

Workplace Stress, Financial And Organisational Support: A Multidimensional Study On Well-Being And Performance Of Female Physiotherapists in UAE

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Abstract:

Physiotherapists is a labour intensive job. The physiotherapists turnover rate is increasing in India and most of the physiotherapists are living India and preferring abroad nations. UAE is one of the nation's recruiting largest number of physiotherapists from India. It is essential to know the work environment dynamics playing the key role and present study explores the key factors which can help in understanding the foreign working environment which can help in improving the Indian working environment through multi factorial analysis through regression analysis, SEM path diagram, IPMA and structural mediation analysis on 196 respondents. The results shows that workplace stress significantly reduced the life satisfaction ($\beta = -0.41$), well-being ($\beta = -0.35$) whereas social support and organizational support ($R^2 = 0.62$) found to be primary buffers. Results shows that life satisfaction and impact of workplace stress are found to be primary drivers of performance. the study highlights that the organizations should focus on performance of physiotherapists beyond clinical workload shifting focus more towards life satisfaction parallelly strengthening the social support and organizational support which are found to be essential for maintaining the sustainable health care system.

Keywords: Female Physiotherapists, Workplace Stress, Organizational Support, Well-Being, Performance.

Introduction:

Physiotherapy is a healthcare profession where the physiotherapists are trained in assessing, diagnosis and manage the physical disfunction focusing on movement disorder adopting non-pharmacological interventions which are basically exercise and manual theory approach playing crucial role in providing the rehabilitation care and bringing the patient back to their normal life (WCPT, 2019). It is profession which demands emotional intensive and result driven where the physiotherapists are required sustain patient interaction, result driven decision making with respect to treatment, planning and managing the necessary documentation and set up for rehabilitation. Here comes the importance of the role played by the management team providing a continuous support required for the physiotherapists making sure a smooth flow of rehabilitation activities. The management team makes sure to provide the perceived organizational support enhancing the job satisfaction and retention among health care professionals by providing adequate support and showing the importance and valued that a physiotherapist needs as an employee who is valued and cared are found to be sustaining in the organizations more (Linda H. Akien et al, 2012). India is found to be under the nation where employee turnover rate is increasing every year heavy workload is often to be the primary reason that is found to be associated and the Indian statics shows that about 0.59 to 0.6% per 10,000 population are the available physiotherapists which is below the WHO bench marks showing the higher requirement of physiotherapists in India. Showing the need of about 50,000 to 95,000 physiotherapists in India (WHO, 2026). The increasing turnover rate in physiotherapists is resulting due to lower wages provided with in the health care organizations of India making the physiotherapists preferring to work out of the country and 26% of Indian physiotherapists working in UK is the proof for this findings, Canada consisting of 15% of Indian trained physiotherapists, Australia consists of 10% of Indian physiotherapists and it is stated that out of 100 physiotherapists 12 physiotherapist leave their jobs every year. Statistics also high light how out of 100 physiotherapists 41 are facing high stress situation accumulating about 10 to 205 of physiotherapists in India leaving their jobs every year (WHO, 2026). It is found

