

Perceived Organizational Support as a Mediator: Mitigating the Impact of Perceived Work Stress on Work Meaningfulness

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Abstract:

To find out the link and relationships between perceived work stress (PWS), perceived organizational support (POS), and work meaningfulness (WM) among banking sector workers is the subject of this research study. A sample of 500 public and private sector Bank employees, were taken from Punjab, India. Regression mediation analysis was carried out to study the direct and indirect effects of PWS on WM, using POS as a mediator. The results show that PWS both directly and indirectly affected the WM, with POS partially mediating this relationship. Lower level of the PWS is related with the increased levels of WM, directly and indirectly through increased level of POS. The findings suggest that organizations can enhance their employee's satisfaction and wellbeing levels by giving a working environment which is supportive and addresses the effect of job stress on employees. The study stresses how important it is to consider the relationships between PWS, POS, and WM in addition to highlighting their interplay. For companies wanting to improve employee performance, the results have practical implications. Businesses may foster a good and effective environment that advantages both the employees and the organization as a whole by addressing the workplace stress and emphasizing the organizational support. Expanding the body of knowledge on PWS, POS, and WM, this study sets the basis for further investigation into the links between these elements.

Keywords: perceived work stress, mediation analysis, organizational support, work meaningfulness.

Introduction:

Meaningfulness in job is the belief that owns work and duties are significant, valuable, and purposeful. People may experience cognitive, emotional, behavioural, and financial advantages from increasing the significance and meaningfulness of their job (Ahmed et al., 2018). Steger et al., (2012) explains that an individual's sense of intrinsic motivation in their job is lies upon the extent to which their working activities fit their self-concept to generate more work meaningfulness. Work meaningfulness have three aspects: first name as positive meaning second is meaning making via work, and the third one is greater good motivation. Positive meaning directly points psychological importance. Meaning-making via work means that employment acts as a fundamental basis for meaning in general life. Meaningful labour helps people to better understand themselves and their surroundings, hence encouraging personal development. This component clarifies people's contributions within their overall life context. Greater good motivation is the third element of significant labour; it expresses the preference to have a good

impact in overall life and affirms the conviction that job is most important when it benefits others and/or society and adds positively.

In numerous studies, it was challenging to identify a particular theory used to clarify the work meaningfulness factor or how it linked to other elements. Where possible, we have deduced the writers' theoretical goals from a thorough reading of every paper. Regarding job meaningfulness and job involvement, the JD-R model keeps being the mostly often quoted and deeply investigated theory (Demerouti et al., 2001). According to Job-demand resource theory while adequate resources helps to control those demands but high job pressures and demands merge with few resources can cause burnout and stress for the employees. High job demands can cause increased stress in employees, whereas job resources like job related liberty, feedback, and aid from management directly impacts work meaningfulness and involvement (Bakker & Leiter, 2010). (i) Job demands include things like workload, meeting frequency, conflicting expectations, and impossible time restrictions. (ii) Job Elements like control, support, job clarity, relationships, and incentives constitute resources (Mahmood et al., 2010).

According to a fundamental principle of JD-R theory, every job is defined by its demands or requirements and resources or assets. Job demands are those features of employment that call for an employee's effort and time and thus carry expenses. Job resources are the elements of the workplace that help workers to accomplish their objectives. Therefore, one might use them to lessen the impact of job demands and related expenses (Demerouti et al., 2001). The JDR model notes that job resources and job demands both affect work meaningfulness. Individual and group elements can affect work meaningfulness. Organizational Components like a positive work atmosphere (Munn, 2013), citizenship behavior (Chen & Li, 2013), and job satisfaction among staff members (Garg & Rastogi, 2006), organizational support (Gloria & Steinhardt, 2016), degree of supervision (Bailey & Madden, 2016), and personal characteristics include perceived stress (Torp et al., 2016) can affect the Work meaningfulness.

Stress is one of the individual characteristics linked to work meaningfulness. Job stress refers to the tension that employees encounter in the workplace, which varies depending on the particular individuals, the nature of their jobs, and external factors related to their work. As per Cohen-Meitar et al., (2009), stress represents the extent to which life's circumstances are viewed as demanding. Perceived Stress includes feelings of helplessness and inefficacy. Perceived stress can predict psychological symptoms, physical issues, and health-related behaviours. Numerous demands are imposed on workers, leading to increased stress levels among them (Bakker et al., 2014). Job resources are therefore vital to help to relieve this stress and boost work meaningfulness and engagement by lowering or minimizing the effects of job demands (Edú-Valsania et al., 2022).

