stress among college teachers. The research found that the family-work conflict significantly influence job stress among college teachers. It is found that the work-family conflict significantly influence withdrawal behaviour among college teachers. The analysis demonstrated that the job stress significantly influence withdrawal behaviour among college teachers. Hence, it is concluded that College teachers must anticipate individual moods and student-related stress to avoid increasing their stress levels. This can reduce their withdrawal behaviors.

KEYWORDS: Family-Work Conflicts, Job Stress and Job Withdrawal Behaviour.

INTRODUCTION

Family is among the most important concepts of significance today. Conflicts may occur in the family structure that individuals will face in the course of the life cycle and the work life that individuals endeavor to sustain their lives. Individuals' work lives typically become more complicated, and increased job responsibilities may affect family life. In contrast, family life may also affect work life due to complicated situations within the family. In addition to the conflict in question, job stress and job withdrawal behavior are also crucial factors. In this study, conducted to describe the balance between these two areas, in which so much time is spent, and to describe possible conflicts that may arise between these two areas and how the conflicts are associated with job stress and job withdrawal behavior, the aim is to describe interactions of the factors in question. The concept of conflict was analyzed on various occupational groups together with many different variables. A limited number of studies analyze job stress and job withdrawal behavior, the two dimensions of the work-family life conflict, under the same title.

Research on withdrawal behavior in the academic field is scarce. Furthermore, researchers in the field of education have long been interested in investigating withdrawal behaviors. Many employees remain engaged but remain less engaged for various reasons. This study focuses on the most popular withdrawal behavior indicators in the literature, namely: missing meetings, absenteeism, long breaks, tardiness, turnover intention, looking busy, cyber loafing, daydreaming, moonlighting and socializing.

A shortened workday results in some employees arriving late to work and leaving early. According to Koslowsky (2000), late arrival and early departure can be understood as the cause of poor working conditions of the employee. This indicates a decline in the employee's job satisfaction and commitment. The occasional unavoidable tardiness and early departure occur more and more in employees' daily lives. Also, employees prioritize other events without respecting the work schedule. Work-family interferences are the main reasons for this type of situation.

Generally teachers' withdrawal behavior in colleges is due to job stress and random interruptions in work due to family-work conflicts. Hence, the research tries to identify the impact of family-work conflicts on job withdrawal behaviour of college teachers.. The research classified the job withdrawal behaviour in to ten factors namely, missing meetings, absenteeism, long breaks, tardiness, turnover intention, looking busy, cyber loafing, daydreaming, moonlighting and socializing.

REVIEW OF LITERATURE

Abdulrahman Alkali Gaji and Shehu Inuwa Galoji (2022) identified that psychological withdrawal among employees were influenced by organizational politics increase. The research suggested that Public Institution captains and managers should discover and administer political procedure to avoid withdrawal behavior. Omar (2020); Liu, et al. (2019); Ahn and Chaoyu (2019) found that work stress had a positive impact on the turnover intentions of the employees.

Wagih Salama, et al. (2022) identified that there is positive influence of work stress on turnover intention. The research also identified that there is a positive association between job burnout and work stress as well as strong positive

association between work stress and turnover intentions. Zahra, et al. (2018); Prasetio, et al. (2018); Huang, et al. (2018) found that work stress had a positive impact on the turnover intentions of the employees.

Ni Made Umayanti Prateka Atmaja and GustiSalitKetut Netra (2020) discovered that physical withdrawal behavior was influenced by job stress, work-family conflict. Marga and Sintaasih (2017); Day (2018); Lestari and Mujiati (2018); Pratiwi and Ardana (2015) Runtuwene, et al. (2015) found that there is influence of job stress on the employee's desire to quit his job voluntarily.

Elanchezhayan, Velaven & Velaudham (2013) revealed that teachers coping strategies was differed and influenced by the demographic variables as well. Implementation of information technology (IT) in the teaching field reduces the stress level compare to era before implementing information technology.

Elanchezhayan, Velaven & Velaudham (2013) carried out to found the stress level of the teachers who contributed themselves into building an intellectual society. It shows the level of stress among the teacher community is high and they have been faced some biological and psychological changes in their life.

