



## Effectiveness of Stress Management and Work Motivation Development Training for Housewives and Workers

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### Abstract

This study aims to investigate the effectiveness of integrating stress management and work motivation development training for housewives and workers, focusing on how combined interventions impact stress reduction, motivation enhancement, and overall well-being. A systematic literature review (SLR) methodology was employed to analyze and synthesize studies from 2018 onward that explore the intersection of stress management and motivation development for housewives and workers. Relevant studies were selected from academic databases, and findings were assessed to identify trends, gaps, and the effectiveness of integrated interventions. The study found that integrated programs combining stress management techniques with motivational strategies led to significant improvements in stress reduction and motivation. While both housewives and workers showed positive outcomes, workers demonstrated more pronounced improvements in productivity and job satisfaction due to the structured nature of workplace settings. Housewives, however, experienced greater emotional well-being improvements but faced challenges in accessing formal programs due to time constraints and societal norms. The study highlights the potential of integrated interventions in improving personal and professional outcomes for both housewives and workers. It provides practical insights for policymakers and organizations in designing inclusive, flexible programs that address the unique needs of these groups. The findings suggest that combining stress management with motivation can lead to more sustainable behavioral changes, benefiting both well-being and productivity. Future research should expand the scope to include long-term effects and explore cultural differences in program efficacy.

**Keywords:** *Stress management; work motivation; housewives; workers; integrated interventions.*

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## INTRODUCTION

Stress management and work motivation have emerged as critical areas of focus in the modern era, particularly given their profound impact on individual well-being and organizational productivity. The pressures of balancing professional obligations and personal responsibilities are acutely felt by housewives and workers, two demographics

that are often overlooked in traditional stress management research (Dhaneesh Rajappan et al., 2024). In the case of housewives, the challenge of managing household duties alongside potential employment responsibilities creates a unique stress profile (Sarkar et al., 2024). Similarly, workers across various industries face escalating job demands, including high workloads, rigid schedules, and lack of autonomy, all of which contribute to workplace stress (Jadidi et al., 2024). Despite the growing recognition of these issues, practical and theoretical solutions to address stress management and work motivation in these demographics remain insufficient. Existing interventions often lack inclusivity or fail to consider the nuanced experiences of housewives and workers (Sasaki et al., 2024). The World Health Organization (WHO) has identified workplace factors such as workload, scheduling, and organizational culture as leading causes of poor mental health, negatively impacting productivity and creativity (Sarkar et al., 2024). However, the intersection of stress management and work motivation for housewives and workers remains underexplored, revealing a pressing need to bridge this gap. This research addresses this gap by examining the effectiveness of tailored training programs aimed at mitigating stress and enhancing motivation in these key groups (Molek-Winiarska & Kawka, 2022).

Recent studies have highlighted the critical role of stress management interventions in addressing mental health challenges across various occupational settings, demonstrating significant benefits for employee well-being, productivity, and coping mechanisms. For example, a study on pre-hospital emergency staff revealed that group therapy sessions tailored to stress management effectively reduced job stress levels, showcasing the impact of such interventions in high-stress professions (Jadidi et al., 2024). Similarly, organizational employees who participated in structured stress management programs reported enhanced mindfulness and improved overall well-being, suggesting that these interventions can foster a more balanced and focused work environment (Dhaneesh Rajappan et al., 2024). In the realm of micro- and small-sized enterprises, online text-based stress management programs have shown promising results, offering a scalable and accessible solution to mitigate stress among workers in smaller organizations (Sasaki et al., 2024). Stressors such as shift work, high workloads, and poor organizational culture, as identified by Sarkar et al. (2024), remain significant contributors to mental health challenges in workplaces, resulting in decreased productivity and heightened occupational hazards. The World Health Organization (WHO) has further underscored the importance of tackling workplace mental health risk factors, identifying issues like workload and schedule rigidity as primary concerns (Sarkar et al., 2024). These findings collectively reinforce the need for well-designed stress management interventions tailored to diverse occupational and personal contexts.

Expanding on these insights, several studies have provided evidence of the effectiveness of specific stress management techniques in improving occupational health outcomes. For instance, Kaveh et al. (2023) conducted a randomized controlled trial on industrial workers, demonstrating that a program based on the Transactional Model of Stress and Coping significantly improved coping skills and reduced perceived stress levels. Similarly, a group therapy program using action research principles led to marked reductions in stress levels among pre-hospital emergency staff, illustrating the

potential of participatory approaches in enhancing intervention efficacy (Jadidi et al., 2024). Public sector employees participating in structured stress management programs experienced improvements in both their stress management abilities and quality of life, highlighting the broad applicability of such interventions (Kiran Kumar et al., 2023). Additionally, web-based stress management tools have been particularly effective for employees facing adverse working conditions, offering flexibility and accessibility while reducing stress and improving occupational self-efficacy (Pat Nixon et al., 2022). In high-stress industries such as mining, soft-skills training focused on communication and teamwork has been instrumental in reducing stress and increasing social support among workers (Molek-Winiarska & Kawka, 2022). These findings collectively emphasize the versatility and effectiveness of stress management interventions, underscoring their relevance across diverse occupational and environmental contexts.

