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**"Work-life balance of working women: a review of literature"**

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**Keywords: work-life balance, working women, dual role, and work-life conflict**

**Abstract**

The main aim of this research is to evaluate the constant improvement of the capabilities of women managers to manage and properly handle the key issues and challenges that arise at the time of management of her career and family life. The researcher reviews the previous research papers and studies for this purpose research collected data from secondary sources like research journals, books, magazines, peer-reviewed journals etc. This study indicated that the number of different variables that are affected on the role of women in the encounter with various challenges arises in balancing career and family responsibilities. These variables are most important for deciding the key challenges of women managers and their dual role of balancing career and family responsibilities.

**Introduction-**

In recent days women had played an important role in the economic environment. The role of women employees had been changed in the entire world. Technical developments and advancements created various problems and issues related to the work environment mainly the physical and mental health of the employee as well as work life. Researchers evaluate the previous kinds of literature related to the perception of women managers concerning key issues and their dual role of balancing career and family responsibilities in the workforce and issues related to work-life balance. review of the previously available studies on dual career, work-life balance, work-family conflict, key issues in the dual role, career and family responsibilities, family supports, individual experience, supervisors, and colleagues support, job satisfaction, family life satisfaction, organizational culture, policies, work-life culture, work experience etc. These historical factors will guide the

researcher for investigation of key issues and the dual role of women managers in balancing career and family responsibilities for work-life balance.

### **The objective of the study-**

The main aim of the review past literature is to evaluate the constant improvement of capabilities of women managers to manage and properly handle the key issues and challenges that arise at the time of management of her career and family life and it also furnished basic knowledge and structure for construct conceptual and theoretical framework for the present research study.

### **Research methodology –**

The researcher reviews the previous research papers and studies for this purpose research collected data from secondary sources like research journals, books, magazines, peer-reviewed journals etc.

### **Review of literature-**

Reddy, N. K. (2010), examined different variables, which were affected on the level of work-family conflict and family-work conflict. The main aim of this study was to evaluate different factors that affected the work-family conflict and family-work conflict among married women employees. This study has consisted of 90 married working women (age between 20 and 50 years) as a sample. This study adopted a descriptive research methodology and collected data from respondents. For the data analysis researcher utilized Carl Pearson's Correlation method to find out the various association and correlations between the variables utilized in this study. The results of this study indicated that the management needed to design and formulated some practices and procedures to properly manage the work-family conflict at the organizational level. The management of work-family conflict had a significant relationship between the performance of the employee and job satisfaction. The family-work conflict harmed the family life and it negatively affected life satisfaction.

According to Reimara Valk a, Vasanthi Srinivasan (2011), Indian labor markets had witnessed significant changes in IT professionals, particularly in the software services sector experience the high entry rate of women. This study showed that the working women were faces high pressure to maintain the balance of their personal lives and work. The main aim of this study was to know and understand the work and family-related variables that affected the work-family balance of working women in Indian IT sectors. This study was adopted an exploratory qualitative research study. This study selected 13 IT professional women working in Bangalore, India. This study examined the different variables namely social support, familial influences, self, and professional identity, work-life challenges, multi-role responsibilities, and coping strategies, organizational practices, and policies.

Shobha Sundaresan (2014), Reviewed the various previous literature related to the work-life balance of women employees. This study revealed that the women employee experienced a variety of difficulties and challenges in managing the balance between work and family responsibilities than men employees. The researcher selected 125 respondents as a sample, sample were selected at a random

basis from organizations situated in Bangalore City. This study utilized a structured questionnaire for gathered primary data from respondents. 93% of respondents send back the questionnaire incomplete and accurately. The collected data was analyzed with the help of statistical analysis tools. The results of this study indicated that over time, excessive work pressure, lack of time for family and themselves, and expectations from family and society had significantly created challenges and difficulties in balancing work and family responsibilities for working women. Several women employees faced excessive work or overtime was the main reason of created an imbalance in family life. This study was developed two working models for resolve the conflict of working women and help to balance work and life responsibilities i.e. three-factor model and the role-analysis model. This model assumes that the high significance for working women from the entire world, that can helps work women to resolve the challenges and issues of managing their dual roles in balancing the work and personal lives.

