Illegitimate Tasks and Family Interference: Mediating Effects of Workplace Conflict and Depression

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ABSTRACT
The research paper delves into the complex interaction of illegitimate tasks on work to family conflict with particular focus on the mediating effects of workplace-conflict and depression in the plains of the organizational environment. Based on the data of 400 participants, who were sampled using the convenience sampling methodology, the study endeavors to present a refined description of the mechanism by which non-role-congruent demands in the workplace (also known as illegitimate tasks) provoke emotional and interpersonal stressors that eventually spill-out in other parts of an employee, namely, in the family life. It is evident in the findings that the illegitimate tasks have a high likelihood of causing conflict and maintaining depression at the work place, and subsequently, this situation increases work-to-family conflict. The second area of implications of the study is on the implications of the WCU on a broader sense of employability by looking at the mod teammate effect of an entrepreneurial mindset. The critical influences of the employability mentioned are entrepreneurial education, family support, and social connections. In particular, problem solving and adaptive skills are provided in entrepreneurial education, psychological resilience and confidence are developed by the support of family, and networking opportunities provided by social ties buffer the stress at the workplace. All these can combine to reduce the effects of stressors in the workplace on the family life. The entrepreneurship mindset is established as the possible driver, increasing the positive impact of education, family support, and social capital on the level of attractiveness in the work market. It can also shape the perception and react towards illegitimate work and make them less willing to develop workplace conflict and depressive symptoms, which decreases work-to-family conflict. The model presents all direct and indirect hypotheses and proves all of them correct as the mediation of depression and workplace conflict is of significant influence in the relationship between illegitimate tasks and work-to-family conflicts. Based on the research, the organizational policy needs to focus on reducing illegitimate task assignments and assisting employees to develop resilience by entrepreneurial skills, constructive relationships, and professional network. The findings add value to the dynamically developed discussion of the work life and stress management in contemporary employment settings.

Keywords: Illegitimate Tasks, Depression, Toxic Workplace Environment,

Workplace Conflict, Work-to-Family Conflict

Introduction

Contemporary working environment is changing so fast, becoming complex, distorted in role definition, and raising demands on workers. In this light, the delegating of illegitimate tasks, i.e. tasks that are not deemed reasonable or unjustified by the employees has become one of the major causes of job pressure and unhappiness (Semmer et al., 2007). These are considered transgressions in professional identity and role expectations, which are costly to employees, not only in manifestations of diminished sense of autonomy and competence but also in the development of emotional strain. The implications of these works are not limited to the area of work where, in most cases, they result in redirecting the entirety of personal life together with creating the work-to-family conflict (WFC), data absence, as well as in general reduced well-being. As more and more attention has been paid to occupational health and work-life balance, more scholars and practitioners have turned to the psychosocial nature of stressors at work. In an environment of lean organization in the current environment, illegitimate tasks are especially topical since the arrival of lean companies often follows a call not to do less but more with less (Jacobshagen et al., 2014). Such activities become inhibitors of job satisfaction, psychological safety, and in most scenarios, they serve as the precursors in more severe cases of psychological burden like depression, toxic working environments, and interpersonal work conflicts. All these are ultimately resultant into some behavioral outcomes, either as absenteeism or poor relationships within the family. This knowledge is key to preparing efficient organizational interventions to improve the outcomes of illegitimate tasks, such as WFC and absenteeism. The study adds to this knowledge by examining a serial mediation model with the help of depression, toxic workplace climate, and workplace conflict as three interrelated psychological and environmental processes that can convert job-related stress into specific negative outcomes. The idea of illegitimate tasks was designed within a larger framework of the model, namely, the Stress-as-Offense-to-Self (SOS) model that states that a person becomes stressed whenever their professional self or social self is injured. There are mostly two types of illegitimate tasks; unreasonable task, which is beyond expectations in a role and unnecessary task, which are seen to be meaningless or avoidable. The current studies established that such activities link to burnout, decreased job satisfaction, and turnover desires (Kottwitz et al., 2013, & Eatough et al., 2016). Nevertheless, whereas increasing the level of interest, the more in-depth framework examining the consequences of illegitimate tasks on employee outcomes by means of psychological and interpersonal mediators has not been performed. Human behavior and research tend to isolate the variables and it misses on the psychological wear and tear that can take place sequentially. As another example, on the one hand, depression is one of the known effects of systematic workplace stress (Bianchi et al., 2015), but, on the other hand, as a mediator in the illegitimate relationship of the set of tasks and workplace absenteeism/work-family conflict, it has not yet been comprehensively studied. On the same note, toxic workplace climate, which is a history of poor organizational behaviour, and workplace conflict are among the famous job stress correlates, though they have mediating role that is under-theorised with illegitimate tasks (Appelbaum et al., 2007; Spector & Jex, 1998).

In this paper, this researcher will fill this gap by investigating how the phenomenon of illegitimate tasks trickles down into depressive symptoms, the spread of toxic organizational climates as well as interpersonal conflict, which eventually accrue into consequences such as WFC and absenteeism. By including these variables in a serial-mediation framework one can achieve a more comprehensive picture of the process by which task-related stressors can affect more general organizational and personal effects.

The core questions that this study will aim to answer are as follows:
1. What is the immediate connection between the illegitimate tasks and consequences of work-to-family conflict and absenteeism?
2. How much does depression come between nor illegal tasks and the dependent variables?
3. How does a bad working environment help to compound this pathway?
4. Is the conflict in the workplace a second-order intervener after toxic climate, and does it satisfy a chain of serial mediations?
5. How do these mediators combine to explain the indirect effect of illegitimate tasks on the employee well-being and behavior?

