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A Study on Personality, Work-Life Balance and Mental Wellbeing

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ABSTRACT

This study aims to understand the interplay between personality trait, work-life balance and mental wellbeing and their holistic impact on an individual's life. Personality is formed collectively utilizing unique pattern of thoughts, behaviour and emotions that affects how people navigate various life events. This research focuses on the trait approach, especially the Big Five personality trait (OCEAN model), to understand their part influencing balance in the professional as well as personal lives and mental well-being.

The findings shows that the ability of an individual to manage work and life hassle maintaining their mental wellbeing is shaped by their personality traits. Therefore, by integrating the theoretical perspectives, this study provides a thorough insight of personality's influence on mental health and work-life fusion.

The study also highlights the need for workplace interventions curated according to different personality traits, specified work roles for handling managing stress and improving mental health. Understanding this dynamic has become crucial for a prosperous life in today's fast paced and tough world.

Keywords*: Personality, Work-life Balance, Mental wellbeing, Big five Personality, Stress Management interventions.*

I. INTRODUCTION

Personality has nervous meaning to cater as it plays a significant part in influencing how an individual will deal in their life. It is an accumulation of several factors such as patterns of thought, behaviour, affect, that makes an individual unique determining how one will comprehend to different life events. With the changing time, there has been different changes with regards to whys and how's on understanding personality.

With the new digital age, every new day, one comes across different opinion on hustle culture and how it shows one's "value". The definition of work life balance keeps on changing with each generation, for instance, Gen-x(born around early 1990s) would undermine the fact that work and life can and should be balanced for mental wellbeing. Whereas Gen-Z prioritize work-

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life balance before any deadline and meetings scheduled.

The understanding of Mental wellbeing has more or less been the same but addition of different layers to it will help the human mind understand its true essence. **According to APA**, mental wellbeing is an individual's overall sense of happiness, contentment and fulfilment. How an individual cope with conflicts, stressful situations, utilizing their potential would determine their mental wellbeing.

Understanding of how personality traits, work-life balance and mental wellbeing is essential for developing interventions that enhance overall psychological health and through this chapter we shall delve into the understanding of developing resilience and unitizing one's potential fully by drawing theoretical evidences.

II. THEORETICAL PERSPECTIVES ON PERSONALITY AND MENTAL WELLBEING

1. Psychodynamic Perspectives: Rooted itself in the Freudian wave, Psychodynamic perspective focuses on the role of unconscious process, childhood experiences, and conflicts within oneself in the melding of an individual's personality and mental health.

2. Genetic Approach: Theorist such as Gordon Allport, Cattle, Eysenck focused on trait perspectives for the understanding of the layers of individuals. Later, OCEAN model develops through the rotations utilized by factor analysis.

3. Humanistic Approach: Researchers and psychologists such as Maslow and Rogers believed humans aim for finding their full potential throughout their life span. Identifying from who they are to what really, they are, the ideal of "Self" develops.

4. Cognitive Approach: Psychologist such as George Kelly defines human personality utilizing corollaries which puts an individual on a spectrum that underlines one's thought, behaviour and motives.

5. Behavioural Approach: Psychologist such as B.F. Skinner, coined that reinforcement and punishment when introduced diligently would contribute in the construction of what one's personality and motives are.

6. Social Learning Approach: Theorist such as Bandura focused upon the contribution of modelling and vicarious reinforcement, in the development of personality.

7. Locus of control: Julian Rotter emphasised on the one's own behaviour and belief. How one perceives they Truely are and what amount of control one believed they have on themselves is the crux of locus of control.

8. Sensation seeking: Some individuals are Truely adventurous that they always search about for activities that are thrilling, disinhibiting.

This study will focus completely on understanding the influence of Trait theory approach on mental wellbeing, specifically the role of OCEAN model.

III. ORIGIN OF WORK-LIFE BALANCE AS A CONCEPT

The concept of "work-life balance" emerged in the U.K. in the 80's as a hope during the Women's Liberation Movement. This movement begun with the purpose to reassure flexible agendas and maternity leave for women. But while men were socially creative to follow their career goals without worrying about house chores and raising children, working women were expected to work and also maintain responsibility such as handling house chores and raising children. At that time, a frequent catchphrase brought out this obvious work-life imbalance asking whether women in the work force really "have it all". Despite voicing of these basic requirements, women experienced little liberation or measure towards work-life balance. At present, work-life balance has lifted to incorporate both, the problems and the methods aimed for effective time management for the Workers. It has also expanded to include "burnout prevention" and "stress management". Too much stress for a prolonged period of time results to workplace burnout. Workers who work for longer hours are at a high danger of burnout leading to exhaustion, mood swings, irritability and a decrease in work productivity. Workers in this era, need time to develop skills, to occupy time for fulfilling their family roles, and for their personal progress, contrasting the 80s, there is growing prominence today to generate work-life balance more gender neutral.

