

Documents

Zolkfcly, M.K.I.^a, Nassir, C.M.N.C.M.^b, Jaffer, U.^c

Work-Life Balance in Managing Stress, Job Satisfaction and Performance: The Wasatiyyalt Concept and Neuroscience Perspective

(2023) *Global Journal Al-Thaqafah*, 13 (2), pp. 27-39.

^a Faculty of Industrial Sciences and Technology, Univcrsiti Malaysia Pahang Al-Sultan Abdullah, Lebu Persiaran Tun Khalil Yaakob 26300, Kuantan Pahang, Malaysia

^b Physiology Unit, School of Basic Medical Sciences, Faculty of Medicine, Universiti Sultan Zainal Abidin (UniSZA), Terengganu, Kuala Terengganu, 20400, Malaysia

^c Kulliyah of Islamic Revealed Knowledge and Human Sciences, International Islamic University Malaysia, Kuala Lumpur, 50728, Malaysia

Abstract

The relationship between work-life imbalance with occupational burnout and poor mental health outcomes have been widely explored. This working paper aimed to determine how the concept of equilibrium (balance) and moderateness in Islam, or wasatiyyah, could shed some light on this issue. This paper discussed the aspects that needed to be emphasized based on the wasatiyyah concept in work-life balance in managing stress, job satisfaction and work performance. The equilibrium state of four elements which comprised a/biological, psychological, social, and spiritual can help to manage contemporary stress-related issues. In addition, the application of wasatiyyah concept can modulate the network and hormonal organization inside the brain, which subsequently affect the performance of our daily work and activities. This ethics component in Islam is integrated in the daily life of a Muslim and bring all-round benefits from managing stress, job satisfaction to the performance at work. © (2023) Universiti Sultan Azlan Shah.

Author Keywords

wasatiyyah; Work performance; Stress; Neuroscience; Work-life balance

Funding details

UMP.05/26.10/03/RDU220306

Funding details

This work was supported by the Internal Universiti Malaysia Pahang Grant Scheme [UMP.05/26.10/03/RDU220306]. A special gratitude to all authors for their expertise and assistance in writing the manuscript.

References

- Achour, M.
Islamic spirituality and entrepreneurship: A case study of women entrepreneurs in Malaysia
The Journal of Happiness & WellBeing, 3 (4), pp. 1-56.
(2015)
- Agosti, M. T., Andersson, Ejlertsson, G., Janlov, A. C.
Shift work to balance everyday life – a salutogenic nursing perspective in home help service in Sweden
(2015) *BMC Nurs*, 14 (1), p. 2.
10.1186/s12912-014-0054-6
- Akhtar, M. R.
(1996) *Towards an Islamic Approach for Environmental Balance*,
PSN: Sustainable Development (Topic)
- Alameddine, M., AlSaadoon, M., Al Balushi, A. A., Chan, M. F., Bou-Karroum, K.
The magnitude and effect of work-life imbalance on cognition and affective range among the non-western population: A study from Muscat
(2022) *PLOS ONE*, 17 (2), p. e0263608.
Al-Adawi, S., Al-Harthi, S. M. 10.1371/journal.pone.0263608

