

Research Article

Work-Life Balance

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A B S T R A C T

Work-life balance is crucial for individuals to manage their professional responsibilities alongside personal commitments. This paper explores the concept of work-life balance, tracing its historical development and presenting various theories explaining its dynamics. The discussion encompasses theories such as Border Theory, Boundary Theory, Segmentation Theory, Spill-Over Theory, Compensation Theory, and Instrumental Theory, shedding light on how individuals navigate their roles in work and family domains. Additionally, factors influencing work-life balance, particularly on women employees, are examined, including Quality of Work Life (QWL), Emotional Intelligence Quotient (EIQ), job satisfaction, family issues, demographic factors, workload, and stress. Moreover, the paper addresses the impact of the COVID-19 pandemic on working women's ability to manage work-life balance, emphasizing the disproportionate burden women face, especially women of color, and suggesting actions for employers to support women's well-being and advancement in the workplace. Overall, the paper underscores the importance of recognizing and addressing the challenges in achieving work-life balance to foster individual well-being and organizational productivity.

Keywords: Work, Life, Balance, Professional, Personal Commitments

Introduction

Work-life balance refers to effective management or striking a balance between the work and the responsibilities that an individual is expected to perform. Work-life balance can influence organizational productivity and the well-being of employees in different ways. Work-life balance teaches us that we all have the right to be ambitious in pursuing our career goals, but not at the cost of losing important emotional and personal ties with people with whom we are going to share relationships throughout our lives.

Work-Life

Work-life balance teaches ways to manage both the different spheres of life by reducing the gap between professional and personal life so much that the dividing line

almost disappears. One of the principal observations of work-life balance is that when work becomes a hobby and co-workers become family, there will be sufficient time to give to both career and family. We all know that work plays an important role in everyone's life, whether it is paid or unpaid, but it also helps us to shape our identity, allows us to structure our time, and brings us in contact with each other. In today's fast-paced society, people in the workforce often move from one task to the next, only to find themselves coming up for air on Friday afternoon. Unsatisfied by their weekend and not accomplishing all they hoped for, they begin to dread another week of work and the never-ending cycle it has become.

Work-life balance is a serious topic of discussion in the workplace, and the ideas are becoming more popular

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by the week. CEOs and managers all over the world are being faced with this issue and constantly implementing ways to resolve it. Work-Life Balance (WLB) has its beginnings in the nineteenth century after a long campaign by workers against long working hours in factories (Hogarth & Bosworth, 2009). This was carried further into the early twentieth century, when several labor unions campaigned for a cap on the maximum working hours (Myers, 1924). A significant moment in the history of WLB occurred when President F.D. Roosevelt signed the Fair Labor Standards Act of 1938. This act ushered in some far-reaching changes in the work regimes, e.g., prohibition of child labor, setting a minimum hourly wage, regulations to determine and record overtime, and setting the maximum work week at 44 hours per week (which was later reduced to 40 hours in 1940) (Sullivan, 2014).

The research in the field of work-life balance began in the 1960s, several types of research were conducted, focusing on working mothers and dual-earner families, owing to the increase in the participation of women in the workforce (Lewis, Gambles, & Rapoport, 2007). The work of Rapport and Rapport in the 1960s was pioneering in this field. It focused on the segmentation of work and family caused by the rural to urban movement of the workforce (Nathan, 2010).

Before the 1970s, work' and family' were perceived as mutually exclusive domains, but Kanter (1977) emphasized the fundamental interconnectedness of the two by highlighting how work affects the family and vice versa. Along the same lines, Pleck (1995) defined what he termed spillover as a phenomenon where the work role affects the family role and vice versa. He further states in the same study that women experience spillover from family to work, whereas men experience it from work to family. Continuing the research in this field, in the 1980s, two new theories came to the fore. Staines (1980) described the relationship between work and family through compensation theory. As per the compensation theory, a worker seeks to compensate for the deficit in one aspect of life (in this case, work or family) by compensating in the other aspect, i.e., by expending more resources in the other aspect.

Greenheads & Betel (1985) came up with the conflict theory, which states that the aspects of work and life are contrasting in nature, and in demanding effort and time, these two aspects compete for an individual's attention. By the late 1980s, various human resource practitioners started to present work-life balance as primarily a business issue, and organizations across the board began to perceive that investing resources in WLB was for the greater good of the organization and the employee (Frame & Hartog, 2003). While the first wave of programs was addressed to support working mothers, in the 1990s, a growing need

was felt that the work/life programs be directed to the commitments of everyone, including women, men, parents, non-parents, singles, and couples (Lockwood, 2003). On the theoretical front, the 1990s saw the formulation of several theories, chief among them the boundary theory by Nippert-Eng (Nippert-Eng, 1996a, 1996b), which describes the work-life balance by classifying the workers as segmentors' and integrators'.

