

**A RESEARCH PROJECT ON  
THE ROLE OF WORK-TO-FAMILY  
ENRICHMENT IN UNDERSTANDING  
PASSIVE DEPRESSION**

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## **CERTIFICATION OF ORIGINALITY**

This is to certify that Himanshi Singh 2K20/DMBA/47 has submitted the project report titled, **The role of work-to-family enrichment in understanding passive depression** in partial fulfilment of the requirements for the award of the degree of Master of Business Administration (MBA) from Delhi School of Management, Delhi Technological University, New Delhi during the academic year 2020-2022

**Delhi School of Management,  
Delhi Technological University**

## DECLARATION

I declare that this report is our own unaided work. It is being submitted in partial fulfilment of the degree of Master of Business Administration to the Delhi School of Management, Delhi Technological University. It has not been submitted before for any degree or examination to any other University.

A handwritten signature in black ink, appearing to read 'Himanshi Singh', is written over a faint, light-colored watermark. The watermark consists of a stylized logo and the text 'Empower with Digitalization'.

Himanshi Singh

(2K20/DMBA/47)

## **ACKNOWLEDGMENT**

I would like to express our special thanks of gratitude to **Dr. Sonal Thukral**, as well as **Dr. Archana** who gave us the excellent opportunity to do this wonderful project on the topic “**The role of Work-to-family enrichment in understanding passive depression**”.

I would like to extend my thanks to my parents and friends who helped us a lot in completing the project within the limited period. The immense learning from this project would be indelible forever.

## **EXECUTIVE SUMMARY**

As depression has become one of the most serious problem of the world, it is leaving its effect on all the sections of the society and creating a lot of mess in the life's of people, mentally and also sometimes physically too, depression may be caused by many reasons to any person but here in our study we are focusing on depression which is caused to the working employees and how it could be cured , so along with passive depression we have another variable called Work to Family Enrichment to support our research which means the main focus of our research is to find out how work to family enrichment could help in dealing with passive depression.

So to conduct any research we need data to be collected on the basis of which we conduct our research and hence come the findings of it ,so here for our data collection we have used questionnaire method for our data collection which we circulated among various employees to know their mindsets and opinions on questions based on passive depression and work to family enrichment and hence we collected 143 responses on the basis of which we did our research ,now after collecting the data we need to analyse for its reliability, validity, correlation and dependence of variables.

As after doing our analysis we came to know various aspects of our data and hence it was found the same as in other researches that work to family enrichment is useful variable for the employees to get heal with passive depression also it should be applied in all the organisations so that it could make the employee feel worthy in the organisations and they don't feel depressed and low instead it lead to positive results such as improved skills ,feeling more confident ,working more efficiently ,feeling of support and many such better result.

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## **CHAPTER 1**

### **INTRODUCTION**

As the population is becoming more active and more aware about the current scenario of the organizations and their work process it has also lead to increase in the competition amongst each other ,though it may be considered as healthy competition which is somewhere benefitting the organizations as well the employees of the organizations in many ways as it is making them more knowledgeable as well as more adaptable to the environment but as we all know every coin have its two sides same applies to this situation as well because although it is benefitting the organization in several ways as well as helping the employees too, but it is also creating a lot of stress amongst the employees and more stress is taken by the employee who are not able to adapt the change which is necessary for them to cope up with the environment through which they would be able to survive in the situations which have become the dark side of it. Intense work pressure in in the organization has increased the global stress in the organizations. Depression is also leading to certain mental disorders these days which means it is affecting the mental health of the people. So through our research we have tried to understand the relationship between passive depression with the role of work-to- family enrichment so that we are able to find out how depression is related to family enrichment. This will help us know how depression causes effect in our work and reasons related to it and also how it affects our family issue or we will get to know does it even effect the family issue or not. Now some light would be thrown on each variable-:

#### **Work to family enrichment**

Work– family enrichment or work–to-family facilitation refers to a process at the work-life interface whereby experience or participation in one role increases the quality or performance in the other role.

