A STUDY ON FACTOR INFLUENCING SLEEP QUALITY OF WORKING INDIVIDUALS

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ABSTRACT: As the hybrid work environment is the new reality, it has become increasingly challenging for employees to adopt healthy habits—particularly those related to physical activity and sleep. In this study, we examine the various work and life factors that are influencing the sleep of working individuals. Based on convenience sampling, we collected data from 121 participants using a structured questionnaire. The findings indicate that work-related factors such as workload, job clarity, and flexibility contribute the most to the quality of people's sleep. Contrary to what might be expected, personality and family support also contribute, but less so. The results indicate that if employers desire that their employees remain healthy and productive, they must recast the way jobs are structured and provide improved support for managing work and life. This study provides valuable lessons for designing healthier, more person-focused workplaces in a global age where working remotely and in the office are merging more than ever.

Keywords: Poor Sleep Quality, Job Characteristics, Family Support, Individual Characteristics.

I. INTRODUCTION

Maintaining a person's general health and well-being depends heavily on the quality of their sleep, especially for working people who have to frequently balance their problem, which includes deal with daily pressures from both their personal and professional lives. Beyond the quantity of hours spent in sleep, sleep quality includes how peaceful, undisturbed, and revitalizing the sleep is. The ability to fall asleep within 30 minutes, stay asleep through the night with few disruptions, fall back asleep quickly if woken, and wake up feeling rejuvenated and energetic are generally considered indicators of good sleep quality, according to the Sleep Foundation.

It is important to have significant hours in good sleep. For the brain and body to function at their best, adequate level, good sleep is necessary. For working individuals, in particular, quality sleep supports better concentration, sharper memory, faster decision-making, and enhanced creativity, all of which are vital in maintaining productivity and efficiency at work. In addition, good sleep helps the cardiovascular system to recover, as blood pressure and heart rate typically decrease during restful sleep. On the other hand, poor sleep can lead to irritability, increased stress, anxiety, and even depression, making it harder for individuals to perform well in their jobs and maintain healthy relationships.

The purpose of this research is to find the various factors that influence sleep quality among working individuals. Many people reporting disturbed or inadequate sleep, especially in, fast-paced modern workforce. It is vital to explore reasons behind this trend and identify contributing elements. This research aims to examine internal factors like stress, relationship with others and personal sleep beliefs in addition to external factors like screen time, work schedules, and lifestyles by mainly focusing on independent factors Job characteristics,

Individual characteristics and Family support. The goal of this research is to draw attention to the consequences of inadequate sleep and offer workable remedies and interventions that may help people get better sleep, which in turn may enhance their productivity at work and general health.

Poor sleep has effects and consequences that impact almost every area of a person's life. Particularly for jobs requiring a high level of attention or mental coordination, sleep deprivation or disruption at work frequently results in decreased productivity, poor concentration, and a higher risk of mistakes or accidents. Long-term sleep deprivation is also associated with compromised immune function, which raises severe health concern and increases the frequency of illnesses. From a psychological point of view, poor sleep can lead to emotional instability, burnout, and low mood, all of which can lower motivation and job satisfaction. Furthermore, chronic sleep deprivation is linked to major health issues like diabetes, obesity, high blood pressure, and cardiovascular diseases over time.

1.1 Sleep Quality Research Data

To understand the impact of various factors on sleep quality, previous research has analysed large datasets across demographics. The following table illustrates key findings from multiple studies on sleep duration and quality among working adults.

TABLE 1.1 Sleep Quality Research Data

Study	Sample Size	Avg. Sleep Duration	% Reporting Poor Sleep Quality	Primary Cause
National Sleep Foundation (2021)	2,500	6.3 hours	42%	Job-related stress
AASM Survey (2020)	1,800	6.1 hours	47%	Shift work, screen exposure
Global Sleep Index (2022)	3,200	6.5 hours	39%	Lack of work-life balance
Indian Working Professionals (2023)	1,200	6.0 hours	51%	Family burden and job insecurity

II. LITERATURE REVIEW

Afonso, P., Fonseca, M., & Pires, J. F. (2017). Impact of working hours on sleep and mental health. These 429 workers (23% response rate) study revealed that those who worked more than 48 hours a week (LWHG, n=256) had poorer sleep quality (PSQI), and greater anxiety and depression (HADS) than those working regular hours (RWHG, n=223). Greater work hours were associated with higher corporate levels and greater HADS scores. HADS and PSQI scores were also positively related. Greater work hours are linked to worse mental health and sleep.

