



**EFFECT OF EMPLOYEES STATUS DETRACTION ON JOB OUTCOMES:  
EXPLORING THE MEDIATING ROLE OF JOB STRESS AND MODERATING  
IMPACT OF HR PRACTICES AND STRESS COPING AMONG ISLAMIC BANKING  
EMPLOYEES.**

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**ABSTRACT**

This study focused on the effect of the employee's status detraction on job outcomes among the employees working in Islamic Banks in Pakistan. The direct impact of status detraction or perceived status level was tested, while the indirect effects on the presence of mediating variables (Job Stress) and moderating variables (HR Practices and Stress coping) were also investigated. Using structural equation modeling technique, hypotheses were tested using AMOS 22. The sample was randomly selected from 306 respondents from the banking sector employees of Pakistan. The impact of job outcome on status detraction was found to be significant. Furthermore, Job stress-mediated this relationship and was moderated by HR practices and stress coping except for single job outcomes, namely absenteeism. This study has enriched our understanding of status detraction and job outcomes and the constructs by which this relationship was mediated and moderated within banking sector, for individual and organizational wellbeing.

**Key Words:** Status Detraction, Job stress, Absenteeism, Stress coping

## **1. Introduction**

Due to dynamic and competitive global advancement, HRM is considered as blood into the organization's stream (Škudienė, Vezeliene, & Stangej, 2020). This vital resource has not only influenced organizational success, but it has also positioned itself as a critical factor of sustainable competitive advantage. According to Rashid, Taib, Zien Yusoff, Ahmad and Hj (2020) HRM's impact on the organization's overall performance has long been considered as an essential research topic for scholars as it deals with the management of human personnel of the organization. Managing humans is one of the most complicated tasks for human resource managers because of the variation from person to person in the paradigm of thinking, knowledge, background, and interactive style. Extending HRM to strategic human resource management (SHRM) is that part of human resource management, which deals with long term business strategies, goals, and formulation of such types of strategic frameworks, who's outcomes improve the chances of overall organizational success (Dastmalchian et al., 2020). In this perspective, Equity Theory of Adam, (1965) is one of the custodians of matching employee's inputs and outputs. This mismatch has been widely discussed and empirically tested in the field of HRM. Later on, Equity theory was extended and renamed by the Siegrist, (1996) with the name of the Effort Reward Imbalance model (ERI). ERI model claimed that un-balance of social exchange in the shape of high efforts and low rewards might lead to distress order. The ERI model has been discussed in the literature with three major dimensions, including (money, esteem, and career opportunities (de Araújo et al., 2019; Gorgievski, Van der Heijden, & Bakker; 2019; Kinman, 2008). More the employees are satisfied, well organized, qualified, and trained, more they will be able to contribute towards an effective and productive organization (Paauwe, 2009). Pakistan is the world's 6<sup>th</sup> highly populated country, and its resources are not expanding as compared with the population growth rate. Being an overcrowded country availability of cheap labor and skilled human resources is not a problem for employers from the banking sector in Pakistan, but it faces the threat of high-status detraction and low level of psychological wellbeing. More surprisingly, the most rapidly expanding service sector of Pakistan is the banking sector, with a 5.5 percent annual growth rate has become pray of it (Bashir & Ramey, 2010). This expansion has demanded skilled and trained staff to fulfill this gap. Multi-faceted factors affect people's social status like the level of education, experience, opportunities, and career paths. The banking sector of Pakistan has long been in dire need of proactive response from the Government of Pakistan for developing and implementing policies that could reduce status detraction and enhance psychological wellbeing and performance (Nadeem, 2011). Employees will be more productive if the organization tries to improve the social status of employees of financial institutions so that they could accomplish their duties smoothly. Social status refers to individuals' relative positions towards his/her socially valued dimensions such as professional expertise, educational accomplishment, job ranks, and income levels (Huberman & Merton, 2004). Lenski (1954) proposed that the status detraction may be accrued in two commonly known forms, as status detraction and status enhancement. When individual inputs are higher than outputs, this situation refers to status detraction or status inconsistency, while on the other hand, when employee's contributions are lower than employee's outputs, this situation leads towards status enhancement (Lenski, 1954).

Especially in the banking sector, status detraction enhances absenteeism, and it creates severe problems for HR policymakers because immediate employee replacement is not only costly but time-consuming and further leads towards health problems (Green & Potvin, 1996). This replacement could be negatively associated with the performance as an immediate replacement could result in less qualified and non-experienced employees, which affect the employee's level of achievement (Miller, Murmane & Willet, 2008). Status detraction of employees poses adverse changes in employee's social attitudes, profession and could lead towards low professional competencies, little salary packages, inadequate equipment's and lack of hygiene requirements. In an organizational environment, employees are compared to an adverse social status hierarchy like income, performance, and productivity, and every individual possesses different hierarchies in exchange (Bacharach et al., 1993). Young workers have tended to exit from jobs due to long working hours, harsh working conditions, strict schedules, uncomfortable working environments, and low quality of living standards. Status detraction is also positively linked with job stress and conflicting expectations, which could result in a feeling of frustration and uncertainty, which may cause psychological stress (Jackson & Schuler, 1985). Siegrist (1996) stated that adverse reactions of employees might cause status detraction. Work stress refers to conditions arising from the interaction of peoples, and such conditions divert individuals from their normal functioning (Hiebert, 1988). In spite of many studies still, job stress shows a lack of empirical evidence as it leads to health-related problems, low productivity, job dissatisfaction and turnover (Beehr, 1978) while stress theory indicates that role conflict and role ambiguity are positively associated with the psychological strain, which results in low performance, high absenteeism and low psychological wellbeing (Jackson & Schuler, 1985).

Previous research about status detraction describes relationships with outcome variables, like satisfaction, stress, turnover, and absenteeism (Barron & Reuver, 2010). In numerous theoretical frameworks and scholarly literature, studies have reported through the empirical test, the association between job stress and absenteeism (Abdullah, 2012). Previous studies have empirically tested the direct effect of status detraction on absenteeism and other job outcomes like performance and psychological well-being, but the indirect effect of perceived status detraction is still demanding researcher participation (Reuver, 2012). In previous researches, negative empirically tested relationships have been observed between job stress and performance (West man and Eden, 1996). Yet no study examined and tested the ERI model by having 'Job stress' as a mediator and its influence on job outcomes through different perspectives. Status detraction that is more likely to influence absenteeism is also limited to individual factors. By exploring new job outcomes that instigate status detraction from perspectives employee as well as an employer is the need of the time. No anonymous data collection appreciated reducing the social desirability bias. Moderating variables like HR practices and stress coping provide an extensive view of the ERI model, and testing ERI model generalizability could open future avenues for further research. So, it is the need of time to explore status detraction and job outcomes relationship in Pakistani context to learn how employers can reduce job stress and increase organizational performance by reducing absenteeism and enhancing psychological well-being. Better HR Practices can contribute in this regard in exchange for flexible working hours and adequate compensation for the employees, who are indulged in status detraction by comparing their level of education, income, and job opportunities.