that this turnover rate is the resultant of job satisfaction which is found to be 63.68% of physiotherapist show job satisfaction and only 56.39% of physiotherapists shown career satisfaction showing lower satisfaction level and higher turnover rates. Making India one of the top suppliers of physiotherapists to foreign countries raising the concerns on sustainability of its own physiotherapists to work with in the work (Alva & Lobo, 2016). It becomes necessary to study the organizational level factors with respect to physiotherapists as the lack of organizational support, promotion, stress are found to be resulting in job dis satisfaction parallel detracting the physiotherapists quality of life, well-being and causing trauma (Balkhis Banu et al., 2025). This becomes more essential to study in the Indian physiotherapists as the literature has stressed how the Indian physiotherapists are reported to be showing the more job dis satisfaction and emotional trauma affecting their well-being as the physiotherapy jobs are more emotional and work load are demanding in Indian context (Gupta & Sharma, 2025; Ateeq A et al., 2026). It is found that the factors such as organizational support has come out as one of primary factor in the health care sector significantly influencing WLB and Job satisfaction (Dubey & Riasudeen, 2021) resulting in work place stress which does not only effects individual physiological issue but effects the job and overall performance of the individual making the work place stress factor as one of the critical factor affecting performance in terms of task, contextual, adaptive and behavioural context making workplace stress not only affecting the individual's well-being but also effect clinical tasks affecting the overall productivity of the organization. This becomes more essential to explore this factor in physiotherapists as the physiotherapists are the professionals who are in need not only to show their technical competence but also need to be more empathetic, persistence, patient oriented, coloration and attentive (Krijghsheld et al., 2022) and the literature in physiotherapy has highlighted how work place stress are linked with the job burnout, lower quality of personal and professional life satisfaction. studies from states such as Chandigarh have highlighted how about 845 of the female physiotherapist are shown to be facing the work place stress (Kumar et al., 2023). The work place stress outcomes are not ideal dependent on the issues employee face at work place but are also found to be inter dependent on factors which has the ability to cope with them such as financial support and organizational support. Where proper recognition of employee's work, fair promotion and workload will result in achieving the better organizational support and on the other hand proper allocation of salary packages, accommodation, incentive will result in achieving the provision of proper financial support to the employees however the essential issues such as effect of financial support on the health care workers is relatively under explored topic of research (Opoku & Boateng, 2024; Mohiuddin et al., 2026). Factors such as work place stress, higher workload and other factors are found to be playing the role in increasing the turnover rate especially, Work place stress comes under the risk factor effecting both the well-being and the performance. Whereas the organizational support can help in working out the strain sustaining the employee with respect to performance and financial support offers a strong stabilization which can help in reducing the insecurity at job equalising the emotional investment and helps in continuation of work. Despite of growing concerns and literature on the job stress, lower job satisfaction but empirical evidence remains fragmented as existing studies are found to be focusing more on the single factor either workplace stress or job burnout or job satisfaction and most of the available studies are conducted on nurses rather than the physiotherapists and the available literature does not offer sufficient evidence which can model the outcome at multi factorial level of work place stress, financial support and organizational support resulting in shaping the well-being of the physiotherapists and come under most of recommended topic of research (Sidiq et al., 2026; Agrawal et al., 2025; Divya Kumar & Sharma, 2026). It becomes essential to know what the physiotherapist s found difference working in India and foreign countries and exploring the relative factors which can play key role in uncovering the key factors from the physiotherapists working in foreign countries and can play a key role in reflecting the foreign management in to the Indian context.

Methodology:

The present study is a multi-factorial study covering the multiple variables. The present study is concentrated on female physiotherapists from Andhra Pradesh, India working in UAE. This study becomes more crucial to be conducted in Andhra Pradesh as this sated is found to be under persistent shortage and unsymmetrical distribution of health care human resources and rural areas are facing this shortage the most (Mehta et al., 2024; Ateeq et al., 2026). Unfilled vacant positions of physiotherapist, heavy work load, increasing inpatient load are found to be the common headings of the news in Andhra Pradesh (Sri Krishna Kummara, 2026; Shaik Balkhis Banu et al., 2025) and Andhra Pradesh is the state which is contributing about 50% of physiotherapists and health care workers come under migrants and most of them are working in countries such as UAE making this state perfect to study the multi factorial level of exploration that is workplace stress, financial and organisational support: A multidimensional study on well-being and performance of physiotherapists who are female expatriates working in UAE from Andhra Pradesh, India . There are no standard records showing the authorised statistical records of the physiotherapists so the population size is calculated through adopting the unknowing population size calculation method (Fisher's, 1925). 196 is the sample size obtained and the sample size calculation is shown below in Eq. 1. The present study adopted the scale designed by (Naik Prapti Anand, 2023).

$$\text{Sample Size for Unknown Population } n = \frac{Z^2 \times P \times q}{e^2} = \frac{(1.96)^2 \times 0.85 \times (1-0.30)}{0.05^2} = 196 \quad (1)$$

