

# THE EFFECT OF SLEEP QUALITY ON EMOTIONAL REGULATION AND JOB SATISFACTION IN WORKING WOMEN

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## **Abstract:**

This research investigates the connections between sleep quality, emotional regulation, and job satisfaction among employed women. Through correlation analyses, the results reveal a significant negative correlation between sleep quality and emotional regulation ( $r = -0.651, p < 0.01$ ), indicating that lower sleep quality is linked to greater challenges in managing emotions. In contrast, no significant correlation was found between sleep quality and job satisfaction ( $r = 0.018, p = 0.750$ ), suggesting that sleep quality does not have a direct impact on job satisfaction within the sample studied. Descriptive statistics indicate mean scores of 39.41 (SD = 10.91) for sleep quality, 38.30 (SD = 11.57) for emotional regulation, and 89.61 (SD = 8.08) for job satisfaction.

These findings emphasize the importance of sufficient sleep for emotional health, while also indicating that other variables may influence the relationship between sleep quality and job satisfaction. The study calls for additional research to further investigate these dynamics and enhance understanding of the psychological and workplace factors affecting working.

**Keywords: SLEEP QUALITY, EMOTIONAL REGULATION, JOB SATISFACTION**

## **INTRODUCTION**

Sleep is an essential biological requirement that plays a vital role in both physical and mental health. For working women, ensuring high sleep quality is imperative, as it enhances cognitive performance, emotional balance, and overall wellness (Walker, 2017). The National Sleep Foundation (Hirshkowitz et al., 2015) defines quality sleep as having an adequate duration, maintaining consistency, experiencing deep restorative stages, and encountering minimal interruptions. Sleep quality directly affects productivity, decision-making, and interpersonal relationships, all of which are crucial in personal and professional settings (Pilcher et al., 1997). Nevertheless, modern working women encounter distinct challenges, such as balancing job responsibilities, household tasks, and self-care, which can negatively affect sleep quality (Grandner et al., 2010). Research indicates that many working women experience poor sleep quality, especially those managing demanding careers alongside caregiving responsibilities (Morin et al., 2020). Chronic sleep deprivation can result in severe repercussions, including mood disorders, anxiety, and diminished performance, highlighting the importance of investigating its effects

on critical psychological and occupational factors like emotional regulation and job satisfaction.

Emotional regulation is the capacity to effectively manage and adjust one's emotional responses. It involves the recognition, comprehension, and control of emotions in ways that promote adaptive behavior and fosters harmonious interpersonal relationships (Gross, 1998). For working women, emotional regulation plays a crucial role in handling workplace stress, resolving conflicts, and sustaining positive interactions with colleagues and supervisors (Kafetsios & Zampetakis, 2008). Inadequate emotional regulation is often associated with increased stress, impulsive decision making, and burnout, which can negatively impact both professional and personal life (Koole, 2009). Studies show that poor sleep quality significantly hinders emotional regulation by disrupting the neural processes linked to the prefrontal cortex and amygdala, areas critical for emotion processing and regulation (Palmer & Alfano, 2017). This connection is especially important for working women, as compromised emotional regulation due to insufficient sleep can result in adverse interactions, diminished coping abilities, and increased susceptibility to workplace difficulties. Therefore, it is essential to understand the relationship between sleep quality and emotional regulation to enhance emotional resilience and overall psychological health.

Job satisfaction refers to the positive emotional reaction an individual has towards their work environment, responsibilities, and career advancement. It plays a vital role in determining employee engagement, productivity, and retention (Locke, 1976). For working women, various factors influence job satisfaction, such as work-life balance, a supportive organizational culture, and opportunities for personal and professional growth (Greenhaus & Beutell, 1985). Although job satisfaction has been widely examined within organizational psychology, its connection to sleep quality and emotional regulation is still a developing field of study. Research indicates that sleep quality can indirectly impact job satisfaction by affecting mood, energy levels, and workplace relationships (Barnes et al., 2012). Furthermore, emotional regulation acts as a mediating factor, influencing how individuals interpret and respond to stressors in the workplace (Grandey, 2000). Women who suffer from poor sleep quality and emotional regulation difficulties are more prone to express dissatisfaction with their jobs, underscoring the interrelated nature of these elements. Investigating this triadic relationship is crucial for creating comprehensive strategies aimed at improving occupational well-being for working women.