In Pakistan, status detraction has gained much popularity as it clues towards a dangerous and turbulent condition shortly. Unfortunately, Pakistan lies in the list of those countries where the unemployment rate is rapidly rising. There

is a lack of Government policies for formulating and implementing strategies that could reduce the unemployment rate and produce productive youth for the betterment of the economy. The personnel of these financial institutions fall prey to status detraction and job stress that ultimately lead to low performance and as well as low psychological well-being. The current situation of these financial institutions could be best supported by ERI Model. Hence there is dire need to explore the alarming impact of job stress on organization overall performance as well as its impact on employee's obligations under the ERI context. This study provides the solution in both organizational context and as well as employees point of view and would answer the questions

- a) How inductions of extensive moderating variables positively regulate and strengthen the ERI model and its generalizability in the Pakistani service industry context?
- b) How employee status detraction affects job outcomes through the mediating role of job stress and moderating impact of firms' HR practices and stress coping?

## **2. Literature Review**

First of all, this chapter revolves around the effectiveness of stress reduction and the significance of stress coping concerning job outcomes. Due to the high rate of unemployment, a huge portion of educated youth being jobless, depressed, and forced to work in the private sector at meager remuneration/salaries under unfavorable conditions under extreme social pressures. Unfortunately, they became prey to status detraction, which causes frustration and job stress.

### **2.1 Perceived Status Detraction**

The concept of status detraction was initially coined by (Smullyan, 1934). He also clued towards the idea of class, status, and party, and also explored the social positions of individuals that differ based on three stratifications (Smullyan, 1934). After this Lenski, (1954) made this concept famous by addressing its stratifications based on education, income, and ethnicity (Blocker & Lenski, 1954). Status detraction is positively associated with workers' turnovers and absenteeism and strengthens workers' turnover intentions. Both turnover and absenteeism are significant factors that negatively impact productivity and performance (Kelegama, 2004). The impact of efficient human resource management practices on firm performance is empirically tested phenomena, and efficient human resource management practices always prefer employee welfare and employee's psychological well-being, satisfaction, and performance. The efficient utilization of human resources leads to a competitive advantage.

Social status is the combination of age, gender, or level of education, reflecting the role that people play in given social context and socially defined opportunities and rewards in return (Biron, 2010). Social status explores how individuals rank themselves at socially valued dimensions. Status inconsistency plays a crucial role in providing cognitive roots for the status detraction. Status detraction refers to a situation where the individual social position has both aspects positive as well as harmful. The ascribed status includes dimensions that the individual brings to the organization and cannot be separated from the individual such as education or experience level, in contrast, achieved status hierarchy includes individual status, rank along dimensions controlled by the organization like job rank or income level (Biron, 2010). The values of social actions that cannot be predicted are called the vertical dimension of status (Lenski, 1956). Later on, the principles of objective and subjective situations were advocated by (Blocker, 1978). After this, Max Weber introduced theories of status inconsistencies. These theories state that people whose status is inconsistent or

higher concerning one dimension, then others will be more frustrated and dissatisfied than people with consistent situations. It is also well documented in the literature that person status at the workplace affect his/her stress level and stress level contributes towards health problems. Low social status may cause diseases and premature death. A person's subjective social status strongly linked with health and literature also provide empirical evidence that higher social status can be guaranteed better health (Wilkinson, 1998). The conceptual framework supported by social dimensions is known as the Social-Ecological Model, justifies the extension of scope and wellness research beyond the individual level of analysis (Green, 1996).

***H1. There is a positive relationship between status detraction and job stress.***

**2.2. Job Stress**

Selye (1936) defined the term stress as a nonspecific response of the body towards any demand for change. Occupational and job stress are used interchangeably and are defined as un-expected responsibilities and pressures that are not aligned with persons' knowledge, skills, expectations, and ability to cope. The latest researches empirically proved that job stress might account for 50 to 60 percent of all lost working days (Golubic & Milosevic, 2009). Job-related stress proves to be harmful when there is a mismatch between job requirements and worker capabilities, skills, and resources (Mursali & Basuki, 2009). It is evident from the literature that status detraction strengthens job stress, and job stress is a worldwide phenomenon demanding the attention of scholars and practitioners. Employees are being laid off because of energy and financial crisis and exhausted due to a competitive environment. So, in today's modern era is known as the age of anxiety and stress. The job stress is a situation where job-related components interact with workers' psychosocial and physiological conditions that can detract the person from normal functioning. Beehr (1978) proposed that the size of the organization does not matter whether its large or small workplace; stress exists due to the complexity of today's organization and reduces organization performance at work. Job stress is a combination of different dimensions like work overload, role ambiguity, role conflict, lack of feedback, employee participation, and technological advancements. Work creates pressure, and when it exceeds individual capacity level or it refers to a situation when an individual feel pressurized or when the demands of the situation are more than what we can handle (French, 1972). Supervisor support at work can lead to decrease job stress at work as without the support from supervisors and peers; workers start to feel alone and retardant (Kahn, 1964). Stress is also created when employees had a lack of information regarding authorities, tasks, duties, and powers, and employees unaware of the authority of commands (Ouyang, 2009). Stress also increases due to long working hours, rigidity, and inflexibility (Beehr, 1976). Due to the competitive era and materialism, workplace stress has attained a great deal of attention in psychological research. Among many professionals, the adverse effect of stress includes poor performance, low productivity, poor public relations, high absenteeism, high turnover, anxiety, depression, and burn out (Gershon, 2002). Hence the next hypothesis is:

***H2. Job stress mediates the relationship between status detraction and job outcomes (Absenteeism, Performance and Psychological well-being)***

**2.3. Human Resource Practices**

According to (Barney, 1995) HR practices provide a sustainable competitive advantage. It is not hidden now in light of empirical pieces of evidence in the literature that efficient HR practices produced high performance, high

commitment, employee loyalty, and high involvement and effective utilization of resources. The ultimate goal of every learning and learned organization is that it tries to reduce employees' stress and to find out ways through which it can improve organizations' overall performance by satisfying employees. The best human resources practices create the most effective and efficient method of achieving any objective or task for a business. When aligned with the company mission statement and goals, these practices can address many of the personnel issues that can come up for business. It is far better for a company to move forward towards meeting goals as one unit, collectively working towards a common goal and having a plan to get there. The fundamental concept of HRM practices is based upon the effective utilization of people and to treat them as a resource for the organization in connection with the realization of business strategies and organizational objectives (Brewster, 2007). The impact of human resource management practices and policies on firm performance is a flamboyant topic of human resource management as it also impacts industrial relations and organizational psychology (Boudreau, 1991). Increasing body of work advocates that the principles such as extensive efforts on employee's recruitment and selection procedure, incentive compensation, and performance management system and extensive training not only upgrade the employee's knowledge, skills and abilities but it also catalyzes equally existing and potential employees to increase their motivation, reduce shirking and enhance quality of work and also encourage non-performers to leave the firm (Wright, 1992). Literature also proves that effective human resource management practices are a source of sustained competitive advantage and are linked with firm's competitive strategy (Nappier, 1991), relationship between HR Practices and firm performance is well documented in the literature and linked with the resource-based view of the firm that emphasis on the effective utilization of resources of the organization leading towards sustained competitive advantage (Paauwe, 2004). In light of the above literature, the next set of a working hypothesis is:

