Relationship of Overthinking with Professional Life Stress and Job Satisfaction Among Professionals

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Abstract: The current study examined the correlation of Overthinking with Professional life stress then Job Satisfaction amongst 300 professionals. Their age range was 22-48 years. Data was collected by using convenient sampling technique. Overthinking, Professional life stress and Job satisfaction were the study variables which were measured through Perseverative Thinking Questionnaire (PTQ Ehring etal., 2010), Professional life stress Scale (PLSS David Fontana 1989) and Minnesota Satisfaction Questionnaire (MSQ) by Weiss etal.,1967 respectively. Results supported all the hypotheses that are Overthinking positively correlated with Professional Life Stress, Overthinking and Professional Life stress are adversely associated with Job satisfaction. Results also exposed that there are no substantial changes between professional groups off these variables. All professional groups were high on their job satisfaction and lower on overthinking and professional life stress.
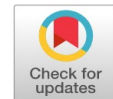
INTRODUCTION

In todays the organization are being highly challenging and competitive for employees. With the passage of time, new technologies and skills are being discovered in the organization and it is becoming more challenging for the professionals to achieve the organizational goals. The attainment of these organizational goals requires skills and experience to compete at national and international level the professionals engage in overthinking both in positive and negative sides. Being on positive side they ruminate themselves find an attainment of their organizational goals. When overthinking on negative side and engaging themselves in rumination they find themselves unable to attain organizational goals then they experience professional stress and they are less satisfied in their job.

Although overthinking is not a medical term in and of itself, research shows that the tendency can be seriously harmful to our health. Overanalyzing often results in dwelling on the bad, going over the worst parts of the past, or worrying about the future (Hassan, 2019). Overanalyzing a single thought repeatedly to the point that it interferes with day-to-day functioning is known as overthinking. A person in the middle of an overthinking episode may find it difficult to take action, make decisions, or rid a particular thought from their mind.

First-level of overthinking is a mild state that occasionally affects regular people, particularly during stressful situations. The second level of overthinking is a moderate level that is typical of anxiety disorder sufferers. People who overthink to a moderate degree are practical yet struggle to control their emotions and as a result, have serious overthinking issues. These folks may experience issues like insomnia, excessive calorie or alcohol consumption, or smoking, and they are frequently more stressed than they should be. Mental constructs, which are obsessive ideas organized into a fabricated world, are related with the severe level of overthinking, which is the third level (Domina Petric, 2022).

The way you interact with others and carry out tasks can alter as a result of overthinking. Your personal life, social life, and professional life can all be greatly impacted. Less sleep is often the result of ruminating on

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everything and fretting endlessly about things you have little to no control over. Overthinking thus reduces the quality of your sleep and may leave you feeling weak the following day (Isha Kukde, 2022).

According to the Response Style Theory (Nolen-Hoeksema 1991), rumination is characterized as a type of thinking that entails passively and repeatedly focusing on one's depressive symptoms, their causes, and their effects. The main facet of rumination is negative self-reflection and persistent pattern of focusing on negative emotions. Overthinking has led to poor decision making in career.

In a study by Arbor (2003), she discovered that 52% of adults between the ages of 45 and 55 were over thinkers, compared to 73% of adults in the age range of 25 to 35. She also discovered that, in comparison to men, women tend to think excessively.

Being an over thinker, a person is either continually thinking about bad scenarios or attempting to influence the future. This is one of the worst mental habits there is. In actuality, uncertainty and overthinking go hand in hand. A person may exert great effort to come up with solutions in his thoughts, or he or she may spend a lot of time ruminating or returning to the same idea about an event that has already occurred in the past. He may also feel as though his future is being physically or emotionally attacked. (Eng. et al, 2020).

