

The Impact of Quality of Sleep on Difficulties in Emotional Regulation among Working Women.

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Abstract:

The study explores the effects of poor sleep on problems in emotional regulation in working women, and the study aims at comprehending how inadequate sleep leads to emotional instability and the general psychological welfare of the women. The quantitative research approach was adopted and based on a descriptive and analytical approach, data collected on 200 working women by designing a structured questionnaire and analyzed using statistics software like correlation and regression analysis. The findings reveal that there is a strong positive correlation between poor sleep quality and emotional dysregulation and that sleep quality has a statistically significant predictive value to emotional regulation. The results show that insufficient sleep is related to greater emotional problems, but other aspects like work stress and lifestyle also contribute. The study finds that the quality of sleep should be improved to improve emotional well-being and suggests personal and organizational measures to help working women to sleep and be mentally healthy..

Keywords: Sleep Quality, Emotional Regulation, Working Women, Emotional Dysregulation, Psychological Well-being

INTRODUCTION

The association between the quality of sleep and emotional control has received growing academic interest especially among working women who have two responsibilities of both professional and domestic duties. Sleep quality is not only the duration of sleep, but also the depth, continuity, and restfulness (Talley et al., 2020). Instead, emotional regulation entails the capacity to track, assess and adjust the emotional reactions in adaptive manners. The inability to sleep disturbs neural processes, particularly the ones to do with the prefrontal cortex and the amygdala, the brain areas that deal with rational reasoning and emotional processing respectively (Meneo et al., 2023). The study indicates that poor or disrupted sleep lowers cognitive control over emotional impulses and increases irritability, stress reactivity, and mood fluctuations. In the case of working women, this lack of balance is enhanced by greater role strain, inconsistent schedules and work-life conflict. In this way, the quality of sleep is a predisposing factor that affects emotional stability, decision-making, and interpersonal relationships in the personal and work spheres (Schantz et al., 2024).

Neurobiologically, sleep is important in ensuring emotional balance. Sleeping in the REM (Rapid Eye Movement) state, the brain processes emotional experience and consolidates memories and, thus, minimizes the emotional intensity of stressful experiences (Shermohammed et al., 2020). This causes hyperactivity of the amygdala due to lack of proper REM sleep, thereby increasing emotional reactions, with the addition of compromised regulation by the prefrontal cortex. The imbalance leads to both emotional regulation problems like impulsivity, anxiety, and depressive symptoms (Dorsey et al., 2021). Also, sleep deprivation increases the amount of cortisol, a stress hormone, which further contributes to emotional dysregulation. Poor sleep psychologically affects attention, resilience, negative cognitive biases, and more likely to see situations as a threat or overwhelming (Harvey et al., 2011). Among working women, these processes are exacerbated by occupational stress, caregiving, and societal expectations and, as a result, form a vicious circle where poor sleep aggravates emotional regulation, which, in turn, disrupts sleep patterns further (Simon et al., 2020)...

Women who have to work are prone to special stressors that contribute to a great level of sleep and emotional regulation. Professional demands and household duties are some of the factors that lead to long-term stress and limited chances to restorative sleep (Magnusson et al., 2021). Abnormal work schedules, shift work, digital interaction also interferes with circadian rhythms, causing sleep disorders, including insomnia or poor sleep productivity. This adverse effect on the quality of sleep directly affects emotional regulation, reducing stress tolerance and raising emotional fatigue (Ahmad et al., 2023). Moreover, work-life imbalance may result in guilt, frustration, and feelings of inadequacy, which may increase the emotional instability. Studies suggest that women with greater occupational stress report that they have more trouble regulating their emotions, such as anger, anxiety, mood swings (Hwang and Jung 2021). This lends to the argument of including socio-cultural and occupational variables in the analysis of the relationship between sleep and emotional regulation because these external forces have a strong mediating relationship on the overall psychological well-being of working women (Khan and Sreenivasan 2024).

