INTERNATIONAL JOURNAL OF SOCIAL SCIENCES BULLETIN
ISSN: (E) 3007-1917 (P) 3007-1909
Volume 4, Issue 3, 2026

WORK–FAMILY CONFLICT AND JOB BURNOUT AMONG WORKING WOMEN: THE MODERATING ROLE OF CULTURAL GENDER ROLE ATTITUDES IN URBAN PAKISTAN

Iqra Afzal[*1], Zeeshan Ahmad[2], Syeda Mahnoor Bukhari[3]

[*1]*M.Phil. Scholar, Sociology & Criminology, University of Sargodha*
[2]*Assistant Professor, Department of Management Sciences, Abasyn University Peshawar*
[3]*Department of Management & Social Sciences, Abasyn University Peshawar*

[*1]Iqraafzaltiwana34@gmail.com, [2]zeeshan.ahmad@abasyn.edu.pk, [3]syedamahnoorbukhari09@gmail.com

Corresponding Author: *
Iqra Afzal
DOI: https://doi.org/10.5281/zenodo.19108515

Received	Accepted	Published
20 January 2026	05 March 2026	19 March 2026

ABSTRACT

Work–family conflict (WFC) poses significant challenges for working women, particularly in urban Pakistan, where traditional gender norms persist alongside increasing workforce participation. This study examined the impact of WFC on job burnout and investigated the moderating role of cultural gender role attitudes. Using a quantitative, cross-sectional design, data were collected from 300 working women across education, healthcare, banking, and corporate sectors. Constructs were measured via validated scales, including the Maslach Burnout Inventory and a culturally adapted gender role attitude scale. Partial least squares structural equation modeling (PLS-SEM) revealed that both work-to-family and family-to-work conflict significantly predicted job burnout. Furthermore, cultural gender role attitudes moderated this relationship, with traditional attitudes amplifying burnout and egalitarian attitudes attenuating it. The findings underscore the importance of addressing both organizational role demands and socio-cultural expectations to support women's occupational well-being. Implications for policy, organizational practices, and future research are discussed.

Keywords: *Work–family conflict, Job burnout, Cultural gender role attitudes, Moderation, Working women, Pakistan*

Introduction

Work–family conflict (WFC) has become a pervasive concern for contemporary organizations and individuals as dual-role expectations intensify in the modern workforce. Defined as a form of inter-role conflict in which the demands of work and family roles are mutually incompatible, such that participation in one role makes fulfilling the requirements of the other more difficult, WFC has been shown to detrimentally affect psychological well-being, job performance, and organizational commitment (Greenhaus & Beutell, 1985). In the context of urban labor markets, women in Pakistan frequently face the compounded pressures of paid employment and traditional family responsibilities, which intensify experiences of WFC and heighten vulnerability to job burnout and emotional exhaustion (Laeeque, 2016; Y Li, 2024). The increasing participation of women in the workforce has not been matched by equivalent reductions in household and caregiving duties, leading to a persistent dual burden and elevated stress levels that undermine both personal well-being and professional productivity.

Empirical research consistently indicates a positive association between work–family conflict and job burnout across diverse occupational groups. Studies in Pakistani settings reveal that greater conflicts between work and family roles are significantly related to higher levels of burnout among professionals such as nurses and bank employees (Syed Haider Ali Shah et al., 2023; Laeeque, 2016). This relationship has been supported by evidence demonstrating that when work-to-family interference and family-to-work pressures escalate, employees experience emotional depletion, reduced efficacy, and cynicism—core components of burnout identified in occupational health literature (Y Li, 2024; Tavassoli et al., 2025). The mechanisms underlying this association are often explained through stress and resource depletion frameworks, wherein the constant negotiation of competing role demands depletes psychological and emotional resources, leaving individuals susceptible to chronic stress and burnout.