Today, WLB is recognized as a major issue for both employers and employees to manage. Many of the issues related to WLB (like stress, absenteeism, employee retention, ill-health, and morale) can be discerned as the by-products of a poorly managed WLB (Syed, 2015). Several additional indicators have made their way into the contemporary policy mix in the field of work-life balance, which includes egalitarianism, work safety, a flexible labor market, and global competitiveness (Hogarth & Bosworth, 2009).

Meaning of Work-Life Balance

Work-life balance is a method that helps employees of an organization to balance their personal and professional lives. Work-life balance encourages employees to divide their time on the basis of priorities and maintain a balance by devoting time to family, health, vacations, etc. along with making a career, business travel, etc.

The below image depicts a work-life balance scenario, where an employee has to balance his/her life between personal (family, friends & self) and professional (job, career) commitments.

Work-Life Balance

Work-life balance doesn't mean an equal balance. It is the power to control and stay competitive at work while maintaining a healthy and happy lifestyle at home as well as work with enough leisure. The main motive of work-life balance is to create balance in each and every area of life, which in turn increases self-fulfillment as well as helps to maintain safe from self-injury like depression and stress. In simple words —work-life balance refers to an equilibrium state, where one effectively balances work or career demands and those of their personal life.

Theories Describing the Work-Life

Throughout the history of work-life balance as a discipline, a number of theories have been proposed in seeking to explain this phenomenon. Some of those theories are described:

- Border Theory
- Inter-role Conflict Theory
- Boundary Theory
- Segmentation Theory
- Compensation Theory
- Spillover Theory

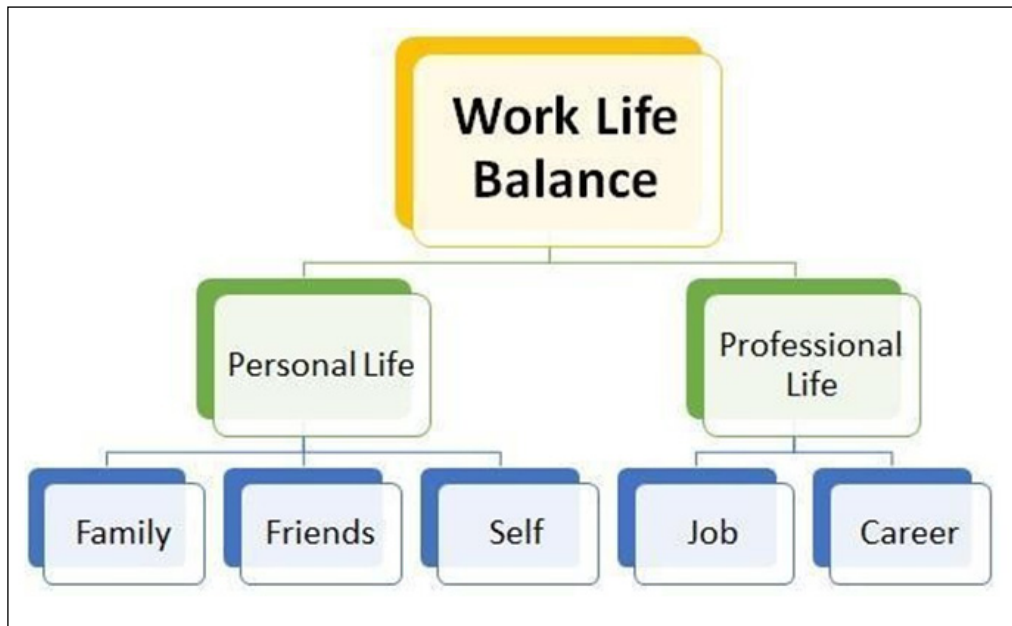


Figure 1. Meaning of Work-Life Balance

Border Theory

This theory insinuates that people live out of different domains (i.e. a work domain and a family domain). Borders exist between these domains and are based on the permeability and flexibility of that domain. People are able to cross borders successfully based on their level of influence (autonomy) and level of domain identification. Border theory has, for the most part, been confined to exploring the work and family domains.

Boundary Theory

This is a cognitive social grouping theory that focuses on the roles that people assume through labels of social categories, two of which are work and home. People have the ability to cross these boundaries, therefore exiting one role (i.e. work) and entering a new role (i.e. home). Unlike border theory, boundary theory encompasses more social categories than just work and home. Boundary theory emphasizes the ways that workers create, preserve and alter boundaries so that they may simplify and classify the world that they experience (Ashforth, Kreiner, & Fugate, 2000). The boundary theory has its origins in the sociological work Nippert-Eng (1996a) wherein he describes how people seek to find and assign meaning to work and home and ease the transition between the two. Boundary theory posits that there are psychological, physical, and/or behavioral boundaries existing between the work and no work aspects of an individual's life which outline the two domains as being different and distinct from each other (Allen, Cho, & Meier, 2014).