Mohammad Feizi, et al. (2012) discovered that withdrawal behaviors were influenced by job stressor and their dimensions. The research also identified that there is positive moderated relationship between psychological withdrawal behaviors and hindrance stressors. Lepine and Podsakoff (2005); Nicholson and Johns (1985) found the relationship between job stressors and withdrawal behaviors.

McKee, et al. (1992) identified that employee's intention to leave the job was influenced by perceived stress. Finally, the research discovered that there is relationship between perceived stress and employee intention to leave their job those employees with dependents living at home. Preacher, et al. (2007) found that work stress had a positive impact on the turnover intentions of the employees.

Karakas and Tezcan (2019) found that family-work conflict has an impact on employee performance and that work-family and family-work conflicts have an impact on work stress are concluded as a result of analyses. In addition, it has also been realized that work stress has a full mediating role in influencing the employee performance of the work-family conflict, and that work stress has no mediating role in influencing the employee performance of the family-work conflict.

Li, Bagger, and Cropanzano (2017) found that workers' perception of work-family conflict varied based on gender and direction of this conflict. A negative correlation was found between workers' perception of conflict and their work performance scores.

Lambert, et al. (2016) analyzed the relationship between different dimensions of work-family conflict and work stress. The authors concluded that an increase in one of dimensions was related to increase in work stress.

Celik and Turunc (2009) analyzed the effect of work-family conflict, job stress, and organizational commitment on work performance. The research determined that workers' level of family-work conflict levels affected work performance negatively and organizational commitment affected work performance positively.

Silverthorne and Chen (2008) concluded that individuals with high internal control focus tended to have lower levels of work stress; they also had higher levels of work performance and work satisfaction.

Justus & Ramesh (2005) identified age, wage, rage, cage, sage and page management as the panacea to manage stress among employees in organizations.

Bolino and Turnley (2005) underlined that there is a relationship between higher levels of individual initiative and higher levels of employee role overload, job stress, and work-family conflict.

Babin and Boles (1996) concluded that worker involvement and supervisory support decreased stress and increased work satisfaction. At the same time, the authors concluded that there was a positive relationship between role conflict and job performance and a positive relationship between work performance and work satisfaction.

Greenhaus and Beutell (1985) revealed that increase in demands related to interest and energy from family and work results in work-family conflict. An increase in work-family conflict results in increase in psychological problems based on stress. Situations such as an individual's stress, distress, anxiety, tension, or fatigue stemming from their families or works harden the role in which they need to fulfill requirements in other fields.

FRAMEWORK

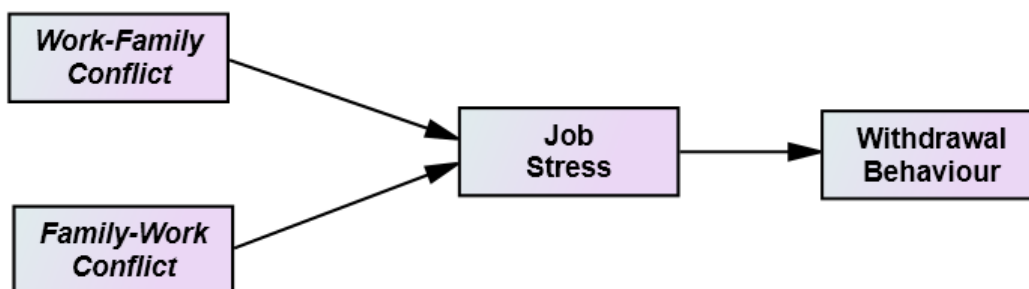


Figure 1: Conceptual framework

Limited research has been conducted related to work family conflict, job stress, and job withdrawal behaviour. Hence, the study attempts to fill this gap by estimating the impact of family-work conflicts on job withdrawal behaviour of college teachers. Below are my proposed hypotheses.

H1: Work-family conflicts have significantly influences job stress among college teachers.

H2: Family-work conflicts have significantly influences job stress among college teachers.

H3: Work-family conflicts have significantly influences job withdrawal behaviour among college teachers.

H4: Job stress has significantly influences job withdrawal behaviour among college teachers.