The following are the main goals of the study:
1. To examine the immediate effect of illegitimate tasks on work-to-family conflict and absenteeism.
2. In order to determine the mediating nature of depression in this relationship, it is appropriate to determine the influences of emotional strain aspects on things related to work and family life interference.
3. To explore the issue of toxic workplace climate as the secondary mediator, especially the way emotional distress is represented in the dysfunctional workplace.
4. In an attempt to contextualize work conflict as a concluding mediator between the two extremes of toxic climates and behavioural outcomes which include absenteeism and WFC.
5. In order to provide a more distinctive insight into cascade effects of task-level stressors, deeply penetrating into the realms of greater life categories, to test a complete serial mediation model.

The most targeted people in this study are the employees who fall in formal, full time employment especially in service-relating institutions like education, finance, healthcare and administration. These industries are selected based on the fact that they have been documented as those exposed to role ambiguity, multitasking and managerial pressure (Brotheridge & Grandey, 2002). It will consist of all time workers that have been excluded as part-time, freelance, gig workers to ensure consistency of roles and contextual validity. The study is cross-sectional in design and prevents a conclusion about causality. Self-report measures are applied, which can induce the common method bias of the data, but relevant statistical measures (e.g., Harman s single factor test, etc.) will be applied. Also, cultural specificity can reduce the generalizability because the perceptions of a task and norms of the workplace are different in different cultures. The study design however hopes to achieve internal validity by validating its scales rigorously and use of vigorous sampling. There are various implications of this research. In theory, it can be used in the field of organizational behavior and occupational

health psychology through the incorporation of numerous mediators into a unified concept and leaves the simplistic linear models of stress. This improves the knowledge of the processes behind work conflict and disengagement in contemporary work places. In practice, the research can be helpful in providing strategies that can be adopted by human resource specialists, organizational executives, and mental health professionals. The realization of the potential or downstream implications of undertaking illegitimate tasks can promote the wiser orientations of designing jobs and delegating tasks. The decrease of such an activity can directly enhance the morale of the employees and indirectly decline absenteeism and work-family interference. Policy-wise, the research helps make the point in favor of an inclusive and respecting an environment in places of work. Policies within the organization directed towards mental health and appreciation of professional positions will likely create psychologically safe and productive workplaces. Moreover, early interventions that are aimed at preventing the emergence of depressive symptoms or toxic climate would have the potential of interrupting the cascade mechanism that contributes to work engagement and family stress.

Literature Review

Direct relationship

Unjust tasks, the perceived unnecessary tasks that are out of place or ones which seem to be out of place or role-incongruent, are a threat to professional identity and trigger stress, burnout, and toxicity at workplace (Semmer et al., 2015). These tasks correlate with emotional fatigue, the decline in job satisfaction, and interpersonal contention, especially amongst authoritarian heads (Omansky et al., 2016; Yang et al., 2017; Chang et al., 2022; Meier & Semmer, 2018). When illegitimate tasks are concentrated on nurses, they become more exposed to exhaustion and work-family conflicts in healthcare (Kilponen et al., 2021; Pereira et al., 2020).

Such pressure factors distort psychological flexibility and lead to greater time- and strain-induced conflicts between employee and family roles (Zhou et al., 2020). In addition, emotional exhaustion and ego depletion are a result of illegitimate tasks that lead to depressive symptoms (Zong et al., 2022; Fila et al., 2018; Schulte-Braucks et al., 2019; Wang et al., 2020). The leadership style plays a significant moderator role: authoritarian leaders enhance task-related burnout and depression, and benevolent leadership mitigates the outcomes (Zeng et al., 2021). Nonetheless, recent studies give much attention to formal organizations in developed economies, and informal SMEs in Pakistan where there appear fewest practices of role clarity and HR practices remain under-researched. How the illegitimate tasks work in these environments is crucial to ensuring better employee well-being and organizational functioning.

Unreasonable things that people consider to be beyond their scope are associated with a higher level of workplace conflict, emotional exhaustion, work-to-family conflict (Semmer et al., 2015; Omansky et al., 2016; Ilyas et al., 2019; Wang et al., 2018; Yang et al., 2017; Chang et al., 2022). These activities also harm psychological detachment and exhaust emotional resources, and stress spills over to the home domain (Spector et al., 2016; Zhou et al., 2020). They can cause depression, particularly in high-stigma lifestyles such as those in Pakistan and are

escalated by dictatorial leadership (American Psychiatric Association, 2013; Zong et al., 2022; Zeng et al., 2021). Although there has been substantial evidence, little research is being done on informal SMEs operating in the developing economies.

Organizational support can mediate the spillover of the conflict at the workplace into the family life (Mauno & Rantanen, 2015), whereas collectivistic cultures intensify the history of the spillover as they tend to focus on relationships (Cho & Tay, 2016). Work-to-family conflict is greatly lessened in constructive cultures of conflict resolution (Wang & Li, 2020). Nonetheless, informal SMEs in developing settings (such as Pakistan), which generally do not have HR systems and employee services, have limited research. Moreover, other factors that might influence the transfer of workplace conflict into family systems in Pakistan are the socio-cultural entities relating to the extended family and gender relations and roles. This points out an urgent need of studies on the work-to-family effects in the informal setting of Pakistani SMEs.

H1: If employees in informal SMEs in Pakistan perceive their assigned tasks as illegitimate, then they are more likely to experience heightened levels of workplace conflict.
H2: If employees in informal SMEs in Pakistan perceive their assigned tasks as illegitimate, then they are more likely to experience depressive symptoms.
H3: If employees in informal SMEs perceive their tasks as illegitimate, then they are more likely to experience a toxic workplace environment, leading to increased emotional exhaustion, low job satisfaction, and decreased organizational commitment.
H4: If employees in informal SMEs perceive their tasks as illegitimate, then they are more likely to experience workplace conflict, leading to increased stress and decreased productivity.
H5: If employees in informal SMEs perceive their tasks as illegitimate, then they are more likely to experience work-family conflict, leading to increased emotional strain and reduced family satisfaction.
H6: If individuals working in informal SMEs in Pakistan experience depressive symptoms, then they are more likely to engage in or encounter workplace conflict due to lack of organizational support and cultural stigma around mental health.
H7: If individuals working in informal SMEs in Pakistan experience depressive symptoms, then they are more likely to perceive or experience a toxic workplace environment due to lack of support structures and mental health stigma.
H8: If employees in informal SMEs in Pakistan are exposed to toxic workplace environments, then they are more likely to experience workplace-to-family conflict due to a lack of institutional support and cultural norms that discourage emotional expression
H9: If employees in informal SMEs in Pakistan are exposed to toxic workplace environments, then they are more likely to experience increased workplace conflict due to the absence of formal support systems and conflict resolution mechanisms.
H10: If workplace conflict increases within informal SMEs in Pakistan, then employees are more likely to experience heightened workplace-to-family conflict due to a lack of institutional support and cultural pressures amplifying stress spillover.
Indirect relationship

