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Assessing Work-life Balance among Women Professionals: A Quantitative Analysis

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This work was carried out in collaboration among all authors. All authors read and approved the final manuscript.

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ABSTRACT

On one hand, the new period has seen many achievements and technological developments, while on the other hand, it has seen many concerns linked to the environment, as well as people's physical and mental health. Occupational life is a multifaceted construct that has been influenced by

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a variety of factors. When considering the employee, work-life balance is determined to be the most significant variable affecting the employee and, as a result, the business. As more women enter the workforce across various industries, the need to address the challenges they face in balancing their professional careers with personal responsibilities becomes increasingly pertinent. The present study was conducted in the year 2025 with a sample of 60 working women. The study adopts a qualitative approach to gather insights into the experiences and perceptions of working women regarding work-life balance. Data was collected through an online survey, and secondary data was used to write the introduction and review of literature. The scale on the work-life balance of working women professionals proposed by Sharma *et al.* in 2019 in their book was adopted to study the work-life balance of women working in government or private sectors. A general schedule was prepared to study the socio-personal profile of the respondents. This study helps to identify their opinion towards work-life balance. The data was analyzed through frequency and percentages. The results indicated that most of the respondents belonged to the young and middle age group. Regarding education, most of them studied up to degree and all most all belonged to nuclear family and more than half of them were unmarried. Regarding social participation, almost all the respondents occasionally or regularly attend marriage and naming ceremonies, fairs, festivals, etc., and with respect to mass media participation majority of the respondents expressed that they regularly watch television and use mobile phones, radio, newspapers, magazines, etc. Regarding the work-life balance of working women, 23 statements were asked to each and every respondent. The answers were expressed as strongly agree, agree, neutral, disagree and strongly disagree, respectively. The study concluded that employee motivation, flexible working circumstances, welfare and recreational activities, work and overall life space, job enrichment, grievance management, job satisfaction, and family support were identified as eight major characteristics based on factor analysis. If a woman who is responsible for all household responsibilities while still giving her all in her work life is happy and healthy, it will result in a balanced existence for all family members and peers who are related to her. Achieving work-life balance among working women professionals requires a combination of personal strategies, employer support, and societal changes. It is a shared responsibility to create an environment where women can thrive both in their careers and personal lives.

Keywords: *Work-life balance; women professionals; social participation; mass media participation.*

1. INTRODUCTION

Over the past century, the nature of work has changed dramatically, and this evolution continues at an accelerating pace. Professionals across various fields, from artists and surgeons to commercial pilots and sales executives, experience the impact of these changing work environments. In this context, work-life balance has become a critical issue (Karthikkumar et al., 2024). This study helps to understand the intricate dynamics of work-life balance among women professionals in the contemporary workforce. The majority of the research evidence in the field of work-life balance shows that the conflict between work and life is exacerbated by long working hours, high job demands, high workload, and high work responsibility, which professional women often face (Hagqvist et al., 2020; Pan & Sun, 2022; Alegre & Pasamar, 2018). As more women enter the workforce across various industries, the need to address the challenges they face in balancing their professional careers with personal

responsibilities becomes increasingly pertinent. The study adopts a qualitative approach, utilizing interviews and surveys to gather insights into the experiences and perceptions of working women regarding work-life balance. Key findings reveal multifaceted factors influencing work-life balance, including organizational culture, job flexibility, family support, and individual coping strategies. Moreover, the study identifies the impact of societal expectations and gender roles on women's ability to manage competing demands effectively. It underscores the significance of supportive workplace policies, such as flexible working hours, telecommuting options, and parental leave, in facilitating better work-life integration for women professionals.

The importance of self-care practices and boundary-setting techniques employed by women to navigate the complexities of balancing work and personal life. By elucidating these strategies, the study offers practical insights for organizations and policymakers to implement initiatives that promote gender equality and

enhance the well-being of women professionals in the workforce.