$q = 1, p = \text{success rate}, Z = \text{Confidence Interval} = 95\%$

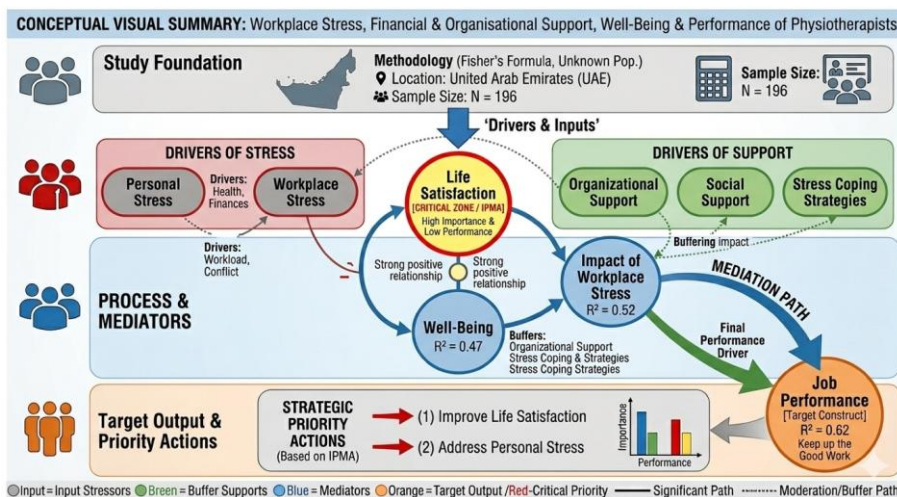


Fig.1. Conceptual Diagram

Regression Analysis:

Table 1. Regression Analysis

Variables Entered	R	R ²	Adjusted R ²	Std. Error of the Estimate	F	Sig.	Standardized Coefficients	t	P-Value
H1: Workplace stress has a significant negative effect on the well-being of physiotherapists									
Independent Variables: Workplace Stress Dependent Variable: Well-Being	0.095	0.009	0.004	1.46231	1.794	0.182	$\beta = 0.095$	1.339	0.182
H2: Personal stress has a significant negative effect on the life satisfaction of physiotherapists									
Independent Variables: Personal Stress Dependent Variable: Life Satisfaction	0.286	0.082	0.077	1.32421	17.401	0.000	$\beta = -0.286$	-4.171	0.000
H3: Organizational support and social support have a significant positive effect on the well-being of physiotherapists									
Independent Variables: Social Support, Organizational Support Dependent Variable: Well-Being	0.585	0.343	0.336	1.19395	50.852	0.000	$\beta_1 = -0.308$ $\beta_2 = 0.485$	$t_1 = -5.308$ $t_2 = 8.341$	0.000 0.000
H4: Well-being and life satisfaction have a significant positive effect on performance among physiotherapists									
Independent Variables: Life Satisfaction, Well-Being Dependent Variable: Performance	0.570	0.324	0.317	0.80677	46.820	0.000	$\beta_1 = 0.559$ $\beta_2 = 0.136$	$t_1 = 9.486$ $t_2 = 2.313$	0.000 0.022
H5: Stress coping strategies significantly reduce workplace stress impact among physiotherapists									
Independent Variables: Stress Coping Strategies Dependent Variable: Impact Workplace Stress	0.148	0.022	0.017	2.34892	4.361	0.038	$\beta = -0.148$	$t = -2.088$	0.038

Table.1 shows the results of regression analysis, the results shows that H1 results show negative significance on the well-being of physiotherapists. the $R^2 = 0.009$ has shown showing work place stress shown little variance in the well – being and with p value more than 0.05 hence H1 is rejected. While H2 shows the negative effect pf personal stress on the life satisfaction ($\beta = -0.286$) resulting increase of personal stress results in decrease of life satisfaction. Whereas H3 shows positive effect of organizational support and social support on the well-being with social support ($\beta = 0.485, p < 0.05$) shows the strong positive significance and organizational support ($\beta = -0.308, p < 0.05$) the result show negative coefficient values suggesting higher the organizational support is linked with the lower well-being $P < 0.05$, Hence H3 is accepted. H4 result shows life satisfaction ($\beta = 0.599, p < 0.05$) and well-being ($\beta = 0.136, p < 0.05$) shows that both life satisfaction and well-being influences performance, showing increase in well-being and life satisfaction also results in increase of performance. H5 results shows that ($\beta = -0.148, p < 0.05$) showing how stress coping strategies significantly influences the work place stress reduction with $P < 0.05$ hence H5 is accepted.