Tasks that are considered unnecessary or unreasonable are the illegitimate ones that promote depressive mood and mediate the effect of unenjoyable tasks on job satisfaction and burnout (Naseem et al., 2020, 2023). Emotionally toxic supervision brings along the development of negative behaviors (Chu, 2014). Depression in toxic work cultures has been correlated to the workplace bullying and incivility (Tekin et al., 2023), where burnout mediates the effects, whereas self-efficacy moderates them (Tekin et al., 2023). Organizational support can also mitigate the adverse impact of toxicity on engagement and well-being (Rasool et al., 2021). Moral disengagement and incivility can also be induced by illegitimate tasks, which, in absence of organizational support, precondition the inclination toward ostracism and turnover intentions by the employees thereof (Sharma & Pandey, 2024; Ilyas et al., 2021). This tendency indicates that unethical work and workplace toxicity go hand in hand in undermining employee mental health, motivation, and relations to others in the workplace, increasing workplace aggression and work-to-family spill-over. The main dynamics are, however, mostly unexplored in informal SMEs, and in Pakistan specifically, where there are usually no formal HR systems or support to employees. In these settings, a targeted research is required to reveal how these workplace stressors impact mental well-being, engagement and family well-being.

Depressive symptoms and work-to-family conflict (WFC) are heightened by toxic workplaces or work environments characterised as bullying, incivil and trustless. Guillem (2018) underscored that negative rumination and workplace incivility increase the stress and poor sleep which subsequently contribute to workplace conflict. In healthcare employees, WFC was a forecasting depression indicator not only due to sleep disturbances (Zhang et al., 2023). Stress mediated the association between WFC and depression in correctional officers, highlighting stress as a critical pathway (Wang et al., 2024). Personal distress is also increased by conflict at the workplace. The case in point is that police officers demonstrated job dissatisfaction in the situation of WFC mediating workplace conflict (Islam et al., 2020). Unjust work adds to workforce misery: it elevates turnover intention through disparity of efforts and reward, and WFC, with wrath and strain as mediators. In sum, all of these problems together lead to the degradation of mental health, emotional stress, loss of interest, and the influence on family life. Smaller and less formal SMEs (especially in such countries as Pakistan) do not have formal HR systems in place to counter these effects. The manner in which such dynamics play out in such contexts should be the subject of future research that may give rise to the development of interventions that can safeguard well-being to sustain organizational survival. To learn about direct and indirect relationships check figure 1.

H11: Depression mediates the relationship between illegitimate tasks and toxic workplace environments, leading to decreased employee well-being and productivity.

H12: Depression mediates the relationship between illegitimate tasks and workplace conflict, such that higher levels of perceived illegitimate tasks increase depressive symptoms, which in turn escalate workplace conflict.

H13: Depression mediates the relationship between illegitimate tasks and work-to-family conflict, such that higher levels of perceived illegitimate tasks increase depressive symptoms, which in turn escalate work-to-family conflict

H14: Toxic workplace environments mediate the relationship between illegitimate tasks and workplace conflict, such that higher levels of perceived illegitimate tasks increase toxic workplace behaviors, which in turn escalate workplace conflict.

H15: Depression mediates the relationship between illegitimate tasks and work-to-family conflict, such that higher levels of perceived illegitimate tasks increase depressive symptoms, which in turn escalate work-to-family conflict.

H16: Workplace conflict mediates the relationship between illegitimate tasks and work-to-family conflict, such that higher levels of perceived illegitimate tasks increase workplace conflict, which in turn escalates work-to-family conflict.

H17: Toxic workplace environments mediate the relationship between depression and workplace conflict, such that higher levels of depression increase the perception of a toxic workplace, which in turn escalates workplace conflict.

H18: Workplace conflict mediates the relationship between depression and work-to-family conflict, such that higher levels of depression increase workplace conflict, which in turn escalates work-to-family conflict.

H19: Workplace conflict mediates the relationship between depression and work-to-family conflict, such that higher levels of depression increase workplace conflict, which in turn escalates work-to-family conflict.

H20: Workplace conflict mediates the relationship between toxic workplace environments and work-to-family conflict, such that higher levels of perceived workplace toxicity increase workplace conflict, which in turn escalates work-to-family conflict.

H21: Employee stress mediates the positive relationship between illegitimate tasks and turnover intention, such that illegitimate tasks increase employee stress, which in turn increases turnover intention."
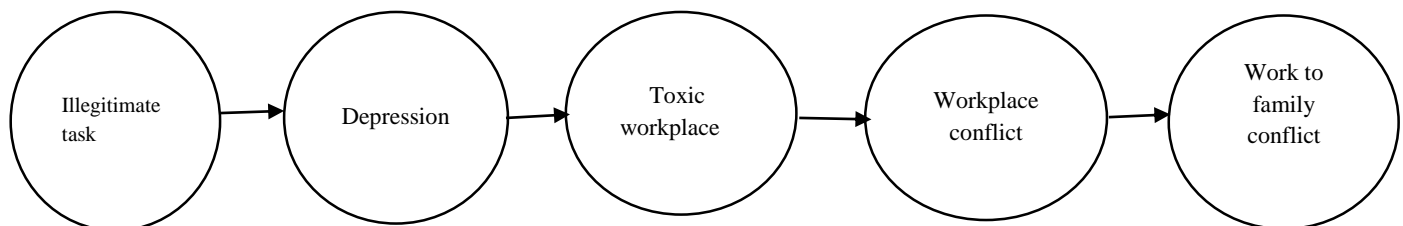