Segmentation Theory

Argued as one of the earliest theories on work-life bal-

ance, this theory asserts that work-life and family life are inherently segmented and independent from each other. Due to this independence, work life and family life do not affect each other, allowing people to draw lines between the two categories and skillfully organize their life. Some studies have argued against this theory, claiming work and family life are more closely related. Originally termed by Nippert-Eng, (1996b) as a segmentation preference, segmentation Integration continuum theory is a model with high Role integration and high role segmentation as Poles. The segmentation model asserts that work and non-work have no influence on each other and the two domains are distinct (Guest, 2002). Piotrkowski (1979) asserts that segmentation between work and life is brought about when People suppress work-related moods, behaviors, and Habits in the life domain and act similarly at work by restraining personal behaviors, emotions, Thoughts, or pleasures. Segmentation is therefore the Total separation of the two domains of work and Life. In its earlier form, segmentation was perceived along natural/physical locus but contemporary Research has shown that segmentation is an active psychosocial process that divides the two worlds (Roy, 2016). Segmentation and integration have been conceptualized as two poles on a continuum of work-life balance (Ashforth et al., 2000).

Spill-Over Theory

This theory focuses on the relatedness between work life and family life, suggesting that they both affect each other. In this way, both positive and negative experiences and abilities at work can carry over into positive or negative experiences and abilities at home, and vice versa. For most of the work on work-life balance theories that has been

done in the last twenty years, a good deal of literature has focused on positive and negative spillover (Zedeck, 1992). Originally proposed by Wilensky (1960), the spillover model is based on the notion that there is an extension of experiences from the sphere of work to non-work. In a way, the perception of the social experience of the spheres of work and non-work for an individual is effectively boundaryless (Parker, 1971).

Compensation Theory

This theory proposes that people try to make up for deficiencies in one field by compensating for them in the other. For example, an employee having a tough time at work may look for positive experiences at home to compensate for their negative work experiences. This theory describes that individual, because of the lack of fulfillment in one domain, seek compensation in another domain. This theory also asserts that both work and family share the same environment and that family and work have a compensating effect on each other (Mathew & Natarajan, 2014). Compensation has been described as a negative relationship between work and family. It has been termed negative because negative experiences in one domain result in a positive perception of other domains.

Instrumental Theory

This theory suggests that people choose to act in one field to affect another. For example, an employee may choose to work harder in their job in order to get paid more so they can afford a personal vacation. Developed as a concept of instrumentality, which is defined as: —Work and career are primarily ways of obtaining the means to build and maintain a satisfying and successful family and leisure life, or vice versa (Evans & Bartolomé, 1984). The basic idea here is that activities conducted in one sphere facilitate activities in another one, for example, a worker who works to maximize earnings even at the time cost of working for a long hour (Guest, 2002).

Inter-Role Conflict Theory

This theory focuses on the challenges that can often arise from competing interests in different fields. It suggests that these competing interests create role conflict for the individual, affecting the individual in both fields. For example, a late meeting at work may clash with a family dinner, thereby creating a role conflict between work and family life.

Factors Affecting Work-Life Balance on Women Employees

Qwl (Quality of Work Life)

QWL is viewed as an umbrella under which employees feel fully satisfied with the working environment and extend

their wholehearted cooperation and support to improve management productivity and the work environment.

Emotional Intelligence Quotient(Eiq)

EIQ is the capability of individuals to recognize their own emotions and those of others, discern between different feelings and label them appropriately, use emotional information to guide thinking and behavior, and manage and/or adjust emotions, adapt to environments, or achieve one's goal. Empathy is typically associated with EI because it relates to an individual connecting their personal experiences with those of others. —encompasses behavioral dispositions and self-perceived abilities and is measured through self-report.

Job Satisfaction

Job Satisfaction Survey – This was developed by Spector (1985) and contains 36 items based on nine job facets. The job facets include pay, promotion, supervision, benefits, contingent Rewards, operating procedures, co-workers, nature of work, and communication.

Family Issues

Family-work balance is a complex issue that involves financial values, gender roles, career paths, time management, and many other factors. Every person and couple will have their own preferences and needs. The problem of maintaining a balance between work and family Life is not a new one. Work-life balance is defined here as an individual's ability to meet their work and family commitments, as well as other non-work responsibilities and activities. Work-life balance, in addition to the relationship between work and family functions, also involves other roles in other areas of life. In this study, due to its more extensive associations, the concept of work-life balance is preferred.

Demographic Factor

The objectives of the study are to investigate the socio-economic profile of the work-life balance of selected women police officers from the Tiruchirappalli district. It is important for women police to have a balanced work-life balance to avoid future uncertainties. The demographic and organizational variables considered in the study are age, working place, and number of family dependents.

Workload

Workload among employees was to be increased, and their work-life balance will reduce. In Addition, any increase in role conflict among employees will reduce their work-life balance.

