



A STUDY OF WORK LIFE BALANCE AMONG WOMEN IN INDIA



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Original Article

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Abstract

Work-life balance has emerged as a critical issue affecting the wellness, productivity, and career fulfilment of working women in India. With evolving gender roles and increasing workforce participation, women continue to grapple with the dual burden of professional responsibilities and domestic expectations. This article explores the challenges faced by Indian women in achieving a sustainable balance between work and life, drawing from literature and a minimum questionnaire-based analysis. Findings indicate that while organizational support—such as flexible work hours and parental leave—plays a significant role, effective time management and personal empowerment are equally crucial. Despite the gradual shift in workplace policies, only a fraction of women report having the support needed to maintain this balance, particularly in high-demand sectors like IT. Enhancing structural support and fostering a culture of shared responsibilities at home and work can lead to improved wellness and greater life fulfilment for Indian women.

Keywords: *Empowerment; Job Satisfaction; Organizational Support; Stress; Time Management; Work Life Balance*

Introduction

Work-life balance is a crucial aspect of overall well-being, especially for women who traditionally bear a disproportionate share of domestic responsibilities. In India, where cultural norms often emphasise family roles for women, balancing professional commitments with personal lives poses unique challenges. As more women join the workforce, there is growing awareness and discourse on how work-life balance impacts their health, productivity, and career progression.

Literature Review

Several studies have explored the dynamics of work-life balance in the Indian context:

- Agarwal [1] observed that Indian women face more pressure than men to fulfil both professional and household duties, often resulting in stress and reduced job satisfaction.
- Kumar & Singh [2] found that women in urban settings benefit from flexible work arrangements but still report higher burnout rates than their male counterparts.

- Ingram Micro [3] data highlighted that only 30% of Indian women in the IT sector report having adequate support systems to maintain work-life balance.
- Literature suggests a strong link between organizational support (flexible hours, parental leave) and a woman's ability to manage both domains effectively [4, 5].

Methodology

A mixed-method approach was adopted. A questionnaire was circulated among 100 working women across sectors (IT, education, healthcare, and banking) in Hyderabad.

Result

This section presents an analysis of demographic and work-related responses collected from the survey participants. Tables and figures are used to illustrate the findings effectively.

1. Name and Age of Respondents

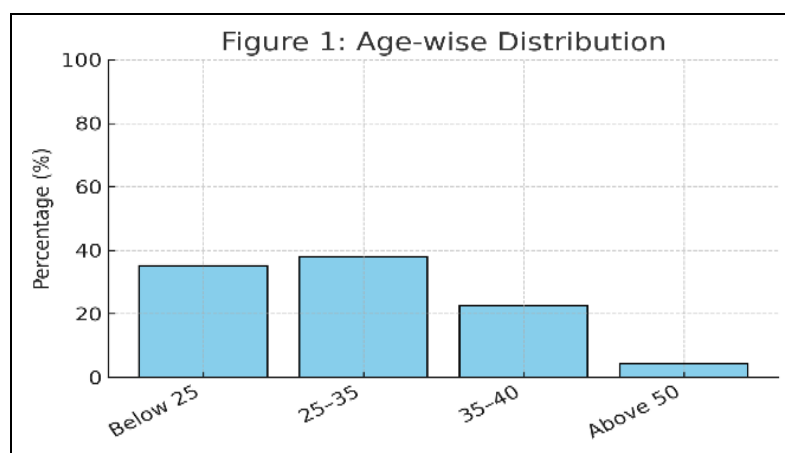
Table 1 shows the distribution of respondents based on their age groups.

Table 1: Age-wise Distribution of Respondents

S. No.	Category	Percentage (%)
1	Below 25	35.2
2	25–35	38.0
3	35–40	22.5
4	Above 50	4.3
Total		100

Source: Collected by Author

Figure 1: Age-wise Distribution of Respondents



As shown in Figure 1, the majority of respondents (38%) belong to the 25–35 age group, indicating a relatively young workforce.

