



# THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE, DEPRESSION, ANXIETY, STRESS AND WORK-LIFE BALANCE: AN EXAMINATION AMONG MALAYSIAN ARMY PERSONNEL

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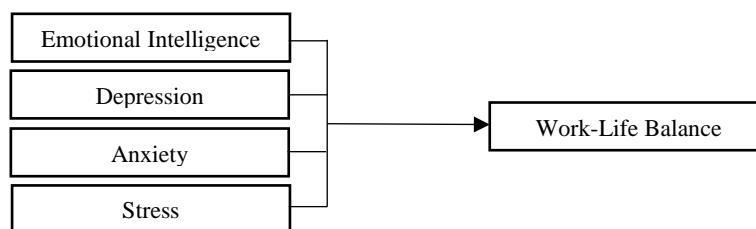


## Research Highlights

Today, the main issue of concern among military personnel is the quality of their lives, the time with the family and the impact of work on family members (Blue Star Families, 2017). Work-life balance has been increasingly gaining attention since recently due to the increase in issues related to emotional intelligence, depression, anxiety and stress among society. The aim of this study is to discuss empirical evidence based on previous studies on the relationship between emotional intelligence, depression, anxiety and stress to the work-life balance. Individual ability to manage emotional intelligence, depression, anxiety and stress is an important thing to be aware of as it will affect the well-being of their lives. Security and defense career require high resilience as they often face the many risks and challenges that need to be addressed (Baker & Ibrahim, 2014; 2017). Organizations that fail to prioritize work-life balance will be faced with increased disciplinary problems, job dissatisfaction, work commitment and job retention among their workers (McDonald et al., 2005).

The empirical evidence has proven that emotional intelligence, depression, anxiety and stress have an impact on the work-life balance. Therefore, the study proposed four hypothesis that there is a significant relationship between emotional intelligence, depression, anxiety, stress and work-life balance.

## Graphical Abstract



**Fig.1.** The Impact of Emotional Intelligence, Depression, Anxiety and Stress on Work-Life Balance (EIDASS-WLB)

## Research Objectives

Depression is a critical issue today and is ranked as one of the highest mental disorders in the world where the 1: 5 ratio of Malaysians is depressed, 1: 5 anxiety and 1:10 stress. (IPH, 2018; WHO, 2017). The focus of this study is to examine the involvement of self-psychological factors associated with employee behavior in the organization. This study also aims to propose a conceptual model of emotional intelligence, depression, anxiety, stress and work-life balance (EIDASS-WLB). Emotional intelligence is a serious element of attention in the military profession because army personnel is always exposed to the risks and threats of the enemy. Strong military discipline and high discipline demands for mental and physical strength among soldiers (Kadir et al., 2016). Therefore, the objective of this study is:

1. To investigate a relationship between emotional intelligence and work-life balance.
2. To investigate a relationship between depression and work-life balance.
3. To investigate a relationship between anxiety and work-life balance.
4. To investigate a relationship between stress and work-life balance.



## Literature Review

Emotional intelligence is defined as the individual's ability to manage and use emotions in a balanced way and appropriate (Applewhite, 2017). While depression is a symptom of an individual who tends to be alone and avoid others and is not interested in recreational activities (Ismail et al., 2018). The combination of depression and anxiety better known as Mixed Anxiety Depression (MAD) is a symptom that will trigger stress on individuals (APA, 2000). Recent studies have shown that emotional intelligence, depression, anxiety, stress have significant relationships with work-life balance (Applewhite, 2017; Gupta, 2016; Knuth, 2016; Kumarasamy et al., 2017; Sharma, 2014; Shylaja & Prasad, 2017; Ujwala, 2018; Vasilopoulou et al., 2016).

## Discussion and Conclusion

The results of the empirical studies have found that emotional intelligence has a significant positive correlation with work-life balance. While, the variables of depression, anxiety, stress have significant negative correlation with work-life balance. These results prove that the higher the level of individual emotional intelligence will improve the balance between work and life. Conversely, the higher the level of depression, anxiety, stress will affect the quality and balance between work and individual life. Therefore, we propose a conceptual model of emotional intelligence, depression, anxiety, stress and work-life balance (EIDASS-WLB) as in Fig.1.

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