“Enrichment of facilitation can occur when involvement in one role leads to benefits, resources, and/or personality enrichment which then may improve performance or involvement in the other role. Enrichment can occur bi-directionally such as work-family enrichment or family-work enrichment. Work–family enrichment occurs when

involvement in work provides benefits such as skill growth, or changing of mood to be more positive, which has a positive effect on the family. Family-work enrichment occurs when involvement within the family results in the creation of a positive mood, feeling of support, or feeling of success which can help that individual to cope better, more efficient, more confidence, or recharged for one's role at work”.

“Work–family enrichment has been shown to affect a range of outcomes including, but not limited to, job and family satisfaction”.

As the international journal suggests that the involvement of more family hours benefits employees in many ways hence it proves that work to family is an important concept which is to be applied in all the organizations. “Work-family enrichment is bidirectional, from work to family and from family to work. One transfers the resources one gains in one role to another. This results in improved quality in the receiving role” (Carlson *et al.*, 2006). For example, “employees who gain recognition in their jobs for accomplishing challenging work may feel increased self-esteem in their roles as parent and spouse. Employees with children may develop increased levels of patience from their parenting role and improve their working relationships with colleagues and subordinates” (Greenhaus & Powell, 2006). Now in the next section we will extensively describe about passive depression.

### **Passive Depression**

Passive Depression is becoming a world-wide problem of the ongoing era , it is slowly becoming a wide-spread disease from which most of the employees are suffering in some or the other way which may be due to work pressure at work place , it may be due any social phobia ,or also may be due to any physical health problem like thyroid ,diabetes and like so ,apart from this, it may also be due to addition to certain drugs and even due to some family issues. Hence depression could be defined as a mental disorder which effects person in different ways like in persons feelings, behaviour, thought process, relationships. Depression could affect person in many ways ,it basically makes the person ill, depriving him/her to think properly ,work properly ,learn properly and then at last apply properly ,it also effects family relationships as well as formal relationships in the organization which makes the situation worst for him/her. Depression is also defined as “a loss of self-esteem and perceived low prospects of achieving personal life goals characterise depression” (Lovibond & Lovibond, 1995). As we see this definition, it also explains that depression leads to



low self-esteem which means lack of confidence in oneself or feeling low about oneself which lead to people being feel unlovable, awkward and incompetent and which hence causes the effect in the personal life as well as also on the goals of the person. Hence, this states that depression can not only affect a person in his personal life but also on the ultimate goals for which a person works so hard and invest so much part of his life, which makes it clear that depression can cause harm to a person's personal as well as professional life so it is very necessary for a organization take care of the employees working in their organization. According to the (National Institutes of Health), "a depressive disorder is a condition that involves the body, mood, and thoughts. It disables motivation and interferes with normal functioning of daily life. It typically causes pain both to the person experiencing the mood disturbance and those who care about him or her".

As of now we know many things related to work to family enrichment and depression ,but now we would like to throw some light on how both the concepts are interrelated to each other, and then how can they benefit the employees if they are applied hand in hand. As per our research we found that number working hour was a aspect which affected the depression/stress level of the employees, usually employees were less satisfied with longer working hours which states that employee working for longer working hours were able to spend less time with their family which hence more stressed, along with this work load was also a aspect which created a environment of stress ,most employee were found less satisfied with more work load , if there will be more workload then if an employee is not able complete the work on the time and as expected this makes them feel losing their self esteem and confidence which leads to depression as per (Lovibond & Lovibond, 1995),along with this, flexible working hours was also a aspect which we focused on which employees were strongly satisfied with flexible working hours as per our study, employees were very happy with flexible working hours which ultimately states that they are not stressed about their working hours also because flexible working would lead them to spend more time with their family hence it may lead to less stress more effective work and more family time. It was also found that employees with flexible working hours were more satisfied with their job. These were several aspects that we considered in our study and we came to know that involvement of family and cooperation of the organisation with the employees makes the depression level in the employees less.