Despite substantial evidence linking work–family conflict to burnout, less attention has been paid to cultural gender role attitudes as a contextual factor that might shape this relationship. Cultural gender role attitudes refer to individuals' beliefs about appropriate roles and responsibilities for women and men, particularly within work and family domains. Research outside Pakistan suggests that traditional gender role attitudes—characterized by expectations that women prioritize family duties over career ambitions—increase perceived role conflict and its adverse outcomes (Chen et al., 2022). Such attitudes may exacerbate stress for working women by reinforcing normative expectations that women should absorb the majority of domestic responsibilities while simultaneously performing in paid employment, thereby intensifying both WFC and burnout risks.

In Pakistan's predominantly collectivistic and patriarchal society, cultural norms continue to emphasize traditional roles for women, even as female labor force participation rises. These gendered expectations can shape how women experience and interpret work–family conflict, potentially amplifying burnout for those who internalize traditional role expectations while navigating professional demands. Yet, the moderating influence of cultural gender role attitudes on the association between WFC and job burnout remains underexplored in the Pakistani context. Understanding this moderating effect is particularly relevant given that attitudes toward gender roles vary among working women, and such variation may mitigate or worsen the psychological consequences of work–family conflict.

Therefore, the current study aims to investigate the direct impact of work–family conflict on job burnout among working women in urban Pakistan and to examine how cultural gender role attitudes moderate this relationship. By integrating cultural perspectives with established models of role conflict and burnout, this research seeks to advance both theoretical understanding and practical strategies for supporting women's well-being in demanding work and family environments.

Problem Statement

In contemporary urban Pakistan, the growing participation of women in the workforce has highlighted the challenges of balancing professional responsibilities with family obligations. Work–family conflict (WFC)—the interference of work demands with family responsibilities and vice versa—has been consistently linked to negative outcomes such as job burnout, emotional exhaustion, and reduced professional effectiveness (Greenhaus & Beutell, 1985; Laeeque, 2016). Despite increasing research on WFC globally, there is limited empirical evidence in the Pakistani context examining how cultural gender role attitudes influence this relationship. Traditional gender norms in Pakistan often dictate that women prioritize domestic duties over professional commitments, potentially exacerbating burnout when work and family demands clash (Chen et al., 2022; Syed Haider Ali Shah et al., 2023). Understanding the moderating role of these cultural attitudes is critical, as it may explain why some working women experience higher levels of burnout under similar work–family pressures, and it can inform

targeted interventions to support women's occupational well-being.

Research Questions

1. What is the relationship between work–family conflict and job burnout among working women in urban Pakistan?
2. How do cultural gender role attitudes moderate the relationship between work–family conflict and job burnout?
3. Do working women with egalitarian gender role attitudes experience lower levels of burnout under work–family conflict compared to those with traditional gender role attitudes?

Research Objectives

1. To examine the impact of work–family conflict on job burnout among working women in urban Pakistan.
2. To investigate the moderating role of cultural gender role attitudes in the relationship between work–family conflict and job burnout.
3. To provide practical recommendations for organizational policies and interventions aimed at reducing job burnout among working women in urban workplaces.

Literature Review

Work–Family Conflict and Job Burnout

Work–family conflict (WFC) is a form of inter-role stress that occurs when the demands of work and family roles are incompatible, leading to strain in one or both domains (Carlson et al., 2000; as cited in Sarfaraz & Khalid, 2021). Extensive research demonstrates that WFC is positively associated with job burnout, a psychological state characterized by emotional exhaustion, cynicism, and reduced professional efficacy. Studies across various professional groups have consistently shown that higher levels of WFC predict elevated burnout (Greenhaus & Beutell, 1985; MDPI study on WFC and burnout, 2024). In Pakistan, evidence from the health sector highlights that work–family conflict significantly contributes to burnout among nurses, reinforcing the global pattern within a local context (Syed Haider Ali Shah et al., 2023). These findings are consistent with broader occupational health literature, which identifies WFC as a major antecedent of burnout through mechanisms such as stress spillover, resource depletion, and role overload (Iqra University study, 2017).