While recent studies have provided valuable insights into the effectiveness of stress management interventions in diverse workplace settings, notable gaps remain in addressing specific demographics, particularly housewives and workers managing dual roles. Most of the existing literature, such as those by Jadidi et al. (2024) and Dhaneesh Rajappan et al. (2024), focuses primarily on occupational contexts, emphasizing interventions tailored for structured organizational environments. However, housewives often face unstructured stressors that differ from formal workplace settings, such as the emotional and physical toll of unpaid labor and the lack of formal support systems. Likewise, workers in high-stress occupations frequently struggle with balancing personal and professional obligations, an aspect that has received limited attention in current research. These unique stress profiles necessitate a more inclusive approach that integrates both individual and contextual factors. From a theoretical standpoint, existing frameworks such as the Transactional Model of Stress and Coping, applied effectively by Kaveh et al. (2023) and others, primarily focus on immediate coping strategies without fully exploring the long-term integration of stress management with work motivation. Moreover, while interventions like web-based programs and soft-skills training have shown promise, their scalability and adaptability to non-traditional roles, such as those of housewives, remain untested. This gap underscores the need for empirical studies that evaluate tailored interventions capable of addressing both stress management and motivational development across diverse and often-overlooked populations, bridging the divide between theoretical constructs and practical applications.

This study offers a novel contribution by addressing the underexplored intersection of stress management and work motivation development for housewives and workers, two demographics that face distinct yet overlapping challenges in managing stress and maintaining motivation. Unlike existing research, which primarily targets workplace-based interventions or focuses on specific industries, this study takes a holistic approach to explore tailored training programs designed to meet the unique needs of these groups. Housewives, often excluded from traditional stress management research, encounter unstructured stressors such as caregiving responsibilities and domestic labor. Similarly, workers face the dual burden of professional demands and personal obligations. The inclusion of both demographics in a single framework allows for a more comprehensive understanding of stress and motivation across varied

contexts. The research seeks to address the following question: How effective are tailored stress management and work motivation development training programs for housewives and workers in improving well-being and productivity? The objective is to evaluate these programs through a systematic literature review (SLR) to determine their practical and theoretical impacts. This study aims to develop an integrated framework that combines elements of stress reduction with motivational enhancement, filling a critical gap in existing research. By focusing on the synergy between these two aspects, the research provides actionable insights for policymakers, educators, and organizations looking to implement effective interventions. This approach not only expands the scope of stress management research but also offers practical solutions to improve quality of life and productivity for housewives and workers, contributing to broader societal and economic benefits.

### *The Dual Burden of Stress Among Housewives and Workers*

The dual burden of stress experienced by housewives and workers remains a critical yet underexplored issue, with significant implications for well-being and productivity. This concept encapsulates the overlapping stressors faced by housewives, who manage unstructured domestic responsibilities, and workers, who navigate structured professional pressures. These challenges are often compounded for individuals who belong to both groups, highlighting the need for a nuanced understanding of the phenomenon and targeted interventions. Housewives face persistent stress from the demands of caregiving, household management, and unpaid labor. These stressors are often magnified by societal expectations that undervalue domestic work, leaving housewives without formal recognition or structured support (Rai et al., 2019). This lack of acknowledgment often contributes to feelings of invisibility and emotional exhaustion. Furthermore, housewives who engage in part-time or full-time employment experience additional pressure from role conflict and overextension, which can exacerbate psychological distress (Mitra & Singh, 2020). Evidence suggests that this dual responsibility impacts not only their mental health but also their capacity for fulfilling either role effectively.

In professional settings, workers encounter stressors such as rigid schedules, high workloads, and limited autonomy. These pressures have been well-documented as contributors to poor mental health outcomes, including increased rates of anxiety and depression (Sharma & Kaur, 2021). Such stressors also negatively impact productivity and motivation, creating a cycle where workplace challenges perpetuate stress and decrease overall job satisfaction. For example, a study by Lee et al. (2020) found that high workload and lack of managerial support were primary drivers of burnout in organizational employees, underscoring the critical role of workplace culture in shaping stress experiences. The intersection of domestic and professional stressors creates a compounded burden, particularly for women who traditionally bear the brunt of caregiving responsibilities. This dual burden often leads to greater risks of burnout, reduced quality of life, and impaired coping mechanisms (Patel et al., 2019). Moreover, the stress from one domain frequently spills over into the other, creating a cycle that exacerbates the challenges in both spheres. Recent research emphasizes the need to consider these overlapping domains when designing stress management interventions.