Magee, Robinson, & McGregor's 2018 investigation of 3,170 working parents in Australia examined the association between the work-family interface

(enrichment and conflict) and sleep quality. They discovered that work-to-family conflict (WFC) was linked to lower sleep quality, especially strongly among males and dual-parent single-income households. 1 This was partially mediated by lower hedonic balance (more negative affect). 2 Although work-to-family enrichment (WFE) was not significantly related to sleep quality, it was indirectly linked to improved sleep through increased hedonic balance. The authors recommend that interventions focusing on WFC and WFE may enhance the sleep of employees.

Pilz, L. K., Keller, L. K., Lenssen, D., & Roenneberg, T. (2018). Time to rethink about sleep quality: PSQI scores indicate workday sleep quality. Sleep, 1 41(5), zsy029. This cross-sectional web-based study examined the Pittsburgh Sleep Quality Index (PSQI) through a comparison of the original "usual" version with workday and work-free day specific versions. Participants were more than 18 years old with routine work schedules (excluding shift workers), and they filled in all three versions of the PSQI. Repeated-measures ANOVA revealed "usual" PSQI scores were equivalent to workday scores, both of which were worse sleep than work-free days. The effect of chronotype on differences in PSQI scores was mediated by social jetlag, indicating work schedules, rather than chronotype, influence sleep quality. The study indicates the original PSQI is largely representative of workday sleep. The number of participants was not reported in the text provided, but it was an online survey.

Conroy et al. (2021) evaluated the impacts of COVID-19 stay-at-home orders on US healthcare workers' sleep, health, work, and mood. The 834-participant survey showed the onset of deterioration of mood when the stay-at-home orders took effect. Elevated screen time and drug use were reported. Surprisingly, lower sleep duration had associations with lower mood, but greater sleep time with better mood. The results indicate a possible need for support services to mitigate the changed health habits of healthcare professionals during times of forced confinement. The nature of the work, face-to-face vs. remote, also contributed to the observed changes.

Niebuhr et al. (2022) discussed the effects of working from home (WFH) on the health, job satisfaction, and associated factors of employees in a Germany-wide survey of 519 employees. Technical equipment functionality, level of autonomy, and weekly percentage of WFH were considered in the study. Results showed that functional technical equipment and greater autonomy were linked with greater job satisfaction. Higher weekly percentage of WFH was, on the other hand, related to greater stress symptoms and lower job satisfaction.

Becker et al. (2021) carried out a prospective assessment of sleep habits and behaviours in 122 teenagers (15-17 years old), with and without ADHD, pre-pandemic and during the COVID-19 pandemic. The investigation uncovered dramatic changes in bedtimes and wake times, with delayed wake/sleep behaviours and decreased daytime sleep during the pandemic. Negative affect during COVID-19, including worry and sadness, and reduced outdoor time were linked with lower sleep quality. Adolescents with ADHD had a trend of deviating from the advised sleep timing. The study identifies the pandemic's disruption to adolescent sleep, focusing on the relationship between lifestyle changes, mental health, and sleep habits, especially among vulnerable groups like ADHD.

Brombacher et al. (2024) carried out an in-depth examination of 40 studies (24 full papers and 16 short papers) to categorize and analyse concrete interventions aimed at enhancing office work well-being. The research scrutinized the forms of interventions and their effects on employee behaviour, activity, well-being, and productivity. While physical interventions were promising to increase well-being, the review saw limitations in user engagement, flexibility towards hybrid work patterns, and behaviour change theories. The

authors suggested design requirements to overcome the limitations to create healthier and more efficient workplaces. The study underscores the importance of more sophisticated and user-oriented tangible intervention approaches for office spaces.

Ngwenya & Utete (2023) carried out an empirical study in South Africa to investigate the effect of work-life balance on employee absenteeism, in this case, in a call centre environment. Using a quantitative method with a closed-ended questionnaire, data from 50 call centre workers were analysed. The results revealed a direct association between poor work-life balance and higher employee absenteeism, both planned and unplanned. The study identifies the enormous economic consequences of absenteeism to South African firms and underscores the imperative importance of organizations adopting policies and practices that enhance work-life balance. The study highlights the imperative necessity of addressing work-life balance to reduce workplace stress and burnout and, by implication, employee absenteeism.

