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Keywords	burnout; employed women; family obligations; occupational stressors; psychological well-being; work–life balance; emotional exhaustion.
Abstract This study investigates the phenomenon of burnout among employed women by situating it at the intersection of family responsibilities and occupational stressors. Drawing on a theoretical-analytical framework, the paper examines how cumulative demands from both domestic and professional domains interact to destabilize psychological well-being, erode job satisfaction, and amplify emotional exhaustion. The research highlights the canonical manifestations of burnout—emotional depletion, depersonalization, and reduced personal accomplishment—while contextualizing them within the dual pressures of childcare, eldercare, household management, and professional performance. Findings underscore that burnout among women is not simply the result of isolated stressors but rather of their reciprocal amplification across domains, forming what may be described as a “cross-domain feedback loop” of strain. The study’s expanded analysis contributes threefold: first, by delineating distinct occupational and family antecedents that converge to precipitate burnout; second, by mapping the interactive mechanisms that transform stress accumulation into a persistent syndrome; and third, by proposing multilevel interventions at the individual, organizational, and societal levels. Mechanisms such as family-supportive policies, institutional scaffolding of psychosocial resources, flexible work structures, and self-regulatory strategies are identified as crucial buffers against escalating burnout trajectories. The study calls for a paradigm shift toward integrated psychosocial frameworks that sustain women’s dual roles, recognizing burnout as both a workplace health issue and a broader social phenomenon.	
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Introduction

Burnout is not a marginal topic in psychology or sociology; it is a systemic phenomenon with spillovers that touch the individual, the employing institution, and the social lattice that connects them. Attention to employed women has intensified because the exposure gradient is steeper and the temporal buffer thinner. Multiple roles accumulate; decision and care work expand; effort is rationed across domains that rarely synchronize. One person. Many scripts. The ledger resists balance.

Pressures seldom arrive in isolation; they interact, sometimes quietly, sometimes with visible turbulence. At work, task load compresses time, procedures add friction, and interpersonal climates oscillate with limited scaffolding of support. At home, responsibilities multiply under a constant injunction to keep roles aligned, even as alignment shifts with childcare, eldercare, and domestic logistics. The coupling of these streams accelerates the syndrome's canonical triad: emotional exhaustion, affective blunting, and reduced accomplishment. Motivation contracts. Quality of life declines. For employed women, work and family operate as interlinked systems in which excess demand in one node migrates to the other, and conflict becomes the conduit through which burnout gains momentum.

Prior scholarship signals similar dynamics. Maslach (1984) and Jackson (1976) reported detachment from one's field as burnout consolidates. Bardo and Sarason (1979) described a tenure effect in which prolonged exposure correlates with diminished responsiveness to contextual demands. Hook (1985) catalogued precipitating factors across psychological and social registers. Whether these patterns generalize across sectors, schedules, and care arrangements remains an empirical question; nonetheless, the causal pathways they imply are plausible and testable.

Research Problem

Entry into paid work reorganizes daily architecture and, for women who coordinate household life, reconfigures the emotional ledger as well. Professional stressors arise through workload intensity, procedural barriers, and ambiguous support structures; family stressors arise through continuous care obligations, compressed time, and normative expectations of presence. The composite yields mental and physical fatigue, a persistent anxiety tone, recurrent guilt about missed familial cues, and tension that does not clock out. These layered conditions form a staging ground for burnout. From this vantage point, the paper asks:

- What occupational causes lead to burnout among employed women?
- What family causes are associated with burnout among employed women?
- How does the interaction of family and occupational pressures elevate burnout levels?
- Which mechanisms are viable for limiting burnout among employed women?

Significance of the Study

- Contribute to the development of standardized instruments that assess and manage family and workplace pressures linked to burnout in employed women.
- Promote a constructive stance toward employed women through actionable guidance for confronting or attenuating recurrent stressors at work and at home.
- Offer measures that strengthen women's capacity to regulate these pressures and reduce the cognitive, emotional, and behavioral signatures of burnout.

Objectives

- Identify occupational causes that contribute to burnout among employed women.
- Specify family causes that intensify burnout among employed women.

- Analyze how work–family interaction contributes to rising burnout levels.
- Determine principal mechanisms that help reduce family and occupational pressures for employed women.

