



## Work-Life Balance

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### ARTICLE INFO

*Keywords:* Work, Life, Balance

*Received :* 4 January

*Revised :* 20 January

*Accepted :* 22 February

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### ABSTRACT

This research aims to determine the effect time balance, engagement balance, and balance satisfaction which are three aspects of work-life balance. Work-life balance is the ability to balance work demands with personal and family needs. 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. Work-life balance is great It is important to be able to balance all aspects of workers' lives, whether related to personal life or work life. This research aims to empirically test the correlation between social support and work-life balance. The more positive the support received, the higher the level of work-life balance. 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.

## **INTRODUCTION**

Effective management or finding a balance between the tasks that an individual is required to complete and their personal life is referred to as balance between work and life. Balance between work and life can have distinct effects on employee wellbeing and corporate productivity.

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 life.

## **LITERATURE REVIEW**

### **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 would be sufficient time to give to both career and family. It is common knowledge that employment, whether paid or unpaid, is crucial to a person's life since it shapes who they are, gives them the ability to manage their time, and connects them with others. In today's fast-paced workplace, people usually bounce from one task to the next, only to find themselves in need of a Friday afternoon break. After a disappointing weekend and failing to meet their objectives, they begin to fear another workweek and the vicious cycle it has become. Work-life balance is a hot topic in the office, and the ideas are becoming more and more popular every week. Managers and CEOs are addressing this issue on a global scale and are consistently implementing solutions.

A lengthy labor movement against excessive manufacturing work hours gave rise to the idea of work-life balance, or WLB, in the 19th century (Hogarth & Bosworth, 2009). Several labor unions pushed for a maximum working hour cap in the early 1900s, but this persisted (Myers, 1924). President Franklin D. Roosevelt signed the Fair Labor Standards Act of 1938 into law, which was a significant turning point in the history of WLB. Many important changes to work regimes were brought about by this legislation, such as the prohibition of child labor, the establishment of a minimum wage, the establishment of criteria for documenting overtime, and the capping of the number of hours worked at forty (which was eventually dropped to forty in 1940) (Sullivan, 2014).

The research on work-life balance initially began because of the increase in women's employment, several research on working mothers and dual-earner households were conducted in the 1960s (Lewis, Gambles, & Rapoport, 2007). The work of Rapport & Rapport in this subject was revolutionary in the 1960s. It

focused on how the workforce's migration from rural to urban areas affected family dynamics and the division of labor (Nathan, 2010).

The categories of "work" and "family" were thought to be mutually exclusive before the 1970s. However, by highlighting how work affects the family and vice versa, Kanter (1977) emphasized the underlying connectivity between the two. Comparably, Pleck (1995) defined the phenomenon he named "spillover" as the manner in which the role at work affects the role at home, and the other way around. Within the same study, he continues, "Women also experience overflow from work to family, despite men experiencing it." In the 1980s, two new theories arose from the ongoing research in this sector. Staines (1980) explained the relationship between work and family using compensation theory. The concept of compensation states that an employee attempts to compensate for a shortfall in one aspect of their lives (family or work in this case) by increasing their investment in that other area.