Stress

It affects people in different ways. But work stress is the major factor that affects work-life balance. It leads to high productivity, low absenteeism, low labor turnover,

reduced health problems, and a better quality of work life. It affects people in different ways. But work stress is the major factor that affects work-life balance. It leads to high productivity, low absenteeism, low labor turnover, reduced health problems, and a better quality of work-life balance.

Working Women Can Manage Work-Life Balance During Covid-19

Our survey of nearly 400 working women across nine countries, at a variety of career levels of seniority and spanning various industries, reveals the pandemic is affecting their daily routines, physical and mental health, and careers. The survey unveils the pandemic's impact on the work-life balance and well-being of countless working women, highlighting how the pandemic could threaten some of the progress made on gender equality in the workplace in recent years. Importantly, our survey findings have enabled us to not only identify how some women have been impacted during the pandemic but also the actions companies must take in order to support women's continued success and progress within their organizations. From making flexible working the norm to addressing micro-aggressions in the workplace, there are six critical areas of focus for employers to take action on and ensure that women continue to advance in the workplace.

Workplaces often place a disproportionate burden on female workers. That includes workloads as well as emotional and relational labor within the workplace. Historically, women have also been responsible for the majority of work at home. In the 1960s, white women began entering the workforce. It is important to acknowledge that women of color, particularly black and Latina women, working in the homes of white families allowed white women to enter the workforce.

Currently, women of all racial backgrounds are in the workforce. However, this has increased responsibilities for women—both working professionally and still largely carrying the burden of work in the home. These dual responsibilities can increase stress, compromise physical and emotional health, and lead to burnout and lower work productivity.

The coronavirus pandemic has increased disparities and stress among women as well. Women of color, in particular, are more likely to be exposed to the coronavirus due to many

working in essential positions, such as healthcare. In addition, women may be homeschooling children, caring for parents or loved ones, and/or having to find childcare. Moreover, there is a significant financial impact on women who are unable to work due to their increased responsibilities.

Even prior to the pandemic, there were pay inequities and discrimination among women in the workplace, especially women of color. Amid these challenges, women of color are experiencing significant race-related stress due to the continued killings of unarmed black individuals. As such, it is critical that employers carefully reflect on the ways in which women are disproportionately overburdened and how this extra work limits their advancement opportunities as well as their overall well-being.

Employers should make efforts to transform workplace structures and policies to better support women's contributions. Working women are encouraged to recognize that the perfect balance between work and home life is an unattainable myth. Instead, consider work among the multiple life roles that you manage along with other roles. Each role may require more effort and time than others across the course of the year and throughout your life. Seek help from others in your work and life environments to share the load. Prioritizing your roles can help you decide how best to manage your time across your various roles and responsibilities.

How Working Women Can Manage Work-Life Balance After Covid-19

The Integral Role of Women in the Post-Pandemic Recovery of the Workplace

No country can ever truly flourish if it stifles the potential of its women and deprives itself of the contributions of half of its citizens. That quote by Michelle Obama highlights one of the starkest paradoxes of our society today. It both identifies the reason and suggests a solution to a problem that is preventing us from fulfilling our potential as a society. Admittedly, women's empowerment has taken several strides since the days of the women's suffrage movement and post-World War II. However, as the COVID-19 pandemic has highlighted, women have yet again borne a far greater share of the fallout of a catastrophic event or disruption.

A positive, if it can be called that, of the pandemic has been that it has given us time to pause and reflect. Something we had forgotten to do as a collective in the hustle-bustle of the 21st century and the hyper-paced environment we're surrounded by. And so, as we chart our lives in a post-pandemic world, it is a great opportunity for us to reset our behaviors and actions. Particularly those involving half of our citizenry that has remained underserved and underutilized.

Breaking the Shackles of Orthodox Conditioning

Even before COVID-19, women shouldered a higher share of domestic work, including childcare and household chores. And while time-consuming and important, the efforts are almost never measured or accounted for as productive

work'. What doesn't get measured doesn't get tracked. Unfortunately, conventional economics underestimates the gross domestic product of many developing countries where women are primarily in caregiving roles. In contrast, in developed economies, where some of the roles traditionally performed by women are outsourced to paid professionals, this gets tracked and accounted for. Besides being unpaid work, this issue stems from the conditioning that projects women as the primary caregivers and keepers of a household from a tender age. This places domestic responsibilities squarely on the shoulders of women, which holds them back from pursuing

their own goals. Such preconceived notions have a cascading effect on the psyches of women at work. It can cause interpersonal issues that stem from envy, particularly if they go against societal norms of gender-acceptable roles. To move forward, the change needs to begin with a societal upbringing that breaks the shackles of orthodox conditioning. Equally important is to empower women by getting them to imbibe a sense of self-respect and imparting skills that help women negotiate work and personal lives. The key for women to progress is to help them cultivate healthy and respectful relationships that don't deter their success.