Our study focuses on how work to family enrichment can help to understand passive depression which is becoming a worldwide problem. Further we will learn more about it in detail.

## **Chapter-2**

### **OBJECTIVES OF THE STUDY**

- ✚ This study investigates the influence of work-to-family enrichment, both W2FE and F2WE, on the psychological health (Passive Depression) outcomes of subjective wellbeing, depression and emotional exhaustion.

## CHAPTER 3

### LITERATURE REVIEW

#### **Work-to-family enrichment**

Work-family enrichment is a process whereby the experience and participation at work affect the quality of life with family. Many constructs such as work-family positive spillover and work-family facilitation have been categorized under work-family enrichment. The process of work-family enrichment starts at work where resources are generated at work which can, later on, affect one's personal life. For example, the leadership skills learned at work can help a manager to run his house and manage things at home. It can also have a negative impact such as stress at the workplace can lead to people drinking and abusing at home.

Two concepts have been discovered till now which are, work-family enrichment and family-work enrichment. Family to work enrichment deals with the scenario where personal life affects one's work life. For example, an ill family member might affect the working hours and concentration level of an employee.

The path of work-family enrichment and family-work enrichment creates a learning behavior at one role and establishes the learning and transfer of the same behavior in the other role. It includes both the characteristics at workplace as well as at the personal level.

Till now, little research has been conducted on the work-family enrichment and it has not been linked to mental health. As the level of work-family enrichment increases, it leads to better mental health and greater family satisfaction which may further extend to other family members as well.

The term positive spillover has also been used in place of work-family enrichment, since the 1980s. Spill over is the transfer of skills and behavior so that there is a positive relationship between both the roles.

Another term, work-family facilitation has been used to describe the benefits of combining both the roles at the workplace and with family.

There has been some light on the topic of work-family enrichment through various researches, In a research conducted by Allen (2001) and Behson (2002), that support from one's organization, direct supervisors, and colleagues make the organization a more pleasant place for working, which positively affects employees' well-being and

improves work-family enrichment (Garg, 2018; Garg et al., 2019).

Another study conducted by Rhoades & Eisenberger (2002) described, when employees perceive that their organizations are helping them to integrate their work and family life, they tend to perceive those organisations to be more supportive and feel obligated to reciprocate with positive feelings about their jobs and organizations. Whereas Behson (2005) in his study, mentioned that informal means of work-family support effect and are more important to employee outcomes in their personal life as compared to formal means of support. Moreover, Greenhaus and Powell's (2006) presented a model to show that enrichment occurs when resource gains from one role( work or family) promote and improves performance in another role(family or work). It enables improved performance in the other role (family) either directly or indirectly. This model illustrates how the experiences in Role A (Work of family) can improve the quality of life in Role B (Family or work).