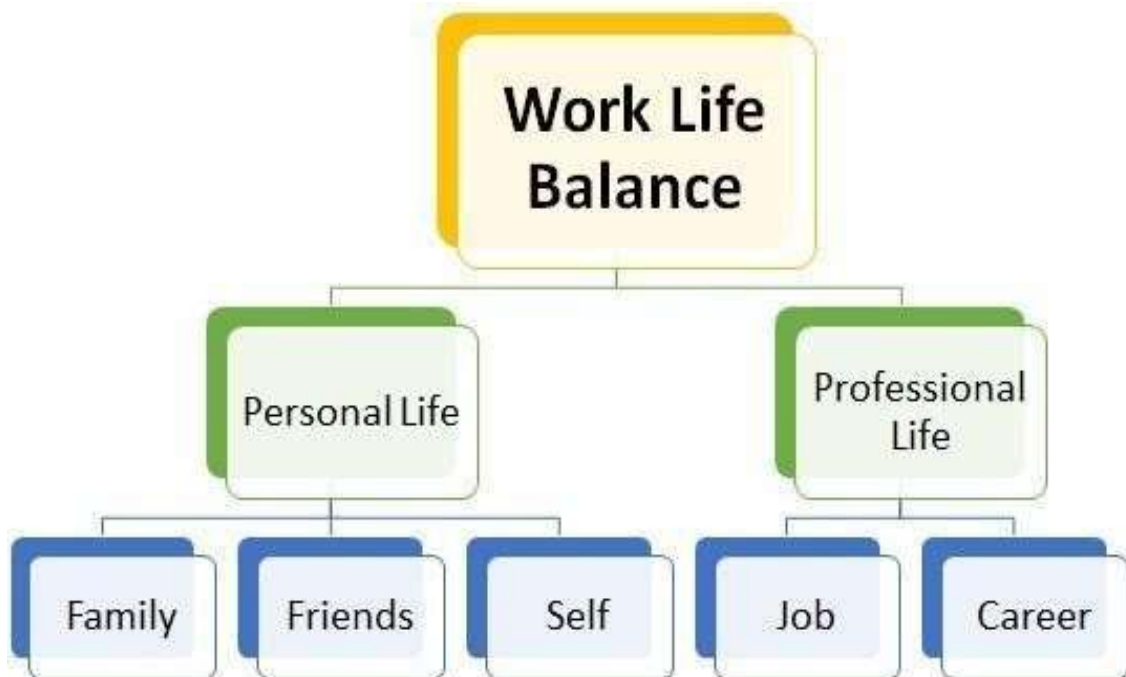
According to Greenheads & Betel's (1985) conflict theory, a person's focus is diverted by the conflicting demands of work and life, which are radically at odds with each other. By the late 1980s, a number of HR specialists started to present work-life balance (WLB) as essentially a "business issue," and businesses in general started to think that WLB would be advantageous to the organization as well as the individual (Frame & Hartog, 2003). The idea that work/life programs ought to take into account the responsibilities of women, men, singles, couples, and non-parents began to take shape in the 1990s. These initiatives were first created to assist working mothers. (2003, Lockwood). One well-known theoretical theory that was created in the 1990s is the boundary theory of Nippert-Eng (1996)a, 1996b). It divides employees into two categories: integrators and segmentors, in order to examine work-life balance.

WLB is increasingly recognized as a serious issue that needs to be addressed by both employers and employees. Many Work-Life A badly managed work life balance (WLB) can lead to a number of difficulties, such as stress, absenteeism, employee retention, sickness, and morale (Syed, 2015). The mix of modern work-life balance policies also includes indicators like global competitiveness, work safety, egalitarianism, and a flexible labor market (Hogarth & Bosworth, 2009).

### **Meaning of Work-Life Balance**

A strategy called "work-life balance" aids employees in striking a balance between their personal and professional lives. In order to achieve a healthy work-life balance, employees are encouraged to prioritize their time and set aside time for things like family, health, vacations, and professional travel in addition to other activities. A work-life balance situation is shown in the

graphic below, where an individual must strike a balance between personal obligations (family, friends, and self) and professional obligations (job, career).



Picture 1. Work Life Balance

## METHODOLOGY

Sampling is the process of choosing the population from which your research will actually draw data. Sampling in statistics lets you test a hypothesis on a population's characteristics. The practice of selecting particular people or a subset of the population to estimate the characteristics of the full population and derive statistical inferences from them is known as sampling.

Market research professionals regularly use a variety of sample strategies to avoid examining the entire population in an effort to gain useful insights. It is the foundation of any study design since it is a cost- and time-effective strategy. Sampling procedures can be used by research survey software to obtain the best derivation. To learn more about the perspectives held by the students For instance, you may survey a hundred students at your university.

Fresh samples have been demonstrated to provide the best analytical results. Therefore, using the same, a subset of the population was selected to represent the entire population. Using suitable sampling techniques, the researcher chooses a sample from which he hopes to obtain information. Methods. Data collection and sample selection were conducted using convenience sampling, a kind of non-probability.

## 1. Probability Sampling Methods

With probability sampling, each person in the population has an equal chance of being chosen. Primarily, it is employed in quantitative research. Probability sampling techniques are the best option if you want to get findings that are typical of the entire population.