***H4.HR practices moderate the relationship between job stress and absenteeism.***

***H5.HR practices moderate the relationship between job stress and job performance.***

***H6.HR practices moderate the relationship between job stress and psychological well-being.***

## **2.4. Stress Coping**

Job stress is not an uncontrolled phenomenon. It can be controlled and can be lessened by effective HR practices, along with different stress coping strategies. Stress coping is the act of managing events or conditions to reduce the physical or psychological effect of excess stress (K Glans & M Schwartz, 2008). Stress coping strategies help to combat stress as these strategies are collectively known as stress management techniques. (Fava, Dragger & Grimmley (1998) used eleven different constructs to measure stress coping. Before the 1960s, stress was considered to be a phenomenon dependent on the meaning of stimulus to perceiver (Lazarus & Antonovsky, 1966-1979). According to the perspective of coping, research coping indicates a more natural process of self-regulation, cognition, behavior, psychology, and environment. Effective stress coping leads to better efficiency and development of the self-regulatory process (Eisenberg, Fables, & Guthrie, 1997). It clues towards two key elements of stress coping known as the focus of coping and method of coping. Focus of coping revolves between problem versus emotions and states how an individual deals with problems using his emotional capabilities (Havlovic, 1992) while the second component of stress coping predicts that how to minimize emotional consequences of stress and negative emotions by focusing on dealing with attitudes and behaviors that can have potentials adverse outcomes like withdrawal, self-blame, wishful thinking,

and emotional avoidance. The psychological dimension of stress coping indicates that copying is an unconscious defense that allows individuals to manage their instincts effect and stress. Coping is not limited to successful attempts; it includes all purposed efforts to manage stress regardless of its effectiveness (Compas, 1987). In light of the above-discussed literature, the next set of working hypotheses is:

**H7. Stress coping moderates the relationship between job stress and job performance.**

**H8. Stress coping moderates the relationship between job stress and psychological well-being.**

**H9. Stress coping moderate's relationship between job stress and absenteeism.**

## **2.5. Job Performance**

In the literature of HRM, job performance is a widely discussed criterion and empirically tested by different researchers of Strategic Human resource management (Campbell, 1990). Job performance is one of the major and ultimate job outcomes which may be considered as a scale in individual performance evaluation. Job performance indicates whether a person performs a job well. Job performance is regarded as a part of organizational psychology, and organizational psychology is a part of psychology that deals with the workplace as well as under HRM umbrella. Generally, job performance includes the work-related activities expected from employees and how well these activities will be executed. Many managers and business firms evaluate employee's performance after different intervals to help those suggested areas of improvement. Job performance is an activity that enables a person to complete his tasks and duties assigned to him when an individual is permitted to utilize available resources (Laiba Dar, 2011). In human resource and strategic management, researchers empirically investigated the job performance relationship with a variety of constructs. Job performance is considered a vital and integral component of job outcomes. Employee's job performance is an extensive area of organizational psychology, and Employee job performance is the level of productivity of an employee related to job behaviors and outcomes (Babin, 1998). Literature provides two measures of job performance in the forms of subjective and objective job performance. Subjective job performance indicates supervisor rating of employee performance; on the other hand, objective measures, consider direct and countable behaviors and outcomes (Murphy & Cleveland, 1991). Four fundamental relations have been documented and suggested in the literature while exploring the relationship between job performance and job stress. Initially, when job performance is negatively affected by job stress, a negative relationship exists, but in some cases, a positive relationship is also observed when stress causes better performance. Stress improves productivity, and then suddenly it diminishes as employees feel distressed, thus shaping u shaped or in some cases, none kind of relationship exists between stress and performance. As stress is positively associated with a tolerable level, and as it alleviates, it negatively contributes to performance and psychological wellbeing (Beehr, 1978). Based on the above literature, the next working hypothesis is designed as:

***H10. There is a negative relationship between job stress and job performance.***

## **2.6. Psychological Wellbeing**

The evolution of psychological well-being started from the era of Aristotle when he coined the idea of "Eudemonia," which means wellbeing (Dodge & Dalay, 2012). Psychological wellbeing is well documented in the literature in two forms, firstly as subjective psychological well-being and secondly as objective psychological well-

being. Subjective Psychological well-being indicates individual assessment and evaluation of one's own life. In other words, when people assess their own conditions and values of expectations relying on their previous experiences whereas objective psychological well-being is related to individual material well-being and one's quality of life (Elena, Galina Barysheva, 2015). Employees' well-being, whether it's social, economic, or political, has always been the focal point of HRM. One of the essences of psychological wellbeing is the job outcome, which is the principal concentration point of HRM scholars. Another reason for the great importance of psychological wellbeing is due to today's rigid job demands and workplace stress. Psychological well-being is defined as it's the level of someone's happiness or positive effect that's brings into a person. It is indicated by scholars that psychological well-being is influenced by depression, which further leads to unhappiness, worrisome conditions, and hopelessness, thus signaling towards the poor psychological well-being of an individual (Wilkinson, 1998). Past researches guaranteed that the quality of social support may enhance psychological wellbeing even in the most stressful situation (Ismail, 2010). When employees perceive excellent social support, it's linked with good psychological wellbeing that ultimately leads towards a better quality of life (Carpenter, 2004). People who are aware of their feelings and emotions deal with more significant psychological well-being problems, as understanding emotions can lead to low or negative psychological wellbeing (Gohm, 2002).

***H11. There is a negative association between job stress psychological well-being.***

## **2.7 Absenteeism**

Absenteeism is that always had remained as a blue of HRM scholars. Absenteeism refers to the nonattendance of the employee from scheduled work (Mueller, 1986). Absenteeism reduces employee efficiency and productivity, alongside showing a lack of organizational commitment and faithfulness. As HRM is concerned with the efficient utilization of human resources towards the rapid achievement of organizational goals, absenteeism is one of the yards sticks to measure employee commitment. Poor working conditions, weak incentives, lack of human resource development, restrictive labour relations, lack of professionalism and low investment in technology lead to inclined absenteeism levels (Kelagama & Epaarachchi, 2003). Two extensive forms of absenteeism have been founded in the literature, like voluntary absenteeism and involuntary absenteeism. The concepts of voluntary and involuntary absenteeism were introduced by Griffon in the year 1998, and later on, these concepts were extended by Crous (Crous, 2005). Voluntary absenteeism is due to the factors which are in the control of employee and involuntary represents attributes that are not in the control of the employee, from employees' perceptions and intentions point of view (Porteous, 1997). Absenteeism, whether it is voluntary or involuntary, it reduces employees' performance and psychological wellbeing. According to Crous (2005), some of the key absenteeism determinants of absenteeism include job satisfaction, unmet expectations, job-person match, organizational culture, personality, ill health, depression, substance abuse, stress, and social influence (Crous, 2005). Low social status also strengthens absenteeism as far as ancient relationship is concerned. The relationship between stress and absenteeism is evident from the work of Steers and Rhodes (1978), while other theoretical relationships between stress and absenteeism chronologically develop behavioral factors, and avoidance behavior of employees depicts a high level of stress (Harrison & Martocchio, 1998). Hence the next working hypothesis is :

