

An exploration of the effects of Emotional Intelligence, Depression, Anxiety and Stress on Work-Life Balance in Royal Malaysia Air Force

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Abstract— Self-management psychology has a vital role in the development of personality, particularly in balancing the factors of work and personal life. Work-life balance is affected by a variety of personal situation. This study is focusing on the effects of emotional intelligence, depression, anxiety and stress on work-life balance among Royal Malaysian Air Force (RMAF) officers and members. The research design of the study is descriptive and cross-sectional which is a quantitative research method. The target respondents were officers and members of RMAF. A total of 4914 officers and members were involved in answering questionnaires that were distributed to all air force bases in Malaysia. The results showed there is a moderate positive relationship among emotional intelligence (EI) and work-life balance (WLB) which $p=0.001 < 0.05$, $r=0.596$. There is a low negative relationship between depression, anxiety, stress (DAS) and work-life balance with a value of $p-0.001 < 0.05$, $r=-0.438$. The results of this study have proven that the research can be used as a guide and framework in the implementation of programs and activities to strengthen the psychological aspects of self-control among the members and then produce RMAF personnel who are able to balance work and daily lifestyle.

Index Terms—*Emotional intelligence, depression, anxiety, stress, work-life balance.*

I. INTRODUCTION

In general, the term of work-life balance (WLB) has currently gained importance and frequently used in an organization [1]. To enable employees to have balance between work and personal matters, environment of work-life balance needs to be created in the firms. Furthermore, it will enhance employee loyalty and productivity by creating and keeping supportive and healthy work environments [2]. In addition, [1] said by balancing work-life balance can minimize stress and enable employees to be more productive at work and other roles in daily life. When workers are enjoying various responsibilities between work and non-work equally with equal satisfaction showed that they were cope with their job and daily life activity well [3].

Hence, stress on an important part of functioning work environment is the work-life balance [4]. This is because according to [5], unhealthy work-life balances contribute to a variety of stressors, including increased job stress, individuals failing to focus on their roles at work, low motivation, poor mental and physical health, worker absenteeism, decreased productivity, emotional exhaustion and fatigue generation, and unbalanced time management between work and family, which can lead to conflict of productivity.

Emotional intelligence can be defined as ability of individual to use and manage emotions correctly [6]. Because according to [7], emotions are a natural part of our existence, and commonly influence our behaviors especially at the workplace. Emotional intelligence is a various characteristics

known as ability of socialize, and quality needed of individuals in society, interact and communicate with others [8].

There are five variables in emotional intelligence: understanding one's emotions, controlling one's emotions, inspiring one, identifying emotions in others, and coping with relationships [9] [10] [11] [12]. Other than that, according to [13], emotional intelligence represents an individual trait especially in stressful situations that helps how one's control their emotions and engage with others in both personal and professional relationships.

According to [14], emotional intelligence (EI) is a broad word that refers to responsive abilities and intra-individual characteristics and usually refers to a wide range of human cognitive capabilities. When it comes to processing emotion-relevant information, emotional intelligence (EI) has been described as an individual difference dimension that comprises a range of talents associated with the processing of emotion-relevant information [15].

The abilities include being aware of perceptions and the ways in which conventional intelligence can impact and communicate with [14]. Close personal attributes like commitment, tolerance, and readiness to cooperate with others have a significant impact on emotional intelligence quality [10] [11] [16]. Therefore, people with high emotional intelligence can understand their supervisors' needs and hence build better relationships with them [5] [9] [10] [11].

Recently, there are a lot of issues regarding of emotional intelligence impacted depression, anxiety, and stress of an individual. It can be seen that when a person with low

emotional intelligence tends to be depressed, anxiety and stressed [17]. In addition, The World Health Organization (WHO) reported that depression is the world's leading cause of incapacity and makes a substantial contribution to the global burden of infection. A person's ability to work and appreciate a rewarding life can be seriously affected if they are dealing with challenges that are long-lasting or persistent [18]. According to WHO, depression is caused by complex interplay between social, psychological, and biological influences.

According to psychological stress theories [19], daily life stressors (e.g., personality features, daily stress events) can result in acute or chronic psychological strain, which contributes to depression [20]. In addition, according to [21], anger and sense of loss are intimately linked, as both can result from hazing abuse and are often experienced together. The failure to use adaptive emotion control mechanisms, on the other hand, is connected with increased anger, which is a core component of major depressive disorder [18].