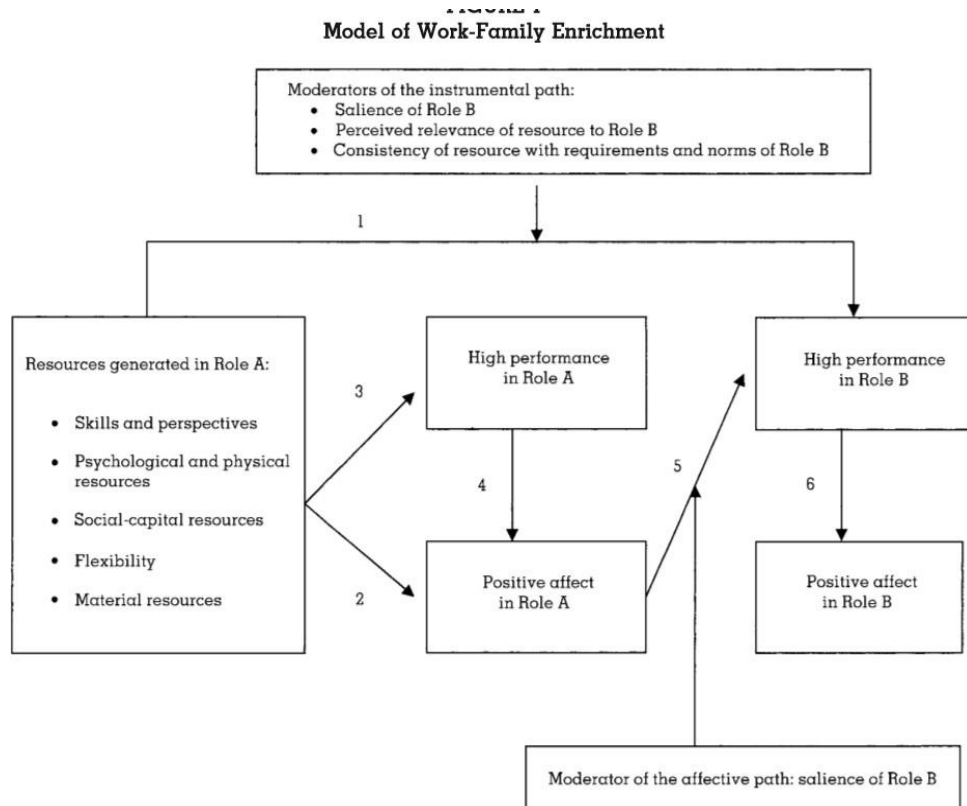


Figure 1: Work-family enrichment model

Source: Extracted from previous studies

Following this model, Carlson *et al.*, (2006) mentioned that, Work-family enrichment is bidirectional, from work to family and from family to work. One transfers the

resources gained from one role to another. This results in improved quality in the receiving role.

By analyzing the previously done researches, I would like to conclude Work-family enrichment is the process of transfer of learned behavior at the workplace to personal life both positively and negatively.

The skills, behavior, attitude, and other personality traits learned or acquired at one role (e.g. Work) get transferred and affect another role (e.g. Family).

Various studies related to Work-Family enrichment have been done, Work-family enrichment has been linked with Job satisfaction by Daniel and Sonnentag (2015), the study summaries that a workplace should offer flexibility so that the employees get the opportunity to meet demands of both the work and the family domain if required. Employees benefit from perceived flexibility supplies through the experience of work-to-family enrichment and, job satisfaction (Garg, 2017a). Even the organizations benefit from work-to-family enrichment if employees who are highly satisfied with their job. Jaga, Bagraim, and Williams (2013) examined the interface between work and family and its relationships with psychological health, They concluded that work and family roles influence one another positively. Family-to-work enrichment results in employees feeling increased levels of subjective wellbeing and work-to-family enrichment led to employees experiencing lower levels of depression and emotional exhaustion (Garg, 2017b; Garg, 2017c).

### **Passive Depression**

As of now we know what depression somewhat is ,it is basically a mental disorder in a person which makes him sad ,uninterested in activities, low which lead to the disbalance in his/her personal life as well as professional life ,depression is not only caused by work stress ,or work overload it maybe caused by any personal reason or even due to any societal stress ,anything which is making you sad or unhappy for long time usually leads to depression, and which ultimately affects you physically , as well as mentally, but in most cases mentally ,depression as a mental disorder which makes you mind think worst possible things and sometimes even such things which can cause you harm physically for example suicide attempts and sometime even to the worst which means to suicide itself which destroys everything ,so it is very important for a person to get off from it and fight with it as soon as possible as it is curable. In most cases people are not even aware of their situation which means they have no idea that they are suffering from a serious disorder called DEPRESSION.

