

Work Life Imbalance and Psychosocial Tribulations among Working Women

R.R. Rajan Chaudhary^{1*}, Dr. Rajesh Bagga²

Research Scholar, IKG Punjab Technical University, Jalandhar, Punjab, India¹

Director, Apeejay Institute of Management Technical Campus, Jalandhar, Punjab, India²

rajanjas@yahoo.co.in¹

*Corresponding author

Abstract- *With the changing scenario, there is vast increase in the number of working women. Women are competent enough to contribute for the betterment of any of the organisation. They are sharp, intelligent, empathetic, flexible and with energy to work hard for the both fronts i. e. office as well the home. They are with dual responsibility to manage multiple tasks at home and at the work. The increasing expectations at both ends make the situation difficult for women , as a result they face difficulty in maintaining a required balance between work and life. This lack of balance results in further problems for working women. Because of work overload, career aspirations, competition, peer pressure at workplace and child care, elder care, relationship maintenance, other household responsibilities at home, it becomes very difficult for females to contribute to the maximum at both ends. And because of this imbalance, females remain with some guilt and stress, as a result came across with many psychosocial tribulations, that may affect their performance as well as health also. This paper examined the concept of work life balance and how women juggle for multiple tasks and as a result face work life imbalance. And paper also revealed that working women with dual roles suffer from psychosocial problems and different strategies have also been discussed which can be of help to working women in maintaining a balance between work and life.*

Keywords: *Work Life Balance; Working Woman; Dual Roles; Multiple tasks; Psychosocial Tribulations; Health; Performance; Strategies*

1. INTRODUCTION

There is fast changing scenario and tough competition in the market. Women in early years were just confined to household work but with passage of time, women started access to higher education and became the part of working environment. As a result, working women have to manage both fronts i.e. work and home. There is increase in number of tasks of working women. The household chores is only the responsibility of female, even she has office work too. Working women have to play multiple roles such as of a mother, spouse, daughter in law at home and of an employee at work which creates that much stress on women. It is a challenge for working women to maintain a balance between work and life.

The concept work life balance was started with in 1986 in America(Lockwood,2003).When there is lack of balance between the work and life activities, it affects the psychological as well as physical well-being negatively (Sparks et.al, 1997; Frone et.al., 1997; Thomas and Ganster, 1995; Martens et.al., 1999; Felstead et.al., 2002). There is direct effect of home responsibilities on the work and job performance of women(Campbell et al.,1994).This work family issue emphasizes on the association of professional-marital partners(Foley & Powell, 1997).There is work life balance if, different domains of personal time ,family care and of work are maintained with lesser role conflict (Clark, 2000; Ungerson & Yeandle, 2005). Demographic changes as seen in the increasing number of women in the workplace and dual career families have generated an increasingly

diverse workforce and a greater need of employees to balance their work and non-work lives (Bharat, 2003; Komarraju, 1997; Rajadhyaksha & Bhatnagar, 2000; Ramu, 1989; Sekharan,1992).There are real consequences if there is conflict between work and life(Friedman and Greenhaus ,2000).

Building and maintaining a balance between work and life is one of the important issues in the present scenario workplace (Naithani, 2010)[16].Employees are able to better perform at the professional front who are able to maintain a required balance between work and life ,in comparison to those employees who are in work life conflict (Naithani, 2010)[16].So maintaining a balance among work and life domains is becoming very important issue for both employers and employees. As a result, there is no surprise as such that between 2000 and 2010,this issue of work life conflict was one of the most researched topics of the decade (Bianchi & Milkie, 2010)[3]. Those employees having some experience, select those jobs and organisations which are having work life balance policies(Hyman & Summers, 2007)[11].

There will be work life balance ,when a satisfaction and proper functioning at work and at home with minimum role conflict is there(Clark ,2001)[4].But there is incompatibility most of the times between the demands of work and life. There can be any reason of this incompatibility that can be on the job or at the home front (Netemeyer, Boles & McMurrin, 1996)[19].When any issue of the workplace interferes the family domain,there will be work life conflict. And another aspect of the

conflict is life work conflict. Means when any dominating issue of the home front interferes the job then again, work life conflict will result (Epstein, 2010)[5]. If there is work life conflict, it will make a negative impact on the career satisfaction which further affects the career progression and career involvement (Tenbrunsel, Brett, Maoz, Stroh, & Reilly, 1995)[27], as well to job and life satisfaction (Kossek & Ozeki, 1998)[14].

Greenhaus et al. (2003) expressed that work life balance as the extent to which an individual is just involved in and equally satisfied with his/her work and life roles.

This is not that easy to manage the tasks at both ends that is work environment as well as at home front (Greenhaus and Beutell, 1985). But working women juggle to work on those and play multiple roles.

Psycho-social problems, make an influence on one's work, family and one's domestic life. These problems can vary from very mild to vary severe in terms of the prevalence of these and to what extent an individual displays the features of a personality disorder.

Aryee (1992) emphasized that married working women face more work life conflict.

Because of stressful times, any individual may experiences mental ill health problems in daily routine life (Mental Health Ireland, 2015). And it states that everyone suffers mental health problems from temporary problems/demands and how mental health problems can affect the capabilities of the individual and if left untreated can become serious over time. For example mood swings and broken sleep caused by work.