***H12. There is a positive association between job stress and absenteeism.***



### 3. Methodology

The Islamic Banking sector was selected for this purpose due to fast-expanding scenario of Islamic Banks in Pakistan's competitive banking business environment. Pakistan's banking sector possessed tremendous growth; managers have to face complex circumstances regarding human lethargic contribution and tendency that contribute relatively low towards performance. The banking sector encounters extended working hours and targets, and these elements contribute to high job stress and high-status detraction, which is why it is necessary to study this sector. This study may be proved helpful for banking management in such a way that how status detraction is generated in the organization, how this significantly contribute towards job stress, how job stress strengthen absenteeism, low performance, and low psychological wellbeing by getting rid of this situation, how well organized organizations adopt efficient HR Practices and Stress coping to overcome this tragic situation and became restoring balance. Understanding human thoughts remain challenging for the managers of every generation. This study will help managers and HR policymakers to judge employees' body language in the presence of status detraction and solved underlying issues with the help of this study provided solutions and recommendations. The current study is the combination of variables, both moderating (HR practices. stress coping) mediating variables like (Job stress) and Job outcome variables like performance, absenteeism, and psychological well-being in the banking sector of Pakistan. The unit of analysis is Islamic banking employees, selected from the largest Province, of Punjab. Personally, administrative questionnaires were distributed among employees from various Islamic financial institutions and then collected through personal visit from those institutions. Questionnaires were distributed to more than 500 employees, and successfully collected a total of 306 filled responses. The response rate lies 62 percent, which lies satisfactorily. Due to adequate response and ease of access, convenience sampling techniques bring into consideration to collect data from the employees of these Islamic financial institutions. Convenient sampling proved useful because of direct researcher contact and personally administrative questionnaires all queries from respondents resolved at the spot by the researcher. This study, based upon the quantitative methodology so, the questionnaire-based survey technique was adopted. Cross-sectional data were collected through personally administrative questionnaire from the employees of various financial institutions. Cross-sectional surveys became useful tools for data collection due to researcher personal contacts and presence. These questionnaires were distributed in all departments of these financial institutions like Human Resource Departments, Administrations, Accounts, and Customer services departments through personal contacts.

#### 3.1 Reliability Test, Correlation Analysis and Boot Strapping/Regression Analysis

Table. 1 explains the overall reliability and individual reliability of all the variables, and these values are according to the standards and within the acceptable range.

**Table 1**

**Reliability of Data**

Items	Cronbach Alpha
Overall Reliability	0.959

Perceived Status Level	0.933
Job Stress	0.893
Psychological Well Being	0.900
Job Performance	0.857
Human Resource Practices	0.923
Stress Cope Level	0.910

### 3.2 Correlation Analysis

**Table 2.**

**Correlation Analysis**

	Perceived Status Level	Job Stress	Psychological Well Being	Job Performance	Human Resource Practices	Absenteeism	Stress Cope Level
Perceived Status Level	1						
Job Stress	0.463**	1					
Psychological Well Being	0.397**	0.477**	1				
Job Performance	0.305**	0.428**	0.355**	1			
Human Resource Practices	0.391**	0.437**	0.343**	0.523**	1		
Absenteeism	0.303**	0.271**	0.330**	0.346**	0.408**	1	
Stress Cope Level	0.277**	0.312**	0.282**	0.312**	0.450**	0.303**	1

Table 2 shows the values of correlation among different variables, and it also demonstrates that there exist significant positive relationship among all variables and if one variable increase then another related variable will also increase. There exist significant positive relationship between perceived status level and job stress with the value (0.463\*\*), similarly there exist significant positive relationship between perceived status level and psychological wellbeing with the value (0.397\*\*), in the same way there exist significant positive relationship between perceived status level and job performance with the value (0.305\*\*), similarly there exist significant positive relationship between perceived status level and job performance with the value (0.391\*\*), there exist significant positive relationship between perceived status level and absenteeism with the value (0.303\*\*) and finally there exist significant positive relationship between perceived status level and job performance with the value (0.277\*\*). In the same way, there exist significant positive relationship between job stress and Psychological Well Being with the value (0.477\*\*), positive association between job stress and Job Performance with the value (0.428\*\*), significant correlation between job stress and

Human Resource Practices with the value (0.437\*\*), positive relationship between absenteeism and Human Resource Practices with the value (0.271\*\*) and significant relationship between absenteeism and stress cope level with the value (0.312\*\*). Similarly there exist significant correlation between psychological wellbeing and job performance with the value (0.355\*\*), positive relation between psychological wellbeing and human resource practices with the value (0.343\*\*), positive link between psychological wellbeing and absenteeism with the value (0.330\*\*) and positive association between psychological wellbeing and Stress cope level with the value (0.282\*\*). Similarly, there exists a significant correlation between job performance and human resource practices with the value (0.523\*\*), a strong correlation between job performance and absenteeism with the value (0.346\*\*), and a strong correlation between job performance and absenteeism with the value (0.312\*\*). In the same way, there exists a significant correlation between human resource practices and absenteeism with the value (0.408\*\*) and strong association between human resource practices and stress cope level with the value (0.450\*\*). Finally, there exists a significant positive relationship between absenteeism and stress cope level with the value (0.303\*\*).

### 3.3 Regression Analysis

In regression analysis, two analysis was performed to check the Impact of Perceived status Level (Status Detraction), first is the direct impact of PSD on the computed score of three dimensions of Job outcomes (Psychological Wellbeing, absenteeism, and Job performance) while the second regression was performed to check the impact of Job Stress on the computed score of three dimensions of job outcomes (Psychological Wellbeing, absenteeism, and Job performance).

