Work Life Balance of Working Women: AConceptual Framework

Reena[1], Dr Pooja Jain[2]
[1]Research Scholar, Sgrr University Dehradun, Uttarakhand
[2] Professor, Sgrr University Dehradun, Uttarakhand

Abstract
For working professionals who are trying to combine their personal and professional lives, work-life balance is a major concern. Work-life balance has become a major workplace concern in today's society, as everyone must juggle competing obligations and duties. However, it is now a problem for both sexes, professionals at all levels, and sectors worldwide due to rising job pressure, globalization, and technological innovation. A key component of any working person's life is work-life balance. Married women in particular face a larger challenge in juggling career and home life. Sometimes, this work-life mismatch causes them to struggle in their homes and even in their professional development. According to a Harvard Business Review survey, experts concur that the cumulative stress of an endless workweek is harmful. Relationships, health, and general happiness may suffer as a result. One of the factors that makes workers available 24/7 is technology.
Keywords: work life balance, imbalances, marital status, life satisfaction.

I.   Introduction

Life involves labour, and the nature of modern work is marked by long hours and insecurity. People don't have enough time to deal with their own problems. As a result, leading a balanced life has grown in importance for both employers and workers(Adisa, Gbadamosi, & Osabutey, 2016). It is believed that there is never a perfect balance between one's personal and professional lives. Achieving the ideal balance always depends on how well a person understands how they see life and work. Employees must mentally scan their everyday activities and focus a little more on the things that are bringing them down as part of the work/life balance process(Tugade & Fredrickson, 2004). Experiments to achieve a balance between one's personal and professional lives might then be conducted based on the findings of one's mind scanning and situation analysis. Achieving professional goals and enjoying life outside of work is what is meant by work/life balance(Greenhaus & Allen, 2011). The two most important aspects of work/life balance are enjoying every moment of life and moving up the professional ladder to the top.

WORK-LIFE BALANCE – CONCEPTUAL FRAMEWORK

Employees' attempts to allocate their time and energy between work, family, and other facets of their lives are supported by the idea of work-life balance. WLB has played an important role in academia and research in the higher education sector in recent years, allowing faculty and staff to focus on their personal, professional, and social life(Ahemad, Chaudhary, & Karush, 2013). Businesses as a whole have come to the realization that in order to boost both qualitative and quantitative production, work-life balance policies must be planned and promoted. Job sharing, flexible scheduling, family gatherings at work, and other measures are some of the actions that firms have done to achieve this(Chrisler 1998).

This has been done in an effort to improve the work culture and effectiveness of the organization by bridging the gaps between the faculty members' personal, professional, and social life. The preservation of equilibrium between obligations at work and at home is known as work-life balance. Conflict between work and family is a result of the two domains becoming more and more antagonistic, both of which are equally avaricious with their time and energy (Michell, 2007). Japan's culture is focused on work, and the nation is regarded as one of the hardest working. However, because their lives are solely focused on their careers, this has caused enormous problems for the vast majority of citizens. As of right now, Japan has the longest workweeks, with employees working 80 hours a month without receiving compensation (Darji, Mittal.2016). The nation's chronic problems include a low birth rate, a lonely lifestyle, an epidemic of insomnia, and overworked inhabitants. Therefore, in an effort to better the lives of its residents, the nation is making every effort to implement work-life balance policies.

Work-life balance is a favourable mental condition that goes beyond simply balancing work and life. A sufficient degree of engagement or "fit" between the various tasks in an individual's life is the broadest definition of work-life balance. The relationship between paid employment and other pursuits, such as leisure, personal growth, and unpaid labour in communities and families, is known as work-life balance(Delina, G. and R.

Prabhakara Raya 2013). "The degree to which an individual is equally self-engaged and equally satisfied with his or her work role and family role" is the definition of work-family balance. An equal distribution of time between work and life is not what is meant by work-life balance. It involves a solid knowledge of the priorities at the professional and personal levels rather than balancing organizational duties and domestic demands at the same time.