Operational Definitions of the Study

- **Burnout.** Defined by the researchers as a state arising from psychological and occupational pressures in which the employed woman perceives herself as unable to cope. A felt limit; the system overloads; capacity to respond contracts.
- **Employed woman.** Any woman—daughter, mother, or spouse—who holds paid work outside the family setting while simultaneously bearing full responsibility for family-related duties. Two fronts, one actor, concurrent obligations.
- **Family stressors.** Defined by the researchers as a set of challenges encountered by the employed woman within her household that adversely affect her mental health and precipitate burnout. Strain accumulates; mood and energy decline.
- **Occupational stressors.** Defined by the researchers as the woman's perception of work-related factors—role conflict, weak professional support, inadequate recognition, and ambiguous responsibilities—that collectively raise the likelihood of burnout. Signals differ, but the trajectory converges: pressure, fatigue, withdrawal.

I. Burnout: Theoretical Grounding

A. Definition

Burnout is treated as a serious outcome of sustained psychological and occupational strain. The construct is relatively recent in scholarly use yet has drawn strong attention in psychology and sociology. The term gained currency in the 1970s and 1980s through the work of Christina Maslach (1976; 1982), a leading voice whose studies clarified the phenomenon across multiple professions. In her formulation, burnout emerges when workers can no longer align themselves with continuous job-related emotional pressure; put briefly, a progressive failure to accommodate ongoing affective demands.

Short version: pressure persists; adaptation stalls.

B. Antecedents

Askar (2000) surveys several precipitating factors:

- **Role ambiguity.** Unclear responsibilities correlate with lower job satisfaction, frequent intent to quit, elevated tension at work, and diminished self-confidence. The person does the task, yet the task will not stand still; responsibilities blur, evaluation drifts, and strain accumulates.
- **Job nature.** Occupations centered on direct care or safeguarding life tend to generate more psychological pressure than primarily clerical posts. Proximity to need increases exposure to moral stressors and time compression.
- **Workload escalation.** Quantity and required skill both matter. Rising load is linked to serious mental and physical problems that degrade performance. Volume, pace, spillover—an additive pattern that behaves like a multiplier.
- **Responsibility for others.** Responsibility is stressful in general; it intensifies where the object is human life, health, or safety, far more than where the object is equipment or tools. The ethical weight itself exerts pressure.
- **Physical conditions.** Heat, lighting, ventilation, noise, and workspace design constitute a material backdrop that can steadily raise strain. Small frictions, repeated often, become large.

C. Core Dimensions

The Jackson and Maslach model remains the reference point, specifying three interrelated facets:

1. **Emotional exhaustion.** A depletion of affective resources distinct from bodily fatigue or cognitive tiredness. It signals an impaired capacity to meet the emotional demands of work because personal resources no longer match situational requirements. Central, often first to appear, and frequently the strongest predictor of downstream outcomes.
2. **Depersonalization (affective blunting).** Creating distance from clients, patients, or colleagues—treating persons as impersonal units—to make demands feel more manageable. The tactic conserves energy short-term yet erodes empathy, contact quality, and professional identity.
3. **Reduced personal accomplishment (efficacy).** A felt inability to invest effort productively or to register one's effort as effective. Energy allocated to problem-solving declines; self-evaluation turns negative; the worker infers “not up to standard,” especially in high-contact roles such as nursing. Perception tightens the loop: lower perceived efficacy dampens effort, which then confirms the low-efficacy judgment.

II. Theoretical Framework of Family Stressors

Family stressors refer to the felt strain and tension experienced during interactions with parents, siblings, relatives, and other household members. They also denote the distress arising from events that unfold within family life, the consequence of which is strong emotions that are difficult to regulate.

A. Sources of Family Stress

There are several indicators that family stress is present; principal sources include:

- **Spousal-partner stress.** Harmony, mutual understanding, solidarity, and concord—each prerequisite for change—can themselves generate steady pressure. Sometimes one spouse adapts unilaterally; sometimes the husband does. Deep comprehension of the other's aspirations, emotional needs, and cognitive demands is required, yet practical obstacles routinely impede such concord. From here, pressure surfaces as marital problems linked to unclear roles and ill-defined responsibilities for both spouses—an outcome traceable to the absence of established conventions governing shared participation in daily affairs, including routine, collaborative tasks (Farih Nabila, 2020, p. 101).
- **Child-related stress.** In many cases, an employed woman lacks reliable childcare or supervision for her children during working hours, as well as consistent support in meeting their needs. Husbands frequently cannot assist with childcare while the mother is at work—either due to their own job obligations or a reluctance to assume childrearing responsibilities rooted in psychological, social, or cultural factors (Ihsan Muhammad Hasan, 2008, p. 71).