NEED FOR THE STUDY

The findings of this study will help college management. This study will help to know whether the college teachers are satisfied in their institution. This study also will help to identify the factors influencing job withdrawal behaviours. Findings from this study can help college management reduce job stress and decrease job withdrawal behaviours.

STATEMENT OF THE PROBLEM

Teachers’ job withdrawal behaviors adversely affect the educational institutions (colleges). Job withdrawal behaviour and job stress are business related constructs that have been extensively researched and directly influenced by work-family conflicts. A common problem in the educational institution is that faculty withdrawal behavior affects the effectiveness of an educational institution. A particular problem for the educational institution is that some educational institution leaders do not have the necessary procedures in place to prevent the effects of teacher withdrawal behaviors due to work stress and work-family conflicts.

OBJECTIVES

- To discover the influence of work-family conflicts on job stress among college teachers.
- To find out the influence of job stress on job withdrawal behaviour among college teachers.

MATERIALS AND METHODS

In order to explore the impact of family-work conflicts on job withdrawal behaviour of college teachers a descriptive research design is employed by the researcher. Data is collected from college teachers in Tiruvannamalai district, Tamilnadu through a well-designed questionnaire. This descriptive research design is employed to explore the relationship between family-work conflicts, job stress, and job withdrawal behaviour.

QUESTIONNAIRE DESIGN

Data is collected from college teachers in Tiruvannamalai district, Tamilnadu through a well-designed questionnaire. The questionnaire construction for this study is divided into four parts. The first part of the questionnaire is a demographic profile of the college teachers, the second part is family-work conflicts, the third part is job stress, the fourth part is job withdrawal behaviour. The first part is set up as a category and the other three as a measuring scaling technique.

Table 1: Questionnaire Construction

S.No.	Variable	Items	Author
1	Demographic Profile	10	---
2	Work Family Conflict	10	Karakas and Tezcan (2019)
	Work-Family Conflict	5	
	Family-Work Conflict	5	
3	Job Stress	15	Moracco, et al. (1982)
4	Job Withdrawal Behaviour	25	Erdemli (2015)

RELIABILITY

Pilot study was done to confirm that the results of this research questionnaire are reliable. The questionnaires are verified by involving 50 College teachers. Based on the College teachers’ opinion, some changes are made in the questionnaire. Cronbach’s alpha tool is employed to test the reliability. All the variables of this questionnaire are above 0.70. The results show that it is reliable. This means that the questionnaire has a high reliability value.

Table 2: Reliability of the research

S.No.	Variable	Items	Cronbach’s Alpha
1	Work Family Conflict	10	0.87
2	Job Stress	15	0.90
3	Job Withdrawal Behaviour	25	0.94

Source: Primary data

SAMPLING TECHNIQUE

In this study, purposive sampling technique has been applied to collect the primary data from College teachers in Tiruvannamalai district. In this way 50 College teachers are approached to collect the primary data.

STATISTICAL TOOLS

Path analysis is used to estimate model by probing the relationship between independent variable (Work Family Conflict) on dependent variable (job stress and job withdrawal behaviours). The researcher has employed the path analysis for influence of work family conflict and stress on job withdrawal behaviours with respect to job stress.