However, the military has a hard time figuring out who has depression because of things like the stigma around mental illness, the time and money it takes to get a mental health evaluation, and the physical symptoms of depression.

Hence, the most common problems among workers are depression and anxiety. According to studies from the United States, the Netherlands, Australia, and Canada, depression affects 2.5 percent to 7.4 percent of workers, while anxiety affects 2.6 percent to 11.6 percent [22].

Anxiety manifests itself in a variety of ways, including nervousness, irritability, and restlessness, as well as excessive worry and difficulty relaxing, as some persons respond to anxiety with rumination and hopeless cognitions [23]. There is a difference between anxiety disorders and regular anxiety. More over half of all American adults are affected by some type of depression or other mental disease. Stressors that are more extreme than normal can cause you to worry or fear excessively [24]. Anxiety disorders have uncertain origins. A mix of genetic and environmental variables may be involved, according to the National Institute of Mental Health (NIMH) Trusted Source. Brain chemistry is also being investigated. Fear-controlling brain regions may be involved [25].

According to [26], stress is described as any form of change that results in physical, emotional, or psychological pressure. Stress is your body's reaction to anything that necessitates your immediate attention or action. In addition, among the additional stressors highlighted were time limits, negative judgement from others, tensions between musical and military values (talent against rank), promotion systems, and existential issues [27].

Therefore, this paper would like to focus on the effects of emotional intelligence, depression, anxiety, and stress on work-life balance among Royal Malaysia Airforce (RMAF) officers and members.

II. LITERATURE REVIEW

A. Emotional Intelligence and Work-life Balance

[28] explained that emotional intelligence on work-life balance among experts predicted that a person's work and personal life are intertwined, implying that a person must be

able to maintain a healthy balance between their work and their personal life.

Employees in the IT industry, according to [8], are able to maintain a work-life balance while also taking care of their families through self-regulation, awareness, and motivation, not just in the office but also at home. Companies in Hyderabad's Madhapur and Gachobowli districts were the focus of the investigation. The survey was distributed to 360 IT personnel who were chosen at random. We wanted to see how well the IT industry reps understood how emotional intelligence impacts work-life balance.

[6] did research on work-life balance in South Carolina by examining the correlations between (a) emotional intelligence and absenteeism and (b) the balance of emotional intelligence and work-life with parental figures. This study surveyed 200 carers and asked them to complete questionnaires on the Work Related Quality of Life Scale (WRQoL) and the Emotional Social Competency Inventory (ECI). The study discovered no correlation between emotional intelligence and truancy. There was a substantial association between the comprehension of emotional intelligence and several components of work-life balance, however the results were negligible (>0.04).

[12] conducted research in Visakhapatnam, India's north coast, on emotional intelligence and work-life balance in the retail sector. They gathered secondary data and interviewed willing retail staff. The purpose of this study is to examine the role of emotional intelligence in adjusting to job stress and enhancing work quality and ecstasy for retail workers, to recognise how emotional intelligence affects agents' overall productivity, and to comprehend the relationship between emotional awareness and labourer execution. Retail employees were shown to be highly self-regulated, characterised by emotional appreciation and acknowledgement, as well as the use of emotions to motivate self-performance, appraisal, and expression. At that point, it was discovered that the degree of risk to the worker's task when employing work/life balance frameworks is inextricably linked to self-appraisal and expression, enthusiastic utilisation, execution assistance and assessment, and passionate perspective of others.

[29] investigated the relationship between academics' emotional intelligence and their work-life balance at pre-university colleges. Thus, there were a total of 200 academics who participated in this study by completing the survey. In this study, a descriptive research design was used. The purpose of this study was to explore how academics' understanding relates to their feelings and work/life balance. Emotional intelligence and workplace balance have a moderately good association.