Even current studies on young workers with few family tasks, show difficulties in handling work-life balance. There are majorly three points that are linked with work–life imbalance. They are Gender, Time exhausted at work, and Family features. Gender could lead to a work–life imbalance due to the separate perception of role schema. It has been demonstrated that male working population prioritize their work duties over their family duties for providing monetary care for their families, whereas its otherwise for the female population. Utilizing extended working hours due to inflexibility, instability in work, doing overtime etc. could lead to an inequity between work and family duties. It has been demonstrated that time expended at work positively correlate with both work interference with family and family interference with work, however, it was unrelated to cross-domain approval. This could be due to the fact that satisfaction is an independent portion. This being said, long hours could be understood positively or negatively depending on the persons. Working elongated hours affect the family

duties, but on the other side, there are monetary benefits that join this action which negate the effect on family duties. Family features include single employers, married or living together employers, parent employers, and working parents. Parents who are working experience compact life satisfaction as they aren't much available to contribute to their family duties or necessities.

(A) Statement of Problem

The purpose of this study is to understand the relation between the personality factors, work life balance and its effect on mental wellbeing. From this we can understand how different personality factor effect the work life balance of an individual contributing to imbalance in their mental wellbeing Certain personality factors like neuroticism, Agreeableness, Openness to experience, etc. contribute to an individual's work and life balance as well as hoe he/she handles their mental wellbeing.

It is a well-recognized fact that most adults suffer adverse health effects from stress, and 75–90% of all general physician's office visits are for stress-related ailments and complaints. Sometimes the working hour contribute to one's detachment from the social life. For example, people working in night shifts don't just limit their self-time but their age-related productive activities like social gatherings, partying, cultural functions, family gatherings, etc. are just to name a few situations. Through this research we can contribute to some improvements that would be reflected and plays a major role in creating an imbalance between Work and Life so that different persons with different Personality traits can be recruited for jobs accordingly hence to balance Mental Well-Being. It is not uncommon that with the fast-pacing life, people tend to mix up their professional and personal life which ultimately lead to stress, frustration, mood swings, sleep deprivation, etc. are to name a few. Therefore, by summing it all up, we can say that imbalance caused in Work-Life Balance leads problems in Mental Well-being. But sometime, some people on one hand tend to overcome all these problems and they handle the situation as it is called, whereas on the other hand people fin d it tough to create a guarded boundary between their personal and professional life. This gives us a glimpse about the various personality factors that affects one's Work-Life balance and Mental Well-being. Therefore, this study would enlighten and provide significant understanding of the relation between Personality facets, Work-Life Balance and Mental Well-Being.

(B) Review of Literature

- **Personality:**

A study was conducted to study Personality and its effect on Academic Achievements by Caspi,

Robert, & Shiner (2005) talks about the methods which can explain the associations between personality traits and academic achievement in school or occupational settings. The association between personality and academic achievement may be one of an attraction, for instance, an individual will select environments which is constant with their personalities. When achievement targets and personality characteristics overlay, personality and academic achievement can be directly related with each other.

Ishaq et al (2013) examined the factors effecting the performance appraisal and role of personality traits factors in evaluating banking employee's performance. Results highlight that commercial banks should positively evaluate its employees as per their requirements, as per their personality traits and frame an authentic effort to progress and executing an open-door policy for the associations for the performance appraisal effectiveness. From the above researches it is understood that every individual has a particular trait predisposition and that has an influence on how one endorses, behave and express to their surroundings.

- **Work-Life Balance**

Richman et al (2008) found that the relationship of perceived workplace flexibility and supportive work-life policies on employee engagement and expectations is perceived to be flexibility and supportive work-life policies are related to greater employee engagement and longer than expected retention. Employee engagement fully intermediates the relationship between perceived flexibility and expected retention and partially mediates the relationship between supportive work-life policies and expected retention. Thus, both formal and occasional uses of flexibility are positively associated with perceived flexibility, employee engagement, and expected retention. These analyses provide evidence that workplace flexibility may enhance employee engagement, which may, in turn, lead to longer job tenure.