Generally speaking, if we examine the idea of work-life balance, we can pinpoint some crucial elements like

• *Health* of an individual is a crucial element of work-life harmony. A person cannot completely realize his or her qualities and abilities if the mind and body are not in good condition. This presents a significant obstacle to achieving work/life balance.

• *Conducive and supportive environment* is another indicator of a healthy work/life balance approach, both at home and at work. A person may not be able to accomplish their professional goals and also be unable to enjoy life outside of the workplace in the event of a crisis, such as the illness of their spouse, parents, or children, a misunderstanding between a husband and wife, unsupportive co-workers, or a domineering supervisor.

• *Love and faith* are two essential elements of life. An individual cannot concentrate on their personal and professional roles and responsibilities without these two. Work/life balance also includes having better relationships with friends and peer groups.

FACTORS DETERMINING INDIVIDUAL'S WORK LIFE BALANCE:

Since it ties a person to an organization, emotional attachment is a crucial component. Research has shown that the main factors affecting the work-life balance of Indian women entrepreneurs are role overload, problems with dependent care, health, time management, and a lack of adequate support (Rani Rinku, 2013). Work-to-family/non-work conflict, family/non-work-to-work conflict, work-to-family/non-work enhancement, and family/non-work-to-work enhancement are the four quantifiable elements of work-life balance (Flores & Day, 2006).

Another trait that managers in effectively adaptable businesses have been found to possess is trust. Many people discovered that, in an environment of longer workdays and more intensity, they were becoming more and more cut off from their families and leisure activities. For households with two careers, spill over across activities might make real-time time allocation difficult (Goyal and Arora 2012). It exacerbates stress, particularly when juggling job, unpaid chores, and travel for employment presents challenges.

Low and Schulenburg suggested that flexible work schedules and management be used as a moderator of work-life conflict. Three categories of factors have been identified as influencing the work and family life spheres: work-related factors, family and personal life-related factors, and others. Examples of family responsibilities that have been identified as sources of work-life stress include household time demands, family responsibility level, household income, spousal support, and life course stage. Working hours have a big impact on how well you manage the job and life aspects of your life.

Working hours have a significant impact on how well one manages the work and personal aspects of life. According to a study, workers who put in more hours are marginally more likely to perceive a more unbalanced work-life balance (Punia and Kamboj,2013). The study discovered a high correlation between men's and women's experiences of work-family conflict and tine-based work demands. Long workdays or weekends, as well as having to put in extra hours at short notice, have been shown to exacerbate strain-based conflicts. According to the study, increasing the usage of flexible work practices—like job sharing, flexible scheduling, working from home, and having access to paid and unpaid leave—can have a good impact on work-life balance(Ely & Meyerson, 2000; Acker, 2006). He came to the conclusion that various roles, lengthy work hours, peer pressure, headcount reduction measures, etc., are the most important aspects connected to work-life balance. The graphic illustrates the fundamental factors affecting the harmony between work and family life.
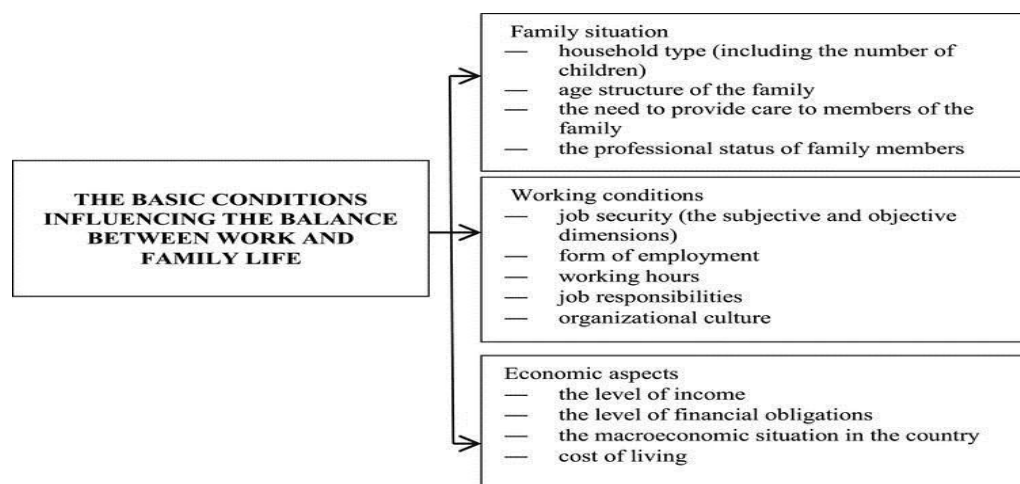
Fig.1