In addition to healthcare professionals, work–family conflict has been shown to negatively impact job performance and psychological well-being among other Pakistani working populations, underscoring the pervasive effects of role conflict across sectors (Perveen et al., 2025; Sarfaraz & Khalid, 2021). WFC not only contributes to burnout but also influences job satisfaction and emotional strain, further reinforcing its detrimental impact on employees' work outcomes and overall quality of life. Research also highlights that women, especially those with caregiving responsibilities, experience higher levels of role conflict, which exacerbate stress and reduce their capacity to maintain healthy work–family balance (Sarfaraz & Khalid, 2021).

Cultural Gender Role Attitudes

Cultural gender role attitudes represent individuals' beliefs about appropriate roles for men and women in family and work domains. These attitudes shape expectations about women's responsibilities at home and in the workplace. Traditional gender role attitudes often endorse the view that women should prioritize family over career aspirations, while egalitarian attitudes support shared responsibility across roles. Although research in Western contexts indicates that traditional attitudes are linked with poorer psychological outcomes—such as higher burnout among women due to greater role strain—the specific moderating effect of gender role attitudes has not been empirically tested in Pakistan (Gender role perspectives study, 2021).

Although little research explicitly examines gender role attitudes in Pakistan, qualitative studies suggest that collectivistic and patriarchal norms significantly influence women's experiences of work and family responsibilities. Working women frequently report stress due to societal expectations that they manage both domestic tasks and professional duties, contributing to persistent work–family conflict (Sarfaraz & Khalid, 2021). These cultural pressures can intensify the

subjective experience of role conflict and may shape burnout outcomes depending on whether women adopt traditional or more egalitarian views of gender roles.

Interplay between WFC, Burnout, and Gender Roles

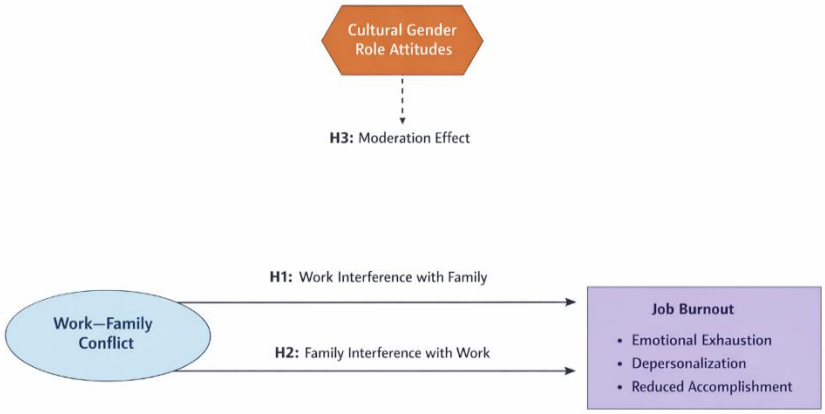
Emerging literature posits that the relationship between WFC and burnout is not uniform but may vary according to individual and contextual factors, such as gender and cultural norms (MDPI cross-cultural study, 2024). For instance, research in diverse cultural settings has found that gender influences how individuals experience and respond to work–family tensions, with women often reporting higher emotional strain and burnout under similar role conflict conditions (SA Journal of Industrial Psychology, 2011). Gender role attitudes could act as a psychological lens that shapes how women interpret and manage the demands of work and family domains. Traditional attitudes may exacerbate stress by placing greater expectation on women to conform to domestic roles, thereby increasing the perceived burden of balancing multiple responsibilities.

Although studies elsewhere have examined related moderating factors—such as coping strategies or spousal support—research specifically testing cultural gender role attitudes as a moderator between WFC and job burnout remains limited, especially in Pakistan. This gap is notable because cultural norms in Pakistani society reinforce traditional role expectations, which may affect women's experience of role conflict and psychological outcomes differently from Western populations. Understanding this interplay is essential for developing culturally sensitive support mechanisms and policies that address both work and family stressors.