Litwiller et al. (2017) conducted a meta-analysis of 152 studies and concluded that poor sleep quality as well as sleep quantity both had negative effects on work-related outcomes such as performance and health. Sleep quality had stronger associations with perceived problems, and the measuring methods affected findings. The study emphasizes the significance of sleep at work and the possibilities for enhancing the well-being of employees.

Nelson, K. L., Davis, J. E., & Corbett, C. F. (2022, January). Sleep quality: An evolutionary concept analysis. In Nursing forum (Vol. 57, No. 1, pp. 144-151). This concept analysis endeavoured to explain the meaning of sleep quality according to Rodgers' Evolutionary method. The research examined scientific literature and internet dictionaries to determine the attributes, antecedents, and consequences of sleep quality. Sleep quality was conceptualized as a person's satisfaction with the sleep experience, having sleep efficiency, latency, duration, and wake after sleep onset as its attributes. Antecedents were physiological, psychological, environmental, and social. Benefits of good sleep were feeling refreshed and good interpersonal relationships, but poor sleep gave rise to tiredness, irritability, and day-time dysfunction. The study concluded that sleep quality is important for health, and nurses have an important role to ensure good sleep. The study was not based on direct respondents but studied literature.
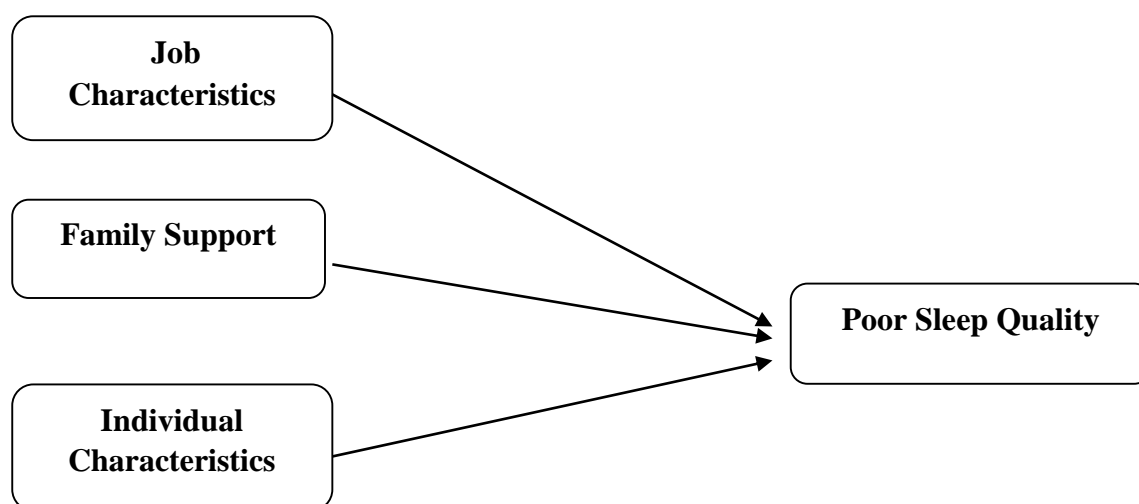
Yong, L. C., Li, J., & Calvert, G. M. (2017). Sleep-related problems in the US working population: prevalence and association with shiftwork status. Occupational and environmental medicine, 74(2), 93-104. This research examined data from 6338 US employees ($\geq$18 years) of the National Health and Nutrition Examination Survey to estimate the prevalence of sleep disorders according to job characteristics, specifically shiftwork. Short sleep duration (<7 hours), sleep quality (good, moderate, poor), impaired Activities of Daily Living (ADL), and insomnia were measured. Night shift workers had the highest rate of short sleep duration (61.8%), poor sleep quality (30.7%), ADL impairment (36.2%), and insomnia (18.5%). Multivariate analysis also supported night shift workers had the highest risk of these sleep issues. The study concluded that sleep issues are prevalent among US workers, particularly night shift workers, and interventions are needed.

