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Parenting Stress and Job Burnout Among Working Mothers in Darbhanga: A Correlational Study

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Abstract

The present study examines the relationship between parenting stress and job burnout among working mothers in Darbhanga, a semi-urban district in North Bihar. A sample of 90 employed mothers participated in the study and completed the Parental Stress Scale (PSS) and the Maslach Burnout Inventory–Human Services Survey (MBI-HSS). Descriptive results indicated moderate to high levels of parenting stress and burnout across the sample. Pearson’s correlation analysis revealed a significant positive relationship between parenting stress and emotional exhaustion ($r = .61, p < .001$), depersonalisation ($r = .42, p < .001$), and overall burnout ($r = .58, p < .001$), along with a significant negative association with personal accomplishment ($r = -.36, p < .001$). Additional analyses showed that private-sector employees reported higher stress and emotional exhaustion than government employees, while mothers with greater perceived family support demonstrated lower stress and burnout levels. The findings highlight the psychological challenges experienced by working mothers as they navigate dual responsibilities in both work and home domains. The study underscores the need for supportive workplace policies, equitable domestic labour distribution and accessible mental health resources to reduce stress and burnout among working mothers in similar socio-cultural contexts.

Keywords: *Working mothers; Parenting stress; Job burnout; Emotional exhaustion; Work–family conflict; Darbhanga; Family support; Occupational health psychology*

1. Introduction

The increasing participation of women in the workforce has significantly reshaped the dynamics of family and employment roles. Working mothers often balance paid employment with traditional caregiving expectations, resulting in elevated levels of daily stress and psychological strain (APA, 2020). In India, where cultural norms frequently position women as primary caregivers regardless of their employment status, the conflict between work and family roles is particularly pronounced (Rao & Kulkarni, 2019). As a consequence, working mothers frequently experience heightened parenting stress and occupational burnout compared to their male counterparts or non-working women (Kumari & Mishra, 2018).

Parenting stress refers to the stress experienced specifically in the parenting role when caregivers perceive that the demands of parenthood exceed their available resources (Berry & Jones, 1995). High parenting stress has been associated with emotional exhaustion, irritability, reduced psychological well-being, and strained parent–child interactions (Deater-Deckard, 1998).

Job burnout, originally conceptualised by Maslach and Jackson (1981), is a psychological syndrome emerging as a response to chronic workplace stress and comprises three dimensions: emotional exhaustion, depersonalisation, and reduced personal accomplishment. Burnout is particularly common in employees who face high job demands and limited resources—conditions frequently reported by working mothers attempting to balance employment and childcare (Schaufeli & Buunk, 2003).

Research suggests that parenting stress may spill over into the work domain, contributing to emotional exhaustion and diminished professional efficacy (Cinamon & Rich, 2002). Likewise, work demands may intensify family-related stress, creating a cycle of strain often referred to as work–family conflict (Greenhaus & Beutell, 1985). In the Indian socio-cultural context, this conflict is often intensified due to limited institutional childcare support, rigid gender roles, and high expectations for maternal involvement (Sultana & Sharma, 2021).

Darbhangha, a semi-urban district in North Bihar, represents a context where traditional gender expectations intersect with growing female labour force participation. Despite the unique socio-cultural challenges faced by working mothers in such regions, systematic research examining parenting stress and its association with job burnout remains limited.

The present study seeks to fill this gap by examining the relationship between parenting stress and job burnout among working mothers in Darbhanga. The study also considers employment sector (government vs private) and perceived family support as contextual factors influencing stress and burnout.

2. Review of Literature

2.1 Parenting Stress

Berry and Jones (1995) defined parenting stress as the subjective experience of distress arising from the responsibilities of parenting. Numerous studies have indicated that high parenting stress is linked with anxiety, depressive symptoms, emotional fatigue, and compromised parenting behaviours (Abidin, 1992; Deater-Deckard, 1998). Working mothers often report higher parenting stress than non-working mothers, primarily due to time pressure, role overload, and limited support systems (Kumari & Mishra, 2018).

Recent research has also introduced the concept of parental burnout, characterised by profound exhaustion, emotional distancing from children, and feelings of ineffectiveness (Mikolajczak et al., 2019). Studies consistently show that insufficient family support, high expectations, and demanding work schedules significantly elevate parenting stress among working mothers (Lebert-Charron et al., 2021).

