

e-ISSN:2582-7219



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH IN SCIENCE, ENGINEERING AND TECHNOLOGY

Volume 7, Issue 4, April 2024



INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA

Impact Factor: 7.521



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A Study of Work Life Balance and Stress Management Approach of Working Women in Khamgoan Region

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ABSTRACT: Careers and goals are most important factors in life. Most of the women doing work for financial support their family. Today change economic conditions. Work life balance is most important crucial concept today work. In organization employee challenges balance of personal life and professional life, Specially women are more stressed of work life balance.

Today era human get more education and he want financial independence, and hence reason more women work in organization. This study explores how working women handle the balance between work and personal life, and how they manage stress. Through surveys and questionnaires. we gathered data from 100 women in various organizations. Our findings some common challenges faced by working women, including long work hours, familial responsibilities, and societal expectations. Many women employ employees use some techniques for remove stress and balance work life such as time management techniques, seeking social support, and engaging in self-care activities. However, significant Stress impacting both their professional performance and personal welfare. The study Emphasize the need for tailored interventions and supportive workplace policies to promote a healthier work-life balance for working women.

I. INTRODUCTION

Earlier man was considered as an important member in the family who control overall. As we were living in male control society and he was only responsible for managing finance and other things in home. With the passage of time, women started entering in different fields to build career. Today with the advancement in education women are in higher education and can choose any field to fulfil her dream. People have changed their mind-set about the working women, working women also get recognition and respect in the society. She can lend a helping hand in the family. She is also considered as important member in the family who can also lead a financially independent life. But today's working women are facing demands from both work and personal life.

Balancing family, work, and personal aspects is like having different parts of your life to create Peace. Family life involves spending quality time with loved ones, take care of relationships, and creating a supportive environment. Professional life Surround your job or career, where you contribute skills, meet responsibilities, and achieve goals. Personal life includes self-care, hobbies, and activities that bring joy and fulfillment outside of work and family. Noticeable a balance means proper managing time and energy across these domains, ensuring none overshadows the others, and fostering a holistic and satisfying life overall.

Need of work life balance

Maintaining a balance between work and life means finding a healthy equilibrium between your job and personal activities. It involves allocating time and energy to both work-related responsibilities and activities that bring personal fulfillment and relaxation.

- Organizations want to match their business goals and need the way their employees work.
- Women should better balance of personal and professional life.



- Good mental health of employee.

Importance of work life balance

Work-life balance is crucial for working women as it contributes to their overall welfare. Balancing career demands with personal life helps prevent weakness, reduces stress, and enhances mental health. It enables women to fulfill professional responsibilities while maintaining meaningful connections with family and personal interests, promoting a good health and more sustainable lifestyle. This balance is essential for long-term career satisfaction and personal fulfillment.

Risk

1. Poor health: Employees poor mental health reasons is unbalanced work life balance.
2. Poor Performance: Poor health impact of performance of employee. Performance of employee are change.
3. Stress: Stress of employees increases Imbalance of personal and professional life
4. Financial loss: employees poor performance effect on their salary and employee lot of financial loss
5. Conflict arises: personal and professional life increases work related conflicts

Benefits:

Fulfillment: Good work life balance fulfillment personal and professional life work.

Health: Healthy work life balance decreasing health related problem. It's Maintain good health.

Greater productivity: Being relax increasing productivity of employees.

Stronger relationships: When the proper balance of work life balance conflict Are avoided. And good relationships between personal and Professionals life.

II. LITERATURE REVIEW

Clark (2020) talks about how people constantly move between different parts of their lives, like going from work to home. This idea focuses on balancing work and family.

Gautam Indu (2018) found that problems in managing work and family often come from long working hours and rigid work schedules. To improve this, employers can introduce family-friendly measures like flexible hours, time off options, compressed work weeks, and support for childcare and eldercare.

Singh (2013) discovered that women are active in various fields like human resources, services, and manufacturing. However, there's less female participation in government sectors.

Yadav et.al. (2013) noted an average work-life balance among respondents, highlighting the impact of balancing care and work on career progress.

Thrivani et.al. (2012) explored demographic variables' impact on work-life balance, revealing significant relationships with age, experience, marital status, income, family type, dependents, and employees' perception of balance.

Mathew. (2011) observed that women, despite higher education, often hold subordinate jobs but have progressed in their careers. Work-life balance emerged as a crucial issue, especially for women facing more significant challenges.

Poelmans et. al. (2008) described work-life balance as a process harmonizing work, family, and personal life, emphasizing the importance of harmony even in the absence of a perfect balance.

Sandeep (2007) highlighted the positive economic impact of women receiving higher education.

Voydanoff's (2005) person-environment theory viewed work-family balance as a global assessment where work resources meet family demands.