- Al Balushi, A., Alameddine, M., Chan, M. F., Al Saadoon, M., Bou -Karroum, K., AlAdawi, S.
Factors Associated With Self-Reported Medical Errors Among Healthcare Workers: A Cross-Sectional Study From Oman
(2021) *International Journal for Quality in Health Care*, 33.
doi:10.1093/intqhc/mzab102
- Al-Ghazali, Abu Hamid Muhammad
(2002) *Ihya Ulum ai-Din*,
Beirut: Dar al-Kutub al-Ilmiyyah
- Al-Qaradawi, Y.
wasatiyya h maallmiha
(2017) *The tafsirs*,
alShuruq. Al-Suyuti, J. D. (F. Hamza, Trans). Accessed from
- Arnsten, A. F., Wang, M. J., Paspalas, C. D.
Neuromodulation of thought: flexibilities and vulnerabilities in prefrontal cortical network synapses
(2012) *Neuron*, 76 (1), pp. 223-239.
- Bienertova-Vasikova, J., Lenart, P., Scheringer, M.
Eustress and Distress: Neither Good Nor Bad, but Rather the Same?
(2020) *Bioessays*, 42 (7), p. e1900238.
- Birnbaum, S., Gobeske, K. T., Auerbach, J., Taylor, J. R., Arnsten, A. F.
A role for norepinephrine in stress-induced cognitive deficits : alpha-1-adrenoceptor mediation in the prefrontal cortex
(1999) *Biol Psychiatry*, 46 (9), pp. 1266-1274.
10.1016/s0006-3223(99) 001389
- Birtar, P. G., Nicholas, M. W.
The burden of inbox-messaging systems and its effect on work-life balance in dermatology
J Am Acad Dermatol, 79 (2), pp. 361-363.
(2018). e361. 10.1016/j.jaad.2017.12.026
- Bloom, P.
Work as the contemporary limit of life: Capitalism, the death drive, and the lethal fantasy of 'work-life balance'
(2015) *Organization*, 23 (4), pp. 5BB-606.
- Caspi, A., Moffitt, T. E.
All for One and One for All: Mental Disorders in One Dimension
American Journal of Psychiatry, 175 (9), pp. 831-844.
(2018)
- Chrousos, G. P.
Stress and disorders of the stress system
(2009) *Nat Rev Endocrinol*, 5 (7), pp. 374-381.
- Cosh, S., Tully, P. J.
Stressors, Coping, and Support Mechanisms for Student Athletes Combining Elite Sport and Tertiary Education: Implications for Practice
(2015) *The Sport Psychologist*, 29 (2), pp. 120-133.
- Dehaes, F., Karwowski, W., Ayaz, H.
Brain at Work and in Everyday Life as the Next Frontier: Grand Field Challenges for Neuroergonomics
(2020) *Frontiers in Neuroergonomics*, 1.

- Deligkaris, P., Panagopoulou, E., Montgomery, A., Masoura, E.
Job burnout and cognitive functioning: A systematic review
(2014) *Work and Stress*, 28, pp. 107-123.
- Diesrel, S., Cosmar, M., Schmidt, K.-H.
Burnout and impaired cognitive functioning: The role of executive control in the performance of cognitive tasks
(2013) *Work & Stress*, 27 (2), pp. 164-180.
- Doleos, F., McCarthy, G.
Brain Systems Mediating Cognitive Interference by Emotional Distraction
(2006) *The Journal of Neuroscience*, 26 (7), p. 2072.
- Dorloh, S., Yusuf, K. B.
(2015) *Wasatiyyah and Islamic Values in Reinforcing Malay Muslim Ethnic Relations: A Case Study of Thai Wasatiyyah Institute for Peace and Development in Thailand*, 3 (2), p. 8.
2015, IO.15S7S/ijnLv3i2.1413
- Fairclough, S., Ewing, K, Burns, c., Kreplin, U.
Chapter 12 Neural Efficiency and Mental Workload: Locating the Red Line
(2019) *Neuroergonomics*, pp. 73-77.
H. Ayaz & F. Dehais (Eds), Academic Press
- Feeney, M. K., Stritch, J. M.
Family-Friendly Policies, Gender, and Work-Life Balance in the Public Sector
(2019) *Review of Public Personnel Administration*, 39 (3), pp. 422-448.
- Gautam, J., Jain, S.
(2018) *ASTUDY OF WORK-LIFE BALANCE: CHALLENGES AND SOLUTIONS*,
- Greenhaus, J., Powell, G.
When Work And Family Are All ies: A Theory Of Work-Family Enrichment
(2006) *The Academy of Management Review*, 31, pp. 72-92.
dot
- Greenhaus, J. H., Collins, K M., Shaw, J. D.
The relation between work- family balance and quality of life
(2003) *Journal of Vocational Behavior*, 63 (3), pp. 510-531.
- Grzywacz, J. G., Marks, N. F.
Reconceptualizing the work-family interface: an ecological perspective on the correlates of positive and negative spillover between work and family
(2000) *J Occup Health Psycho*, 5 (1), pp. 111-126.
IO.1037//10768998.5.1.111
- Hassan, Mohd. Kamal
(2011) *Voice of Islamic Moderation from the Malay World (I ed.)*,
Perak Malaysia: EMIR
- Hassan, M. K
Conceptualization on the meaning of wasatiyyah
(2013) *Proceedings from Second International Conference on Terrorist Rehabilitation and Community Resilience in Singapore*,
Singapore: Raffles City Convention Centre
- Herman, c., Lewis, S.
Entitled to a Sustainable Career? Motherhood in Science, Engineering, and Technology
(2012) *Journal of Social Issues*, 68, pp. 767-789.