A probability sample comes in four primary varieties.

### Simple Random Sampling

- Every person in the population has an equal probability of being chosen in a basic random sample. The entire population should be included in your sampling frame.
- You can employ methods that completely rely on chance, such as random number generators, to carry out this kind of sampling.

### Systematic Sampling

Systematic sampling is similar to ordinary random sampling, except it is usually a little easier to do. Every member of the population is given a number; however, individuals are chosen on a predetermined basis instead of numbers being assigned at random.

### Stratified Sampling

The population is segmented into smaller groups via stratified sampling, which may result in notable differences across the groupings. Make sure that the sample includes a fair representation of each subgroup so that you may make more accurate conclusions. You can create strata, or subgroups, within the population using this sampling technique according to pertinent variables such as gender identification, age range, income bracket, and employment status.

The population's overall proportions are used to calculate the appropriate sample size for each group. Next, you choose a sample from each subgroup using either systematic or random selection.

### Cluster Sampling

The population is also subdivided for the purpose of cluster sampling; however, each subgroup's features must match the characteristics of the entire sample. You chose complete subgroups at random as opposed to a representative sample from each subgroup.

Try to include each and every person from each sampled cluster if at all possible. One of the following methods can also be used to sample individuals from each cluster if the clusters are large. We call this multistage sampling.

Although this strategy works well when addressing big and dispersed populations, there is a greater chance of mistake in the sample because of the potential for significant variances between clusters. Ensuring that the sampled clusters accurately reflect the entire population can be challenging.

## **2. Non-Probability Sampling Methods**

Not every individual in a non-probability sample has an equal chance of being included since participants are selected based on non-random factors. Sampling bias is more likely to arise with this type of sample, despite the fact that it is more quickly and cheaply obtained. Consequently, compared to random samples, you could have less freedom to make generalizations about the population. It is nevertheless crucial to create a non-probability sample that is as representative of the population as is practical.

Techniques for non-probability sampling are frequently employed in qualitative and exploratory research. These kinds of studies seek to gain a basic understanding of a small or understudied community, as opposed to testing a theory about a large population.

### **Convenience Sampling**

A convenience sample is limited to the easiest-to-contact subjects for the researcher. This is a quick and low-cost method of collecting preliminary data, but it cannot yield results that are applicable to the entire population because it is difficult to determine whether the sample is representative. Convenience samples may be impacted by biases in selection and sampling.

### **Voluntary Response Sampling**

A voluntary response sample's main goal is accessibility, just like a convenience sample's. Instead of the researcher selecting and contacting the participants, the participants volunteer themselves (for example, by answering a public online survey).

Because some people are predisposed to volunteering more than others, self-selection bias skews voluntary response samples.

### **Purposive Sampling**

This kind of sampling, often called judgment sampling, involves the researcher using their knowledge to choose a sample that will best help them achieve their goals. It is frequently employed when the population is small and focused, or when the goal of qualitative research is to discover in-depth details about a particular incident rather than deriving general conclusions from statistics. A purposive sample requires stringent inclusion criteria and justifications in order to be effective. Consistently establish your inclusion and exclusion criteria to prevent observer bias from clouding your thinking.

### **Sample Size**

- The purpose of inferential statistics is to extrapolate findings from the sample population, which is a subset of the total population.
- For the study, a sample size of one hundred respondents was employed.

## **Tools and Techniques of Data Collection**

We will use MS EXCEL for data analysis.

## **RESULT**

### **1. Theories Describing the Work-Life**

Numerous hypotheses have been put out over the course of the discipline's history in an attempt to explain the phenomenon of work-life balance. Here are some descriptions of those theories:

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

#### **Border Theory**

According to this theory, people exist in distinct realms, such as a job domain and a family domain. These realms are divided by borders that depend on how flexible and permeable each domain is. Depending on their degree of domain identification and influence (autonomy), people can successfully traverse borders. The majority of border theory's investigation has been limited to the work and family domains.