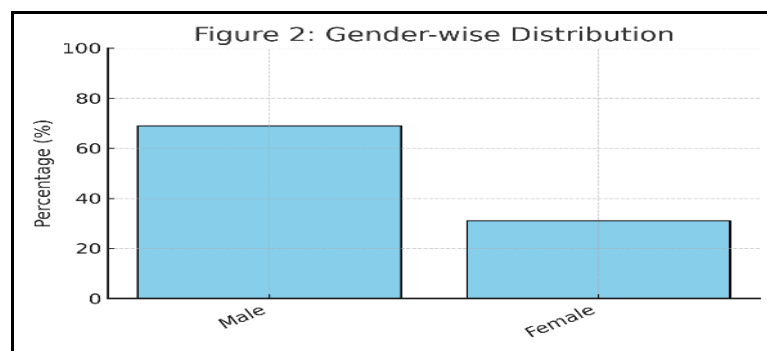
Interpretation:

Most respondents are under 35 years old, with the majority falling in the 25–35 age range (38%). This indicates a relatively young workforce.

2. Gender**Table 2: Gender-wise Distribution of Respondents**

S. No.	Category	Percentage (%)
1	Male	69
2	Female	31
Total		100

Source: Collected by Author

Figure 2: Gender-wise Distribution of Respondents

Source: Compiled from primary data

As represented in Figure 2, a majority (69%) of the respondents are male.

Interpretation:

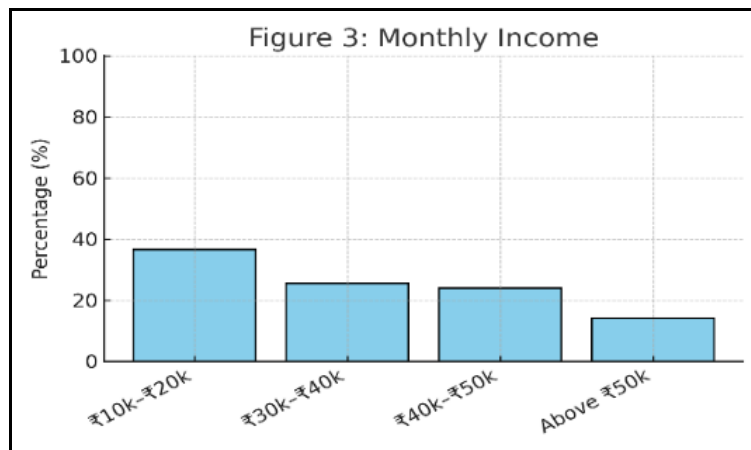
A larger portion of respondents are male (69%), showing a gender imbalance in the survey population.

3. Income Level of Respondents (per month)**Table 3: Monthly Income-wise Distribution**

S. No.	Category	Percentage (%)
1	₹10,000–₹20,000	36.6
2	₹30,000–₹40,000	25.4
3	₹40,000–₹50,000	23.9
4	Above ₹50,000	14.1
Total		100

Source: Collected by Author

Figure 3 displays that most respondents fall in the lower-income range.

Figure 3: Monthly Income of Respondents

Source: Compiled from primary data

Interpretation:

The majority earn between ₹10,000–₹20,000 per month (36.6%), suggesting a concentration in lower income brackets.

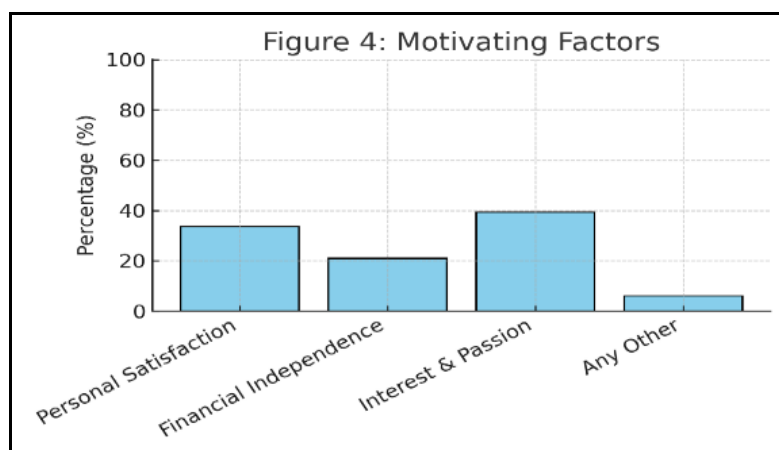
4. Factors That Motivate Respondents to Work

