



Investigating the Effects of Employee Burnout and Strategies for Promoting Work-Life Balance and Preventing Burnout in Commercial Banks of Larkana

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ABSTRACT

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This study investigates at how employee burnout and work-life balance strategies relate to each other in commercial banks of Larkana Pakistan. The banking industry is becoming increasingly concerned about employee burnout, because the employee burnout results in reduced productivity and wellbeing. This study aims to examine the impacts of employee burnout and explore solutions for fostering work-life balance and preventing burnout in Larkana's commercial banks. All employees of Pakistan's commercial banks in Larkana City (N = 170). Using stratified random selection, 118 employees of microfinance banks in Larkana, Pakistan, were selected to measure employee burnout, work-life balance strategies, and burnout prevention. The online survey forms were given to the employees via email and WhatsApp, and Google Forms were utilized to gather their responses. Regression analysis is used with SPSS software to look at the relationships between the independent components and employee burnout. Cronbach's alpha reliability coefficients of 0.886 show that each scale had good internal consistency. The study discovered that bank workers had significant rates of burnout. Employee burnout, however, was adversely linked with strategies for promoting work-life balance (SFPEWLB) and preventing burnout (SFPEB). Employee burnout was significantly predicted by SFPEB and SFPEWLB, according to regression analysis. The study emphasizes how crucial it is for Larkana's commercial banks to have work-life balance and burnout prevention measures in place. By giving priority to work-life balance policies, flexible work schedules, employee support, stress management tools, mental health assistance, and frequent employee recognition, organizations can lower employee burnout. Banks can improve worker well-being and productivity by encouraging work-life balance and reducing burnout.

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1. Introduction

Workplace stress, also known as Employee burnout, is not limited to employees only but it also affects the leaders of the organizations, so the organizations are now focusing on getting the best outputs from employees by keeping in view their personal lives. Organizations are focusing on the basic needs of employees as they can avoid stress and perform well (Ullah, Ullah, & Durrani, 2011; Zhang et al., 2020). The banking sector is a high-stress workplace where employees frequently deal with a heavy workload, long hours, and tremendous pressure to reach performance goals. Employee burnout is a condition of emotional, mental, and physical weariness

that can have a negative impact on workers' well-being and efficiency on the office. It can be conveyed on by a continued exposure to such stressors. In banking sector, employee breakdown is pretty a problem, meanwhile it can lead to poorer performance of the employees at his workplace, output can be reduced, their punctuality will also be reduced, and most of employees try to switch. Tension can also have adverse impacts on workers' physical and mental strength, the employee can become heart patient, feel hopelessness, and anxiety. To balance the Work and life, and to avoid the burnout is now a days become crucial for banking sector for maintaining the strong and fruitful personnel. The purpose of these policies is to reduce stress, increase job fulfillment, and encourage workers' overall happiness. This learning examines the effects of worker breakdown and policies for indorsing work-life balance and avoiding burnout in banking sector. It studies the linking between Gender, job title, age and department, and worker burnout in specific. There are three main features of a job are its security, demand, and control. The employees should be allowed for their self-care observations, their work schedules should be flexible, and boundary-setting are approaches for development of work-life balance (Zhang et al., 2020). Organizational support, rewards and recognition, chances for professional development, and apparatuses for pressure and burnout administration are some approaches for plummeting employee burnout (Sheppard, 2016). Through an examination of these influences, this investigation seeks to offer light on the explanations behind and belongings of employee burnout in the banking sector of Pakistan, as well as the effectiveness of work-life balance enterprises and burnout prevention policies. The results of this study will help in the formation of research-based policies to reduce the employee burnout and increase general welfare in this sector.