Perceived Organizational Support is one kind of work resource; it's the general opinion of how well a business aid and supports all its staff members (Eisenberger & Stinglhamber, 2011) and such support from the company comprise a key situational component that can shield against job stress and increase work meaningfulness. Receiving support to utilize one's strengths is anticipated to foster feelings of competence, thereby enhancing employees' effectiveness in managing job demands (Peterson & Seligman, 2004).

When employees experience stress, they are unable to perform with full commitment, leading to reduced productivity and performance, and they may also consider resigning from their

positions. The individual who leaves their job also departs with their expertise and experiences. For a company, having other employee gets the same experience and expertise is costly (Moen et al., 2013). Therefore, it is essential to ensure work meaningfulness for employees and to mitigate stress by providing them with organizational support.

This study explores how work stress influences employee work meaningfulness through mediating effect of organizational support.

Literature Review:

Work stress is the psychological and physiological activation that arises from demands in the workplace. Ideally, it leads to improved job performance. However, when poorly managed, job stress results in job strain, which encompasses psychological, medical, and behavioural costs (Quick et al., 2017). Lease et al., (2017) explained that one's Work Meaningfulness has a negative relationship with Work Stress. They stressed that organizations must implement strategies to alleviate Work Stress to enhance the Work Meaningfulness of their employees. Cassar & Meier (2018) noted that unfair Rewards, a significant source of Perceived Work Stress, can diminish Work Meaningfulness by not meeting psychological needs such as autonomy, competence, and relatedness. Additionally, Daniel, (2015) discovered in their research that stress was negatively and significantly correlated with work meaningfulness.

Lopez & Ramos, (2017) also found that organizational stress was adversely associated with work meaningfulness. Organizations must improve work meaningfulness in their staff by means of suitable actions in order to lower workplace stress. Additionally, Suzanne et al., (2017) discovered in their study that perceived work stress and work meaningfulness were negatively correlated. The results encourage the design of stress management assisting interventions, hence increasing job meaningfulness. Similarly, in their study, Rahmi et al., (2020) found a substantial and negative relationship between perceived stress and work meaningfulness. Organizations should be mindful of their employees' stress levels since elevated stress can influence work meaningfulness.

However, Allan et al., (2016) observed in their journal article that a moderate relationship existed between work stress and work meaningfulness. Furthermore, Keles & Fındıklı (2016) in their research stated that no statistically significant association between job meaningfulness and workplace stress was discovered. Additionally, Britt et al. (2001) found a positive connection between stress and work meaningfulness.

The job demand resource model notes that job demands as well as job resources both affect the purposefulness and meaningfulness of work. Job demands generate workers stress while the available job resources must control it (Bakker & Demerouti, 2007). Employees are motivated psychologically by job resources to engage in jobs and responsibilities, resulting in work enjoyment, work significance, work engagement, and commitment (Hackman & Oldham, 1976). Numerous job demands are placed on workers, leading to stress among them. To address this stress and improve work significance, organizational support—considered a job resource—is essential (Peterson & Seligman, 2004).

Perceived organizational support refers to the overall impression of how effectively an organization assists its employees (Eisenberger & Stinglhamber, 2011). The perception of organizational support positively influences the reduction and/or management of stress levels

experienced by employees and enhances work meaningfulness (Simsek, 2012). According to Duan et al., (2018), their research demonstrated that organizational support and helping behaviours were significantly and positively linked to employees' well-being and their views on work meaningfulness. When workers feel their work has purpose and that their employer cares about their well-being and supports them appropriately, job satisfaction is more effective in encouraging helpful behaviour. Furthermore, Guan & Frenkel (2020) observed a direct and positive relationship between employees' Meaningfulness at their jobs and their perception of organizational support. The findings of the study highlight the need of creating organizational policies that foster supportive, creative, significant, and goal-oriented environments to enhance worker well-being at work.

Moreover, Dechawatanapaisal, (2022) discovered that work meaningfulness and job embeddedness were positively related with views of organizational and co-workers' support. The knowledge from this study ought to help managers and practitioners to grasp employee perspectives in human resources management and provide them with ways for creating Successful strategies to raise employee work attitudes and behaviours. Canboy et al., (2021) furthermore said that job meaningfulness had a direct link with seen organizational support. Employee's feels more worth and contented when their companies offer them support. This motivates and encourages good conduct in the companies, thus helps to foster job engagement and meaningfulness among their employees.