So it is very important for a person to understand the symptoms of depression which may include loss of appetite, changes in sleep, behavioural changes, loss of concentration, less of energy, changes in energy level and many such including which thoughts of suicide is also a major symptom of depression. and if these symptoms last for more than two weeks than it sure that .that person is depression positive and really in need of help. If a person is suffering from any of such symptoms should consult a doctor as it may be very helpful for him as it can be medically diagnosed, apart from it meditation, yoga or a talk to the concerned therapist could be also very helpful, also certain anti depression medications also helps to resolve it, or combination of medication and meditations also works. And in many cases it not even take a month to get out of it if the treatment is done on time and diagnosed properly.

Depression is now a world wide spread disorder and not a single country id lack of it, most of the employees of many reputed to even not known organisation are suffering from depression due to whatever reason, as per our research work-load, work-pressure, longer working hours, lack of good organisation culture are also major causes of depression which many organisation does not realise and so they do not work on it. But many good organisation weather big or small who understand their employee culture and really feel like doing something good for their staff are working on creating depression free environment for their employees so that they can get good mental health and work effectively and efficiently for their organization. Many organisation takes many steps to help to know and hence fight the situation like organising time to time seminars sessions for employees also conducting counselling sessions, proving them with good workplace providing flexible working hours, providing free holiday package yearly and many such things which makes their employee feel valued and hence they work with full strength ang try to get their best, where as the organization who try to do least or no efforts to make their employees feel recognised or less stressed hence suffer from consequences like low productivity, employees less interest in work, less growth and many similar things so it is important for every organization to work on such sensitive topic for the welfare of their own employees and hence for the welfare of the organization.

According to World Health Organisation(2019), globally 264 million people of all ages suffer from depression, along with it depression has become the major contributor of the overall global burden of diseases. It is found in more than women than men which means more number of women are suffering from depression than men. So to stop this world wide spreading disorder it is important for individual to work on it fight

from it . WHO has developed certain kind of psychological manuals for depression that may be delivered by lay workers which include Problem Management Plus (PMP) which , which describes the behavioural techniques , training which provide relaxation, problem solving techniques, and how social support could help in managing depression also the manual Group Interpersonal Therapy (ITP) which is a group counselling approach which help in identifying and addressing interpersonal difficulties.

Running from any disorder will not cure anything but will even make it worst so we should not ignore it or run from it rather than we should work on, and depression is a disorder which can be diagnosed by even your own efforts but to know your situation and to know that you are actually suffering from it is a big task according to my research study it could be known and cured by the above discussed symptoms and methods and there is no way to get depressed about anything and run from it as every problem in the world have got some or the other solution to it ,it is just we need to find it and work on it.



## **CHAPTER 4**

### **RESEARCH METHODOLOGY**

The data collected for the research was done through online questionnaires.

The target group was professionals from various backgrounds. The core sample collected was from the age range Below 20 years to Above 40 years. The total number of respondents was 143. The percentage of the respondents from the age group below 20 years is 1.4%, 20-30 years is 60.8%, 30-40 years is 19.6%, Above 40 years is 18.2%. The maximum respondents are from the age group 20-30 years. There were a total number of 77 males and 66 females as samples. 61.5% of the respondents are unmarried whereas 38.5% of the respondents are married. 26.6% of the respondents work for government organizations and 73.4% of the respondents work for private organizations. 28.7% of the employees have been working with the same organization for more than 5 years, 13.3% of the respondents for 3-5 years, 28.7% of the respondents for 1-3 years and 29.4% have been working for less than a year.

We used the work-family enrichment scale by Carlson et.al (2006). The statements were tested using Likert scale 1 ( Strongly disagree) to 5 (Strongly agree). Example: “My involvement in my work..helps me to understand different viewpoints and this helps me be a better family member, Helps me to gain knowledge and this helps me be a better family member.” The Cronbach’s alpha value for Work-family enrichment is 0.891.

The scale used for measuring Passive depression is the Patient health questionnaire (PHQ-9),. The statements were tested using Likert Scale 1 (Not at all) to 5 (Nearly every day). Example: “Over the last two weeks, how often have you been bothered by any of the following problems, Little interest in doing things, Feeling down, depressed or hopeless, Trouble falling or staying asleep, or sleeping too much.” The Cronbach’s alpha value for passive depression is 0.846.