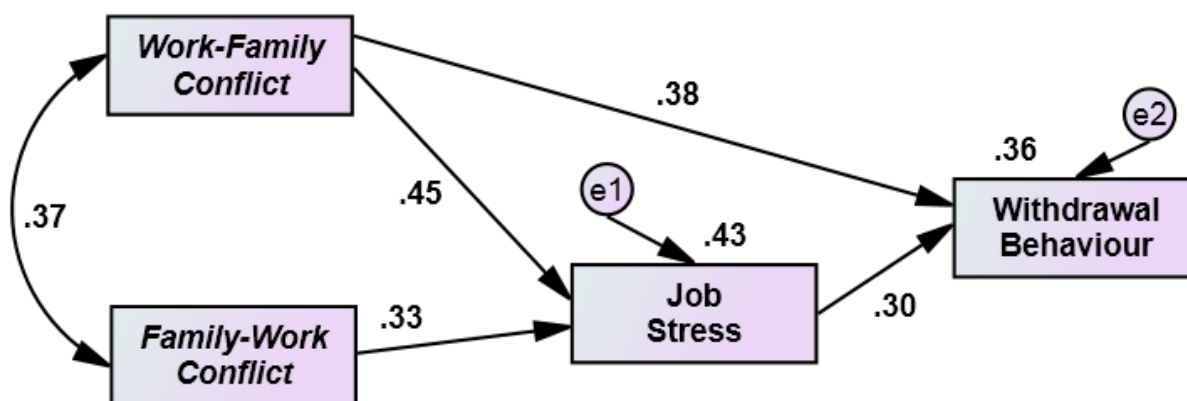


Figure 1.2: Influence of work family conflict and job stress on job withdrawal behaviour among college teachers

Table 3: Model Fit Indication

S.No.	Model Fit Indicators	Calculated Values in the Analysis	Recommended Values (Premapriya, et al. 2016)
1	Chi-Square	2.462	---
2	p	0.117	> 0.050
3	GFI	0.998	> 0.90
4	AGFI	0.983	
5	CFI	0.997	
6	NFI	0.998	
7	RMR	0.016	< 0.080
8	RMSEA	0.045	

Source: Primary data

The table 3 presents the mode summary of influence of student misbehaviour and stress on job withdrawal behaviour among college teachers. The path model presented, along with mode summary to verify the model fitness. The Chi-square statistic is 2.462 with $p > 0.05$. The table illustrates the model fit statistics such as RMSEA, RMR, NFI, CFI, AGFI and GFI. RMR and RMSEA are within than the recommended limit i.e., RMR and RMSEA is less than 0.08 (Indra, Balaji and Velaudham, 2020; Velaudham and Baskar, 2016). NFI, CFI, AGFI and GFI are within than the recommended limit i.e., NFI, CFI, AGFI and GFI is greater than 0.90 (Kantiah Alias Deepak and Velaudham, 2019; Velaudham and Baskar, 2015). All the model fit statistics imply a better model fit (Premapriya, et al. 2016; Victor and Velaudham, 2020).

Table 4: Regression Weights

DV		IV	Estimate	S.E.	C.R.	Beta	p
Job Stress	<---	Work-Family Conflict	0.630	0.042	14.988	0.452	0.001
Job Stress	<---	Family-Work Conflict	0.586	0.053	11.018	0.333	0.001
Withdrawal Behaviour	<---	Job Stress	0.162	0.020	8.144	0.295	0.001
Withdrawal Behaviour	<---	Work-Family Conflict	0.287	0.028	10.398	0.377	0.001

Source: Primary data

H1: Work-family conflict significantly influences job stress among college teachers.

The hypothesis was tested in path model. The finding of the analysis demonstrated that the C.R. value is 14.988; β value is 0.452 and p value is significant. The value of β is 0.452 that work-family conflict explains 45.2 percent of the job stress. Therefore, the hypothesis is accepted. Hence, the result demonstrated that the work-family conflict significantly influence job stress among college teachers. Lambert, et al. (2016) identified the relationship between different dimensions of work-family conflict and work stress.

H₂: Family-work conflict significantly influences job stress among college teachers.

The hypothesis was tested in path model. The finding of the analysis demonstrated that the C.R. value is 11.018; β value is 0.333 and p value is significant. The value of β is 0.333 that family-work conflict explains 33.3 percent of the job stress. Therefore, the hypothesis is accepted. Hence, the result demonstrated that the family-work conflict significantly influence job stress among college teachers. Lambert, et al. (2016) identified the relationship between different dimensions of work-family conflict and work stress.

H₃: Work-family conflict significantly influences withdrawal behaviour among college teachers.

The hypothesis was tested in path model. The finding of the analysis demonstrated that the C.R. value is 10.398; β value is 0.377 and p value is significant. The value of β is 0.377 that work-family conflict explains 37.7 percent of the withdrawal behaviour. Therefore, the hypothesis is accepted. Hence, the result demonstrated that the work-family conflict significantly influence withdrawal behaviour among college teachers. Omar (2020); Liu, et al. (2019); Ahn and Chaoyu (2019) found that work stress had a positive impact on the turnover intentions of the employees.