Recent studies have increasingly highlighted the relationship between sleep quality, emotional regulation, and job satisfaction. Sleep quality serves as a critical element that impacts an individual's mental state and cognitive abilities, which subsequently influences their capacity for emotional regulation (Killgore, 2010). Inadequate sleep quality can hinder the brain's ability to regulate emotions, making it challenging for individuals to manage their feelings effectively (Walker, 2017). This emotional dysregulation may present as irritability, anxiety, and diminished stress resilience, all of which can

adversely affect job satisfaction (Barnes et al., 2012). Emotional regulation functions as a link between sleep quality and job satisfaction by shaping how individuals interpret and react to challenges in the workplace (Grandey, 2000). Working women, in particular, may be more susceptible to the detrimental effects of this relationship due to the combined demands of their professional and personal lives (Greenhaus & Beutell, 1985). Recognizing this interplay is essential for developing targeted strategies that promote sleep hygiene, emotional resilience, and supportive organizational frameworks.

The purpose of this study is to investigate how sleep quality influences emotional regulation and job satisfaction among working women, a group that encounters distinct challenges in managing various responsibilities. By analyzing the interconnectedness of these factors, this research aims to enrich the current body of knowledge and provide actionable insights for fostering workplace well being. The results may assist policymakers, organizational leaders, and healthcare professionals in creating evidence-based strategies to improve the overall quality of life for working women.

## **METHODOLOGY**

*PROBLEM STATEMENT:* The study attempted to find the effect of sleep quality on emotional regulation and job satisfaction in working women.

*AIM:* The aim of this study is to investigate the effect of sleep quality on emotional regulation and job satisfaction in working women.

*OBJECTIVE OF THE STUDY:*

- To assess the relationship between sleep quality and emotional regulation in working women
- To investigate how emotional regulation influences job satisfaction
- To explore how sleep quality affects their job satisfaction among working women

*HYPOTHESIS: H1-There is no significant relationship between sleep quality and emotional regulation in working women H2-There is no significant relationship between emotional regulation and job satisfaction in working women H3-There is no significant relationship between sleep quality and job satisfaction among working women*

*RESEARCH DESIGN:* It is a quantitative study examining the effects of sleep quality on emotional regulation and job satisfaction in working women. Correlational research design is suitable, cross-sectional survey collect data at a single point in time to examine correlations between sleep quality, emotional regulation, and job satisfaction.

*SAMPLING TECHNIQUE:* The sampling technique of the study is random sampling. In this technique participants are selected based on ease and availability. This method is often used when time and resources are limited, the sample size of the study is 200 participants which are collected from adults who have regular internet access, The age group of the study is adult ranging from 18 to 35

*INCLUSION CRITERIA:*

- It includes age group ranges from 18 to 35
- It consists of only adult population
- All the participants are working women

**EXCLUSION CRITERIA:**

- It excluded the male participants
- It excludes young age group population and old age group population
- It excludes non-working women

**TOOLS USED:**

Pittsburgh sleep quality index - Buysse, D.J. (1989)  
Emotional regulation scale – James Gross and Oliver P. John  
Job satisfaction scale – Amar Singh and T.R. Sharma

**TOOL DESCRIPTION:**

**PITTSBURGH SLEEP QUALITY INDEX:**

The PSQI Consists of 19 items that generate seven components' scores:  
subjective sleep quality, sleep latency, sleep duration, habitual sleep efficiency, sleep disturbances, use of sleeping medications, and daytime dysfunction. The scale was constructed by Buysse, D. J. (1989) The reliability of the scale is Cronbach's alpha coefficients typically reported between 0.70 and 0.83. The validity, PSQI has shown good construct validity, correlating with other established sleep measures and distinguishing between good and poor sleepers effectively