Behavioral and cognitive outcomes of the low-quality sleep are far-reaching and directly connected to the emotional regulation problems. The lack of sleep can cause a lack of concentration, disorientation in making decisions, and low productivity, thus harming the performance in the workplace (Hyndych et al., 2025). They are also more susceptible to anxiety and depression, tend to be more sensitive and have trouble managing their anger (Watling et al., 2020). These consequences may result in poor relations at work, low job satisfaction, and poor well-being in case of working women. Negative thinking patterns and rumination are also cognitive distortions, which are more common among poor sleepers and complicate the emotional regulation process (Deepak and Jacob 2025). Additionally, the long-term sleep deprivation may also be a cause of the mental health problems, such as burnout and emotional exhaustion. These findings emphasize that sleep quality is not merely a physiological need but a critical factor influencing psychological functioning and professional competence (Pilcher & Morris 2020)



Figure 1: Ways to improve sleep quality Source: [healthdirect.gov](https://www.healthdirect.gov.au)

The connection between sleep quality and emotional regulation have strong implications on the personal and organizational life. Sleep hygiene is a prophylactic measure that could be taken to improve emotional regulation in working women (Robbins et al., 2021). Sleep habits including bedtime routine, screen time, relaxation methods, including meditation or yoga, and sleep environment can make a big difference in sleep quality (Olson et al., 2023). Interventions such as work flexibility, mental health support, and stress management programs can be important in alleviating sleep problems as well. Moreover, increasing awareness of the value of sleep and emotional health can enable working women to lead healthier lives (Peng et al., 2023). People in policymaking and employers ought to acknowledge the interrelation between sleep,

emotional health, and productivity and put in place supportive provisions to this effect. Finally, emotional resilience, work performance, and general quality of life of working women can be improved by means of enhancing sleep patterns (Rodrigo et al., 2023).

Aim and Objective of the study

The study investigates how the quality of sleep relates to problems in emotional regulation in working women by addressing the behavioral, cognitive, and neurobiological processes underlying the association between poor sleep and emotional instability. It aims to examine the impact of such factors on sleep patterns as occupational stress, work-life imbalance, and socio-cultural expectations and consequently, emotional responses, such as anxiety, irritability, and depressive symptoms. The study will aim to determine how inadequate sleep is a cause of lack of emotional regulation, resilience, and psychological health. The study also seeks to bring out the relevance of sleep hygiene and organizational support systems in ensuring emotional stability and general quality of life of working women by exploring these relationships. The following were the objectives of the study:

To examine the impact of sleep quality on difficulties in emotional regulation among working women.

To examine whether poor sleep quality significantly predicts emotional dysregulation.

To provide recommendations for improving sleep quality and emotional well-being among working women.

Empirical Studies

Sleep quality has also been systematically found to be a key determinant of emotional regulation especially in working populations that are highly stressed and role demanding. Talley and Shelley-Tremblay (2020) put forward that emotional control is directly dependent on sleep quality, as it influences attentional processes and cognitive flexibility, whereas Meneo et al. (2023) highlighted that sleep disruption disrupts neural circuits that process emotions. Likewise, Harvey et al. (2011) defined sleep disturbance as a transdiagnostic element that leads to emotional turmoil in a variety of psychological disorders. To reinforce this fact, Simon et al. (2020) proved that sleep deprivation changes the socio-emotional brain functioning and results in emotional hyperactivity. Moreover, the authors Rajuskar and Badarke (2024) emphasized that sleep deprivation has a negative impact on cognitive and emotional functioning, thus, supporting the notion that the quality of sleep plays an important role in the processes of emotional regulation.