H₄: Job stress significantly influences withdrawal behaviour among college teachers.

The hypothesis was tested in path model. The finding of the analysis demonstrated that the C.R. value is 8.144; β value is 0.295 and p value is significant. The value of β is 0.295 that job stress explains 29.5 percent of the withdrawal behaviour. Therefore, the hypothesis is accepted. Hence, the result demonstrated that the job stress significantly influence withdrawal behaviour among college teachers. Ni Made Umayanti Prateka Atmaja and GustiSalitKetut Netra (2020) discovered that physical withdrawal behavior was influenced by job stress, work-family conflict. Marga and Sintaasih (2017); Day (2018); Lestari and Mujiati (2018); Pratiwi and Ardana (2015) Runtuwene, et al. (2015) found that there is influence of job stress on the employee's desire to quit his job voluntarily.

FINDINGS

- It is demonstrated that the work-family conflict significantly influence job stress among college teachers. Lambert, et al. (2016) identified the relationship between different dimensions of work-family conflict and work stress.
- The research found that the family-work conflict significantly influence job stress among college teachers. Lambert, et al. (2016) identified the relationship between different dimensions of work-family conflict and work stress.
- It is found that the work-family conflict significantly influence withdrawal behaviour among college teachers. Omar (2020); Liu, et al. (2019); Ahn and Chaoyu (2019) found that work stress had a positive impact on the turnover intentions of the employees.
- The analysis demonstrated that the job stress significantly influence withdrawal behaviour among college teachers. Ni Made Umayanti Prateka Atmaja and GustiSalitKetut Netra (2020) discovered that physical withdrawal behavior was influenced by job stress, work-family conflict. Marga and Sintaasih (2017); Day (2018); Lestari and Mujiati (2018); Pratiwi and Ardana (2015) Runtuwene, et al. (2015) found that there is influence of job stress on the employee's desire to quit his job voluntarily.

SUGGESTIONS

- It is recommended that the college management should reduce the socialization of the teachers through proper training and development programs for the college teachers and create a better working environment to handle the students.
- College management should develop an integrated approach that includes ethical and socio-demographic factors to reduce withdrawal behaviors of teachers. Such an approach can reduce withdrawal behaviors through reduce work stress, setting clear rules & regulation, sufficient training programs, incentives and delegation of authority.
- College teachers must anticipate individual moods and student-related stress to avoid increasing their stress levels. This can reduce their withdrawal behaviors.

CONCLUSION

It is demonstrated that the work-family conflict significantly influence job stress among college teachers. The research found that the family-work conflict significantly influence job stress among college teachers. It is found that the work-family conflict significantly influence withdrawal behaviour among college teachers. The analysis demonstrated that the job stress significantly influence withdrawal behaviour among college teachers. Hence, it is concluded that College teachers must anticipate individual moods and student-related stress to avoid increasing their stress levels. This can reduce their withdrawal behaviors.