To compute further analysis, the Likert scale values were used as 1-5 for Work-family enrichment and reverse coding was done for statements 2,4,6 i.e.,” My involvement in my work... helps me to gain knowledge and this helps me be a better family member, Puts me in a good mood and this helps me be a better family member, Makes me cheerful and this helps me be a better family member.” The Likert scale used for Passive depression is 1 (Not at all) to 5 (Nearly every day).

The analysis was done with the help of Microsoft EXCEL and SPSS (Statistical

Package for Software Analysis), Descriptive statistics of the respondents and their responses is determined using EXCEL to analyse the demographic frequencies of the respondents. Reliability is the measure used to define the extent to which consistent results are attained on repeated data collection, and is assessed through Cronbach's alpha. Here, Cronbach's alpha for all the variables is greater than 0.7 (refer to Table3), which confirms consistent reliability as per George and Mallery (2003). As far as validity is concerned, convergent validity is investigated using Average Extracted Variance (AVE) which should be greater than 0.50 (refer to table6) to substantiate convergent validity (Fornell and Larcker, 1981). Since data was collected from same source and at the same time thus there are chances of common method biases. This common method variance may lead to type 1 or type 2 error, biased estimates of reliability, validity and deflated interaction effect (Podsakoff, MacKenzie, and Podsakoff, 2012). To minimize common method bias, this study adopted both procedural and statistical remedies. Firstly, pre-validated measurement scales were used to measure Work-family enrichment and Passive depression. Secondly, respondents were assured of anonymity. A small description of the utility of findings was also given to the respondents. According to Podsakoff (2012), these small initiatives encourage positive and accurate responses. Apart from these procedural methods, Harman one-factor was used to check common method bias (refer to table7). Several analytical tools, like the measure of standard deviation, correlation, and linear regression is used to determine the significance in the model and, the variance in the dependent variable by independent variable (refer to Table 4 and 5).

## CHAPTER 5

### RESULTS

Table 1: Demographic frequencies of the respondents (N= 143)

Demographic	Category	Frequencies	Percentage
Sample	Total number	143	100
Age range	Below 20 years	2	1.4
	20-30 years	87	60.8
	30-40 years	28	19.6
	Above 40 years	26	18.2
Gender	Male	77	53.8
	Female	66	46.2
Marital Status	Unmarried	88	61.5
	Married	55	38.5
Type of organization	Government	38	26.6
	Private	105	73.4
Time duration working with the same organization	Less than a year	42	29.4
	1-3 years	41	28.7
	3-5 years	19	13.3
	More than 5 years	41	28.7

Table 2: Descriptive statistics of the variables (N=143)

Variables	Min	Max	Mean	SD
Work-to-family enrichment	1	5	3.80	0.68
Passive Depression	1	4	2.04	0.65

Table 2 states the descriptive statistics of Work-to-family enrichment and Passive depression. The sample completed during the research is 143. The mean is highest in Work-to-family enrichment (3.80) as compared to Passive depression (Mean=2.04).

The standard deviation of work-to-family enrichment (0.68) and the standard deviation of Passive depression (0.65).

Table 3 : Reliability Statistics- Work to family enrichment

<b>Dimension</b>	<b>Cronbach's Alpha</b>	<b>Number of statements</b>
Work-to-family enrichment	0.891	9
Passive Depression	0.846	9

Table 3 states the reliability for the dimensions Work to family enrichment (0.891) and Passive Depression (0.846). The values of reliability (Cronbach's Alpha) is greater than 0.7 which states that the data is reliable.

Table 4: Correlations between work-family enrichment and passive depression

<b>Pearson Correlation</b>	<b>Passive Depression</b>
<b>Work-to-family enrichment</b>	-0.369

Table 4 states the correlation between both the variables. Work-to-family enrichment and Passive depression have a negative correlation (moderate)

It states that as Work-to-family enrichment leads to decrease in Passive depression.