Neurobiologically speaking, sleep and its effect on emotional regulation is mediated by the brain structures of the amygdala and prefrontal cortex. Shermohammed et al. (2020) have discovered that poor sleep undermines top-down emotional control, which leads to impulsivity and more emotional reactions. Dorsey et al. (2021) also examined hormonal and neurological mechanisms that control sleep in women, which they attribute to emotional balance. Moreover, Osgood et al. (2021) proved that sleep deprivation correlates with aggression and negative emotional behaviors at the workplace. Hyndych et al. (2025) also found that sleep deprivation affects affective processing and emotional stability, whereas Watling et al. (2020) associated poor sleep with decreased emotional control and risk-taking behaviors. All these studies lead to the conclusion that the quality of sleep plays a significant and direct role in the regulation of emotions.

In addition, socio-occupational conditions also exacerbate the connection between sleep quality and emotional dysregulation in working women. Magnusson et al. (2021) found that occupational imbalance disturbed sleep patterns and led to emotional strain, whereas Ahmad et al. (2023) highlighted the importance of work-life conflict in determining a sleep quality and emotional outcomes. According to Hakansson et al. (2020), stress and overcommitment are important predictors of diminished well-being and emotional challenges. Also, Hosseini et al. (2024) emphasized cultural and organizational pressures as sources of related ongoing stress, detrimental to sleep and emotional well-being. Budhiraja and Kant (2020) also recorded that the problem of technology intrusion and excessive work hours are contributors to bad sleep and psychological discomfort. Therefore, it is highly suggested in the literature that the quality of sleep has a great influence on emotional regulation in working women.

H1: Sleep quality has a significant impact on difficulties in emotional regulation among working women

Numerous studies show that not only is poor sleep quality related to but also predicts greater levels of emotional dysregulation. Talley and Shelley-Tremblay (2020) stressed the fact that lack of sleep leads to decreased cognitive control as a result of which the person becomes more susceptible to emotional instability. Likewise, Meneo et al. (2023) discovered that disturbances caused by insomnia result in problems with controlling emotional behaviors. Harvey et al. (2011) also maintained that chronic sleep issues are

contributing factors to the continuous emotional dysregulation in diverse psychological disorders. In line with this, Simon et al. (2020) have shown that sleep deprivation increases emotional reactions and diminishes the power to control negative emotions. Also, Nadeem et al. (2024) found that there were noticeable correlations between low sleep quality and low socio-emotional competence, which implies that sleep disturbances are predictors of emotional problems.

The predictive value of poor sleep in the emotional and cognitive functioning is also demonstrated in empirical research by van Dijk et al. (2020), who observed that sleep issues are correlated with cognitive and emotional problems, especially in those experiencing burnout. On the same note, in a study conducted by Rajuskar and Badarke (2024), sleep deprivation is found to hamper executive functioning and emotional regulation, which results in greater emotional instability. Chandra et al. (2023) showed that low sleep quality adversely impacts rational behaviour and decision-making, which have an indirect impact on emotional regulation. Moreover, Osgood et al. (2021) revealed that sleep disturbances are predictors of workplace aggression by poor mental health outcomes. All of these findings imply that the quality of sleep is a strong predictor of emotional dysregulation.

Moreover, at the workplace and lifestyle factors also reinforce poor sleep predicting emotional difficulties. According to Ahmad et al., job stress and work-life imbalance are the factors that cause poor sleep, as well as emotional instability (2023). As mentioned by Magnusson et al. (2021), sleep disturbances and occupational imbalance are worsened by irregular working hours and work schedules, thus, causing emotional strain. The failure of shift workers to get enough sleep is linked to worse well-being, as demonstrated by Robbins et al. (2021), which

supports its predictive nature. Furthermore, Budhiraja and Kant (2020) highlighted that sleep disorders and emotional distress were caused by the deficiency of work-life balance. These studies affirm that sleep poor sleep quality is a strong predictor of increased emotional dysregulation in working women.