REFERENCE

1. Abdulrahman Alkali Gaji and Shehu Inuwa Galoju (2022). Organisational Politics and Employee Withdrawal Behaviour: A Study of Public Institution in North-East Nigeria. *ACU Journal of Social and Management Sciences*, 3 (1), 177-200.
2. Ahn, J.-Y.; Chaoyu, W. (2019). Job stress and turnover intention revisited: Evidence from Korean firms. *Probl. Perspect. Management*, 17, 52–61.
3. Babin, B., & Boles, J. (1996). The effects of perceived co-worker involvement and supervisor support on service provider role stress, performance and job satisfaction. *Journal of Retailing*, 72(1), 57-75.
4. Bolino, M. C., & Turnley, W. H. (2005). The personal costs of citizenship behavior: the relationship between individual initiative and role overload, job stress, and work-family conflict. *Journal of Applied Psychology*, 90(4), 740-748.
5. Celik, M., & Turunç, O. (2009). Aile-iş çatışması, iş stresi ve örgütsel sadakatin iş performansına etkisi: savunma sektöründe ampirik bir araştırma. (Effects of Family- Work Conflict, Job Stress, and Loyalty on Job Performance: A Study on Defence Sector). *Savunma Bilimleri Dergisi*, 8(2), 218-245.
6. Day, H. A. Z. (2018). Pengaruh Stres dan Kepuasan Kerja Terhadap Kemangkiran (Absenteeism) Pegawai Dinas Pendidikan, Pemuda dan Olahraga Kota Bukittinggi Provinsi Sumatera Barat. *Jurnal Manajemen Pendidikan*, 9 (2), 191–200.
7. Elanchezhian, S., Velaven, A. & Velaudham, C. (2013). An Analysis of Stress among the College Teachers with Special Reference to Coimbatore Tamil Nadu. *Review of Research*, 2 (4), 1-9.
8. Elanchezhian, S., Velaven, A. & Velaudham, C. (2013). Coping Strategies For Stress Management: A Study on College Teachers with Special Reference to Salem. *A Peer Reviewed International Journal of Asian Academic Research Associates*, 1 (7), 138-151.
9. Greenhaus, J., & Beutell, N. (1985). Sources of conflict between work and family roles. *Academy of Management Review*, 10(1), 76-88.
10. Huang, S.; van der Veen, R.; Song, Z. (2018). The impact of coping strategies on occupational stress and turnover intentions among hotel employees. *J. Hosp. Mark. Management*, 27, 926–945.
11. Indra, M., Balaji, K., & Velaudham, C. (2020). Impact of Social Influence and Safety on Purchase Decision of Green Cosmetic. *International Journal of Future Generation Communication and Networking*, 13(3), 3036–3042.
12. Justus, Frank Sunil, T & M. Ramesh (March 2009). Employee engagement towards retention – Insights from the real world. *HRM Review*, 49 – 53.
13. Kantiah Alias Deepak & Velaudham. (2019). Marital differences towards Consumer Buying Behaviour. *AJANTA*, 8 (2), 36-45.
14. Karakas, A., and Tezcan, N. (2019). The Relation Between Work Stress, Work-Family Life Conflict and Worker Performance: A Research Study on Hospitality Employees. *European Journal of Tourism Research*, 21, 102-118.
15. Koslowsky M. (2000). A New Perspective on Employee Lateness. *Applied Psychology International Review*, 49, 390–407.
16. Lambert, E., Qureshi, H., Frank, J., Keena, L., & Hogan, N. (2016). The relationship of work-family conflict with job stress among Indian police officers: a research note. *Police Practice and Research an International Journal*, 18(1), 37-48.
17. Lepine, J.A., N.P. Podsakoff and M.A. Lepine, (2005). A Meta-Analytic Test of Challenge Stressor- Hindrance Stressor Framework: An Explanation for Inconsistent Relationship among Stressors and Performance. *Academy of Management Journal*, 48, 764-75.
18. Lestari, N. N. Y. S., & Mujiati, N. W. (2018). Pengaruh Stres Kerja, Komitmen Organisasi dan Kepuasan Kerja Karyawan Terhadap Turnover Intention. *E-Jurnal Manajemen Unud*, 7 (6), 3412–3441.
19. Li, A., Bagger, J., & Cropanzano, R. (2017). The impact of stereotypes and supervisor perceptions of employee work-family conflict on job performance ratings. *Human Relations*, 69(11), 1-18.
20. Liu, C., Yuan, X., & Chenhong Hu, M. Z. (2019). Work-related Identity Discrepancy and Work Withdrawal Behavior: the Mediation Effect of Negative Emotion. *International Journal of Business and Social Science*, 10(7).
21. Marga, C. P. W., & Sintaasih, D. K. (2017). Pengaruh Konflik Kerja-Keluarga dan Stres terhadap Physical Withdrawal Behaviour. *E-Jurnal Manajemen Unud*, 6 (12), 6708–6733.
22. McKee, G. H., Markham, S. E., & Scott, K. D. (1992). Job stress and employee withdrawal from work. In J. C. Quick, L. R. Murphy, & J. J. Hurrell, Jr. (Eds.), *Stress & well-being at work: Assessments and interventions for occupational mental health*, 153–163.
23. Mohammad Feizi, Shahin Soheili, Mohammad Hasanzadeh and Abdollah pakdel (2012). Surveying the Relationship between Job Stressors and Withdrawal Behaviors (In Health and Social Security office of Ardebil City). *Australian Journal of Basic and Applied Sciences*, 6 (9), 407-411.
24. Moracco J, Danford D, And D’ariento RV (1982). The factorial validity of the Teacher Occupational Stress Factor Questionnaire. *Educational and Psychological Measurement*, 42.