#### **Boundary Theory**

Work and home are two social categories that people assume roles through. This cognitive social grouping theory focuses on these roles. People have the capacity to transcend these barriers, leaving one role—work—and assuming a new one—home. Boundary theory, in contrast, takes into account a wider range of social categories than merely work and home. Limitations in theory highlights the ways in which laborers establish, maintain, and modify borders in order to simplify and categorize the world in which they live (Ashforth, Kreiner, & Fugate, 2000). The sociological work of Nippert-Eng (1996a), in which he outlines how people try to discover and assign significance to work and home and ease the transition between the two, is where the boundary theory first appeared. According to boundary theory, there are boundaries that delineate the work and non-work realms of an individual's life as distinct and different from one another. These limits might be psychological, physical, or behavioral (Allen, Cho, & Meier, 2014).

### **Segmentation Theory**

Family life and work-life balance are inherently distinct and unrelated, according to this concept, which is recognized as one of the earliest perspectives on work-life balance. Because of this independence, people are able to effectively manage their lives and draw boundaries between their personal and work lives. Studies that contend there is a stronger correlation between job and family life have refuted this idea.

Segmentation Integration continuum theory, first described as a "segmentation preference" by Nippert-Eng (1996b), is a paradigm with high role segmentation and high role integration as Poles. According to the segmentation model, there is no relationship between work and non-work and the two domains are independent (Guest, 2002). According to Piotrkowski (1979), the division of life and work occurs when People operate in the same way at work by controlling their personal emotions, thoughts, actions, and pleasures as they do in the life domain when it comes to job-related moods, behaviors, and habits. Therefore, total separation of the two spheres of work and life is known as segmentation. Segmentation was once thought to occur at a natural or physical locus, but more recent research has revealed that it is actually an active psychosocial process that separates the two worlds (Roy, 2016). According to Ashforth et al. (2000), there are two extremes on a continuum when it comes to work-life balance: segmentation and integration.

### **Spill-Over Theory**

The idea behind this hypothesis is that work and family life are related and have an impact on one another. In this sense, experiences and abilities at work can influence those at home, and vice versa. Positive and bad experiences and abilities can thus be carried over.

Positive and negative spillover have received a lot of attention in the literature for the majority of work-life balance theories conducted in the previous 20 years (Zedeck, 1992). The spillover model, first put forth by Wilensky in 1960, is predicated on the idea that experiences can be "extended" from the work to the non-work domain in such a way that an individual's perception of the social experiences in the work and non-work domains is essentially boundary-less (Parker, 1971).

### **Compensation Theory**

According to this notion people try to make up for their deficiencies in one area by strengthening another. An employee going through a difficult period at work, for instance, would try to make up for their bad work experiences at home. According to this notion, people look for compensation in another area when they feel unfulfilled in another.

According to this hypothesis, work and family have a compensating influence on one another and share the same environment (Mathew & Natarajan, 2014). It has been said that compensation creates a strained bond between work and family. It has been called negative since one's favorable perspective of other domains stems from negative experiences in one area.

### **Instrumental Theory**

This theory holds that people choose their actions in one domain in order to affect another. For example, an employee may choose to put in more effort at work to increase their pay so they have more money to spend on personal vacations. Developed as the idea of instrumentality, which is defined as follows: jobs and careers are essentially methods to develop and sustain a successful and fulfilling personal and family life, or vice versa (Evans & Bartolomé, 1984). This example involves a worker who seeks to maximize profits even at the time-cost of putting in long hours at the office. The underlying premise here is that activities carried out in one domain facilitate activities in another (Guest, 2002).

### **Inter-role Conflict Theory**

This theory focuses on the challenges that can arise from competing interests across multiple areas. It suggests that these competing interests cause role conflict for the individual, which affects them in both areas. Role conflicts can occur between work and home life, such as when a late work meeting interferes with a family dinner.

## **2. Factors Affecting Work-Life Balance on Women Employees**

### **QWL (Quality of Work Life)**

Under QWL, workers are considered to be completely content with their workplace and offer their full cooperation and assistance in order to enhance both the management's productivity and the working environment.

### **EIQ (Emotional Intelligence Quotient)**

Emotional intelligence quotient (EIQ) is the capacity to recognize emotions in oneself and others, distinguish between different feelings and give them appropriate labels, use emotional intelligence to guide behavior and cognitive processes, control and/or modify emotions, adapt to changing circumstances, or achieve goals. Empathy and emotional intelligence are commonly linked as it involves a person making connections between their own experiences and those of others. consists of self-perceived abilities and behavioral tendencies; self-report is used to measure it.