Overcoming the Disproportionate Impact of COVID-19 on Women

A recent study by Azim Premji University revealed that while 61 percent of men reported no effect of COVID-19 on their employment, the corresponding number for women was only 19 percent. Additionally, in terms of return to employment in a post-pandemic scenario, only 7 percent of men followed a no-recovery trajectory; the extent for women was 47 percent. This indicates a climate where COVID-19 has disproportionately impacted women in terms of loss of employment as well as the opportunities for them to return to work in a post-pandemic world. This could also significantly impact our reported GDP growth rate, as large numbers of women falling out of paid employment means lower household incomes and significantly reduces the potential of consumption to drive economic growth in India. A sustainable way to address this challenge is to deal with it at the grassroots level. One way to do this is by breaking down conventional barriers and encouraging more schoolgirls and women to take up STEM education. Besides expanding their horizons, in the long term, it helps them move away from disadvantaged sectors or lower ends of value chains, which are among the worst affected by the crisis.

Additionally, a focus on enhancing their professional skills and helping them balance and reprioritize their work lends a sense of self-confidence, which goes a long way in supporting the careers of working women. It is equally important

to ensure the right resources and platforms are available to cater to women at different levels of their careers, as opposed to dealing with it as a monolith.

Enabling a Conducive and Inclusive Work Environment for Women

A conventional mindset of women's roles can limit them from engaging in paid work or constrain their options when they do decide to work. In an ideal world, work-from-home (WFH) would be particularly good for women with full-time jobs, as it offers a higher degree of flexibility and saves time on commuting. Thus, resulting in better work-life balance. However, amidst office chores, women were also expected to take on the load of housework and childcare. Not surprisingly, similar expectations are also prevalent in professional working environments. And while it may not be expressed in as many words, the undercurrent is unmixable. This not only affects the productivity of women at work but also reinforces the age-old notions that further exacerbate gender inequality in the workplace.

To address this, companies need to embed a culture of diversity and inclusivity in their DNA. From hiring practices and policies to career planning and even the way they do business, gender sensitivity needs to permeate all levels of an organization and its people. Treating gender diversity as an initiative, a campaign, or a peripheral issue under the HR function does more disservice than aiding it.

If anything, it should be a top-down approach where all leaders (not just women leaders) drive and support the agenda of nurturing an inclusive work culture that fosters gender equality in the workplace. Research in recent years has yielded mounting evidence that gender equality can promote economic growth and have a positive impact on macro-level

growth as well as human capital. A 2019 study by the International Monetary Fund revealed that closing the gender gap could lead to a 6.8 percent gain in GDP. Moreover, getting half the world's population to be more actively involved in work can lead to a surge in creativity, innovation, and technological advancement.

So, as we begin the journey of post-pandemic recovery, we would do better as a society if we realized the importance and criticality of women's roles and their potential. Over and above all else, at every stage, women need to take charge of their lives and their careers and ensure they are the sole driving force behind the decisions they make.

Objectives of the Study

Primary Objective

To study the impact of the work-life balance on women employees in the Ahmedabad region.

Secondary Objective

- To find out the level and kind of work-life balance among women employees.
- To study the effect of work-life balance on women employees.
- To recommend coping strategies to manage work-life balance.

Type of Research Design

The following are major types of research designs

Exploratory Research Design

One common type of research design is exploratory design. The exploratory research design format is useful when you don't have a clearly defined problem to study. Often, this type of research design is less structured than other research design options, and you can use it as a guide for your initial research to uncover your research problem.

Observational Research Design

Observational design is also a common type of research design. The observational research design format emphasizes observing your research topic without altering any variables. When using an observational research design, you can simply observe behaviors or phenomena and record them rather than conduct an experiment.

Descriptive Research Design

Descriptive design is another type of research design. The goal of using a descriptive research design is to describe a research topic, so this type of research is useful when you need more information about your topic. Descriptive research design can also help you understand the "what," "where," "when," and "how" of your research topic. The one question that a descriptive research design does not answer is "why."

Case Study

Another type of observational research design is the case study format. Case studies are analyses of real-world situations to understand and evaluate past problems and solutions. Therefore, case studies are useful when you want to test how an idea applies to real life, and this research design is especially popular in marketing, advertising, and social science. The five-part case study format includes:

- Title
- Overview
- Problem
- Solution
- Results

Action Research Design

Another type of research design is the action research design. The action research design format involves initial

exploratory analysis and the development of an action strategy. This design format is collaborative, and it focuses on finding solutions, making it practical for many research topics. You can use the action research design when you want to solve real problems.

Experimental Research Design

Experimental research design is also common. The experimental research design is especially useful when you want to test how different factors affect a situation, making this design type very versatile. The experimental research design uses the scientific method, which includes elements like;

- **Hypothesis:** A research hypothesis is a statement that describes what you predict your research to reveal.
- **Independent Variable:** An independent variable is a variable that does not depend on other variables.
- **Dependent Variable:** A dependent variable is a variable that depends on another variable.
- **Control variable:** A control variable is a variable that remains constant throughout a research experiment.