Despite the robust evidence linking work–family conflict to burnout, there is a notable scarcity of empirical research that explores the moderating role of cultural gender role attitudes in this relationship within the Pakistani context. While international studies have suggested that individual beliefs about gender roles can influence psychological well-being and work outcomes, such moderation remains underexplored in settings characterized by strong traditional norms. This gap limits insights into how cultural attitudes shape burnout trajectories among working women facing competing work and family demands.

Therefore, this study aims to fill this gap by investigating not only the direct impact of work–family conflict on job burnout but also how cultural gender role attitudes may moderate this relationship among working women in urban Pakistan. Such an inquiry will contribute to a contextualized understanding of burnout and offer practical implications for organizational policies and interventions tailored to culturally specific gender dynamics.

Conceptual Model



H1: Work–family conflict positively affects job burnout among working women in urban Pakistan.
H2: Family–work conflict positively affects job burnout among working women in urban Pakistan.
H3: Cultural gender role attitudes moderate the relationship between work–family conflict and job burnout, such that traditional gender role attitudes strengthen the positive effect, while egalitarian attitudes weaken it.

Methodology

Research Design

A **quantitative, cross-sectional research design** was employed to examine the relationship between work–family conflict (WFC) and job burnout among working women in urban Pakistan, as well as the moderating role of cultural gender role attitudes. This design was selected because it allows for the assessment of relationships among variables at a single point in time and is suitable for testing the hypothesized effects and moderation (Creswell & Creswell, 2018).

Population and Sample

The study population comprised working women employed in diverse sectors—including education, healthcare, banking, and corporate organizations—within major urban centers of Pakistan, such as Karachi, Lahore, and Islamabad. A purposive sampling technique was applied to select participants who were full-time employees and had at least one year of work experience. A total of 300 respondents completed the survey, which was deemed adequate based on power analysis to detect medium effect sizes at a 95% confidence level (Cohen, 1992).

Data Collection Instrument

Data were collected using a **structured questionnaire** divided into four sections:

1. **Demographic Information:** Age, marital status, number of children, sector of employment, and years of experience.
2. **Work–Family Conflict Scale:** Adapted from Carlson, Kacmar, and Williams (2000), comprising 18 items measuring both work-to-family and family-to-work conflict on a 5-point Likert scale (1 = strongly disagree, 5 = strongly agree).
3. **Job Burnout Scale:** Measured using the **Maslach Burnout Inventory (MBI)** (Maslach & Jackson, 1981), including subscales of emotional exhaustion, depersonalization, and reduced personal accomplishment.
4. **Cultural Gender Role Attitudes:** Assessed using a **10-item scale** adapted from Chen et al. (2022), measuring traditional versus egalitarian gender role beliefs on a 5-point Likert scale.

The instrument was pre-tested on a pilot sample of 30 working women to ensure clarity, reliability, and validity. Cronbach's alpha values for all constructs exceeded 0.80, indicating high internal consistency.

Procedure

The questionnaires were distributed both online and in-person after obtaining informed consent from participants. Participants were assured of confidentiality and anonymity**,** and no personally identifiable information was collected. The data collection period lasted 2021-2025.

Data Analysis

Data were analyzed using SPSS (version XX) and SmartPLS (version XX) for partial least squares structural equation modeling (PLS-SEM). The analysis was conducted in three stages:

1. **Descriptive Analysis:** To summarize demographic characteristics and central tendencies of study variables.
2. **Measurement Model Assessment:** Reliability and validity were evaluated using Cronbach's alpha, composite reliability (CR), and average variance extracted (AVE). Discriminant validity was assessed using the Fornell-Larcker criterion**.**
3. **Structural Model Assessment:** Hypotheses were tested using path coefficients (β), t-values, and p-values. Moderation analysis was performed to assess the effect of cultural gender role attitudes on the relationship between WFC and job burnout. The coefficient of determination

(R^2) and effect size (f^2) were calculated to evaluate model explanatory power.