Table 4: Work Motivation Factors

S. No.	Category	Percentage (%)
1	Personal Satisfaction	33.7
2	Financial Independence	21.0
3	Interest and Passion	39.3
4	Any Other	6.0
Total		100

Source: Collected by Author

Figure 4 shows that intrinsic factors dominate work motivation.

Figure 4: Factors Motivating Respondents to Work

Source: Compiled from primary data

Interpretation:

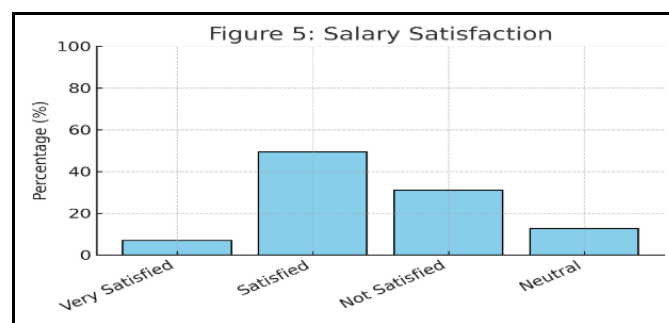
"Interest and Passion" (39.3%) is the top motivator, followed by "Personal Satisfaction" (33.7%), reflecting intrinsic motivation as a key driver.

5. Satisfaction with Salary Package**Table 5: Salary Satisfaction Levels**

S. No.	Category	Percentage (%)
1	Very Satisfied	7.0
2	Satisfied	49.3
3	Not Satisfied	31.0
4	Neutral	12.7
Total		100

Source: Collected by Author

Figure 5 indicates mixed levels of salary satisfaction among respondents.

Figure 5: Satisfaction with Salary Package

Source: Compiled from primary data

Interpretation:

While nearly half (49.3%) are satisfied, a notable 31% are not, showing mixed feelings toward compensation.

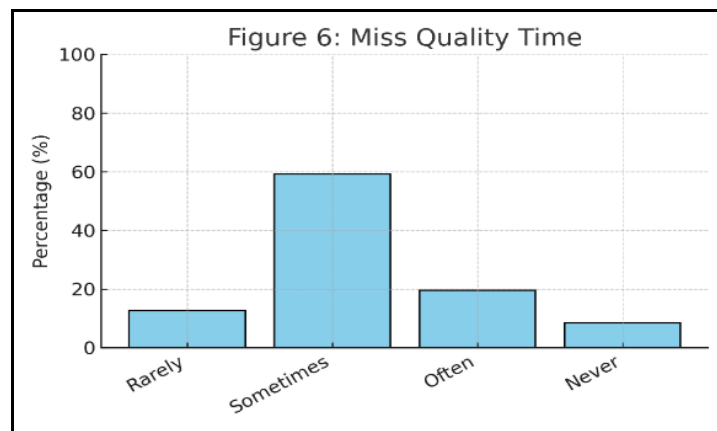
6. Missing Quality Time Due to Work Pressure**Table 6: Impact of Work Pressure on Personal Time**

S. No.	Category	Percentage (%)
1	Rarely	12.7
2	Sometimes	59.2
3	Often	19.6
4	Never	8.5
Total		100

Source: Collected by Author

Figure 6 illustrates the frequency of missed quality time due to work.

Figure 6: Missing Quality Time Due to Work Pressure



Source: Compiled from primary data

Interpretation:

Most respondents (59.2%) sometimes miss quality time, indicating moderate work pressure affecting personal life.