Causal Research Design

The causal research design is another type of research design that researchers commonly choose. The causal research design format attempts to identify and understand relationships between variables, which can be valuable across many industries. Causal research designs typically involve at least two variables and explore many possible reasons for a relationship between variables.

Correlational Research Design

Along with the causal research design, the correlational research design is also commonly used. The correlational research design format, like the causal format, identifies relationships between variables. When you use a correlational research design, you measure variables but do not alter them.

Diagnostic Research Design

Another type of research design is the diagnostic research design. The diagnostic research design attempts to find the underlying factors that cause events or phenomena to occur. This research type is useful to help you understand what's causing problems so you can find solutions.

Cross-Sectional Research Design

The cross-sectional design is another type of observational research design. The cross-sectional research design involves observing multiple individuals at the same point in time. This research type does not alter variables.

Sequential Research Design

Sequential research design is another useful type of research design. The sequential research design format

divides research into stages, and each stage builds on the last. Therefore, you can complete sequential research at multiple points in time, allowing you to study phenomena that occur over periods of time.

Cohort Research Design

This type of observational research is another research design type. This type of research design is commonly used in medicine, but it can also have applications in other industries. Cohort design involves examining research subjects who have already been exposed to a research topic, making it especially effective for conducting ethical research on medical topics or risk factors. This design type is very flexible, and it applies to both primary and secondary data.

Historical Research Design

Researchers can also use historical research design. Using the historical research design allows you to use past data to test your hypothesis. Historical research relies on historical data like archives, maps, diaries, and logs. Using this research design can be especially useful for completing trend analysis or gathering context for a research problem.

Field Research Design

Another type of research design is the field research design. The field research design, which is a qualitative research method, allows you to observe subjects in natural environments. This can allow you to collect data directly from real-world situations.

Systematic Review

This is another type of research design. Completing a sys-

tematic review involves reviewing existing evidence and analyzing data from existing studies. This can allow you to use previous research to come up with new conclusions.

Survey

Researchers also use the survey research design frequently. You can use surveys to gather information directly from your sample population. Some types of surveys include

- **Interviews:** Interviews are one popular type of survey. Interviews allow you to ask questions to a research subject one-on-one, which can give you the opportunity to ask follow-up questions and gain additional insights.
- **Online Forms:** You can also use online forms to conduct surveys. You can use many websites or software programs to create intuitive online forms with a variety of question types, including short-answer and multiple-choice.
- **Focus Groups:** Focus groups are another key survey method. By using focus groups, you can facilitate discussions with a group of research subjects to gain valuable research insights from your sample population.
- **Questionnaires:** Another type of survey is a questionnaire. In a questionnaire, you can simply list questions for research subject to answer, making this effective data collection method.

We have used a survey design method based on the specific sample population. It uses interviews, online forms, and questionnaires about the impact of working women's work-life balance based in the Ahmedabad region. It describes the real situation of this particular topic.

Table 1. Marital Status

		Married	unmarried	Total
Age	20-30	37	51	88
	30-40	8	7	15
	40-50	3	1	4
Total		48	59	107

Table 2. Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.186 ^a	2	.335
Likelihood Ratio	2.217	2	.330
Linear-by-Linear Association	2.084	1	.149
N of Valid Cases	107		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is 1.79.

Table 3. Qualification

		ssc	3	4	5	-
Age	20-30	31	16	25	21	93
	30-40	1	8	6	0	15
	40-50	3	1	0	0	4
Total		35	25	31	21	112

Table 4. Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	19.288 ^a	6	.004
Likelihood Ratio	22.761	6	.001
Linear-by-Linear Association	1.230	1	.267
N of Valid Cases	112	-	-

a. 8 cells (66.7%) have expected count less than 5. The minimum expected count is .75.

Table 5. Job

		Full Time	Part Time	Freelance	Contract Based	Other	Total
Age	20-30	20	14	52	1	6	93
	30-40	2	6	1	1	0	10
	40-50	0	2	0	2	0	4
Total		22	22	53	4	6	107

Table 6. Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	44.004 ^a	8	.000
Likelihood Ratio	30.298	8	.000
Linear-by-Linear Association	.014	1	.906
N of Valid Cases	107		

a. 11 cells (73.3%) have expected count less than 5. The minimum expected count is .15.

Table 7. Satisfied

		Yes	No	Maybe	Total
Age	20-30	21	55	17	93
	30-40	2	6	7	15
	40-50	1	0	3	4
Total		24	61	27	112

Table 8: Family

		Joint	Neutral	Not Applicable	Total
Age	20-30	15	63	14	92
	30-40	9	4	2	15
	40-50	2	2	0	4
Total		26	69	16	111

Table 9. Chi-Square Tests

-	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	16.120 ^a	4	.003
Likelihood Ratio	14.852	4	.005
Linear-by-Linear Association	8.132	1	.004
N of Valid Cases	111	-	-

a. 5 cells (55.6%) have expected count less than 5. The minimum expected count is .58.