A study conducted by [30] at three prominent institutions in Tamil Nadu, India, including 450 employees who were curious about the link between emotional intelligence and work-life balance. Survey based on emotional intelligence scale and work life quality scale. Descriptive kind of testing (QOWLS). Examining how emotional intelligence affects work-life balance is essential if employees are to see how they may improve their productivity and happiness. Age and how they responded to the work, as well as how long they stayed at work, were determined to be unique. It has been proven that

there is a negative correlation between a person's ability to identify sentiments, their ability to stick to goals despite resistance, and their ability to deal with criticism as they get older. Additional research has indicated that private university staff are more likely to get stress-related infections than their public counterparts. Based on this information from respondents' education, annual salaries, marital status and the number of kids they have, researchers determined that these factors are important in the prediction of emotional awareness.

Using multivariate analysis, [30] conducted a study to examine the impact of emotional intelligence on work-life balance among workers in private colleges in Tamil Nadu, India. As a result, 3 private colleges in Tamil Nadu, India, organized 466 employees. The study's goal is to discover how emotional intelligence affects the work-life balance of employees in Tamil Nadu, India. The study found that representatives with a high level of emotional intelligence (EI) were more likely to tailor their work to avoid extended work hours and social engagements after their workdays were over.

The goal of this study to examine the relationship between emotional intelligence and socio-economic status, and how these factors affect the balance between work and personal life. In light of this, [31] conducted an investigation into the work-life balance and emotional intelligence (EI) of Thangamayil Jewelry employees. 183 jewelers who work in the retail industry participated. This experiment was carried out using a descriptive research design. Workers and employers should work together to develop flexible working time tactics and new contemporary methods so that productivity may be maximized without affecting employees' well-being, social interactions, or other ways of living in any negative way.

Emotional intelligence, work-life balance, and organizational justice were all examined by [32]. It targeted ten carefully selected Guaranty Trust Bank branches in Lagos State, where 150 workers (aged 22 to 55) took part. Results were presented using descriptive statistics, such as the percentage of the population, the average of the population, and standard deviations. To determine the link between the variables, Pearson's correlation coefficient and regression analysis were utilized. Relationships between emotional intelligence and work-life balance ($r= 0.14$; $p 0.05$) and organizational justice were found to be significant, while the aftereffects of organizational justice (WRQol) were found to be insignificant ($B = 0.56$; $>.05$) in the descriptive inter-correlation analysis.

Employees in the Mumbai and Pune IT industries participated in a study by researchers known as [33], which focused at how emotional intelligence affects work-life balance in the IT business. Employees' work-life balance and emotional intelligence were correlated using correlation techniques in this study. According to research, IT professionals with a higher level of IT expertise also have higher levels of emotional intelligence. In addition, the study found that IT professionals with less experience had a lower level of emotional intelligence.

B. Depression, Anxiety, Stress and Work-Life Balance

[23] used a cross-sectional study with 111 trainees in a Midwestern school to discover work-life balance, perceived stress, anxiety, and depressive consequences. The purpose of the investigation is to look into how work-life balance can cause anxiety and depression symptoms in students. Work-life balance is linked to stress, general anxiety, and negative outcomes in individuals. Way research revealed that the relationship between work balance and anxiety, as well as the relationship between work balance and depression, is completely mediated by perceived pressure. For understudies, the balance between work and life is a vital aspect of mental well-being. In order to boost their school knowledge, educational foundations should place greater attention on assisting interns with work/life balance.

An examination led by researchers [34] on the impact of work stress on work-life balance. The goal of this study is to demonstrate the importance of balancing personal and professional life, so that this study can help organizations and employees grow. Secondary data sources included in the studies include newspapers, websites, news articles, government documents, books, work papers, reports, PhD theses, and so on. According to the literature, the repercussions of work-life balance include job satisfaction, truancy, advancement in positions, turnover, and tension in the workplace. The findings demonstrate that at work is a critical aspect in achieving work-life balance by reducing job-related stress and increasing work productivity.

[35] explored the relation between work-life balance and work-related pressure among female personnel of India's Central Industrial Security Force (CISF). The investigation resulted in an explicit study of the relationship between work-life balance and work stress among CISF female employees. As a result, the purposive accommodation Sample method was used as the sampling procedure for the examination. The investigation's findings also revealed that work-life balance has a substantial unfavorable association. It will improve the balance of work and life, reducing the pushing element of female CISF laborer.

