



“From School To Home: Investigating The Relationship Between Workplace Environment And The Work-life Balance Of Female Teachers”

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Abstract-

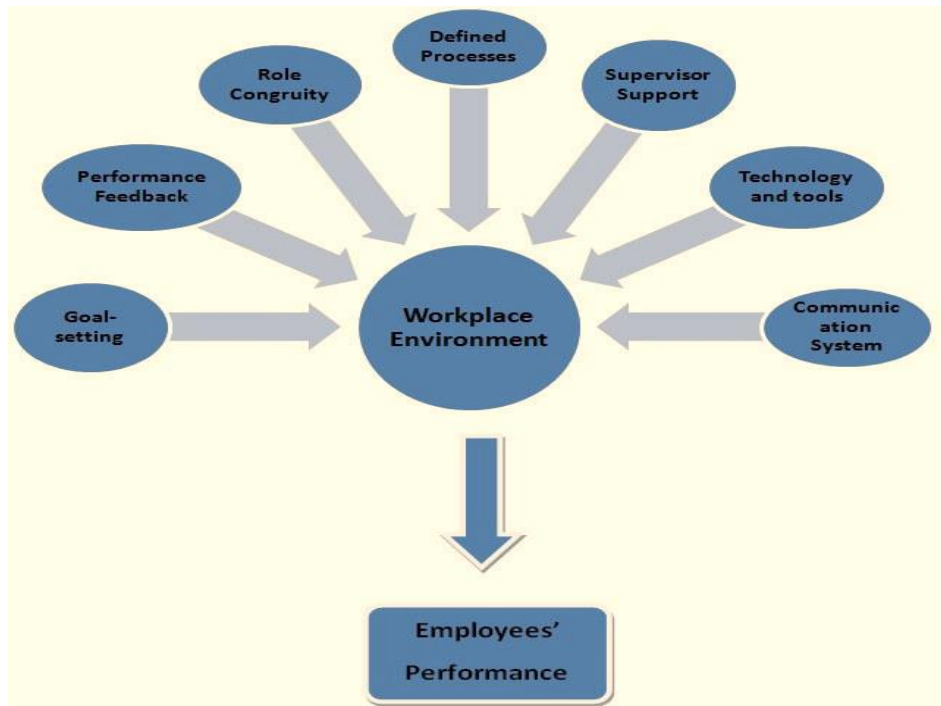
There is a saying that behind every successful man there is a woman, but has anybody thought about who is behind the success of a woman? The answer is no one. In the modern trajectory, women are not only the ones who are standing behind a man, but the chair has changed; she herself is working for a successful and satisfactory life. But things are not as easy as they seem. Being successful takes a lot of sacrifice, especially for women, as they have to play two roles simultaneously, one at work and the other at home, and playing both roles with the same efficiency is not everyone's cup of tea. Lots of responsibilities are to be fulfilled by them, be it work demands or family demands. In this whole act, it is they who suffer from a stressful life. The story doesn't end here; the kind of organisation they work for also plays a key role in their healthy balance of work and life. The working environment is undeniably an important element that affects the work-life balance of female employees. Various constituents of the working environment have a direct and proportionate relationship with a female teacher's work-life balance. The study was conducted on 150 female teachers working in private schools using convenience sampling to understand the impact of the working environment on work-life balance. This paper aims to understand the role of the working environment and its factors in achieving work-life balance, especially for female teachers. It also suggests some measures that organisations may take to maintain a positive working environment for women, as it not only plays an important role in a healthy work-life balance but also contributes to organisational efficiency and success.

Keywords- Women work life balance, Working environment, Organisational climate, Support form colleagues.

Introduction

In the past two decades, a large number of studies have been conducted on the "need for good work-life balance". The title of the research changes every time, but the topic remains the same, even though every time we witness the factors that affect work-life balance, these factors keep on changing. Work-life balance has now become the topic at every corporate table. Work- balance refers to a point where the individual is able to meet the personal and professional commitments efficiently. Difference in the work place and demographic variable has brought the attention of the researchers as they want to study the point where work and personal life start clashing. But it is the educational institutions who are unbothered by the issues, which have now become major one, especially for women.

Females are the feeblest employees for any institution or organisation because they face harsh separation in society. Moreover, very few get the support from the society and family. However, the composite work culture in the organisation and rapidly advancement in the field of technology world is offering equal opportunities to women and inspiring them to pursue higher education as well as careers as professionals in the contemporary economy. Then main purpose behind conducting this study is to understand the impact of work environment on the work life balance of female teachers. The need of working women in the world is essential and compulsory in some field such as healthcare, teaching in order to preserve the female society. But sometimes it is indeed a chicane to balance work and family domains when it comes to a married woman who is not only responsible for her home and family but also equally responsible for her professional obligations.