WORK FAMILY CONFLICT

Job participation has also been studied as a predictor of work-family conflict. It is acknowledged that someone may be actively playing one role while feeling side tracked by demands, feelings, or ideas associated with another character.
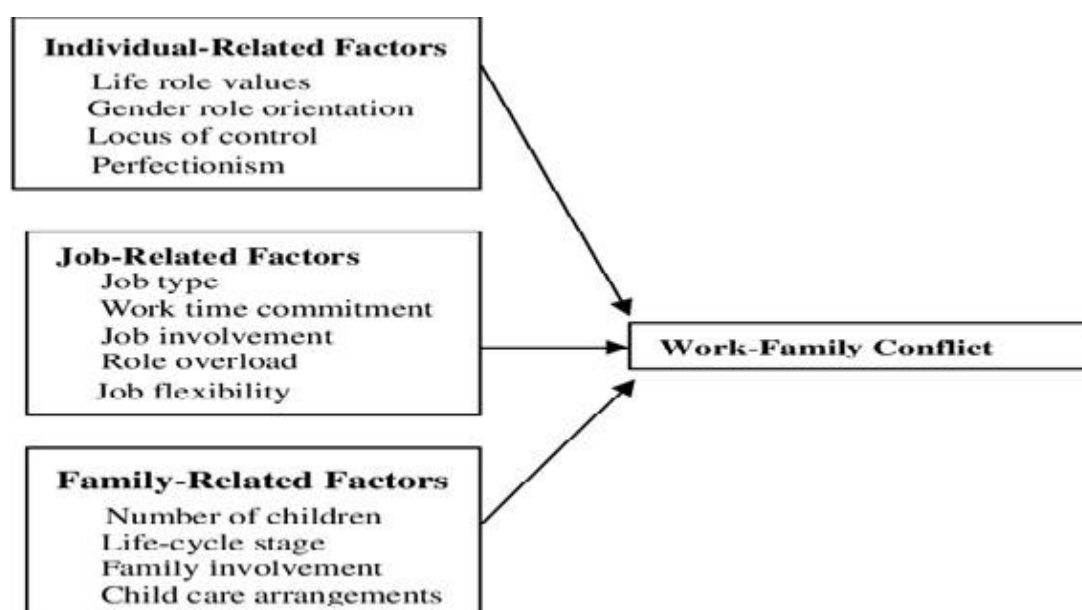

Fig.2

JOB RELATED FACTORS

The spill over theory states that thoughts, stress, and moods produced in one role domain frequently affect or spill over into other domains. It claims that this overlap is generally positive and calls this "synchronizing work and family." On the other hand, it could be argued that these overlapping thoughts are distractions that arise from low role quality and could have unfavourable effects(Gerson, 2009; van Anders, 2013). Studies have indicated a favourable correlation between work-family conflict and job participation. This suggests that people who are highly psychologically invested in their work roles may be more focused on their jobs and, as a result, may put too much effort into them at the expense of their family roles, leading to work-family conflict(Williams, 2000; Ward & Wolf-Wendel, 2012).. Role overload happens when an individual's time and energy demands are too high for them to carry out their roles effectively or comfortably. Tension, exhaustion, and unpleasant feelings are common among people in jobs who feel that their workload is too much for them to manage. Work-family conflict would then improve as a result of these emotions.