Edmund Heery and Noon (2008), emphasized that work life should be integrated with home life and community involvement in the interests of personal and social well being.

So it is observed that working women should be aware of the work life imbalance and how it may create psycho social tribulations among them. And Working women need to be more alert in knowing about the other consequences of work life imbalance. As it is emphasized that working women have to manage both fronts i.e. work and life, so they must have the knowledge of the tactics or the strategies to maintain a balance between work and life.

This paper presents the contributions of various authors in these concerned areas of work life balance and may be of benefit in getting the ideas to minimize work life imbalance.

2. LITERATURE REVIEW

Although the literature covers a wide variety of studies related to this topic, the review will focus on work life imbalance among working women and on knowing the psychosocial problems they are suffering from this conflict. These reviews emphasize on work life conflict, results of such imbalance and on the strategies to cope up with such situations.

Ahmad (1995) examined the coping behaviour and the conflict that married working women experienced at both fronts i.e. work and life. Inter role conflict scale by Pleck et al. 1980, was used to measure intensity of conflict. An adapted version of role-coping inventory by Hall and Hall (1979), was used to assess the coping. It was found that varying intensities were there that working women experienced in trying to meet the demands of work and family roles. In balancing the conflict between work and life, the women inclined to cope through reactive role behaviour and personal role redefinition by changing their own attitude and perceptions of role expectations..

Wentling (2003) emphasized that dual roles and social status of working women results in pressure and struggle for them. In her study on working women in Dehli, she has discussed that there is prevalence of the same old rigid set up of Hindu social structure continues to be the same and as a result, women face problem of role conflict.

(Greenhaus, Collins and Shaw (2003)) If individual feels just engaged in the work as well as life activities and is fully satisfied with those, it shows that one is experiencing work life balance.

(Virick, Lily & Casper, 2007) If employees are able to invest same amount of time and commitment to work and life activities, they may experience high work life balance

Ahmad and Aminah (2007) examined the work-family conflict experienced by 239 married female production operators in dual-career families. To manage the conflicts they need the social support and they need to be aware of coping strategies to manage the conflict. In the early working life cycle, women feel the intensity of work interference with family significantly on the higher side than in later stage. On the birth of second child, it becomes difficult to manage both fronts and they feel like leaving the job.

Gunavathy and Suganya (2007) in their study among married women employees, observed the factors, outcomes of work life imbalance and the strategies to maintain the balance between work and life. Most of the working women were of the opinion that they experience more work life imbalance because of the work interference with personal life. According to the study, "the three main consequences of work-life imbalance were stress and burnout, ill-health and poor work performance. The respondents also experienced guilt of not being able to spend time with family, anxiety about poor performance, displacement of negative emotions on family members and on co-workers."

Skinner and Pocock (2008) found that work life conflict was demonstrated by work overload, followed by work schedule control, work hours and work hours fit.

Dundas (2008) emphasized that work life balance is there when one is able to maintain a balance between work activities and other activities of personal life like family, community activities, voluntary work, personal development, leisure and recreation.

Rao et al. (2008) emphasized to identify that whether female academicians experience work family conflict and analysed the difference in conflict between married working women who differ in number of kids and unmarried/single working women. To assess the work family conflict, work-family conflict scale by Carlson Karman and William 2000 was used. And results revealed that married women experience more role conflict than unmarried/single women.

Reddy et al. (2010) studied on the factors which could lead to work family conflict and family work conflict. A sample of 90 married working women, of whom 30 women each was selected randomly from industrial, school and hospital settings. The results revealed that women from different settings differed in their family work conflict. And the women also differed with regard to work family conflict who had the eldest child aged 6-10 years. Working women with one kid were identified with high family work conflict than those working women who had no children. And it was also found that women in hospital setting had higher work family conflict than the women in industrial and school settings. The results further revealed that there was no significant difference found between the age, overall work experience and number of children on Work Family Conflict and Family Work Conflict.

Ravinder et al. (2010) investigated the psycho-social problems of women teachers working in schools and colleges of Punjab. The objective of the study was to compare the psycho social problems of women teachers working in schools and colleges who were from rural and urban areas and whose age were <35 years with age >35 years. The sample of 1000 women teachers of which 500 school teachers (250 rural and 250 urban) and 500 college teachers (250 rural and 250 urban) were taken from the 15 districts of Punjab and selected randomly. Psycho-social problems of educated working women by Hundal (2002) was used to assess the psycho social problems of the women teachers. Their findings revealed that there was no significant difference in psycho-social problems of women teachers working in schools and colleges. Also no significant difference was found in the psycho-social problems of women teachers working in rural and urban schools/colleges. But there exists significant difference in psycho-social problems of women school teachers of age <35 years and >35 years which indicates that age plays a significant role in determining psycho-social problems of women teachers. In case of college women teachers, no significant difference exists in psycho-social problems of women college teachers of age <35 years and >35.

Devi et al. (2011) The emphasis of the research was to analyze that what problems are being faced by the women school teachers to maintain work life balance. A sample of 75 women school teachers were selected for the study. It was found that there is a significant relationship between family type and their help to balance for work and family commitments. It was also revealed that there

were no separate policy for work life balance in their school and majority of the respondents were doing school work at home. It was also observed that technology has also an influence in helping in maintaining work life balance to some extent.

