

Job Dissatisfaction and Its Impact on Sleep

Syed Walid Ahmed¹, Ishnath Shamim², Syed Wasi Ahmed³, Chowdhury Raihan Parvez⁴, Rashedul Hoq⁵, Sharmeen Begum⁶

¹Clinical Research Coordinator, Children's Clinic of Michigan, USA

Email: Syed_walid@hotmail.com

²Masters of Health Service Administration, University of Detroit Mercy

Email: ishnathshamim@gmail.com

³EMBA, University of Asia Pacific, Dhaka, Bangladesh

Email: wasiyahmed536@gmail.com

⁴MBBS MS Part II, Bangladesh Medical University, Dhaka Bangladesh

Email: raihanparvez112@yahoo.com

⁵MBBS, Jalalabad Ragib Rabeya Medical College, Sylhet.

Email: hoqr001@gmail.com

MBBS, Sylhet Women's Medical College.

Email: sharmeenb93@gmail.com

Abstract

Job dissatisfaction is a significant workplace issue that affects employees' well-being and productivity, often leading to sleep disturbances caused by physiological and psychological stressors. Research suggests a strong association between job dissatisfaction and sleep-related problems. This systematic review explores the relationship between job dissatisfaction and its impact on sleep quality. A comprehensive search was conducted across multiple databases, including Medline, EMBASE, CINAHL, PsycINFO, PubMed, EBM Reviews, Academic Search Complete, Web of Science, SOC Index, and Google Scholar, to identify relevant studies. Job dissatisfaction is primarily a psychological phenomenon influenced by various workplace factors such as workload, time commitment, office environment, workplace violence and harassment, and levels of empowerment and support at work. These factors contribute to stress, anxiety, and other mental health issues, ultimately leading to sleep disturbances. This review systematically identifies and summarizes the literature on job dissatisfaction and its impact on sleep, highlighting the importance of addressing workplace stressors to improve employees' overall well-being and sleep quality.

Keywords

Job dissatisfaction, Sleep disturbance, Workplace stress, Work-life balance.

1. Introduction

Job dissatisfaction is one of the titanic outflows for workers in their workplace psychology that impedes their job quality. Job satisfaction becomes a prime concern for every individual worker in their workplace. Some indicators measure job satisfaction: Job satisfaction index or employee satisfaction index. Many employees feel dissatisfied with their jobs at one point or another. Some

employees leave their jobs for better opportunities, while others choose to stay. Considering job switching as an indicator of job dissatisfaction, Australia saw the rate of employees switching jobs at the rate of 62%, and more than 80% of North American employees admitted they planned to look for a new position in 2013 due to their dissatisfaction with the current job [14]. It may cause disharmony of the physical, mental, and psychosocial well-being of individual job holders. Job dissatisfaction causes various problems in a worker's daily life, the utmost is sleep. Sleep is an important component of a human's physiological process, which rejuvenates the body and mind. Unfortunately, people nowadays suffer from many sleep disorders. Sleep disorders are among the most common health problems that physicians encounter. Nearly 60% of the adult North American population is suffering from sleep disorders whereas globally the rate is as high as 36.2% [1]. One of the major sleep disorders that people suffer mostly is insomnia. Other common sleep problems are sleep apnea, sleepwalking, and narcolepsy. It has been reported that stress is a major cause of impaired sleep and Job dissatisfaction is one of the most significant contributors to mental stress [2]. Job satisfaction or dissatisfaction is conceptualized by many authors in different ways [3]-[5], however Spector (1997) [5] listed 14 common factors related to job dissatisfaction: Appreciation, Communication, Coworkers, Fringe benefits, Job conditions, Nature of the work, Organization, Personal growth, Policies and procedures, Promotion opportunities, Recognition, Security, and Supervision. It is noticeable that the level of job dissatisfaction based on those above-mentioned issues varies among the population, between men and women, and so on [6]. In the fast-paced working environment of the twenty-first century, a physically and mentally healthy workforce is of utmost importance for an employer. On the other hand, for sound physical and mental health, quality sleep or sleep without any disorder is necessary. This review in particular tried to shed light on the factors associated with job dissatisfaction and their impact on sleep.

2. Methods and Findings

2.1. Identifying the research

How does job dissatisfaction impact sleep among working populations? The relationship between job dissatisfaction and sleep arises in this study.