Most individuals occasionally overthink things, but other people feel that their minds are continuously racing. At this point, people tend to overthink things. In essence, this entails reflecting and fretting. Rumination is the practice of focusing on the signs and symptoms of one's distress as well as its potential origins and effects rather than finding answers. While worry is defined as persistent, uncontrollable negative thoughts, ideas, and emotions that arise from a proactive cognitive risk appraisal designed to prevent or address prospective risks and their potential repercussions (Dennis Relojo, 2018).

According to David A. Clark (2018) you run the risk of becoming stuck in indecision, avoidance, and procrastination if you overthink crucial life decisions. A person has to spend time in deliberate reflection when considering things like their relationships, health, profession, self-identity concerns, and the like, yet spending too much time in one's head can be detrimental. On the other hand, everyone has intrusive, unfavorable ideas that should be ignored. Spending too much time with these ideas can cause severe emotional anguish.

Overthinking can make you believe that you aren't competent in your work, which can impair your confidence and self-esteem. This can cause worry and anxiety as well as imposter syndrome, which is the idea that you got to where you are by accident and aren't actually qualified for the job. Your potential at work may be limited if you constantly dwell on your past errors and failures. Constantly thinking about how you "failed" or embarrassed yourself can be detrimental to your self-confidence, making you hesitant to volunteer for a new task or accept a project that puts you in the spotlight out of concern that you won't succeed. It might even prevent you from nominating yourself for a promotion.

Professional Life Stress

Workplace stress or occupational stress is other terms for stress at work. These expressions, however, are used interchangeably to describe stress in the workplace. According to Hurrell et al. (1998), "a significant number of work-related environmental factors or particular occurrences thought to have an effect on the worker's health and wellbeing" are referred to as "professional life stressors." Numerous physical conditions and psychological issues, including chronic fatigue, sleeplessness, emotional disturbances, migraines, anxiety, melancholy, stomach ulcers, allergies, and other skin conditions, are caused by workplace stress. Heart attacks, accidents, and even suicides may be among the most severe effects (Di Martino 2003).

Organizations that are under work stress suffer losses as a result of employee unhappiness, negativity, high turnover rates, and absenteeism (Webster et al., 2010). Low levels of job satisfaction are correlated with high levels of work stress.

Theories of Professional life Stress

According to transactional theory, stress results directly from a transaction between a person and their environment, which may tax their resources and endanger their welfare (Lazarus & Folkman, 1987).

The Person-Environment Fit theory one of the early interactional theories of job-related psychological discomfort, the fit hypothesis contends that stress at work results from a mismatch between an individual's skills, resources, and talents and the expectations of the workplace (Caplan, 1987; French et al., 1982).

The Job-Demand-Control-Support theory demonstrates how workplace demands such a heavy workload, position ambiguity, and strain from the job can produce stress for employees. However, according to the theory, people can deal with these pressures by using work abilities that provide them autonomy and control over their tasks (Karasek & Theorell, 1990).

The Conversation of Resources theory by Hobfoll (1989) According to COR, stress can happen in three situations: 1) When a person's primary resources are in danger of being lost; 2) When resources are lost; or 3) When a person fails to earn resources despite making a sizable investment in resources.

Equit theory of work stress by Van Dierendonck et al. According to the paradigm, people have a propensity to evaluate their connections. The argument holds that when someone is in another relationship, they are looking for equity. According to the notion, when a person experiences a similar ratio of inputs and outputs across many connections, they would believe that a relationship is equal. Both employee-employer interactions and interpersonal connections can benefit from this notion. Distress will be present if there is an uneven relationship. The degree of perceived injustice will be comparable to this discomfort.

The perceived gap between an individual's internal and external expectations and his perceived capacity to handle a situation is what is known as stress. An absolutely crucial part of this process is the individual's subjective perception or appraisal of the circumstance and the potential threat. The person makes an effort to deal with the external threat by using coping mechanisms. The type and scope of the demands, the individual's traits, the social support that person has access to, and the constraints that the coping mechanism is operating under all have an impact on this process (Cox et al. 2000).