Analyzed that the employee burnout is a state of determined stress-induced Physical, mental, and emotional exhaustion that is categorized by disparagement, reduced performance, and diminished job satisfaction. In today's organizational structures, employee burnout is not new problem, but it is most common problem, and it has serious effects on the employees, enterprises, and civilization at large (Razzaqi, Shams, & Feroze, 2022). Because of the hard environment of their work, more working hours create very much stress in the employees of that organization, the employees of the banking sector are particularly affected by high levels of burnout. It can result in less work satisfaction, the employees will reduce their efficiency to work better, and they will be trying to switch to another job this also increases the employee turnover, and lesser output, these all will affect the overall performance of the banking sector. Contrariwise, work-life balance is precarious to antibacterial employee comfort and avoidance of burnout. It involves conspicuously a strong equilibrium between work assignments and personal responsibilities so that employees can recuperate, progress, and do their jobs with best commitment and give proper results for the betterment of their organization. Accomplishing the balance between work and personal life is mostly common difficulty for employees, specifically the employees who work in the banking sector. However, as an outcome of the increasing demands of the office and the concealing of limits between work life and personal life. Unfluctuating while work-life equilibrium and avoiding burnout are significant, most of the banks don't have well-organized approaches in place to assist their organizations in these extents. The persistence of this learning is to investigate in what way worker burnout affects the banking sector and what may be done to stop the burnout and encourage work-life balance. Concluded an investigation of the roots and consequences of burnout and the effectiveness of assorted work-life stability curriculums, the main purpose of this analysis is to offer perceptions and submissions for the banking sector to focus the burnout and get attention of top management on focusing the wellbeing and welfare of the employees of their banks for getting more effective and efficient results from the employees.

1.2. Research Problem

Employee burnout is most common issue of the banking sector it results in a reduction in the overall performance of the employees of the banks, also reducing interest in their jobs which affects their punctuality. Though stopping and stimulating work-life balance is vital, the banking sector should have strong guidelines in place to ensure the work and personal life balance. Therefore, there is a significant information gap about the reasons for employee burnout, and effectiveness of involvement aimed at alleviating burnout. The banking sector is most of the most affected by the employee turnouts and the workers of the banking sector are also very venerable workers due to large working hours on very low wages. This sector is most attention acquiring sector of Pakistan.

1.3. Research Aims

The aim of this research is to understand that how employee burnout is affecting the banking sector specifically the commercial banking sector of Larkana Pakistan, and to find out the way-out of how to foil the employee burnout and how promote the promote work-life balance. Through analyzing the influences between the work and life balance tactics, job characteristics, demographic reasons, and burnout, this study pursues to shed light on the backgrounds, effects, and effectiveness of burnout healings.

1.4. Research Objectives

1. To examine the impact of strategies for promoting work-life balance on employee burnout.
2. To investigate the effect of approaches for stopping exhaustion on employee burnout.
3. To investigate the connection between approaches for stimulating the balance between work and personal life and employee burnout.
4. To elaborate the relationship between strategies for preventing burnout and employee burnout.

1.5. Research Questions

1. Do approaches for stimulating work-life balance have an influence on employee burnout?
2. Do approaches for stopping burnout have an influence on employee burnout?
3. Is there any relationship between strategies for promoting work-life balance and employee burnout?
4. Is there any relationship between strategies for preventing burnout and employee burnout?

2. Literature Review

In the banking sector, employee burnout is a major problem that has far-reaching effects on clients, organizations, and individuals. Maslach and Jackson (1981) first proposed the idea of burnout, which is defined as emotional weariness, cynicism, and diminished performance. Research has repeatedly demonstrated that burnout is a significant issue in the banking sector, where high stress levels, extended workdays, and a heavy workload all lead to cynicism, emotional weariness, and poor performance (Cordes & Dougherty, 1993; Leiter & Maslach, 2011). According to an analysis conducted in 2024 by researchers Syed Muneer Ahmed Shah, Athar K. Shar, Muhammad Ayoob, and Faiq Gul Memon, Pakistan's microfinance institutions are failing to offer their staff members a work-life balance. Employee turnover from Pakistan's microfinance banks is among the highest in the country because of the work-life imbalance, which stressed out the workers to the point where they began looking for other employment or attempting to move to another area.