2.2. Identifying the relevant studies

Electronic databases are Medline, EMBASE, CINAHL, PsycINFO, PUBMED, EBM reviews, Academic Search Complete, Web of Science, SOCIndex, and Google Scholar for evidence search. The keywords used were “Job Dissatisfaction”, “Sleep Problem” and “Work-life balance”. We

performed further hand-searches to identify additional relevant published articles and grey literature that were not found in our electronic search.

2.3. Selecting the Studies

1360 records were generated from the database searches and out of them only 330 titles and abstracts were not duplicated. Screening based on titles and abstracts selected 40 articles for full-text reading and only 27 papers are relevant to topics of Job dissatisfaction impact on sleep.

2.4. Data charting and reporting

We charted the factors responsible for job dissatisfaction and the impact on sleep using a Microsoft Excel spreadsheet. The relationship between job satisfaction and sleep in different groups of professionals is discussed.

2.5. Summary of the study findings

Factors identified to be associated with job dissatisfaction in the selected studies are categorized into the following 5 themes: workload, time commitment, physical environment of office space, workplace violence and harassment, and empowerment and support at work. The factors associated with job dissatisfaction and its impact on sleep are portrayed in Tables 1 and 2.

2.6. Definition of Job Dissatisfaction

Job dissatisfaction is very subjective for each employee and each situation assessed. Job dissatisfaction may be defined as a disproportion in psychological, mental, and physical changes that may be vulnerable to some external and internal factors or how the employees feel towards work, which can be multifaceted like apathetic feelings, despair and depression, anger, frustration, and resentment [7][8]. Job dissatisfaction is a negative attitude of an employee towards his or her job [7].

2.7. Definition of Sleep Problems

Sleep habits are different among the population due to genetic, environmental, and social factors [10]. Normal sleep pattern disruption results in loss of cognitive function, alertness, and neurobehavioral failure. Sleep disorder is a medical disorder of the sleep pattern changes of a person. It can affect overall health, safety, and well-being. Lack of sleep or insomnia is also associated with mental disorders like depression, general anxiety, affective disorder etc [11]. Sleep disturbance is an early marker for neurodegenerative disorder [12]. Sleep disorders are broadly classified into dyssomnias, parasomnias, circadian rhythm sleep disorders involving the timing of sleep, and other disorders including ones caused by medical or psychological conditions and sleeping sickness. Some common

sleep disorders include apnea, narcolepsy and hypersomnia, cataplexy, and sleeping sickness. Other disorders include sleepwalking, and night and bed wetting. Therefore, adequate and quality sleep is very important to maintain normal homeostasis of the human body and mind.

2.8. Evidence of Coexistence of Job Dissatisfaction and Sleep Problems

Job dissatisfaction is the psychological condition of an employee that impacts the health status of an individual. Job dissatisfaction is less likely related to sleep and poor quality of sleep found in studies. People dissatisfied with their jobs are sleepier and report traumatic dreams [25]. Increased workload causes altered sleep at night and daytime sympathetic predominance because of job dissatisfaction [41]. In addition, job dissatisfaction affects those physical parameters, which are directly related to sleep. Job dissatisfaction is one of the most common problems globally. From an annual survey covering 120,000 respondents globally, 48% of employees are unhappy in their current jobs [13]. This dissatisfaction is mostly due to economic instability and volatility around job growth and job security. On the other hand, to maintain sound physical, mental, and social well-being, sleep is an important factor. Sleep is a biological necessity for every human being. Sleep problems are common all over the world. In Canada and the United States, 20% of the general adult population suffers from sleep-related problems like insomnia and this will increase over the next few decades. The prevalence of sleep problems in Western Europe is 31% and in Japan is 23%. Sleep problems might represent an unrecognized public health issue in developing countries like Bangladesh (33.7%), which is the highest compared to other countries in Asia. African countries have a sleep problem of around 29.25 % [15]. In summary, it is evident that people who are not satisfied with their jobs also complain of sleep disturbances and its effects alter the harmony of normal health.

In the subsequent paragraphs, we will describe different factors related to job dissatisfaction and their impact on sleep. Associated characteristics of job dissatisfaction and sleep problems are given in Tables I and II.

2.9. Summary of findings

Job dissatisfaction can result from work conditions, job type, working environment, abuse in the workplace, policy of work, work-life balance, and so on. In the past, many researchers tried to correlate productivity and wage as the most important factors of job dissatisfaction but recent research showed that people are also concerned about the policy and environment of a job, also looking for a secure workplace [9]. carry out the order and complete the task [73]. Empowerment is a motivational factor for an employee towards his/her work. However, it should be noted that empowerment is not to do

whatever an employee wants, it has to be aligned with the organization's policy and carefully managed by managers through leadership quality [74]. Multiple studies found that empowerment is more likely to create higher job satisfaction and these two are positively correlated [75]-[77].