**Table 3**

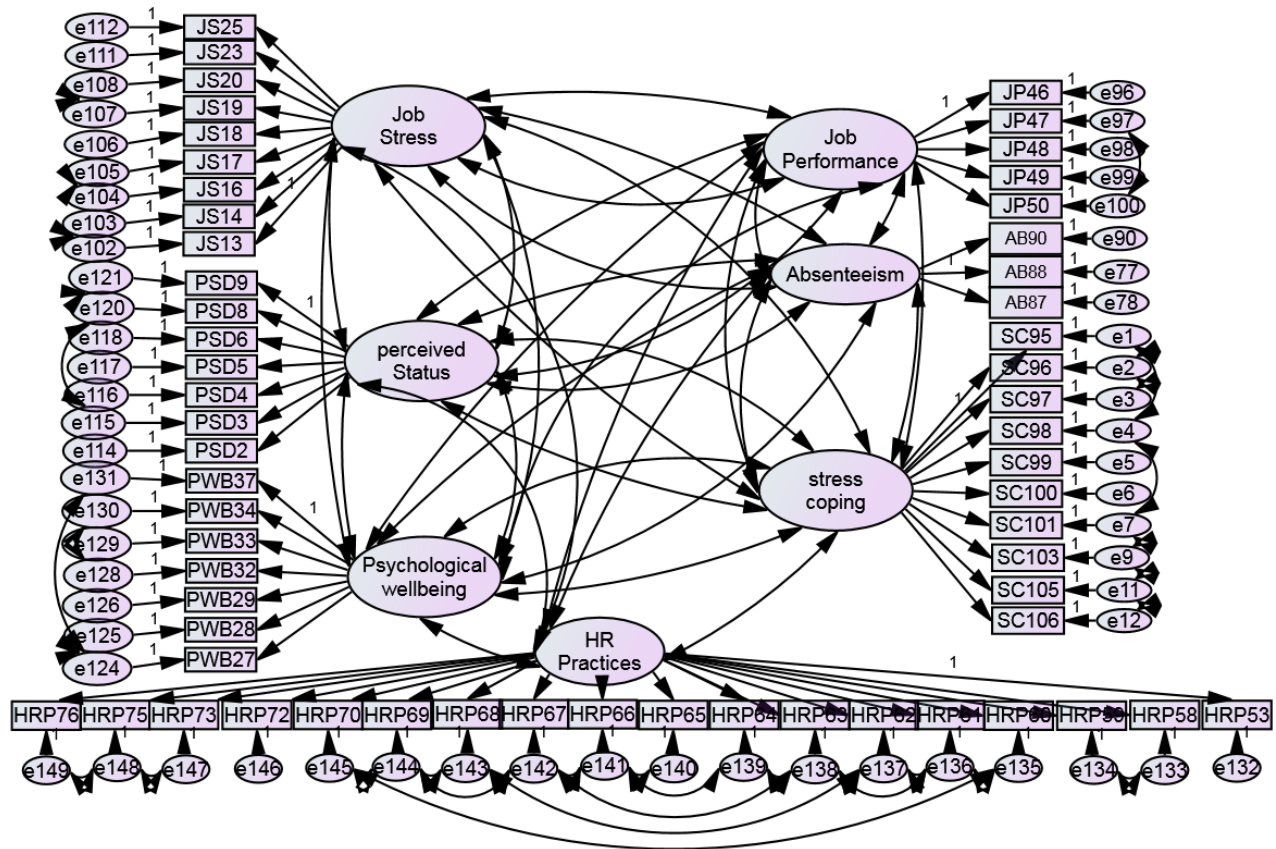
#### Regression Analysis

Regression Analysis of Two Models					
	R	R <sup>2</sup>	F	Beta Value	P-Value
<b>Model 1</b>	0.372	0.139	48.888	6.535	0.000
(Perceived Status Level on Job Outcomes)					
<b>Model 2</b>	0.454	0.206	78.905	7.076	0.000
(Job Stress on Job Outcomes)					

The regression analysis of Model 1 of perceived status level (Status Detraction) on the summative score of job Outcome shows a significant positive impact, as explained in the above table. The value of R<sup>2</sup> which is 0.139, means that 13% variation in job outcomes due to status detraction, Beta values show that one unit change in Perceived Status Level leads to 6.535 changes in Job outcomes, whereas P-value which is 0.000 shows that this impact is significant. Similarly, the regression analysis of Model 2 of Job Stress on the summative score of job Outcome shows a significant positive effect, as explained in the above table. The value of R<sup>2</sup> which is 0.206 means that 20% variation in job outcomes due to Job Stress, Beta values show that one unit change in Job Stress to 6.535 changes in Job outcomes, whereas P-value is 0.000 shows that this impact is significant.

### 3.4 Overall Confirmatory Factor Analysis

A confirmatory factor model is commonly present as path diagrams, in which square shows manifest variables and circles show the unobserved variables. To represent the assumed causal direction influence single-headed arrows are used, and to represent covariance among the two unobserved variables, double-headed arrows are used. After estimating the confirmative factor analysis, the further step is to evaluate the fitness of the model and observed data. Different types of tests are to use to determine the overall fitness of the model.



**Figure 1 Measurement Model**

Table 4 demonstrates the values of model fitness constituting CMIN/DF (1.982), RMR (0.000), GFI (0.818), AGFI (0.790), CFI (1.000), RMSEA (0.057) and PCLOSE (0.000). These values are according to the standards, and the overall model is fit.

**Table 4**

**Model fit Summary**

Model	CMIN/DF	RMR	GFI	AGFI	CFI	RMSEA	PCLOSE
	1.982	0.000	0.818	0.790	1.000	0.057	0.000

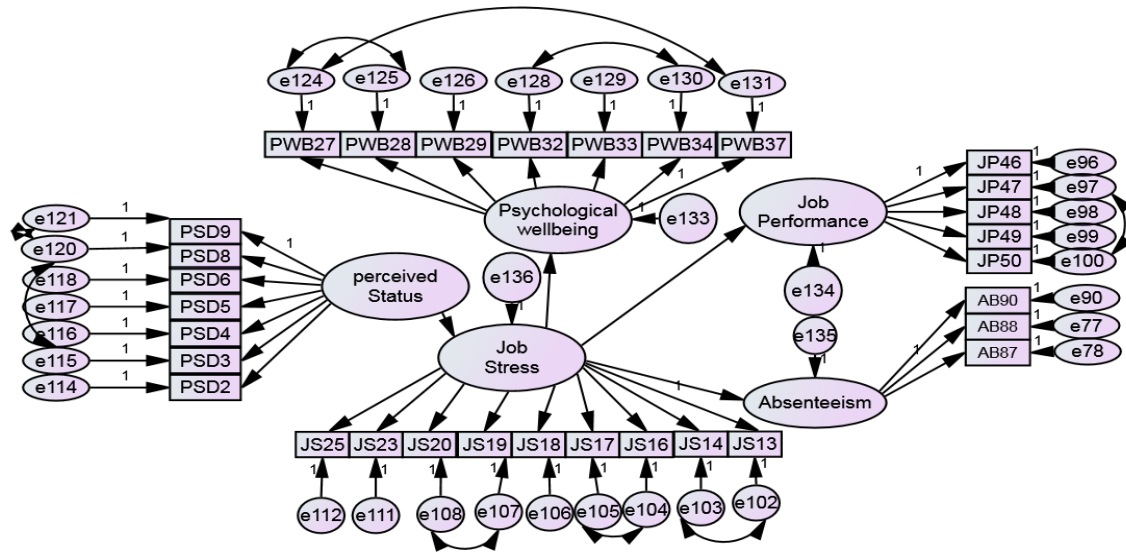
These Regression weights indicate a significant and positive association with one another, as illustrated in Table 5.

