

## MODEL OF DEPRESSION, ANXIETY AND STRESS, EMOTIONAL INTELLIGENCE AND SATISFACTION OF WORK-LIFE BALANCE

**Rogis Baker<sup>1</sup>**

Universiti Pertahanan Nasional Malaysia, Kuala Lumpur, Malaysia  
rogis@upnm.edu.my

**Hassan Al-Banna Mohamed<sup>2</sup>, Nur Fatimah Husna Mohamad Puzi<sup>3</sup>, Nur Surayya Mohd Saudi<sup>4</sup>,  
Haliza Mohd Zahari<sup>5</sup>**

Universiti Pertahanan Nasional Malaysia, Kuala Lumpur, Malaysia  
hasanalbanna@upnm.edu.my, husnapuzi@gmail.com, nursurayya@upnm.edu.my, haliza.mz@upnm.edu.my

### Highlights:

Model of Depression, Anxiety and Stress, Emotional Intelligence and Satisfaction of Work-Life Balance is a new framework built on the results of successful testing conducted on respondents of the study among 995 officers and personnel of the Malaysian Army (TDM). The construction of the new model structure framework by making DAS an independent variable is a new matter as das-related studies were not found in the study of organizational behaviour. While the results of the study showed that emotional intelligence plays a role as a moderator of the relationship between depression, anxiety, stress, and satisfaction of work -life balance.

**Key words:** *Emotional intelligence, depression, anxiety, stress, work-life balance*

### Introduction

Model of Depression, Anxiety and Stress, Emotional Intelligence and Satisfaction of Work-Life Balance is a new framework built on the results of successful testing conducted on respondents of the study among 995 officers and personnel of the Malaysian Army (TDM). Emotional intelligence is a set of characteristics and abilities that encompass a wide range of human capacities and limits, commonly referred to as social and intra-singular abilities, that extend beyond the conventional fields of clear side interest, general information, and inventive or blessings abilities. Hence, it acted as a moderator on the relationship between depression, anxiety, and stress (DAS) with work and life balance satisfaction. The construction of the new model structure framework by making DAS an independent variable is a new matter as das-related studies were not found in the study of organizational behaviour. This is because most studies related to DAS are focused only on the medical field.

### Content

Proposing a systematic model and framework for military organizational behavior which can be used by all organizations especially Malaysian Army when related to psychological self-control. Literature studies have also shown that no such model has been tested and applied in any field of research. This model has been registered copyright through the Intellectual Property Corporation of Malaysia (MyIPO) on 2 July 2021 (Application No: LY2021E02307). This model has also been proven through the tests that have been conducted in this study as discussed in the below figure 1 related Assessment of the Structure Model towards respondents in army officers and members throughout Malaysia. The tests showed emotional intelligence plays a role as a moderator to the relationship between depression ( $t=2.621$ ,  $p<0.01$ ), anxiety ( $t=3.818$ ,  $p<0.01$ ), stress ( $t=2.088$ ,  $p<0.01$ ) with satisfaction of work-life balance. While variables depression ( $t=2524$ ,  $p<0.01$ ), anxiety ( $t=2,286$ ,  $p<0.01$ ), stress ( $t=2,620$ ,  $p<0.01$ ) and emotional intelligence ( $t=14,285$ ,  $p<0.01$ ) have a direct positive significant relationship with work-life balance satisfaction.

Practically, this study has provided an opportunity for organizations to identify and practice the balance of daily working lives and engage in a positive group that is good at achieving high levels of emotional intelligence and lack of depression, anxiety, and stress issues. In the other hand, this study can be used as a guideline to improve work and life balance especially in career as a military in Malaysia. Depression, anxiety, and stress are independent variables and work-life balance is dependent variable. Emotional intelligence is moderator variable. This model is newly built, and no such model has been studied in previous studies. This is because the variables of depression, anxiety, and stress (DAS) are constructs that are often used in medical field. Although these variables are often used in medical fields, but the construction of models combined with variables related to social sciences has not been done. Literature reviews also showed that no such model has yet been tested and applied in any research field. The management of the Malaysian army can use the findings of this study as a guide to design activities that can improve psychological self-control among military personnel.

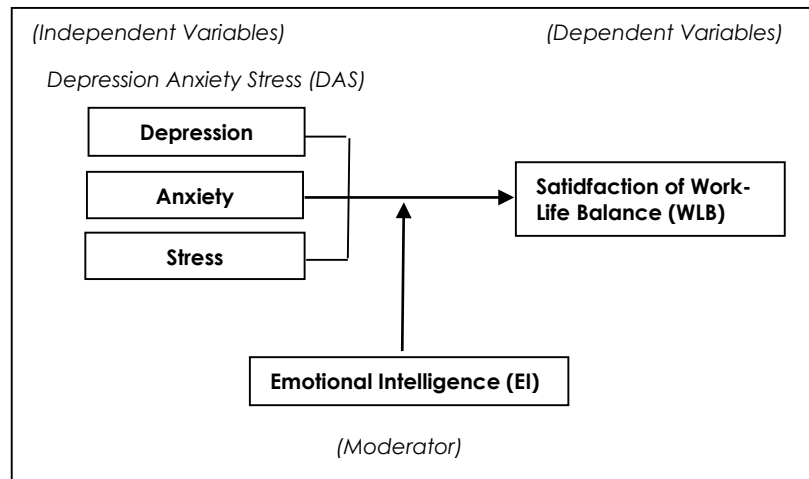


Figure 1: Model of Depression, Anxiety and Stress, Emotional Intelligence and Satisfaction of Work-Life Balance

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