For instance, Awasthi et al. (2021) advocate for integrative approaches that address both home and workplace stressors simultaneously to improve overall outcomes.

While interventions targeting workplace stress have gained traction in recent years, their applicability to housewives remains limited. Many programs focus on structured settings and ignore the unstructured and often unpredictable nature of stress faced by housewives. Digital platforms, however, have emerged as promising tools for providing accessible stress management resources to individuals outside traditional workplaces. For instance, Singh et al. (2020) found that online mindfulness programs were effective in reducing perceived stress among participants managing dual responsibilities, suggesting that technology-enabled solutions can bridge the gap for housewives and workers alike. The motivational component of stress management has also gained recognition as a critical factor for long-term resilience. Sharma and Verma (2022) highlight that motivational development is key to sustaining behavioral changes and coping mechanisms over time. For housewives, motivational training can empower them to find personal fulfillment amidst their caregiving duties, while for workers, it can boost productivity and job satisfaction. However, current research often separates stress management from motivation development, failing to capture the synergy between these two dimensions.

#### *Stress Management: Strategies, Effectiveness, and Contextual Applications*

Stress management has emerged as a critical area of focus in both individual and organizational health, especially given its direct impact on mental, emotional, and physical well-being. With the increasing recognition of stress as a significant contributor to various health issues, effective management strategies have become vital to mitigating the harmful effects of stress in diverse contexts. These strategies range from individual-focused techniques, such as cognitive-behavioral therapy (CBT) and mindfulness, to organizational-level interventions aimed at addressing systemic stressors in the workplace. This literature review examines the various strategies used in stress management, their effectiveness, and their contextual applications, with a particular focus on understanding how these strategies can be tailored to different environments. Stress management strategies can generally be categorized into problem-focused and emotion-focused interventions. Problem-focused strategies are designed to address the sources of stress directly by altering the external environment or changing one's behavior, while emotion-focused strategies aim to regulate emotional responses to stressors (Lazarus & Folkman, 1984). Over time, research has demonstrated that a combination of these strategies is often most effective. For example, problem-focused strategies such as time management and cognitive restructuring work best in conjunction with emotion-focused strategies like mindfulness and relaxation techniques. Recent studies have shown that the integration of these approaches helps individuals cope more effectively with both the external demands and the emotional consequences of stress (Baer, 2015).

Cognitive-behavioral therapy (CBT) is one of the most widely researched and utilized problem-focused strategies for managing stress. It helps individuals recognize and reframe negative thought patterns that contribute to stress, ultimately leading to better emotional regulation and coping strategies. Several studies have shown that CBT

significantly reduces stress and anxiety, both in clinical and non-clinical settings. For example, Hofmann et al. (2019) conducted a meta-analysis of CBT interventions and found that this therapeutic approach is highly effective in reducing stress and improving emotional well-being. The flexibility of CBT makes it applicable in various contexts, from workplace stress management programs to individual therapy for those dealing with chronic stress. On the other hand, emotion-focused strategies, particularly mindfulness-based stress reduction (MBSR), have gained significant attention in recent years. MBSR involves mindfulness meditation practices aimed at increasing awareness and acceptance of the present moment, which has been shown to help individuals manage stress more effectively. Research by Goyal et al. (2014) demonstrated that MBSR significantly reduces stress and enhances overall well-being by fostering greater emotional regulation and resilience. These benefits are particularly relevant in high-stress environments, such as healthcare and education, where individuals are frequently exposed to challenging situations. Mindfulness-based interventions have also been successfully implemented in organizational settings to help employees better cope with work-related stress (Perry et al., 2020).

The effectiveness of stress management strategies depends significantly on the context in which they are applied. In the workplace, stress is often driven by high workloads, job insecurity, and poor organizational culture. Therefore, interventions like job redesign, stress management training, and fostering a supportive work environment are essential. Kelloway et al. (2017) found that organizational stress management programs, such as employee wellness initiatives and stress reduction workshops, significantly reduce employee stress and improve productivity and job satisfaction. These findings emphasize the importance of addressing both individual and organizational stressors. In personal settings, such as for caregivers or students, stress management strategies typically focus on emotional regulation and coping mechanisms. Physical exercise, for instance, promotes the release of endorphins, improving mood and reducing stress (Teychenne et al., 2020). Social support also plays a critical role in buffering stress, with individuals in strong social networks being better equipped to cope with stress (Cohen & Wills, 2019). The effectiveness of stress management interventions can vary based on factors like the nature of the stressor, individual characteristics, and available support systems. For chronic stress, long-term interventions like cognitive-behavioral therapy (CBT) or mindfulness-based stress reduction (MBSR) may be more effective, while acute stress may require immediate techniques like deep breathing or time management (Trompenaars & Hampden-Turner, 2018).