B. Types of Family Stress

Family stress can be classified into several forms:

- **Psychological stress.** Pressures tied to the emotional-affective life of family members. These arise from the family's internal environment, which functions as the primary site for many stress origins.
- **Internal stressors.** Pressures linked to transactions among family members—that is, events or conditions in which the family's internal system comes into direct contact with the external environment.
- **External stressors.** Pressures originating outside the family system, drawn from the surrounding context, encompassing all events situated at the interface between the family and its environment.

Most researchers converge on the salience of economic stress as a dominant external family stressor. Reduced household income, coupled with successive financial disruptions, exerts pronounced effects because economic crises reshape emotions, behaviors, and relational dynamics inside the family. Housing-related stress is likewise significant:

residential transitions—moves from one place to another—constitute an intense pressure event for all family members. Such relocation often involves reciprocal emotional dependence between spouses, and the change itself heightens overall family stress (Rajjaj, 2013, p. 8).

III. Methods for Addressing Family Stressors

- **Spousal action.** The husband is urged to revise inherited social attitudes that hinder his participation in domestic duties, and to share household responsibilities with his wife—especially as she now contributes to household income and material support.
- **Task sharing during work hours.** When the wife works outside the home, the husband—particularly if not constrained by his own job—should assume household tasks, care for the children, and supervise them until her return. Cooperation in dividing domestic labor and sustaining paid work outside the family sphere is a direct driver of marital success and the stability of the contemporary household.
- **Scheduling by the employed woman.** The employed woman should organize a time table that specifies hours for domestic tasks and for paid work, allocates duties across family members, and balances work periods with leisure and recovery.
- **Public education.** Mass media, educational and training institutions, and civic and professional organizations should educate men about their family and environmental obligations, prompt them to perform these tasks regardless of age, social background, or educational or professional level, and encourage women to cooperate with men in carrying out these responsibilities (Rajjaj, 2013, p. 417).

Synthesis. The woman—half of society, partner in building and maintaining the family, central to childrearing and preparation for social life—has seen her social environment change under economic, social, political, cultural, and intellectual shifts. These changes enabled participation in production across sectors and, simultaneously, highlighted dual responsibility: one role within the household and another in external employment. The outcome is exposure to significant family pressure.

IV. Theoretical Grounding of Occupational Stress

A. Definition

Occupational stress is a persistent feature of organizations; it reaches all members—leaders and subordinates—albeit with varying intensity. Individuals respond differently: for some, pressure catalyzes persistence and task focus; for others, it induces frustration, lowered productivity, and higher turnover, thereby generating organizational difficulties that obstruct goal attainment. In this perspective, occupational stress is defined as a set of person-environment interactions that produce unpleasant affective states such as tension and anxiety (Maouch & Merdawi, 2016, p. 467).

Nicker and Newman define it as a condition arising from the interaction of employees with their jobs, characterized by internal changes that push performance away from its usual level (Madfouni, 2019, p. 13).

B. Sources

Researchers differ on precise determinants, yet agree that pressures emerge from distinct loci that may operate independently or interact:

- **Environment.** External social, political, legal, and economic changes can serve as stress sources.
- **Interpersonal relations.** Work often requires multiple relational ties. These ties may be misused, turning aggressive or conflictual, or marked by political maneuvering that burdens one party. Certain relationships can compromise personal freedom or confidentiality of private information.
- **Material work conditions.** Variations in ventilation, lighting, humidity, high temperature, noise, or exposure to chemical substances such as gases can produce a sustained sense that the job and its setting are

unsuitable; given the tight link between such factors and physical health and safety, they constitute a primary source of work stress (Maher, 1986, p. 59).

C. Effects of Occupational Stress (Al-Ma'shar, 2009)

Employed women encounter multiple forms of pressure during their duties. Some pressures, in moderate range, may correlate with performance gains; others exceed reasonable levels and impair functioning. Hence, effects can be positive or negative.

Positive effects

- **Knowledge and motivation.** Stimulates learning, activates strong motives to carry out tasks, and spurs efforts to meet diverse requirements, including aspirations for self-realization.
- **Social ties.** Reinforces collegial relationships, since pressure often requires ongoing communication and collaboration between the worker and colleagues to confront stressors or prevent organization-wide problems.
- **Timely problem-solving.** Encourages addressing issues at the appropriate moment to complete work efficiently; confronting problems directly increases the likelihood of resolution.