Table 10. Care

-		Always	Often	Sometimes	Rarely	Never	Total
Age	20-30	11	17	36	16	8	88
	30-40	0	2	12	0	1	15
	40-50	2	1	1	0	0	4
Total		13	20	49	16	9	107

Table 11. Workplace

-		Stressful	Uncomfortable	Happy	Satisfied	Total
Age	20-30	10	28	44	11	93
	30-40	1	3	10	1	15
	40-50	1	1	2	0	4
Total		12	32	56	12	112

Table 12. Chi-Square Tests

-	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.205 ^a	6	.783
Likelihood Ratio	3.460	6	.749
Linear-by-Linear Association	.053	1	.819
N of Valid Cases	112		

a. 7 cells (58.3%) have expected count less than 5. The minimum expected count is .43.

Table 13. Energetic

		Yes	Maybe	Sometimes	Total
Working	6-8 hours	15	12	6	33
	8-10 hours	22	46	4	72
	10-12 hours	5	1	1	7
Total		42	59	11	112

Table 14. Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.800 ^a	4	.012
Likelihood Ratio	13.030	4	.011
Linear-by-Linear Association	.094	1	.759
N of Valid Cases	112		

a. 4 cells (44.4%) have expected count less than 5. The minimum expected count is .69.

Source of Data Collection

Primary Sources

There are several other methods of collecting primary data, some of which are discussed here in brief.

Observation

Observation involves systematically recording, describing, analyzing, and interpreting people's behavior.

There are mainly two types of observation.

Participant observation puts emphasis on discovering the meaning that people attach to their actions.

The structured observation is quantitative and more concerned with the frequency of those actions.

Interviews

The Interview is the primary data collection technique for gathering data in qualitative methodologies. Interviews vary on the number of people involved during the interview, the level of structure, the proximity of the interviewer to the participant and the number of interviews conducted during the research.

Sampling

The basic idea of sampling is that by selecting some of the elements in a population, conclusions may be drawn about the entire population.

The procedure followed in collecting primary data is from a structured questionnaire and an interview with the target. Primary Data can be defined as new data obtained specifically for (this) particular study. Questionnaires were sent out to employees in India, mainly through the researcher's social networks.

Secondary Sources

The data is collected through the information available in the form of surveys. Research papers, past records, newspaper articles, journals, etc.

Secondary data is that this approach saves time and money, as the data is already available, the researcher can already start to analyze the data and try to find the answer to his or her research problem

Sampling Method

Sampling means selecting the group that you will actually collect data from in your research. In statistics, sampling allows you to test a hypothesis about the characteristics of a population. Sampling is the technique of selecting individual members or a subset of the population to make statistical inferences from them and estimate the characteristics of the whole population.

Different sampling methods are widely used by researchers

in market research so that they do not need to research the entire population to collect actionable insights.

It is also a time-convenient and cost-effective method and hence forms the basis of any research design. Sampling techniques can be used in research survey software for optimum derivation.

For example, if you are researching the opinions of students at your university, you could survey a sample of 100 students.

It is noted that analyses are best when conducted on samples that are still fresh. Therefore, the same method was used to select a portion of the population to represent the entire population. The researcher selects a sample from which he wishes to seek information, using appropriate sampling. Techniques. Convenience sampling, a type of non-probability, was used to select samples and gather data.

Probability Sampling Methods

Probability sampling means that every member of the population has a chance of being selected. It is mainly used in quantitative research. If you want to produce results that are representative of the whole population, probability sampling techniques are the most valid choice.

There are four main types of probability sample.

Simple Random Sampling

In a simple random sample, every member of the population has an equal chance of being selected. Your sampling frame should include the whole population

To conduct this type of sampling, you can use tools like random number generators or other techniques that are based entirely on chance.

Systematic Sampling

Systematic sampling is similar to simple random sampling, but it is usually slightly easier to conduct. Every member of the population is listed with a number, but instead of randomly generating numbers, individuals are chosen at regular intervals.

Stratified Sampling

Stratified sampling involves dividing the population into subpopulations that may differ in important ways. It allows you draw more precise conclusions by ensuring that every subgroup is properly represented in the sample.

To use this sampling method, you divide the population into subgroups (called strata) based on the relevant characteristic (e.g., gender identity, age range, income bracket, job role).

Based on the overall proportions of the population, you calculate how many people should be sampled from each

subgroup. Then you use random or systematic sampling to select a sample from each subgroup.

Cluster Sampling

Cluster sampling also involves dividing the population into subgroups, but each subgroup should have similar characteristics to the whole sample. Instead of sampling individuals from each subgroup, you randomly select entire subgroups.