Job Satisfaction

Employee happiness is strongly influenced by job satisfaction. An employee's ability to perform his or her task will increase with increased job satisfaction. Our feelings about our jobs are a major factor in job happiness. Our level of job satisfaction is determined by the difference between our positive career features, such as lengthy hours or challenging work, or feeling underappreciated as an employee, and our negative career factors. Employee's happiness is based on their job satisfaction. Job dissatisfaction occurs when the job requirements are not according to the employee, such as long working hours, the salary package is not good, the work load is too high, and the lack of bonding with supervisors and colleagues, then it affects the employee's job satisfaction and can cause stress. One of the most complicated issues, job satisfaction includes a wide range of emotions and circumstances. The relevance of job satisfaction and its association with employees' performance grows as the environment becomes more competitive and complex over time (Siddiq et al. 2016).

Frye (2004) reported that salaries and employee performance have a favorable association. While many businesses try to increase employee satisfaction, many fall short of their goal. For better work performance, it is essential to understand the factors that can increase employee happiness and how they connect to an organization's overall success.

According to Perie and Baker (1997) employees cannot have a positive opinion of the work they select for their jobs. In the course of their duties, they are also likely to encounter detrimental consequences like pressure, annoyance, a hostile environment, worry, weariness, and a sense that their work wasn't enjoyable. All of these may result in reduced levels of job satisfaction. By establishing the necessary conditions to increase their job happiness, employers can aid employees in avoiding such emotions.

Theories of Job Satisfaction

Process theory Gruneberg (1979) looks at expectations and values in an effort to explain job satisfaction. According to process theory, a person's wants, values, and expectations about their job are just as important to job satisfaction as the job's actual requirements and organizational setting.

According to Robert H. Schaffer's (1953) fulfillment theory, the degree to which an individual's requirements that can be met at work are actually met will directly affect overall job satisfaction. The employee's job happiness will be more directly correlated with the strength of the desire, contentment, or fulfillment.

According to Herzberg's (1959) motivation-hygiene theory, the two key elements that influence employee satisfaction are motivation and hygiene. Hygiene lowers discontent while motivation increases satisfaction.

Edwin A. Locke's Range of Affect Theory (1976) this theory's central tenet is that job happiness is primarily

influenced by the gap between what an individual wants and receives from their position.

According to Hoppock (1935), a person can be said to be content with their employment if a variety of psychological, physiological, and environmental factors are present. A set of positive or negative sensations and emotions with which employees regard their work have been referred to as job satisfaction in the twenty-first century (Karatepe, Uludag, Menevis, Hadzimehmedagic, & Baddar, 2006).

The effectiveness of the organization as a whole, as well as the individual members, is influenced by job satisfaction. Job features have an impact on employees' personal lives and are closely tied to job happiness. Job satisfaction is significantly impacted by stress, which is a critical component experienced by workers in a variety of industries (Friganovic et al., 2019). Highly contented workers are more likely to be prompt, productive, devoted, and fulfilled in their personal lives (Suzanne H. Lease 1997). The key determinants of the caliber of work and individual productivity are the employee's level of stress and job satisfaction. Employee job stress in the healthcare industry may have a detrimental effect on the standard of patient treatment (Abdul salam, 2016).

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LITERATURE REVIEW

Jain, P. Sing, S. (2022) explored the connection between impostors, rumination, and perfectionism in workers at international corporations. The sample included 103 employees of global corporations, both men and women. The Clance Impostor Syndrome Scale (clance, 1985) and the Five-Factor Obsessive Compulsive Inventory FFOCI-short form (Samuel et al., 2014) were used to collect data. Rumination, perfectionism, and impostors are found to be positively connected with one another, and perfectionism and rumination are found to strongly predict impostors in employees of multinational corporations.

Qasim, T. Sahar, et.al (2022) explored the effect of over thinking on mental health. 150 students from various universities in Multan made up the sample. The study's variables were brooding worry, depression, ruminating, and mental wellness. The research revealed that worrying and ruminating were the major triggers for altering mental health.