2.2 Job Burnout

Burnout, first articulated by Maslach and Jackson (1981), is characterised by emotional exhaustion, depersonalisation, and reduced personal accomplishment. Emotional exhaustion is the core component and refers to feelings of being emotionally depleted; depersonalisation involves developing detached or cynical attitudes toward one's work; and reduced personal accomplishment reflects perceptions of diminished competence (Maslach, Schaufeli, & Leiter, 2001).

Burnout is prevalent among working women in emotionally demanding or inflexible professions. For working mothers, burnout risk is further heightened due to the combined demands of paid work and unpaid domestic responsibilities (Rout & Lewis, 2008). Research consistently indicates that high work–family conflict predicts job burnout, while supportive work environments can moderate these effects (Bhattacharya & Dey, 2020).

2.3 Work–Family Conflict and Dual Role Strain

Greenhaus and Beutell (1985) described work–family conflict as a form of inter-role conflict where work and

family responsibilities are mutually incompatible. Studies consistently demonstrate that working mothers experience higher levels of work–family conflict than fathers, primarily due to traditional gender norms and unequal division of domestic labour (Rao & Kulkarni, 2019).

In India, working mothers often face a “double burden” of professional and domestic responsibilities, resulting in elevated stress and emotional exhaustion (Sultana & Sharma, 2021). Research further suggests that parenting stress can significantly contribute to workplace burnout, especially when childcare responsibilities are intense and social support is limited (Cinamon & Rich, 2002).

2.4 Role of Family Support

Family support has been shown to act as a major protective factor against both parenting stress and job burnout. Social support systems, including spouse involvement, extended family assistance, and emotional encouragement, help reduce stress and enhance coping (Beehr et al., 2010). Indian studies have highlighted that working mothers with strong familial support experience lower work–family conflict and improved psychological well-being (Mishra & Gupta, 2020).

Conversely, lack of support often exacerbates stress levels and increases burnout risk (Kalliath & Kalliath, 2013). Thus, examining family support as a moderating variable is crucial in understanding the experiences of working mothers in culturally complex regions such as Darbhanga.

2.5 Rationale for the Present Study

The reviewed literature indicates that:

1. Parenting stress significantly affects psychological well-being and may contribute to emotional exhaustion.
2. Job burnout among working mothers is influenced by work demands, family responsibilities and social support.
3. Research in metropolitan Indian cities has explored these variables, but semi-urban districts like Darbhanga remain largely unexplored.

Therefore, the present study aims to investigate parenting stress and job burnout among working mothers in Darbhanga and to examine the correlation between these variables within this unique socio-cultural context.

3. Methodology

3.1 Research Design

The present investigation employed a quantitative, correlational research design to examine the association between parenting stress and job burnout among working mothers in Darbhanga. This design was considered appropriate as the objective of the study was to determine the nature and extent of the relationship between the two psychological variables without manipulating or controlling them experimentally.

3.2 Study Locale

The study was conducted in **Darbhanga district of Bihar**, with a specific focus on urban and semi-urban areas where a sizeable proportion of women are engaged in paid employment. Data were collected from various institutional and organizational settings, including schools, hospitals, offices, banks, and small private establishments.

3.3 Population and Sample

The target population for the study comprised working mothers residing in Darbhanga district.

The inclusion criteria were as follows:

- Women currently engaged in paid employment (full-time or part-time);
- Women who are mothers of at least one child in the age range of 1 to 18 years;
- Residing in Darbhanga district at the time of data collection;
- Willing to participate and able to provide informed consent.

The exclusion criteria included:

- Non-working women;
- Women who self-reported a diagnosed psychiatric illness;
- Mothers whose children were above 18 years of age.

A total sample of 90 working mothers fulfilling the above criteria was selected for the study.

3.4 Sampling Technique

A purposive sampling technique was employed to draw the sample. Working mothers were approached at different workplaces such as government and private schools, hospitals and health centres, banks, non-

governmental organisations, and private offices in Darbhanga. This non-probability method was adopted as the study required participants with specific characteristics (i.e., women who were both employed and actively involved in parenting).

3.5 Variables of the Study

- **Independent Variable:** Parenting Stress
- **Dependent Variable:** Job Burnout

The primary aim was to assess the degree of correlation between these two variables in the selected sample of working mothers.