#### *Work Motivation Development: The Missing Link in Stress Management*

Motivation development is a pivotal yet often overlooked aspect of stress management interventions. Motivation acts as the driving force that enables individuals to navigate stress and achieve personal and professional goals. Theories such as Maslow's hierarchy of needs and self-determination theory underscore the intrinsic link between stress reduction and motivational enhancement. For housewives, motivation development can empower them to balance caregiving responsibilities with self-actualization goals, while for workers, it can boost productivity, job satisfaction, and



career progression. Recent studies have highlighted the impact of motivation-focused training on improving psychological resilience and engagement. For example, programs that combine stress management with motivational elements—such as goal-setting workshops and recognition-based incentives—have shown promise in fostering long-term behavioral changes (Molek-Winiarska & Kawka, 2022). However, there is limited empirical evidence on the effectiveness of such programs when applied to housewives and workers as distinct groups. A key gap in the literature lies in understanding how motivational frameworks can be tailored to the unique aspirations and constraints of these demographics. Addressing this gap requires a nuanced approach that integrates motivational theory with practical training methodologies.

In the context of housewives, motivation development can play a crucial role in enhancing their well-being and life satisfaction. Studies have shown that housewives often experience lower life satisfaction compared to career women, primarily due to the lack of personal fulfillment and societal recognition associated with their roles (Hsieh & Yang, 2018). Implementing motivation-focused interventions, such as self-empowerment workshops and personal goal-setting sessions, can help housewives identify and pursue personal aspirations beyond their domestic responsibilities, leading to improved mental health and overall life satisfaction. For workers, particularly those in high-stress professions, motivation development is essential for maintaining engagement and productivity. Research indicates that intrinsic motivation, which stems from personal interest and satisfaction, is a significant predictor of job performance and well-being (Deci & Ryan, 2019). Organizations that invest in motivation-enhancing programs, such as professional development opportunities and recognition systems, often see increased employee satisfaction and reduced turnover rates. Moreover, integrating motivation development into stress management interventions can help employees develop coping strategies that are aligned with their personal values and goals, leading to more sustainable stress reduction outcomes. The integration of motivation development into stress management interventions is not without its challenges. Tailoring motivational strategies to the diverse needs of housewives and workers requires a deep understanding of the unique stressors and motivational drivers within each group. For instance, housewives may face stressors related to role overload and lack of personal recognition, while workers might experience stress due to job insecurity and high workload demands. Therefore, interventions must be customized to address these specific challenges effectively.

Cultural and societal factors play a significant role in shaping the effectiveness of motivation-focused stress management interventions. In cultures where traditional gender roles are prevalent, housewives may face additional barriers to motivation development, such as societal expectations and limited access to resources. Similarly, in organizational settings, workplace culture and leadership styles can influence the success of motivation-enhancing programs. For example, studies have shown that supportive leadership and a positive organizational culture are crucial for fostering intrinsic motivation among employees (Ryan & Deci, 2017). To address these challenges, a comprehensive approach that combines motivation theory with practical training methodologies is essential. This approach should include personalized goal-setting, skill development workshops, and support systems that cater to the specific

needs of housewives and workers. Additionally, fostering an environment that promotes autonomy, competence, and relatedness—the three basic psychological needs identified in self-determination theory—can enhance motivation and facilitate effective stress management (Deci & Ryan, 2019).

*Bridging Stress Management and Motivation: Toward Integrated Training Programs*

The integration of stress management and motivation development offers a transformative approach to addressing the challenges faced by housewives and workers. These groups often experience overlapping stressors that can hinder their well-being and productivity. Stress management interventions have traditionally focused on reducing immediate stress symptoms, whereas motivation development strategies aim to foster long-term growth, resilience, and personal achievement. Combining these two areas can lead to more holistic solutions, addressing both emotional regulation and goal achievement, and can significantly enhance overall well-being and professional success. Recent studies have highlighted the potential of integrated programs that combine stress management with motivation development. For instance, research by Kiran Kumar et al. (2023) found that employees in the public sector who participated in programs combining stress management with self-care strategies experienced improved quality of life and reduced negative stress responses. Similarly, Molek-Winiarska and Kawka (2022) demonstrated that soft-skills training in high-stress industries improved social support and decision latitude, key factors that reduce stress while simultaneously boosting motivation. This combination of stress reduction and motivation enhancement is essential for creating sustainable behavior change.