Figure 1: Theoretical Framework

Methodology

The present research is a quantitative research approach to determine the relationship of the effect of Illegitimate Tasks and Family Interference: Mediating Effects of Workplace Conflict and Depression on the employees of the City of Gujranwala, Punjab, Pakistan. The study is aimed at comprehending the intervening force of conflict in the workplace and depression in the connection between illegitimate chores and family interference. The research design is mostly cross-sectional and it attempts to capture data at a particular time in order to examine such relationships. In the unit of analysis, there are individual workers in different corporations in the city. This study will focus on the population of the employees working in the organization within the Gujranwala City, Punjab, Pakistan. The sample is roughly measured to be 400 people, and the reason behind the selection of sample size is adequate statistical power to perform mediation

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analysis. The intended audience is the people of various industries, working in many types of jobs, so the representation of employees is diverse. Since the study will target one of the hard-to-reach populations, sampling will be based on convenience sampling and snowball sampling approach. Participants will also be chosen using convenience sampling which will entail the selection of easy-to-get participants like the employees in businesses and organizations in the city. Snowball sampling will also be applied in order to further extend the global footprint of the study by requesting the initial participants to refer other employees who would be willing to participate. Such a two-step sampling process is especially valuable in cases where one is interested in the study of a population where those under study are in inaccessible places and not everyone in the population can be listed (Biernacki & Waldorf, 1981).

Measurement
We used validated and commonly used psychometric tools to capture all important constructs so that the study would be methodologically rich and relevant to entrepreneurial situations. All its scales were chosen according to their test-retest validity, and pre-existence of proofs and notification regarding one scale and measurement of the equal scale in the organization and entrepreneur research streaming, and identical to the conceptual framework of the study.

Illegitimate Tasks was measured with the 8-item Bern Illegitimate Tasks Scale (BITS) invented by Semmer et al. (2010), which included two scales unreasonable tasks (e.g. Do you have work tasks that you believe must be done by someone other than you?) and unnecessary tasks (e.g. Do you have work tasks that seem to be unnecessary?). The scale of items administration was 5-points Likert with the lowest score of 1 (Never), to 5 (Very often). This scale has a good level of internal consistency (alpha = .85 -.90) and it has already been validated in the context of entrepreneurship and small businesses (Schmitt et al., 2020). The BITS scale would be especially applicable in entrepreneurship research setting, in which ambiguity of the role and non-normative tasks allocation have potential to affect the psychological well-being and efficiency.

Depression Depression was assessed with the Philip Health Questionnaire version 9 (PHQ-9; Kroenke, Spitzer, & Williams, 2001). The respondents were asked to report their experience of being affected by symptoms like Low mood, depressed or hopeless and Lack of interest or pleasure doing things in the previous two weeks utilizing a 4-point scale of range of 0 (answered as not at all), 1 (answered as several days), 2 (answered as more than half of the days), and 3 (answered as nearly every day). As an instrument, the PHQ-9 has shown to have an enticing psychometric allure (depicted as z =.86-89) and has been adequately made a good use in research on stress and mental health in entrepreneurs (Uy et al., 2013), hence it can be used properly in our sample size, which will include the sample of entrepreneurs and self-employed professionals.

Toxic Workplace Environment was measured on 6 item Toxic Workplace Scale (TWS) as developed by Kusy and Holloway (2009). Items in this scale comprise the phrase of people in the organization be quality to undermine each other or be belittling and the phrase of a culture of blame in my workplace. The answers are saved with the use of a 5-point Likert scale that presents the significance of Strongly disagree (1) to strongly agree (5). The TWS has seen successful validation in various contexts in organizations and has demonstrated acceptable reliability (

80 87) with recent industrial use in small business and startup and entrepreneurial environments (Naseer et al, 2021) highlighting its applicability to the entrepreneurial context.

The measure of Workplace Conflict was through the 8-item scale that encompasses both dimension of task conflict (e.g. There is disagreement on how to get things done) and relationship conflict (e.g. There is tension between team members). It was measured on the basis of responses whose range was 1- 5 (Never) to (Very frequently). There is ample evidence of high levels of construct validity and internal consistency of this scale decidedly (alpha =.82-98) (Ensley and Pearce, 2001).

The 5-item scale was used to determine Work-to-Family Conflict. Examples are the following: I could not carry on with my workload at home and family life; My job leaves me with some stress and I find it hard to serve my family requirements. The scale used was a 7-point Likert scale which varied between 1 (Strongly disagree) to 7 (Strongly agree). The scale has been proved very reliable (.8891) and has been established in literature on studies in entrepreneurship with the work life interface as its subject (Jennings & McDougald, 2007).

In pilot testing, all scales manifested acceptable to excellent internal consistency (Cronbachs alpha >.80) and exploratory factor analysis confirmed the uniqueness of the constructs. Utilizing the established psychometrically acceptable instruments contributes to the validity of our findings as well as their correlatability with the earlier research findings.

Data Collection

Collection of data will be done by means of a structured questionnaire that aims at measuring key variables of interest in this study. The questionnaire will have areas that will evaluate. Illegitimate tasks (tasks that are perceived as being irrelevant or not a part of the regular work of an employee),Family interference (the same can be gauged by the effects of work demands on family life),Workplace conflict (measured through the scale of interpersonal and role-based conflict in the workplace),Depression (measured through well-known scales of depressive symptoms such as Beck Depression Inventory or the CES-D scale).The survey will be trialed on a small number of respondents (30 people) so that the formulations could be as clear and relevant as possible and Cronbach alpha will be applied to test reliability and validity will be tested on experts and applied in the pilot stage (Nunnally & Bernstein, 1994).