### **Job Satisfaction**

The 36-item Job Satisfaction Survey was created by Spector (1985) and is based on nine aspects of the job. The aspects of the job include operational procedures, coworkers, communication, promotion, supervision, salary, perks, and contingent rewards.

### **Family Issues**

A lot of factors are involved in the challenging subject of family work balance, such as time management, professional paths, gender roles, financial considerations, and many more. Every person and every couple will have different needs and preferences. It can be challenging to strike a balance between work and family obligations. Life is not a brand-new adventure. Work-life balance refers to a person's ability to balance their commitments to their employer, their family, and other extracurricular activities. Beyond the relationship between work and family obligations, work-life balance includes roles in other spheres of life. The concept of work-life balance is preferred in this study due to its greater range of associations.

### **Demographic Factor**

The study aims to examine the correlation between the socio-economic profile and work-life balance of a subset of female police officers from the Tiruchirappalli district. To prevent uncertainty in the future, it is critical that female police officers maintain a healthy work-life balance. The study takes into account the following demographic and organizational variables: age, place of employment, and number of dependents on one's family.

### **Workload**

Employee workloads were expected to rise while their work-life balance declined. Furthermore, a rise in role conflict among workers will negatively impact their work-life balance.

### **Stress**

People are affected differently by it. However, the main element affecting work-life balance is work stress. High productivity, low absenteeism, low labor turnover, fewer health issues, and a better quality of life at work are the results. People are affected differently by it. However, the main element affecting work-life balance is work stress. High productivity, low absenteeism, low labor turnover, less health issues, and a positive work-life balance are the results.

### **3. Working Women can Manage Work-Life Balance During Covid-19**

Our poll of almost 400 working women from nine different countries, representing a range of seniority levels and industries, shows that the epidemic is having an impact on their careers, daily routines, and physical and mental health.

The poll reveals how the epidemic has affected the well-being and work/life balance of numerous working women, emphasizing how the pandemic may jeopardize some of the recent gains made in gender equality in the workplace. Significantly, the results of our study have allowed us to determine how the epidemic has affected specific women as well as the steps that businesses need to take to encourage women's advancement and success inside their own enterprises. Addressing workplace microaggressions and

establishing flexible work schedules as the norm are two examples of Employers must address these six crucial areas to guarantee that women continue to progress in the workplace.

At work, female employees can face excessive responsibilities. This encompasses not only workloads but also emotional and interpersonal effort. Women have traditionally performed the majority of household chores. In the 1960s, white women began to enter the workforce. It is crucial to recognize that the existence of women of color, especially Black and Latina women, in White households enabled White women to pursue their professional goals.

Currently, women of all racial backgrounds work. However, this has also meant that women now have greater responsibilities – they have to work in the home and have professional jobs. These conflicting obligations can worsen stress levels, jeopardize one's mental and physical well-being, cause burnout, and reduce productivity at work.

Stress and inequality have escalated among women as a result of the coronavirus pandemic. Women of color, in particular, have a higher risk of contracting the coronavirus because many of them hold vital jobs in the healthcare industry. Women may also need to locate daycare, care for parents or other loved ones, and teach their children at home. In addition, women who are unable to work as a result of their increasing duties suffer a great deal financially.

Pay disparities and discrimination in the workplace against women, especially women of color, existed even before the pandemic. In the midst of these difficulties, women of color are under a great deal of racial stress since Black people who are unarmed are still being killed. Therefore, it's imperative that employers closely consider discusses how women are disproportionately burdened with work, and how this additional workload impedes their ability to grow in life and their general well-being.

Companies should endeavor to change workplace norms and procedures to better recognize and value the contributions made by women. It is advised for working women to acknowledge that the ideal balance between job and personal life is a myth that cannot be achieved. Rather, think of work as one of the many tasks in life that you oversee in addition to other roles. During the year and the course of your life, some roles may demand more time and effort than others. To split the workload, ask for assistance from people in your work and personal surroundings. You can choose the most effective way to divide your time between your numerous jobs and duties by prioritizing your roles.