Quality of Working Life is not a single idea, but rather a hierarchy of viewpoints that includes not just work-related aspects like job satisfaction, compensation, and relationships with coworkers, but also factors that broadly reflect life satisfaction and overall sentiments of well-being (Danna & Griffin, 1999). In other words, work-life quality is a condition in which employees can do their jobs well while maintaining a balance between work and personal life. A comfortable work environment, social support, and opportunities for self-development also contribute to the Quality of Work Life (Sidik et al., 2025). Many favourable changes have resulted in an enhanced level of living as a result of technological advancements. The changes in how people access information, communicate with one another, and perform activities have ushered in the concept of workplace flexibility. As a result, the line between work and family life has blurred. Drawing a line between work and family life has become more important than ever. Work-life balance is being aware of various demands for saving time and energy, being able to make decisions about how to allocate time and energy, and knowing what values to apply.

Over the last few decades, the makeup of the workforce has gradually changed. Women are working in greater numbers, and as a result, there are more working mothers in the workforce. Women encounter a lot of difficulties in keeping the balance between job and non-work life because they are perceived to be more responsible for children and domestic tasks. President Clinton enacted the Family and Medical Leave Act in 1993, allowing all US workers to take unpaid leave for up to twelve weeks to care for a new family member or a seriously ill family member without jeopardising their jobs. The employment landscape for single parents, working mothers, future parents, and two-career families has improved as a result of this Act. As a result, an attempt has been made in this study to shed some light on the drivers of WLB and to construct a valid scale that might recommend to organisations their course of action for restoring the balance between work and home life for female employees.

Work-life balance among working women professionals is a critical topic that has gained increased attention in recent years. Achieving a proper balance between one's professional

responsibilities and personal life is essential for overall well-being and success. Here are some key points to consider:

1.1 Importance of Work- Life Balance

Work-life balance refers to the equilibrium between the time and energy devoted to work-related activities and those devoted to personal life, family, leisure, and self-care (Isaacs, 2016). It is crucial for maintaining good mental and physical health, reducing stress, and preventing burnout (Ismail et al., 2009).

1.2 Challenges Faced by Working Women

Working women often encounter unique challenges that can impact their ability to maintain a work-life balance (Jacob, 2008; Ward & Wolf-Wendel Dec., 2004; Mathew & Panchanatham, 2011):

- **Double shift:** Many women still bear a significant portion of household and caregiving responsibilities, often referred to as the "second shift." Balancing these responsibilities with a demanding job can be overwhelming.
- **Gender norms:** Societal expectations and traditional gender roles can put pressure on women to excel in both their careers and their roles as caregivers or homemakers.
- **Career advancement:** Striving for career advancement might lead to longer working hours and increased stress, making it difficult to find time for personal life.
- **Lack of support:** Limited access to supportive policies such as flexible working hours, parental leave, and childcare services can exacerbate the challenges.

Strategies for achieving work-life balance:

- **Setting boundaries:** Establish clear boundaries between work and personal life. This includes designating specific times for work and leisure, even if working remotely (Mehtha, 2012).
- **Prioritization:** Identifying and focusing on tasks that truly matter and delegating or saying no to less important tasks can help manage workloads.