The Methodologies of Analysis of Data

The technique to be used mostly in this study is mediation analysis which is a statistical method that is employed to learn more about how an independent variable (igitimate tasks) has effect on the relationship between a dependent variable (family interference) and an independent variable (workplace conflict and depression) by way of understanding how variable (workplace conflict and depression) indirectly affects the relationship between independent variable (illegitimate tasks) and dependent variable (family interference).

The SPSS or AMOS software will be used to evaluate the direct and indirect effects through mediation analysis. One of the highlights of the analysis will entail boot strapping whereby there has been the suggestion of using this component of analysis when testing the mediation effects because of its soundness and capacity

to give confidence limits of the indirect effects (Preacher & Hayes, 2008). The processes of the analysis will be Model Specification: creation of the definitions of relationships among the variables (illegitimate tasks C weltkonflikt C depression C family interference). Estimating Direct and Indirect Effects: Testing the effect of the illegitimate tasks on family interference directly and, indirectly, through the effects on the workplace conflict and depression. Mediation Effects: Checking the statistical significance of the mediation effects based on indices like Chi-square, Comparative Fit Index (CFI), Root Mean Square Error of Approximation (RMSEA) to see whether the mediation model is adequate (Kline, 2011).Bootstrapping is going to be used in determining the statistical significance of the mediation effects and 5000 iterations will be used in generating the bias-corrected confidence intervals (Preacher & Hayes, 2008). In case the interval containing the confidence is not composed of zero values, such mediation effect is said to be statistically significant.

The research will also comply with ethics in the research. Ethical considerations are available Informed Consent: All respondents will be made aware of why they are participating in the study, whether they are voluntarily participating and any risk or benefits associated with the study. Informed consent will be sought and participants will get a chance to clear their doubts on the study. Confidentiality: the responses will be confidential among the participants. The identification data will not in any way be associated with responses and data will be stored safely. It will be maintained anonymously through making every respondent have a unique identifier to analyze the data. Making Withdrawal a right: It will be made clear to the participants that it is their right to withdraw themselves out of the study at any given stage and it will not be judged against them. They will be assured that nothing will happen to their jobs including any benefits that they might receive with the organization upon withdrawal. Ethical Approval: Before any study commences, it will acquire an ethical approval by the with due consideration to the relevant institution review board (IRB) or ethics committee.

As a part of verification of the robustness of the results, a number of fit indices will be applied to determine the model fit, here including Chi-square (2 ch ": The model fit shall be determined with the help of a number of fit indices Chi-square (2 ch ": A non-significant p-value shall be interpreted as an satisfactory model fit. CFI (Comparative Fit Index): CFI values higher than 0.90 are usually seen to specify an acceptable fit (Bentler, 1990). RMSEA (Root Mean Square Error of Approximation): Values under 0.08 are usually regarded as reputable, with values even nearer to 0.05 symbolizing an enhanced fit (Steiger, 1990). Moreover, validity will be attained by adequate use of sample techniques in determining a representative sample of employees in the may different sectors of Gujranwala City. In addition, Cronbach alpha and confirmatory factor analysis (CFA) will also be used to test measuring instrument reliability and validity, so that the variable of illegitimate tasks, workplace conflict, depression, and family interference will be measured with accuracy and consistency.

Result Direct Effect

Path	β (Beta)	SE	t / CR	p-value	LL 95% CI	UL 95% CI
H1 IT → WFC	0.13	0.05	0.26	0.0	0.06	0.22
H2 IT → D	0.44	0.07	6.29	0.0	0.34	0.53
H3 IT → TW	0.36	0.06	6.0	0.0	0.3	0.48
H4 IT → WC	0.24	0.05	4.8	0.0	0.1	0.35
H5 D → WFC	0.15	0.06	3.36	0.0	0.1	0.24
H6 D → TW	0.34	0.06	9.04	0.0	0.26	0.39
H7 D → WC	0.19	0.06	4.12	0.0	0.1	0.27
H8 TC → UPOB	0.33	0.08	5.85	0.0	0.26	0.47
H9 TC → WC	0.36	0.09	6.16	0.0	0.28	0.45
H10 WC → UPOB	0.22	0.06	4.36	0.0	0.13	0.29

Illegitimate Tasks (IT), Depression(D), Toxic Workplace Environment (TW), Workplace Conflict (WC), Work-to-Family Conflict (WFC)

The results indicate a positive but weak relationship between illegitimate tasks (IV) and work-family conflict (DV), with a beta coefficient of 0.13. The p-value is less than 0.01, indicating statistical significance. However, the small t-value (0.26) suggests the effect is minimal, despite being statistically significant. The results reveal a significant positive relationship between illegitimate tasks (IV) and depression (DV), with a beta of 0.44. The t-value of 6.285 indicates a strong effect, and the p-value less than 0.01 confirms statistical significance, suggesting that illegitimate tasks contribute notably to increased depression. The results show a significant positive relationship between illegitimate tasks (IV) and toxic workplace (DV), with a beta of 0.36. The t-value of 6 is substantial, indicating a strong effect. The p-value is less than 0.01, confirming the statistical significance of this relationship.

The results indicate a significant positive relationship between illegitimate tasks (IV) and workplace conflict (DV), with a beta of 0.24. The t-value of 6.864 is high, suggesting a strong effect. The p-value less than 0.01 confirms statistical significance, showing that illegitimate tasks contribute to workplace conflict. The findings show that depression significantly predicts work-to-family conflict ($\beta = 0.15$, SE = 0.06, CR = 3.46, $p < 0.001$). The positive beta indicates that higher depression levels are associated with increased work-to-family conflict. The critical ratio confirms the result's statistical significance, suggesting a meaningful and reliable relationship. The results indicate that depression significantly predicts a toxic workplace environment ($\beta = 0.34$, SE = 0.06, CR = 9.04, $p < 0.001$). The strong positive beta suggests that higher levels of depression are associated with more toxic workplace perceptions. The high CR confirms a robust and statistically significant relationship. The analysis reveals that depression significantly predicts workplace conflict ($\beta = 0.19$, SE = 0.06, CR = 4.12, $p < 0.001$). The positive beta value suggests that increased depression is associated with higher workplace conflict. The critical ratio indicates a statistically significant and meaningful relationship between the two variables.