If it is practically possible, you might include every individual from each sampled cluster. If the clusters themselves are large, you can also sample individuals from within each cluster using one of the techniques above. This is called multistage sampling.

This method is good for dealing with large and dispersed populations, but there is more risk of error in the sample as there could be substantial differences between clusters. It's difficult to guarantee that the sampled clusters are really representative of the whole population.

Non-Probability Sampling Methods

In a non-probability sample, individuals are selected based on non-random criteria, and not every individual has a chance of being included.

This type of sample is easier and cheaper to access, but it has a higher risk of sampling bias. That means the inferences you can make about the population are weaker than with probability samples, and your conclusions may be more limited. If you use a non-probability sample, you should still aim to make it as representative of the population as possible.

Non-probability sampling techniques are often used in exploratory and qualitative research. In these types of research, the aim is not to test a hypothesis about a broad population but to develop an initial understanding of a small or under-researched population.

Convenience Sampling

A convenience sample simply includes the individuals who happen to be most accessible to the researcher.

This is an easy and inexpensive way to gather initial data, but there is no way to tell if the sample is representative of the population, so it can't produce generalizable results. Convenience samples are at risk for both sampling bias and selection bias.

Voluntary Response Sampling

Similar to a convenience sample, a voluntary response sample is mainly based on ease of access. Instead of the researcher choosing participants and directly contacting them, people volunteer themselves (e.g. by responding to a public online survey).

Voluntary response samples are always at least somewhat biased, as some people will inherently be more likely to volunteer than others, leading to self-selection bias.

Purposive Sampling

This type of sampling, also known as judgment sampling, involves the researcher using their expertise to select a sample that is most useful to the purposes of the research.

It is often used in qualitative research, where the researcher wants to gain detailed knowledge about a specific phenomenon rather than make statistical inferences, or where the population is very small and specific. An effective purposive sample must have clear criteria and rationale for inclusion. Always make sure to describe your inclusion and exclusion criteria and beware of observer bias affecting your arguments.

Sample Size

The sample population is a subset of the entire population, and inferential statistics is to generalize the sample to the population.

A sample size of 100 respondents was used for the study.

Conclusion

In conclusion, the concept of work-life balance is not merely a theoretical construct but a vital aspect of modern life that significantly impacts both individuals and organizations. As discussed, work-life balance is about effectively managing the demands of work and personal life, ensuring that neither aspect overshadows the other. Through the historical evolution of work-life balance theories and the acknowledgment of its importance by employers and employees alike, it's evident that achieving this balance is crucial for individual well-being, organizational productivity, and societal progress. The discussion on work-life balance has also highlighted the various factors influencing it, especially on women employees. From quality of work life, emotional intelligence, and job satisfaction to family issues, demographic factors, workload, and stress, numerous elements play a role in shaping work-life balance dynamics. Moreover, the COVID-19 pandemic has brought into sharp focus the challenges faced by working women, emphasizing the need for supportive workplace environments and societal changes to ensure gender equality and well-being post-pandemic. Moving forward, it's imperative for employers to recognize the importance of fostering inclusive work cultures that support work-life balance for all employees, particularly women. This involves breaking down traditional gender roles, addressing disparities in employment and opportunities exacerbated by the pandemic, and implementing policies that promote flexibility, diversity, and equity in the workplace. Ultimately, achieving work-life balance requires a concerted effort from both individuals and organizations.

By prioritizing holistic well-being, valuing diversity, and creating supportive environments, we can strive towards a future where work and personal life harmoniously co-exist, enabling individuals to lead fulfilling and productive lives. In conclusion, the discourse surrounding work-life balance encapsulates not just a theoretical framework but a fundamental aspect of modern existence with profound implications for individuals, organizations, and society as a whole. Through an exploration of its historical evolution and theoretical underpinnings, it becomes evident that achieving equilibrium between professional and personal spheres is not just desirable but essential for holistic well-being and sustainable productivity.

The multifaceted nature of work-life balance, as elucidated by various influencing factors such as quality of work life, emotional intelligence, job satisfaction, family dynamics, demographic variables, workload, and stress, underscores the complexity of this phenomenon. Moreover, the disruptive impact of the COVID-19 pandemic has underscored the disproportionate challenges faced by women in maintaining this balance, necessitating a reevaluation of workplace policies and societal norms. As we navigate towards a post-pandemic era, it is incumbent upon employers to foster inclusive work environments that prioritize flexibility, equity, and diversity, thereby supporting the work-life balance needs of all employees, particularly women. By breaking down traditional barriers, addressing disparities, and promoting holistic well-being, organizations can not only enhance productivity but also contribute to societal progress and gender equality. In essence, achieving work-life balance requires a concerted effort from both individuals and institutions, transcending mere rhetoric to tangible actions and policies. By embracing a culture that values work-life harmony, we can create a future where individuals thrive both personally and professionally, leading to a more resilient, inclusive, and prosperous society for generations to come.

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