Additionally, Ahmed et al., (2021) highlighted that a strong association between work meaningfulness and peer and management support was there. Support or assistance was considered to promote employee spirit and commitment. Moreover, Samy & Teck (2022) stated that a positive link between work meaningfulness and expected support from colleagues, supervisors, and organizations.

However, Herlina & Mujib (2017) demonstrated no relationship between organizational support and Work Meaningfulness. Moreover, Sulistyo et al., (2019) and Gadi & Kee (2020) also stated no statistical significance connection between organizational support and Work Meaningfulness.

In summary, different studies have attained the mixed findings. Some studies revealed negative link between perceived work stress and work meaningfulness whereas others have a positive association between organizational support and meaningfulness from work. Some studies finding indicates no correlation or a positive association between perceived job stress and work meaningfulness. Also, there are some studies shows no association between organizational support and meaningfulness from work. This highlights the need of the further research. So, Null Hypothesis statement suggests that POS has no significant mediating effect on the relationship between PWS and WM

Rationale or groundwork of study:

International level competition has profoundly influenced the environment, values, norms of various concerns, rendering them susceptible to fluctuating conditions. The banking industry, which is a crucial component of every economy, is encountering difficulties because of global economic downturn. Stress in the workplace is a major problem, influencing employee's efficiency, capability and productivity (Kuzhiyengal Mambra, 2021). To tackle these challenges, the banking sector must provide employees with the supportive working environment, training

and development programs to sustain their engagement in their jobs (Jamwal & Avkshit, 2023). The JDR theory by Demerouti et al., (2001) indicates that job pressures are a source of stress and burnout, while the personal level and the organizational level resources increases the sense of job meaningfulness of employees. POS is regarded as a vital job related resource that minimizes workplace strain and stress which ultimately improves the sense of work meaningfulness.

Understanding the mediating influence of perceived organizational support (POS) on the connection between perceived work stress (PWS) and work meaningfulness (WM) will therefore be very important and educational for the bank industry because specialists in organizations have discovered that Meaningfulness from work could assist in developing a more credible, productive, and committed work force (Steger & Dik, 2009).

Objective of the Research:

The objective is to study the mediation effect of POS on the connection between PWS and WM among employees of the banking sector.

Methodology:

Sample and number of participants: This research focused on the determination of the mediating effect of Perceived Organizational Support in the association between Perceived Work Stress and Work Meaningfulness among 500 banking sector personnel's in Punjab, India.

Measures: This research utilized standardized measures to gather data, such as workplace stressors assessment questionnaire (WSAQ) by Mahmood et al., (2010), Survey of perceived organizational support (SPOS) Scale by Apodaca (2010), and the work and meaning inventory (WAMI) by Steger et al., (2012).

Statistical tools utilized: The research used Test-retest reliability, Regression Mediation Analysis technique to study how Perceived Organizational Support mediates the association between Perceived Work Stress and Work Meaningfulness.

Data analysis:

Test-retest reliability: Test-Retest was used to assess the questionnaires' reliability. The results of the analysis are shown in Table 1.

Table 1 showing Test-retest reliability:

| Variable | Correlation |
|------------|-------------|
| PWS | .89 |
| POS | .84 |
| WM | .91 |

Co-efficient of correlation > 0.01 level

Table 2 showing Descriptive statistics of measured variables:

| Variables | Mean | Std. Deviation | Skewness | Kurtosis |
|------------|-------|----------------|----------|----------|
| PWS | 77.48 | 17.851 | -.956 | -.065 |
| POS | 49.46 | 19.996 | 1.282 | .587 |
| WM | 26.47 | 12.414 | 1.654 | 1.570 |

Table 2 shows Skewness, and kurtosis which represent that the data is normally distributed as the values are under acceptable limit (hair et al., 2010). Therefore, the regression mediation analysis will be used to investigate among Bank employees the mediation impact of organizational Support in the connection between Perceived Work Stress and Work Meaningfulness.