Asharaph, A. Mustafov, K. & Seth, A. (2021) studied the relationship between overthinking and procrastination during pandemic. After completing their studies, both medical and non-medical students were questioned to see how procrastination and overthinking affect their daily lives. The interview was divided into many issues, including why people put off tasks at work, at school, or in their social lives, as well as ways to deal with procrastination and feel guilty about it. The respondents struggle with deferment and overthinking on regular basis. The findings showed that people tend to overthink and procrastination in their daily they tend to have faith in their future self and sort of dissociate themselves from their future self which makes them feel calmer in the present, while postponing the task.

Arif Nawaz, M. Ahmed, S. & Hasnain ali, M. (2021) explored the influence of social support in reducing the effect of work stress on employees' job satisfaction. 500 workers from both the public and private sectors were surveyed to gather information. It was discovered that job satisfaction was negatively correlated with employees who were not managing their work life owing to work stress. However, the considerable association between work-life balance and employee job satisfaction is moderated favorably by social support.

Mullen, P. Chae, N. et.al (2021) examined the disparities in school counselors job satisfaction, stress, and burnout dependent on the number of students on their caseloads. There were 327 school counselors in the sample. The findings showed that higher caseloads were linked to higher levels of job stress and burnout as well as worse job satisfaction.

Bilal, R. Syed, T. et.al (2020) determined the degree of job satisfaction among elementary school teachers employed by the government in the Sargodha district. In the district of Sargodha, 100 instructors from government elementary schools 75 men and 25 women were the subject of the study. Because of their opportunities for advancement and compensation, the study indicated that primary school teachers employed by the government have moderately high levels of job satisfaction.

Akhtar, A. Naheed, K. et.al (2018) investigated the effects of employee stress on job satisfaction in Punjab's private banks, especially in Multan district. 185 employees made up the sample. Through the use of a standardized questionnaire, the data was gathered. On job satisfaction, the effects of the work environment, financial incentives, workload, decision-making authority, and management behavior were examined. It was determined that there is a considerable negative correlation between job satisfaction and the work environment, financial incentives, decision-making power, and management's behavior.

Aydintan, B. Koc, H. (2016) identified the connection between job satisfaction and overall well-being among 652 teachers in Turkey's Ankara and Istanbul. A survey developed by Paul E. Spector in 1985 and a survey on life satisfaction developed by Diener, Emmons, Laresen, and Gryphon in the same year were used to gauge job satisfaction. The findings showed that teachers' life satisfaction was significantly influenced by their job satisfaction.

Jamal, Y. Niloferfarooqi, Y. (2016) investigated the relationship between coping strategies and professional life

stress among 200 house work doctors from various hospitals in Lahore, both male and female, were studied. The coping methods and professional life stress were assessed using the Coping Orientation to Problem Experienced (COPE) and Professional Life Stress Scale (PLSS), respectively. The findings revealed a substantial inverse connection between problem-focused coping techniques and work-related stress.

Shaheen, S. (2014) determined whether or not employees in public sector organizations were satisfied with their jobs. 50 medical officers, half of whom were male and half of whom were female, were included in the sample. They were drawn from Islamabad's and Rawalpindi's public hospitals. The Smith, Kendall, and Hulling (1969) Job Descriptive Index (JDI) was developed to gauge employee job satisfaction. The results corroborated the theory that male medical officers are more satisfied than female medical officers because they have different sets of responsibilities and pressures that affect their work in different ways. Female medical officers, on the other hand, experience more role pressure, which contributes to their lower job satisfaction.

Ahsan, N. et.al (2009) examined the link between work-related stress and job satisfaction. 300 academicians from a public university in the Malaysian Klang Valley made up the sample. Job satisfaction was assessed using a six-point Likert scale, while job stress was assessed using the Job Stress Questionnaire, developed by Caplan et al. in 1975. The findings demonstrated a strong inverse link between job stress and job satisfaction.