7. Work Environment

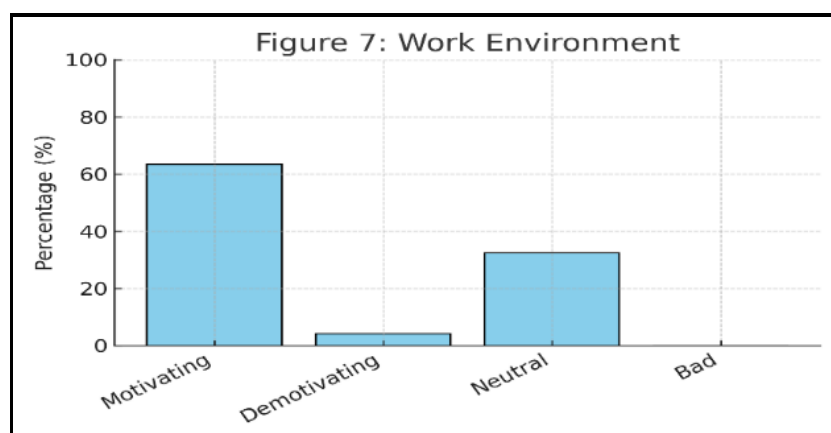
Table 7: Work Environment Perception

S. No.	Category	Percentage (%)
1	Motivating	63.4
2	Demotivating	4.2
3	Neutral	32.4
4	Bad	0.0
Total		100

Source: Collected by Author

Figure 7 highlights the general perception of the workplace.

Figure 7: Work Environment Evaluation



Source: Compiled from primary data

Interpretation:

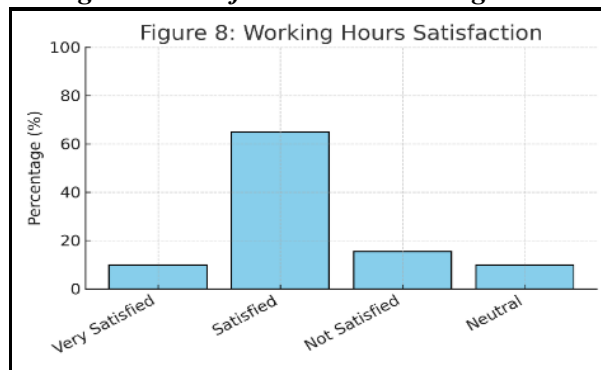
A strong majority (63.4%) find their environment motivating, suggesting overall positive work conditions.

8. Satisfaction with Working Hours**Table 8: Satisfaction Level with Working Hours**

S. No.	Category	Percentage (%)
1	Very Satisfied	9.9
2	Satisfied	64.8
3	Not Satisfied	15.4
4	Neutral	9.9
Total		100

Source: Collected by Author

Figure 8 highlights the satisfaction with working hours.

Figure 8: Satisfaction with Working Hours

Source: Compiled from primary data

Interpretation:

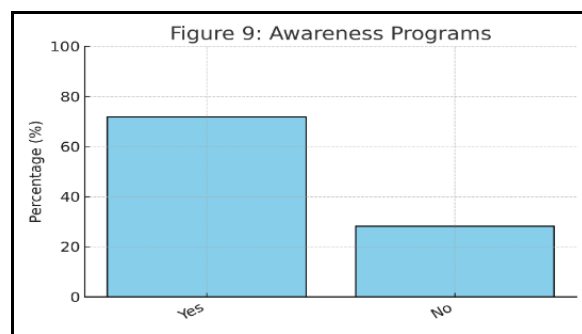
A majority (64.8%) are satisfied with their working hours, implying good time management or reasonable schedules.

9. Institute Conducts Awareness Programs**Table 9: Awareness Program Conducted by Institutes**

S. No.	Category	Percentage (%)
1	Yes	71.8
2	No	28.2
Total		100

Source: Collected by Author

Figure 9 highlights the awareness programs conducted by institutes.