25. Ni Made Umayanti Prateka Atmaja and GustiSalitKetut Netra (2020). Effect of Work-Family Conflict, Job Stress and Job Satisfaction on Behavior Physical Withdrawal of Employees. *American Journal of Humanities and Social Sciences Research*, 4 (8), 146-153.
26. Nicholson, N. and G. Johns, (1985). The Absence Climate and the Psychological Contract: Who's in Control of Absence?. *Academy of Management Review*, 10, 397-407.
27. Omar, M.K.; Aluwi, A.H.; Fauzi, M.W.; Hairpuddin, N.F. (2020). Work Stress, Workload, Work-Life Balance, And Intention To Leave Among Employees Of An Insurance Company In Malaysia. *Int. J. Bus. Econ. Law*, 21, 70–78.
28. Prasetio, P.; Partono, A.; Wulansari, P.; Putri, S.T.; Ramdhani, R.; Abdullah, A. (2018). The Mediation of Job Satisfaction in the Relation of Work Stress and Turnover Intention in Hotel Industry. *Adv. Econ. Bus. Manag. Res.*, 65, 608–612.
29. Pratiwi, I. Y., & Ardana, I. K. (2015). Pengaruh Stres Kerja dan Komitmen Organisasional Terhadap Intention to Quit Karyawan Pada PT. BPR Tish Batubulan. *E-Jurnal Manajemen Unud*, 4 (7), 2036–2051.
30. Preacher, K.J.; Rucker, D.D.; Hayes, A.F. (2007). Addressing Moderated Mediation Hypotheses: Theory, Methods, and Prescriptions. *Multivar. Behav. Res.*42, 185–227.
31. Premapriya, M. S., Velaudham, C. & Baskar, P. (2016). Nature of Family Influenced by Consumer Buying Behavior: Multiple Group Analysis Approach. *Asian Journal of Research in Social Sciences and Humanities*, 6(9), 908-915.
32. Runtuwene, Y. H., Mekel, P. A., & Rumokoy, F. S. (2015). Analyzing The Effect Of Organizational Stress and Work-Family Conflict on Employees' Intention to Leave (Case Study of PT. PDAM Dua Sudara Bitung). *Jurnal Berkala Ilmiah Efisiensi*, 15 (5), 1–11.
33. Silverthorne, C., & Chen, J. C. (2008). The impact of locus of control on job stress, job performance and job satisfaction in Taiwan. *Leadership & Organization Development Journal*, 29(7), 572-582.
34. Velaudham, C., & Baskar, P. (2015). Multiple Group Structural Equation Model Showing Influence of Age in Consumer Buying Behavior towards Air Conditioner in Chennai City. *Annamalai Journal of Management*, 89-96.
35. Velaudham, C., & Baskar, P. (2016). Number of Earning Members Influence over Air Conditioner Buying Behavior: Multiple Group Analysis Approach. *Annamalai Business Review*, 10(2), 59-68.
36. Victor Charles, J. and Velaudham, C. (2020). The Impact of Consumer's Perception Towards E-Tailing in Madurai. *High Technology Letters*, 26 (10), 583-593.
37. Wagih Salama, Ahmed Hassan Abdou, Shaimaa Abo Khanger Mohamed and Hossam Said Shehata (2022). Impact of Work Stress and Job Burnout on Turnover Intentions among Hotel Employees. *International Journal of Environmental Research and Public Health*, 1-20.
38. Zahra, S.S.; Khan, M.I.; Imran, M.; Aman, Q.; Ali, R. (2018). The relationship between job stress and turnover intentions in the pesticide sector of Pakistan: An employee behavior perspective. *Manag. Issues Health Syst.* 4, 1–12.