Objectives

- To explore the connection between overthinking and professional life stress between professionals.
- To investigate the relationship between overthinking and job satisfaction among professionals.
- To investigate the relationship among professional life stress and job satisfaction among professionals.

Rationale of the study

Previous studies reported that around adverse connection among Professional Life Stress and Job Satisfaction. Similarly Overthinking is reported to negative effect on mental health of individuals, while there are studies on Professional Life Stress and Job Satisfaction but studies of overthinking in organizations have not been conducted in the context of Pakistan. In today competitions and challenges are high in the organization. Professionals have to learn new skills. Day to Day skills have to be updated to compete at national and international level to meet their challenges make them satisfied with in their profession and experience less professional stress. the professionals engage in overthinking both in positive and negative sides. Being on positive side they ruminate themselves find an attainment of their organizational goals When overthinking on negative side and engaging themselves in rumination they find themselves unable to attain organizational goals then they experience professional stress and they are less satisfied in their job. Therefore the current study will be conducted on different professional's doctors, teachers, bankers and engineers to determine how much they are engaged in overthinking and how overthinking can create professional life stress and effect their satisfaction of job.

Hypothesis

- There will be a positive relationship between overthinking then professional life stress.
- There will be an adverse connection among overthinking then job satisfaction.
- There will be an adverse relationship among professional life stress then job satisfaction.

MATERIAL AND METHODS

Research Design

When conducting correlational research, a researcher measures two or more variables, analyses and evaluates the statistical relationship between them, and does so without the help of any additional variables. Correlational research design was used in the study to determine the relationship of Overthinking with Professional life stress and Job satisfaction stress among Professionals.

Sample

The sample consisted of 300 professionals selected conveniently from banks, hospitals, factories, and educational sectors. One hundred bankers were selected from banks, fifty doctors were selected from hospitals, fifty engineers were selected from factories and one hundred teachers were selected from educational sectors. Professional's age

range was from 22-48 years.

Instruments

Perseverative thinking questionnaire (PTQ): Perseverative Thinking Questionnaire (PTQ Ehring et al., 2010) consists of 15 items which evaluates.

- The fundamental elements of Repetitive negative thinking that is RNT's repeating nature. (Items 1, 6, and 11).
- The bothersomeness of Repetitive negative thinking (items 2, 7, and 12).
- The challenge of unplugging (items 3, 8, and 13).
- The deemed ineffectiveness of Repetitive negative thinking (items 4, 9, and 14).
- Repetitive negative thinking taking benefit from the mind (items 5, 10, and 15).

On a 5-point Likert scale, from 0 (never) to 4 (nearly always), participants react to each item. A higher score on each dimension denotes a high level of the RNT under consideration's expected process feature. According to Ehring (2010), the entire questionnaire's reliability coefficient according to Cronbach's alpha was 0.95.

Professional Life Stress Scale (PLSS)

David Fontana (1989) created the Professional Life Stress Scale (PLSS) to measure how stressful an employee perceives their professional life to be. The 24 items on the PLSS are a self-reported instrument. The items have a variety of optional answers. Therefore, alternative scoring patterns are suggested by Fontana (1989), which rely on how many potential responses are provided to each responder in order to gauge the stress they experience in their working lives. The scale's Cronbach alpha reliability was reported by the author to be good (0.74).

Minnesota Satisfaction Questionnaire (MSQ- Short Form)

The Minnesota Satisfaction Questionnaire (MSQ-short form) is a standardized scale used to evaluate both internal and external aspects of an employee's position. In 1967, Weiss, Dawis, England, and Lofquist created the MSQ-short form. 20 different items make up the MSQ-short form, including activity, responsibility, variety, social status, supervision, moral principles, security, community service, authority, ability utilization, company policy, compensation, advancement, independence, creativity, working conditions, coworkers, recognition, and achievement. MSQ-short form responses range from 1 (extremely satisfied) to 5 (very dissatisfied) on a 5-point Likert scale.