Barros, M. B. D. A., Lima, M. G., Ceolim, M. F., Zancanella, E., & Cardoso, T. A. M. D. O. (2019). Quality of sleep, health and well-being in a population-based study. Revista de saude publica, 53, 82. This cross-sectional analysis, based on data from 1,998 adults aged 20 years or more in Campinas, Brazil, sought to estimate poor self-rated sleep prevalence and to identify subgroups of vulnerable populations. Sleep quality was analysed as a function of sociodemographic factors, health conditions, behaviours, and well-being. The prevalence of poor self-assessed sleep was 29.1%, and was significantly higher in women, those aged 40-50

years, migrants, those who were not working, those who were physically inactive, those with prevalent common mental disorders (PR=1.59), those with multiple health issues (PR=2.33), those with poor self-rated health (PR=1.61), and those with life dissatisfaction. Poor sleep was closely related to getting into and staying asleep, and waking not feeling well. The study highlighted the need to consider mental health and well-being, alongside comorbidities, in addressing sleep problems.

2.1 Theoretical framework

This study makes a broader analysis of the factors that really affect the sleep of employees at work. With an aim of not only sleeping as an indicator of health but also those that consider only one or two factors, the study utilizes various aspects of people's lives – for example, their work setting, individual behaviors, and family support and gets a full view of sleep quality. The study identifies the impact of different work factors such as workload, flexibility, and role clarity on the well-being of employees that can lead to sleep promotion or sleep deprivation. It can be a huge change while someone is still in his/her journey sleeping one's family while the other is sleeping. When people enjoy the care and support of friends and family, they can decrease their stress levels which in the end cause them to have sound sleep. The individual characteristics are also to be taken into account – for instance, traits like self-confidence, self-discipline, and the ability to deal with stress all contribute to one's performance in daily life issues. In our world, with hybrid work becoming overwhelming and the task of balancing work and domestic life increasingly onerous, it is advisable to have a comprehensive picture of the interaction of these factors in sleep. One of the objectives of studying the problem from numerous angles is the desire of the research to step into the gap in unheard-of causes of sleeping working individuals and to pinpoint what are the real factors that help them to get enough sleep to keep fit and perform at their best

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Table 2.1.1 Competencies

Competencies	Elements	Literature
Sleep quality	Sleep quality is not merely the quantity of sleep you achieve, but how well you are sleeping. It's about experiencing unbroken and refreshing sleep, enabling your body and mind to rest sufficiently. Indicators of good sleep quality are being able to fall asleep easily, sleeping all night, and waking up refreshed and energized.	Afonso, Fonseca, & Pires (2017) discovered in their research with 429 employees that working more than 48 hours per week was associated with lower sleep quality and higher anxiety and depression than those with standard hours. The study also highlighted a positive correlation between lower sleep quality and poorer mental health.
Job characteristics	Job characteristics are the traits that define the job, how it is done, and where it's done. These traits have an impact on the motivation, satisfaction, and performance of employees. Some of the most important dimensions are skill variety, task identity, task significance, autonomy, and feedback. Knowing these is useful for designing more meaningful and satisfying jobs.	Ngwenya & Utete (2023) provided evidence that bad work-life balance in a call centre setting of a South African company has direct implications for increased employee absenteeism. This puts into perspective the serious economic costs to companies and the urgent imperative for organizations to adopt policies favouring a sound work-life balance. To eliminate workplace stress and burnout and, consequently, employee absence, this balance is critical to deal with.
Family support	Family support includes the emotional, instrumental, and informational help offered by family members. It comprises feeling cared for, loved, and having someone to trust during difficult times. It is highly essential in influencing a person's well-being, ability to cope with hard	Magee et al. (2018) demonstrated work-to-family conflict to have increased poorer sleep quality in Australian parents, and more in men and single-income households, partly as a result of negative emotions. Work-to-family enrichment had an indirect relationship with improved sleep via positive

	times, and general satisfaction with life.	emotions. Interfacing with work-family may enhance sleep.
Individual characteristics	Individual characteristics are the specific traits, qualities, and features that differentiate a person from others. They include a broad range of variables such as personality, values, abilities, skills, experiences, and demographics. They have a very strong impact on how people interpret the world, act in certain situations, and relate to other people. They are responsible for the complexity and diversity of human interactions and outcomes.	Becker et al. (2021) reported that the COVID-19 pandemic drastically changed sleep patterns in 122 adolescents, resulting in later sleep times and reduced daytime sleep. Poorer sleep quality during this period was associated with negative feelings and less outdoor time, with ADHD adolescents demonstrating a trend for nonstandard sleep schedules.