**Table 5**

### 3.5 Standardized Regression Weights

	Latent Variable	Standardized Factor Loading		Latent Variable	Standardized Factor Loading
1	AB88 ← Absenteeism	0.824	21	PWB32 ← Psychological Wellbeing	0.679
2	AB87 ← Absenteeism	0.655	22	PWB33 ← Psychological Wellbeing	0.679
3	JP46 ← Job Performance	0.705	23	PWB34 ← Psychological Wellbeing	0.687
4	JP47 ← Job Performance	0.707	24	JS25 ← Job Stress	0.594
5	JP48 ← Job Performance	0.814	25	JS23 ← Job Stress	0.604
6	JP49 ← Job Performance	0.687	26	JS14 ← Job Stress	0.545
7	JP50 ← Job Performance	0.577	27	JS13 ← Job Stress	0.688
8	JS16 ← Job Stress	0.637	28	PWB37 ← Psychological Wellbeing	0.493
9	JS17 ← Job Stress	0.633	29	PWB28 ← Psychological Wellbeing	0.689
10	JS18 ← Job Stress	0.778	30	PWB27 ← Psychological Wellbeing	0.730
11	JS19 ← Job Stress	0.609	31	AB90 ← Absenteeism	0.611
12	JS20 ← Job Stress	0.556	32	SC95 ← Stress Coping	0.556
13	PSD2 ← Perceived Status	0.796	33	SC96 ← Stress Coping	0.571
14	PSD3 ← Perceived Status	0.766	34	SC97 ← Stress Coping	0.659
15	PSD4 ← Perceived Status	0.884	35	SC98 ← Stress Coping	0.611
16	PSD5 ← Perceived Status	0.848	36	SC99 ← Stress Coping	0.642
17	PSD6 ← Perceived Status	0.793	37	SC100 ← Stress Coping	0.640
18	PSD8 ← Perceived Status	0.694	38	SC101 ← Stress Coping	0.615
19	PSD9 ← Perceived Status	0.614	39	SC103 ← Stress Coping	0.404
20	PWB29 ← Psychological Wellbeing	0.678	40	SC105 ← Stress Coping	0.282
			41	SC106 ← Stress Coping	0.273

### 3.6 Structural Equation Modeling (SEM)



**Figure 2. Structural Equation Model**

Table 5 demonstrates the values of model fitness constituting CMIN/DF (1.819), RMR (0.075), GFI (0.867), AGFI (0.844), CFI (0.918), RMSEA (0.052) and PCLOSE (0.299). These values are according to the standards, and the overall model is fit.

**Table 5**

**Model Fit Summary**

Model	CMIN/DF	RMR	GFI	AGFI	CFI	RMSEA	PCLOSE
Absenteeism	1.819	0.075	0.867	0.844	0.918	0.052	0.299

These Regression weights indicate a significant and positive association with one another, as illustrated in Table.

**Table 6**

**Standardized Regression Weights**

	Latent Variable	Standardized Factor Loading
1	Job Stress $\leftarrow$ Perceived Status Level	0.521
2	Psychological Wellbeing $\leftarrow$ Job Stress	0.575
3	Absenteeism $\leftarrow$ Job Stress	0.086
4	Job Performance $\leftarrow$ Job Stress	0.429

### 3.7 Mediation Testing Through Boot Strapping

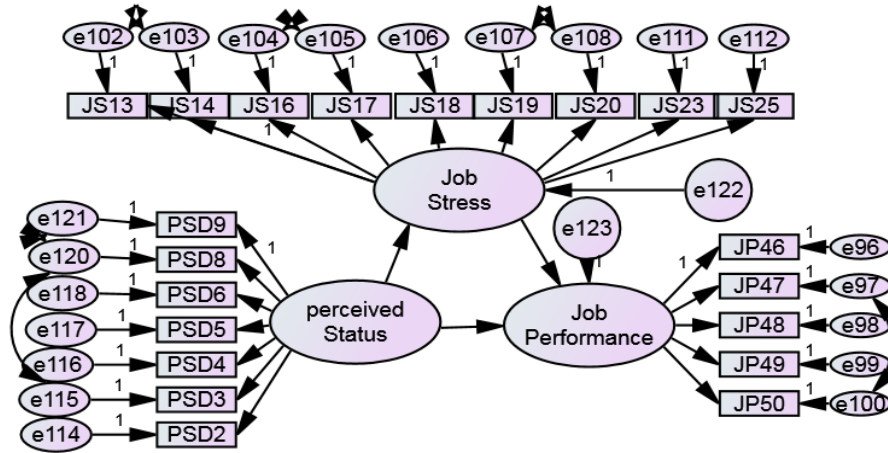


Figure 3. Mediation Model A

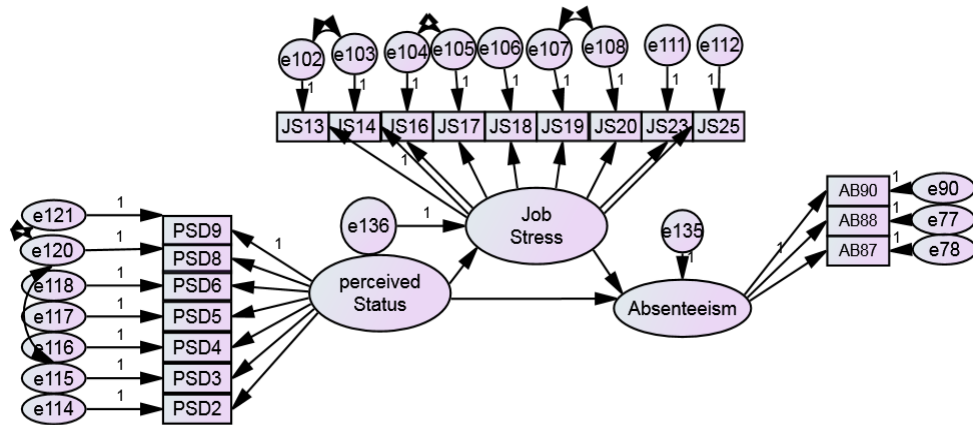


Figure 4. Mediation Model B

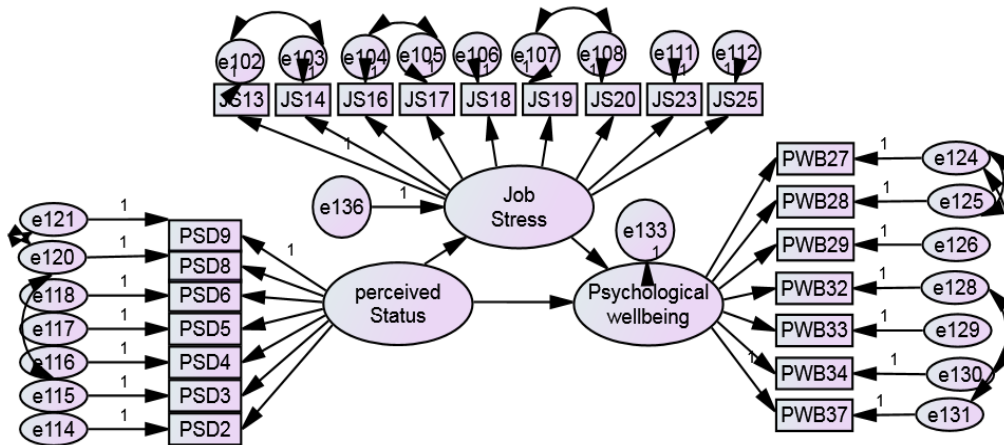


Figure 5. Mediation Model C

Table 8 demonstrates the values of model fitness of Model 'A' constituting CMIN/DF (1.765), RMR (0.053), GFI (0.915), AGFI (0.891), CFI (0.954), RMSEA (0.050) and PCLOSE (0.483). These values are according to the