Working environment of the organisation undeniably played an important role in achieving the work life balance. It is been more challenging not only for the females, organisation but also for the researcher to understand the need of positive working environment in this balancing act. The change in the work life balance is not a night process, change in the social, political and economic values contribute to it to a large extent. (Frone & Rice, 1987). “A state where an individual manages real or potential conflict between different demands on his or her time and energy in a way that satisfies his or her needs for well-being and self-fulfilment is referred as work life balance” (Clutterbuck, 2003)

“Working environment refers to the features of the organisation that makes the organisation form other organisations”. It is the prime concern for every employee before he joins any organisation. But it is very disappointing that organisation fails to understand that the productivity of the employees largely depend up the environment in which they work.

Statement of the problem

The relationship between work and family life, termed work-life balance, has become an important topic of discussion for the current government, practitioners, and academics. (Warhurst, Eikhof, & Haunschild, 2008). The issue of managing workplace needs with personal life needs is gaining importance among workers all over the world, and academics at higher education institutions are not exempt from it. A large amount of research has already been conducted to understand the role of the working environment on different factors, be it job satisfaction, job stress, mental well-being, superior-subordinate relationships, etc., in different fields. But researchers find very little work on this topic in the field of education. The study implies how the working environment of the schools affects the work-life balance of female teachers and how a positive working environment can prove to be a boon for female teachers.

The working environment is an independent variable, whereas there are many dependent variables that are yet to be discovered and have a significant impact on the overall work-life balance of a female teacher. According to Sigroha (2014), managing work and family responsibilities can be very challenging for women if the working environment is not compatible and does not positively support female employees. As a result, work-life balance is seen as more of a female issue. Women who are employed must strike a healthy balance between their work and personal lives, and that can only be possible if the working environment of the schools plays a positive role.

Fig 2: Factors affecting Women work life balance

Research Question

Based on the problem statement, the researcher is interested in doing this research, proposing the issue whether working environment of the school affects the work-life balance of female teachers. This study focuses on addressing the following research question: Do positive working environment have an impact on the work-life balance of female teachers

Review of literature

A.Singh &Parvesh Tanwar (2015) the study conducted by them focuses on how working women of professional institutes manage their work as well as life domain simultaneously. The study was conducted on the teaching faculties of various disciplines and data was collected through the structured closes ended questionnaire. The findings of the study say that female teachers have normal stress in managing their professional as well as personal lives.

Aminah Ahmed (1995) in her study “Role conflict and coping behaviour of married working women” examined the conflict that married women experienced between work and family rules and analyzed the coping behavior. In the study, data of 82 professional women from different professions had been taken. The study revealed that married women experienced work family conflict with varying intensities in trying to meet the expectations of work and family roles. The conclusion of the study says that it is important that employees and policy makers pay special attention to improve the welfare of employees through improved facilities i.e., flexible time, 90 days maternity leave etc.

Baah and Amoako (2011) described that the motivational factors (the nature of work, the sense of achievement from their work, the recognition, the responsibility that is granted to them, and opportunities for personal growth and advancement) helps employees to find their worth with respect to value given to them by organization. Further, this can increase motivational level of employees which will ultimately raise internal happiness of employees and that the internal happiness will cause satisfaction.

Bakotic & Babic (2013) found that the workers who work under difficult working conditions, working condition is an important factor for job satisfaction, so workers under difficult working conditions are dissatisfied through this factor. To improve satisfaction of employees working under difficult working conditions, it is mandatory for the management

to improve the working conditions. The findings of the study suggest that this will make them equally satisfied with those who work under normal working condition and in return overall performance will increase

Bandekar & Krishna (2014) the study was primarily focusing on the work life trends and issues of the women life. The findings of the study say that lack of education knowledge, financial hindrances, caretaker of the family and competition in present scenario are the issues in the women life. The study also found that husband and wife need to work hard for happy and satisfactory life.

Chandrasekar (2011) In his study finds organizations need to pay attention to create a work environment that enhances the ability of employees to become more ideal in work in order to increase profits for organization. He also argued that social interactions and relations at work place play more dominant role in the overall job satisfaction rather than money, whereas management skills, time and energy, all are needed for improving the overall performance of the organization in current era.

Cinamon, Rich, and Westman (2007) In their study find women working in higher education work long hours and experience a range of workplace stressors, including big class sizes, disruptive students, managing parents, planning lectures, managing attendance, managing awards, reporting forms, and other unrelated duties, such as office work.

