

Available online @ <https://jjem.jnnce.ac.in>  
https://www.doi.org/10.37314/JJEM.SP0120  
Indexed in International Scientific Indexing (ISI)  
Impact factor: 1.395 for 2021-22  
Published on: 08 December 2023

## **A Study on Work-Life Balance of Women-Shimoga city**

**Harshitha D,<sup>1\*</sup> Bhoomika S<sup>2\*</sup>**

NES-Institute of Advanced Studies.

[1\\* hharshithasingh@gmail.com](mailto:hharshithasingh@gmail.com), [2\\* bhoomikashivaraj30@gmail.com](mailto:bhoomikashivaraj30@gmail.com)

### ***Abstract***

*This abstract explores the complex dynamics surrounding the work-life balance of women, shedding light on the challenges they face, the strategies they adopt, and the broader implications for their well-being and the society at large. Women continue to encounter multifaceted challenges in balancing their careers with familial responsibilities. Gender disparities persist in the workforce, leading to unequal pay, limited career progression, and insufficient support system for working mothers. Societal expectations often perpetuate the notion that women are primarily responsible for caregiving, adding to the burden of managing professional and domestic roles. These challenges can result in increased stress, reduced job satisfaction, and overall dissatisfaction with life. To navigate these obstacles, women employ various coping mechanisms and strategies to achieve a semblance of work-life equilibrium. Flexible work arrangements, such as telecommuting and compressed workweeks, provide opportunities for women to accommodate personal and professional commitments more effectively. Additionally, cultivating strong support networks, including family, colleagues, and communities, contributes to mitigating the challenges associated with maintaining work-life balance. Implementing self-care practices, including mindfulness techniques, exercise routines, and leisure activities, also plays a vital role in fostering resilience and enhancing overall well-being. The implication of achieving a sustainable work-life balance for women are far-reaching, influencing their mental and physical health, career progression, and overall life satisfaction. Organisations that prioritize, societal awareness and advocacy for gender equality, coupled with policy interventions that promote*

*work-life integration, are imperative for creating a more conducive environment for women to thrive professionally and personally.*

**Key words:** *Challenges, Strategies, Implication, Stress management and work-life integration*

## **1 Introduction:**

Work life balance is about effectively managing the juggling act between paid work and the other activity that are important to people. It is not about saying that work is wrong or bad. But that work shouldn't completely crowd out the other things that matter to people like time with family, participation in community activities, voluntary work, personal development leisure and recreation.

In India, it is taken for granted that economic activities are exclusively the prerogative of males while domestic work, child bearing and child rearing are the solo occupations of women. Historically, women in India have not enjoyed a good status in work place setting whether managerial or operative roles.

Work-life balance refers to the equilibrium between one's professional responsibilities and personal life. Achieving a healthy work life balance involve effectively managing time and energy to ensure both career success and personal well-being. Its crucial for mental health, job satisfaction, and overall life fulfillment.

Work-life balance for women involves managing the demand of both professional and personal responsibilities. It's crucial for women find equilibrium between their career aspirations and personal life, addressing challenges such as societal expectations, caregiving responsibilities, and workplace dynamics. Achieving a healthy balance allows women to pursue fulfilling careers while maintaining overall well-being. the following variables influencing the experience of work life balance were identified while reviewing the various survey.

Women in various roles

Career advancement

Child care

It emphasizes the values, attitudes and beliefs of women regarding their age to work in organizing and balancing their work and personal life.

Work life balance is not something that just happens. It involves the efforts of a number of partners: the employee, the organization for which the employe work, the family with whom the employee live and the society in which all are embedded.



Source: Google

### Challenges:

Women often face challenges in achieving work life balance due to societal expectation, gender stereotypes, and place dynamics. Striking a balance between career and personal life can be particularly challenging for women because:

**Gender Expectations:** Traditional gender roles may still influence expectations, with women often being expected to take on a larger share of domestic responsibilities, making it difficult to balance work and family life.