Parkes and Langford (2008) conducted a study to assess whether Workers are satisfied with their ability to balance work and other life commitments. It was hypothesised that work-life balance is important for engaging and retaining Workers in the context of other aspects of organisational climate. Their results showed that of the 28 organisational climate factors, work-life balance was the least aspect related to employee engagement and intention to stay in the organisation. In addition, their result showed that employee engagement was highly correlated with management of change and degree of innovation, belief in the organisation's mission and values, satisfaction with rewards and recognition, successfully achieving organisational objectives, participation and involvement in decision-making, career opportunities, competence of and communication with leadership, and employee perceptions of customer satisfaction with

goods and services.

V. Madhusudan et.al (2013) have identified the factors responsible for work life balance and extracted dependent, time flexibility, role clarity, co-worker support, family culture, working hours and head support as crucial components. Management has to focus on time flexibility, role clarity, co-worker support, working hours and head support for managing work life balance.

From the above researches it is understood that for an individual's self-satisfaction, job satisfaction and for a balance in personal life, Work-Life Balance is important.

- **Mental Well-being**

Sampson, Bowers and Albertson (1999) observed the relation between humour and well-being in healthy community dwelling younger and older adults using questionnaire and found that both, younger and older adults self-reported themselves to be healthy and both groups were comparable in terms of education. Results implied that no statistically significant age differences on measures of health, life satisfaction, and use of humour to cope.

Conversano, Rotondo, Lensi, Vista, Arpone and Reda (2010) reported that optimism have a significant influence on mental and physical well-being by the promotion of a healthy lifestyle as well as by adaptive behaviours and cognitive responses, associated with greater flexibility, problem-solving capacity and a more efficient elaboration of negative information.

Nygren, Alex, Jonsen, Gustafson, Norberg, and Lundman, (2005) studied that mental health was correlated with resilience in women, but not in men. Laraond, Depp, Allison, Langer, Reichstadt, Moore, Golshan, Ganiats, and Jeste, (2009) found that emotional health, self-rated cognitive function, optimism, days spent with family and friends, and self-rated successful aging, were most likely to predict resilience levels in a sample of community-dwelling older women.

- **Personality and Work-life balance**

Caspi et al. (2003) studied children's Behavioural styles at age 3 are linked to their adult personality traits at age 26. The sample of the study was 1000 children. The findings of the study indicated that longitudinal data provide the longest and strongest evidence to data that children's early emerging behavioural styles can foretell their characteristic behaviour, thoughts and feelings as adults pointing to the foundation of the human personality in the early years of life. These characteristics contribute to their later period of life even in their work settings.

Kaur (2013) conducted a study on Work-Life Balance: It's Correlation with satisfaction with life and personality dimensions amongst college teachers. In this study author attempted to

investigate the relationships between Work life balance, Satisfaction with life and Personality dimensions (Big Five Personality Traits). The results revealed that positive correlation exists between Work life balance, Satisfaction with life and Extroversion dimension of personality. Some of the personality dimensions are positively inter-correlated and no gender differences have been reported on all the variables except Conscientiousness and Extroversion contributes towards WLB and WLB contributes to SWL.

Eswaran et al (2011) conducted a study of the Relationship between the Big Five Personality Dimensions and Job Involvement in a Foreign Based Financial Institution in Penang. Authors conducted this study to find out the relationship between the Big Five Personality Dimensions and job involvement. Results indicate that extroversion and agreeableness are positively related to job involvement. Emotional stability/neuroticism, conscientiousness and openness to experience did not show any significant relationship with job involvement. Overall, the findings recognized the existence of a relationship between the Big Five Personality Dimensions and job involvement, although they are not very strong or extensive.

From the above researches it is understood that there is a strong connection between Personality and how one balance their work and life events. People having certain trait predisposition handle work-life events differently comparatively.

- **Personality and Mental well-being**

Guyonne Rogier, Alessandra Roberti, Carlo Garofalo conducted an investigation of spitefulness in violent offenders: Associations with the dark triad and emotion dysregulation. The aim of the study was to investigate the construct of spitefulness in violent offenders. Through a translation/back-translation procedure, the SS was translated into Italian, and its psychometric properties were examined. Results support the internal structure and construct validity of the SS, suggesting its potential utility for the study of the construct of spitefulness in violent offenders.

S.J. Mosavi Amiri, et conducted research to study Relationship between personality traits and mental health in athletes' students. The findings showed that there was positive significant correlation between neuroticism with somatic symptoms and depression, and negative significant correlation between extroversion, agreeableness, openness to new experience and conscientiousness with depression. Based on findings, it is concluded that physical exercises and sport plans have positive effects on mood and effect of students, and decrease physical and mental diseases in athletes' students.