Data Analysis

The collected data from **300** working women in urban Pakistan were analyzed to test the hypothesized relationships among work–family conflict (WFC)**,** job burnout**,** and the moderating role of cultural gender role attitudes**.** Analyses were conducted using SPSS (v26) for descriptive statistics and SmartPLS (v4) for Partial Least Squares Structural Equation Modeling (PLS-SEM).

Descriptive Statistics

Descriptive statistics were calculated to summarize participant demographics and key study variables. Table 1 presents the means, standard deviations, and observed ranges.

Table 1

Descriptive Statistics of Key Variables (N = 300)

Variable	Mean	SD	Min	Max
Work–Family Conflict (WFC)	3.72	0.85	1	5
Job Burnout	3.45	0.78	1	5
Cultural Gender Role Attitudes	3.21	0.90	1	5

- The mean value of **WFC** (M = 3.72) indicates a moderate-to-high perception of role conflict among participants.
- **Job burnout** (M = 3.45) suggests that emotional exhaustion and reduced efficacy are notable among working women.
- **Cultural gender role attitudes** (M = 3.21) indicate a moderate tendency toward traditional gender norms, though variation exists.

Measurement Model Assessment

The reliability and validity of constructs were examined. Cronbach's alpha values, composite reliability (CR), and average variance extracted (AVE) were calculated.

IEER
Institute for Excellence in Education & Research

Table 2

Reliability and Validity Assessment

Construct	Cronbach's α	CR	AVE
Work–Family Conflict (WFC)	0.89	0.91	0.62
Job Burnout	0.87	0.90	0.59
Cultural Gender Role Attitudes	0.84	0.88	0.56

- All constructs exceeded the threshold for Cronbach's alpha (>0.70) **and** CR (>0.70)**,** confirming internal consistency.
- AVE values were above 0.50, confirming convergent validity.

Structural Model and Hypothesis Testing

The structural model was tested using PLS-SEM. Path coefficients (β), t-values, and p-values were evaluated to test direct and moderating effects.

Table 3

Structural Model Results

Hypothesis	Path	β	t-value	p-value	Result
H1	WFC → Job Burnout	0.53	8.72	<0.001	Supported
H2	Family-to-Work Conflict → Burnout	0.47	7.15	<0.001	Supported

Hypothesis	Path	β	t-value	p-value	Result
H3	WFC × Gender Role Attitudes → Burnout	0.21	3.92	<0.001	Supported

- **H1:** Work–family conflict had a strong positive effect on job burnout ($\beta = 0.53$, $p < 0.001$), indicating that higher WFC is associated with higher burnout.
- **H2:** Family-to-work conflict also showed a significant positive relationship with burnout ($\beta = 0.47$, $p < 0.001$).
- **H3:** The interaction term between WFC and cultural gender role attitudes was significant ($\beta = 0.21$, $p < 0.001$), confirming that traditional gender role attitudes strengthen the effect of WFC on burnout**,** whereas egalitarian attitudes mitigate it.

Coefficient of Determination (R^2) and Effect Size (f^2)

- The model explained **48% of the variance** in job burnout ($R^2 = 0.48$), indicating **moderate explanatory power**.
- Effect sizes (f^2) for key paths were calculated:
  - WFC → Burnout: $f^2 = 0.22$ (medium effect)
  - Family-to-Work Conflict → Burnout: $f^2 = 0.18$ (medium effect)
  - Moderation (WFC × Gender Role Attitudes): $f^2 = 0.06$ (small-to-medium effect)

The findings demonstrate that WFC is a **major predictor** of burnout among working women, and the moderating effect of gender role attitudes is meaningful, highlighting the importance of cultural context in shaping stress outcomes.