**Workplace discrimination:** Gender bias and discrimination in the workplace can hinder women's career advancement, making it harder for them to negotiate flexible work arrangements or pursue leadership roles that could potentially offer better work-life balance

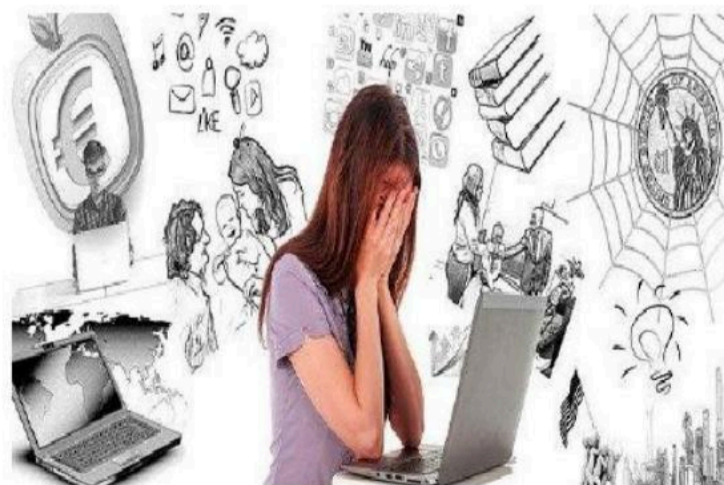
**Limited Flexibility:** some industries and work places may lack flexibility in terms of work hours or remote work options, making it challenging for women to

manage family responsibility while maintaining a successful career.

**Maternity and caregiving responsibility:** Women often face challenge of managing maternity leave and returning to work while also taking on care giving responsibilities for children elderly family members.

**Lack of supportive policies:** Inadequate family-friendly policies, such as limited maternity leave, lack of affordable child care option, and absence of flexible work schedules, can contribute to the difficulties women faces in balancing their professional and personal lives.

Addressing these challenges requires a combination of societal changes, workplace policies that promote equality, and a shift in cultural expectations around gender roles.



Source: Google

**Strategies:**

Balancing work and life is essential for women. Set clear boundaries, prioritize tasks, delegate when possible, and communicate openly with colleagues and family. Regularly schedule time for self-care and hobbies to maintain a healthy work-life balance.

**Prioritize and set Boundaries:** Clearly define your priorities both at work and in your personal life. Set boundaries to protect your personal time and avoid overcommitting.

**Effective Time Management:** plan and organize your time efficiently. Use tools like calendars and to-do lists to stay on top of tasks, ensuring a balance between work and personal responsibilities.

**Delegate and learn to say no:** Don't hesitate to delegate tasks at work and share responsibilities at home. Learn to say no to additional commitments when your plate is already full.

**Flexible work Arrangements:** Explore flexible work options such as remote work or flexible hours if your job allows. Negotiate with your employer to create a schedule that accommodates both work and personal needs.

**Regular Review:** periodically assess your work-life balance. Adjust strategies as needed based on changes in workload, Personal commitments, or other factors.

Remember, achieving work-life balance is an ongoing process, and it's important to be adaptable and make adjustments as circumstances evolve.

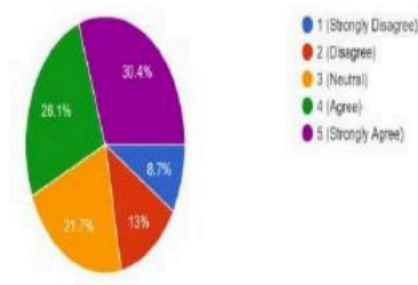
**Strategies for Promoting Work-life Balance**



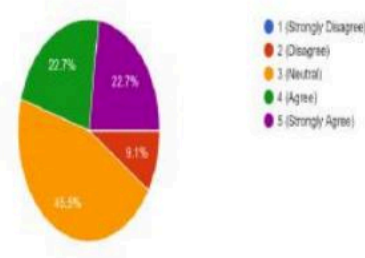
Source: Google

**The following is the survey conducted in shimoga city. To know the work-life balance of women.**

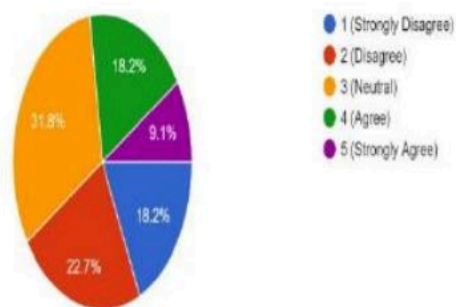
1. I feel that my work and and personal life are in balance  
23 responses



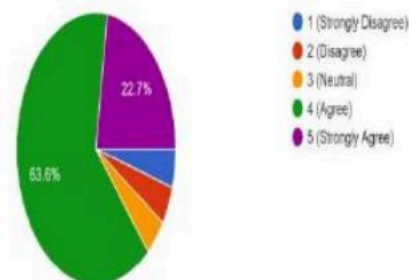
2. My workplace support flexible working arrangements that help me manage my personal responsibilities.  
22 responses