Regression Mediation analysis:

Model : 4

Y : WM

X : PWS

M : POS

Sample

Size: 500

OUTCOME VARIABLE

POS

Model Summary

| R | R-sq | MSE | F | df1 | df2 | p |
|-------|-------|----------|----------|--------|----------|-------|
| .7697 | .5924 | 172.5011 | 723.8285 | 1.0000 | 498.0000 | .0000 |

Model

| | coeff | se | t | p | LLCI | ULCI |
|----------|----------|--------|----------|-------|----------|----------|
| constant | 115.2369 | 2.5065 | 45.9755 | .0000 | 110.3123 | 120.1615 |
| PWS | -.8555 | .0318 | -26.9041 | .0000 | -.9180 | -.7930 |

OUTCOME VARIABLE

WM

Model Summary

| R | R-sq | MSE | F | df1 | df2 | p |
|-------|-------|---------|----------|--------|----------|-------|
| .7041 | .4958 | 92.0541 | 244.3322 | 2.0000 | 497.0000 | .0000 |

Model

| | coeff | se | t | p | LLCI | ULCI |
|----------|---------|--------|---------|-------|---------|---------|
| constant | 36.2687 | 4.1932 | 8.6495 | .0000 | 28.0302 | 44.5072 |
| PWS | -.2772 | .0362 | -7.6190 | .0000 | -.3487 | -.2057 |

POS .2417 .0327 7.3839 .0000 .1774 .3060

***** TOTAL EFFECT MODEL *****

OUTCOME VARIABLE

WM

Model Summary

| R | R-sq | MSE | F | df1 | df2 | p |
|-------|-------|----------|----------|--------|----------|-------|
| .6637 | .4405 | 101.9475 | 392.0116 | 1.0000 | 498.0000 | .0000 |

Model

| | coeff | se | t | p | LLCI | ULCI |
|----------|---------|--------|----------|-------|---------|---------|
| constant | 64.1228 | 1.9269 | 33.2778 | .0000 | 60.3369 | 67.9086 |
| PWS | -.4840 | .0244 | -19.7993 | .0000 | -.5320 | -.4360 |

**** TOTAL, DIRECT, AND INDIRECT EFFECTS OF X ON Y ****

Total effect of X on Y

| Effect | se | t | p | LLCI | ULCI |
|--------|-------|----------|-------|--------|--------|
| -.4840 | .0244 | -19.7993 | .0000 | -.5320 | -.4360 |

Direct effect of X on Y

| Effect | se | t | p | LLCI | ULCI |
|--------|-------|---------|-------|--------|--------|
| -.2772 | .0364 | -7.6190 | .0000 | -.3487 | -.2057 |

Indirect effect(s) of X on Y:

| Effect | BootSE | BootLLCI | BootULCI | |
|--------|--------|----------|----------|--------|
| POS | -.2068 | .0368 | -.2793 | -.1368 |

***** ANALYSIS NOTES AND ERRORS. *****

Level of confidence for all confidence intervals in output:

95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:

5000

Result and Discussions:

Results shows the output of a mediation analysis, which is a statistical method to examine the connection between Perceived Work Stress (PWS) which is an independent variable and Work Meaningfulness (WM), which is a dependent variable, with Perceived Organizational Support (POS), which is a mediator variable. The mediation model explores how PWS affects WM, both directly and indirectly through POS, aiming to answer three key questions: whether PWS has a direct effect on WM, whether PWS has an indirect effect on WM through POS, and whether POS mediates the relationship between PWS and WM. By examining these relationships, the analysis provides insight into the complex dynamics between work stress, organizational support, and Work Meaningfulness.

Direct Effects: First model summary reveals that POS is a statistically significant predictor of PWS, with beta coefficient -0.8555 and with p-value less than 0.001. This shows a strong negative association between POS and PWS. The negative beta coefficient -0.8555 points to a drop of PWS as POS grows. Higher organizational support translates in lower levels of work stress. This finding implies that by recognizing employee contributions, providing timely assistance, and caring about their overall well-being, Organizations can help staff members to feel appreciated and secure, which lowers stress levels as they feel more in control, management of their work, get enough support from co-workers and supervisors, and enjoy clear roles and healthy relationships. Ultimately, Employees view their work environment as more fair and fulfilling. A p-value of less than 0.001 means the association between POS and PWS is statistically significant; hence the observed relationship is unlikely to happen by chance. This provides strong evidence for the negative relationship between POS and PWS.

The strength of the relationship ($\beta = -0.8555$) suggests that POS has a substantial impact on PWS. For every one-unit rise in POS perceived work stress falls by approximately 0.8555 units. Further, model explains 59.24% variation in PWS (R-squared = 0.5924), which means that increased perceived organizational support significantly predicts lower perceived work stress. This shows that the perceived organizational support is a good predictor of perceived work stress. In other words, employees who believe that their company is supportive will have Lower levels of work stress. Some researches correspond with our conclusion. Both Prasetya et al., (2023) and Asaari & Desa (2021) showed that Perceived Organizational Support is a strong predictor of reduced Perceived Work Stress. According to Gupta & Srivastava (2020), employees who felt a greater degree of Perceived Organizational Support showed reduced work stress.