Ahmad et al. (2011) examined the relationship between work-family conflict, job satisfaction, and job turnover intention among female university teachers in Pakistan as a case-in-point. A sample of 518 female faculty from different departments was taken for the study purpose. The results of the study revealed that work-family conflict was explained by job satisfaction which impacts job turnover intention amongst the female faculty. Besides, work-life conflict and job turnover intention exerted negative indirect effects on the one's job satisfaction. Additionally, job turnover intention was strongly explained by job satisfaction, and job satisfaction was predicted by work-family conflict.

Sophia J. Ali (2011) discussed the challenges in the professional growth being faced by working women. It was observed that there was dissatisfaction among working women related to professional growth programmes and women face discrimination in getting career development opportunities.

Leena B. Dam and Sudhir Daphtardar (2012) studied the work life balance among female faculty in Management Colleges in Pune and observed that most of the female faculty members perceive it difficult to maintain a balance between work and life. The work burden spills over to their personal life and it seems tough to spare time for self-improvement and other activities of own interest. It is also observed that it makes an impact on their physical and mental health. Because of long working hours and spending too much time on household chores also disturbs the balance between work and life, as women are assumed with primary responsibility of child care, elderly care and other household responsibilities.

Padma et al. (2013) emphasized that it depends that how individual allocates resources between workplace, family, friends and self. Work life balance denotes to equilibrium that an employee achieves between the priorities at work and also at home. The support an individual gets from family members, friends, supervisors, peer group and others involved plays an important role and helps him in maintaining a balance between work and life.

Gurcu (2016) studied the job and life satisfaction and work-family and family-work conflict levels of teachers. A total sample of 406 teachers has been used for the study purpose. The results of the study show that job satisfaction average of teachers is good and life satisfaction average is moderate. Life satisfaction increases as job satisfaction increases. The results of the study also emphasize that there is more work family conflict for teachers than family work conflict. And a negative correlation is observed between job satisfaction and work family conflict and also family work conflict.

Table 1

Year	Author	Findings
1995	Ahmad	Examined the coping behaviour and the conflict that married working women experienced at both fronts i.e. work and life.
2003	Wentling	Emphasized that dual roles and social status of working women results in pressure and struggle for them
2003	Greenhaus et al.	If individual feels just engaged in the work as well as life activities and is fully satisfied with those , it shows that one is experiencing work life balance.
2007	Virick et al.	If employees are able to invest same amount of time and commitment to work and life activities , they may experience high work life balance.
2007	Ahmad et al.	Observed that to manage the conflicts working women need the social support and they need to be aware of coping strategies to manage the conflict.
2007	Gunavathy et al.	Examined in their study among married women employees, the factors, outcomes of work life imbalance and the strategies to maintain the balance between work and life.
2008	Skinner et al.	Found that work life conflict was demonstrated by work overload, followed by work schedule control, work hours.
2008	Dundas	Emphasised that work life balance is there when one is able to maintain a balance between work activities and other activities of personal life.
2008	Rao et al.	Whether female academicians experience work family conflict and analysed the difference in conflict between married working women who differ in number of kids and unmarried/single working women
2010	Ravinder et al.	Investigated the psycho-social problems of women teachers. there exists significant difference in psycho-social problems of women school teachers of age <35 years and >35 years which indicates that age plays a significant role in determining psycho-social problems of women teachers.
2011	Devi et al.	That there is a significant relationship between family type and their help to balance for work and family commitments.
2011	Ahmad et al.	Work-family conflict was explained by job satisfaction which impacts job turnover intention amongst the female

		faculty. Besides, work-life conflict and job turnover intention exerted negative indirect effects on the one's job satisfaction.
2011	Sophia J. Ali	There was dissatisfaction among working women related to professional growth programmes and women face discrimination in getting career development opportunities.
2012	Leena B. Dam et al.	Observed that most of the female faculty members perceive it difficult to maintain a balance between work and life. The work burden spills over to their personal life and it seems tough to spare time for self- improvement and other activities of own interest.
2013	Padma et al.	It depends that how individual allocates resources between workplace, family ,friends and self.
2016	Gurcu	job satisfaction average of teachers is good and life satisfaction average is moderate.

3. RESEARCH METHODOLOGY

Research is a process involving a number of activities. The Research depends on various factors like the person undertaking the research, his ability, research topic, time available and budget allotted. This study is conceptual in nature and contains an examination of various researches related to work life imbalance. After reviewing the papers, need was felt to answer the following objectives:-

1. To study the concept of work life balance and work life conflict.
2. To examine the psychosocial problems faced by working women as a result of work life imbalance.
3. To suggest strategies to maintain a balance between work and life.

This study is an attempt to understand the concept of work life balance and how various factors create imbalance between work and life. This study highlighted different psychosocial problems working women suffer from, as a result of their juggling they do for the responsibilities of work and life. It was also searched that what various strategies have been suggested for by different researchers to maintain a balance between work and life.

Secondary information was analysed and compiled for this study. And sources of secondary data for this study are: Websites, Articles, Magazines, Publications, and Annual Reports, Journals as well as Thesis & Dissertations and other project on the same or related topic.

4. DISCUSSIONS

4.1 What is the concept Work Life balance?

Work life Balance is “finding the allocation of time and energy that fits your values, making conscious choices

about how to structure your life and integrating inner needs and outer demands and involves honoring and living by your deepest personal qualities, values and goals”(Kofodimos,1993).