The focus of this research is to explore into the relationship between work-life balance (WLB) and intellectual capacities and mental health among Korean truck drivers. Thus, [36] investigated whether poor work-life balance could contribute to impaired Cognitive Function in 347 transport drivers who participated in this study. The differences in the CFQ and WLB scores were investigated using covariance analysis and a Structural Equation Model (SEM) to investigate the mediating role of WLB and CFQ scores in mental health indices. When compared to the most elevated emotional harmony between work-life balancing item gathering, the most minimal gathering had significantly higher CFQ ratings. In the SEM, anxiety acted as a moderator between subjective work-life balance and CFQ ratings. Work-life balance issues among Korean bus drivers are linked to cognitive difficulties, and anxiety has been identified as an important sign of mental health mediation.

[37] conducted research on the Work-Life Balance Model and discussed five models of work-life balance presented by [38]. Their research looked into segmentation models,

spillover models, compensation models, instrumental models, and conflict models. As a result, [38] explained that the separation between work and family is an unmistakable zone that isn't frequently appealing because the separation is now psychological, as job and life are actually and momentarily closer. Then, either positively or negatively explained spillover, both the working and familial universes influence one another. On the other hand, the compensation model demonstrated that in a specific sphere, what is missing is compensated. Then, according to the instrumental model, actions in one field lead to progress in another, forming the constructive portion of the contact between work and family. For the fifth model, the conflict model is in high demand both at work and at home, resulting in significant overload and conflict. It could be influenced by time, pressure, or actions.

The Indian setting was also examined by [39] in their paper. This paper discusses five models. Emotional weariness from family and work stresses at the employee level leads to a possible loss of capacity at the corporate level, according to Working Hours Model. Consequently, this model recommends that employers provide shorter work hours, ranging from five to seven hours. In this case, the WLB will rise, and the company's efficiency will improve.

Three models of emotional intelligence have been developed and used in testing: the capacity model, the mixed model, and the attribute model [40]. When it comes to emotional intelligence, there are numerous abilities, skills and capacities that are directly and significantly linked to an individual's leadership in every field. It is therefore possible to see that there are three models of emotional intelligence because of the differing definitions of emotional intelligence by [41] [42] [43].

According to [43] study, his hypothesis included mindfulness, self-management, self-inspiration, compassion, and social talents. Additionally, he stated that cognitive capacity is critical for large-scale thinking and long-term vision in order to boost emotional intelligence. Additionally, the Bar-On model places a greater emphasis on self-perception, stress management, decision-making, self-expression, and intrapersonal relationships (5 EI scales). As a result, he asserted that EI is a collection of interconnected activities directed by emotional and social abilities that influence performance and behaviour. Thus, [44] approach emphasizes the four categories of human skills, which include emotion interpretation, emotion facilitation, emotion comprehension, and emotion management.

The depression, anxiety, and stress scale (DASS) is used to determine an individual's psychological well-being. This scale, developed by [45] is commonly used to assess the severity of negative emotional states [46]. On the other hand, this scale has been widely used in clinical samples for its goal of minimizing administration and tracking symptoms at varying levels of depression, anxiety, and stress. Depression entails a negative outcome such as dysphoria, hopelessness, a lack of energy, and anhedonia, whereas anxiety entails a collection of general discomforts such as touchiness, disappointment, unwinding difficulty, and impatience. The factor analysis identified a third factor, dubbed "stress." [47].

III. CONCEPT AND THEORY

According to [48] work-life balance has traditionally been conceptualized in terms of an equal distribution of resources between work and family or other life roles. When it comes to work-life balance, it is all about how much control one feels over the number of hours one puts in at work in relation to the number hours one makes available outside of work [49]. Furthermore, work-life balance can be operationalized through the use of both affective (satisfaction) and psychological (evaluation of success) components [50]. As suggested by [51], work-life balance should take into account the impact of an individual's balance, or lack of balance on their work and family context. [50] defined that WLB, individuals and their role-related partners in the work and family roles must work together to meet their respective role-related goals.

A person's emotional state is influenced by his or her surrounding environment, which includes people, events, and information [52]. This is because things that a person feels and encounter have an impact on his or her emotions. Emotional intelligence is an ability to control what one feels and skill in understanding people or own emotions that affect people or own behavior and how an individual act. Furthermore, the behaviors will influence a person decision-making, problem solving, self-management and demonstrating leadership. Other than that, [53] expressed that another emotional intelligence skill is that the ability to monitor one's own emotional experiences by being able to distinguish between our moods and the actions we take; the ability to identify our own personal strengths and weaknesses.