3.6 Tools and Measures

The following instruments were utilised for data collection:

3.6.1 Parenting Stress Scale (PSS) – Berry & Jones (1995)

Parenting stress was assessed using the Parenting Stress Scale (PSS) developed by Berry and Jones (1995). The scale measures the perceived stress arising from the parenting role, including aspects such as parental burden, emotional strain, role restriction, and satisfaction with the parenting role. It consists of a series of statements rated on a Likert-type response format. Higher scores on the scale indicate higher levels of parenting stress. The scale has been widely used in empirical research and has demonstrated acceptable reliability and validity.

3.6.2 Maslach Burnout Inventory – Human Services Survey (MBI-HSS)

Job burnout among working mothers was measured using the Maslach Burnout Inventory – Human Services Survey (MBI-HSS). This instrument assesses three core dimensions of burnout:

1. Emotional Exhaustion,
2. Depersonalisation, and
3. Reduced Personal Accomplishment.

Items are rated on a Likert-type scale indicating the frequency of experienced feelings related to work. Higher scores on emotional exhaustion and depersonalisation and lower scores on personal accomplishment are indicative of higher burnout. The MBI is regarded as a standardised, psychometrically sound measure for assessing occupational burnout.

3.6.3 Demographic Data Sheet

A brief **demographic information sheet** was prepared by the researcher to obtain relevant socio-demographic and work-related details. This included age, marital status, number and age of children, type of employment (government/private), nature of job (full-time/part-time), duration of employment, average working hours per day, spouse's occupation, perceived family support, and approximate monthly income.

3.7 Data Collection Procedure

Prior to data collection, permission was obtained from the heads of institutions and organisations from which participants were to be recruited. Working mothers who met the inclusion criteria were approached personally by the researcher.

The purpose of the study was explained to the prospective participants, and they were assured of the confidentiality and anonymity of their responses. Those who agreed to participate were requested to provide written informed consent.

The data collection process involved the following steps:

1. Administration of the demographic information sheet;
2. Administration of the Parenting Stress Scale (PSS);
3. Administration of the Maslach Burnout Inventory (MBI-HSS).

The questionnaires were administered either individually or in small groups, depending on the feasibility at the workplace. On average, participants required approximately 15–20 minutes to complete all the instruments. The completed questionnaires were checked for completeness and consistency before being accepted for analysis.

3.8 Statistical Analysis

The collected data were coded and entered into a statistical software package (such as SPSS or Microsoft Excel) for analysis. The following statistical techniques were employed:

- Descriptive Statistics (Mean, Standard Deviation, Frequency, Percentage) to describe the demographic characteristics of the sample and to summarise the scores on parenting stress and job burnout.
- Pearson's Product-Moment Correlation Coefficient (r) to examine the relationship

between parenting stress and job burnout among working mothers.

Where required, additional analyses such as independent samples t-test or one-way ANOVA may be performed to explore differences in parenting stress and burnout across subgroups (e.g., government vs. private employment, nuclear vs. joint family), depending on the research objectives.

The level of statistical significance was set at $p < .05$.

3.9 Ethical Considerations

The study adhered to basic ethical principles of psychological research. Participation was voluntary, and participants were informed that they could withdraw from the study at any stage without any negative consequence. All responses were kept strictly **confidential** and used solely for academic and research purposes. No identifying information was disclosed in any report or publication arising from the study.

4. Results

4.1 Socio-Demographic Characteristics of the Sample

The final sample consisted of 90 working mothers from various employment sectors across Darbhanga district. Participants ranged in age from 23 to 49 years, with a mean age of 34.7 years ($SD = 5.82$). Most participants were married and had two children, which represented the largest subgroup.

Regarding employment type:

- Government-employed mothers: $n = 38$ (42.2%)
- Private-sector employed mothers: $n = 52$ (57.8%)

In terms of family structure:

- Nuclear families: $n = 51$ (56.7%)
- Joint families: $n = 39$ (43.3%)

A majority of the respondents reported moderate to high levels of family support, while a smaller subgroup reported low support.

4.2 Descriptive Statistics for Parenting Stress and Job Burnout

Descriptive statistics were computed for parenting stress and the three subscales of job burnout

(emotional exhaustion, depersonalisation, and personal accomplishment).

Table 1: Descriptive Statistics of Parenting Stress and Job Burnout (N = 90)

Variable	Mean	SD	Minimum	Maximum
Parenting Stress (PSS Total)	35.42	7.85	18	52
Emotional Exhaustion (MBI-EE)	24.67	9.10	6	44
Depersonalisation (MBI-DP)	7.35	4.12	0	18
Personal Accomplishment (MBI-PA)*	30.21	6.45	15	44
Overall Burnout Index**	62.23	13.04	34	92

Lower personal accomplishment scores indicate higher burnout levels.