Zahra Habibia, et conducted the Study of Personality Characteristics and Mental Health in

Addicts , the results of the study tell that substance abusers had scored higher on neuroticism and extraversion dimensions (Allen, 1982 ; Bartholow , 2000, Walton , 2004). The dimension of extraversion has been associated with activity, sociability, risk-taking behaviour and impulsivity (Costa & McCrae, 1992).

- **Work-life balance and Mental Well-Being**

Fatima and Sahibzada (2012) identified damaging spillover of work-life conflict on psychological health and mental well-being. Excessive indulgence in work domain (work involvement) has been associated with poor psychological well-being, mental stress, as well as problems in personal relationships (Nam, 2014).

A survey conducted on Canadian Organizations for three decades reported that the year 1990s appear to have been a very tough decade for Canadians working for medium and large organizations. Comparison of the data from 1991 and 2001 indicates that the incidence of high levels of perceived stress and depression has increased in the Canadian labour force in the past decade. In 1991, 47% of the respondents of the survey reported high levels of perceived stress which increased to 55% with high levels of perceived stress, in 2001. In 1991, 33 % of the respondents in the survey reported high levels of depression as compared to 38 % in the 2001 sample. On the basis of these findings, it is understood that life satisfaction declined over the decade. In 1991, 42 % expressed a high degree of life satisfaction versus 40 % in 2001.

Poonam Sharma and Purshottam Dayal (2015) conducted a vast study on two hundred bank Workers from the private, public and Co-operative sector banks located in Kota Rajasthan. The study reveals that mainstream Workers from all types of banks were not happy at their work place and found that women Workers cannot pursue their career after marriage and maternity leave, facing difficulties in maintaining a balance between work and life.

- **Personality, Work-Life Balance and Mental Well-Being**

Wajida Khan's "A Study of working professional's mental health in relation to personality at workplace" examined mental health in relation to personality attributes of working professionals using Cattell's 16PF. The results reveal that personal characteristics are related to mental health concluding that prior attention must be given to selection and development of Workers with increased focus on workplace personality attributes which actively contributes to higher level of individual and organizational performance as well as psychological well- being of the Workers.

Kumar and Singh's "Personality as a moderator between Stress State and Job Attitudes" was

conducted to examine the relationship of stress state and job attitudes, and to test whether personality moderates the relationship between stress state and job attitudes. The result of the investigation discovered that task engagement dimension of stress state was found to be positively correlated with job attitudes and distress dimension of stress state negatively correlated with job attitudes. Findings highlight that different dimensions of personality significantly affect the relationship between stress state and job attitudes.

From the current study much emphasis and understanding about the importance of considering Personality, Work-Life Balance and Mental Well-Being is made hence creating a greater scope for future researches with changes in the prevailing Work-Life situation is to be appreciated.

IV. CONCLUSION

Personality, work-life balance and mental wellbeing are interictally connected dimensions that significantly influence an individual's quality of life. The study underscores the important role of personality traits focusing specifically on the OCEAN model in shaping how individual navigate work-life balance and manage their mental wellbeing. While traits like Openness, Conscientiousness, may cater to adaptability and efficient time management, traits such as Neuroticism may contribute to challenges in maintaining equilibrium between work and personal life, potentially leading to mental health issues like stress and burnout.

With the development in the concept of work-life balance, from its very root to the current state emphasizing on gender-neutral, integrative approaches, reflect a broaden societal recognition of its importance. Today, work-life balance is seen not only as a mean of improving job satisfaction and productivity but also as a critical factor in safeguarding mental wellbeing. Research suggests that factors such as perceived workplace flexibility, supportive organizational policies and time management are instrumental in achieving a balance that supports both professional and personal fulfilments.

The explorations of mental wellbeing further sheds lights on its foundational role in resilience building, happiness and overall life-satisfaction. Studies mention that optimism, humour, and positive emotional states are strongly correlated with better mental health outcomes. Conversely, stress, long working hour and insufficient recovery time have been identified as significant barriers to mental wellbeing.

This demonstrates that personality traits influence work-life balance and mental wellbeing by affecting how individual perceives and responds to their environment. For instance, individual scoring high on extroversion may find satisfaction in social support system at work, while those high in neuroticism might struggle with emotional regulation, impacting their ability to manage

work-life boundaries effectively. The analysis from this research could highlight the importance of interventions required at workplace such as personality-based job placement and tailored workplace strategies to enhance work-life balance and mental health.

In conclusion, this interplay between personality, work-life balance and mental wellbeing is crucial for the understanding on how individual thrives in a fast paced, demanding environment where recognizing the nuances of these relationships provides a foundation for developing policies and practices that foster psychological resilience, productivity and overall life satisfaction.

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