H2: Poor sleep quality significantly predicts higher levels of emotional dysregulation among working women

The quality of sleep has largely been linked to improved emotional health and psychological resilience. Talley and Shelley-Tremblay (2020) emphasised that emotional regulation is positively affected by better sleep as it leads to better cognitive functioning and attentional control. Meneo et al. (2023), in their turn, discovered that better sleep minimizes emotional reactivity and fosters emotional stability. Harvey et al. (2011) highlighted that managing sleep disorders can go a long way in enhancing mental health status. Similarly, Simon et al. (2020) have shown that proper sleep helps in emotional processing and decreases negative affect. Also, Nadeem et al. (2024) demonstrated that the higher the quality of sleep, the higher is the socio-emotional competence and overall well-being.

Intervention-based studies also contribute to the relationship between enhanced sleep and emotional well-being. Rodriguez-Muñoz et al. (2025) have shown that sleep programs in the workplace can be of great help in enhancing the quality of sleep and psychological health. On the same note, Robbins et al. (2021) discovered that interventions in the workplace, such as mindfulness and sleep hygiene programs, result in longer sleep time and better well-being. According to Ornek and Esin (2020), stress management interventions increase coping skills and decrease the levels of emotional distress among working women. Moreover, Javaid et al. (2023) emphasized that mindfulness exercises have a beneficial effect on emotional well-being through the minimization of stress and increasing the quality of sleep. These results suggest that the quality of sleep can be enhanced to achieve positive emotional results.

Furthermore, the association between a better sleep and well-being is strengthened by wider socio-psychological factors. Both Magnusson et al. (2021) stressed that occupational balance improves sleep and emotional health. Li et al. (2021) discovered that less stress and burnout lead to better quality of life and emotional state. The relevance of work-life balance in ensuring psychological health and well-being was emphasized by Brough et al. (2022). Moreover, Kotera et al. (2021) proved that the improved emotional outcomes are linked to better work-life balance and work pressure. The combination of these studies proves that the quality of sleep is strongly linked to the level of emotional well-being in working women, and the interventions based on sleep, stress, and lifestyle changes should be integrated.

H3: Improved sleep quality is significantly associated with better emotional well-being among working women

Empirical Gap

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A close connection between the quality of sleep and emotional regulation is revealed in the current body of literature; nevertheless, there are multiple gaps out there. The majority of studies concentrated on the general population or a particular occupational group with little emphasis on working women who have a unique combination of socio-cultural and work-life issues. Moreover, most studies focus on sleep and emotional regulation as separate entities, and not as part of a broader framework. Also lacking is any specific researches on the region especially in the Indian context which can impact the sleep pattern and emotional experience differently. Moreover, there is a paucity of studies that investigate predictive relationships with strong statistical models and there is a lack of intervention-based studies that aim at improving sleep and emotional well-being among working women.

Research Methodology

Research Methodology (RM) is the systematic framework and procedures applied by a researcher to gather, analyze and interpret data to help answer the research objectives and test hypotheses. It guarantees that the study is carried out in a systematic, valid and reliable way so that there can be correct conclusions and generalizations.

Research Design and Sampling Framework

The general design of the study (quantitative method used, descriptive and analytical research design, study area (Delhi NCR), targeted population (working women) and the application of stratified random sampling with the sample size of 200 falls into this category. It determines how the research will be conducted and the selection of the participants.

Data Collection and Analysis Techniques

The tools and procedures involved in data collection and analysis fall under this category, such as primary and secondary data collection methods, the research instrument used, a close-ended structured questionnaire, and statistical tools such as MS Excel and SPSS 27. It also comprises statistical methods like mean, standard deviation, regression and correlation that were employed to test sleep quality and emotional regulation relationships.