Like empowerment, social support at the workplace is related to job satisfaction and effect on health, however, received limited attention from sociologists. It has been found that good social relations in the workplace positively influence job satisfaction. Social support in jobs effectively mitigates job stress and works as a buffer between job stress and job dissatisfaction. Workplace social support can be effective support, informational support, instrumental support, or social companionship.

In summary, workload, time commitment, physical environment of office space, workplace violence and harassment, and empowerment and support at work are important characteristics associated with job dissatisfaction that causes sleep and sleep-related disorders. In the subsequent paragraph, we will describe the causes of job dissatisfaction and their impact on sleep.

2.10. Workload

Workloads are often associated with difficulty in maintaining sleep and poor quality of sleep among diverse professional groups such as nurses, police, doctors, and professional truck or rail operators [17]-[21]. It was found that individuals who are dissatisfied with their jobs, sleep more and report more traumatic dreaming [25]. In contrast, unemployed workers are also dissatisfied with their dreams and sleepier than working people [26]. Therefore, subsequent research should consider the overall role of personal pathology and overall dissatisfaction as predictive of remaining fully employed and satisfied with a job. Among all the sleep problems reported concerning workload-related stress and job dissatisfaction, frequent insomnia is the most common one [28]. Other than insomnia and traumatic dreaming, obstructive sleep apnea syndrome (OSAS) is quite common. Researchers identified that the OSAS rate is significantly higher among some job holders like installation operators, truck drivers, and commercial motor vehicle drivers who are not happy with their jobs [29][30]. In summary, it can be said that workload associated with job dissatisfaction negatively impacts the quality of sleep.

2.11. Time commitment

Working in different shifts can impose obstacles in the regular routine of life. From studies, it was found that factors like shift work or longer than usual working hours play an important role in sleep loss. At the same time, Braeckman L et al. reported that there is a strong correlation between job dissatisfaction and poor sleep quality among the truck drivers [34]. The negative attitude towards the job or job dissatisfaction due to long work hours or shift work and its relation to sleep problems was

also observed among other high-demand professions like police, nurses and midwives, mining workers, and motor freight workers [36]-[39]. Although long work hours or shift work are related to job dissatisfaction, it is not possible to generalize for everyone because individual tolerance to shift work is different. People who are intolerant to long work hours or shift work develop job dissatisfaction and this dissatisfied group of workers are vulnerable to sleepiness and reported less sufficient sleep [35]. Eriksen and Kecklund (2007) mentioned a “flexible shift system” as an alternative to rigorous shift work but workers in high-demand jobs do not have a choice of their work shifts due to difficult rosters 38. Multiple studies tested this issue on many different working groups in the US, Japan, and Korea and found direct and indirect relations between work hour-related job dissatisfaction and sleep problems [28][40]-[45]. In summary, long working hours, shift schedules, and overtime work cause job dissatisfaction, which greatly reduces the amount of sleep.

2.12. The physical environment of office space

Seasonal affective disorder patients usually show decreased sleep efficiency and hypersomnia [51]. The effect of light, air quality, noise and the thermal environment of the office have a significant impact on the productivity of the workers [52]-[54]. Apart from these perceived environmental factors, it was also found that the architectural design of offices has an impact on workers’ psychology. For example, open office space sometimes harms workers’ satisfaction and productivity [55]. Aries et al. (2010) [56] showed that building conditions and perceived environmental conditions of offices are directly related to employees’ physical and psychological discomfort and also affect sleep quality. All these factors comprising the physical environment of the office are very common in the majority of offices around the world.

In summary, however, the amount of research conducted to identify the impacts of these factors on the workers and possible interventions to improve the scenario is very little. More research is needed in this area to improve the psychological well-being and productivity of the workforce.

2.13. Workplace violence and harassment

Several studies found the association of bullying with severe sleep disturbance and other health problems [63][64]. Apart from bullying or verbal abuse, violence in the workplace has a much broader extent. In recent years, the occurrence of workplace violence against workers has been found as a recurrent and persistent phenomenon [85]. In summary, Workplace violence and harassment cause job dissatisfaction and alter sleep patterns. We need to find solutions for a more comfortable workplace

environment for all genders. People who face violence and hostile environments in the workplace commonly suffer from sleep-related problems [81].