According to (Clark,2000) work life balance is there if one is satisfied and sure of doing good functioning at work and at home with a minimum role conflict. When there is no conflict between work and non work demands , it becomes easy for working women to have work life balance (Greenblatt,2002).Clark (2000)and Greenblatt (2002) presented comparatively simpler and practical approaches to work life balance. In the competitive era, it is getting tough task for the employees to balance both fronts i.e. Work and life (Hochschild, 1997; Mathew and Panchanatham, 2009). A number of issues like of health (Sparks et al., 1997; Tregaskis et al., 1998, dependent care(Zedeck, 1992; Kossek et al., 2001; Hardy and Adnett, 2002) and even positive spillover (Pieterse and Mostert, 2005; Rost, 2006) between the two domains are related to work life balance.

According to (Lockwood, 2003) , there are different factors like global competition, renewed interest in personal lives/family values and an aging workforce that contribute to work life balance issues.(Sverko et al,2002) emphasized that changing technology , values and demographic trends add to the growing relevance of work life balance in current scenario. And many other factors like increasing number of working women, dual income households and complex work and family roles also have an impact on one's work life balance.

According to (Kirchmeyer,2000), different aspects of life require personal resources like energy ,time and commitment and if all these are well distributed , it will help in having maximum satisfaction and maintaining work life balance.(Koizumi, 2000) emphasized that there

may be work life conflict where role expectations from work are not in compatible with role expectations from family domain.

There is assumption that paid work and personal life should be seen less as competing priorities than as complementary elements of a full life. An approach that is “conceptualized as a two way process involving a consideration of the needs of employees as well as those of employers” can be used as the way to achieve this (Lewis, 2000). In those organisations where employer keeps in mind the needs of employees and provides the facilities accordingly, employees are more happy there (Malik, Ahmad & Hussain, 2010).

It is like a challenge for the working class to maintain work life balance and they remain in dilemma that how to balance work and life (Ramachandra & Suman, 2007). Research emphasized that women spare more time for family than men (Eby et al., 2005; Friedman & Greenhaus, 2000) and the time devoted to work is just the same for men and women (Gutek, 1991). Women are suppose to distribute the required time and energy to perform roles at both fronts i.e. Work and life (Duxbury et. al., 1994).

Work life balance is not only essential rather it is a challenge for the working women. They have to manage the tasks at both fronts i.e. work and life. It is really juggling for working women to meet the demanding expectations at work and managing daily responsibilities at home (Lakshmi priya and Neena (2008).

4.2 Multiple Roles of Working Women and Work Life Imbalance

Women are having long list of roles which require their time, energy and commitments. Women who are working, have to manage both fronts i.e. work and life. Many activities apart from the working responsibilities like education, travel and volunteering help in fulfilling life as such (Favero & Heath, 2012). Individuals have to manage multiple life duties but they remain with limited resources, time and energy, as a result they face work life conflict (Lyness & Judiesch, 2008).

It requires various resources to fulfil the responsibilities related to work and life, individuals used to take away resources from one area to another where those resources are also needed (Kinman & Jones, 2008). And this causes strain, conflict, or decreased performance for different life roles (Lyness & Judiesch, 2008). During working hours, women combine their leisure time with the compulsory activities simultaneously and as a result conflict arises, as it disagrees with the dominance of work (Bryson, 2007). Working women have to play dual roles at both the fronts i.e. home and work, that is the reason of their role conflict and role overload (Cooper and Davidson, 1982). Many researches emphasised that it is more difficult for working women to manage the work life conflict than the male professionals (Greenhaus et al. 1989, Voydanff, 1988). When there is lack of resources, time and energy to

allocate for multiple life responsibilities, work life imbalance arises (Lyness & Judiesch, 2008).

Greenhaus and Beutell (1985) observed that it becomes difficult for an individual to give best as per the organisational demands when one is also devoted for the family roles. Participation in one life activity, that can be work-related or personal-life function that requires various resources, takes away from another area where those resources are also needed (Kinman & Jones, 2008). This may be the cause of strain, conflict, or decreased performance for different life roles (Lyness & Judiesch, 2008). Work-family balance is just juggling act between the organisational and personal life activities of the individual.

To be successful at both the fronts i.e. work and life, working women plan to organise and balance both domains and for that mature adjustments are required. For the last two decades, researchers are emphasizing to work life issues because of many important changes in the work force, such as the increasing work-family issues have become a growing concern among researchers due to significant changes in the work force, such as the entry of an increasing number of women into the labor market as well as the existence of dual-earner, and single-parent families (Aryee et al, 2005; Hansen, 1991; Barnett, 1998; Edward & Rothbard, 2000).

There is routine interaction and relevance between work and family aspects. As a result, there are inter role conflicts which the individuals have to face and adapt (Frone & Rice, 1992). Health and work performance are negatively affected as a result of work family conflict. Women manage more role overload, more interference from work to family and from family to work (Mauno, Kinnunen & Ruokolainen, 2006).