- **Time management:** Efficient time management techniques, such as the Pomodoro Technique or the Eisenhower Matrix, can improve productivity and create more time for personal life.
- **Self care:** Prioritize self-care activities like exercise, relaxation, hobbies, and spending time with loved ones to recharge and reduce stress (Rashida et al., 2014).
- **Communication:** Openly communicate with supervisors and colleagues about your boundaries and limitations. This can help manage expectations and reduce the pressure to be constantly available.
- **Employers' role:** Employers can play a significant role in supporting work-life balance among their female employees.
- **Flexible work arrangements:** Offering options like flexible hours, remote work, or compressed workweeks can empower women to manage their professional and personal responsibilities more effectively (Lease Jun, 1999).
- **Parental support:** Providing parental leave, childcare services, and breastfeeding-friendly spaces can make it easier for women to transition back to work after having children.
- **Equal opportunities:** Ensuring equal opportunities for career advancement, regardless of gender, can reduce the pressure on women to prove themselves constantly (Tiwari, 2017).
- **Mentorship and support networks:** Establishing mentorship programs and women's support networks can provide guidance and a sense of community.
- **Personal mindset:** Women should recognize the importance of self-care and not hesitate to seek help or delegate tasks when needed. Overcoming societal expectations and guilt associated with prioritizing personal life can contribute to a healthier work-life balance (Byrne, 2005; Erskine & Spalter-Roth., 2005).

2. METHODOLOGY

The present study was conducted in the year 2024 with a sample of 60 working women. Data was collected through an online survey, and

secondary data was used to write the introduction and review of literature. The scale on work-life balance of working women professionals by Sharma *et al.* (2019) was adopted to study the work-life balance of women working in government or private sectors. A general schedule was prepared to study the socio-personal profile of the respondents. This study helps to identify their opinion towards work-life balance. The data was analyzed through frequency and percentages.

3. RESULTS AND DISCUSSION

The results from the Table 1 indicated that the majority, 80.00 per cent of the respondents belonged to 18-35 age group and 20.00 per cent of them belonged to the 36-50 years age group. The reason might be due to modernization and now a day most the people including women are doing jobs in government or in private sectors irrespective of age. This might be the reason that most of the working women belonged to young and middle age group.

The results from the Table 2 indicated that more than half of the respondents were educated up to degree (56.70%), whereas 36.70 per cent of them were educated up to PG and above and equal per cent 03.33 per cent of them educated up to primary school and middle school. With respect to literacy in India, almost all the states were promoting girl child education and central government and state government were providing scholarships to girls especially. This might be the reason that nowadays the girl child education is constantly increasing.

The results from the Table 3 indicated that the majority of the respondents belonged to nuclear family (83.33%) and 16.70 per cent of them belonged to joint family.

The results from the Table 4 indicated that, nearly half (46.67%) of the respondents belonged to income up to Rs. 1,32,00 whereas 33.33 per cent of the respondents belonged to income up to Rs.1,32,00 to Rs. 5,72,00 and 20.00 per cent of them belonged to income up to Rs. > 5,72,00 per year.

Table 1. Age n=60

Sl. No	Age	Frequency	Percentage
1	18-35	48	80.00
2	36-50	12	20.00
3	51 and above	-	-

Table 2. Education n=60

Sl. No	Education	Frequency	Percentage
1	Illiterate	-	-
2	Primary school	02	03.33
3	Middle school	02	03.33
4	High school	-	-
5	PUC	-	-
6	Degree	34	56.70
7	PG and above	22	36.70

Table 3. Type of family n=60

Sl. No	Type of family	Frequency	Percentage
1	Nuclear family	50	83.33
2	Joint family	10	16.70

Table 4. Annual income n=60

Sl. No	Annual income	Frequency	Percentage
1	Up to Rs. 1,32,00	28	46.67
2	Rs. 1,32,00 to Rs.5,72,000	20	33.33
3	>Rs.5,72,00	12	20.00

Table 5. Marital status n=60

Sl. No	Marital status	Frequency	Percentage
1	Unmarried	40	66.70
2	Married	20	33.30
3	Widow	-	-
4	Divorced	-	-

The results from the Table 5 indicated that more than half (66.70%) of the respondents were unmarried, whereas 33.30 per cent of the respondents were married, and none of the respondents were widows and divorced.