Hakim (2006) proposed the Preference theory, categorizing women based on lifestyle preferences, such as home, work, adaptive-centered, and career-focused.

David E. Guest (2002) explored why work-life balance became a crucial research and policy topic.

Recent studies detail the causes, nature, and effects of acceptable or unacceptable work-life

balance, providing insights into this complex relationship between work and the rest of life. he review discusses



challenges faced by women in balancing work and family life.

III. METHODOLOGY

Research methodology is the specific procedure used to identify, select, process, analyze information about topic is called research methodology. Sample size of this research paper is 100 employees from Organization from Khamgoan region. Sample Area is in khamgoan region.

a) Problem Identification

1. Lack of flexible work arrangements
2. Difficulty in managing household responsibilities alongside work
3. Insufficient support from employers or colleagues
4. Personal factors such as health issues or family dynamics affecting balance

b) objective

1. To identify the factors of work life balance in women life.
2. To Analyze impact of work life balance on performance of women.
3. To study stress management approaches by working women.
4. To analyze positive Outcome of stress management in personal life.
5. To suggest best approach of stress management and work life balance.

Significant research

1. It's important to study how working women balance work and life stress because it affects their mental health. Juggling work and personal life can lead to stress and burnout if not managed well. Learning how women handle this balance can help us support their mental well-being better.
2. Researching how working women manage stress and balance work and life helps companies. When women feel supported and can manage stress, they're happier and more productive at work. Understanding their needs helps companies keep talented women on their teams

IV. MODELING AND ANALYSIS

1. Do you feel flexible work hours Contribution to your work-life balance?

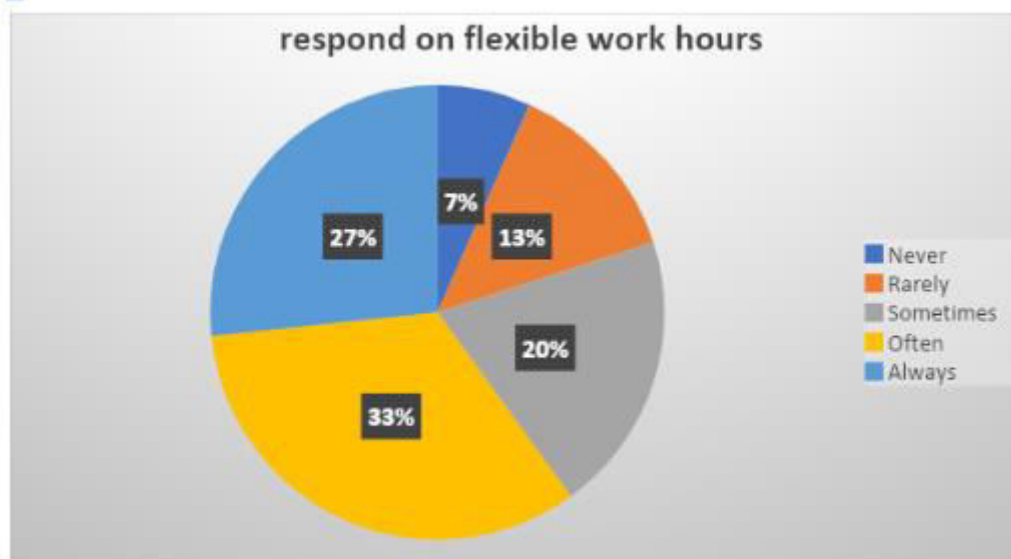


Chart No.1- Showing respond on flexible work hours

Data Analysis and Interpretation

flexible work hours mean that people can choose when they start and finish work, within certain limits. This flexibility



helps many people to manage their job and their personal life better. For example, if someone needs to take care of their family or attend appointments, they can adjust their work hours accordingly. About one-third of people feel the benefits of this flexibility often, and another quarter feel it all the time. Some people find it useful from time to time, while others find it helpful only occasionally. However, for most people, having flexible hours makes it easier to handle both work and personal responsibilities without feeling affected.