Conceptual Framework

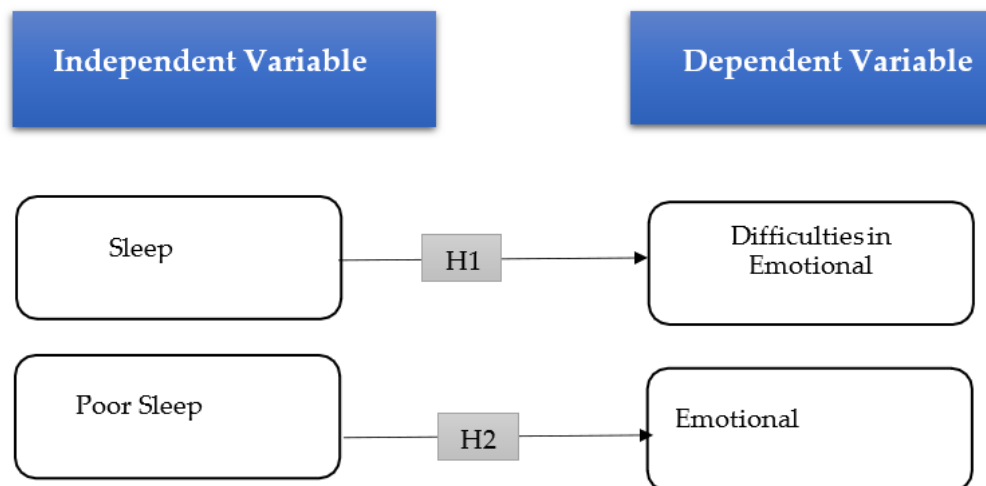


Figure 2: Conceptual Model

Data Analysis and Interpretation

Table 1: Demographic Characteristics of respondents

S.NO.	Demographic Characteristics		N	%
1	Age Group	20–30 years	48	24%
		31–40 years	44	22%

		41–50 years	52	26%
		51 years and above	56	28%
2	Marital Status	Single	56	28%
		Married	39	19.50%
		Divorced	53	26.50%
		Widowed	52	26%
3	Educational Qualification	Undergraduate	47	23.50%
		Postgraduate	48	24%
		Professional Degree	49	24.50%
		Doctorate	56	28%
4	Monthly Income	Below Rs 25,000	65	32.50%
		Rs 25,000–Rs 50,000	40	20%
		Rs 50,001– Rs 75,000	50	25%
		Above Rs 75,000	45	22.50%
5	Work Experience	Less than 2 years	48	24%
		2–5 years	47	23.50%
		6–10 years	53	26.50%
		More than 10 years	52	26%
6	Work Schedule	Fixed Day Shift	48	24%
		Rotational Shift	45	22.50%
		Night Shift	48	24%
		Flexible Working Hours	59	29.50%

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The demographics of the 200 respondents represent a well-distributed and diverse sample of people on different characteristics. The population is relatively mature, with the highest percentage of 51 years and above (28%), and 41 50 years (26%). Regarding marital status, the largest share is represented by single respondents (28%), and the rest are also substantial: divorced (26.5) and widowed (26) participants, with married people occupying the 19.5th place. The educational qualifications are fairly distributed, with the highest number being those with a doctorate (28%) and the sample is highly educated. The income distribution is economically diverse with a significant percentage of the respondents earning less than Rs 25,000 (32.5%), and the rest falling in the higher income bracket. There is a fairly balanced work experience with the largest percentage of 6-10 years (26.5) and second followed by over 10 years (26). In terms of work schedules, the preponderance of the work schedules is based on flexible work schedules (29.5%), fixed day and night shift schedules (24 each, respectively), and rotational shifts (22.5%). In general, the data show that the sample is heterogeneous, which enhances the validity and applicability of the study results.

Outcomes based on Objectives

Objective 1: To examine the impact of sleep quality on difficulties in emotional regulation among working women.

H1: Sleep quality has a significant impact on difficulties in emotional regulation among working women.