The results presented in the table depict that more than half (60.00%) of respondents occasionally used radio and 40.00 per cent of them never used radio. Regarding television, more than half (56.66%) watched regularly, occasionally by 30.00 per cent and only 06.66

per cent never watched television. Equal percentage (46.67 %) of them regularly and occasionally read newspaper and very few (03.33%) never read. With regard to magazines and journals majority of 60.00 per cent of them occasionally read and 20.00 per cent of them read regularly. The majority (86.67%) of them regularly used mobile phones, and 13.33 per cent occasionally used mobile phones. The majority, 86.67 per cent of the working women, used social media regularly, and 16.67 per cent of them occasionally used it.

Table 6. Mass media participation n=60

Sl. No.	Mass Media	Extent of contact		
		R F (%)	O F (%)	N F (%)
1.	Radio	-	18 (60.00)	10 (33.33)
2.	Television	34 (56.66)	09(30.00)	02 (06.66)
3.	Newspaper	28 (46.67)	14 (46.67)	01(03.33)
4.	Magazines /Journal	12 (20.00)	18(60.00)	04(13.33)
5.	Social media	50 (83.33)	05 (16.67)	-
6.	Mobile phone	52 (86.67)	04 (13.33)	-

(R- Regularly, O- Occasionally, N- Never)

The data in Table 5 indicated that, majority (83.33 %) of the working women occasionally participated in marriage ceremony and regularly by 13.33 per cent. The majority (80.00%) of them had participated occasionally in a naming ceremony, 06.67 per cent had regular participation and never by 10.00 per cent. More than half (76.67%) of them occasionally participated in baby shower ceremonies, whereas 06.67 per cent had regularly participated, and 03.33 per cent had never participated. With regard to festivals within the community, 63.33 per cent of them had participated occasionally, 33.33 per cent and never by 03.33 per cent. A little more than half (53.33%) of them had occasionally participated in fairs. Whereas 26.67 per cent had regularly participated and 16.67 per cent never participated.

The results from Table 8 clearly show that 23.33 per cent of the respondents expressed that they strongly agree to maintain a balance between work life and family life, agree by 46.67 per cent and 30.00 per cent by neutral. Whereas organizations take any initiatives to manage the work-life of its female employees' statement was clearly expressed by working women such as strongly agree by 33.33 per cent, 40.00 per cent agree, 20.00 per cent neutral, 03.33 per cent disagree and strongly disagree. The majority, 66.67 per cent of the respondents, agreed that the organisation provide flexible work timings, 20.00 per cent strongly agreed, and 13.33 per cent expressed that it was neutral. More than half, 56.67 per cent of the respondents agreed, 30.00 per cent strongly agreed, and 13.33 per cent expressed neutral about the organization providing leaves to manage work-life.

Regarding working from home, more than half, 56.66 per cent of the respondents expressed agree and 16.67 strongly agreed, neutral by 23.33 per cent and disagree by 03.33 per cent.

More than half, 70.00 per cent, agreed, 16.67 per cent strongly agreed, and 13.33 per cent were neutral about organizations allowing employees to participate in important decision-making. More than half, 53.33 per cent, agreed, 10.00 per cent strongly agreed, 20.00 per cent were neutral, 06.67 per cent disagreed, and 10.00 per cent strongly disagreed about fair compensation and remuneration policies.

The majority, 63.33 per cent, agree, 13.33 per cent strongly agree, 20.00 neutral, 03.33 per cent disagree about fairness in the company procedure & policy concerning all employees. More than half expressed agree (56.66%), strongly agree (10.00%), neutral (20.00%) and disagree (13.33%) about providing the benefit of time for leisure activities. The majority, 70.00 per cent, agreed, 20.00 per cent agreed, and 10.00 per cent expressed neutral about the statement "work timings you hardly get time to take care of personal health". In a workgroup, there is open, honest, two-way communication was strongly agreed by 13.33 per cent, majority 73.33 per cent agreed and 13.33 were neutral. Nearly half (43.33%) of the working women expressed strongly agree, 23.33 per cent agree, 16.67 expressed neutral, 10.00 per cent expressed disagree and 06.67 per cent expressed strongly disagree about organization management has clear provision for grievance handling.