2. How do you perceive the impact of your work-life balance on your job performances?

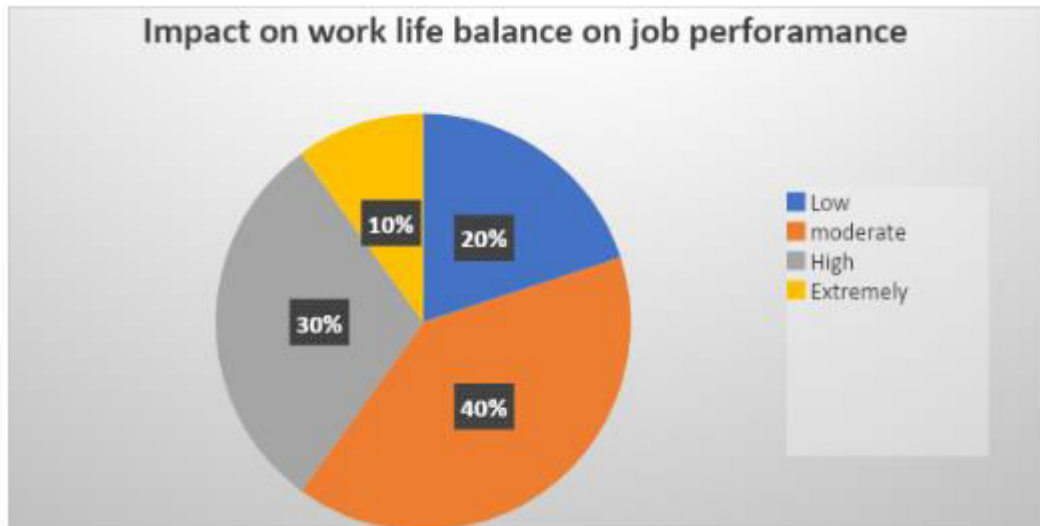


Chart No.2-Showing Impact on work life balance on job performance

Data Analysis and Interpretation

Finding a good balance between work and personal life really helps how well you do your job. When you manage your time and energy carefully, you feel less stressed and tired, so you can get more done at. The analysis is on 40% neutral working women work life balance impact on Their job performance. And very few 10% working women Extremely impact on job performance.

3. How stressed do you feel at work?

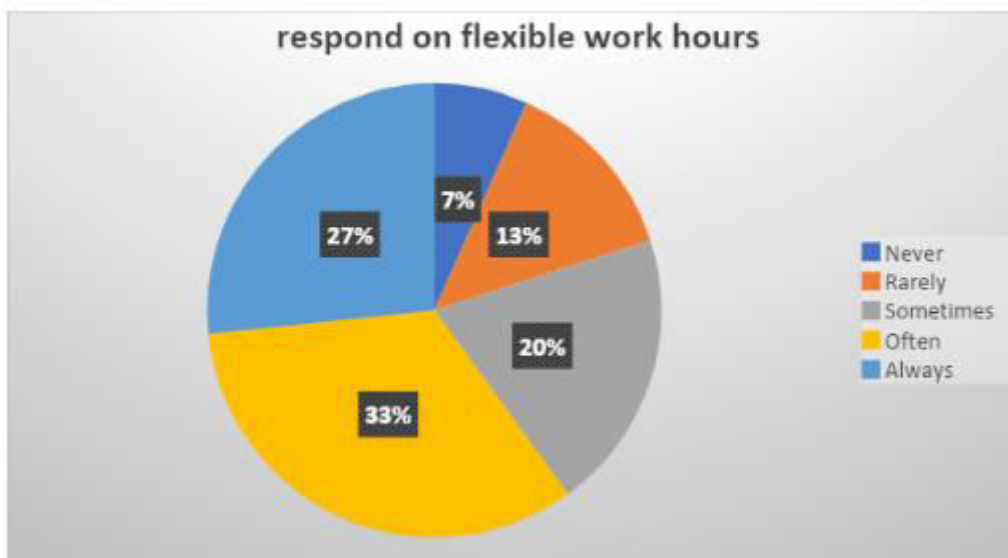


Chart No.3-Showing responses on frequency of stress on work place



Data Analysis and Interpretation

From the above chart it interpreted that, Moderate respond 40% most of the respondent agreed on Neutral stress on work. And the low response 10% extremely stressed on work. someone feels really tense, worried, or even gets headaches or other problems because of their job, they might say their stress level is a Extremely. This Responded helps us understand how different people are affected by work stress