II.   REVIEW OF LITERATURE:

1.   **Dr. Sarang S. Bhola , Prof. Jyoti J. Nigade (2012)** In The Paper Titled **Work-Life Balance (Wlb) Practices: Strategy To Improve Performance Of Working Women**, the study investigated women employees face significant challenges in managing their personal and professional lives. female professionals find it challenging to meet family demands and while also doing honor to the expectations of society of their line of business at work. this problem becomes into considerably more important in a nation like india where the majority of gendered duties throughout the home. the current work is a evaluation of the significance of work-life harmony procedures in evolving corporate environments and additionally emphasizes the need of work-life balance.

2.   **Vazeerjan Begum , Tahseen Anwer Arshi (2024)** In The Paper Titled **A Study On Work-Family Life Imbalance Among Women Administrators In Uae Higher Education Institution,** the study discovered that the mismatch between the aspirations of women administrators' careers and families is not sufficiently addressed in the literature currently in governmentation. moreover, it offers minimal understanding of how work-family support systems are integrated. the investigation used the spillover idea to explain the notable work-family inequalities seen by women administrators negatively affect both their effectiveness as an organization and their personal well-being. additionally, the study examined how work-family support networks could lessen the negative effects of consequences of unbalanced work-life.

3.   **Iniya V., Karthikeyan C., Harsini K.S., (2023)** In The Paper Titled **A Study On Work-Life Balance In Working Women Of Tnau,** the study conclude that sizable percentage of working women had difficulties striking a work-life balance, which had an effect on their general quality of life. workplace difficulties, such as extended work hours and insufficient assistance, exacerbate the situation and result in tension and negative health effects. problems and tense interpersonal ties. the study emphasized the necessity of an all-encompassing awareness of these issues and promotes all-encompassing tactics, recognizing the complex relationship th211at exists between work and personal life. the results provided insightful information that organizations and legislators trying to assist the the health and work-life equilibrium of modern working women.

4.   **Mwangi Lucy Wambui , Boinett Caroline Cherotich, Tumwet Emily & Bowen Dave(2017)** In The Paper Titled **Effects Of Work Life Balance On Employees' Performance In Organizations Of Higher Learning. A Case Study Of Kabarak University,** the study found that employees' performance was impacted by work-family conflicts. consequently, the study came to the conclusion that work-life balance is a crucial component of work and family that should be welcomed to enhance employees execution. therefore, the study suggested that organizations devise strategies for balancing what employees' work and family-related responsibilities must be balanced in order to lessen the imbalance and enhance their execution. it is anticipated that kabarak's human resources department will make use of the findings. university to comprehend how work-life balance affects employees' productivity.

5.   **Dr. Sonia Delrose Noronha1 & Dr. P. S. Aithal2(2020)** In The Paper Titled **Work-Life Balance Issues Encountered By Working Women In Higher Education Sector,** according to the study, women are becoming more accomplished in every sector, which honors womanhood. the obstacles these women encounter throughout their professional lives also go unnoticed. this is a major barrier for women to overcome in order to go about their daily lives and advance in their careers.

6.   **Sobia Shujaat , Iram Tahir, Akhtar Baloch(2019),** In The Paper Titled **Work-Life Conflict And Organizational Commitment: A Study Of Female Faculty In Higher Education**, according to the study, there was time-based conflict among faculty members at private universities in karachi, but there was no strain- or behavior-based conflict. the woman teachers' dedication to their organizations was evident in their affective devotion. superior outcome compared to normative commitment and persistence. according to the report, work-life conflicts and other important variables have a poor correlation.

7.   **Deepti Rustagi,Akhil Goyal(2024)** In The Paper Titled **Job Satisfaction And Work Life Balance Among Female Employees: A Study Of Government Sector University In Bhilwara City, India,** while job satisfaction appears positive overall, interventions are required to improve work-life balance and support mechanisms, ultimately enhancing employee well-being and organizational effectiveness. the analysis revealed moderate to high levels of job satisfaction but highlighted concerns regarding work-life balance. workload and organizational culture emerged as critical determinants. the study emphasizes the need to address work-life balance issues among female employees.