Nearly half (43.33%) of the working women expressed neutral, 33.33 per cent agreed, 16.67 expressed strongly agreed, 03.33 per cent expressed disagreed, and 03.33 per cent expressed strongly disagree about suffering from stress-related diseases. Whereas more than half (53.33%) of the working women expressed agree, 10.00 per cent agree, 20.00 expressed neutral, 06.67 per cent expressed disagree, and 10.00 per cent expressed strongly disagree about preoccupied with home related thoughts during work hours.

Table 7. Social participation n=60

Sl. No.	Social participation	Extent of participation		
		R	O	N
		F (%)	F (%)	F (%)
1.	Marriage ceremony	08 (13.33)	50 (83.33)	-
2.	Naming ceremony	04 (06.67)	48 (80.00)	06 (10.00)
3.	Baby shower ceremony	04 (06.67)	46 (76.67)	08 (13.33)
4.	Festivals with in the community	20(33.33)	38 (63.33)	02 (03.33)
5.	Fairs	16 (26.67)	32 (53.33)	10 (16.67)

(R- Regularly, O- Occasionally, N- Never)

Table 8. Work-life balance of working women professionals n=60

Sl. No.	Statements	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1	Are you able to maintain a balance between work life and family life?	14 (23.33)	28 (46.67)	18 (30.00)	-	-
2	Does your organization take any initiatives to manage work-life of its female employees?	20 (33.33)	24 (40.00)	12 (20.00)	02 (03.33)	02 (03.33)
3	Does your organisation provide Flexible Work timings?	12 (20.00)	40 (66.67)	08 (13.33)	-	-
4	Do they provide leaves to manage work life?	18 (30.00)	34 (56.66)	08 (13.33)	-	-
5	Do they allow work from home?	10 (16.67)	34 (56.66)	14 (23.33)	02 (03.33)	-
6	Do they allow employees to participate in important decision making?	10 (16.67)	42 (70.00)	08 (13.33)	-	-
7	Do they follow fair compensation and remuneration policies?	06 (10.00)	32 (53.33)	12 (20.00)	04 (06.67)	06 (10.00)
8	There is fairness in the company procedure & policy concerning all employees	08 (13.33)	38 (63.33)	12 (20.00)	02 (03.33)	-
9	They provide benefit of time for leisure activities	06 (10.00)	34 (56.66)	12 (20.00)	08 (13.33)	-
10	Due to work timings you hardly get time to take care of personal health.	12 (20.00)	42 (70.00)	06 (10.00)	-	-
11	In my workgroup, there is open, honest, two – way communication.	08 (13.33)	44 (73.33)	08 (13.33)	-	-
12	The management has clear provision for grievance handling?	26 (43.33)	14 (23.33)	10 (16.67)	06 (10.00)	04 (06.67)
13	Do you suffer from stress related diseases?	10 (16.67)	20 (33.33)	26 (43.33)	02 (03.33)	02 (03.33)
14	You are preoccupied with home related thoughts during work hours	06 (10.00)	32 (53.33)	12 (20.00)	04 (06.67)	06 (10.00)
15	Does your organisation take initiatives for job enrichment?	08 (13.33)	38 (63.33)	12 (20.00)	02 (03.33)	-
16	Does your mood get affected by the nature of your job?	06	34	12	08	-