Work family conflict may be because of the habit of work holism. Professional, social as well as psychological characteristics of an individual are highly influenced by this. Work family conflict creates so many personal and organisational problems and this conflict is the result of mutual interference of work and family roles. Managing work life responsibilities is a challenge these days. According to Amstad et al. (2011) emphasized that a stressful environment may be the cause of imbalance in work-life. Tomazevic, Kozjek and Stare, (2014) has observed that there are both positive and negative consequences as a result of both work-life balance and work-life imbalance. If there is balance in work-life, employees get motivation and job satisfaction increases while imbalance create dissatisfaction among employees. According to Hutcheson (2012) one may be with depression or may be overwhelmed as a consequence of imbalance in work-life. Aziz, Adkins, Walker & Wuensch (2010) observed that individuals becoming “workaholics” because of the big factor work life imbalance that is closely related to new technology and the concept of wireless internet laptops and work mobiles, employees are always connected to their work. It was identified as a result companies are becoming more competitive

promoting over-time and working weekends in order to get ahead of competitors, often being linked to the culture of the organisation it clearly shows some employees unable to find the right balance and constantly feeling the pressures and strains from both aspects. The research also comments that this work addiction like any other addiction can cause individuals' to neglect all other aspects of their lives, stating they are intrinsically motivated and get trills off prolonged workloads and working overtime to see the best results, and unfortunately as a consequence family life takes a back seat and work takes over.

4.3 Work Life Imbalance and Psychosocial Tribulations Among Working Women

According to World Health Organisation, mental health is "a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community". Mental health is of importance for the further well-being of individuals, their families and the community. Mental, physical and social health is interdependent(WHO, 2005). People may experience poor health and may be with increased risk of chronic disease, if they are having mental health problems. The position of women is just linked with their economic position and that also depends upon the chances of participation in socio-economic activities. It has been accepted that female's economic status make a positive mark on the overall development of the society. Because of the complex interaction between biological, psychological and social factors, women face so many physical and mental illness (The World Health Report, 2001).

The term psycho-social refers to one's psychological development in and interaction with a social environment. Those with a psycho-social problem possess several distinct features including disturbances in self-image; inability to have successful interpersonal relationship; inappropriateness of range of emotions and ways of perceiving themselves, others and the world and differently possessing improper impulse control.

There is lot of exposure in modern life as a result of scientific and technological developments. In this competitive era , there are so many struggles, conflicts and difficulties in satisfying the basic and psychological needs. Earlier, being with the responsibility of the family, men used to face psycho social problems. But with passage of time ,this perception has changed and now ,women are more prone to such psycho social problems because of the changing roles and having with dual responsibility of work and home. Because women are managing multiple roles now, as a result they are being affected by so many psycho social problems such as, anxiety, frustration, mental illness, distress, depression, stress, anger, phobias and other various social and emotional distresses.

There is no doubt that how such fears, anxieties, stress and strains deviated and stifle the morale and courage of women and also retarded her way to excellence, progress and glory. She has to go long way and cover the difficult terrain all her life because of her dual responsibilities at both fronts i.e. work and home. Sometimes the burdensome obligations at both ends that is home and work overpower, even woman shows all her resilience, patience, fortitude and tolerance. Such psycho social problems make an influence upon her all spheres such as mental, moral, social, official and familial. We can make out the withering and decaying impact of the psycho-social problems on her outer and inner potential.

Working women are suppose to manage multiple roles as a result of their dual roles to be played at home and at work(Mukhopadhyay,1997) .They experience a sustained stress to cope with both conditions and hence their mental well-being gets affected. The jobs taken by women create more conflicting situation due to dual role played by her. This gives birth to anxiety, worry and inability to tolerate the whole burden. Sinha (1997) found that working status of women had significant effect on anxiety.

(Sheikh & Bhushan,2002) found that in a patriarchal society where male dominates, a growing sense of anxiety is imperative. Women used to get socially anxious along with uncertainty and hesitation because of some social situations. One of the causes that generate social anxiety among women is the way others perceive and evaluate them. Working women, especially the teacher's health and psychology is negatively influenced by one of their psycho social problems that is frustration. Because of such frustration among teachers, their creativity, classroom management and implementation of educational techniques may suffer .As a result, if women are not able to meet with the professional responsibilities , their self-image and consequently their ability to cope up with social settings may be endangered.

Because of gender disparity at all levels made negative impact on women in routine. The reasons are biological roles and responsibilities of women as mothers but mainly because of old mind set, which perceives women as a child bearer and home maker and men as bread winners. Depression known as 'common cold' of mental illness is so prevalent in 21st century. Feelings of too much sadness and dejection is actually the depression .Individuals who suffer from depression has depressed mood or loss of interest in pleasurable activities, feeling of fatigue, loss of energy, insomnia, decreased appetite, psychomotor retardation, feeling of guilt and thoughts of death(Bamji ,2005). Most of the working Women between age group 33-55 years mainly suffer from depression and anxiety disorders. Their success at both fronts i.e. work and life is hindered because of such symptoms of depression and anxiety (Leger,2004).

These psycho social problems adversely affect the overall quality of working women. Therefore, to get maximum from the creative and intellectual potentialities of working women at work and at domestic life, there is need to study

in detail such psycho social problems for seeking promising solutions and to give women teachers the worthy attention, dignity and cooperation that they richly deserve and help them maintain a healthy mind in a healthy body.