According to Parul Agarwal (2014), Human Resource managers experienced a variety of challenges and opportunities related to work-life conflicts and work-life balancing. Most of the working mothers were need to properly balance their work-life responsibilities. But in recent days entire employee had a focus on recognized the significant challenges and issues related to work-life responsibilities. In this study researcher selected the Indian calls center industry for study. Calls centers demanded long working hours and their timing also odd, clients and consumer deadlines pressure, high work pressures. All these factors were causes high stress for employees. The primary objective of this study was to investigate the work-life balance challenges and issues of call center employees in India. This study selected 200 employees as a sample from 10 call centers in Delhi and NCR. The samples were selected by using a random sampling method. The data was collected through a survey method and the survey utilized well-structured questionnaire. The researcher utilized various statistical methods and tools for analyzed the collected data namely the Independent T-test and Z-test. The result of this study provided some future implications for society and industries.

Neera Kundnani, Dr. Pallavi Mehta (2015) stated that work-life balance was the significant element and ability which balance work and personal life perfectly. This research study's main objective was to find out the various factors affected on the work-life balance of employee special reference to the banking sector. This study selected 300 employees of banks from Rajasthan and Jaipur, for this purpose researcher, select respondents at every level of the bank and utilize twenty work-life balance statements. The researcher adopts Factor Analysis with the help of Varimax rotation to find out the various factors that affected the work-life balance. This study finds out six factors that were affected work-life balance by comprising seventeen factors. This study provides some practical and managerial implications to take various decisions and develop various programs and policies related to work-life balance for the employee.

Vijayakumar Bharathi. S (2015) investigates the personal and professional issues and challenges which directly affected the work-life balance of working women. Researcher select 186 working women who were worked in the IT sector from overall India, and collect data with the help of a survey. This study finds out the various challenges faced by working women at the time of management of

professional life namely distance between the home and office, traveling time to reach the workplace, working hours (extended/odd), and involvement in any other extra work/ jobs as well as assignments. Most of the working women experience stress and feel guilty when they cannot able to give proper attention and time for family life. This study finds out that the use of social media creates stress. This study concluded that the women need helpful colleagues, supportive supervisors, flexible timing, positive work culture and environment as well as supportive spouse, family, and friends which encourage women for work. This study found that there was no relationship between the professional challenges to work-life balance and the family composition of the working women.

Dr. Saloni Pahuja (2016), showed that in recent days most employees and employers encounter several issues and challenges related to work-life balance. This study examines the work-life balance of female employee working at Axis Bank and analysis the impact of work-life balance on their professional and personal life. The researcher has conducted an empirical study for achieving the main objectives of the research. The researcher was designed and adopts a descriptive research method. This research was select Delhi/ NCR region for data collection. This research selects a sample size, which includes 100 employees of Axis banks. The random sampling method was utilized for data collection from the respondent. The researcher selected three to five respondents from different branches. This study concluded that every organization goes through various changes in working conditions, work strategies as well as in tools and techniques used in production. All these factors, directly and indirectly, created work pressure and new working needs. This study also found that changes in rules and regulations had a more complex factor in the banking industry. A female employee working in the banking sector was facing more work pressure and trying to balancing work-life balance. This research provides some suggestions and recommendations to help the manager to assist their employee to properly balance their work-life as well as family life. This study concluded that the Axis Bank employees had a medium level of Work-Life Balance and work-life balance had a positive impact and relationship between the work-life balance and employee's personal and professional life.

Dr. K. Niranjanaa Devi & K. Jothimani (2017) showed that in the recent day women prefer creativity and work from home for the convenience of them. They always try to balance their work and individual life. The number of corporate and representatives focus on the key issues and challenges related to Work-Life Balance. The main objective of the research was to examine the factors of stress which was affected the work-life balancing of women representatives in IT sector organizations. This study selected Coimbatore city as a sample and select respondent which was I.T. professionals, for this purpose researcher collect primary data from 200 employees. Respondent was selected by using multiple random sampling methods for gather more accurate data by the easier way. Researchers collect data from managers and experts in I.T sector in Coimbatore, they collect the perceptions and views related to factors affecting the Work-life balance and check out the personal profile as well as working profile to evaluate the job satisfaction. The researcher was utilizing Factor Analysis, Multiple Regression, Percentage, ANOVA, and Cluster to analyze the data. This research concluded that stress may be negatively affected the physical and mental health of working women.