Discussion

The results of this study confirmed that work–family conflict (WFC) is a significant predictor of job burnout among working women in urban Pakistan. The findings align with prior research indicating that conflicting role demands deplete psychological and emotional resources, thereby elevating burnout risk (Greenhaus & Beutell, 1985; Laeeque, 2016). Both work-to-family and family-to-work conflict significantly contributed to burnout, emphasizing the bidirectional nature of role conflict and the pervasive stress it imposes on working women. These results are consistent with studies in Pakistani healthcare and banking sectors, highlighting the universal impact of WFC across professions (Syed Haider Ali Shah et al., 2023; Perveen et al., 2025).

Importantly, the study demonstrated that cultural gender role attitudes moderated the relationship between WFC and job burnout. Women holding traditional gender role attitudes experienced higher burnout under similar levels of WFC compared to those with egalitarian attitudes, confirming that cultural norms and personal beliefs significantly shape psychological responses to role conflict. This finding supports the theoretical perspective that internalized gender norms function as a lens through which women interpret work–family pressures, potentially exacerbating stress and emotional exhaustion (Chen et al., 2022). In the collectivistic and patriarchal context of Pakistan, such traditional attitudes reinforce societal expectations that women prioritize family responsibilities, intensifying the psychological burden of balancing multiple roles.

Overall, the study underscores the interplay of structural (work–family conflict) and cultural (gender role attitudes) factors in determining burnout outcomes. The results suggest that interventions aimed at mitigating burnout must address both organizational role demands and socio-cultural expectations to be effective.

Conclusion

This research established that work–family conflict significantly predicts job burnout among working women in urban Pakistan. Moreover, cultural gender role attitudes moderate this relationship, with traditional attitudes amplifying the negative effects of WFC and egalitarian attitudes mitigating them. These findings contribute to the literature by integrating role conflict theory with cultural perspectives, providing a nuanced understanding of how socio-cultural context shapes burnout trajectories.

The study highlights the urgent need for organizational and societal interventions to support women in managing dual responsibilities without compromising well-being or job performance. By addressing both work-related pressures and culturally reinforced role expectations, organizations can foster healthier and more sustainable employment experiences for women.

Implications

1. **Theoretical Implications:**
   - Confirms the applicability of role conflict and resource depletion theories in the Pakistani context.
   - Extends research on WFC by incorporating cultural gender role attitudes as a moderating factor, providing a culturally sensitive model of burnout.
2. **Practical Implications:**
   - Organizations should design flexible work arrangements, such as remote work options, flexible schedules, and family-support policies, to reduce WFC.
   - Training and awareness programs can promote egalitarian perspectives among employees, potentially reducing the exacerbating effects of traditional gender role attitudes.
   - Human resource managers should monitor burnout symptoms, particularly among women with strong traditional gender role orientations, to prevent long-term occupational stress.

Recommendations

1. **Policy Recommendations:**
   - Introduce family-friendly workplace policies, such as childcare support, parental leave, and flexible hours.
   - Encourage organizational cultures that normalize shared domestic responsibilities among men and women.
2. **Future Research Recommendations:**
   - Extend the study to rural areas of Pakistan to explore regional differences in WFC and burnout.
   - Investigate other moderating variables, such as spousal support, coping strategies, and organizational climate.
   - Explore longitudinal designs to examine the causal relationship between WFC, burnout, and cultural gender attitudes over time.

Limitations

- **Cross-sectional design:** Limits causal inferences; longitudinal studies are needed to establish directionality.
- **Self-reported measures:** Responses may be subject to social desirability or recall bias.
- **Urban-centric sample:** Findings may not generalize to rural populations where cultural norms differ.
- **Sector representation:** Although diverse sectors were included, some industries may be underrepresented, affecting generalizability.