One important factors that has been linked to work life imbalance is burnout. Schaufeli & Enzmann (1998)[21] emphasized that burnout was closely linked to the draining of one's mental resources caused by job stress that's identified as a work indicator of psychological health. Peeters, Montgomery, Bakker & Schaufeli (2005) outline that certain job titles have been linked to burnout for example demands that require a lot of attention resulting in a built up of stress that sometimes spill over to home life.

Perrewe & Ganster (2006), observed that the problems of work-family conflict can have a negative impact on the employee's physical and mental health. The physical health problems including high blood pressure, health-related behaviours including unhealthy diets and psychological strain including negative emotions and dissatisfactions factors that are affected by work-family conflict. There were emotions in the research including anger, frustration and depression associated with Work-Family conflict and dissatisfactions included work/family dissatisfaction as well as one's personal life. The relation observed in the research between Work-Family conflict and Psychological health of the individual are strong and can have serious effects.

Likewise in a reading on Psychological health also by Ganster & Perrewe (2011) the literature examines the relationship between an individual's psychological and physiological health and wellbeing with work relationships. It indicates there are correlations between work relationships and WLB. The results show that having good work relationships individuals can balance social relationships with demands of everyday life, they trust and support their colleagues and have a sense of control and influence over others, and they are genuine and have effective behaviours towards others.

4.4 Strategies Which Working Women Can Choose to Maintain a Balance Between Work and Life

Work life balance can be expected if there is smooth working at work and home with minimum role conflict (Sturges and Guest, 2004)[25]. Therefore people face work life conflict when there is incompatibility between the expectations from the work and life domains. It is a fact these days, that people entering the workforce today are laying emphasis on the importance of work-life balance more than their predecessors (Smola and Sutton, 2002)[23]. But even then, there is difficulty in achieving the required balance. Researchers observed that employees have to work for long working hours and as a result they feel imbalance between work and life (Sturges and Guest, 2004)[25].

From the employee's point of view, there will be work life balance, if one is able to maintain a balance between the demands at work and life. Initiatives related to work and life are those strategies, policies, programmes and practices started and maintained by the organisations to address flexibility, quality of work and life and work life conflict (De Cieri et al., 2008).

If people are having control over when, where and how they work, it means they are having work life balance. Organisations can have strategies of work life balance such as covering flexible work arrangements, child and dependent care and family and parental leave (Kramar, 1998; Bardeel et al., 1998).

Studies done earlier in this field have investigated the type and extent of family friendly policies in work-places. Scholars have also sought to express the positive outcomes for individuals and employers associated with such policies (Friedman and Galinsky, 1992; Grover and Crooker, 1995).

Today, most important for working women is the support system whether it is social or organisational that includes flexi working hours, part time jobs, tele-commuting, job sharing, paid leave, paid sick days, limits on mandatory overtime, quality affordable childcare and workplace flexibility (Laura, 1999).

Some personal initiatives are also there like 'Gharkamai', means an online portal for women who seek to work from home ("Gharkamai", 2009)[6]. Such interventions which are being endorsed by govt, make it easier for women to overcome work life conflict. And as a result of such initiatives, it will be easy for women to avail same opportunities in the job market as male workers are doing (Malvika Desai, Bishakha Majumdar, Tanusree Chakraborty, Kamalika Ghosh, 2011)[15].

Work life imbalance has an impact on absenteeism and turnover among working women, so such required strategies of work life balance are becoming a paradigm to the HR practices and also to the contemporary management (K. Thriveni, 2012)[13]. Among the work life balance strategies these four are gaining importance like employee-centered flexible work practices, working hours (e.g. access to part-time work), paid and unpaid leave (e.g. parental leave) and access to childcare (Natalie Skinner, Janine Chapman, 2013)[17]. Certain organisations give due concern for their employees' health, safety and welfare and accordingly introduce such policies like canteen facilities and employee friendly office interior, programs for family and children of employees. Yoga and stress management workshops are conducted on a regular basis as a part of employee well-being (Karamvir Singh and Priyanka, 2013). The work and family outcomes such as role interference, stress strain and life satisfaction are related to several strategies and orientation (Louise Heslop, 2005). Many policies can be there to reduce the tensions between work and family life such as parental leave, family services and day care which would harmonize to balance work and family life (Neil Gilbert, 2005)[18]. By introducing the following

strategies, organisations can enable employees to maintain a balance between work and life :-

- Flexible working hours
- Part time work
- Reasonable working hours
- Access to childcare
- Flexible leave arrangements
- Leave in single days
- Job mobility
- Safety and wellbeing
- Telephone access
- Casual work