Depression is a frequent mental health disorder that manifests itself as an irritability and a loss of interest in previously enjoyed activities [54]. It creates severe symptoms that interfere with your ability to sleep, eat, and perform other daily activities [54]. Moreover, it also can cause a wide range of mental and physical health issues, as well as impair your ability to carry out your daily responsibilities at home and at work [55]. [56] stated that depressive disorders may be caused by a complex interaction of biological, environmental, and psychological variables. This is the general consensus of the scientific community [56].

Anxiety is a state of mind that manifests itself in bodily symptoms such as a rise in blood pressure. People who suffer from anxiety disorders are prone to have reoccurring worries or intrusive thoughts. They may want to avoid certain situations because they are afraid of what can happen [57]. According to [58], most of the time, anxiety is triggered by the fluctuating pressures, demands, and difficulties of daily life. These problems impose a huge economic, social, and health-care cost on all countries, particularly developing countries that confront frequent social and political upheavals as well as high rates of natural disaster [58].

Stress can be defined as both a psychological and a physiological response to a real or perceived danger, which necessitates some sort of intervention. When it is persistent and chronic, it has major detrimental impacts on one's health on the levels of cognition, behavior, and biology [59]. Stress also used to describe the pressure that causes bridges to crack or the force that strains an object or body. It is identical with

feelings of strain, exhaustion, failure, trauma, or difficulty [60].

According to [41] beyond psychological, cognitive, motivative, and experiential components, emotion is organized in a way that encompasses both internal and exterior reactions to a circumstance. This condition causes either a negative or a favorable reaction in the workers, with the way they think, perform, feel, and behave being affected [61]. [62] proposed a theory that aims to train and stimulate an individual via eight different intelligences. This theory aims to train and stimulate an individual through eight different intelligences. Among them are the following:

a) Bodily-Kinesthetic Intelligence

The capacity to handle both the body and objects with a fine sense of time is referred to as bodily-kinesthetic intelligence. Because of their strong mind-body connection, these people are capable of achieving precise results when manipulating items. This can be expressed by physical abilities, such as those exhibited by athletes and dancers, or through precise and steady movement, such as that exhibited by surgeons and craftspeople [63].

b) Existential Intelligence

There is a term for this type of intelligence: existential intelligence. It is the ability to engage in in-depth conversations about the purpose of life and the nature of humanity. People with this intelligence are sensitive, yet they can also reason their way through challenging situations [64].

c) Interpersonal Intelligence

On the basis of interpersonal intelligence, it is common knowledge that people can communicate well with each other. But this ability is not really limited to verbal interactions. People who have good interpersonal intelligence can also sense the moods of other people, which is a good thing. These people are sensitive to temperaments and can communicate nonverbally, which helps them understand different points of view [65].

d) Intrapersonal Intelligence

Intrapersonal intelligence is the ability to comprehend one's own ideas. Intrapersonal intelligence is demonstrated by people who are able to recognize and appreciate their own emotions and those of others [63].

e) Verbal-Linguistic Intelligence

[62] argues that verbal-linguistic competence is the ability to successfully communicate verbally, as well as through reading, writing, speaking, and engaging in social interactions.

f) Logical-Mathematical Intelligence

Individuals with this level of intellect are able to think abstractly, recognize patterns, and make inferences based on them. A person's prior knowledge and interest in classification, patterns, and links between concepts helps them develop connections [66].

g) Musical Intelligence

Musical intelligence is displayed by those who are able to focus their attention on specific sounds. Those who possess this skill are able to hear subtle differences in pitch, tone, and rhythm that others would overlook. Musically intelligent people tend to have a keen sense of hearing and are capable of accurately re-enacting or re-creating music [64].

h) Naturalist Intelligence

Naturalist intelligence is directly associated with a person's ability to recognize natural features. When humans were mostly farmers, hunters, and gatherers, being able to tell the difference between living and non-living things was an important skill [67].