#### **4. How Working Women can Manage Work-Life Balance after Covid-19**

##### **Working Woman**

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

A country will never be able to completely thrive if it suppresses the potential of its women and denies itself the contributions of half of its population.. Michelle Obama's comment brings to light one of the most glaring ironies facing our society today. It pinpoints the cause and offers a workaround for an issue that keeps our society from reaching its full potential. To be sure, women's empowerment has advanced significantly since the women's suffrage movement and the post-World War II era. However, as the COVID-19 pandemic has demonstrated, women have once again borne a disproportionately high burden of the fallout after a catastrophic event or disruption.

One benefit of the pandemic, if one can call it that, is that it has provided us with a moment to stop and think. Something that, in the rush and bustle of the twenty-first century and the fast-paced world we live in, we had collectively forgotten to do. Therefore, it is a fantastic chance for us to start over as we map out our lives in the post-pandemic world. especially those pertaining to the portion of our population that has continued to be neglected and misused.

##### **Breaking the Shackles of Orthodox Conditioning**

Women performed a larger share of domestic work, including childcare and housework, even before COVID-19. Furthermore, even if the task is significant and time-consuming, it is hardly ever quantified or recorded as "productive work." Without measurement, something cannot be tracked. Unfortunately, conventional economics undervalues the gross domestic product of many developing countries where women handle the majority of caregiving responsibilities. In contrast, this is monitored and recorded in industrialized economies when some of the traditionally female-performed activities are outsourced to hired specialists. In addition to being unpaid labor, this problem is a result of early training that portrays women as the primary caregivers and household keepers. Women are disadvantaged because they bear the brunt of domestic responsibilities, which prevents them from following their own objectives. These preconceived beliefs have a domino impact on women's mental health at work. Envy can lead to interpersonal problems, especially when it deviates from social norms on gender roles that are considered acceptable. In order for the shift to proceed, the shackles of conventional conditioning must be broken by a societal upbringing. Empowering women by instilling in them a sense of self-respect and teaching them coping mechanisms for juggling work and personal obligations is equally vital. Assisting women in developing positive, respectful relationships that don't impede their accomplishment is essential to their advancement.

### **Overcoming the Disproportionate Impact of COVID-19 on Women**

According to a recent Azim Premji University survey, just 19% of women and 61 percent of men, respectively, said that COVID-19 had no impact on their employment. Furthermore, just 7% of men and 47% of women, respectively, returned to work in a post-pandemic environment without making any progress. This shows that women have been disproportionately impacted by COVID-19 in terms of job loss and opportunities for reemployment in the post-pandemic environment... This may also have a major effect on the GDP growth rate that is being reported, as many women leaving the workforce results in lower household earnings and a reduction in the potential for consumption to spur economic growth in India. Taking on this issue at the local level is a viable approach to solving it. Dismantling traditional obstacles and enticing more girls and women to pursue STEM education is one method to achieve this. In the long run, it helps people move away from underprivileged industries or the lower reaches of value chains, which are among the worst hit by the crisis, in addition to broadening their horizons.

Focusing on improving their professional abilities and assisting them in rearranging and balancing their workload also helps them feel more confident, which is very beneficial to working women's careers. As opposed to approaching women as a monolith, it is equally crucial to make sure the appropriate platforms and resources are available to support them at all stages of their careers.

### **Enabling a Conducive and Inclusive Work Environment for Women**

Women's responsibilities in society can limit their ability to work for pay or limit their possibilities if they do choose to work. In an ideal world, women who have full-time employment would benefit most from work-from-home (WFH) because it allows for greater flexibility and reduces travel time. Improving the work-life balance as a result. However, women were expected to handle childcare and household responsibilities in addition to office work. It is thus not surprising that professional work environments often have similar requirements. Furthermore, even though it isn't spoken as explicitly, the subtext is obvious. This affects how productive women are at work and reinforces ingrained attitudes that exacerbate gender inequality in the workplace.

To address this, businesses need to integrate an inclusive and varied culture into their basic principles. All aspects of a business and its employees, including hiring practices, policy, career planning, and even transactional processes, need to be gender conscious. There is more harm than good when gender diversity is handled by the HR department as a side project, campaign, or initiative.