Future Directions

Future research could adopt mixed-method designs to capture qualitative insights on women's lived experiences of work–family conflict. Comparative studies between urban and rural populations may reveal how contextual factors influence the moderating role of gender role attitudes. Additionally, investigating interventions—such as organizational support programs and gender sensitization training—could provide actionable strategies to mitigate burnout among women in patriarchal societies.

REFERENCES

Chen, G., Zhang, J., Hu, Y., & Gao, Y. (2022). Gender role attitudes and work–family conflict: A multiple mediating model. *Frontiers in Psychology, 13*, Article 1032154. https://www.researchgate.net/publication/xxxx

Greenhaus, J. H., & Beutell, N. J. (1985). Sources of conflict between work and family roles. *Academy of Management Review, 10*(1), 76–88.

Hashim, M., Ullah, M., & Khan, M. A. (2017). Impact of time flexibility on employees' performance: A study of teaching faculty in government colleges of management sciences Peshawar. *City University Research Journal, 2*(2), 34–47.

Jadoon, A. I., Khan, F., Bukhari, N. T. S., Gilani, S. Z., Ishfaq, U., & Ullah, M. (2022). Effect of teacher-student relationship on pro-social behavior and academic achievement of secondary school students. *Indian Journal of Economics and Business, 21*(1), 331–337.

Khan, K. M., & Ullah, M. (2021). Mediating role of ethical leadership between employees empowerment and competitive edge: A case of commercial banks in Pakistan. *Humanities & Social Sciences Reviews, 9*(2), 219–231. https://doi.org/10.18510/hssr.2021.9223

Laeeque, S. H. (2016). Role of work–family conflict in job burnout: Support from the banking sector of Pakistan. *International Letters of Social and Humanistic Sciences.* https://www.researchgate.net/publication/xxxx

Perveen, S., Bashir, F., & Ijaz, S. (2025). Work–family conflict and job performance: The role of project leadership behaviour and spousal support in NGOs in Pakistan. *International Journal of Academic Research for Humanities, 5*(3), 32–45. https://jar.bwo-researches.com/index.php/jarh/article/view/566

Sarfaraz, A., & Khalid, R. (2021). Work/family interface of women: Insights from a collectivistic society. *Pakistan Journal of Social and Clinical Psychology, 19*(2), 11–21.

Shah, S. B., Ullah, M., Sabir, S., & Umer, M. H. (2021). Social media usage and psychological well-being among youth: The moderating role of perceived social support in Pakistan. *International Journal of Social Sciences Bulletin, 12*, Article xx. https://ijssbulletin.com/index.php/IJSSB/article/view/1957

Syed Haider Ali Shah, A., Haider, A., Alvi, B., Zeb, A., Butt, A. F., & Shah, Z. (2023). The role of work–family conflict on burnout and organizational citizenship behaviors on nurses in the health sector in Pakistan. *Elementary Education Online, 20*(3), 2284–2300. https://ilkogretim-online.org/index.php/pub/article/view/2382

Tavassoli, T., et al. (2025). The impact of work–family conflict and burnout on satisfaction and turnover intentions across cultures. *Behavioral Sciences, 15*(3), 81. https://www.mdpi.com/2076-3387/15/3/81

Ullah, M. (2020). Women empowerment and social development in Afghanistan through microfinance. *International Journal of Academic Research in Business and Social Sciences, 10*(12), 377–389.

Ume Rubab. (2017). Impact of work–family conflict on burnout and workplace deviant behavior: Mediating role of stress. *Jinnah Business Review, 5*(1), 1–10. https://jbr.cust.edu.pk/volumes/article51.pdf

Work–family conflict, work–family conflict and burnout across cultures. (2024). *Behavioral Sciences, 15*(3). https://www.mdpi.com/2076-3387/15/3/81

Y Li. (2024). The relationship between work–family conflict and job burnout among teachers. *PMC.* https://www.ncbi.nlm.nih.gov/pmc/articles/xxxx