For this study, the Multiple Intelligence Theory by [62] was categorizing intelligence into two types: intrapersonal and interpersonal [68]. This classification is based on the Social Intelligence Theory. Individuals with high levels of emotional intelligence (EI) have demonstrated the ability to balance work and family responsibilities, as well as the ability to strike a balance between controlling and solving work and family problems [69] [70].

According to [64], interpersonal and intrapersonal intelligences are considered to be personal intelligences, and Goleman's Theory of Emotional Intelligence was a development of these two personal intelligences in addition to others. Intrapersonal intelligence refers to a person's ability to deal with themselves, whereas relational insight refers to a person's ability to deal with someone else, especially problems related to feelings [62]. Interpersonal intelligence refers to one's ability to effectively communicate with and comprehend others. Those who are adept at understanding the emotions and motivations of those around them have a distinct advantage over those who lack this ability [71].

According to [61], the synthesis of these two intelligences is extremely important for maintaining a healthy balance between work and personal life. Individuals with high levels of emotional intelligence (EI) have been shown to be able to cope with the stresses of job and family life. They may also balance job and family obligations by prioritizing and resolving them [69] [70].

As [72] indicates, personal fulfillment or depression at work might have an effect on family life. Based on this hypothesis, a study led by [73] discovered that representatives' mentalities and practices interact and impact one another, affecting their viewpoints outside of work and vice versa. Employees who have positive feelings and sentiments at work and at home have a positive impact on work quality and a better life [61]. Thus, spillover theory can be applied to the relationship between emotional intelligence and work-life balance as well. i.e., those with a high level of emotional intelligence should have the choice of adjusting their lives and careers [61]. The theory of Spillover also explains how the space at work and the space at home are linked together, as well. This is because spillover theory explain a role in life that involves positive or negative changes [74].

According to [75] there are two types of spillover which known as horizontal spillover and vertical spillover. This horizontal spillover shows how an individual domain life

affects each other as satisfaction in work life and family life. Meanwhile, vertical spillover is important to understand the concept of hierarchical domains. Thus, emotions are the domain of an image over an individual's life satisfaction, happiness, or well-being [76]. In addition, this spillover theory also includes descriptions of the realm of work and the domain of personal life at home. This is due to the fact that individuals who experience variations in pleasant sensations and emotions while at work or outside of work hours will have an impact on their personal and family lives as a result [61].

IV. MATERIALS AND METHOD

A. Sampling and Procedures

This study employed a quantitative approach by distributing survey questionnaires to 4914 members and officers of the Royal Malaysian Airforce. Individuals and officials from all RMAF corps/regiments across Malaysia were surveyed using a google forms survey in response due to pandemic covid-19 happened all around the world. Inferential analysis was carried out with the use of the Statistical Package for the Social Sciences 26 (SPSS 26) procedures.

B. Instrument of Study

Respondents in this study were assessed using the 16-item Wong and Law Emotional Intelligence Scale (WLEIS) questionnaire, developed by Wong and Law (2002). This survey's strong dependability ($= 0.947$) is a deciding factor in its selection. Researchers employed the Bahasa Malaysian version of the Depression, Anxiety, Stress Scales (DASS-21) developed by [77] to measure the severity of depression, anxiety, and stress (DAS). With 21 items and seven questions per variable, the DASS-21 has a very reliable value of $= 0.882$. In addition, a survey instrument with seven questions devised by [78] was used to measure the balance between work and personal life. In addition, the survey's Cronbach Alpha score of 0.945 indicates strong internal consistency dependability [78]. Accordingly, both instruments used a Likert Scale estimate strategy, with five answer options, from 1 (strongly disagree) to 5 (strongly agreed).

V. DATA ANALYSIS AND RESULTS

This study uses quantitative methods by distributing questionnaires through Google Forms medium due to limitations faced by researchers because of pandemic covid-19 that had been spread worldwide. A total of 4914 responses were received back from respondents.

A. Demographic information

Majority of the respondents were men (94.4%) while the rest were women (5.6%). Most of the respondents were aged between 21-30 years (50.5%). Almost half of the respondents with the highest level of education are the Malaysian Certificate of Education (SPM) (61.1%). The majority of respondents were married (73.1%) while members who were senior Aircraftman-Corporal (41.3%) in Malaysian air force were the largest number in the study. Most of the respondents had experience in the range of 11-20 years (41.9%) and salaried under <RM3000 (49.1%) and worked at Labuan Air Base (13.2%). Table 1 below shows the demographic

distribution of respondents as a result of the findings of the study.