Table 2: Model Summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.175 ^a	.030	.026	2.94382
a. Predictors: (Constant), Sleep quality				

According to model summary, sleep quality is moderately, but statistically significantly, correlated with emotional regulation problems. The correlation coefficient ($R = .175$) indicates a very weak positive relationship between sleep quality and emotional dysregulation. The coefficient of determination ($R^2 = .030$) indicates that about 3 percent of the variation in emotional dysregulation is explained by the sleep quality whereas the adjusted R (.026) verifies this explanatory capacity after considering the size of the samples and the complexity of the model. Even though the explained variance is not very high, the model is still significant, which means that the quality of sleep is a contributing factor, but not the only determinant of emotional dysregulation in working women. The standard error of the estimate (-2.94382) indicates the mean distance between the observed and predicted values, which indicates a medium degree of accuracy in predicting the values. On the whole, the results suggest that sleep quality is an important factor, but other aspects affect emotional regulation and need to be put into focus in subsequent studies

Table 3: ANOVA^a

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	53.911	1	53.911	6.221	.013 ^b
	Residual	1715.884	198	8.666		
	Total	1769.795	199			
a. Dependent Variable: Difficulties in Emotional Regulation						
b. Predictors: (Constant), Sleep quality						

The ANOVA findings suggest that the regression equation that considers the influence of sleep quality on emotional regulation problems is statistically significant ($F(1, 198) = 6.221, p=.013$). This indicates that the overall model is a superior fit compared with a model with no predictors, and that sleep quality plays an important role in explaining differences in emotional dysregulation in working women. The regression sum of squares (53.911) displays the amount of variance that sleep quality accounts and the remaining amount (1715.884) is the unexplained amount. The value of the significance is below 0.05, so the model is statistically significant. In general, the results prove that the quality of sleep is a major predictive factor of the challenges in emotional regulation, which corroborates the hypothesis of the study

Table 4: Coefficients^a Table

a. Dependent Variable: Difficulties in Emotional Regulation						
Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.162	.904		7.927	.000
	Sleep quality	.202	.081	.175	2.494	.013

The regression analysis investigates how the quality of sleep influences emotional-regulation difficulties in working women. The findings indicate that the sleep quality is statistically significant predictor of emotional dysregulation ($\beta=.175, t=2.494, p=.013$). The unstandardized positive coefficient ($B=.202$) means that with each unit of poor sleep quality, the problems with emotional regulation rise by 0.202 units, which means that poor sleep leads to more emotional instability. The constant ($B=7.162, p<.001$) is the level of emotional dysregulation at the base when the quality of sleep remains constant. Even though the standardized beta value (.175) is a fairly small effect size, the correlation is still significant, which proves that sleep quality has a significant influence on affecting emotional regulation. On the whole, the results confirm the hypothesis that sleep quality is a significant predictor of emotional dysregulation in working women.

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Objective 2: To examine whether poor sleep quality significantly predicts emotional dysregulation.

H2: Poor sleep quality significantly predicts higher levels of emotional dysregulation among working women.

Table 5: Descriptive Statistics

Descriptive Statistics			
	Mean	Std. Deviation	N
Poor Sleep Quality	10.1900	2.50505	200
Emotional Dysregulation	9.4900	2.41434	200

According to the descriptive statistics, the mean of poor sleep quality of all 200 respondents is 10.19 (SD = 2.51), which implies that there are moderate levels of sleep-related problems in the sample. Likewise, the average score of emotional dysregulation is 9.49 (SD = 2.41), which means that working women face a moderate level of emotional regulation problems. The similarity of the standard deviation values of the two variables indicates a consistent distribution of the responses, and there is not much variation between the participants. On the whole, these results indicate that the percentage of individuals with low sleep quality and emotional dysregulation is rather high, which indicates the possible interdependence of these two variables and the necessity to implement specific interventions to enhance sleep and emotional status

Table 6: Correlations Table

Correlations			
		Poor Sleep Quality	Emotional Dysregulation
Poor Sleep Quality	Pearson Correlation	1	.495**
	Sig. (2-tailed)		.000
	N	200	200
Emotional Dysregulation	Pearson Correlation	.495**	1
	Sig. (2-tailed)	.000	
	N	200	200
**. Correlation is significant at the 0.01 level (2-tailed).			