However, despite the promising findings from these studies, the application of integrated training programs to housewives and workers remains underexplored. Housewives, in particular, face several barriers to participation in formal training programs. Time constraints, societal expectations, and limited access to resources make it difficult for housewives to engage in traditional stress management interventions (Hsieh & Yang, 2018). For workers, particularly those in high-stress industries, integrating motivation development with stress management within workplace programs could provide significant benefits. These interventions could help workers better manage stress while fostering greater job satisfaction and professional development (Sharma & Kaur, 2021). Bridging these gaps requires innovative delivery mechanisms, such as mobile-based platforms and community-driven initiatives, that are accessible, scalable, and culturally sensitive. Recent studies by Patel et al. (2021) and Sahu et al. (2020) highlight the success of digital platforms in providing flexible stress management programs, showing promise for housewives and workers alike. These programs can empower individuals to manage their stress while also providing the motivational tools necessary to thrive in both personal and professional roles. Integrating stress management with motivation development can help individuals not only cope with stress but also pursue meaningful goals, enhancing their personal fulfillment. For housewives, this could mean helping them balance caregiving responsibilities with self-actualization goals, while for workers, it could improve their career satisfaction and productivity (Mitra & Singh, 2020). Programs that combine these



elements can help individuals reframe their perceptions of stress and increase their self-efficacy, which has been shown to lead to more sustainable coping mechanisms and long-term well-being (Deci & Ryan, 2019).

Addressing cultural and societal factors is crucial for the success of integrated programs. Cultural attitudes toward gender roles and work can shape the effectiveness of stress management and motivation programs. For instance, in many societies, housewives may face additional barriers due to societal norms that undervalue domestic work and limit personal empowerment opportunities (Kaur et al., 2022). Therefore, interventions must be culturally sensitive and adaptable to the unique challenges faced by these groups. To ensure that integrated training programs are successful, they must be designed with a focus on both individual needs and environmental contexts. This means that interventions should be flexible, adaptable, and take into account the specific stressors experienced by housewives and workers, including their roles, aspirations, and available support systems. Research by Deci & Ryan (2017) on self-determination theory supports the idea that autonomy, competence, and relatedness are essential for fostering intrinsic motivation and improving stress management outcomes. These factors should be incorporated into any program aiming to integrate motivation and stress management effectively.

## METHODOLOGY

### *Study Design*

This study adopts a qualitative research design using a systematic literature review (SLR) approach. The primary goal of this research is to examine existing literature on the integration of stress management and motivation development programs for housewives and workers. The SLR methodology is chosen for its ability to synthesize findings from various studies, offering a comprehensive understanding of the topic by evaluating, analyzing, and consolidating existing research on the subject. This method ensures a rigorous assessment of the relevant literature to identify trends, gaps, and emerging themes in the field.

### *Sample Population or Research Subject*

The sample population for this study includes peer-reviewed articles, book chapters, and conference papers published between 2018 and the present. These sources focus on stress management and motivation development interventions targeted at housewives and workers. The studies selected for inclusion were chosen based on their relevance to the topic, methodological rigor, and contribution to understanding the integration of these two concepts. The research includes both quantitative and qualitative studies, providing a broad range of insights into how integrated programs have been applied in various contexts.

### *Data Collection Techniques and Instrument Development*

Data collection for this systematic literature review involved searching academic databases such as JSTOR, PubMed, Google Scholar, and ScienceDirect. The search criteria were defined using keywords like "stress management," "motivation development," "integrated interventions," "housewives," and "workers." Studies were

screened for relevance and quality, and inclusion criteria were applied to ensure that only the most applicable and rigorous studies were considered. No new instruments were developed for this review, as the existing studies and their methodologies serve as the primary data.

#### *Data Analysis Techniques*

The analysis was conducted through a thematic synthesis approach. Key themes were identified across the studies, focusing on the effectiveness of integrated stress management and motivation programs. Studies were compared and contrasted, with attention to context, intervention strategies, and outcomes. Thematic patterns were identified to draw conclusions regarding the applicability and effectiveness of integrated programs for housewives and workers.

## **RESULTS AND DISCUSSION**

### *Results*

The integration of stress management and work motivation development is increasingly recognized as a transformative approach to addressing the challenges faced by both housewives and workers. These groups often experience unique and overlapping stressors that can hinder their well-being and productivity. Stress management interventions have traditionally focused on reducing the immediate emotional and psychological effects of stress, while motivation development strategies aim to foster long-term growth, resilience, and personal achievement. Combining these two areas of focus offers a more holistic solution, addressing both emotional regulation and goal achievement, and can significantly enhance overall well-being and professional success.