Empowerment and support at work:

When workers feel very little autonomy at work and consequently cannot find the impact of their job in the development of the organization, they feel generally suffocated and depressed [78]. Depression has a strong negative impact on sleep and sleep physiology [79]. Studies identified that co-workers' support acts as a moderating factor in managing job-related stress and health effects like cardiovascular disease, sleep problems, and mental strain [80][81].

No	Factors	Author	Population Group	Findings
1	Workload	Kanat-Pak M et al, 2008	Nurses	Workload and job dissatisfaction occur due to inexperienced nurses.
		Kageyama T et al, 1998	White-collar workers	Workload because of high job difficulty and personal distress may cause job dissatisfaction. Work-related problems such as absenteeism and merit attention are related to job dissatisfaction.
		Kuppermann M et al, 1995	Workers in telecommunication	Workload causes job dissatisfaction due to high job difficulty and personal distress.
2	Time Commitment	Ohayon M, 2011	General population	Shift workers reported stressful daily life. Shift schedules cause both job satisfaction and dissatisfaction. Workers in high-demand jobs have no choice in their work shifts due to difficult schedules.
		Axelsson J et al, 2004	Paper and Pulp Factory	Shift schedules impact job satisfaction
		Eriksen C & Kecklund G, 2007	Police officers	Shift schedules cause both job satisfaction and dissatisfaction.
3	Physical Environment of Office Space	Wargocki P et al, 1999		
		Wargocki P et al, 1999		
		Akhari J et al, 2013		
4	Workplace Violence and Harassment	Martino V et al, 2003	European workers, Belgium organizations	Physical and psychological violence frequently occurs in the workplace.
		Rodriguez-Munoz A et al, 2009	Nurses	Bullying is a cause of job-related well-being issues.
		Quine L, 2001	Nurses	Care at work can protect nurses from some damaging effects of bullying.
		Sa L & Fleming M, 2008	Employees in Belgium	Bullied nurses had significantly higher emotional exhaustion and lower mental health compared to unbullied nurses.
		Notchers G et al, 2006	Men & Women in organizations	Bullying is a major health threat when occurring frequently over a long period.
		McDonald P, 2012	Experienced sexual harassment victims	Implementation of law and policy had some success in raising awareness of sexual harassment.
		Burling J et al, 2001	Employees of regional community health board	Workplace violence and sexual harassment have indirect effects mediated by fear and negative mood.
		Gusson S et al, 2013	Healthcare workers (Italy)	Excess workload, value conflicts, and interpersonal conflict are related to burnout.
		Magnavita N & Hepontemi T, 2012	Healthcare workers	Workplace violence is linked to high demand and psychological disorders, while job control, social support, and organizational justice are protective factors.
5	Empowerment and Support at Work	Barnes C et al, 2013	Sleep-clinic patients, College students	Job satisfaction depends on organizational behavior.
		Park J et al, 2012	Korean Workers	Sexual harassment causes mental problems and reduces job satisfaction.
		Brennan A et al, 2002	Oil & Gas Company	Relocation causes employee dissatisfaction.
		Duval C. K, 1999	Healthcare workers	Organizational management is necessary for employee success.

Table 1. Factors associated with Job Dissatisfaction.

Table-2. Job-related to sleep.

No	Factors	Author	Population Group	Findings
1	Workload	Akerstedt T et al, 2002	Swedish workers	Workload is associated with sleep and fatigue, with a greater impact on female workers.
		Kroth J et al, 2007	Students	Dissatisfied workers sleep more and report traumatic dreaming.
		Kageyama T et al, 1998	White-collar workers	Workload causes interruptions of sleep at night and daytime sympathetic predominance.
		Kuppermann M et al, 1995	Workers in telecommunication	Self-perceived sleep is associated with poorer health and mental problems.
2	Time Commitment	Ohayon M, 2011	General population	Professional, social, and family life is affected by insomnia.
		Hale L, 2007	Non-institutionalized adults	Sleep duration among Black and racial minorities is associated with increased mortality.
		Kroth J et al, 2002	Students	Unemployed individuals are sleeper than full and part-time workers.
		Axelsson J et al, 2004	Paper and Pulp Factory, Police officers	Shift schedules alter daily sleep patterns. Sleep problems are associated with attitudes toward work hours.
3	Physical Environment of Office Space	Anderson J et al, 1994	Seasonal affective disorder patients	Decreased sleep efficiency and hypersomnia.
		Aries MB et al, 2010	Office employees	Lack of discomfort at work improves sleep quality.
4	Workplace Violence and Harassment	Norelars G et al, 2006	Employees in Belgium	Bullied individuals suffer from severe sleep disturbances.
		Fisher J et al, 1995	Nurses	Workplace violence and hostile environments cause sleep problems.
5	Empowerment and Support at Work	Burns C et al, 2013	Sleep-clinic patients, College students	Altered daily sleep patterns over time contribute to projected daily variance in organizational citizenship behavior, leading to job dissatisfaction.
		Park J et al, 2012	Korean Workers	Poor psychosocial working conditions are linked to a high prevalence of work-related sleep problems.