S. Umukoro & G. A. Oboh (2017) investigates the various phenomenons where both couples were working. In Nigeria, it was very common that the husbands and wives both were working in secular work, which was called dual-career couples. The main aim of this study was to investigate the work-life balance of dual-career couples working in government organizations situated in Edo State, Nigeria. This study adopted a survey method for collect primary data and selects two hundred and twenty-two (222) employees, their spouses had also work in the same organizations or different organizations. The researcher selected 500 couples as a population of the study, and select a sample by using the Taro Yamani sampling technique and Snowball method. This study selected four administrators in selected organizations as a respondent. The researcher developed a questionnaire for the collection of data and measure work-life balance that was developed by Robinson. The researcher also utilized one-on-one in-depth interviews to collect various views and opinions of respondents. For analysis of collected data researchers were utilize percentage, mean, median, mode, ranking, frequency tables, correlation and relative importance index etc analytical techniques. This study results concluded that in Nigeria women were highly educated and occupy senior positions at the workplace than the men employees. The number of dual-career couples faced various issues and challenges related to work-life balance. It is observed that the dual-career couples who were working in different organizations had experienced more difficulties and challenges. The result shows that the majority of dual-career couples who worked in the same organizations utilized the same households and live together and if the couples were working at different locations and organizations then they live separately from each other.

M. D. V. S. Mendis and W. A. S. Weerakkody (2017) stated that many workers from the entire world faced key issues related to work-life balance. Organizations and employees both experience that the management of work-life balance issues and challenges had increase strategic importance. The objective of this research was to examine the impact of work-life balance on employee satisfaction and performance of the Sri Lankan telecommunication industry. This study also finds out the association between the work-life balance and employee performance as well as job satisfaction. In this study researcher target executive and management level married women who were working in the telecommunication industry in Sri Lanka as a population. The researcher was adopting the Cluster sampling method to select the sample from the population. The researcher selected 2 major companies namely Sri Lanka Telecom and Dialog Axiata PLC. The sample size of this research was 100 respondents. The primary data were collected by using the questionnaire method. The researcher utilized multivariate statistics methods, bivariate and univariate techniques for testing hypotheses. The researcher adopted SPSS 15.0 software to analyze the statistical data and find out the associations between different variables. The result of this study concluded that there was a significant relationship between work-life balance and employee performance as well as employee job satisfaction. This study also revealed that a positive association between employee performance and job satisfaction. The study provides strong evidence that work-life balance policies and practices will help to increased employee job satisfaction and performance and improper work-life balance harmed employee job satisfaction and performance of the employee.

Toyin Ajibade Adisa (2020), stated that the covid-19 pandemic had affected women. The main objective of this study was to find out the role of women, and evaluate the impact of the covid-19 pandemic on work-family balance during the lockdown. The researcher adopted the constructivist–phenomenologist and interpretive–constructivist approach for analyzing the covid 19 effects on working of women. This study collected data through semi-structured interviews. The researcher selected 26 working women in the UK as a sample. This study found out that the lockdown in the covid 19 pandemic had provided the rediscovery of closeness and family values. In a lockdown, everyone experiences a reduction in crime rate and a decline in juvenile delinquency. This study revealed that during lockdown women experienced that enhance in the interactional and structural role. Remote working and work from home had an increase in role congestion and role conflict.

Saravanan, K. (2021), evaluated the work-life balance of female teachers in Arts and Science College, Trichy City, Tamil Nadu. The main objective of the study was to find out the various level of work-life balance of women teachers and examined the various socio-demographic factors affected on the work-life balance of the female teacher. The researcher was selected 100 respondents as samples and this study collected primary data through a questionnaire. The statistical package for social science (SPSS) was used to analyze the data. The finding of this study revealed that work-life balance was highly affected on more than fifty percent of the female teacher and more than 25 percent of female employees had low work-life balance. This study revealed that there was no significant relationship between the type of age, family, years of work experience, difference nativity background and marital status of the women teachers, and work-life balance. Additionally, there was a positive relationship between the monthly income and the work-life balance of the women teachers.