SEM Analysis:

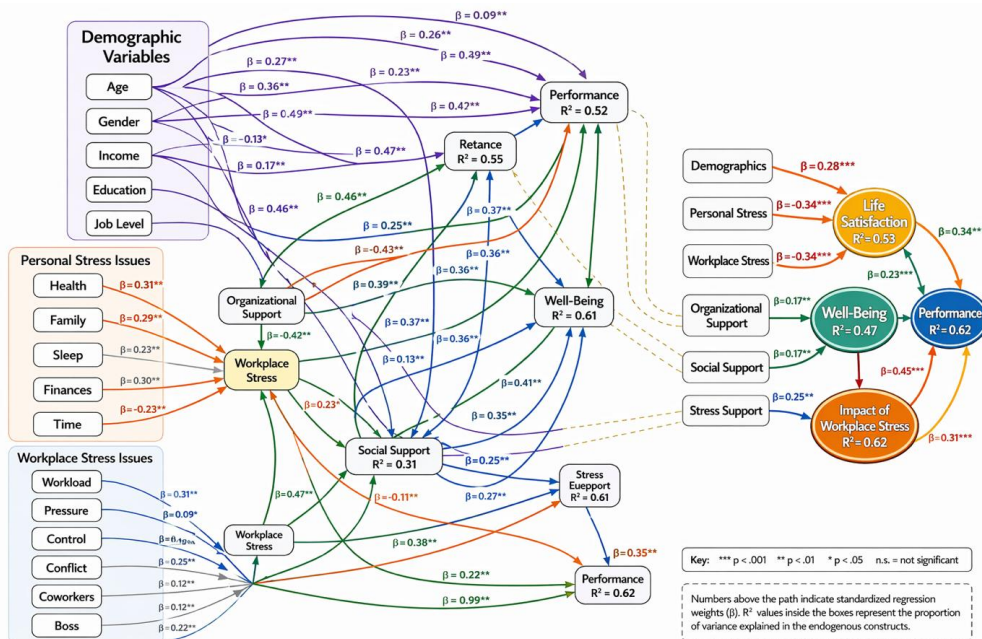
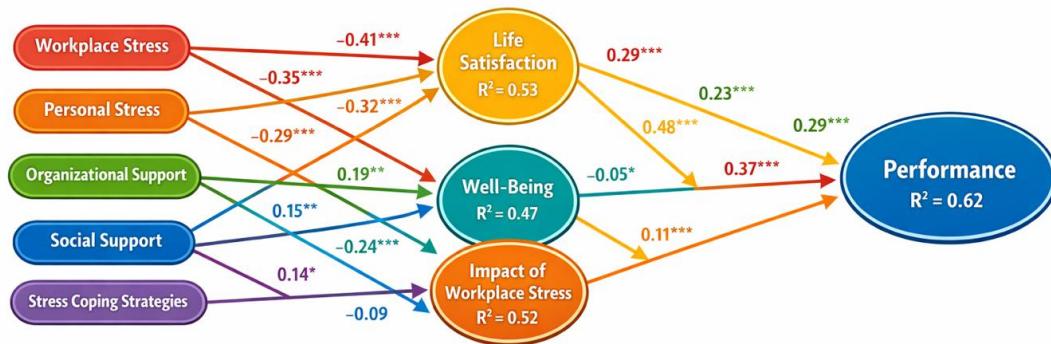


Fig.2. SEM Analysis Path Diagram

The Fig.2 shows the results of SEM analysis path diagram where β shows the strength and direction of the relationship between variables. Variables which are positive means they move together and they are negative the variables go in opposite directions. the * symbol represents the statistical significance more the *** symbols extreme is the significancy intensity. Where R^2 represents the variance explained by each variables with respect to other variable. Factors such as personal stress ($\beta = -0.34$) and workplace stress ($\beta = -0.34$) has shown negative impact and demographic characteristics ($\beta = 0.28$) age, income, job level has shown positive influence towards the life satisfaction. Whereas the factors such as life satisfaction ($\beta = 0.23$), organizational & social support ($\beta = 0.17$) both has shown positive impact on well-being. For variables such as well-being ($\beta = 0.45$), life satisfaction ($\beta = 0.34$), workplace stress ($\beta = 0.31$) has shown strongest impact with respect to performance. the result shows that factors such as health ($\beta = 0.31$) and finance ($\beta = 0.30$) are found to be the strongest contributors with respect to personal stress. Whereas factors such as time ($\beta = -0.23$) has shown negative impact with respect to personal stress. Factors such as workload ($\beta = 0.31$) and conflict ($\beta = 0.25$) are found to be the primary drivers with respect to workplace stress issues.