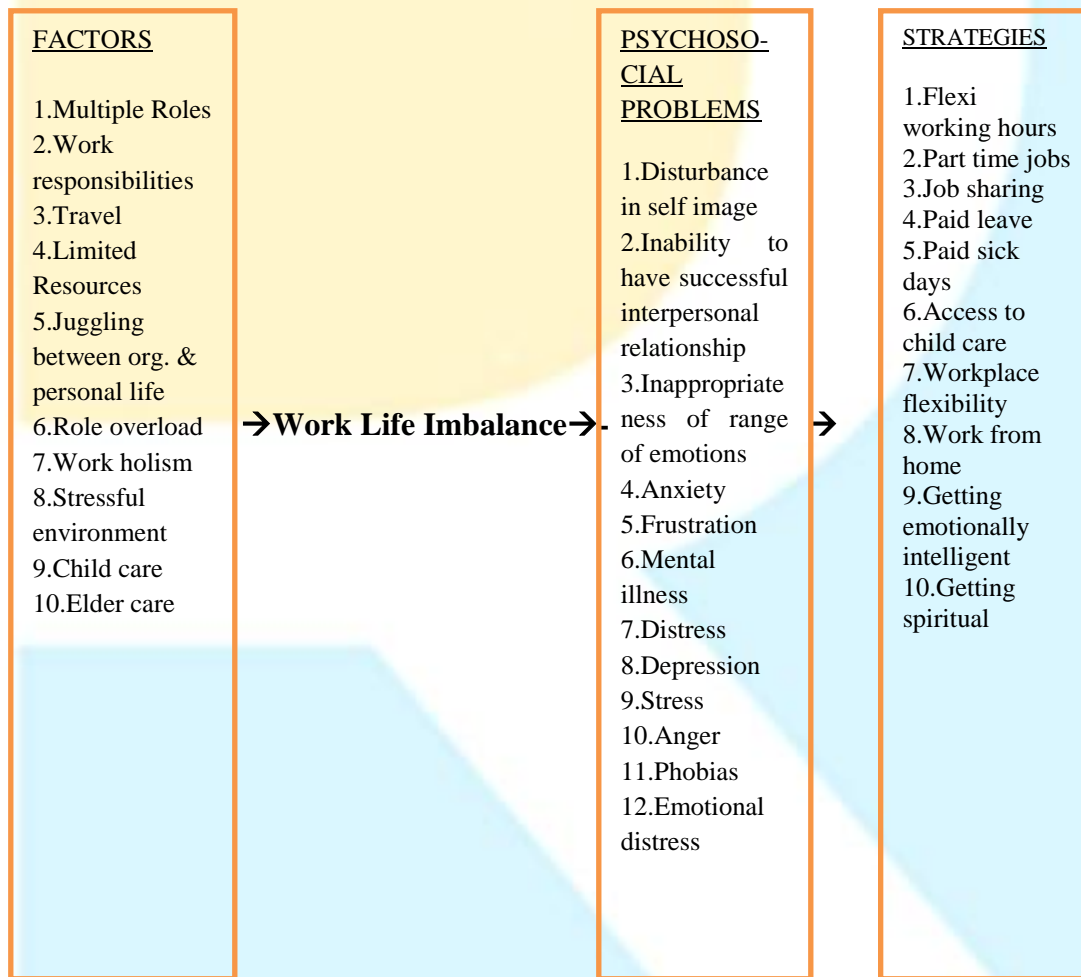
And there are many individual strategies also which one can go for as per own perception and priority. These can be :-

- getting emotionally intelligent

- learning to be organised
- keeping time management
- planning things in advance
- opting for more positive approach towards life
- considering own health care a priority
- having that great faith in almighty
- getting spiritual

In many researches, it has been discussed that individuals who are more spiritual have better mental state and they are flexible and quick in responding to health issues compared to those who are not that spiritual in nature (Harold G. Koenig 2012) [10] (James E. Kennedy et al.,2003)[12], observed in their study that increased wellbeing was positively associated with increased spirituality.

Figure1: Factors creating work life imbalance, the Psychosocial problems and the Strategies to balance work & life.



Source: Author's own depiction based on literature review.

5. CONCLUSION

Working women are in a dilemma that how to cope with the demanding expectations of home and also of

workplace. As a result they look struggling to maintain a balance between the both fronts i.e. home and work. It remains as the primary responsibility of women to manage the domestic affairs even she is working and is

with some employment status. Women use their education by keeping in mind the interests of the family. There is need to bring some changes to start with support system to working women to enable them to maintain work life balance. Because of over work load, they may face work life conflict and as a result, they may suffer from health problems which may be physical as well as mental. It may be difficult to manage work life with such psycho social problems.

So there is need to work out certain strategies to help working women to cope up with the work life conflict. Strategic planning, organizing and delegating are some important strategies that working women opt for to cope up with demanding roles of work and family.

Work life balance must be supported by organisational people. Balancing work and life is an important issue in working women's life and will remain as a challenging issue in future also. So organisations should work out more innovative ways to cater to this need in order to retain the competent employees.

It is not only parenting and elder care issues if we talk about work family balance. Rather, organisations have to broaden the policies and practices to support employee's participation in many life roles and even personal developments to make work life balance.

There is need to research the area of work life conflict because dual career couples widely prevalent in this modern era, and further insight is required into ways by which the work-home interface can be managed more effectively.

There is need of more research to gain insight into the meaning and consequences of work family balance. Here emphasis was given to the concept of work life balance. And it was discussed that how working women juggle to maintain the balance between work and life. And it was observed that conflicts in work-life balance of working women affect their health like more stress, headaches, heart problems and depression than their male counterparts. Juggling between the obligations towards the families and expectations of the organisation and constant struggle to maintain a balance between work and family can have serious implications on the life of working women by affecting their well-being and overall quality of life. So health and wellness programs can, for sure help working women in balancing their personal and professional life. But they alone cannot be the answer to addressing the problems of imbalance. The problems and difficulties of women are multi-dimensional as evident from the literature reviewed; therefore, there is need of further research to work out strategies to help working women in balancing their work and family life.