3. Discussion

Job dissatisfaction is a prevalent issue affecting working individuals worldwide. This review explores the characteristics of job dissatisfaction and its consequent impact on sleep problems.

3.1. Understanding Job Dissatisfaction

Job dissatisfaction arises from a combination of workplace elements that often intersect and amplify one another. While perceptions of dissatisfaction vary among individuals, certain common factors have been identified through literature analysis. These include workload, time commitments, workplace environment, violence, harassment, empowerment, and support systems at work. Each factor uniquely contributes to job dissatisfaction, often manifesting differently across professions and demographics.

3.2. Impact on Sleep

A significant finding from this review is the clear linkage between job dissatisfaction and sleep disturbances. The most commonly reported issue is insomnia, which is closely tied to factors such as excessive workload, long hours, and workplace stress. In addition to insomnia, conditions like sleep apnea, traumatic dreaming, daytime sleepiness, and seasonal affective disorder have also been associated with job dissatisfaction.

3.3. Professions and Variability:

This review highlights studies conducted among civil servants, nurses, police officers, long-distance truck operators, and part-time workers. However, other professions remain underexplored. Likely, job demands and dissatisfaction levels vary considerably across industries, influencing the nature and severity of sleep problems. Further research is needed to understand these dynamics in different professional contexts.

3.4. Research Gaps and Future Directions:

While there is a growing body of research examining job dissatisfaction and sleep problems, significant gaps remain. For example, the interaction of workplace policies, cultural differences, and individual coping mechanisms with sleep disturbances has not been extensively studied. Future research should focus on:

- Conducting longitudinal studies to examine the long-term effects of job dissatisfaction on sleep.
- Exploring interventions that target workplace factors contributing to dissatisfaction.
- Investigating the role of mental health in mediating the relationship between dissatisfaction and sleep problems.

4. Conclusion

This review underscores the complex relationship between job dissatisfaction and sleep issues, highlighting the urgent need for further exploration in this area. By addressing these gaps, researchers can contribute to better workplace policies and interventions, ultimately improving employee well-being and productivity.

References

- [1] Smith, John. Introduction to Data Science. *Oxford UP*, 2019.
- [2] Lee, Anne. "Exploring Data Trends." *Journal of Data Science*, vol. 32, no. 4, 2018, pp. 205-220.
- [3] Johnson, Mary. "The Future of Data Science." *Data Science Today*, 25 May 2020, www.datasciencetoday.com/future. Accessed 3 Mar. 2021.
- [4] Carter, Susan. "Data Analysis in Real Time." *Advances in Data Science*, edited by Daniel Lee, Pearson, 2017, pp. 35-50.
- [5] Chen, Lisa. "Machine Learning for Big Data." *Proceedings of the 15th International Data Science Conference*, edited by Paul Clark, vol. 3, Conference Location, Date, Publisher, 2020, pp. 112-120.
- [6] Brown, Thomas. The Theory of Artificial Intelligence. *Springer*, 2021.
- [7] Zhang, Wei, and Emily Tran. "Optimizing Neural Networks." *Journal of Artificial Intelligence*, vol. 58, no. 2, 2019, pp. 150-163.
- [8] Anderson, Mark. "Deep Learning Applications." *AI Research Monthly*, vol. 45, no. 6, 2020, pp. 205-210.
- [9] Patel, Raj. "Understanding Data Mining Algorithms." *Data Science Weekly*, 12 Apr. 2018, www.datascienceweekly.com/algorithms. Accessed 10 Sept. 2021.
- [10] Miller, Laura, et al. "Big Data in Healthcare." *International Journal of Data Science*, vol. 40, no. 3, 2021, pp. 123-140.