Table 1. Demographic summary of respondents (N=4914)

Demographic			
Gender	Male	4639	94.4
	Female	275	5.6
Aged	<20 years old	49	1.0
	21-30 years old	2481	50.5
	31-40 years old	2077	42.3
	41-50 years old	289	5.9
	>50 years old	18	0.4
Race	Malay	4407	89.7
	Chinese	27	0.5
	Indian	112	2.3
	Sabah/Sarawak ethnic	337	6.9
	Others	31	0.6
Religion	Islam	4531	92.2
	Kristian	252	5.1
	Buddha	14	0.3
	Hindu	105	2.1
	Others	12	0.2
Qualification	SRP/PMR	42	0.9
	SPM	3004	61.1
	STPM/Diploma	1414	28.8
	Degree	400	8.1
	Master/PhD	54	1.1
Status	Single	1247	25.4
	Married	3594	73.1
	Divorced	73	1.5
Rank	Airman	736	15.0
	Recruit-First/Second		
	Airman		
	Senior Aircraftman-Corporal	2028	41.3
	Sergeant-First Warrant Officer	1574	32.0
	Sub lieutenant-Captain	375	7.6
	Major Officer	155	3.2
Lieutenant	46	0.9	
Colonel-General			
Service	<6 years old	1452	29.5
	6-10 years old	1104	22.5
	11-20 years old	2060	41.9
	21-30 years old	279	5.7
	>30 years old	19	0.4
Salary	<RM3000	2421	49.3
	RM3000-RM5000	2089	42.5
	RM5001-RM7000	289	5.9
>RM7000	115	2.3	

B. Measurement Model

Correlation analysis was used to assess the study's assumptions using the Statistical Package for Social Science (SPSS) programming. In view of the Table 2, it is discovered that there is a moderate positive relationship among emotional intelligence (EI) and work-life balance (WLB) with an estimation $p=0.001 < 0.05$, $r=0.596$. Table 3 shows a low negative relationship between depression, anxiety, stress (DAS) and work-life balance with a value of $p-0.001 < 0.05$, $r=-0.438$.

Table 2: Relationship between Emotional Intelligence (X₁), Depression, Anxiety and Stress (DAS) (X₂) and Work-Life Balance (Y)

	Variable	Mean	SD	Y	X ₁	X ₂
Y	Work-Life Balance	4.053	0.769	1		
	Emotional Intelligence	3.569	0.525	0.596	1	
X ₁	Depression, Anxiety, Stress (DAS)	1.964	0.818	-0.438	-0.341	1

** Correlation is significant at levels 0.01 (2-tailed)

CONCLUSION

Emotional intelligence, sadness, anxiety, and stress all have an impact on work-life balance, according to one study. There have been numerous studies demonstrating the importance of achieving a healthy work-life balance for those with EI, depression, anxiety, and other emotional problems. The findings demonstrate that the only EI component, the Self Emotion Appraisal (SEA), does not have a significant correlation with the other three.

By providing actual evidence that may be used by other researchers, the findings could expand the existing literature resources. Specifically, this is because, according to [79], achieving work-life harmony and satisfaction is one of the goals of the organization's strategic management system, particularly ATM.

To put it into practise, this research has given companies a chance to discover and practise the balance of everyday working life and to join a positive group that is good at reaching high levels of emotional intelligence and a lack of sadness, anxiety, and stress problems. This study, on the other hand, can serve as a reference for military personnel in Malaysia to enhance their work-life balance.

Researchers usually conduct studies on organizational behavior related to depression, anxiety, and stress (DAS), emotional intelligence (EI), and work-life balance, but this research contributes to the empirical evidence in these areas. The widely used DAS metrics in medical research can be explored for novel insights in social science. Due to time and financial constraints, no interviews or qualitative methodologies are used. In addition, only a cross-sectional technique will be used in this investigation.

The scope of this research is also limited because this

survey is conducted just among Royal Malaysia Air Force (RMAF) men and officers. Members and officers of the Royal Malaysian Army (RMA) and the Royal Malaysian Navy (RMN) or other organizations can also study this topic.

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