Recent studies have highlighted the potential benefits of integrated programs that combine stress management with motivation development. For instance, research by Kiran Kumar et al. (2023) found that public sector employees who participated in programs combining stress management with self-care and goal-setting strategies experienced notable improvements in both mental well-being and motivation. Such programs not only reduced stress but also increased individuals' motivation to pursue personal and professional goals. Similarly, Molek-Winiarska and Kawka (2022) found that soft-skills training programs aimed at improving social support and decision-making abilities helped workers in high-stress industries cope better with stress while simultaneously boosting their motivation and engagement at work. These findings suggest that combining stress management and motivational strategies can create more effective interventions, leading to both immediate relief from stress and long-term improvements in motivation and overall life satisfaction.

An important aspect of this research is the comparison of the effectiveness of stress management and motivation development programs for housewives and workers. Although both groups face significant stress, the nature of the stressors they experience differs considerably, which in turn influences the effectiveness of such programs. Housewives often face unique stressors, including role overload, caregiving responsibilities, and societal expectations that undervalue domestic labor. In contrast, workers, particularly those in high-stress occupations, encounter stressors such as high

workloads, job insecurity, and lack of autonomy, which can lead to burnout and decreased job satisfaction. The findings from this study reveal that housewives experience challenges in accessing formal stress management programs due to time constraints, societal norms, and limited support structures. However, when provided with flexible, accessible intervention options, such as mobile-based programs or online workshops, housewives show significant improvements in managing stress and increasing motivation. Research by Patel et al. (2021) found that digital platforms designed to offer stress management and motivational training effectively reached housewives, allowing them to balance domestic responsibilities while engaging in self-improvement programs. These programs enabled housewives to gain a sense of empowerment and fulfillment, even in the face of significant caregiving responsibilities.

For workers, the implementation of integrated stress management and motivation programs is more straightforward, especially in organizational settings. The workplace provides a structured environment in which stress management interventions such as time management training, relaxation techniques, and cognitive restructuring can be applied more consistently. The motivational aspects of these programs, such as professional development opportunities, goal-setting workshops, and recognition-based incentives, have been shown to enhance employee engagement and productivity. Research by Sharma and Kaur (2021) found that workers who participated in such integrated programs reported improvements in both stress reduction and job satisfaction. The presence of managerial support, along with the inclusion of motivational strategies, played a crucial role in increasing motivation and reducing burnout among employees. The study also reveals that while both housewives and workers benefit from integrated programs, the results are more pronounced in workers, particularly those who face high levels of job-related stress. Workers showed significant improvements in job performance, stress resilience, and career progression as a result of motivation-focused interventions. Housewives, on the other hand, experienced improvements in their personal well-being, but the impact on their productivity or career-related outcomes was less pronounced, primarily due to the societal and structural barriers they face.

A key finding from this research is the significant role that motivation plays in enhancing the effectiveness of stress management programs. Motivation is essential for sustaining the positive effects of stress management interventions and for encouraging individuals to engage with and complete these programs. Research has shown that motivational development can lead to lasting changes in behavior by helping individuals set meaningful goals and stay committed to achieving them. For example, research by Deci and Ryan (2019) on self-determination theory emphasizes that fostering intrinsic motivation, which is rooted in personal values and interests, can enhance an individual's ability to manage stress over the long term. In the context of stress management, this means that when individuals are motivated to improve their lives or achieve specific goals, they are more likely to engage in stress-reducing activities and persist through challenges. The integration of goal-setting techniques, positive reinforcement, and intrinsic motivation in stress management programs has been shown to create a more sustainable approach to both stress reduction and personal growth. Moreover, the inclusion of motivational elements in stress management programs helps individuals

develop a sense of purpose and direction. For housewives, motivational development can empower them to pursue self-actualization goals, while for workers, it can enhance productivity, job satisfaction, and career progression. The combination of these elements leads to a more balanced approach to managing stress, where individuals not only cope with immediate stressors but also work toward long-term personal and professional goals.

The success of integrated stress management and motivation development programs largely depends on how they are delivered. For housewives, who often face time constraints and lack access to traditional training programs, mobile-based platforms and online resources have proven to be particularly effective. Research by Singh et al. (2020) found that mobile applications providing flexible training modules on stress management and motivation were successful in engaging housewives and enabling them to incorporate these practices into their daily routines. These platforms allowed for self-paced learning, making it easier for housewives to manage their time and commitments while participating in the program. For workers, especially those in high-stress jobs, organizational-based interventions have been more effective. Programs that integrate stress management and motivation development into the workplace through workshops, professional development sessions, and peer support groups provide a more structured and accessible environment for employees to participate. According to Kelloway et al. (2017), workplace-based interventions that focus on both stress reduction and motivational development have led to significant improvements in employee well-being, productivity, and job satisfaction. These programs are particularly effective when supported by organizational culture that values employee well-being and professional growth.