**EMOTIONAL REGULATION QUALITY INDEX:**

The ERQ consist of 10 items divided into subscales:

cognitive reappraisal and expressive suppression. Cognitive reappraisal involves changing one's perspective on a situation to alter its emotional impact while expressive suppression refers to inhibiting emotional expressions. Participants rate items on a scale from 1(strongly agree) to 7(strongly disagree) with higher scores indicating greater use of strategy's ERQ has shown strong reliability and validity making it a valuable instrument for research in psychology. It is particularly useful for examining the relationship between emotional regulation and various outcomes including mental health and job satisfaction..

**JOB SATISFACTION SCALE:**

The job satisfaction scale-SS were developed by Amar Singh and T.R. Sharma. It is widely utilized self-report instrument designed to measure job satisfaction across various dimensions. Comparing 36 items, it assesses nine facets of job satisfaction, including pay, promotion opportunities, supervision, benefits, and co-worker relationships. Participants respond on a 6-point Likert scale ranging from 1(disagree very much) to 6(agree very much). higher scores indicate greater satisfaction with specific job aspects and overall job contentment. The JSS has demonstrated strong reliability and validity, making it an effective tool for research on workplace well-being and employee

**STATISTICS USED:**

The data was collected and analyzed using descriptive statistics. Descriptive statistics was used to analyze data included frequencies, means and standard deviations, Inferential statistics used to examine the strength and direction of relationship between variables.

**PROCEDURE:** Working women addresses critical factors affecting mental health and workplace outcome. With the growing demands of work and personal life, many working women experience sleep disruptions that can impact their emotional well being and job satisfaction. This quantitative research adopts a cross sectional correlational design and utilizes stratified sampling to ensure representation across various industries and job types.

Participants aged 25 to 50, are recruited from different workplaces, with a focus on those who have regular employment. data is collected through a structured questionnaire comprising the Pittsburgh sleep quality, the emotional regulation strategies, and the job satisfaction levels. The research study is a quantitative study who adopted the cross-sectional correlational research and convenience sampling technique. The analysis include descriptive statistics to summarize responses and inferential statistics, such as Pearsons correlation and multiple regression analyses, to examine the relationships among the variable