To lessen the detrimental consequences of burnout, work-life balance-promoting strategies are crucial. Flexible work schedules and telecommuting are two examples of flexible work arrangements that might lessen burnout and enhance work-life balance (Gajendran & Harrison, 2007). Stress can be reduced, and general health can be enhanced by making self-care and wellness activities like exercise and meditation a priority (Hakanen & Schaufeli, 2012). According to Allen and Martin (2017), establishing distinct boundaries between work and personal life can aid in preventing the transfer of work-related stress to the former. According to Niessen et al. (2018), taking regular breaks and time off, such as vacation and sick leave, can help lower burnout and increase job satisfaction. Seeking assistance from mentors, bosses, or coworkers can lessen feelings of loneliness and offer emotional support (Halbesleben & Wheeler, 2015). It's also serious to have approaches in place for avoiding the employee burnout. Beehr and Newman (2017) analyzed submission tools for managing the stress of employees and managing burnout like a support to the mental health and employee support programs, which can decrease the burnout and increase the wellbeing. Highlighting the well-being and gratitude of employees through encouragements like giving them some bonuses and awards to the deserving employees, it can increase job satisfaction and lesser burnout (Harter, Schmidt, & Hayes, 2002). Hackman and Oldham (1976) analyzed that, by offering chances for progression and development, such as providing training and promotions and promotion opportunities, they can boost envelopment and lesser burnout. For addressing the underlying main issues and providing support to the employees of the organization, enlightening a culture in which the employee can communicate openly, and he can give feedback might assist avoid burnout (Eisenberger et al., 1986). Stanley and Sebastine (2023) analyzed that, by proposing support of balancing their work and personal

life such as providing them with family leave and helping the employees reduce the employee burnout. Because providing family leaves to employees is a way by which employee can easily manage his personal obligations, and it will reduce his stress level.

2.3. Strategies for Promoting Work-Life Balance

The ability to effectively manage work and personal responsibilities is devoted to as work-life balance (Allen & Martin, 2017). The work schedules should be Flexible (Quickel, 2018), the practices of self-care also promoting the work-life balance (van Engen & Gartzia, 2024) and undoubtedly providing the boundaries between personal life and work life (Dixon et al., 2019) there are many approaches for nurturing work-life balance. Naing (2024) analyzed that, these strategies reduce the tightness between work and home responsibilities, which intensifications job gratification and reductions burnout.

2.4. Strategies for Preventing Employee Burnout

The best approach for avoiding employee burnout is dependent on the two main points one is to lower the stress of the employee and second is to improve wellbeing (Maslach & Jackson, 1981). These strategies comprise chances for growth and development (Leiter & Maslach, 2011), the main organizational support to their employees (Gajendran & Harrison, 2007), Provision of giving rewards and giving them proper recognition in the organization (Webb et al., 2022), and the techniques for reduction of stress and managing the burnout of employees (Gajendran & Harrison, 2007). Leiter and Maslach (2011) analyzed that these tools will assist in tumbling the disadvantageous effects of burnout, such as lesser job satisfaction, nonattendance, and also the turnover of the employees.

2.5. Employee Burnout

Analyzed that burnout is a situation of great mental, physical, and emotional wooziness carried on by lengthy stress (Leiter & Maslach, 2011) (Nissa et al., 2022). Analyzed by that, it origins lesser job satisfaction, less production, and higher absence from duty and the turnover of the employee. Both mental and physical health are destructively obstructed by the employee burnout (Hussain & Huei Xian, 2019). Administrations are required to be very worried about employee burnouts, meanwhile it can lead to lesser productivity and higher remedial expenditures (Webb et al., 2022).