Procedure

To investigate the relationship of overthinking with Professional Life Stress and Job Satisfaction from different Professionals working in organization were randomly selected. The heads of organization were requested in writing to allow data collection from professionals working in their representing organization upon their approval the sample was given letter of informed consent to ensure that they are willing to participate in their study. They were informed of the study's goals and given assurances regarding the privacy of their answers before they agreed to take part. The date and time for data collection was decided according to the availability of the sample. On predetermined date and time, the sample was contacted and the process of data collection was started. First the questionnaire of Perseverative Thinking was presented to them along with the necessary instructions. They were asked to read each question carefully and were encouraged to ask if they could not understand any question. The researcher helped them in their understanding. They were asked complete the questionnaire within the given time which they did in 10 minutes. After the completion of first questionnaire a 5 minutes rest was given to the subjects after whom the Professional life stress scale was administered along with necessary instructions. The researcher helped them in their understanding if they could not understand any question. After the completion of second questionnaire 5 minutes rest was given to the subject and the Minnesota Satisfaction Questionnaire was administered along with necessary instructions. Their confusions regarding questions were clarified by the researcher. The questionnaire was completed within 10 minutes. The sample was thanked for taking part in the study after all of the questionnaire was completed.

RESULTS

The purpose of the current study was to explore the relationship of Overthinking with Professional Life Stress and Job Satisfaction amongst Professionals. A statistical analysis was done to determine the scales' psychometric characteristics. Internal consistency of the Perseverative thinking, Professional Life Stress and Minnesota Satisfaction Questionnaires were established through Cronbach's alpha reliability coefficient. To determine the relationship between variables Pearson Product Moment Coefficient was used for hypothesis testing.

Table 1: Sociodemographic Profiles of Study Participants (N=300)

Characteristics	n	%
Age		
22-30	110	36.2
31-38	128	42.1
39-48	62	20.4
Present Job		
Teachers	100	3.29
Doctors	50	16.4
Engineers	50	16.4
Bankers	100	3.29

Table 1 shows that 36% participant's fall in the age range between 22-30 years, 42% fall in the age range between 31-28 years while 20% were between 39-48 years. The percentage of present job teachers, doctors, engineers, bankers were 32%, 16%, 16%, and 32% respectively.

Table 2: Psychometric Properties of Perseverative Thinking, Professional Life stress and Minnesota Satisfaction (N=300)

Scales	M	SD	Actual	Potential	α
PTQ	24.3	15.54	0-56	15-75	0.97
PLSS	11.46	7.34	1-31	0-24	0.86
MSQ	52.55	14.68	18-86	20-100	0.95

Note M= Mean, SD = Standard deviation, PTQ = Perseverative Thinking Questionnaire, PLSS = Professional Life Stress Scale and MSQ = Minnesota Satisfaction Questionnaire

The psychometric characteristics of the scales employed in the current study are displayed in Table 2. The Perseverative Thinking Questionnaire's Cronbach's alpha value was.97 (>.90), indicating strong internal consistency. The Professional Life Stress Scale's Cronbach's alpha value was.86 (>.80), indicating strong internal consistency. The Minnesota Satisfaction Questionnaire's Cronbach's alpha value was.95 (>.90), indicating strong internal consistency.

Table 3: Correlation between Overthinking, Professional Life Stress and Job Satisfaction

	Variables	1	2	3
1	Overthinking	-		
2	Professional life Stress	.743**	-	
3	Job Satisfaction	-.641**	-.776**	-

**p< .01

Table 3 shows a correlation between study variables revealed that overthinking having a strong positive association with both job satisfaction (r = -.641, p < .01) and professional life stress (r =.743, p <.01). Job satisfaction and professional life stress are significantly inversely correlated (r = -.776, p < .01).