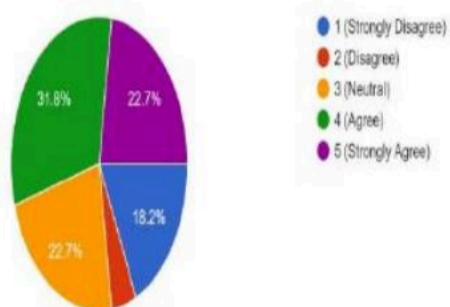
3. I experience pressure to prove myself more than my male counterparts at work  
22 responses



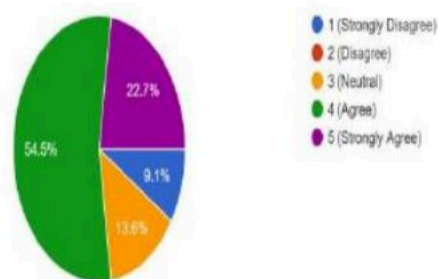
7. I have opportunities for career advancement and growth that accommodate my personal life.  
22 responses



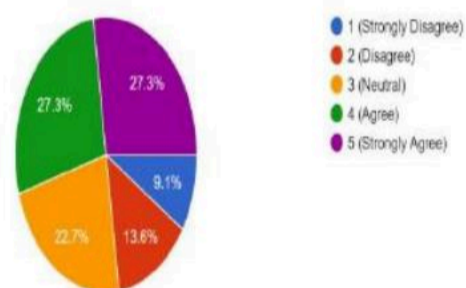
4. I have access to adequate maternity leave and child care facilities.  
22 responses



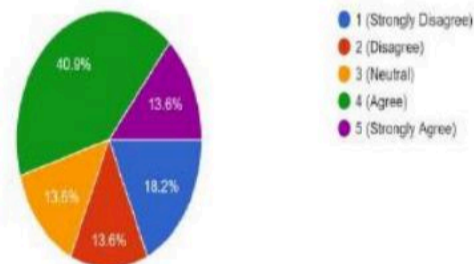
8. My workplace culture is inclusive and respects diversity in gender roles.  
22 responses



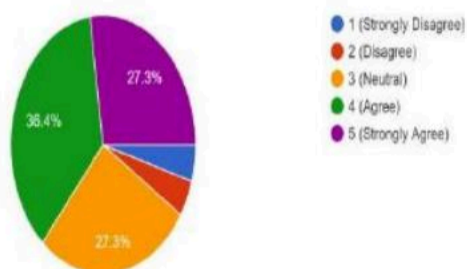
5. I am comfortable discussing my work-life balance needs with my employer.  
22 responses



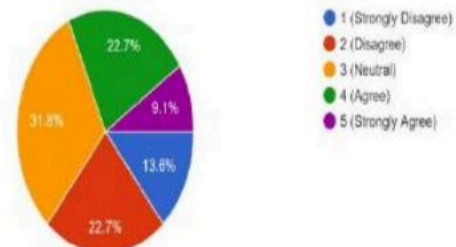
9. I experience stress and burnout due to juggling work and personal responsibilities.  
22 responses



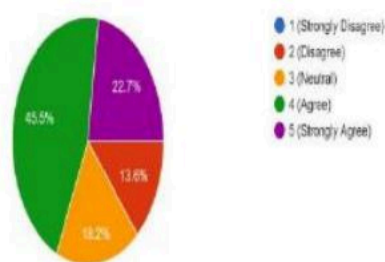
6. I often find myself working extra hours or bringing work home to meet job expectations.  
22 responses



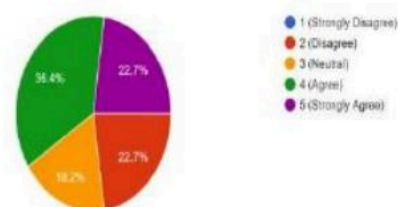
10. I feel that societal expectations impacts my work-life balance more than men.  
22 responses



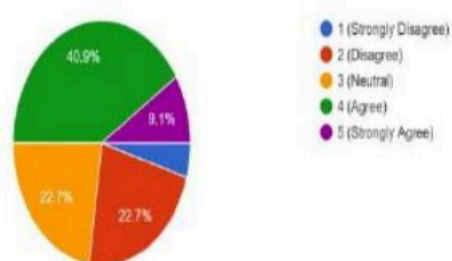
11. I am able to manage my work responsibilities without significantly impacting my personal life.  
22 responses