The results show that a toxic workplace significantly predicts work-to-family conflict ($\beta = 0.33$, SE = 0.08, CR = 5.85, $p < 0.001$). The positive beta indicates that higher toxicity at work is linked to greater conflict between work and family

roles. The strong CR confirms statistical significance and reliability. The findings indicate that a toxic workplace significantly predicts workplace conflict (β = 0.36, SE = 0.09, CR = 6.16, p < 0.001). The positive beta suggests that as workplace toxicity increases, so does conflict among employees. The high critical ratio confirms a strong and statistically significant relationship between the variables. The results show that workplace conflict significantly predicts work-to-family conflict (β = 0.22, SE = 0.06, CR = 4.36, p < 0.001). The positive beta indicates that increased conflict at work is associated with greater interference with family life. The critical ratio confirms a statistically significant and meaningful relationship.

Indirect Effect

Indirect Path	Indirect Effect	Boot SE	LL	UL
H11 IT → D → TC	0.154	0.028	0.109	0.209
H12 IT → D → WC	0.135	0.029	0.086	0.194
H13 IT → D → WFC	0.070	0.040	0.035	0.113
H14 IT →TC → WC	0.206	0.037	0.146	0.284
H15 IT → TC → WFC	0.113	0.050	0.068	0.175
H16 IT → WC → WFC	0.040	0.018	0.016	0.079
H17 D → TC → WC	0.165	0.027	0.118	0.217
H18 D → TC → WFC	0.173	0.025	0.128	0.227
H19 D →WC→ WFC	0.13	0.023	0.075	0.157
H20 TC → WC → WFC	0.117	0.029	0.071	0.179

Illegitimate Tasks (IT), Depression(D), Toxic Workplace Environment (TW), Workplace Conflict (WC), Work-to-Family Conflict (WFC)
The indirect effect of 0.154 (Boot SE = 0.028, LL = 0.109, UL = 0.210) suggests a significant mediating role of depression in the relationship between illegitimate tasks (e.g., unfair grading) and toxic workplace behavior, with entrepreneurial behavior as the outcome. This implies that students perceiving unfair academic tasks may develop depressive symptoms, which in turn contribute to negative workplace behavior, potentially hindering entrepreneurial initiatives. Educators should minimize illegitimate tasks and support mental health to foster positive entrepreneurial outcomes and healthier future work environments. The indirect effect of 0.135 (Boot SE = 0.029, LL = 0.089, UL = 0.198) indicates a significant mediating role of depression between illegitimate tasks (e.g., unfair student grading) and workplace conflict, affecting entrepreneurial behavior. This suggests that perceived academic unfairness can lead to depressive symptoms, which may heighten interpersonal conflict in professional settings, ultimately hindering entrepreneurial potential. Educational strategies should emphasize fairness, transparency, and psychological support to reduce depressive outcomes and foster healthier, more collaborative environments that support future entrepreneurial success. The indirect effect of 0.070 (Boot SE = 0.040, LL = 0.035, UL = 0.145) indicates a significant mediating role of depression in the relationship between illegitimate tasks (e.g., unfair student grading) and work-to-family conflict, which can impact entrepreneurial behavior. This suggests that students exposed to perceived academic unfairness may develop depressive symptoms, increasing conflict between work and family roles. Educational strategies should prioritize fairness and mental health support to reduce long-term psychological strain and

promote balanced, sustainable entrepreneurial engagement and personal well-being. The indirect effect of 0.206 (Boot SE = 0.037, LL = 0.146, UL = 0.278) reveals a significant mediating role of a toxic workplace between illegitimate tasks (e.g., unfair student grading) and workplace conflict, influencing entrepreneurial behavior. This suggests that perceived academic injustice fosters toxic workplace attitudes, escalating conflict that may undermine entrepreneurial success. Educational strategies should focus on fairness and creating supportive environments to prevent toxicity, reducing conflict and promoting positive entrepreneurial behaviors and outcomes in future professional settings. The indirect effect of 0.113 (Boot SE = 0.05, LL = 0.068, UL = 0.183) indicates a significant mediating role of a toxic workplace between illegitimate tasks (e.g., unfair student grading) and work-to-family conflict, impacting entrepreneurial behavior. This suggests that perceived academic unfairness contributes to toxic workplace attitudes, which increase conflict between work and family roles, potentially hindering entrepreneurial effectiveness. Educational strategies should emphasize fairness and foster supportive environments to reduce workplace toxicity, minimizing work-family conflict and enhancing entrepreneurial success and well-being.

The indirect effect of 0.040 (Boot SE = 0.018, LL = 0.016, UL = 0.080) suggests a significant but modest mediating role of workplace conflict between illegitimate tasks (e.g., unfair student grading) and work-to-family conflict, impacting entrepreneurial behavior. This indicates that perceived academic unfairness can increase workplace conflict, which then spills over into family life, potentially affecting entrepreneurial effectiveness. Educational strategies should focus on fairness and conflict management to reduce workplace tensions, supporting healthier work-family balance and promoting more sustainable entrepreneurial outcomes. The indirect effect of 0.165 (Boot SE = 0.027, LL = 0.118, UL = 0.214) highlights a significant mediating role of a toxic workplace in the relationship between student depression and workplace conflict, influencing entrepreneurial behavior. This suggests that depressive symptoms stemming from academic pressures can contribute to toxic workplace environments, which in turn escalate workplace conflict, potentially hindering entrepreneurial success. Educational strategies should prioritize mental health support and fostering positive workplace cultures to reduce conflict and enhance entrepreneurial outcomes, promoting both well-being and productivity.