2.4. Justification of the Study

In the commercial banking sector of Pakistan, the employee burnout is a big problem with well-established consequences on the individual or employee well-being and on its performance. Despite its importance, there is not much research has been done on this topic in the context of Larkana's commercial banks. The variables of this research such as work-life balance, promotion strategies, employee burnout prevention strategies, and strategies for preventing employee burnout are relevant and important to the commercial banking sector of Pakistan. Perfect and approximately appropriate results are safeguarded by the soundness and consistency of the gages used to quantify the variables. The conclusions of this study will provide Larkana's commercial banks with significant information from that information the commercial banks can use to generate guidelines that will efficiently inspire work-life balance, prevent burnout, and increase employee wellness to work more effectively. The findings of this study will enhance the knowledge which is already obtainable on this topic. Contribution of fresh viewpoints on the commercial banking sector of Larkana and guiding any further investigations and real-world applications. The results of the study will provide support to commercial banks of Larkana in growing worker satisfaction, efficiency, and retaining the best employees in their organization. All these factors will enhance the performance of employees, and it will increase the overall productivity of the organization. The findings of this research will assist as a preliminary point for further inquiries into work-life balance and burnout in the commercial banking sector of Larkana, Sindh Pakistan, and this study will increase our understanding of this significant problem of the commercial banking sector of Pakistan.

3. Research Methodology

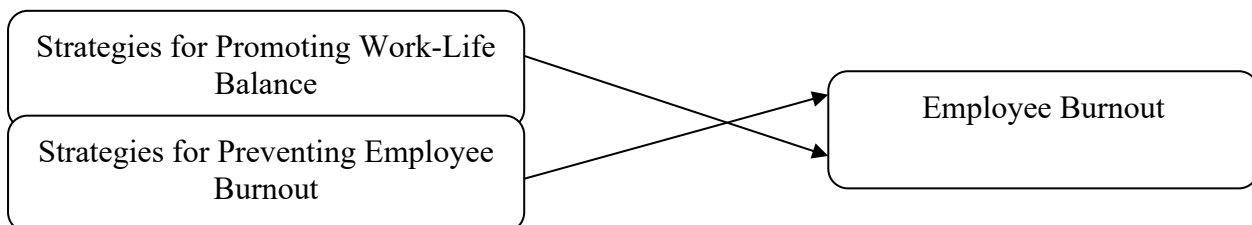
The impacts of employee burnout and methods for encouraging work-life balance and avoiding burnout at commercial banks of the Larkana, Sindh, Pakistan is examined in this study using a quantitative research methodology. Employees of commercial banks of Larkana, Sindh, Pakistan will be the study's target audience the interviews will only be conducted from the employees of commercial banks of Larkana Pakistan only. All employees of Pakistan's commercial

banks in Larkana City (N = 170). Using stratified random selection, 118 employees of the commercial banks of Larkana, Sindh, Pakistan, were selected to measure employee burnout, work-life balance strategies, and burnout prevention. Employees from various organizational levels and departments are included in the sample. Participants' information is gathered using a survey questionnaire. The questionnaire was divided into three sections: work-life balance promotion strategies, employee burnout prevention strategies, and employee burnout prevention strategies (Soelton, Amaelia, & Prasetyo, 2020). The online survey is administered, and it took about 20 minutes to finish the questionnaire. It was also ensured by the respondents that their data privacy will be ensured. The data is summarized using descriptive statistics. The frequency of employee burnout and the application of work-life balance-promoting and burnout-prevention techniques is ascertained using frequency analysis. To investigate the association between work-life balance strategies and employee burnout, correlation analysis is employed. To find the factors that predict employee burnout, regression analysis is utilized. Understanding the prevalence of employee burnout in the commercial banks of Larkana, Sindh Pakistan is possible thanks to this study. To minimize burnout and promote work-life balance, the study determines which strategies are most successful. Work-life balance and employee burnout prevention are two areas in which the study is offered advice to organizations. The survey was exclusively focused on Larkana employees of commercial banks. All data included in the study are self-reported. The employment of techniques for encouraging work-life balance and preventing burnout is not a cause of employee burnout, according to the study's findings.