8.   **Rajesh K. Yadav, Nishant Dabhade(2014)** In The Paper Titled **Work Life Balance And Job Satisfaction Among The Working Women Of Banking And Education Sector – A Comparative, Study**, according to the study, work life balance can be attained by the elements that contribute to job satisfaction, such as policies that are focused on the needs of the employees, encouraging coemployees, stimulating work, fair compensation, and so on.

9.   **Ms. Annie Sam1 And Ms. Anitha.K2(2014)** In The Paper Titled **Work-Life Balance Of Women Academicians – An Empirical Study,** this study shows that important variables that affect wlb concerns in women include stress, time, self, change, and family management. and balancing work and life is a result of their ability to manage the aforementioned elements with confidence and skill. the study demonstrates a strong interest in the ways in which their job and family relationships can improve their professional status. additionally, the study offers women some guidance on how to effectively organize and manage their lives their lives at work.

10.   **Dr. Indu Gautam, Dr. Sameeksha Jain(2018)** in the paper titled a study of **work-life balance: challenges and solutions,** the study identify the detrimental impacts of poor work-life balance on family satisfaction.this study also demonstrated that rigid work schedules and long work hours were the primary contributors to work-family conflicts. employers were shown to be able to enhance work life balance by introducing family-friendly programs including flextime, time off in place of paid time off, a reduced workweek, and help for eldercare and childcare.

FAMILY-SPECIFIC ELEMENTS

Work-family conflict is linked to a number of family structure factors, such as dependent care duties, particularly those related to the elderly, disabled children or adults, and life cycle stage. He discovered that work-to-family conflict is more common among Canadian employees, both male and female, who are responsible for caring for dependents(Acker & Armenti, 2004; Hearn & McEwen, 2018). These findings make intuitive sense since workers who have elderly dependents or children are more likely to have rigid obligations at home that clash with demands or expectations at work (Gutek et al., 1991; Kalleberg, 2009).Employees who were responsible for the care of dependents were also more likely to experience caregiver stress, according to one study. Work-family conflict has also been positively correlated with having children in the home.
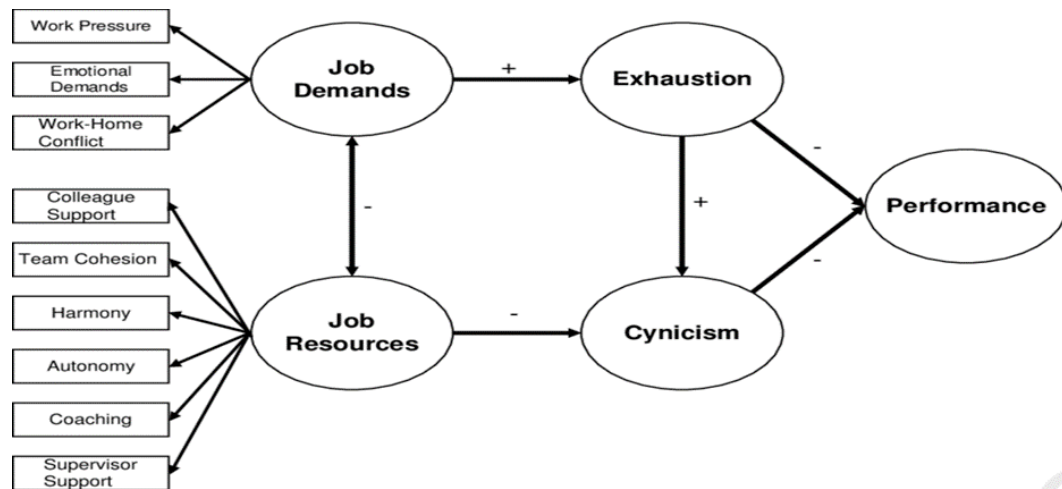
INDIVIDUAL- SPECIFIC ELEMENTS