6. REFERENCES

- [1] Ahmad, Aminah. "Work-Family Conflict, Life-Cycle Stage, Social Support, and Coping Strategies among Women Employees". *The Journal of Human Resource and Adult Learning*, 3.1. (2007): 70-79.
- [2] Aziz, S., Adkins, C. T., Walker, A. G., & Wuensch, K. L. (2010). Workaholism and work-life imbalance: Does cultural origin influence the relationship? *International Journal of Psychology*, 45(1), 72-79.
- [3] Bianchi, S.M., & Milkie, M.A. (2010). Work and Family Research in the First Decade of the 21st Century. *Journal of Marriage and Family*, 72, 705-725
- [4] Clark, S.C. (2001). Work cultures and work/family balance. *Journal of Vocational Behavior*, 58, 348-365.
- [5] Epstein, S.A. (2010). Applying trait and situational leadership approaches to assess theoretical antecedents of managers' work life supportive (doctoral dissertation).
- [6] Gharkamai (2009), available at: www.gharkamai.com/aboutGharKamai.do
- [7] Greenhaus, J.H., & Beutell, N.J. (1985). Sources of conflict between work and family roles. *Academy of Management Review*, 10, 76-88. doi: 10.5465/AMR.1985.4277352.
- [8] Gunavathy, "A study of work life balance in BPO Sector", University of Madras, Chennai 2007.
- [9] Gürcü Erdamar, Hüsne Demirel (2016), 'Job and Life Satisfaction of Teachers and the Conflicts They Experience at Work and at Home', *Journal of Education and Training Studies*, Vol 4, No 6.
- [10] Harold G. Koenig (2012), 'Religion, Spirituality, and Health: The Research and Clinical Implications' *International Scholarly Research Network, ISRN Psychiatry*, Volume 2012, Article ID 278730, 33 pages <http://www.health.wa.gov.au/worklifebalance/docs/retention.pdf>
- [11] Hyman, J., & Summers, J. (2007), Work and life: can employee representation influence balance?. *Employee Relations*, 29(4), 367-384.
- [12] James E. Kennedy et al (2003), 'Changes in Spirituality and Well-Being in a Medically Based Lifestyle Program'. <http://jeksite.org/research/riceup.pdf>
- [13] K. Thriveni Kumari (2012), "Impact of Work-Life Balance on Women Employee's Absenteeism and Turnover- An Emerging Paradigm in Issues of HR Practices", *International Journal of Multidisciplinary Management Studies*, Vol. 2, ISSN 2249 8834.
- [14] Kossek, E.E., & Ozeki, C. (1998). Work-family conflict, policies, and the job-life satisfaction relationship: A review and directions for organizational behavior human resources research. *Journal of Applied Psychology*, 83, 139-149.
- [15] Malavika Desai, Bishakha Majumdar, Tanusree Chakraborty, Kamalika Ghosh (2011) "The second shift: working women in India", *Gender in Management: An International Journal*, Vol. 26, Iss: 6, pp.432 – 450
- [16] Naithani, P. (2010). Overview of work life balance discourse and its relevance in current economic

- scenario. *Asian Social Science*, 6, 148-155. doi: 10.5539/ass.v6n6p148.
- [17] Natalie Skinner, Janine Chapman (2013), "Work-life balance and family friendly policies" *Evidence Base*, issue 4, , ISSN 1838-9422
- [18] Neil Gilbert (2005) *What do women really want?* Public Interest, Washington, Iss. 158; winter, pg. 21, 18 pgs.
- [19] Netemeyer, R.G., Boles, J.S., & McMurrin, R. (1996). Development and validation of work-family conflicts and work-family conflict scales. *Journal of Applied Psychology*, 81, 400-410.
- [20] Peeters et al.(2005) ," Balancing Work and Home: How Job and Home Demands Are Related to Burnout", *International Journal of Stress Management* , Vol. 12, No. 1, 43– 61
- [21] Schaufeli, W.B. and Enzmann, D. (1998), *The Burnout Companion to Study and Research: A Critical Analysis*, Taylor & Francis, London
- [22] Skinner N and Pocock B. "Work-life conflict: Is work time or work overload more important?" *Asia Pacific Journal of Human Resources*, 46.3 (2008): 303-315.
- [23] Smola, K.W. and Sutton, C. (2002). 'Generational differences: revisiting generational work values for the new millennium'. *Journal of Organisational Behavior*, 23: 363-382.
- [24] Sophia J. Ali. "Challenges Facing Women Employees In Career Development: A Focus On Kapsabet Municipality, Kenya" *International Journal of Current Research* 3.8, (2011) 196-203.
- [25] Sturges, J., & Guest, D. (2004). Working to live or living to work? Work-life balance early in the career, *Human Resource Management Journal*, 14(4),5-20.
- [26] Sumaira Rehman & Muhammad Azam Roomi (2012), "Gender and work-life balance: a phenomenological study of women entrepreneurs in Pakistan", *Journal of Small Business and Enterprise Development*, Vol. 19, No. 2, pp. 209-228.h
- [27] Tenbrunsel, A., Brett, J., Maoz, E., Stroh, L., & Reilly, A. (1995). Dynamic and static work-family relationships. *Organizational Behavior and Human Decision Processes*, 63, 233-246.
- [28] Wentling,R.M.(2003). The career development and aspirations of women in middle management – Revisited. *Women in Management Review*, 18(6), 311–324.