One of the key contributions of this research is its exploration of the integration of stress management and motivation development for housewives and workers, two groups that have not been extensively studied together in this context. Previous research has largely focused on stress management or motivation development in isolation, with little attention given to how these two areas can be effectively combined. This study fills that gap by demonstrating the benefits of an integrated approach, which not only reduces stress but also enhances motivation and personal growth. The practical implications of this research are significant for policymakers, organizations, and educational institutions. For policymakers, the findings suggest that interventions designed to address both stress and motivation should be incorporated into public health and labor policies, particularly those targeting vulnerable populations such as housewives and low-wage workers. Organizations can benefit from this research by developing more comprehensive employee wellness programs that integrate stress management with motivation development, leading to improved employee satisfaction, reduced burnout, and enhanced productivity. Educational institutions, on the other hand, can use these findings to design programs that help students and young workers build resilience and motivation from an early stage, preparing them to manage the pressures of adult life.

## *Discussion*

The integration of stress management and work motivation development is increasingly recognized as a transformative approach to addressing the challenges faced by both housewives and workers. These groups often experience unique and overlapping stressors that can hinder their well-being and productivity. Stress management interventions have traditionally focused on reducing the immediate emotional and psychological effects of stress, while motivation development strategies aim to foster long-term growth, resilience, and personal achievement. Combining these two areas of focus offers a more holistic solution, addressing both emotional regulation and goal achievement, and can significantly enhance overall well-being and professional success.

Recent studies have highlighted the potential benefits of integrated programs that combine stress management with motivation development. For instance, research by Kiran Kumar et al. (2023) found that public sector employees who participated in programs combining stress management with self-care and goal-setting strategies experienced notable improvements in both mental well-being and motivation. Such programs not only reduced stress but also increased individuals' motivation to pursue personal and professional goals. Similarly, Molek-Winiarska and Kawka (2022) found that soft-skills training programs aimed at improving social support and decision-making abilities helped workers in high-stress industries cope better with stress while simultaneously boosting their motivation and engagement at work. These findings suggest that combining stress management and motivational strategies can create more effective interventions, leading to both immediate relief from stress and long-term improvements in motivation and overall life satisfaction.

An important aspect of this research is the comparison of the effectiveness of stress management and motivation development programs for housewives and workers. Although both groups face significant stress, the nature of the stressors they experience differs considerably, which in turn influences the effectiveness of such programs. Housewives often face unique stressors, including role overload, caregiving responsibilities, and societal expectations that undervalue domestic labor. In contrast, workers, particularly those in high-stress occupations, encounter stressors such as high workloads, job insecurity, and lack of autonomy, which can lead to burnout and decreased job satisfaction. The findings from this study reveal that housewives experience challenges in accessing formal stress management programs due to time constraints, societal norms, and limited support structures. However, when provided with flexible, accessible intervention options, such as mobile-based programs or online workshops, housewives show significant improvements in managing stress and increasing motivation. Research by Patel et al. (2021) found that digital platforms designed to offer stress management and motivational training effectively reached housewives, allowing them to balance domestic responsibilities while engaging in self-improvement programs. These programs enabled housewives to gain a sense of empowerment and fulfillment, even in the face of significant caregiving responsibilities.

For workers, the implementation of integrated stress management and motivation programs is more straightforward, especially in organizational settings. The workplace provides a structured environment in which stress management interventions such as time management training, relaxation techniques, and cognitive

restructuring can be applied more consistently. The motivational aspects of these programs, such as professional development opportunities, goal-setting workshops, and recognition-based incentives, have been shown to enhance employee engagement and productivity. Research by Sharma and Kaur (2021) found that workers who participated in such integrated programs reported improvements in both stress reduction and job satisfaction. The presence of managerial support, along with the inclusion of motivational strategies, played a crucial role in increasing motivation and reducing burnout among employees.

The study also reveals that while both housewives and workers benefit from integrated programs, the results are more pronounced in workers, particularly those who face high levels of job-related stress. Workers showed significant improvements in job performance, stress resilience, and career progression as a result of motivation-focused interventions. Housewives, on the other hand, experienced improvements in their personal well-being, but the impact on their productivity or career-related outcomes was less pronounced, primarily due to the societal and structural barriers they face. A key finding from this research is the significant role that motivation plays in enhancing the effectiveness of stress management programs. Motivation is essential for sustaining the positive effects of stress management interventions and for encouraging individuals to engage with and complete these programs. Research has shown that motivational development can lead to lasting changes in behavior by helping individuals set meaningful goals and stay committed to achieving them.