4. What stress management Techniques do you currently practice?

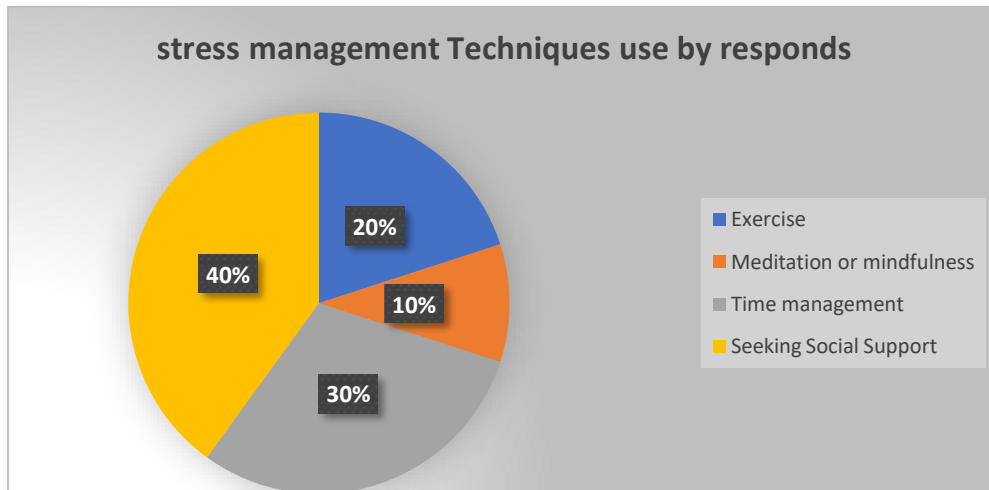


Chart No.4 - Showing stress management Techniques use by responds

Data Analysis and Interpretation

From the above chart it interpreted that, that most of the respondent agreed on seeking social support helpful, as talking to friends or family can provide emotional relief, when feel stressed, they listen and give advice or just lend a supportive ear, which helps me feel better. After that 30% respondent time management. in managing stress, prioritize time management by organizing tasks and setting realistic deadlines. Then give low respondent exercise and meditation or mindfulness.

5. What do you believe is the best approach to improve work-life balance for workingWomen?

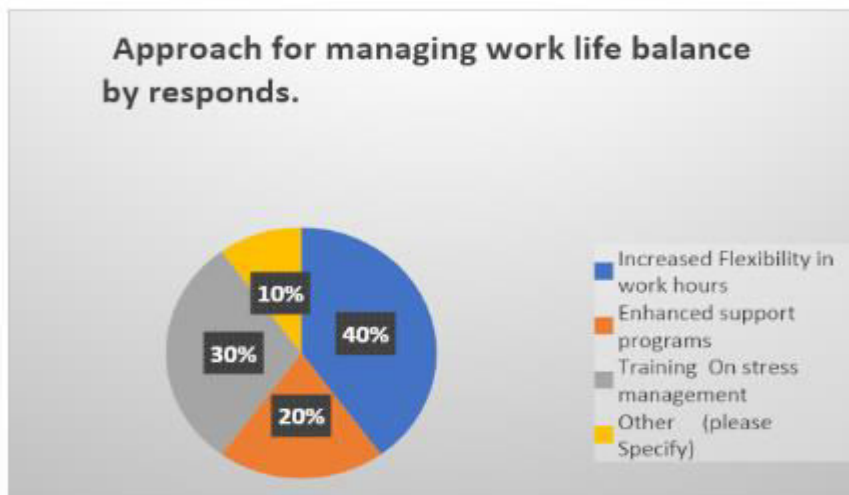


Chart No.5- showing Approach for managing work life balance by responds.



Data Analysis and Interpretation

In above analysis most responded we give them more flexibility in their work hours. Rated at 40%.it they can choose when they work, making it easier to manage their family responsibilities or personal needs means. Then responded are training on stress management. This can reduce stress and make them happier with their jobs because they have more control over their time. Offering support programs, rated at 20% like assistance with childcare or allowing time off for family matters, can also help them juggle everything more easily. When we combine these strategies, we can really make a positive impact on the work-life balance of working women.

V. RESULTS AND DISCUSSION

It is found that flexible work hours mean that people can choose when they start and finish work, within certain limits. This flexibility helps many people to manage their job and their personal life better. someone needs to take care of their family or attend appointments, they can adjust their workhours accordingly.

we found that about one-third of people said their families were very supportive in helping them deal with work stress. many get some support from their families, there's still a good number who might need more support or don't feel supported enough when dealing with stress from work.

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they can choose when they work, making it easier to manage their family responsibilities or personal needs means. Then responded are training on stress management.

VI. CONCLUSION

The research paper on work-life balance and stress management among working women found that factors such as flexible work arrangements, support from employers, and time management skills play a crucial role in achieving balance. It also discovered that better work-life balance positively affects women's performance at work. Stress management approaches varied among women but included techniques such as mindfulness, exercise, and seeking social support. Managing stress effectively was found to have positive impacts on personal life, including improved mental health and relationships. In conclusion, the study suggests that implementing flexible work policies, promoting supportive work environments, and encouraging stress management techniques can enhance work-life balance and welfare among working women.

The research looked at how women balance their work and personal lives, and how they handle stress. It found that things like having flexible work hours, supportive bosses, and good time management help women trick everything better. When women have a good balance between work and personal life, they tend to do better at their jobs. Different women use different methods to manage stress, like meditation, exercising, or talking to friends. Managing stress well also makes their personal lives happier, with better mental health and relationships. Overall, the research suggests that having flexible work options, supportive workplaces, and good stress management techniques can make life better for working women.

ACKNOWLEDGEMENTS

I acknowledge my guide Dr. Wechansing Suliya for his valuable support in this researchwork.

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