3.1. Research Model

Independent Variables:

Dependent Variable:



3.2 Data Analysis and Discussion

3.2.1. Demographic Analysis

Table 1: Gender Frequency, Age Frequency, Designation Frequency, Organization Frequency

Gender		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	80	67.8	67.8	67.8
	Female	38	32.2	32.2	100.0
	Total	118	100.0	100.0	
Age		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 - 23 y	18	15.3	15.3	15.3
	24 - 29 y	20	16.9	16.9	32.2
	30 - 35 y	38	32.2	32.2	64.4
	36 - 40 y	26	22.0	22.0	86.4
	41 - Above	16	13.6	13.6	100.0
	Total	118	100.0	100.0	
Designation		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	OG1	42	35.6	35.6	35.6
	OG2	32	27.1	27.1	62.7
	OG3	44	37.3	37.3	100.0
	Total	118	100.0	100.0	
Organization		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	HBL	20	16.9	16.9	16.9
	MCB	15	12.7	12.7	29.7
	UBL	18	15.3	15.3	44.9
	ABL	14	11.9	11.9	56.8
	Bank Al Habib	10	8.5	8.5	65.3
	Bank Alfalah	9	7.6	7.6	72.9

Faysal Bank	8	6.8	6.8	79.7
Summit Bank	6	5.1	5.1	84.7
JS Bank	6	5.1	5.1	89.8
Meezan Bank	12	10.2	10.2	100.0
Total	118	100.0	100.0	

According to the table, 80 respondents, or 67.8%, identified as men. Forty-eight respondents (32.2%) said they were female. There are 118 responders in all. 100% of the replies have been counted, according to the Cumulative Percent column, with the male and female categories adding up to the total. The respondents' distribution among various age groups is displayed in the table: There were 18 respondents (15.3%) in the 18–23 age range, 20 respondents (16.9%) in the 24–29 age range, 38 respondents (32.2%) in the 30–35 age range, 26 respondents (22.0%) in the 36–40 age range, and 16 respondents (13.6%) in the 41–year age range. The cumulative percent column shows that: 15.3% of respondents are between the ages of 18 and 23; 32.2% are between the ages of 24 and 29 (cumulative total); 64.4% are between the ages of 30–35 (cumulative total); 86.4% are between the ages of 36 and 40 (cumulative total); and 100% of respondents are accounted for (cumulative total).

The distribution of respondents by designation is displayed in the table: OG1 has 42 respondents (35.6%), OG2 has 32 respondents (27.1%), and OG3 has 44 respondents (37.3%). 35.6% of respondents are in OG1, 62.7% of respondents are in OG1 or OG2 (cumulative total), and 100% of respondents are accounted for (cumulative total), according to the Cumulative Percent column. According to the table, OG2 has the fewest responses (32) while OG1 and OG3 are the most prevalent designations, with around equal numbers of respondents (42 and 44, respectively). The distribution of responders among various organizations is displayed in the table: 20 responders (16.9%) from HBL, 15 from MCB, 18 from 15.3%, ABL from 14.1%, Bank Al Habib from 10 (8.5%), Bank Alfalah from 9 (7.6%), Faysal Bank from 8 (6.8%), Summit Bank from 6 (5.1%), JS Bank from 6 (5.1%), and Meezan Bank from 12 (10.2%) were the respondents. By looking at the Cumulative Percent column, we can see that 16.9% of respondents work in HBL, 29.7% work in HBL or MCB (cumulative total), 44.9% work in HBL, MCB, or UBL (cumulative total), and 100% of respondents are involved (cumulative total). Based on the table, it can be inferred that HBL, UBL, and Meezan Bank have the most responders, while Summit Bank and JS Bank have the least number.