- Hollon, N. G., Burgeno, L. M., Phillips, P. E.
Stress effects on the neural substrates of motivated behavior
(2015) *Nat Neurosci*, 18 (10), pp. 1405-1412.
- Howlett, M., Doody, K., Murray, J., LeBlanc-Duchin, D., Fraser, J., Atkinson, P. R.
Burnout in emergency department healthcare professionals is associated with coping style: a cross-sectional survey
Emerg Med J, 32 (9), p. 722727.
(2015). IO.1136/emened-2014203750
- Ismail, S., Halimatussaadiah, Mohamad, B.
The Role of Integrity as a mediator Between Work satisfaction and Work Performance in the Perspective of Islam: An Empirical Approach Using SEM/AMOS Model
(2014) *International Journal of Research in Applied, Natural and Social Sciences (IMPACT: IJRANSS)*, 2, pp. 71-84.
Jan 2014, 71-84
- Khanifar, H., Matin, H. Z., Jandaghi, G., Gholipour, A., Hassenzedeh. M. S., .
Identifying the dimensions and components of Islamic work values (IWW) for public services sector of Iran
(2011) *European Journal of Social Sciences*, 22, pp. 246-261.
- Kim, M., Windsor, C.
Resilience and work-life balance in first-line nurse manager
(2015) *Asian Nurs Res (Korean Soc Nurs Sci)*, 9 (1), pp. 21-27.
- Lee, S. T., Hasan, N.
Work-Life Balance and Job Satisfaction among Working Adults in Malaysia: The Role of Gender and Race as Moderators
(2017) *Journal of Economics, Business and Management*, pp. 18-24.
S
- Lupien, S. J., Lepage, M.
Stress, memory, and the hippocampus: can't live with it, can't live without it
(2001) *Behav Brain Res*, 127 (1-2), pp. 137-158.
- Maslach, c., Schaufeli, W. B., Leiter, M. P.
Job Burnout
(2001) *Annual Review of Psychology*, 52 (1), p. 397422.
- McEwen, B. S.
Glucocorticoids, depression, and mood disorders: structural remodeling in the brain
(2005) *Metabolism: clinical and experimental*, 54 (5), pp. 20-23.
(Suppl 1)
- Miresco, M. J., Kirmayer, L. J.
The persistence of mind-brain dualism in psychiatric reasoning about clinical scenarios
(2006) *Am J Psychiatry*, 163 (5), pp. 913-918.
dai
- Modi, H. N., Singh, H., Yang, G.-Z., Darzi, A., Leff, D. R.
A decade of imaging surgeons' brain function (part I): Terminology, techniques, and clinical translation
(2017) *Surgery*, 162 (5), pp. 1121-1130.
dai
- Moore, A., Nguyen, A., Rivas, S., BanyMohammed, A., Majeika, J., Martinez, L.
A qualitative examination of the impacts of financial stress on college students'

well-being: Insights from a large, private institution

(2021) *SAGE Open Med*, 9.