2.2 Research Question:

"Which factors significantly influence the sleep quality of working individuals?"

2.3 Objectives of the study:

1.   To assess the sleep quality of the working individuals.
2.   To provide suggestions for improving sleep quality among working individuals.

III. RESEARCH METHODOLOGY

The study was descriptive in nature and its purpose was to examine factors affecting the quality of sleep among working individuals. Population for the study consisted of employees of various industries, which ensure diverse representation of working individuals. Depending on their access and desire to participate, a convenience sampling method was used to select a sample size of 121 participants. Data collection began in February 2025. A structured questionnaire was used to collect demographic details and assess factors such as working hours, stress levels and lifestyle habits that could affect sleep quality. The survey method was used for data collection. The reliability analysis of the tool gave the alpha value of more than 0.7 indicating strong internal stability. The data collected using PSPP was analysed, which employs descriptive and inferential statistical techniques to determine the relationship between identified factors and sleep quality.

Interpretation:

IV. ANALYSIS AND DISCUSSION

Table 4.1: Demographic Profile

Demographic profile	Categories	Percentage %
Age (years)	18-24 years	66.9
	25-35 years	14
	36-50 years	11.6
	50 years and above	7.4
Gender	Male	43
	Female	57
Marital Status	Married	21.5
	Unmarried	72.7
	Divorced	4.1
	Others	1.7
Education	Diploma	6.6
	UG	49.6
	PG	36.4
	Ph D	7.4
Geographical Location	Urban	4.
	Rural	26.4
	Semi-urban	26.4
	Semi-rural	4.1
Employment	Business	20.7
	Private Employed	35.5
	Government Employed	3.3
	Part-time employed	19.8
	Professionals	9.9
	Others	10.7
Income level (monthly)	Up to Rs.20,000	48.8
	Rs.21,000-Rs.40,000	26.4
	Rs.41,000-Rs.60,000	7.4
	Above Rs.60,000	17.4
Family	Nuclear Family	78.5
	Joint Family	21.5
Number of siblings	None	16.5
	1	64.5
	2	14
	More than 2	5
Father's Qualification	School	61.2
	Diploma	11.6
	UG	14
	PG	8.3

	Others	5
Mother's Qualification	School	63.6
	Diploma	4.1
	UG	17.4
	PG	12.4
	Others	2.5
Father's Employment	Business	43.8
	Employed	41.3
	Retired	14.9
Mother's Employment	Business	12.4
	Employed	20.7
	House wife	65.3
	Retired	1.7

many are privately employed (35.5%) or own businesses (20.7%), and the majority earn up to Rs. 20,000 monthly (48.8%). Most respondents come from nuclear families (78.5%), with one sibling (64.5%). Regarding parental qualifications, the father mostly has a school-level education (61.2%), while the mother has a school-level education as well (63.6%). In terms of employment, fathers are largely involved in business (43.8%) and mothers are predominantly housewives (65.3%). Since most of the respondents are in that mid-career stage and have family responsibilities, their experiences with job pressure, family support, and sleep habits are super relevant to the research.

TABLE 4.2 DESCRIPTIVE STATISCS

Variables	Mean	Std Dev
Poor Sleep Quality	3.57	0.78
Job Characteristics	3.97	0.66
Family Support	3.88	0.8
Individual Characteristics	3.88	0.68

Interpretation:

The table 4.2 presents descriptive statistics for four variables. "Poor Sleep Quality" has a mean of 3.57, with a slightly negative skew and low kurtosis, suggesting a relatively normal distribution. "Job Characteristics" has a mean of 3.97, indicating a slightly positive skew and low kurtosis, showing a somewhat even spread. "Family Support" has a mean of 3.88, with a strong positive kurtosis, indicating a more peaked distribution, and a negative skew, suggesting more lower values. Finally, "Individual Characteristics" also has a mean of 3.88, with a negative skew and moderate kurtosis, suggesting a relatively symmetric distribution. People tended to rate things like Family Support and Individual Characteristics more favourably. Family Support also had a sharp peak in responses, meaning many answered similarly on those items.