standards and the overall model is fit. Similarly, the values of model fitness of Model ‘B’ are CMIN/DF (1.972), RMR (0.062), GFI (0.912), AGFI (0.885), CFI (0.947), RMSEA (0.056) and PCLOSE (0.133). Further, the values of model fitness of Model ‘B’ are CMIN/DF (1.642), RMR (0.054), GFI (0.912), AGFI (0.889), CFI (0.957), RMSEA (0.046) and PCLOSE (0.783).

**Table 8**  
**Model Fit Summary**

Model	CMIN/D F	RMR	GFI	AGFI	CFI	RMSE A	PCLOS E
PSD-JS-JP	1.765	0.053	0.915	0.891	0.954	0.050	0.483
PSD-JS-AB	1.972	0.062	0.912	0.885	0.947	0.056	0.133
PSD-JS-PWB	1.642	0.054	0.912	0.889	0.957	0.046	0.783

**Table 9**  
**Standardized Regression Weights**

	Latent Variable	Standardized Factor Loading
<b>Model A</b>	Job Stress $\leftarrow$ Perceived Status Level	0.499
	Job Performance $\leftarrow$ Perceived Status Level	0.083
	Job Performance $\leftarrow$ Job Stress	0.372
<b>Model B</b>	Job Stress $\leftarrow$ Perceived Status Level	0.500
	Absenteeism $\leftarrow$ Job Stress	0.067
	Absenteeism $\leftarrow$ Perceived Status Level	0.224
<b>Model C</b>	Job Stress $\leftarrow$ Perceived Status Level	0.500
	Psychological Wellbeing $\leftarrow$ Job Stress	0.455
	Psychological Wellbeing $\leftarrow$ Perceived Status Level	0.195

These Regression weights indicate a significant and positive association with one another, as illustrated in Table 10.

**Table.10**  
**Mediation Results**

	Model	P-Value	Partial or Full Mediation
A	PSD – JS –JP	0.001 which is less than 0.05	Full Mediation
B	PSD -JS- AB	0.001 which is less than 0.05	Partial Mediation
C	PSD- JS- PWB	0.001 which is less than 0.05	Partial Mediation

Table 10 explains that their Job Stress mediates the relationship between perceived status level and Job Performance as the P-value is less than 0.001, which is less than 0.05, sufficient for the existence of mediation. Further, there exist full mediation because the regression results of direct path (Perceived Status Level to Job Performance) shows



that it is insignificant and of indirect path (Job Stress between Perceived Status Level and Job Performance) is significant, i.e., its value is less than 0.05, thus there exist full mediation in the proposed model.

### 3.8 Moderation Testing

Six hypotheses were developed for testing moderating effects and are given below.

**Table 11**

**Moderation Models**

	<b>Models</b>	<b>Moderation Results</b>
<b>Model 1</b>	Job Stress --- Human Resource Practices – Psychological Wellbeing	Moderation
<b>Model 2</b>	Job Stress --- Human Resource Practices – Job Performance	Moderation
<b>Model 3</b>	Job Stress --- Human Resource Practices – Absenteeism	No Moderation
<b>Model 4</b>	Job Stress --- Stress Cope Level – Psychological Wellbeing	Moderation
<b>Model 5</b>	Job Stress --- Stress Cope Level – Job Performance	Moderation
<b>Model 6</b>	Job Stress --- Stress Cope Level – Absenteeism	No Moderation

## 4. Discussion

This study investigated the impact of the Effect of employee status detraction on job outcomes by exploring the mediating role of job stress and moderating effects of stress coping and firms' HR practices. First of all, demographics of respondents constituting age, gender, qualification, experience, Marital Status, Nature of Job, types of organization and income of respondents were explained including the frequencies, valid percentages, and cumulative percentages. After that descriptive statistics and frequencies of variables (Perceived Status Level, Job Stress, Absenteeism, Job performance, psychological wellbeing, Human Resource Practices and stress cope level) constituting frequencies and cumulative percentages (for items 'Very low', 'Moderately low', 'Neutral', 'High' and 'Very High', and 'Strongly Disagree', 'Disagree', 'Neutral', 'Agree' and 'Strongly Agree', and 'Very Frequently', 'Frequently', 'Occasionally', 'Never' and 'Rarely' were explained. After that, Normality was tested using SKEWNESS and KURTOSIS as their values are within the range of -1 to +1 and -3 to +3, which suggests that the data is normal, as demonstrated in Results.

After that, Reliability was tested, and the overall reliability and individual reliability of all the variables and these values are according to the standards and within the acceptable range. The overall reliability is 0.959, while reliability values for Perceived Status Level, Job Stress, Psychological Well Being, Job Performance, Human Resource Practices, and Stress Cope Level are 0.933, 0.893, 0.900, 0.857, 0.923 and 0.910 respectively. After that, Correlation analysis was performed, and the results demonstrated that there exist significant positive relationships among all the variables and no negative correlation among variables, which means that if the value of one variable increases then the value for the second variable will also increase and vice versa. Further, the regression analysis was also performed to check the impact of one variable over the other, and there exists a significant impact in this regard.

After that, Factor analysis was performed to analyze the hypothesis relationship among the manifest variables or factors, and their underlying unobserved construct exists. Confirmatory Factor Analysis is also used to check the

validity and reliability of the measurement scale. AMOS provides a set of indices that are implemented to analyze whether or not the data authenticates the hypothesized model. Individual Confirmatory Factor Analysis was performed for each variable (Perceived Status Level, Job Stress, Absenteeism, Job performance, psychological wellbeing, Human Resource Practices and stress cope level) individually and its model fitness indices show that the items of these specific variables are according to the indices and the model is fit. After that, structural equation modeling was applied to test the relationship between observed and unobserved variables, and its model fitness was tested by its indices, which were CMIN/DF, RMR, GFI, AGFI, CFI, RMSEA and PCLOSE, and the SEM found fit in this regard.