Table 4: One- Way Analysis of Variance in Overthinking, Professional Life Stress and Job Satisfaction among Professional Groups

Variables	Teachers		Doctors		Engineers		Bankers		F(3, 296)	η^2
	M	SD	M	SD	M	SD	M	SD		
OT	27.35	11.24	22.98	14.48	26.04	13.57	21.04	19.61	3.15	0.03
PLS	11.27	4.94	10.46	6.08	12.64	5.3	11.55	10.22	0.767	0.71
JS	53.2	11.19	52.6	15.55	51.66	13	52.32	17.92	0.134	0.3

Table 4 shows mean standard deviation and F-values for overthinking, professional life stress and job satisfaction across professional groups. Consequences indicated that here is no substantial differences across professional groups on overthinking with F (3, 296) – 3.150, $p < .05$. The value of ^{2} was .03 (< .05) which showed minor result size.

DISCUSSION

The present research was conducted to explore the relationship of Overthinking with Professional Life Stress and Job Satisfaction among 300 professionals. Perseverative Thinking, Professional Life Stress Scale and Minnesota Satisfaction Questionnaire were used to measure Overthinking, Professional Life Stress and Job Satisfaction.

Table 2 present the internal consistency of the Questionnaires on selected sample. The alpha reliability coefficient of all the instruments was satisfactory.

First hypothesis predicted positive relationship between overthinking and professional life Stress which is supported by the results (See Table 3). The participants who were high on Overthinking they were also high on Professional life stress. Overthinking negatively effects on mental health the more negative rumination there are the more professional stress occur. According to Jamshaid et.al (2020) the overthinking had significant negative relationship with mental health. Similarly, Qasim et.al (2022) studied the effect of overthinking on mental health it was found that overthinking negatively effect on mental health.

Second hypothesis predicted negative relationship between overthinking and job satisfaction which is supported by the results. The participants who were high on overthinking they were less fulfilled with their job. According to Akhtar et.al (2018) indicated that there is a considerable negative correlation between job satisfaction and the work environment, financial incentives, decision-making power, and management's behavior.

Third hypothesis predicted adverse relationship among professional life stress and job satisfaction which remains supported by the results (see Table 3). These conclusions are reliable the results of earlier study by (Ahsan et al., 2009). They reported negative relationship between Job satisfaction and Professional life stress because those participants who were high on their job satisfaction they were experience less professional life stress. Employees cannot have a positive opinion of the work they select for their jobs, according to Perie and Baker (1997). They are more prone to encounter detrimental outcomes while performing their tasks. Therefore, they are more likely to feel worn out, anxious, or depressed.

Table 4 present the comparison among professionals on overthinking, professional life stress and job satisfaction. Findings revealed that here were no substantial variances among professional clusters on these variables but every professional group differs significantly with in self. All professional groups were high on their job satisfaction and lower on overthinking and professional life stress.

CONCLUSION

In the light of above discussion following conclusion are being drawn.

- Overthinking and Professional life stress are positively correlated.
- Overthinking then Job satisfaction is adversely correlated.
- Professional life stress then Job satisfaction is adversely correlated.
- Non-significant differences between professionals on overthinking, professional life stress and job satisfaction.

LIMITATIONS

The consequences of this study have limitations.

- Availability of sample was very difficult due to their busy schedule.
- The present sample was educated and these professions are considered as esteemed professions. These findings cannot be generalized to other professionals groups.
- Non-gazetted sample was not included which may give different results as their working conditions are tougher than that of the present sample. Besides they belong to low socio-economic status they might engage more in rumination and experience stress.

SUGGESTION

- In future other professional groups particularly ministerial staff and class – IV should be studied on these variables.
- Gender differences should be investigated in future research.

IMPLICATIONS

The present study has its implication it may be helpful for professionals who work in different organizations. It contributes to the investigations on Overthinking, Professional life stress and Job satisfaction relating to professionals. The results of this study are beneficial for professionals to overcome work related stress and fight against overthinking for satisfaction of their job. The study's findings have theoretical ramifications because they offer scientific information about various professionals in the nation of Pakistan.

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