The correlation analysis shows that there is a moderate positive relationship between poor sleep quality and emotional dysregulation ($r = .495$, $p < .01$) between respondents ($n = 200$). This implies that the worse the quality of sleep becomes, the more the emotional dysregulation level is likely to rise. The significance value of the correlation is 0.01, which means that the relationship observed could not have been as a result of chance alone. Practically, the people with poor sleep tend to complain about having problems in controlling

emotions, i.e., being more irritable, mood swings, and lack of emotional control. Thus, the results confirm the hypothesis that the quality of sleep is a key factor in emotional functioning, and enhancing sleep habits is vital in alleviating emotional dysregulation in working women.

Objective 3: To provide recommendations for improving sleep quality and emotional well-being among working women.

H3: Improved sleep quality is significantly associated with better emotional well-being among working women.

The study offers empirical and feasible suggestions to improve the quality of sleep and emotional health in working women. It is well-known that sleep is an important factor in determining psychological wellbeing that affects emotional stability, coping with stress, and overall cognitive abilities (Gupta and Pandey 2025). The recommendations are to have working women implement structured sleep hygiene, including regular sleep routines, limiting screen time at night, and establishing a comfortable sleeping environment (based on the findings). Moreover, organizational interventions, such as flexible working hours, workload pressure, and work-life balance promotion, can also be important to enhance sleep patterns (Jones et al., 2020). Women can also be served with mental health awareness campaigns and stress management trainings to help them learn to be mindful and recognize their sleep problems to help them to have better emotional control (Sovold 2021).

Moreover, hypothesis (H3) that better sleep quality is strongly linked to emotional well-being among working women is confirmed by the previous empirical studies and the analytical results of the study. Quality sleep is associated with increased emotional resilience, decreased irritability, and increased coping with everyday stressors, which leads to the overall well-being (Sovold et al., 2021). Poor sleep on the other hand is associated with emotional dysregulation, anxiety and reduced psychological functioning. Hence, sleep quality interventions are bound to have a positive result on emotional well-being (Beckel and Fisher 2022). It is also advised that policymakers and employers should incorporate wellness programs that focus on sleep health as well as emotional support programs so that they can have a comprehensive approach to the well-being of the employees. These programs not only positively impact the personal health but also productivity and organizational performance of the workplace (Gothe et al., 2020).

Discussion

The connection between sleep quality and emotional regulation has been a broad topic of investigation in psychological, neuroscientific and behavioral research and has continued to highlight the importance of sleep as a vital basis of emotional functioning. Talley and Shelley- Tremblay (2020) examined that sleep quality is a key factor in emotional regulation, as it affects attentional control and cognitive processing, and Meneo et al. (2023) found that emotional processing pathways were impaired by sleep disturbances. Shermohammed et al. (2020) describe neurobiologically that with inadequate sleep, the prefrontal cortex loses control over the amygdala, resulting in heightened emotional responsivity and poor impulse control. In a similar vein, Dorsey et al. (2021) also noted that hormonal and neurological processes about women sleep patterns are relevant in emotion balancing. Harvey et al. (2011) also claimed that sleep disorder is a transdiagnostic element that causes several psychological challenges such as poor emotional regulation. Similarly, Simon et al. (2020) proved that the loss of sleep profoundly changes the socio-emotional brain functioning and leads to an increase in emotional sensitivity. Additionally, Hyndych et al. (2025) and Watling et al. (2020) discovered that sleep deprivation adversely affects cognitive and affective functions, making people more irritable and unstable in their emotions. These results are also justified by Deepak and Jacob (2025), who highlighted that low sleep quality leads to cognitive distortions, maladaptive emotional responses. Taken altogether, these works prove that sleep is not only a biological need but a key process that determines emotional strength, psychological flexibility, and mental well-being in general.