Structural Equation Modelling Analysis:



Key: *** $p < .001$, ** $p < .01$, * $p < .05$, n.s. = not significant

Fig. 3. Structural Mediation Modelling Analysis

The Fig.3 shows the structural mediation modelling analysis results, where it is found that performance factors has emerged as the strongest variable creating about 62% of variance in the designed model. The result shows that workplace stress has shown strong negative impact between the variables life satisfaction ($\beta = -0.41$) and well-being ($\beta = -0.32$), personal stress has shown the similar results between life satisfaction ($\beta = -0.32$) and well-being ($\beta = -0.29$), whereas organizational and social support are found to be showing significance positive effect on the well-being ($\beta = 0.19$ and 0.15). results shows that stress coping strategies have shown improved well-being ($\beta = 0.14$) however there is not direct relationship with respect to workplace stress. life satisfaction variables is found to be strongly impacted by the stress factor. Well-being have shown moderate effect with respect to both stress and organizational support.

IPMA Analysis:

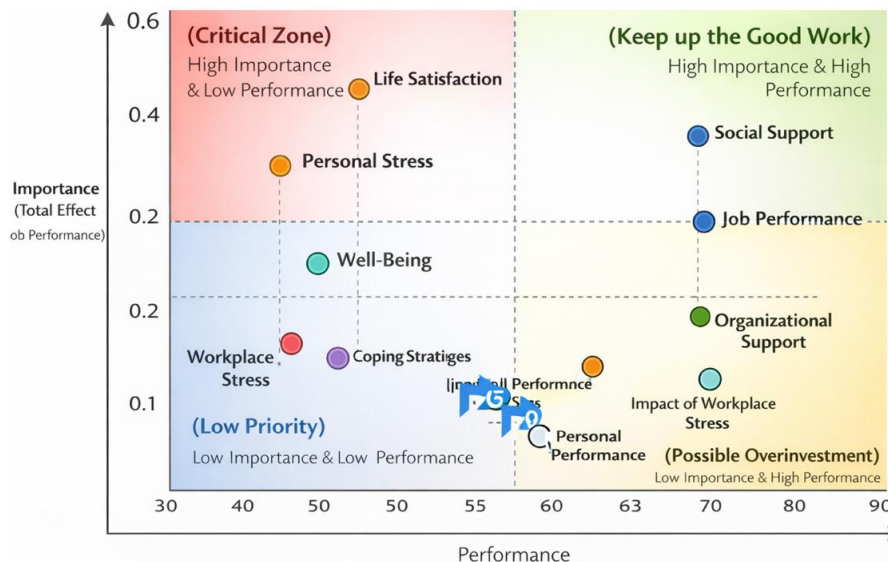


Fig.4. IPMA Analysis

Fig.4 shows the results of IPMA analysis, where the variable performance vs importance is analysed. The results are divided into different zones among which the critical zone represents the zone where variables with high importance and low performance are shown. Life satisfaction is found to be most critical variable with highest importance values and low performance scores. Whereas the personal stress falls in the red zone with high importance and low performance showing how improving the life satisfaction will help in reducing the stress. Whereas social support fall under the variables with high performance and high importance. The results shows that workplace stress and organizational support falls under the zone with low importance and high performance. the results shows that workplace stress, stress coping strategies and well-being as the low importance and low performance variables.

Conclusion:

The SEM analysis Path diagram result shows that in order to maximize the performance the organizations should shift their focus on well-being and life satisfaction as workplace stress and personal stress are found to be the primary barriers of life satisfaction and organizational and asocial support are found to be most lever with respect to organization resulting in reduction of stress boosting the performance. the IPMA analysis results shows that life satisfaction is the lever variable that provides the strongest significance when invested while organizational support helps in improving the life satisfaction resulting in managing the personal stress and is found to be as important as job performance as job performance is not found to be simple technical workload but deeply rooted with the psychological well-being along with the life satisfaction.

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