Work-family conflict may be caused by a variety of individual-related variables in addition to those connected to the job and family. Because life role values are essential to structuring meaning and behaviour for working people, it is crucial to include individual values in work-family conflict study(Smith et al., 2010; Sturges, 1999). Three distinct perspectives—centrality, priority, and importance—have been employed in the integration of values into work-family conflict studies. When people indicate how important job or family is to them in relation to other roles in their lives, this is known as centrality(Kossek & Ozeki, 1998; Hill et al., 2008).

Therefore, the relative importance of work and family roles may assist to explain why different people experience work-family conflict in various ways. Priorities are the ways in which people express their values in relation to how they rank their roles in life. Divergent experiences of work-family conflict should result from differences in priorities as demonstrated by the order in which life responsibilities are prioritized(Lobel, 1999; Lambert & Qian, 2014). Roles in life can also be analysed from the standpoint of importance, which describes how values are expressed in the weight that a person assigns to a particular role. The researchers discovered that there was more family-to-work conflict among those who prioritized their jobs over their families. Furthermore, when described in terms of job centrality and importance, the sources, intensity, and results of work-family conflict were found to vary based on the individuals' life role values. Individuals whose values were stated in terms of family centrality or priority, however, did not differ in the process of work-family conflict(Rothbard, 2001; Bianchi & Milkie, 2010).

MODEL OF JOB DEMAND-RESOURCES

The model is used to evaluate employee engagement and burnout because it clarifies the assumptions made by all professions on employee well-being. The approach categorizes the workplace into two groups: Job Demand and Job Resources(Greenhaus & Beutell, 1985; Allen et al., 2013). Job expectations, which result from employees' difficulties fulfilling job requirements and acquiring the skills required to accomplish organizational objectives, have an effect on employees' mental and physical health. Conversely, employment resources are linked to social support and performance appraisals, as well as functional management and individual motivation. Employment

resources are also linked to elements like job stability, position clarity, working environment, and reducing the negative effects of job expectations. Reduced workplace resources combined with increased job demand will unavoidably result in job pressure, demotivated employees, burnout, and other negative impacts on employees' mental, physical, and spiritual health(Perrewé & Nelson, 2004; Mauno et al., 2007).

An imbalance between workplace demands and job resources will have a significant impact on an employee's work engagement and ultimately result in burnout. High job expectations and resources, on the other hand, will result in better work outcomes and less impact on burnout stages. Even in jobs with high demand and minimal necessary job resources, burnout will happen. Maintaining balance between employment resources and work demand is so crucial.