Figure 9: Awareness Programs Conducted by Institutes

Source: Compiled from primary data

Interpretation:

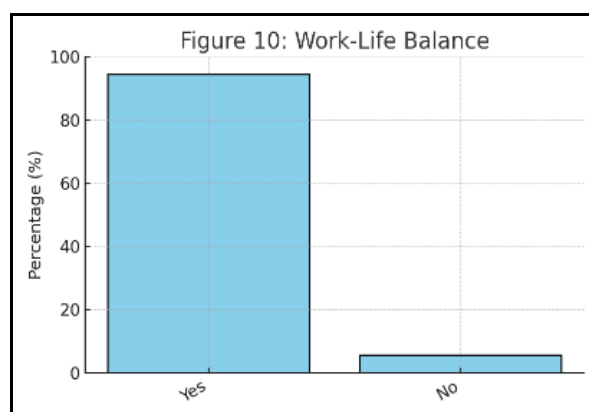
71.8% say yes, showing that most organizations offer support programs for work-life balance.

10. Ability to Balance Work and Life**Table 10: Work-Life Balance Responses**

S. No.	Category	Percentage (%)
1	Yes	94.4
2	No	5.6
Total		100

Source: Collected by Author

Figure 10 highlights the work-life balance among respondents.

Figure 10: Work-Life Balance Among Respondents

Source: Compiled from primary data

Interpretation:

A very high percentage (94.4%) report being able to balance work and life, showing successful adaptation or strong organizational support.

Discussion

The findings of this study reinforce the argument that work-life balance among Indian women is shaped by the interplay of professional demands, societal expectations, and family responsibilities. The data collected from working women across diverse sectors in Hyderabad highlight that achieving equilibrium between career and personal life continues to be a persistent challenge.

Women employed in the private corporate sector reported experiencing significantly higher stress levels than those in education or government sectors, primarily due to extended working hours, high performance expectations, and limited job security. This aligns with prior research suggesting that the private sector's competitive environment exacerbates work-life conflict [6, 7]. In contrast, women working in education and public services benefit from comparatively stable schedules and organizational support systems that promote balance [8, 9, 10].

Cultural and societal expectations remain key determinants of women's work-life experiences in India. As Agarwal [1] and Kumar & Singh [2] observed, women often face dual pressure—to succeed professionally while maintaining traditional family roles. This duality leads to heightened stress, emotional exhaustion, and decreased job satisfaction, a pattern consistent with findings by Schaufeli & Bakker [11] on burnout and job demands [12, 13].

The study's results also validate the importance of organizational support mechanisms such as flexible work hours, parental leave, and access to childcare facilities. Prior research emphasises that these policies significantly reduce work-family conflict and enhance employee well-being [14, 15, 16]. Moreover, the cultural normalisation of shared domestic responsibilities among spouses and family members is critical to achieving sustainable balance, as noted by Parasuraman & Greenhaus [17].

The insights gained underline that work-life balance is not merely an individual concern but a structural issue requiring institutional intervention. Implementing family-friendly policies, promoting gender-sensitive workplace cultures, and leveraging technology for remote and hybrid working models can collectively foster healthier work environments [18, 19]. Furthermore, as highlighted by Karasek & Theorell [20], organisations' normalisation of shared domestic responsibilities among spouses and family members is critical to achieving sustainable balance, as noted by Parasuraman & Greenhaus [17]. Organisations that actively manage workplace stress through preventive frameworks tend to experience improved employee engagement and productivity [21].

The conversation shows that there is an urgent need for integrated strategies that connect individual, organisational, and policy-level efforts. Organisations, by addressing both attitudinal and institutional barriers, can empower women to achieve balance without compromising their career aspirations or personal well-being.

Suggestions

- Organisations should institutionalise remote working, flexitime, and part-time options, especially for women with dependents.
- Awareness programmes aimed at couples and families can help redistribute domestic duties.
- Corporate daycare facilities and government-supported childcare centres can support working mothers.
- Counselling services and wellness programs should be made accessible to female employees.
- Strengthening and enforcing labour laws that mandate family-friendly policies is essential.

Conclusion

Balancing work and life remain a complex issue for women in India, deeply rooted in cultural norms and institutional frameworks. While individual efforts play a role, systemic change at the organizational and societal level is critical. Enhancing flexibility, redistributing domestic roles, and fostering supportive workplace environments can significantly improve the work-life balance of Indian women, thereby enabling them to contribute fully to both their professional and personal spheres.

Conflict of Interest

The authors declare that they have no conflict of interest.

Acknowledgement

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