Table 2: Reliability Analysis

Reliability Statistics

	No. of Items
Cronbach's Alpha	15
.886	

The totals of 15 survey or questionnaires items have a high degree of internal consistency, as indicated by Cronbach's Alpha rating of .886. When the alpha value is near to 1, it suggests that the items are consistently assessing the same construct or characteristic and have a strong relationship. A high reliability coefficient indicates the validity of the survey or questionnaire, allowing it to be used with confidence to assess the target construct. Reliability is generally indicated by a Cronbach's Alpha value of 0.7 or higher, very good reliability by 0.8 or higher, and excellent reliability by 0.9 or higher. The value of .886 in this instance denotes extremely good reliability.

Table 3: Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.782 ^a	.647	.638	1.95445

a. Predictors: (Constant), SFPEB, SFPEWLB

A substantial amount of the variance in employee burnout (64.7%) may be explained by the model. There is a significant correlation between the predictors (SFPEB and SFPEWLB) and employee burnout. The adjusted R² value, which is comparatively close to the preliminary R² value. This model fits data. A specific model can be contingent from the relatively low ordinary error of the estimate. Generally, this table is designating that the model, which is constructed on work-life balance and precautionary efforts, is resilient and correctly forecasts employee burnout.

Table 4: ANOVA

ANOVA^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	341.832	2	170.916	80.242	<.001 ^b
	Residual	244.948	115	2.130		
	Total	586.780	117			

a. Dependent Variable: EB
b. Predictors: (Constant), SFPEB, SFPEWLB

P-value of a lesser amount of than 0.001, this model is the explanation of EB dissimilarity is statistically substantial. And the F-statistics are 80.242, so it can be concluded that it is a statistically substantial correlation between EB and the SFPEB and SFPEWLB. A nominal remaining variance (244.948) appraisal to the overall difference (586.780), so therefore it can be concluded that this model fits the required data. Conclusively, the above table indicates that the model of work-life balance and preventive efforts is resilient and correctly forecasts employee burnout.

Table 5: Coefficients

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.813	1.964		4.996	<.001
	SFPEWLB	.534	.075	.712	7.120	<.001
	SFPEB	.432	.079	.546	5.468	<.001

a. Dependent Variable: EB

The table shows that the foretold EB mark when SFPEWLB and SFPEB are zero is characterized by the persistent term (9.813). With a coefficient of .534 ($p < .001$), SFPEWLB and EB have a positive assembly. There is a .534-unit surge in EB for every unit rise in SFPEWLB. With a coefficient of .432 ($p < .001$), SFPEB and EB likewise have an optimistic connection. There is a .432 unit rise in EB for every unit increase in SFPEB. The standardized coefficients (Beta) show that, with a Beta value of .712 versus .546, SFPEWLB and EB have a bigger connotation than SFPEB. Conclusively, the data markers, that while SFPEB and SFPEWLB are both important forecasters of EB, the connotation between the two is sturdier for SFPEWLB.

Table 6: Correlations

Correlations		SFPEWLB	SFPEB	EB
SFPEWLB	Pearson Correlation	1	.566**	.659**
	Sig. (2-tailed)		<.001	<.001
	N	118	118	118
SFPEB	Pearson Correlation	.566**	1	.422**
	Sig. (2-tailed)	<.001		<.001
	N	118	118	118
EB	Pearson Correlation	.659**	.422**	1
	Sig. (2-tailed)	<.001	<.001	
	N	118	118	118

** . Correlation is significant at the 0.01 level (2-tailed).
* . Correlation is significant at the 0.05 level (2-tailed).