In addition to the biological explanations, there is a considerable amount of literature emphasizing the impact that occupational and socio-cultural factors have on defining the quality of sleep and emotional health of working women. Magnusson et al. (2021) examined that work-related imbalance and role overload greatly interfere with the sleep patterns, which further deteriorate the emotional stability. In the same vein, Ahmad et al. (2023) highlighted that work-life conflict and job stress are central to the dysfunctional sleep and emotional dysregulation. To reinforce this, Hwang and Jung (2021) showed that such bad working conditions as long working hours and work strain are strongly correlated with psychological distress. Hosseini et al. (2024) also examined the role of organizational support in exacerbating work-life conflict in

women due to cultural expectations, caregiving roles, and the absence of organizational support, which ultimately impacts sleep and emotional well-being. Moreover, Budhiraja and Kant (2020) emphasized that the technology intrusion and prolonged work connectivity are factors that worsen the work-life disparity resulting in sleep disturbances and mental disorders. Li et al. (2021) additionally discovered that work-related stress and burnout are major factors that decrease the quality of life, which supports the interdependence between sleep, stress, and emotional state. In addition, Robbins et al. (2021) and Rodríguez-Muñoz et al. (2025) have proved that sleep hygiene programs and stress management strategies, carried out in the workplace, can be effectively used to improve the quality of sleep and psychological well-being. Javaid et al. (2023) have also highlighted the importance of mindfulness and coping mechanisms and have identified that mindfulness mediates the connection between job stress and the overall well-being. Collectively these studies indicate that emotional dysregulation in working women is a complex phenomenon that is contingent on biological, psychological and socio-environmental factors and hence the importance of having a holistic and integrative approach to enhancing sleep quality and emotional well-being.

Conclusion

The study indicates that sleep quality is significant in influencing emotion regulation in working women since poor or poor sleep is directly linked to emotional control problems, stress, and low psychological health. The results show that although the quality of sleep plays an important role in emotional functioning, it is not the only determinant and other work- related, social, and personal factors like the work-life imbalance, job stress, and lifestyle pattern also play a significant role in emotional dysregulation. The study highlights the significance of considering sleep as an essential factor of mental health and underlines the necessity of individual and organizational interventions to enhance sleeping practices. Regular sleep habits, limited screen time, healthy coping, and supportive work policies such as flexible hours and stress management courses can contribute to emotional steadiness, and well-being can be further improved by supportive workplace practices such as flexible work schedules, and stress management courses. The study finds that enhancing sleep quality can be an effective avenue to increasing emotional resilience, productivity, and overall quality of life of working women and as such, it can be used in the development of individual and the effectiveness of organisations.

Research Implication

The study indicates the significance of the quality of sleep as a determinant of emotional regulation in working women and provides important implications to the theory and practice. It adds to the existing literature as it incorporates both psychological and occupational approaches and focuses on the necessity of comprehensive well-being discourses. In practice, the results indicate that organizations must integrate sleep health and mental wellness programs, and the policymakers must encourage work-life balance programs. The study also invites people to embrace the best sleep hygiene behaviors thus improving their emotional strength and work performance.

Research Limitation

The study has some limitations in spite of the contributions. The cross-sectional research design does not allow determining causal relations between sleep quality and emotional dysregulation. The use of self-reported data can be subject to bias in response since it can affect the validity of the results. Also, the sample is restricted to working women in a particular area, thus it could influence the generalization of the findings. Other influencing factors like personality traits or mental health conditions were not highly explored.

Research Future Scope

The study can be extended in future by using longitudinal designs to enhance causal association between sleep quality and emotional regulation in the long term. To increase generalizability, researchers can incorporate a more varied and larger sample of the population in various regions, occupations, and cultural backgrounds. Other variables that can be investigated in the future include personality traits, coping mechanisms and mental illnesses. Experimental and intervention-based studies that explore sleep improvement interventions can yield more information on practical remedies of improving emotional well-being.

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