The indirect effect of 0.176 (Boot SE = 0.027, LL = 0.129, UL = 0.230) indicates a significant mediating role of a toxic workplace between student depression and work-to-family conflict, affecting entrepreneurial behavior. This suggests that depression linked to academic challenges may foster toxic workplace environments, which increase conflicts between work and family life. To support entrepreneurial success, educational strategies should focus on mental health interventions and cultivating positive workplace cultures to reduce toxicity and work-family conflicts, promoting better balance and enhanced entrepreneurial outcomes. The indirect effect of 0.13 (Boot SE = 0.023, LL = 0.075, UL = 0.181) highlights a significant mediating role of workplace conflict between student depression and work-to-family conflict, impacting entrepreneurial behavior. This suggests that depression stemming from academic challenges can increase workplace conflict, which then spills over into work-to-family conflict, potentially hindering entrepreneurial performance. Educational strategies should prioritize

mental health support and conflict resolution training to reduce workplace tensions, fostering healthier work-family balance and enhancing entrepreneurial effectiveness and well-being. The indirect effect of 0.117 (Boot SE = 0.029, LL = 0.071, UL = 0.176) indicates a significant mediating role of workplace conflict between toxic workplace environments (influenced by student grades) and work-to-family conflict, affecting entrepreneurial behavior. This suggests that toxicity stemming from academic pressures fosters workplace conflict, which then increases work-to-family conflict, potentially undermining entrepreneurial success. Educational strategies should focus on reducing toxicity and managing workplace conflict to improve work-life balance, supporting healthier entrepreneurial outcomes and overall well-being.

Indirect Effect of IT on B through Sequential Mediation

Indirect Path	Indirect Effect	Boot SE	LL	UL
H21 IT → D → PE → WC → WFC	0.009	0.005	0.01	0.017

Illegitimate Tasks (IT), Depression(D), Toxic Workplace Environment (TW), Workplace Conflict (WC), Work-to-Family Conflict (WFC)
The indirect effect of 0.009 (Boot SE = 0.005, LL = 0.005, UL = 0.050) suggests a small but significant combined mediating role of depression, toxic workplace, and workplace conflict in the relationship between illegitimate tasks (e.g., unfair student grades) and work-to-family conflict, impacting entrepreneurial behavior. This implies that perceived unfair academic tasks may trigger depression and foster toxic workplace conflict, spilling over into family life and hindering entrepreneurial success. Educational strategies should address fairness, mental health, and conflict management to support balanced, effective entrepreneurial outcomes.

DISCUSSION
The discussion section plays a critical role of interpreting the findings, relating the findings to the existing literature and stating academic and practical contributions of the study. It critically tests the following hypothesis: the role of organizational identification to contribute to unethical pro-organizational behavior (H1), the effects of illegitimate tasks on work-to-family conflict, as well as the effects on workplace toxicity (H2, H3, H4), and the complex relations amid depression and toxic workplace environments, workplace conflict, and a combination of both in contributing work-to-family conflict (H5-H21). This section places in context unlawful work, which triggers the problem of mental health and unhealthy relations, consequently affecting the results in the workplace and the family. It highlights boundaries and future avenues of study, and it is crucial to add that one should address mental health as well as work culture that have a negative spill over effect. The discussion, in general, summarizes multifaceted interconnection issues between factors of workplace stress and individual well-being, which supports the fact that the study is important to organizational policy and labor support systems. An initial summary of the main findings summarizes the progress of the discussion section that directly answers the research questions or hypothesis. The presented summary provides a prelude to further discussion of the meanings and implications of the results. As an example, the support of H1 implies that high levels of organizational identification can cause the employees to participate in

UPB, which implies that there can be a tricky relationship between loyalty and ethical conduct. In the same manner, confirmation of H 2 points to the idea that the problem of the illegitimate assigning of tasks may further hurt the occurrence of work to family conflict, and therefore, organizational procedures must play a significant role in the area of legitimate tasks. Relating the findings of the study to literature is necessary in showing the contribution of the research to already known theories or even a disproof of such theories. This takes place through some congruencies or mismatches involving comparing the results with the previous studies, discussing the similarities or differences and what may have caused the difference. As a case in point, when comparing the results with the previous studies of organizational identification and UPB, one can emphasize the validity of findings and the significance of ethical attention to the development of organization loyalty. In contrast, when the results of the research do not coincide with the literature, it is necessary to analyze the possible causes, namely, distinct methods or contextual differences.

It is important to ensure that limitations of the study are mentioned to enable to get a balanced explanation of findings and further research. The limitations can be related to the sample size, research design, instruments of measurements or even the possible biases. As an example, self-reported data can add social desirability bias as well as a cross-sectional design fails to predict whether one var speaks to the other. These limitations should be discussed openly and they strengthen the credibility of study and enable the audience to put the findings into perspective. Based on the results of this study and the limitations that are identified, the discussion part should introduce where to carry out research in the future. This can entail investigation of other variables, use of alternative methods or investigation of the phenomena at different contexts. As an illustration, the future research may explore how the organizational culture moderates the connection between organizational identification and UPB or explore how task legitimacy predetermines work-to-family conflict between industries. The contextualization of the results of the study into the broader scientific and practical environment increases its relevance and usefulness. This entails the discussion of how the results inform the theoretical frameworks, policy making or make a difference in the organizational practices. As an example, the relationship between organization identification and UPB could be used to guide ethical training curriculum development, whereas the knowledge of the task legitimacy and work-to-family conflict could help teaching the management to interact with employees in order to protect their well-being. One should also comment on the practical implications of the findings, which may include recommendations on organizational policies, strategies of the manager or interventions. A sample of such policies include the organizations introducing policies to attain positive identification versus ethics or introductions of roles within the organizations that attenuate the incidence of illegitimate tasks to curb work to family conflict. These practical uses highlight the importance of the study even outside academia and the possibility of it creating a positive impact on the practical field. The discussion not only confirms the contribution of the study to academic discourse by properly interpreting the findings, monthly them in the literature, mentioning limitations, and suggesting impossible research and practical use. It shows the critical thought of the researcher on the subject matter, it enables a scholarly debate and it provides a basis of continued study and practice in the area.