Sl. No.	Statements	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
17	Attitude of Management/supervisor is positive with employees in your organisation.	(10.00) 12 (20.00)	(56.66) 42 (70.00)	(20.00) 06 (10.00)	(13.33) - (10.00)	- - (10.00)
18	Appreciation and reward policy in your organisation is satisfactory.	08 (13.33)	44 (73.33)	08 (13.33)	- (10.00)	- (10.00)
19	Do your superiors and peers take interest in your personal life?	04 (06.67)	34 (56.66)	16 (26.67)	06 (10.00)	- (10.00)
20	Does your organisation provide Recreation al facilities?	14 (23.33)	32 (53.33)	08 (13.33)	06 (10.00)	- (10.00)
21	Does your family gives you support for you're our job.	16 (26.67)	40 (66.67)	04 (06.67)	- (06.67)	- (06.67)
22	Do your family members listen to your job related problems?	18 (30.00)	38 (63.33)	04 (06.67)	- (06.67)	- (06.67)
23	Are you satisfied with the amount of time for non-work activities?	06 (10.00)	34 (56.66)	16 (26.67)	04 (06.67)	- (06.67)

Table 9. Relation between socio-personal profile and work-life balance n =60

Sl. No	Independent variables	Work-life balance ('r' Value) of women
1	Age	0.265**
2	Education	0.599**
3	Annual Income	0.549**
4	Mass media participation	0.425**
5	Social participation	0.199*

Whereas majorities (63.33%) of the working women expressed agree, 13.33 per cent strongly agree, 20.00 expressed neutral, 03.33 per cent expressed disagree that organization take initiatives for job enrichment. However, more than half (56.66%) of the working women expressed neutral, 10.00 per cent strongly agree, 20.00 expressed agree, and 13.33 per cent expressed disagree about the statement of getting mood affected by the nature of job. Regarding the attitude of management/supervisors, it is positive with employees in the organization majority, 70.00 per cent agreed, 20.00 per cent strongly agreed, and 10.00 per cent expressed neutral. Whereas appreciation and reward policy in organization is satisfactory was agreed by majority 73.33 per cent, 13.33 per cent agreed and 13.33 per cent expressed neutral.

Whereas, more than half (56.66%) of the working women expressed agree, 10.00 per cent disagree, 06.67 expressed strongly agree, 26.67 per cent expressed neutral about the statement on superiors and peers take interest in personal life. More than half agree (53.33%), 23.33 per cent strongly agree, 13.33 per cent neutral, and only 10.00 per cent disagree about organizations providing recreational facilities. The majority, 66.67 per cent, expressed agree, 26.67 per cent expressed strongly agree, and 06.67 per cent expressed neutral about family support towards job. Regarding family members listening to their job-related problems majority, 63.33 per cent of the working women, expressed agree and 30.00 per cent expressed strongly agree and only 06.67 per cent expressed neutral. With respect to satisfaction of amount of time for non-work activities majority, 56.66 per cent of the respondents, expressed agree, 10.00 per cent expressed strongly agree, 26.67 per cent were neutral, and 06.67 per cent expressed disagree.

Results from Table 9 indicated that age, education, annual income, and mass media participation were highly and positively correlated at 1.00 per cent level with work-life balance. Whereas social participation was positively correlated at a 5.00 per cent level.

4. CONCLUSION

The work-life balance of employees is as crucial for employers as it is for individual employees. When it comes to enterprises where the entire tale of success or failure revolves around its employees, the subject of work-life balance is gaining traction around the world as the issue of employee stability is causing employers the greatest concern. Employee motivation, flexible working circumstances, welfare and recreational activities, work and overall life space, job enrichment, grievance management, job satisfaction, and family support were identified as eight major characteristics based on factor analysis. If a woman who is responsible for all household responsibilities while still giving her all in her work life is happy and healthy, it will result in a balanced existence for all family members and peers who are related to her. Achieving work-life balance among working women professionals requires a combination of personal strategies, employer support, and societal changes. It's a shared responsibility to create an environment where women can thrive both in their careers and personal lives.

DISCLAIMER (ARTIFICIAL INTELLIGENCE)

Author(s) hereby declare that NO generative AI technologies such as Large Language Models (ChatGPT, COPILOT, etc) and text-to-image generators have been used during writing or editing of this manuscript.

COMPETING INTERESTS

Authors have declared that no competing interests exist.

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