#### Literature Summery-

Year	Author	Objective	Sample method	Data analysis method	Results
2010	Reddy, N. K.	to evaluate different factors that affected the work-family conflict and family-work conflict among married women employees	90 married working women (age between 20 and 50 years),	descriptive research methodology and Carl Pearson's Correlation	the work-family conflict had a significant relationship between the performance of the employee and job satisfaction
2011	Reimara Valk a, Vasanthi Srinivasan	to know and understand the work and family-related variables affected on the work-family balance of working	13 IT professional women working in Bangalore	exploratory qualitative research, ANOVA test	the working women were faces high pressure to maintain the balance of their personal lives and work

		women in Indian IT sectors			
2014	Shobha Sundaresan	to Reviewed the various previous literature related to the work-life balance of women employee	125 respondents	Percentage, Ratio, ANOVA	overtime, excessive work pressure, lack of time for family and themselves, and expectations from family and society had significantly created challenges and difficulties in balancing work and family responsibilities for working women
2014	Parul Agarwal	to investigate the work-life balance challenges and issues of call center employees in India	200 employees from 10 call centers in Delhi and NCR	Independent T-test and Z-test	Calls centers demanded long working hours and their timing was also odd, clients and consumer deadlines pressure, high work pressures
2015	Neera Kundnani	to find out the various factors affected on the work-life balance of employee special reference to the banking sector	300 employees of banks from Rajasthan and Jaipur	Factor Analysis with the help of Varimax rotation	work-life balance was the significant element and ability which balance work and personal life perfectly
2015	Vijayakumar Bharathi. S	investigates the personal and professional issues and challenges	186 working women who were worked in the IT sector from overall India	Percentage, ratio	the women need helpful colleagues, supportive supervisors, flexible timing, positive work culture, and environment as well as supportive spouse, family, and friends
2016	Dr. Saloni Pahuja	examines the work-life balance of female employees working at Axis Bank	100 employees of Axis banks	T-test and Z-test	The female employee working in the banking sector was facing more work pressure and trying to balancing work-life balance

2017	Dr. K. Niranjanaa Devi	to examine the factors of stress which was affected the work-life balancing of women representatives in the IT sector	200 employees in the IT sector	Factor Analysis, Multiple Regressions, Percentage, ANOVA, and Cluster analyze	the stress may be negatively affected the physical and mental health of the working women
2017	S. Umukoro	to investigate the work-life balance of dual-career couples working in government organizations situated in Edo State, Nigeria	222 dual-career couples employees	percentage, mean, median, mode, ranking, frequency tables, correlation, and relative importance index	The number of dual-career couples faced various issues and challenges related to work-life balance
2017	M. D. V. S. Mendis	to examine the impact of work-life balance on the employee satisfaction and performance of the Sri Lankan telecommunication industry	100 respondents from Sri Lanka Telecom and Dialog Axiata PLC	SPSS 15.0 software	there was a significant relationship between work-life balance and employee performance as well as employee job satisfaction
2020	Toyin Ajibade Adisa	to find out the role of women, and evaluate the impact of the covid-19 pandemic on work-family balance during the lockdown	26 working women in the UK	percentage, mean, median, mode	Remote working and work from home had an increase in role congestion and role conflict
2021	Saravanan, K.	to find out the various level of work-life balance of women teacher	100 respondents	statistical package for social science (SPSS)	there was no significant relationship between type of age, family, years of work experience, difference nativity background and marital status of the women teachers and work-life balance.

### Conclusion-



This study indicated that the number of different variables that are affected on the role of women in an encounter with various challenges arises in balancing career and family responsibilities. These variables are most important for deciding the key challenges of women managers and their dual role of balancing career and family responsibilities. The research study provides a strong view about the career and family responsibilities of women managers for maintain work-life balance and solve the key issues of working women.

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