TABLE 4.3 CORRELATION ANALYSIS

Variable		Individual Characteristics	Family Support	Job Characteristics	Poor Sleep Quality
Individual Characteristics	Pearson Correlation	1.000	.459ᵃ	.264ᵃ	.173
	Sig. (2-tailed)		.000	.003	.058
Family Support	Pearson Correlation	.459ᵃ	1.000	.217ᵃ	.113
	Sig. (2-tailed)	.000		.017	.216
Job Characteristics	Pearson Correlation	.264ᵃ	.217ᵃ	1.000	.380ᵃ
	Sig. (2-tailed)	.003	.017		.000
Poor Sleep Quality	Pearson Correlation	.173	.113	.380ᵃ	1.000
	Sig. (2-tailed)	.058	.216	.000	

Interpretation:

The table 4.3 presents the Pearson correlation coefficients between four variables. "Individual Characteristics" is significantly positively correlated with "Family Support" (0.459) and "Job Characteristics" (0.264), with p-values of 0.000 and 0.003, respectively, indicating strong and moderate relationships. However, its correlation with "Poor Sleep Quality" is weak (0.173) and not statistically significant (p=0.058). "Family Support" shows a moderate positive correlation with "Individual Characteristics" (0.459) and a weak correlation with "Job Characteristics" (0.217), both statistically significant. "Job Characteristics" has a significant positive correlation with "Poor Sleep Quality" (0.380) and is moderately related to "Individual Characteristics" (0.264), while its correlation with "Family Support" is weak but significant. Lastly, "Poor Sleep Quality" has a significant, moderate positive correlation with "Job Characteristics" (0.380), but weak, non-significant correlations with the other variables. The strongest and most reliable connection is between Job Characteristics and Poor Sleep Quality—the more stressful the job, the worse people tend to sleep. However, even though there's a weak link between Individual Characteristics and sleep, it's not statistically strong enough to say it really matters in this case. What's interesting is that people with strong individual traits were more likely to feel supported by family and deal better with job pressure, which could help them indirectly manage sleep.

TABLE 4.4 REGRESSION ANALYSIS

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
(Constant)	1.62	0.51	0	3.15	0.002	0.6	2.63
Job Characteristics	0.41	0.11	0.34	3.81	0*	0.19	0.62
Family Support	0	0.09	0	0.04	0.971	-0.18	0.19
Individual Characteristics	0.09	0.11	0.07	0.76	0.449	-0.14	0.31
	R Square			Adjusted R Square			
	0.14			0.12			
*- Significant at 0.05 levels							

Interpretation:

The table 4.4 results showed that the constant value in the model is 1.62 and statistically significant, indicating a valid baseline when all predictors are held at zero. Among the independent variables, job characteristics had the most significant impact. With an unstandardized coefficient of 0.41 and a p-value of 0.001, the analysis suggests that improvements in job-related factors, such as autonomy or clarity in roles, are associated with positive changes in the outcome. In contrast, family support showed no significant effect, with a coefficient of 0.00 and a p-value of 0.974, suggesting that variations in family support do not meaningfully affect the dependent variable in this model. Similarly, individual characteristics, although slightly positive with a coefficient of 0.09, were not statistically significant, as indicated by a p-value of 0.469. This means that while personal traits or qualities might have a minor influence, the data does not provide strong enough evidence to confirm their impact. Overall, the analysis highlights that job characteristics play a key role in shaping the outcome, while family support and individual traits do not have a significant influence in this context.

CONCLUSION:

The study was conducted to understand the essential elements that influence on the sleep quality of the people who work, especially in the context of today's ever-changing and sometimes hybrid workplaces. Job characteristics are the biggest influence in sleep quality according to the responses of 121 participants. Among the groups of participants, almost all

pointed to the three factors – the high workload, the job clarity (no ambiguity) and the autonomy that the worker has – as the most influential in the sleep quality of the organizations. Although personal traits and family support displayed some relation, their contributions were not statistically significant, while the subsequent analysis emphasized that the organizations and the work-related pressure were the main factors of lack of sleep among employees. It goes without saying that the statistically-supported data finds that sounder sleep among employees is gained if organizations focus on the improvement of their jobs by providing clear roles and manageable workloads. Among such the steps to be taken are the introduction of flexible work policies, the offering of employee autonomy, and the establishment of a work-life balanced culture. Furthermore, workplace wellness programs, resources for stress management, and regular feedback mechanisms need to be introduced to assist employees in maintaining healthier sleep patterns. Above all, addressing these factors plays an essential role in the individuals' health and productivity and moreover it undoubtedly brings about a more sustainable and supportive work environment.

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