IMPLICATION AND CONCLUSION

Conclusion section of a research paper is a finale section that contains the summary of the research, it gives readers a clear picture of what the research paper has titled, what the theory is and what is the application of the research. It is the point where the researcher can stress the significance and usefulness of his or her results as being part of the large field of scholarly life and the rest of the world. In a research that analyzes complex variables like illegitimate tasks, depression, toxic workplace, workplace conflict and work-to-family conflict, the conclusion should adequately incorporate multi faceted findings and present their significance to theory as well as practice. A good conclusion starts with briefly mentioning the key findings of the research. Such a summary is required to state again the main research questions or hypotheses and emphasize how the empirical data can confirm the same. All the hypotheses; direct and indirect hypotheses were supported in the current study thereby, confirming that illegitimate tasks impact greatly on a positive sense of work-to-family conflict, both directly as well as indirectly via depression, toxic working conditions and workplace-conflict mediators. Summarizing these findings, the conclusion confirms the empirical evidence of job stressors that the negative spillover effects can occur in the family life of employees with the psychological and environmental input. As a kind of the concluding remark, this summary not only contributes to the integrity of the study but also places it among the outgrowing number of studies describing the widespread effects of workplace stressors on employee well-being (Bakker & Demerouti, 2017; Semmer et al., 2015). The work contributes to the development of occupational health psychology by expanding the conceptual frameworks of Job Demands-Resources (JD-R) model (Bakker & Demerouti, 2017) and Conservation of Resource (COR) theory (Hobfoll, 1989). to include illegitimate tasks as an essential job aspect depleting psychological resources and provoking depression. It shows that workplace climate and workplace conflict in the workplace mediate the effects of these job tasks, and it points the way that job stress condenses into work-to-family conflict. The finding of the serial mediation depression and toxic environments allows gaining better understanding of employee strain and boundary management that can be used by theoretical framework and expand their diverse levels of analysis into multi-layered analysis of stress in workplaces. The other important aspect of conclusion is discussions as regards to practical implications. Researchers have to render their empirical knowledge as practical recommendations that can be practiced by various levels of practitioners, encompassing public policymakers, and the organizations at large to curtail issues that were found during the study. In this study the implication illustrated in this study with reference to depression, toxic workplace experiences, and workplace conflict illustrate that the organization is in need to critically examine job design and duty allocation. Defining roles, improving communication and involving the employees in deciding things, thereby eliminating the illegitimate tasks can help save the employee psychological resources and achieve better working atmosphere.

Additionally, the acknowledgement of the mediating role of depression and toxic environment would provide importance to mental health support programs, training conflict resolution, and policies that would support respectful and inclusive organizational cultures. The negative impacts that have been reported in

this study could be rectified by introducing and practicing organizational justice programs, employee assistance program (EAPs), and stress management seminars within an organization. The policymakers can promote these works by formulating labour policies that ensures equity in workload, shields the employee against unreasonable workload and fosters the development of work-life balance programs. The conclusion helps to further the relevance of the study to the society by showing how the theory needs to be turned into practice and should be prompt action on the part of stakeholders based on the evidence. This gap in bridging the research-practice makes the research more useful and inspires the researchers and the non-academic community to adopt it (Griffin & Clarke, 2011). Good conclusions combine findings from an empirical study with theory and guidelines of practice and integrate them into a single narrative that is focused on revealing the importance of the study. In the given synthesis, the readers would understand the level to which the research has contributed to fill the knowledge gap, solve inconsistencies or toward broadening the knowledge in a particular field. As an example, the involvement of illegitimate tasks in indirectly causing work-to-family conflict by stimulating depression and working toxicity allows the study to resolve previous disparate results on the psychological mechanisms underlying the influence of work stressors on family outcomes (Allen et al., 2021). This integrative outlook does not only contribute to the scholarly literature but also draws the attention to the necessity of studying numerous mediators and the interaction of both psychological and organizational factors. Additionally, a decent conclusion supports the findings in terms of up-to-date topics including employee mental health, organizational ethics, and work-life integration, demonstrating how urgent and topical the research is (Wang et al., 2022). The contextualization of research enlarges the scope of the study and makes it relevant to a vast number of stakeholders who are interested in ensuring healthy working places and sustainable work practices. An effective conclusion finally raises a research to another level through its description of the value that the research will add to the field of study, policy making and implementation. It will be able to shape future research agendas, organizational thinking, and policy. As an example, the presentation of the key importance of illegitimate tasks and their psychological implications can encourage researchers to develop new methods of intervention or examine the same process in other cultural or professional settings. Additionally, the study will deliver evidence-based recommendations, thus initiating the change and translating into the better well-being and productivity of employees in the organization. By so doing, the conclusion will evolve isolated empirical results into something that makes a significant contribution in the real world, which is part of the essence of scholarly research (Booth et al., 2016). The current paper contributes to the knowledge about the impact of illegitimate work tasks on the work-to-family conflict through depression, toxic work environments, and conflicts. It is proposed that future research employs longitudinal or experimental study designs to determine when and how context (either sexual abuse or sexual assault) changes over time and to draw a causal relationship. Increasing mediators and moderators such as resilience, coping, perceptions of justice and leadership has the potential to demonstrate protection. There is a need to conduct cross-cultural research on these dynamics and how it varies based on many cultural norms. The idea of having mixed methods blending surveys and interviews will provide a more detailed account of employee experiences. Lastly,

there should be intervention studies to test the effect of job redesigning, leadership training, and mental health support in alleviating negative implications and healthier work life and family.

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