**RESULT AND DISCUSSION:**

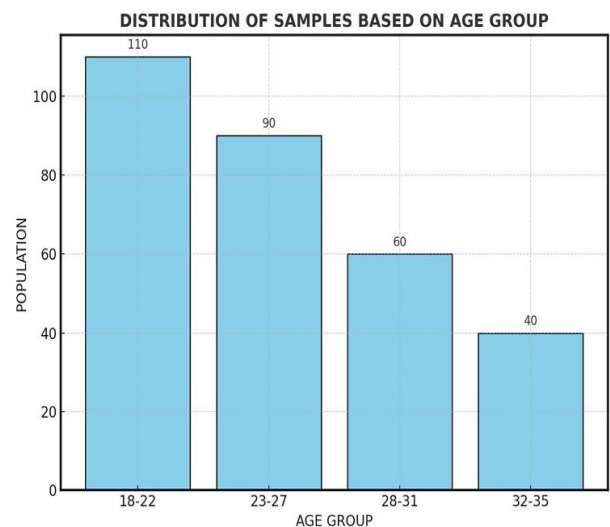
**DEMOGRAPHIC REPRESENTATION OF THE POPULATION:**

**TABLE 1:**

**DISTRIBUTION OF SAMPLE BASED ON AGE GROUPS:**

AGE GROUP	POPULATION
18-22	110
23-27	90
28-31	60
32-35	40
<b>TOTAL</b>	<b>300</b>

**FIGURE 1: PICTORIAL REPRESENTATION OF SAMPLES BASED ON AGE GROUP:**



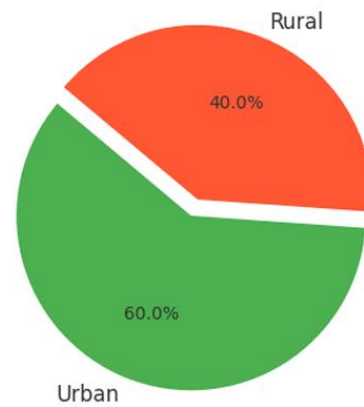
**FIGURE 1:**

The bar chart titled "Distribution of Samples Based on Age Group" offers a comprehensive overview of the age demographics of the 300 participants involved in this study. The data is segmented into four distinct age categories: 18–22, 23–27, 28–31, and 32–35. The largest segment is the 18–22 age group, which includes 110 participants, constituting 36.7% of the overall sample. This suggests a notable emphasis on younger individuals in the research. Following this, the 23–27 age group comprises 90 participants, representing 30.0% of the total sample, indicating a significant portion of the study's demographic. The 28–31 age group includes 60 participants, accounting for 20.0%, reflecting a moderate level of engagement from this age range. Lastly, the 32–35 age group contains 40 participants, which corresponds to 13.3% of the total sample, indicating the least representation within the study. In summary, the chart reveals a clear preference for younger age groups, particularly in the 18–22 and 23–27 categories. This distribution offers important insights into the age demographics examined in this study and underscores the potential implications for understanding age-related trends or preferences.

**TABLE 2: DISTRIBUTION OF SAMPLES BASED ON LOCATION:**

LOCALITY	POPULATION
URBAN	180
RURAL	120
<b>TOTAL</b>	<b>300</b>

**FIGURE 2: PICTORIAL REPRESENTATION OF SAMPLE BASED ON LOCATION:**



The pie chart offers a comprehensive visual representation of the sample population categorized by locality, illustrating the proportions of individuals from urban and rural settings. Among the 300 participants, a notable majority of 180 individuals, constituting 60%, hail from urban areas, while 120 individuals, or 40%, are from rural regions. This difference indicates a predominant focus on urban participants in the study, which may be attributed to factors such as greater accessibility, higher population density, or the specific aims of the research. The urban majority underscores the significance of city-centric perspectives in the results. Conversely, the inclusion of rural participants contributes to the study's diversity, ensuring that it reflects a range of experiences and viewpoints influenced by geographical distinctions. The pie chart, characterized by its clear color differentiation, effectively conveys this locality-based distribution in an easily understandable format, facilitating quick interpretation and analysis of the data for the audience.

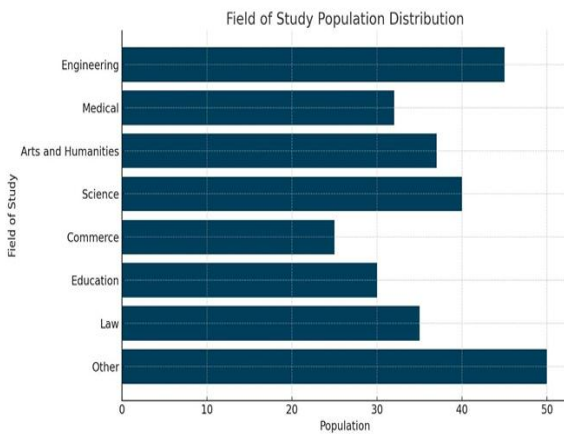
**TABLE 3: DISTRIBUTION OF SAMPLE BASED ON FIELD OF STUDY:**

FIELD OF STUDY	POPULATION
ENGINEERING	50
MEDICAL	40
ARTS AND HUMANITIES	35
SCIENCE	45
COMMERCE	30
EDUCATION	25
LAW	20
OTHER	55
TOTAL	300

comprises 55 individuals, likely encompassing a diverse array of less-defined or interdisciplinary areas. This distribution illustrates the diverse academic and professional interests within the population.