2050312121101 8122. dc i

- Orner, S.
(2015) *Al-wasatiyyah and some of its implications for Islamic built environment*, 23, p. 995.
10 14
- Parasuraman, R.
Neuroergonomics: Research and practice
(2003) *Theoretical Issues in Ergonomics Science*, 4.
- Parboteeah, K. P., Paik, Y., Cullen, 1. B.
Religious Groups and Work Values: A Focus on Buddhism, Christianity, Hinduism, and Islam
(2009) *International Journal of Cross Cultural Management*, 9 (1), pp. 51-67.
- Parker, K. N., Ragsdale, J. M.
Effects of Distress and Eustress on Changes in Fatigue from Waking to Working
(2015) *Applied Psychology: Health and Well-Being*, 7 (3), p. 293315.
- Ramnani, N., Owen, A. M.
Anterior prefrontal cortex: insights into function from anatomy and neuroimaging
(2004) *Nature Reviews Neuroscience*, 5 (3), pp. 184-194.
10.1038/nrn 1343
- Ranjan, R. K., Prasad, T.
Literature Review Report on-“Work- Life Balance of Loco-Pilots (Railway Drivers) in India“
(2013) *European Journal of Business and Management*, 5, pp. 17-27.
- Ridderinkhof, K. R., van den Wildenberg, W. P., Segalowitz, S. J., Carter, C. S.
Neurocognitive mechanisms of cognitive control: the role of prefrontal cortex in action selection, response inhibition, performance monitoring, and reward-based learning
(2004) *Brain Cogn*, 56 (2), pp. 129-140.
dot
- Robbins, T. W., Arnsten, A. F.
The neuropsychopharmacology of lrono-executive function: monoaminergic modulation
(2009) *Annu Rev Neurosci*, 32, pp. 267-287.
- Salleh, M.
Spirituality and the New Form of Poverty Management
(2013) *The International Journal of Religion and Spirituality in Society*, 2, pp. 89-102.
10.18848/21548633 CGP/v02i02/50997
- Schultz, W.
Getting formal with dopamine and reward
(2002) *Neuron*, 36 (2), pp. 241-263.
10.1016/s08966273(02)00967-4
- Seligman, R., Brown, R. A.
Theory and method at the intersection of anthropology and cultural neuroscience
(2009) *Social Cognitive and Affective Neuroscience*, 5 (2-3), pp. 130-137.
- Shanafelt, T. D., Boone, S., Tan, L., Dyrbye, L. N., Sotile, W., Satele, D., Oreskovich, M. R.
Burnout and Satisfaction With Work-Life Balance Among US Physicians Relative to

the General US Population

(2012) *Archives of Internal Medicine*, 172 (18), pp. 1377-1385.

10.1001/archinternmed.2012.3199

- Swider, B. W., Zimmerman, R. D.
Born to burnout: A metaanalytic path model of personality, job burnout, and work outcomes
Journal of Vocational Behavior, 76 (3), pp. 487-506.
(2010)
- Tengku Muda, T. F. M., Syed, M., Ismail, S., Yusoff, Z., Salleh, S., Zakaria, N., Wan Chik, W.
Working Women and the Islamic Work-Life Balance Concept
(2019) *International Journal of Academic Research in Business and Social Sciences*, 9.
IO.6007 IJARBS/v9-i11/6603
- Udin, U., Dananjoyo, R., Shaikh, M., Vio Linarta, D.
Islamic Work Ethics, Affective Commitment, and Employee's Performance in Family Business : Testing Their Relationships
(2022) *SAGE Open*, 12 (1).
21582440221085263. IO.1177/21582440221085263
- Warhurst, C
Eikhof, D., & Haunschild, A. (2008). Out of Balance or Just Out of Bounds Analysing the Relationship between Work and Life 121). Weher, A., & Jaekel-Reinhard, A. (2000). Burnout syndrome: a disease of modern societies *Occup Med (Lond)*, 50(7), 512-517. doi:10.1093/occmed/50.7.512
- Yousef, D. A.
Islamic work ethic A moderator between organizational commitment and job satisfaction in a cross-cultural context
Personnel Review, 30 (2), pp. 152-169.
(2001)

Publisher: Universiti Sultan Azlan Shah

ISSN: 22320474

Language of Original Document: English

Abbreviated Source Title: Global J. Al-Thaqafah

2-s2.0-85189655569

Document Type: Article

Publication Stage: Final

Source: Scopus

ELSEVIER

Copyright © 2024 Elsevier B.V. All rights reserved. Scopus® is a registered trademark of Elsevier B.V.

 **RELX Group™**