THE LIFE SATISFACTION MODEL OF WORK-LIFE BALANCE: INTEGRATING FOUR THEORETICAL APPROACHES

Theory 1: Role commitment Theory ➔ enhance role commitment
Theory 2: Positive spillover Theory ➔ enhance positive affect transfer
Theory 3: Role conflict theory ➔ reduce conflict between work and non-work roles
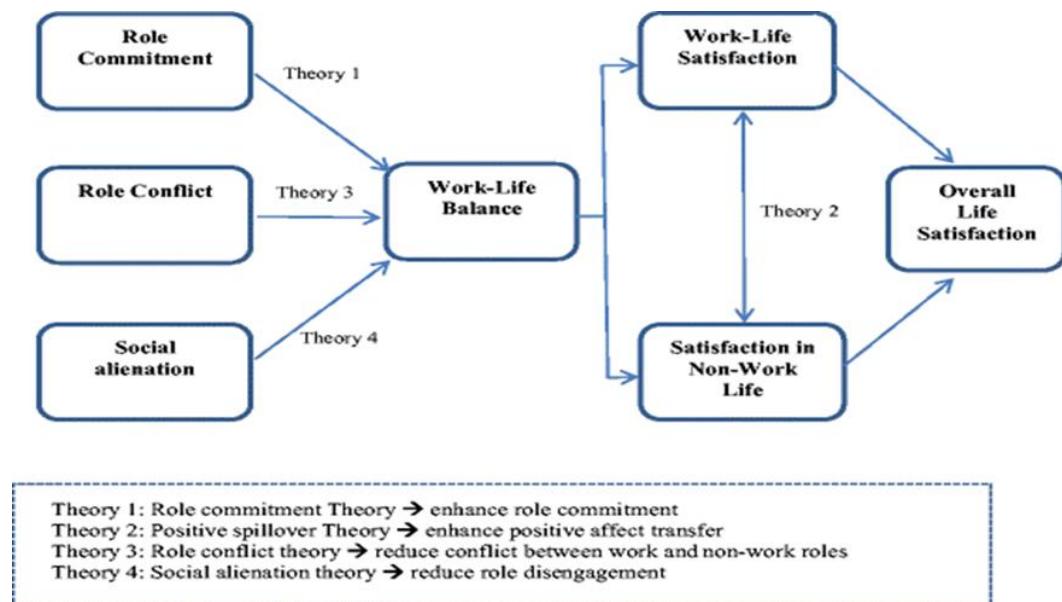Theory 4: Social alienation theory ➔ reduce role disengagement

Fig 3

ACHIEVING WORK LIFE BALANCE

Since each person has 24 hours a day, 7 days a week, which must be extensively distributed for all activities, including the fundamental needs of exercise, sleep, social gatherings, work, family, and personal interests, time management skills are essential to managing and attaining balance in all areas. Therefore, tension may be decreased and life in and out of the office can be balanced with the aid of efficient time management.

Employers can assist staff members by offering training courses on time management, delegating, and how to appropriately prioritize their needs, desires, and responsibilities.

FACTORS INFLUENCING WOMEN'S WORK-LIFE BALANCE

1.Demographic profile and biographic profile

2.Perception of work hours, logistics, and lifestyle options
3.Professional satisfaction and willingness to stay in the current position
4.Demographic and biographical profiles

5.Assistance from the organization

6.The opportunity to fix mistakes made while completing duties

7.Expectations for workplace amenities and skill development

8.Better communication at work

9.Dealing with biological risks while carrying out duties

10.The effects of stress on oneself

11.Being aware of feelings and the importance of empathy when carrying out duties

12.Perception of the various WLB policy components

CONSEQUENCES OF WORK-LIFE BALANCE

Given the importance of work-life balance for both individuals and organizations, it does have some negative effects if improperly handled. Depression, anxiety, low self-esteem, sleeplessness, mental imbalance, burnout, low productivity, low morale, exhaustion, hypertension, high blood pressure, and even increased relationship fallout are all examples of physical and psychological pressures that are frequently associated with poor work-life balance. Poor work-life balance also has the effect of increasing emotional weariness and decreasing job satisfaction due to work-family conflict.

III.   CONCLUSION

These days, work-life balance is a crucial issue for both individuals and enterprises. Numerous eminent academics have defined and expanded on work-life balance, approaching the topic in diverse ways. A person's work-life balance and imbalance are determined by a variety of aspects that are important to both his or her personal and professional life.

The literature review above makes it evident that numerous research conducted in this field have identified numerous antecedents of work-life balance. It has also been highlighted that while an imbalance between a person's work and family has a negative impact and can lead to some major issues for both the individual and the business, a better work-life balance has many good effects.