If anything, it ought to be a top-down strategy in which all leaders—not just female leaders—drive and endorse the goal of developing a welcoming workplace environment that promotes gender equality. Recent studies have produced a growing body of evidence suggesting that gender equality can boost macroeconomic growth, human capital, and economic growth. According to a 2019 International Monetary Fund research, reducing the gender gap may increase GDP by 6.8%. Furthermore, increasing the participation of half of the global population in the workforce can spur innovation, creativity, and technical advancement.

Therefore, when we start the process of recovering from the pandemic, it would be beneficial for society as a whole if we acknowledge the significance and necessity of women's responsibilities as well as their potential. Above all, women must assume leadership in their lives and jobs and make sure that they are the only ones who make decisions for themselves at every level.

## **5. Objectives of the Study**

### **Primary Objective**

To investigate how work-life balance affects female employees in the Ahmedabad area.

### **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.

## **6. Type of Research Design**

The following are major types of research designs:

### **Exploratory Research Design**

One common type of research design is the exploratory design. The exploratory research design structure can be useful when you don't have a clearly defined problem to explore. Because it is sometimes less organized than other research design options, you can use this type of research design as a guide for your preliminary study to choose your research issue.

### **Observational Research Design**

Another popular kind of study design is the observational design. Observing your study topic without changing any factors is the main focus of the observational research design format. Instead of carrying out an experiment, you can just watch behaviors or events and document them when you use an observational research design.

### **Descriptive Research Design**

An additional kind of study design is the descriptive design. Descriptive research is helpful when you need additional information about your issue because its purpose is to describe a study topic. Understanding the "what," "where," "when," and "how" of your study issue is another benefit of using a descriptive research design. A descriptive research design is unable to provide a response to the single question "why."

### **Case Study**

Case study format is another kind of observational research approach. Case studies are examinations of actual circumstances to comprehend and assess issues and answers from the past. As a result, case studies are helpful for evaluating how a concept works in practice. The social sciences, marketing, and advertising are three fields where case studies are particularly well-liked study designs. The format of a case study consists of five parts

- Title
- Overview
- Problem
- Solution
- Results

### **Action Research Design**

The action research design is an additional kind of research design. Creating an action plan and doing preliminary exploratory analysis are part of the action research design format. This design style is useful for a wide range of study topics since it is collaborative and solution-focused. When you wish to solve actual problems, you can apply the action research design.

### **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**

Another popular study design that researchers select is the causal research design. The causal research design format can be useful in a variety of industries since it aims to discover and comprehend links between variables. Causal research designs examine a wide range of potential explanations for a link between variables and usually incorporate at least two variables.

### **Correlational Research Design**

Correlational research designs are also frequently utilized in addition to causal research designs. Similar to the causal style, the correlational research design format finds links between variables. A correlational research design measures variables without changing them.

### **Diagnostic Research Design**

The diagnostic research design is an additional category of research design. The goal of the diagnostic research strategy is to identify the underlying causes of events or phenomena. This kind of study is helpful in identifying the root causes of issues so that you can address them.

### **Cross-sectional research design**

Another kind of observational research design is the cross-sectional design. Several people are observed simultaneously when using a cross-sectional research approach. Variables are not changed in this kind of research.

### **Sequential Research Design**

Another helpful kind of research design is sequential research design. Research is organized into phases using the sequential research design framework, and each stage builds on the one before it. As a result, you can study phenomena that occur over time by doing sequential research at various times in time.

### **Cohort Research Design**

This kind of observational research is an additional kind of research design. Although this kind of study methodology is frequently employed in the medical field, it can also find value in other fields. Cohort design is particularly useful for doing ethical research on medical topics or risk factors because it entails assessing research subjects who have already been exposed to a research topic. This kind of design is incredibly adaptable and works with both primary and secondary data.

### **Historical Research Design**

Historical research designs are also available to researchers. You can use historical data to test your hypothesis by employing the historical research design. Historical information such as archives, maps, diaries, and logs are essential to historical research. Completing trend analyses or acquiring background information for research problems can benefit greatly from the application of this research design.