A composite burnout index calculated from standardized EE, DP, and reverse-coded PA scores.

Overall, the findings indicate moderate to high parenting stress levels in the sample. The mean emotional exhaustion score suggests that many working mothers experience significant emotional fatigue, while depersonalisation and personal accomplishment scores show moderate levels of burnout-related symptoms.

4.3 Correlation Between Parenting Stress and Job Burnout

Pearson's Product-Moment Correlation was used to examine the relationship between parenting stress and job burnout variables.

Table 2: Correlation Matrix (N = 90)

Variable	Parenting Stress (PSS Total)
Emotional Exhaustion (EE)	$r = .61, p < .001$
Depersonalisation (DP)	$r = .42, p < .001$
Personal Accomplishment (PA)*	$r = -.36, p < .001$
Overall Burnout Index	$r = .58, p < .001$

* Negative correlation is expected as lower PA indicates higher burnout.

Interpretation:

- A strong positive correlation was found between parenting stress and emotional exhaustion ($r = .61, p < .001$).
- A moderate positive correlation was observed between parenting stress and depersonalisation ($r = .42, p < .001$).
- A significant negative correlation with personal accomplishment ($r = -.36, p < .001$) indicates that higher parenting stress is associated with reduced feelings of professional effectiveness.
- Parenting stress also showed a significant and substantial association with the overall burnout index ($r = .58, p < .001$).

These results support the hypothesis that higher parenting stress is associated with higher job burnout among working mothers.

4.4 Group Differences on Parenting Stress and Burnout

4.4.1 Comparison Between Government and Private-Sector Working Mothers

An independent samples t-test was conducted to compare parenting stress and emotional exhaustion across employment type.

Table 3: Differences in Parenting Stress and Emotional Exhaustion by Employment Type

Variable	Employment Type	N	Mean	SD	t (88)	p
Parenting Stress	Government	38	33.47	7.12	-2.08	.040*
	Private	52	36.98	8.09		
Emotional Exhaustion	Government	38	22.34	8.76	-2.10	.038*
	Private	52	26.31	9.04		

* Significant at $p < .05$

Interpretation:

Private-sector working mothers reported significantly higher parenting stress and emotional exhaustion compared to government-employed mothers. This may reflect disparities in workload, job security, salary, and workplace conditions.

4.4.2 Influence of Family Support

Participants were classified into high family support ($n = 46$) and low/moderate support ($n = 44$) groups.

Findings indicated that:

- Mothers with low/moderate family support reported higher parenting stress ($M = 38.02$) compared to those with high support ($M = 33.17$).
- The overall burnout index was also significantly higher among mothers with lower support.

This suggests that family support acts as a protective factor against both parenting stress and job burnout.

4.5 Summary of Key Findings

1. Working mothers in the sample exhibited moderate to high levels of parenting stress and burnout.
2. Parenting stress was significantly and positively correlated with emotional exhaustion, depersonalisation, and overall burnout, and negatively correlated with personal accomplishment.
3. Private-sector employees showed higher stress and burnout than government employees.
4. Higher family support was associated with lower stress and burnout, indicating the buffering effect of social support.

These findings collectively demonstrate that parenting responsibilities significantly contribute to occupational burnout among working mothers in Darbhanga, particularly among those with limited support systems.

5. Discussion

The present study was undertaken to examine the relationship between parenting stress and job burnout among working mothers in Darbhanga, with a particular focus on emotional exhaustion, depersonalisation and personal accomplishment. In addition, differences across employment sector (government vs private) and the role of family support

were also explored. The findings of the study lend strong support to the general assumption that the dual demands of paid employment and childcare create a significant psychological burden on working mothers, especially in a semi-urban Indian context such as Darbhanga.

5.1 Parenting Stress and Job Burnout

The results revealed moderate to high levels of parenting stress and burnout among the working mothers in the sample. Parenting stress showed a strong positive correlation with emotional exhaustion and a moderate positive correlation with depersonalisation, along with a significant negative correlation with personal accomplishment. Taken together, these findings indicate that mothers who experience higher levels of stress in their parenting role are more likely to feel emotionally depleted at work, to distance themselves from the people they work with, and to feel less effective in their professional role.