TABLE 4: SLEEP QUALITY AND EMOTIONAL REGULATION:

FIGURE 3: PICTORIAL PRESENTATION OF SAMPLE BASED ON FIELD OF STUDY:



The table delineates the distribution of a total population of 300 individuals across different fields of study. Engineering ranks highest with 50 individuals, followed closely by Science at 45 and Medical at 40, indicating a significant interest in technical and healthcare disciplines. Arts and Humanities account for 35 individuals, while Commerce and Education have moderate representations with 30 and 25 individuals, respectively, suggesting a well-rounded emphasis on business and teaching. Law has the least representation with 20 individuals, which may indicate its more specialized focus and the "Other" category

DESCRIPTIVE STATISTICS

	MEAN	STD DEVIATION	N
SLEEP QUALITY	39.41	10.907	300
EMOTIONALREGULATION	38.30	11.579	300

CORRELATIONS

		SLEEP QUALITY	EMOTIONAL REGULATION
SLEEP QUALITY	PEARSON CORRELATION	1	-.651
	SIG (2-tailed)	.300	.000

			300
EMOTIONAL	PEARSON CORRELATION	-.651	1
REGULATION	SIG (2-tailed)	.000	
	N	300	300

Correlation is significant at the 0.01 level(2-tailed)

The examination of the findings of a correlation analysis that investigates the connection between sleep quality and emotional regulation among a cohort of 300 participants. The descriptive statistics indicate that the average score for sleep quality is 39.41 (SD

= 10.907), whereas the average score for emotional regulation is 38.30 (SD = 11.579), reflecting moderate variability in both constructs across the sample. The analysis identifies a significant negative correlation between sleep quality and emotional regulation ( $r = -0.651$ ,  $p < 0.01$ ). This suggests that improved sleep quality correlates with fewer difficulties in emotional regulation, whereas diminished sleep quality is associated with increased challenges in managing emotions. The correlation strength ( $r = -0.651$ ) underscores a strong inverse relationship between these two factors. Considering the significance level ( $p = 0.000$ ), it is improbable that this result occurred by chance, indicating a strong association. This finding aligns with prior research that highlights the essential role of sufficient sleep in fostering emotional stability and resilience. These findings emphasize the significance of sleep quality for psychological well being and offer important insights for interventions focused on enhancing emotional regulation through improved sleep practices. Future research may investigate causal mechanisms or examine additional moderating factors that could affect this relationship.

**TABLE 5: SLEEP QUALITY AND JOB SATISFACTION DESCRIPTIVE STATISTICS**

	MEAN	STD.DEVIATION	N
SLEEP QUALITY	39.41	10.907	300
JOB SATISFACTION	89.61	8.076	300

**CORRELATIONS**

		SLEEP QUALITY	JOB SATISFACTION
SLEEPQUALITY	PEARSON CORRELATION	1	018
	Sig (2-tailed)		750
	N	300	300
JOBSATISFACTION	PEARSON CORRELATION	018	1

Sig (2-tailed)	750	
N	300	300

The analysis conducted on the relationship between sleep quality and job satisfaction involved a sample of 300 individuals. Descriptive statistics reveal that the average score for sleep quality is 39.41 (SD = 10.907), while the average score for job satisfaction is 89.61 (SD = 8.076), indicating moderate variability in both measures. The Pearson correlation coefficient indicates a very weak positive correlation between sleep quality and job satisfaction ( $r = 0.018$ ), which is not statistically significant ( $p = 0.750$ ). This finding suggests that there is no substantial relationship between the two variables within this sample. The elevated p-value implies that the observed correlation may be attributed to random chance rather than a genuine connection. In conclusion, this analysis indicates that sleep quality and job satisfaction do not exhibit a relationship in this dataset.

Consequently, interventions aimed at enhancing job satisfaction may not gain from an emphasis on sleep quality, according to the current evidence. Future research could investigate this relationship in other



populations or consider potential moderating factors.