Further, PWS has a negative effect on WM with $\beta = -0.2772$, and $p < 0.001$, indicating that higher Perceived job Stress is associated with lower Work Meaningfulness. The finding highlights that when banking employees experiences increased levels of PWS then they are more likely to experience lower levels of work meaningfulness (WM). The inverse or negative coefficient $\beta = -0.2772$ indicates a significant inverse relationship between PWS and WM, which means that as work stress increases, work meaningfulness decreases. Significance level ($p < 0.001$) highlights that this relationship is statistically significant, and unlikely to happen by chance. This suggests that the relationship between PWS and WM is robust and reliable. In other words, High levels of work stress, marked by overwhelming demands, limited control, inadequate support, unclear roles, strained relationships, and insufficient rewards, can significantly erode the sense of work meaningfulness among bank employees. This can lead to a profound feeling of meaninglessness in their careers, where employees struggle to connect their work to their life's purpose. As a result, they experience unclear job satisfaction, lack a sense of fulfilling purpose, and Finding it difficult to combine their work with individual values. Ultimately, this not only affects their individual well-being but also hinders their ability to make a favourable impact on society, undermining the larger good that their work could achieve. The strength of the relationship ($\beta = -0.2772$) suggests that PWS has a moderate impact on WM. For every one-unit increase in perceived work stress, work meaningfulness decreases by approximately 0.2772 units. The results of the study on the link between Perceived Job Stress and Work Meaningfulness correspond with current literature. Ding & Liu (2018) and Lease et al., (2017) offered more proof

showing how work stress affects Work Meaningfulness adversely. More current studies by Minkkinen et al., (2020) and Sultan & Rashid (2015) have verified this conclusion.

Furthermore, POS has a direct effect on WM with $\beta = 0.2417$, and $p < 0.001$, indicating that high Organizational Support is associated with high Work Meaningfulness. This finding shows that when employees perceive that their organization is supportive (POS), they will probably have more levels of meaningfulness in their work. The positive coefficient ($\beta = 0.2417$) shows a direct and positive relationship between POS and WM, which implies that as perceived organizational support increases, work meaningfulness also increases. This relationship is statistically significant, which means it is unlikely to happen by accident, according to the significance level ($p < 0.001$). This implies that POS and WM have a dependable relationship. In other way, when a company values its workers, it has a profound impact on their job satisfaction and well-being. Organizations promote a strong sense of security by providing prompt assistance, recognizing their contributions, and putting their well-being first. So, bank employees' career becomes more meaningful as they feel how their work combined with their life's purpose. Employees find happiness and meaningfulness in their work when they have a clear understanding of their job satisfaction and a sense of purpose. This synergy enables them to seamlessly integrate their professional and personal aspirations, unlocking a sense of purpose and importance. Ultimately, this harmony empowers them to make a lasting, positive impact on society, contributing to the greater benefit. The strength of the relationship ($\beta = 0.2417$) suggests that POS has a moderate impact on WM. For each one-unit rise in POS, work meaningfulness is rises by around 0.2422 units. Some investigations have reinforced these findings, revealing that employees who feels high organizational support report higher levels of Work Meaningfulness, and higher well-being (Mehrabi et al., 2013; Alessandri et al., 2018).

Additionally, 49.58% of the variation in WM is showed by the model (R-squared = 0.4958), indicating that perceived job stress and organizational support are two strong predictors of meaningfulness from work. This finding demonstrates that model is able to explain a notable proportion of the variation in work meaningfulness (WM) which is based on perceived organizational support (POS) and perceived work stress (PWS). It means, employees who perceives more support from their organizations then they ultimately experience lower levels of work stress and feels enhancement in their work meaningfulness. The R-squared values shows that the model has a good fit to the data and can explain a larger percentage of the variance in WM.