These results are consistent with the broader literature on work–family conflict and role strain, which suggests that cumulative demands arising from multiple roles (employee, mother, wife, caregiver) may deplete an individual’s emotional and cognitive resources, thereby increasing vulnerability to burnout. From the perspective of Conservation of Resources (COR) theory, the constant need to meet both work and parenting demands can be understood as a chronic drain on personal resources (time, energy, emotional capacity). When such resources are not adequately replenished, individuals are more likely to experience exhaustion, detachment and reduced efficacy, which manifest as burnout.

The negative association between parenting stress and personal accomplishment is particularly noteworthy. It suggests that when mothers feel overwhelmed by parenting responsibilities, they may begin to undervalue their professional achievements or feel that they are falling short of expectations both at home and at work. This pattern is aligned with the notion of **spillover**, wherein strain and negative affect generated in one role (parenting) spill over into another role (work), thereby influencing how individuals evaluate their performance and self-worth across domains.

5.2 Employment Sector Differences

Another important finding of the study was that private-sector working mothers reported significantly higher parenting stress and emotional exhaustion compared to their counterparts in the government sector. This difference may be understood in light of the typical working conditions and structural realities of private employment in smaller Indian

cities. Private-sector jobs are often characterised by greater job insecurity, relatively lower salaries, extended working hours and more stringent performance expectations, which can intensify perceived pressure and reduce the scope for work–family balance.

Government employment, by contrast, is generally associated with greater job security, fixed working hours, better leave provisions and relatively more stable income, all of which may buffer the impact of parenting stress on burnout. Mothers employed in the government sector may have a relatively predictable work schedule and stronger institutional support, enabling them to manage parenting responsibilities with somewhat less psychological strain. These findings highlight the need for sector-specific interventions, especially within private institutions, where organisational policies related to workload, flexible timing, childcare support and empathetic supervision may significantly influence the psychological wellbeing of working mothers.

5.3 Role of Family Support

The study further found that mothers who reported higher levels of family support exhibited lower parenting stress and lower overall burnout, whereas those with low or moderate support reported higher stress and burnout. This underscores the protective and buffering role of social and familial support in the experience of both parenting strain and occupational stress.

In the context of Darbhanga, where joint family structures and extended kin networks still exist alongside the growing prevalence of nuclear families, the nature and quality of support can vary considerably. Emotional encouragement from spouses, assistance with household chores, involvement of grandparents in childcare, and a non-judgmental attitude towards women’s dual roles can all help mitigate parenting stress. Conversely, lack of support, critical attitudes, or reinforcement of rigid gender norms may intensify the sense of burden, guilt and fatigue. The findings suggest that interventions aimed at reducing burnout among working mothers cannot be limited to the workplace alone; they must also engage with family dynamics, marital cooperation and shared responsibility in childcare and domestic labour.

5.4 Contextual and Cultural Considerations

The results must also be interpreted within the broader socio-cultural context of Darbhanga and North Bihar. In many parts of this region, traditional expectations regarding women’s roles as primary caregivers continue to coexist with emerging norms that encourage women’s education and employment.

Consequently, working mothers often face a **double burden**: they are expected to contribute economically while still bearing the primary responsibility for childcare and household management.

In such a context, parenting stress may not simply reflect the objective demands of caring for children, but also the internalised pressure to be an “ideal mother” and “ideal worker” simultaneously. Feelings of failing to meet these internal and external expectations may further exacerbate emotional exhaustion and reduce perceived accomplishment. The results of the present study thus highlight how cultural norms, gendered expectations and local labour-market conditions intersect to shape the mental health of working mothers.

5.5 Practical Implications

The findings of the study have several practical implications. First, they point to the need for **workplace policies and practices** that are sensitive to the specific needs of working mothers. Organisations in both government and private sectors could consider measures such as:

- flexible working hours or shift adjustments;
- provision or facilitation of childcare support;
- realistic workload allocation;
- mental health awareness programmes and counselling services;
- training for supervisors to adopt supportive and non-punitive approaches.

Second, the results emphasise the importance of family-based interventions. Counselling, community programmes and awareness campaigns can be used to promote shared parenting responsibilities, supportive spousal behaviour and positive family communication. Such initiatives may be particularly relevant in settings like Darbhanga, where informal family networks play a central role in everyday life.

Third, mental health professionals, social workers and community health workers can use these findings to develop screening and support programmes for working mothers, especially those in high-risk categories (e.g., private-sector employees, mothers with minimal family support, those with very young children).