### **SUMMARY:**

The correlation analyses yield important insights into the interconnections between sleep quality, emotional regulation, and job satisfaction. The initial analysis indicates a significant negative correlation between sleep quality and emotional regulation ( $r = -0.651$ ,  $p < 0.01$ ), suggesting that individuals experiencing lower sleep quality are likely to struggle with emotional regulation. Conversely, the subsequent analysis reveals no significant correlation between sleep quality and job satisfaction ( $r = 0.018$ ,  $p = 0.750$ ), implying that sleep quality does not have a direct effect on job satisfaction within the studied population. The investigation explores the interplay among sleep quality, emotional regulation, and job satisfaction. The findings demonstrate a notable negative correlation between sleep quality and emotional regulation ( $r = -0.651$ ,  $p < 0.01$ ), indicating that a decline in sleep quality is associated with increased challenges in emotional regulation. This highlights the essential role of sufficient sleep in supporting emotional health. In contrast, the analysis indicates no significant relationship between sleep quality and job satisfaction ( $r = 0.018$ ,  $p = 0.750$ ), suggesting that sleep quality does not directly affect job satisfaction in this sample. Descriptive statistics reveal a mean sleep quality score of 39.41 ( $SD = 10.91$ ), while emotional regulation and job satisfaction have mean scores of 38.30 ( $SD = 11.57$ ) and 89.61 ( $SD = 8.08$ ), respectively. These findings offer valuable insights into the complex interactions of psychological and workplace factors, emphasizing the significance of sleep in emotional regulation, while not necessarily impacting job satisfaction in this

context. Overall, the results underscore the necessity for further investigation to draw more comprehensive conclusions.

### **CONCLUSION:**

The results of this research offer important insights into the connections among sleep quality, emotional regulation, and job satisfaction. It was found that there exists a significant negative correlation between sleep quality and emotional regulation, indicating that a decline in sleep quality leads to increased difficulties in effectively managing emotions. This underscores the vital importance of adequate and high-quality sleep in promoting emotional resilience and stability. Conversely, the study did not reveal a significant relationship between sleep quality and job satisfaction, suggesting that, within this sample, sleep patterns may not have a direct effect on individuals' feelings of job satisfaction. These findings imply that while sleep is crucial for emotional health, its direct influence on workplace satisfaction may be moderated by other variables.

### **LIMITATION OF THE STUDY:**

This research presents several limitations that must be recognized to facilitate a comprehensive understanding of the findings. Firstly, the study depended on self-reported data concerning variables such as sleep quality, emotional regulation, and job satisfaction. Self-reports are inherently subjective and susceptible to biases, which may lead to either an overestimation or underestimation of personal experiences, potentially compromising the accuracy of the results. Moreover, the cross sectional design of the study restricts the ability to establish causal relationships between the variables, as it captures data at only one point in time. This approach does not consider the dynamic fluctuations in sleep quality, emotional regulation, or job satisfaction over time, which could yield a more detailed understanding of their interconnections. Another limitation involves the possible existence of unmeasured confounding variables, such as workplace stress,

personality traits, physical health issues, or external factors like family obligations, all of which could affect the observed correlations. Although the sample size was sufficient for basic analysis, it was drawn from a specific demographic or occupational group, which may limit the generalizability of the findings to wider populations. Additionally, the study did not explore the quality of participants' job roles or the characteristics of their work environment, factors that could significantly influence the relationship between sleep quality and job satisfaction. Lastly, the absence of qualitative insights may hinder a deeper contextual understanding of the quantitative results, leaving certain elements of the findings open to interpretation. These limitations indicate that while the study offers valuable insights, the results should be approached with caution and considered within the framework of these constraints.

#### **FUTURE SCOPE:**

Future research should aim to overcome these limitations and expand upon the current findings by utilizing a longitudinal design to explore the causal links between sleep quality, emotional regulation, and job satisfaction. Increasing the diversity of the study population and utilizing larger sample sizes will improve the applicability of the results. Additionally, investigating other factors such as workplace stress, physical health, and work-life balance could yield a more comprehensive understanding of these interactions. Conducting intervention studies focused on enhancing sleep quality and assessing its impact on emotional and workplace outcomes may also provide significant practical insights for both organizations and individuals.

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