REFERENCES

[1].   Ahemad, M., Chaudhary, A., & Karush, D. K. (2013) "A review of the quality of work-life balance for women employees: A case of working women in academics. "International Journal of Trends in Economics Management & Technology (IJTEMT), 2(1), 60-65.
[2].   Adisa, T. A., Gbadamosi, G., & Osabutey, E. L. (2016). Work-family balance: A case analysis of coping strategies adopted by Nigerian and British working mothers. Gender in Management: An International Journal, 31(7), 414-433.
[3].   Begum,V., Arshi, T. A. (2024)"A study on work-family life imbalance among women administrators in UAE higher education organizations ", Heliyon 10 (2024) e28286.
[4].   Chrisler, J. (1998) "Teacher vs. scholar: Role conflict for women" journal of the Society for Menstrual Cycle Research" pp.66-75.
[5].   Darji, Mittal. (2016).The challenges faced by Indian working women to balance professional and social life in 21st century, International Conference women in Science and Technology: Creating sustainable Career. 1(1). 60-66.
[6].   Delina, G. and R. Prabhakara Raya 2013). A study on Work-Life Balance in Working Women, International Journal of Commerce, Business and Management, ISSN: 2319–2828 Vol. 2, No.5
[7].   Ely, R. J., & Meyerson, D. E. (2000). Theories of Gender in Organizations: A New Approach. In Research in Organizational Behavior

(Vol. 22, pp. 35-63). JAI Press.

[8]. Gautam, I.,Jain, S.,(2018)" a study of work-life balance: challenges and solutions" Special Issue for International Conference on Emerging Role of Leadership, Values and Ethics in Organisational Development.

[9]. Greenhaus, J. H., Parasuraman, S., Granrose, C. S., Rabinowitz, S., & Beutell, N. J. (1989). Sources of Work-Family Conflict among Two-Career Couples. Journal of Vocational Behavior, 34,133-153.

[10]. Gerson, K. (2009). The Unfinished Revolution: How a New Generation Is Reshaping Family, Work, and Gender in America. Oxford University Press.

[11]. Goyal, K.A., & Babel, A. (2015).Issues and challenges of work-life balance in the service industry. Pacific Business Review International, 7(10), 1-9.

[12]. Iniya, V. * , Karthikeyan, C., Harsin,i K. S(2023)" A Study on Work-Life Balance In Working Women of TNAU" Madras Agric.J., 2023.

[13]. Michelle, B. (2007). Absences and silences in the production of work-life balance policies in Canada. Studies in Political Economy, 81(81), 99-127.

[14]. Punia, V., & Kamboj, M. (2013). Quality of work-life balance among teachers in higher education Organizations. Learning Community, 4(3), 197-208.

[15]. Rani, Rinku, (2013) "Marital Adjustment Problems of Working and Non-Working Women in Contrast of Their Husband", International Journal for Research in Education, (IJRE) ISSN: 2320-091,2(7).

[16]. Sarang, S., Bhola, Nigade, J.J.(2012)" work-life balance (wlb) practices: strategy to improve performance of working women"sibar isbn: 978-81-908387-9-5.

[17]. Sam, A., and Anitha, K.(2014)" Work-Life Balance of Women Academicians – An Empirical Study" International Journal of Multidisciplinary and Current Research ISSN: 2321-3124.

[18]. Shujaat, S., Tahir, I., Baloch, A.(2019),Work-Life Conflict and Organizational Commitment: A Study Of Female Faculty In Higher Education "Pakistan Journal of Gender Studies 197 Vol. 19, 2019, pp. 197-216, ISSN: 2072-0394, ISSN: 2663-8886.

[19]. Tugade, M. M., & Fredrickson, B. L. (2004). Resilient individuals use positive emotions to bounce back from negative emotional experiences. Journal of Personality and Social Psychology, 86(2), 320-333.

[20]. Wambui, M. L., Cherotich, B. C.,Emily, T. & Dave, B.(2017)" Effects of Work life Balance on Employees' Performance in Organizations of Higher Learning. A Case Study of Kabarak University" Kabarak Journal of Research & Innovation ISSN 2410-8383.

[21]. Yadav,R.K.,Dabhade, N. (2014)" Work Life Balance and Job Satisfaction among the Working Women of Banking and Education Sector – A Comparative Study "International Letters of Social and humanistic Sciences, ISSN: 2300-2697, Vol. 21, pp 181-2.