Table 5.1 :Regression- Summary

<b>Dimension</b>	<b>R Square</b>	<b>Adjusted R Square</b>	<b>Standard error of the estimate</b>
Work-family enrichment	0.136	0.130	0.608

Table 5.2- Regression- ANOVA

	Sum of squares	DF	Mean Square	F	Significance
Regression	8.21	1	8.21	22.20	0.00
Residual	52.15	142	0.37		
Total	60.37	143			

Table 5.3 : Regression- Coefficients

Dimension	Unstandardized Coefficients B	Standard error	Standardized Coefficients Beta	t	Sig,
(constant)	3.39	0.29		11.67	0.00
Work-family enrichment	0.354	0.075	-0.369	-4.712	0.00

Linear regression is done to analyse if Work-family enrichment decreases Passive Depression. The significance p value (0.00) is less than alpha (0.05), we can say that the model is significant.

$F(1,142) = 22.20, p = 0.00$

13% of the variance in depressive symptoms can be explained by one's work-family enrichment.

$$y = mx + b$$

$$y = 0.354x + 3.39$$

Table 6 : Average Variance Extracted

COMPONENT	1	2	3	4
AVERAGE VARIANCE EXTRACTED	0.525	0.474	0.524	0.417

Table 6 states the Average Variance Extracted, the Average Variance extracted is greater than 0.5 for components 1 and 3. It is less than 0.5 for components 3 and 4.

Table 7: Common Method Bias

Component	Initial Eigenvalues			Extraction sum of Squared loadings			Rotation sums of squared loadings
	Total	% of variance	Cumulative %	Total	% of variance	Cumulative %	Total
1	6.220	34.557	34.557	6.220	34.557	34.557	3.621
2	2.825	15.693	50.250	2.825	15.693	50.250	2.980
3	1.203	6.686	56.936	1.203	6.686	56.936	2.485
4	1.183	6.573	63.509	1.183	6.573	63.509	2.346

Table 7 states the Total variance, as the percentage of variables is 34.5 %, 15.6%, 6.6%, 6.5% which is far less than 50%, there is no threat of common method bias.

## **CHAPTER 6**

### **FINDINGS AND RECOMMENDATIONS**

In various tables, we found that work-family enrichment is negatively related to passive depression, which therefore explains that as work-family enrichment increases in an individual's life, passive depression decreases. The regression model states that there is a negative correlation between work to family enrichment and passive depression. The variance explained in Dependent variable is 13%. Our work indicates that organizations need to consider ways to increase work enrichment which will lead to a healthy lifestyle and work-family balance and passive depression will decrease among employees.

In a study by Wayne, Randel, and Stevens (2005), they found that as work-family support and work-family enrichment is identified and whenever it is identified that there is more enrichment and learning from one role to another, the individual is less likely to leave a role and maintains high job satisfaction and commitment to the organization. Jaga, Bagraim, Williams (2013), found that work and family roles influence one another positively. Family-to-work enrichment resulted in employees feeling increased levels of subjective wellbeing and work-to-family enrichment led to employees experiencing lower levels of depression and emotional exhaustion. Steenbergen, E.F., Kluwer, E.S., Karney, B.R., (2014), concluded that organizational initiatives of increasing job enrichment make employees' marital life happier and can contribute to a happy, healthy, and high-performing workforce. This study depicts that there is a negative correlation between work-family enrichment and passive depression. Results show that work-family enrichment may curtail passive depression or any other depression symptoms. The advantage of a work role is that it can positively or negatively affect one's personal life or family role, therefore it needs to be taken good care of and maintained well. Based on above findings, Managers need to opt for job enrichment exercises add positivity and meaning in the current job profile of the employees. HR managers and business experts are required to enrich and acknowledge employees at the workplace to decrease stress and anxiety among employees. It will help employees to transfer their attitudes to personal life and lead a healthy lifestyle and mindset.