There is a positive correlation between SFPEWLB and SFPEB ($r = 0.566$, $p < 0.001$), suggesting that SFPEB tends to increase along with SFPEWLB. There is a positive correlation between SFPEWLB and EB ($r = 0.659$, $p < 0.001$), suggesting that EB tends to rise along with SFPEWLB. Positive correlation exists between SFPEB and EB ($r = 0.422$, $p < 0.001$), suggesting that an increase in SFPEB is generally accompanied by an increase in EB. Reliability of the correlations is demonstrated by the significant correlations at the 0.01 (2-tailed) levels. The significant associations imply that: The terms "Strategies for Preventing Employee Burnout" (SFPEB) and "Employee Burnout" (EB) are related to each other since they deal with work-life balance. The terms Strategies for Promoting Work-Life Balance (SFPEWLB) and Employee Burnout (EB) are connected to Strategies for Preventing Employee Burnout (SFPEB). Strategies for Preventing Employee Burnout (SFPEB) and Strategies for Promoting Work-Life Balance

(SFPEWLB) are connected to Employee Burnout (EB). This table's overall interpretation indicates that these factors are related to one another and could have an impact on worker satisfaction and burnout.

4. Conclusion and Findings

4.1. Conclusion

This important study shows that, the approaches for avoiding employee burnout (SFPEB) and work-life balance (SFPEWLB) both these variables showed a significant negative relationship with the employee burnout (EB). While the means for managing both variables presented a substantial positive association. On the other hand, the important predictors of EB, SFPEWLB and SFPEB, accounted for big 64% of the total variance in the employee Burnout (EB), permitting the regression analysis. To find out the ways to lower employee burnout (EB). For further enhancing the general wellness of an employee of the organization, the organizations prioritize providing a balance of work life and personal life. For ensuring this organization should try to find the burnout deterrence procedures. The study underscores the implication of a complete approach for regulatory employee burnout and the requirement for productions to contrivance several strategies that establish work-life balance and ward off burnout. Employers may boost efficiency, improve employee satisfaction, and find a better work situation by putting these methods into repetition. The work-life balance strategies and ingenuities ought to be shaped and performed by commercial banks of Larkana Pakistan. The commercial banks should offer their employees resources for managing their stress and improving their mental wellness. It should be recognized to have systematic employee response in the shape of their continuous feedback and their appreciation and reward programs for the best employees of the organizations. Commercial Banks should keep focused on these strategies and keep assessing the results of these implemented approaches to promise a safe and well-organized workstation. Commercial banks in Larkana may foster a productive workplace that enhances employee well-being and advances the banks' success by addressing employee burnout and encouraging work-life balance.

4.2. Findings

There were significant positive correlations between the following: SFPEWLB (Strategies for Promoting Work-Life Balance) and SFPEB (Strategies for Preventing Employee Burnout) ($r = 0.566$, $p < 0.001$), SFPEWLB and EB (Employee Burnout) ($r = 0.659$, $p < 0.001$), and SFPEB and EB ($r = 0.422$, p). According to the results of the regression study, SFPEWLB and SFPEB are both significant predictors of EB ($R^2 = 0.647$, Adjusted $R^2 = 0.638$), with SFPEWLB having a larger positive influence on EB ($Beta = 0.712$, $p < 0.001$) than SFPEB ($Beta = 0.546$, $p < 0.001$). The model has an excellent fit, as evidenced by its significant F-value (80.242, $p < 0.001$) and low standard error of estimate (1.954). Overall, the results point to the importance of work-life balance promotion techniques as a means of preventing employee burnout and work-life balance promotion as a means of lowering employee burnout. According to the survey, employee burnout is quite prevalent in Larkana's commercial banks, with most respondents reporting significant degrees of burnout. It was discovered that work-life balance rules, employee assistance, and flexible work schedules were substantially inversely connected with employee burnout. It was also shown that there was a substantial negative correlation between employee burnout and stress management resources, mental health support, and regular employee appreciation. According to the study, there is a significant difference in employee burnout among employees of Larkana's commercial banks when work-life balance and preventive measures are implemented. According to the findings, to enhance employee wellbeing and lower turnover, commercial banks in Larkana should give top priority to putting work-life balance and burnout prevention techniques into practice. According to the study, banks ought to: Provide employees assistance and flexible work schedules. Put in place resources for stress management and work-life balance. Help with mental wellness and consistent employee appreciation. To maintain a safe and successful work environment, track and assess the results of these strategies.

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