

**WORKAHOLISM, WORK-LIFE BALANCE AND SLEEP QUALITY
AMONG EMPLOYEES WORKING IN SOFTWARE HOUSES**



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**A thesis submitted in fulfillment of the requirements for the award of the degree of
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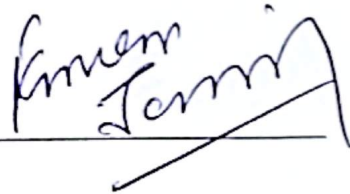
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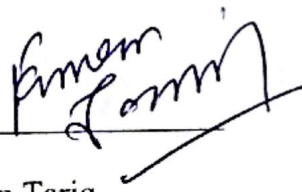
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DEDICATION

I dedicated my research to my parents (MR.& MRS. TARIQ HUSSAIN) with deep thanks. Their unfailing love, support and encouragement have helped me in my quest for knowledge. Every achievement I have made is a result of their efforts and faith on me.

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In the name of Allah, the Most Gracious, the Most Merciful. All praise and gratitude are due to Allah, Lord of the Worlds, and may His blessings and peace be upon His Noble Messenger, Prophet Muhammad (P.B.U.H.), the seal of the prophets and the embodiment of mercy. With profound gratitude, I thank Allah, the Almighty, for granting me the opportunity, strength, and ability to undertake and complete this research work. I acknowledge His infinite wisdom, guidance, and blessings that illuminated my path throughout this journey.

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"And He has subjected to you whatever is in the heavens and whatever is in the earth – all from Him. Indeed in that are signs for a people who give thought." (Surah Al-Jathiyah, 45:13)

"And say: My Lord, increase me in knowledge." (Surah Ta-Ha, 20:114)

"The seeking of knowledge is obligatory upon every Muslim." (Sunan Ibn Majah, Hadith 224)

"When a man dies, his deeds come to an end except for three things: ongoing charity, beneficial knowledge, or a righteous child who prays for him." (Sahih Muslim, Hadith 1631)

Peace and blessings be upon the Prophet Muhammad P.B.U.H, his family and his companions. May Allah, the Most Generous, accept this humble effort, make it a source of beneficial knowledge, and count it among my sadaqah jariyah. Ameen.

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ABSTRACT

The present study explored the relationship between workaholism, work-life balance, and sleep quality among employees working in software houses. A correlational research design was employed. A sample of 141 employees aged 18+ to 55 was selected from various software houses through snowball sampling technique. The study utilized the Workaholism Scale, Work-Life Balance Scale, and the Sleep Quality Index (PSQI) to assess the variables. Additionally, the study examined demographic differences based on gender, job position, work experience, marital status and education. Pearson product-moment correlation and Multiple regression analyses were performed to assess the relationships and predictive effects of the independent variables on sleep quality. Further analyses included independent samples t-tests and one-way ANOVA to explore group differences. Findings indicated that workaholism was significant negatively correlated with poor sleep quality, whereas work-life balance was significant positively correlated with poor sleep quality, indicating better sleep outcomes. Both workaholism and work-life balance significantly predicted sleep quality. Significant differences were also found across gender, job position, and work experience. These results emphasize the negative impact of workaholism and the protective role of work-life balance on employees' sleep health, underscoring the importance of organizational strategies to promote employee well-being in the software industry.

Keywords: Workaholism, work-life balance, sleep quality, employees, software houses, Pakistan.

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List Of Abbreviation

Abbreviations	Full Form
SPSS	Statistical Package for Social Science
WAS	Workaholism Analysis Scale
WLB	Work-Life Balance Scale
PSQI	Sleep Quality Index

List Of Symbols

Symbols	Full Form
F	Frequency
M	Mean
SD	Standard Deviation
$\%$	Percentage
α	Alpha
$<$	Less than or equal to
$>$	Greater than or equal to
p	Significant Value
N	Number of participants