We would like to further recommend researching this study to various other aspects of work such as work-life balance and work conflict which may affect the personal life

and individual's happiness level and decrease passive depression among individuals. Many other aspects of work affect the personal life of employees, which need to be researched upon.



## **CHAPTER 7**

### **LIMITATIONS OF THE STUDY**

Like every study, this study also consist of a few limitations. This study is based on sample of 143 employees working in different work departments of industry like finance, marketing, human resource mostly of the private sectors and a very less amount of employee from government sectors which make our data less diverse and hence generalizability of the study remains a concerns. Secondly the data was collected through online questionnaire method only due to the recent lockdown which was announced due to the wide spread COVID-19 pandemic , we were not able to use other methods of data collection like interview method which would have provided us with more of the diverse data and our research would have been more accurate and reliable ,this was one of the biggest limitation in our whole research because more data collection would lead to more of different opinions and hence more of the information, also passive depression is a topic on which person's opinions may vary time to time so it may lead to bias result in the future. Along with all such limitations we had one more serious limitation which was our length of the questionnaire and it was long due to some reason which were, as we had to cover two variables which were passive depression and work to family enrichment so we had to add scales from each topic so that we get all the information required as we don't had any other method for data collection due to lockdown which already mentioned above, which lead to less interest among the employee to fill the questionnaire which became a serious limitation.

## CHAPTER 8

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CHAPTER-  
ANNEXURE

**1. Demographic**

Age range	Below 20 years 20-30 years 30-40 years Above 40 years
Gender	Male Female
Marital Status	Unmarried Married
Type of organization	Government Private
Time duration working with the same organization	Less than a year 1-3 years 3-5 years More than 5 years

## 2. Positive Reframing Questionnaire

Name\*

Your answer

Age\*

Your answer

Course\*

Your answer

Gender\*

Female

Male

Other:

### 3. Positive Reframing

We are interested in how people respond when they confront difficult or stressful events in their lives. Indicate what YOU usually do when YOU experience a stressful event."

- 1 = Don't do this at all
- 2 = Do this a little bit
- 3 = Do this in a medium amount
- 4 = Do this a lot

- Q. I try to grow as a person as a result of the experience
- Q. I try to see it in a different light, to make it seem more positive
- Q. I look for something good in what is happening
- Q. I learn something from the experience
- Q. I try to grow as a person as a result of the experience
- Q. I try to see it in a different light, to make it seem more positive
- Q. I look for something good in what is happening
- Q. I learn something from the experience

### 4. Work-to-family Enrichment Questionnaire:-

#### Work-to-Family Enrichment

My involvement in my work . . .

1. Helps me to understand different viewpoints and this helps me be a better family member.\*
2. Helps me to gain knowledge and this helps me be a better family member.
3. Helps me acquire skills and this helps me be a better family member.
4. Puts me in a good mood and this helps me be a better family member.
5. Makes me feel happy and this helps me be a better family member.\*
6. Makes me cheerful and this helps me be a better family member.
7. Helps me feel personally fulfilled and this helps me be a better family member.\*
8. Provides me with a sense of accomplishment and this helps me be a better family member.
9. Provides me with a sense of success and this helps me be a better family member.

#### Family-to-Work Enrichment

My involvement in my family . . .

1. Helps me to gain knowledge and this helps me be a better worker.
2. Helps me acquire skills and this helps me be a better worker.\*
3. Helps me expand my knowledge of new things and this helps me be a better worker.
4. Puts me in a good mood and this helps me be a better worker.\*
5. Makes me feel happy and this helps me be a better worker.
6. Makes me cheerful and this helps me be a better worker.
7. Requires me to avoid wasting time at work and this helps me be a better worker.
8. Encourages me to use my work time in a focused manner and this helps me be a better worker.\*
9. Causes me to be more focused at work and this helps me be a better worker.