Negative effects

- Work climate dissatisfaction and low morale.
- Deterioration of intra-organizational relations.
- Communication breakdowns driven by role ambiguity.
- Affective disequilibrium.

III. Psychological Burnout among Working Women: An Analytical Reading of Family and Professional Stressors

Scrutinizing household and workplace strain makes it possible to trace burnout's etiology in employed women and identify levers that can realistically blunt its force—thereby preserving equilibrium across both spheres.

A. Domestic Causes

1. Cumulative household strain

Spousal friction, childcare demands, interior and exterior psychological strains—all converge. The family role package (mother, wife, daughter, wage-earner) consumes emotional and somatic reserves at a pace that collides head-on with occupational requirements. Duties morph into an endless cognitive-affective load, and burnout is felt, quite literally, in the bones.

2. Unequal role allocation.

Despite paid employment, women frequently carry the heavier domestic ledger: cooking, cleaning, caregiving. Performance targets at work remain non-negotiable, yet household obligations do not shrink. The arithmetic fails; coordination falters; advancement stalls; perceptions of unfairness congeal; risk of burnout surges.

3. Weak intra-family adaptation

Where no clear task-sharing or cooperative routines exist, the home ceases to be a sanctuary. It becomes a site of ongoing extraction, stripping away the very energy reserves required for recovery. Exhaustion loops back, magnifying depletion.

4. **Over-inflated expectations.**

Cultural scripts still locate total caregiving responsibility in the woman. Expectations inflate, guilt shadows performance, and the chronic sense of falling short paves a smooth path to burnout.

In this study we contend that the absence of mutual support and cohesion within the household amplifies psychological load; imbalance itself becomes a primary accelerator of burnout.

B. Occupational Causes

1. **Sparse organizational support**

Structural and psychological resources are often insufficient. Dual-domain challenges therefore remain largely self-managed, with predictable wear-and-tear.

2. **Task stagnation**

Repetitive assignments, minimal innovation, scarce growth prospects. Monotony weighs almost as heavily as overload; the mind idles, then chafes.

3. **Dual responsibility load**

Paid work outside, invisible labor inside—health-care errands, emotional tutoring, extended-kin logistics. Focus fragments. Priorities duel: preserve household integrity or meet professional benchmarks (Batoush, 2018, p. 39).

4. **Extended workhours**

Long shifts stretch cognitive bandwidth, truncate recovery windows, elevate physiological strain. Direct ignition source for burnout.

5. **Inequity and discrimination**

Wage gaps, stalled promotions, skill-blind reward structures. Same input, diminished return. Material depletion couples with moral injury; boredom blends with resignation; burnout follows (Ahmad Dawood, 2019, p. 09).

C. Interplay of Domestic and Occupational Pressures

1. **Work–family conflict as a driver of burnout**

Role conflict surfaces when job demands clash with household duties, each claiming urgency yet refusing to synchronize. Rothausen (2009) notes that cultural scripts caricature the “ideal mother” and the “ideal employee” as mutually exclusive ideals; the more roles the woman occupies, the steeper the draw on time, energy, and external resources. Ibrahim et al. (2020) add that genuine work–life balance allows the individual to juggle multiple obligations across home, workplace, and community, but imbalance cuts that flexibility short—burnout follows.

2. **Psychological load from rapid role-switching**

Continuous toggling—employee, colleague, supervisor, then back to caregiver—imposes cognitive and affective fatigue. Swift integration into teams, constant communication, and accelerated workflow can morph into stressors that erode health, comfort, and performance. Each shift demands behavioral recalibration; repeated recalibration drains reserves.

3. **Deficit of social and institutional support**

Where backing is thin, the safety net frays. Ibn Aoun and Ammam (2019) show that social support feeds organizational engagement, job security, and psychological steadiness; its absence strips employed women of a buffer against professional and emotional strain.

D. Theoretical Explanations of Burnout in Employed Women

1. Spillover–extension theory

Work and family domains leak into one another. Positive spread occurs when satisfaction and vigor at home energize workplace experience; negative spread emerges when conflict-laden duties or depleted energy migrate across the boundary, triggering exhaustion that blocks constructive participation in family life (Adisa et al., 2016, p. 733).