### **Field Research Design**

The field research design is an additional kind of research design. Observing participants in their natural habitats is possible with the qualitative research method known as field study design. This can enable you to immediately gather data from actual scenarios.

### **Systematic Review**

Here's an additional kind of study design. Reviewing the available research and evaluating the data from previous studies are necessary steps in finishing a systematic review. This can enable you to draw fresh conclusions from earlier studies.

### **Survey**

Survey research designs are also often used by researchers. Surveys are a useful tool for directly collecting data from your sample group. Several categories of surveys consist of

**Interviews:** One common form of survey is the interview. One-on-one questions with a study subject during an interview gives you the chance to ask follow-up questions and obtain further information.

**Online forms:** Surveys can also be carried out via online forms. You may construct user-friendly online forms with a range of question formats, including multiple-choice and short-answer questions, using a number of websites or software applications.

**Focus groups:** Another important survey technique is focus groups. Focus groups are an effective way to get important research ideas from your sample population by facilitating talks with a group of research subjects.

**Questionnaires:** A questionnaire is an additional survey type. A questionnaire is an efficient tool for gathering data because it only consists of a list of questions that a research participant must respond to.

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.

**Age \* Marital**

Table 1. Crosstab Count

		Marital		Total
		Married	unmarried	
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 <sup>a</sup>	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

**Age \* Qualification**

Table 3. Crosstab Count

	Qualification				Total
	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 <sup>a</sup>	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

**Age \* Job**

Table 5. Crosstab Count

	Job					Total
	Full time	part time	Freelanc e	Contract based	other	
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 <sup>a</sup>	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. Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	44.004 <sup>a</sup>	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 8. Crosstab Count

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

**Age \* Family**

Table 9. Crosstab Count

		Family			Total
		Joint	Neutral	not applicable	
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 10. Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	16.120 <sup>a</sup>	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

Age \* Care

Table 11. Crosstab Count

	care					Total
	Always	often	Sometime s	rarely	Never	
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 12. Crosstab Count

	care					Total
	Always	often	Sometime s	rarely	Never	
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

**Age \* Workplace**

Table 13. Crosstab Count

		Workplace				Total
		Stressful	Uncomfortable	Happy	Satisfied	
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 14. Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.205 <sup>a</sup>	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

**Working \* Energetic**

Table 15. Crosstab Count

	Energetic			Total
	Yes	Maybe	Sometimes	
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 16. Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.800 <sup>a</sup>	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**

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:

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.

### **DISCUSSION**

Work is any activity related to a career, such as working, studying, or doing business. Personal life is all activities related to oneself, family, friends, or society, such as relaxing, having fun, worshiping, or doing charity. Work-life balance is a condition where a person can manage his time, energy and priorities between work and personal life well, so that nothing is neglected or excessive. Work-life balance has many benefits for a person's career, both short and long term.

Work-life balance can increase your productivity and creativity. With work-life balance, you can work more effectively and efficiently, because you have enough time to rest, refresh your mind, and recharge your energy. You can also work more innovatively and creatively, because you have time to explore new things, get inspired, or learn from your experiences outside of work. Work-life balance can also help you avoid stress, fatigue, or burnout that can interfere with your performance and quality of work.

Work-life balance can increase your satisfaction and motivation. With work-life balance, you can feel happier and more satisfied with your work and personal life, because you can meet your needs and goals in both aspects. You can also feel more motivated to work well, because you have clear reasons and goals for working, and get appreciation and support from yourself, family, friends, or your boss. Work-life balance can also help you develop a high level of self-confidence and self-esteem as a working professional.

Work-life balance can increase your career opportunities and flexibility. With work-life balance, you can have greater opportunities to develop your career according to your interests, talents and potential. You can also have greater flexibility to adapt to changes or challenges that occur in the world of work. Work-life balance can also help you build a wide and quality professional network, because you can interact and collaborate with people from various backgrounds, fields, or professions.

## **CONCLUSION**

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 lifeIn simple words

## **FURTHER STUDY**

This research still has limitations, so further research needs to be carried out regarding the topic of the Policy Analysis of Work-Life Balance and Job Satisfaction from a Human Resources Perspective. to perfect this research and increase insight for readers.

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