In the current research, Job outcomes constitute three dimensions which are Absenteeism, Psychological Wellbeing, and Job Performance. It's a complex model holding both mediation and moderation pathways at the same time; firstly, results show that job stress mediates the relationship between Perceived Status level and job performance, absenteeism, and psychological wellbeing. Result demonstrates there exists a full mediation of Job stress between perceived status level and Job Performance, Partial mediation of Job stress between Perceived status level and Absenteeism, and again partial mediation of job stress exists between Perceived Status Level and Psychological Wellbeing. Consequently, mediation hypotheses are accepted in this regard.

After that moderation was tested in AMOS and for that six models were developed, first model belongs to the moderation of Human Resource Practices between Job Stress and Psychological wellbeing, results demonstrated that there exist moderation in this model, second model belongs to the moderation of Human Resource Practices between Job Stress and Job Performance, results shown that there exist moderation in this model also, the third model belongs to the moderation of Stress coping strategies between Job Stress and job performance, results been shown that also there exist moderation in this model. Similarly, forth model belongs to the moderation of Stress Cope Level between Job Stress and Psychological Wellbeing, and results show that there exists moderation in this model, further fifth model belongs to the moderation of Stress Cope Level between Job Stress and Absenteeism, results show that there exist no moderation in this model. Finally, sixth model belongs to the moderation of Stress Cope Level between Job Stress and Absenteeism; results indicates that there exists no moderation in this model, concluding that there is moderating effect of human resource practices and stress cope level in all these models which means that human resource practices and stress cope level moderate the relationship among dependent and independent variables, except only one job outcome that is absenteeism consequently all moderation hypothesis are accepted.

This study empirically states that how status detraction affects job outcomes (absenteeism, job performance, psychological well-being) and how HR Practices and stress coping strategies facilitate and lessen the impact of status detraction on job outcomes. Concerning the former issues, our results indicate that status detraction became a potent source of absenteeism and low job performance. When employees return, statuses became the combination of employees, income, education, and career opportunities, and it negatively influenced employees' performance and psychological well-being (Miner & Vandenberg, 1994). The results also empirically proved that association between status detraction and absenteeism partially mediated by job stress and fully mediated by job performance, our findings are consistent with the Effort Reward Imbalance model which was presented by (Siegrist, 1996). It also states that the lack of balance between efforts and rewards further leads to health-related issues. We also believe that organizational

research drawing from ERI offers an essential complement to existing evidence rooted with Equity Theory (Adam's, 1965). Many dimensions stand common in status detraction like education, experience, and career opportunities have been widely used in labour economics and organizational research and named as human capital (Becker, 1972). While on the other hands, these dimensions similarly named organizational demography by (O'Reilly, Caldwell, Barnett, 1989; Pfeffer, 1983). These common grounds prove that status detraction is a more social and psychological approach. It may enable greater integration of equity arguments. The study of (Creed & Saporta, 2004) has been confirmed the impact of status detraction impact on with drawl behaviors, whereas this study further strengthens its effects on job outcomes (Absenteeism, job performance, psychological well-being) as well.

Previous above-mentioned research compelled there practically as well as theoretical implications only up to the employee's turnover behaviors, and employees who faced status detraction may become leave their jobs or further strengthened absenteeism and negative aspects of individual psychology or increase employee burnout level. First, this study extends this work by demonstrating the impact of the ERI model with additional underlying variables like psychological well-being and moderating variable stress coping strategies. Secondly, it also states that status detraction also positively associated with job stress, and job stress further strengthens employee's absenteeism. Thirdly HR Practices and Stress coping strategies positively influenced this model by reducing employee's absenteeism, enhancing performance, and employees' psychological well-being. Our results comparatively with (Peter & Siegrist, 1997) may have little bit variation due to few measurement errors in ERI and another related variable in the study it also reported by the Peter and Siegrist (1997) that it's not universal it may differ due to situational factors. Fourthly HR practices and stress coping may play a key role in restoring the balance between employees' inputs and output further leads employees in the state of equilibrium where the individual can utilize their skills, education, and experience towards productive dimensions. Employees with more status detraction without perceiving more organizational support ultimately experienced more stress which eventually increased their absenteeism decreased job performance and also negatively contribute towards employee's psychological well-being these results became consistent with organizational support theory (Eisenberger & Stinglehamber, 2011)

There is a scarcity of research on the EIR model in the context of the Pakistan paradigm. This present study has focused on employee status detraction on job outcomes in the banking sector by exploring the mediating role of job stress and the moderating impact of firms' HR practices and stress coping. The result of the current study demonstrated that status detraction has a significant effect on job performance, employee's psychological well-being, and turnover intention. The result is consistent with the past findings of the (Blocker and Lenski, 1954). Effort Reward Imbalance model brings consistent results that support our study in the recent studies of (Jian Li, Adrian Loerbroks, Johannes Siegrist, 2017) in the context of China that also strengthens our findings in exchange for effort-reward imbalance model outcomes. Recent studies of (Federica-Cucchiellaa & Massimo-Gastaldi, 2014) in the transfer of worker turnover intentions also strengthen and empirically support the results of this existing study. It's empirically tested and proved from this study that there is a positive association between status detraction and job stress. Furthermore, it is also proved that there is a negative association between job stress and job performance our first two hypotheses accepted according to the described results of this study. The casual relationship developed with the help of mediating variable job stress. It also tested that job stressfully and partially mediates the relationship between job stress and job

outcomes (job performance, absenteeism, psychological well-being); therefore, the mediating hypothesis proved intervening and accepted in this regard. Hypothetical framework regarding HR practices acts as a moderator in this model, and its hypothesis also accepted because HR practices successfully moderated the association between job stress and job outcomes (job performance, psychological well-being, and absenteeism) except only one variable that is absenteeism. Stress coping strategies also successfully moderate the association between job stress and job outcomes and moderated hypotheses regarding stress coping strategies accepted in this regard. Many researchers have been discussed elaborately in the context of Effort Reward Imbalance models like Biron and Deurevier in the context of the Netherlands, and the study of Creed and Sporta (2004) has been extensively discussed about dimensions and possible outcomes of status detraction and withdrawal behaviors. Therefore, this study supported their arguments regarding the Effort Reward Imbalance model and turnover intentions by bringing into consideration extensive job outcomes like psychological well-being and job performance. This study will also be useful for banking policymakers that how they can minimize the impact of status detraction on job outcomes and how they can combat, cure, and resolve issues arises due to status detraction.

## 5. Future Guidelines and Limitation

- Management committees should review and supervise the stress-coping techniques to enhance the job outcomes of employees working in the banking sector of Pakistan.
- There should be adequate human resource practices techniques. Policies and regulations for the benefit of employees so that they remain loyal to the organization, don't feel stress, and don't think about staying absent from the organization.

There exist the following limitations in this study:

- This research is limited in such a way that it captured only two cities of Punjab, Pakistan, but it could be generalized to other provinces of Pakistan also.
- The greatest constraint is the absence of collaboration by the subdivisions of banks with the researcher because of a poor understanding of these concepts.

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