Indirect Effects: PWS has a notable indirect effect on WM via POS ($\beta = -.2068$, 95% CI: $-.2793$ to $-.1368$), suggesting that POS mediates Work Stress and Work Meaningfulness. Mediation effect suggests that PWS influences WM indirectly through POS. Specifically, when employees' feels that their organization provides them support, and then it creates a positive work environment that mitigates stress and fosters a sense of purpose. Organizations by providing their employees with prompt assistance, recognizing their contributions, and putting their well-being first contributes in stress reduction which means employees perceives reduced demands where employees can manage their workload effectively, they perceives increased control which allows them to make decisions and prioritize tasks, they perceives support from colleagues and supervisors which provides them guidance and encouragement, while clear roles eliminate confusion and overlapping work, Healthy relationships build trust and collaboration, and fair rewards recognize

and motivate employees. Thus, employees experience reduced level of work stress and a high sense of meaningfulness from work, feeling more and more connected and attached to their work, understanding its role and purpose, and finding fulfilment in their contributions. This thing improves their dedication level to the company, job-related satisfaction, and their well-being. The value and importance of the indirect effect shows that the link between PWS and WM is not only direct but also move through the mediating factor which is POS. It focuses on the need of considering organizational support in any understanding of the link between work stress and employees' work related outcomes. Since zero is not in the 95% confidence interval (-.2793 to -.1368), the indirect effect is statistically significant. This suggests that the mediating effect of POS is robust and reliable. This finding is supported by some studies. For instance, studies have found that workers who experience a high level of Organizational support, perceive less work stress, which ultimately enhances their sense of purpose and work meaningfulness (Costantini et al., 2017; Tan et al., 2023 ; Agarwal & Majumdar, 2024).

Total Effects: The total effect of PWS on WM is significant ($\beta = -0.4840$, $p < 0.001$), indicating that higher Perceived Work Stress is associated with Lower Work Meaningfulness. This finding suggests that excessive work-related pressure can drain the sense of purpose of bank employees. When they're overwhelmed, undervalued, and unsupported, uncertain about their role, perceives strained relationships and unfair rewards they can feel disconnected from their work. This can lead to a crisis of meaning, where their personal beliefs and goals are no longer in line with their professional goals. As a result, they may feel dissatisfied, demotivated, and they feel unable to make a positive difference, ultimately affecting their own well-being as well as the impact they could have on the world around them. The negative coefficient of ($\beta = -0.4840$) highlights an unfavourable and negative association between PWS and WM, which means that when Perceived Work Stress increases, work meaningfulness decreases. The significance level ($p < 0.001$) highlights that the likelihood of this relationship is not happening by chance. It means that the WM and PWS relationship is strong. This has important outcomes for organizations which are trying to enhance their staff satisfaction and well-being. Encouragement of the stress-reducing methods assists businesses to promote a sense of work meaningfulness among their employees, which increases the job satisfaction, participation, and well-being. The strength of the correlation ($\beta = -0.4840$) shows that perceived work stress significantly impact the work meaningfulness. For each one-unit increase in Perceived work stress causes work meaningfulness to be falls by around 0.4840 points. Moreover, the value of the R-sq is 0.4405, which means about 44.05% of the variation in WM can be described by the predictor variable, PWS. The R-squared statistic shows how strong the correlation between the predictor variable and the outcome variable is. In this case, R-squared value suggests that there is a moderate link between PWS and WM. Minkkinen et al., (2020) and Sultan & Rashid, (2015) also highlights that Perceived Work Stress has negative impact on Work Meaningfulness.

In a nutshell, the null hypothesis has been rejected and the results indicates that Perceived Work Stress (PWS) has directly and indirectly impacts the Work Meaningfulness (WM), with organizational support (POS) acting as a partial mediator of this relationship. Lower PWS is found to be positively related to higher WM, directly and indirectly through higher POS.

Conclusion:

The research concludes by showing crucial new knowledge concerning the link between work meaningfulness (WM), perceived organizational support (POS), and perceived work stress (PWS). The result shows that PWS impacts WM directly and indirectly, with POS also partially mediating this interaction. This highlights the need of organizational support for reducing perceived job-related stress which enables bank employees to experience meaningfulness in their work and workplace. The results of this study have the implications for various firms aiming to boost worker well-being and happiness to create a healthy working environment.

Implications:

The results of the study are highly suitable to the concerns which are seeking to boost employee well-being, happiness, and job satisfaction. The study demonstrates the requirement of reduction in working stress as a tool of fostering work meaningfulness. Stress-reduction methods, including sensibility training, employee assistance and support programs, and work-pressure management policies, can be start by the firms and organizations to decrease the bad effects of job stress on employees' welfare and well-being. By considering these factors or elements, organizations can foster a highly productive working environment that will promote worker happiness and fulfills the company growth. In addition to it, by prioritizing organizational support, firms creates a feeling in employees as their work is meaningful, and this will enhances their job satisfaction, involvement, and overall wellbeing and health. This can be achieved in so many ways, like through by providing the opportunities for professional development, flexible time scheduling, and healthcare programs for their employees.

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