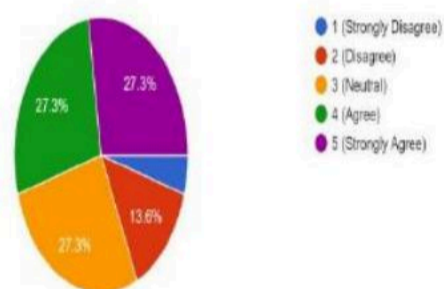
15. I have enough time for my family and personal interests outside of work.  
22 responses



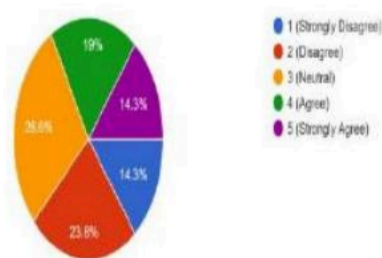
12. I feel pressured to work overtime or take on extra responsibilities beyond my job description.  
22 responses



13. I am satisfied with my current work-life balance.  
22 responses



14. I have the flexibility to adjust my work hours or location when needed.  
21 responses



**Implication:**

Achieving work-life balance is crucial for women as it impacts their overall well-being, career satisfaction, and family life. It can contribute to reduced stress, better mental health, and improved job performance. Additionally, a balanced work life can empower women to pursue leadership roles, breaking gender stereotypes in the workplace. However, challenges such as societal expectations and workplace biases may still pose obstacles, highlighting the need for ongoing efforts to support women in achieving a healthy work-life balance.

**Stress Management:**

To manage stress and maintain work-life balance, women can prioritize self-care, set boundaries, delegate tasks, and communicate openly with colleagues and family. Additionally, time management techniques, regular breaks, and finding support networks can contribute to a healthier work-life balance. Remember, it's crucial to allocate time for both work and personal life to enhance overall well-being.

For effective stress management and work life balance, women can:

**Prioritize self-care:** Dedicate time for activities that bring joy and relaxation.

**Set boundaries:** clearly define work hours and avoid over committing.

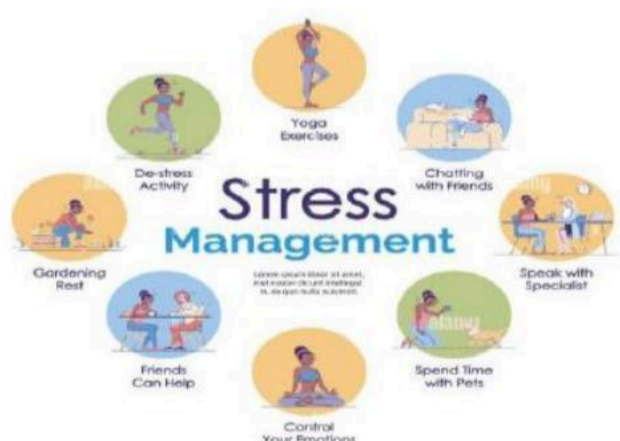
**Delegate tasks:** share responsibilities at work and home to lighten the load.

**Time management:** plan tasks efficiently, focusing on priorities.

**Take breaks:** incorporate short breaks during the workday to recharge.

**Communication:** openly discuss workload and expectations with colleagues and family.

**Support networks:** connect with others facing similar challenges for mutual support. Balancing these elements helps foster a healthier and more sustainable work-life balance.



Source: Google

### **Work Life Integration:**

It involves finding a balance between professional responsibilities and personal life commitment. It encompasses flexible

arrangement and work arrangement, support system, and resources that enable women to manage career aspirations while fulfilling personal and family needs. Strategies like remote work, flexible schedules, supportive policies, and inclusive cultures can contribute to a better work-life balance for women. Companies and societies increasingly recognize the importance of enabling this integration to empower women in the workforce

### **Conclusion**

In conclusion, Addressing the work-life balance challenges faced by necessitates a comprehensive approach that encompasses organizational reforms, societal shifts, and individual empowerment.

Empowering women to balance their professional aspirations with personal commitments not only promotes their well-being but also fosters a more equitable and progressive society. Achieving work life balance is crucial for women, allowing them to excel in both professional and personal spheres.

“Set priorities and create a schedule around these priorities”