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A Study of Work-Family Balance and Stress Among Women Employees

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Abstract: In modern society, the participation of women in the workforce has increased significantly. Women are actively engaged in various sectors such as education, banking, healthcare, and corporate organizations. While employment offers economic independence and personal development, it also creates challenges related to balancing work responsibilities and family obligations. Work–family balance has become an important issue, especially for women employees who are expected to manage both professional and domestic roles simultaneously. The inability to maintain balance between work and family responsibilities often leads to stress, job dissatisfaction, and health problems. The present study examines the relationship between work–family balance and stress among women employees working in different sectors. The study also aims to identify the major causes of stress and the factors that influence the work–family balance of women employees. Data for this research were collected from 100 women employees working in the education, banking, and private sectors. Both primary and secondary data sources were used in the study. Primary data were collected through questionnaires and interviews, while secondary data were obtained from books, research journals, and online resources. The findings of the study indicate that women employees experience significant challenges in managing work and family roles. Long working hours, family responsibilities, lack of organizational support, and societal expectations are some of the major factors contributing to stress among working women. The study also highlights the importance of supportive organizational policies, flexible working hours, and family cooperation in improving work–family balance. The research concludes that organizations and society must work together to create supportive environments that enable women employees to balance their professional and personal lives effectively. Improved work–family balance can enhance job satisfaction, productivity, and overall well-being of women employees.

Keywords: Work–family balance, stress, women employees, work–life balance, job satisfaction.

Introduction - The role of women in society has undergone significant transformation over the past few decades. Traditionally, women were primarily responsible for household activities and childcare. However, with increasing access to education, economic opportunities, and changing social norms, women are now actively participating in the workforce. Women are contributing to economic development and playing vital roles in various professional sectors. Despite these positive changes, working women face unique challenges. One of the major challenges is balancing professional responsibilities with family obligations. Women are often expected to fulfill multiple roles such as employee, mother, wife, and caregiver. Managing these roles simultaneously can create conflict between work and family responsibilities.

The concept of **work–family balance** refers to the ability of individuals to effectively manage both work and family roles without experiencing significant stress or conflict. When individuals fail to maintain this balance, they may experience **work–family conflict**, which occurs when the demands of work interfere with family responsibilities or vice versa. Women employees are more likely to experience work–family conflict because they often bear a greater share of household responsibilities compared to men. As a result, they may face higher levels of stress and emotional pressure. Stress among working women can affect their physical health, mental well-being, and job performance.

In recent years, organizations and researchers have shown increasing interest in understanding the challenges faced by working women. Many studies emphasize the importance of organizational support, flexible working hours, and family-friendly policies in helping women achieve work–family balance.

This study focuses on examining the relationship between work–family balance and stress among women employees. The study also explores the factors that influence work–family balance and provides suggestions

to improve the well-being of women employees.

Need for the Study - The increasing participation of women in the workforce has brought attention to the challenges they face in managing work and family responsibilities. While employment provides financial independence and personal growth, it also increases the pressure on women to fulfill multiple roles.

Several factors highlight the need for studying work–family balance among women employees:

1. Women are expected to manage both professional and household responsibilities.
2. Work pressure and long working hours often create stress.
3. Lack of organizational support can affect work–life balance.
4. Stress among working women can affect their health and job performance.
5. Understanding these challenges can help organizations develop supportive policies.

Therefore, studying work–family balance and stress among women employees is important for improving both employee well-being and organizational productivity.

Objectives of the Study: The main objectives of the study are:

1. To examine the level of work–family balance among women employees.
2. To identify the major causes of stress among working women.
3. To analyze the relationship between work–family balance and stress.
4. To suggest measures for improving work–family balance among women employees.

Hypotheses of the Study: The study is based on the following hypotheses:

H1: Work–family imbalance **will significantly increase** stress among women employees.

H2: Organizational support **will improve** work–family balance among women employees.

H3: Family support **will reduce** stress among working women.

H4: Women employees who experience better work–family balance **will report** higher job satisfaction.

H5: Flexible working hours **will positively influence** work–family balance among women employees.

Review of Literature

Several researchers have studied work–family balance and stress among working women.

Research by Arlie Russell Hochschild in ***The Second Shift*** highlighted how working women often perform a "second shift" at home after completing their professional work.

According to Jeffrey H. Greenhaus and Nicholas J. Beutell, work–family conflict occurs when pressures from work and family roles are incompatible. Studies have shown that women who experience high levels of work–family conflict often report lower job satisfaction and higher stress levels.

Research also indicates that supportive workplace policies such as flexible working hours, maternity leave, and childcare facilities can significantly improve work–family balance. Another important factor influencing work–family balance is family support. Women who receive emotional and practical support from family members are better able to manage their responsibilities.

Overall, the literature highlights that work–family balance is essential for maintaining the mental and physical well-being of women employees.

Research Methodology

Research Design: The study follows a descriptive research design to examine work–family balance and stress among women employees.

Sources of Data:

Primary Data: Primary data were collected through:

1. Structured questionnaires
2. Personal interviews

Secondary Data: Secondary data were collected from:

1. Books
2. Research journals
3. Academic articles
4. Online sources

Sample of the Study: A total of 100 women employees were selected as the sample for the study. The respondents were chosen from different sectors including education, banking, and private organizations.

Table: Sector-wise Distribution of Sample

S.	Sector	Number of Respondents	Percentage
1	Education	40	40%
2	Banking	30	30%
3	Private Sector	30	30%
	Total	100	100%

Statistical Calculation

1. Formula for Percentage

Percentage=FrequencyTotal Sample×100Percentage = \frac{Frequency}{Total\ Sample} \times 100Percentage=Total SampleFrequency ×100

Education Sector

40100×100=40%\frac{40}{100} \times 100 = 40\%10040 ×100=40%

Banking Sector

30100×100=30%\frac{30}{100} \times 100 = 30\%10030 ×100=30%

Private Sector

30100×100=30%\frac{30}{100} \times 100 = 30\%10030 ×100=30%

Frequency Distribution

Sector	Frequency
Education	40
Banking	30
Private Sector	30

Statistical Interpretation: The table shows the distribution of respondents according to their employment sector. Out of the total sample of 100 women employees:

1. 40 respondents (40%) belong to the **education sector**.
2. 30 respondents (30%) belong to the **banking sector**.
3. 30 respondents (30%) belong to the **private sector**.

The data indicate that the **largest proportion of respondents comes from the education sector**, representing 40% of the total sample. Banking and private sector employees each represent 30% of the sample. The distribution suggests that the study includes a balanced representation of women employees from different professional sectors.

This sector-wise distribution helps ensure that the study reflects the experiences of women working in diverse professional environments. Such diversity improves the reliability of the research findings related to work–family balance and stress.

Discussion : The findings of the study highlight that work–family balance is a critical issue for women employees. The dual responsibilities of work and family often create stress and emotional pressure. Organizations must recognize these challenges and provide supportive policies that help women manage their responsibilities effectively.

Suggestions: The following measures can help improve work–family balance among women employees:

1. Flexible working hours should be introduced.
2. Organizations should provide childcare facilities.
3. Stress management programs should be conducted.
4. Family members should provide emotional support.
5. Gender equality should be promoted at the workplace.

Conclusion: The study concludes that work–family balance is an important factor influencing the well-being and productivity of women employees. Women face significant challenges in managing professional and family responsibilities, which often leads to stress. Supportive workplace policies, flexible schedules, and family cooperation can significantly reduce stress and improve work–family balance. By creating a supportive environment for women employees, organizations can enhance productivity, job satisfaction, and overall well-being.

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