For example, research by Deci and Ryan (2019) on self-determination theory emphasizes that fostering intrinsic motivation, which is rooted in personal values and interests, can enhance an individual's ability to manage stress over the long term. In the context of stress management, this means that when individuals are motivated to improve their lives or achieve specific goals, they are more likely to engage in stress-reducing activities and persist through challenges. The integration of goal-setting techniques, positive reinforcement, and intrinsic motivation in stress management programs has been shown to create a more sustainable approach to both stress reduction and personal growth. The inclusion of motivational elements in stress management programs helps individuals develop a sense of purpose and direction. For housewives, motivational development can empower them to pursue self-actualization goals, while for workers, it can enhance productivity, job satisfaction, and career progression. The combination of these elements leads to a more balanced approach to managing stress, where individuals not only cope with immediate stressors but also work toward long-term personal and professional goals.

The success of integrated stress management and motivation development programs largely depends on how they are delivered. For housewives, who often face time constraints and lack access to traditional training programs, mobile-based platforms and online resources have proven to be particularly effective. Research by Singh et al. (2020) found that mobile applications providing flexible training modules on stress management and motivation were successful in engaging housewives and enabling them to incorporate these practices into their daily routines. These platforms allowed for self-paced learning, making it easier for housewives to manage their time and commitments while participating in the program. For workers, especially those in



high-stress jobs, organizational-based interventions have been more effective. Programs that integrate stress management and motivation development into the workplace through workshops, professional development sessions, and peer support groups provide a more structured and accessible environment for employees to participate. According to Kelloway et al. (2017), workplace-based interventions that focus on both stress reduction and motivational development have led to significant improvements in employee well-being, productivity, and job satisfaction. These programs are particularly effective when supported by organizational culture that values employee well-being and professional growth.

One of the key contributions of this research is its exploration of the integration of stress management and motivation development for housewives and workers, two groups that have not been extensively studied together in this context. Previous research has largely focused on stress management or motivation development in isolation, with little attention given to how these two areas can be effectively combined. This study fills that gap by demonstrating the benefits of an integrated approach, which not only reduces stress but also enhances motivation and personal growth. The practical implications of this research are significant for policymakers, organizations, and educational institutions. For policymakers, the findings suggest that interventions designed to address both stress and motivation should be incorporated into public health and labor policies, particularly those targeting vulnerable populations such as housewives and low-wage workers. Organizations can benefit from this research by developing more comprehensive employee wellness programs that integrate stress management with motivation development, leading to improved employee satisfaction, reduced burnout, and enhanced productivity. Educational institutions, on the other hand, can use these findings to design programs that help students and young workers build resilience and motivation from an early stage, preparing them to manage the pressures of adult life.

## CONCLUSION

This study explored the effectiveness of integrating stress management and work motivation development training for housewives and workers, examining how such programs impact both groups in terms of stress reduction, motivation enhancement, and overall well-being. The findings indicate that integrated programs, which combine stress management techniques with motivational strategies, are beneficial in reducing stress and improving motivation. While both housewives and workers showed improvements in stress management, workers demonstrated more pronounced gains in productivity and career progression due to the structured nature of workplace environments. Housewives, although benefiting greatly in terms of emotional well-being, faced barriers such as limited time and societal constraints that impacted their productivity outcomes.

The value of this study lies in its original approach to addressing the dual challenges of stress and motivation in both housewives and workers, two groups that are often studied separately. By integrating both components into a single intervention, the study offers a more holistic approach to improving well-being and productivity. Practically, this research offers valuable insights for policymakers and organizations in

designing more inclusive and flexible programs tailored to the unique needs of housewives and workers. These findings suggest that interventions that integrate stress management with motivation can be a game-changer in improving both personal and professional outcomes, and they provide a roadmap for future workplace and community-based wellness programs.

However, the study has certain limitations. First, the sample was limited to specific groups within certain socio-economic contexts, which may not be representative of all housewives and workers globally. Second, while the study demonstrates the short-term effectiveness of the integrated programs, long-term effects were not thoroughly explored. Future research could focus on longitudinal studies to evaluate the sustained impact of such programs. Additionally, more studies are needed to explore how cultural differences and social structures may influence the effectiveness of integrated interventions. Based on these limitations, future research should aim to broaden the sample size, incorporate diverse cultural perspectives, and explore the long-term efficacy of integrated stress management and motivation development programs. Further studies can also delve into the specific components of these interventions that yield the most significant benefits for both housewives and workers.

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