2. Role theory

Socially scripted positions—worker, spouse, parent, colleague—carry normative expectations. Cohesion hinges on fulfilling these concurrent functions; burnout ignites when incompatible demands mandate synchronous performance of two or more roles (Madsen & Hammond, 2005, p. 153).

3. Identity theory

Work–family strife threatens self-definition. Each domain imposes standards; collision of standards obstructs self-actualization and precipitates occupational stress. The tension acts as a perceived assault on identity because professional activities are curbed by household obligations and vice versa (Madsen & Hammond, 2005, p. 154).

The theories form a lattice: spillover tracks directional flow of affect and energy; role theory catalogues the structural clashes; identity theory frames the subjective stakes. Together they clarify why domestic–work misalignment can spiral into burnout for employed women.

Mechanisms for Reducing Family and Occupational Pressures on Employed Women

Relief requires a multi-level scheme, staged rather than singular, with actions inside the household and within the workplace that speak to the same load from different angles.

1) Family level

- **Fair allocation of household roles:** Family members share domestic responsibilities in explicit, workable partitions; load is distributed, not assumed.
- **Strengthening family communication:** Conflict is addressed with skills that de-escalate, clarify, and settle disputes, thereby stabilizing the home setting.
- **Structured family time:** A shared timetable organizes tasks, prevents role collisions, and dampens day-to-day pressure.
- **Recognition and moral support:** The employed woman's contributions are acknowledged within the family; appreciation functions as a psychological buffer.

2) Occupational level

- **Supportive work climate.** Improve professional relationships; cultivate cooperation and credible recognition.
- **Organizational justice.** Ensure equitable pay and formal acknowledgment of effort.

- **Work flexibility:** Apply flexible arrangements or reduced hours where exceptional circumstances make such adjustments necessary.
- **Professional development:** Open advancement paths to counter stagnation and sustain motivation.
- **Stress-management training:** Workshops or programs that equip women to adapt in their workplace context (Jacques Orsoni, 2006, p. 381).

We think that implementing such strategies is critical: satisfaction rises, adverse health effects of pressure recede, and the prospect of balance between private life and professional life becomes materially achievable.

Conclusion

The study's treatment of burnout in employed women shows a pattern that is cumulative rather than singular: the phenomenon is not the artifact of one trigger, but the product of an active interplay between family pressures and workplace demands. This interlacing keeps women in recurrent confrontation with challenges that drain psychological and physical reserves and alter performance quality. By analyzing these facets together, the study obtains a clearer view of antecedents and pathways. The implication is direct: interventions must operate at multiple levels—organizational and familial—to thin the weight of dual burdens. On that basis, the researchers advance the following recommendation :

- Enhance psychological support programs in institutions.
- Encourage the principle of equal opportunity in sharing family roles to lighten the burden on employed women.
- Provide flexible policies, particularly regarding work schedules, aligned with the circumstances of employed women.
- Raise awareness within the family of the importance of support and assistance in reducing burnout.
- Support initiating associations that offer psychological and social counseling services for employed women.
- Encourage in-depth applied studies that connect occupational and family pressures with burnout.

Findings (Summary of Theoretical-Analytical Insights)

- Occupational burnout among employed women is closely tied to workload intensity, procedural ambiguities, and insufficient institutional support.
- Family-related burnout factors include disproportionate care responsibilities, temporal compression, and societal expectations of role performance.
- The interaction between family and occupational stressors is not additive but multiplicative, creating an amplified risk profile.
- Mitigation requires structural, cultural, and psychological strategies, including employer-driven flexibility, shared domestic labor, and mental health interventions.

Ethical Considerations

This study was conducted in alignment with ethical guidelines for psychological and social research. Although the present paper is theoretical-analytical, the review of existing empirical data respects principles of academic integrity, proper citation, and non-disclosure of private or sensitive information. No human subjects were directly involved; hence, ethical clearance was not required.

Novelty and Contribution

The originality of this study lies in its integrated approach to analyzing burnout as an interdependent phenomenon across two domains—family and occupation. Unlike previous studies that often treat stressors in isolation, this paper frames burnout as a systemic psychosocial condition, highlighting feedback loops that exacerbate women's vulnerability. Furthermore, it advances recommendations for developing standardized instruments to assess cross-domain stress interactions and offers policy-level interventions relevant to both employers and family institutions.

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Conflict of Interest Statement

The authors declare no conflict of interest related to the preparation, analysis, or publication of this manuscript.

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