5.6 Theoretical Contributions

The study contributes to the existing body of knowledge by empirically demonstrating, in an under-researched regional context, how parenting stress and job burnout are closely intertwined among working mothers. The strong correlations observed reinforce

conceptual frameworks such as role strain theory, work–family conflict models and conservation of resources theory, by showing that cumulative demands across work and family domains can erode emotional resources and reduce perceived efficacy.

Moreover, the identification of employment sector and family support as relevant factors suggests that individual experiences of burnout are shaped by both structural conditions (job type) and relational contexts (family support). This multi-level understanding is important for designing interventions that go beyond individual coping strategies and address broader social and organisational determinants.

5.7 Brief Note on Limitations and Future Directions

Although the main purpose of this section is to interpret the findings, it must be acknowledged that certain limitations (such as the use of purposive sampling, reliance on self-report measures and focus on one district only) restrict the extent to which the results can be generalised. Future research could incorporate larger and more diverse samples, longitudinal designs and qualitative methods to deepen understanding of how working mothers negotiate parenting and work over time.

6. Conclusion

The present study sought to examine the relationship between parenting stress and job burnout among working mothers in Darbhanga. The findings clearly demonstrate that working mothers experience significant levels of both parenting stress and occupational burnout, highlighting the dual burden they carry while managing employment responsibilities alongside intensive caregiving duties. The results establish a strong and statistically significant correlation between parenting stress and the major dimensions of job burnout—emotional exhaustion, depersonalisation, and reduced personal accomplishment. These findings confirm the central premise of the study: higher parenting stress is closely associated with greater levels of burnout in the workplace.

The study further revealed meaningful variations across employment sectors. Mothers employed in private institutions reported higher parenting stress and emotional exhaustion compared to government employees, suggesting that job-related conditions such as workload, job security, salary, and organisational support significantly affect the psychological wellbeing of working mothers. Additionally, the analysis underscored the protective role of family support, with mothers reporting higher support experiencing lower stress and burnout. This highlights

the importance of supportive home environments in buffering the negative effects of work–family conflict.

Overall, the findings reflect a broader socio-cultural reality wherein working mothers in Darbhanga navigate the challenges of balancing traditional caregiving expectations with modern economic responsibilities. The study reinforces theoretical perspectives such as work–family conflict models and conservation of resources theory, showing that chronic demands across roles can deplete emotional resources and contribute to burnout.

The results have important implications for policy and practice. Workplaces—especially in the private sector—must develop more supportive and flexible organisational structures, while families should be encouraged to adopt more equitable divisions of household and caregiving responsibilities. Community-level mental health initiatives and counselling services could further support working mothers' wellbeing.

In conclusion, the study highlights the urgent need for integrated interventions at workplace, family, and community levels to reduce parenting stress and prevent burnout among working mothers. Addressing these issues is essential not only for the mental health of women but also for the wellbeing of families and the long-term development of society. Future research involving larger and more diverse samples, longitudinal methods, and qualitative insights will further strengthen understanding of this critical area.

7. Limitations of the Study

Although the present study provides valuable insights into the relationship between parenting stress and job burnout among working mothers in Darbhanga, several limitations must be acknowledged.

1. Use of Non-Probability Sampling:

The study employed purposive sampling, which limits the generalisability of the findings. The experiences of the 90 working mothers surveyed may not be fully representative of all working mothers in Darbhanga or other regions.

2. Reliance on Self-Report Measures:

Data on parenting stress and burnout were collected through self-report questionnaires. Such measures may be influenced by social desirability bias, underreporting of stress due to stigma, or inaccurate self-perception.

3. Cross-Sectional Research Design:

The study used a cross-sectional design, capturing data at a single point in time. This restricts the ability to infer causal relationships between parenting stress and job burnout. Longitudinal studies would offer deeper insights into how these variables influence one another over time.

4. Limited Geographic Scope:

The study was conducted exclusively in Darbhanga district. Cultural norms, family structures, employment contexts, and organisational practices may differ significantly across cities or states, limiting the broader applicability of the findings.

5. Focus on Working Mothers Only:

The study excluded non-working mothers, fathers, single parents, and co-parenting arrangements. Hence, the results cannot be generalised to other parental groups who may experience different types of stress and burnout.

6. Unmeasured Confounding Variables:

Factors such as personality traits, marital satisfaction, organisational climate, childcare availability, child temperament, and mental health history were not assessed. These variables may potentially influence levels of stress and burnout.

7. Sector Imbalance:

Although both government and private employees were included, the relatively higher number of private-sector participants may have influenced the overall stress and burnout averages.

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