"Women working in higher education are now faced with continuous full-time work until the end or closing of the day, particularly in private educational establishments, and the majority of them carry the obligations and responsibilities of the workplace home," claim Lakshmi S. and Kumar S. (2022)

Herzberg (1959) through his study developed motivational model for job satisfaction. In his research he found that the job related factors can be divided into two categories, Hygiene factors and motivation factors. Hygiene factors can not cause satisfaction but they can change dissatisfaction into no dissatisfaction or short term motivation, whereas motivational factors have long lasting effect as they raise positive feelings towards job and convert no dissatisfaction into satisfaction. In the absence of hygiene factors (that are working conditions, supervision quality and level, the company policy and administration, interpersonal relations, job security, and salary) the employees chances of getting dissatisfied increase .

Jain & singh (2013) In their study identified the influence, impact and improvement of the work life balance and job satisfaction level of the employees. The Findings of the study concluded that the positive work environment raise the employee's morale, performance and productivity because a good working environment increase the work life balance and job satisfaction level of the employees.

Mcnull, Masuda, & Nicklin (2010) conducted the study to analyze the relationship between flexible work arrangement and job satisfaction. Data is collected from 220 employees via structured questionnaire with close ended questions. Data is analyzed through regression analysis. The results of the study indicate that greater the flexible work arrangements provided more will be the satisfaction employee will have from their jobs.

Nadeem & Abbas (2009) in their study conducted in Pakistan analyze the relationship between work life and job satisfaction. Data is collected from 157 employees of public and private sector through questionnaire. Data is analyzed through Correlation, Regression and Descriptive analysis. The research results indicate that job stress is negatively correlated to stress at job, family to work interfaces and job conflict. Work overload does not influence job satisfaction. Positive relationship exists between Job autonomy and job satisfaction

Olson-Buchanan and Boswell (2006) In their study say that "it is very crucial to understand how individuals split or segment their job and personal duties, including the extent to which people believe that playing one part while acting in another is equally important." Additionally, the main focus of the finished investigation was on "technology and job description."

Rani, Kamalanabhan, & Selvarani (2011) conducted the study to evaluate the relationship between work life balance and employees satisfaction. Data is collected from 210 respondents in IT organizations through questionnaire with close ended questions. Multiple regression analysis was applied to drive the results. The results of the study indicate that the job satisfaction have positive relationship with work life balance and negative relationship with work recognition, relationship with subordinate & supervisor and task at work.

Saif, Malik, & Awan (2011) conducted research in Pakistan to analyze relationship between work life balance practices and job satisfaction. Data is collected from 450 layoff supervisors from two large organizations in Pakistan through a structured close ended questionnaire. The findings of the study reveals that work life balance practices and level of job satisfaction share a Positive relationship

Sell and Cleal (2011) developed a model on job satisfaction by integrating economic variables and work environment variables to study the reaction of employees in hazardous work environment with high monetary benefits and non-hazardous work environment and low monetary benefits. The study showed that different psychosocial and work environment variables like work place; social support has direct impact on job satisfaction. The conclusion of the study says that the reward system does not improve the dissatisfaction level among employees

Shelly Coveman (2014) in his study “Role overload, Role conflict, Stress addressing aftermaths of Multiple role demands” clarifies the concept of role overload, role conflict in order to evaluate their effects on stress related outcomes. The study tries to overcome with the problems of role overload and role conflict by incorporating distinct measures that estimates their independent effects on stress related outcomes. The results of the study suggest that satisfaction with marital and employment roles and perceptions of work family conflict influences psychological health much more than does role overload. The conclusion of the study says that role conflict and overload affect job and marital satisfaction affects psychophysical symptoms of distress and well-being.

Sunneta Yadav (2015) in her study “Work family conflict and mental health of women in banking & teaching profession” has investigated the work family conflict and mental health of women in banking and teaching profession. The research was conducted on two age group, early age and mid adulthood. The research investigated that teachers of early age scored higher on work family conflict areas and lower on mental health than that of mid adulthood. The findings of the study say mental health areas at early age phase teachers as compared to bank employees scored higher on mental health.

Tabya Sultan & Nitish Nag (2004) in their study “Work health balance- featuring short term and long term impact on health” investigated the impact of work demands on the health of an employee. The findings of the study say that there is a direct relationship between user work deadlines and their resulting health state. The study also says health has become a currency that is sacrificed for the sake of other urgent tasks. The concluded that work health balance is critical for a user’s longer term well-being.

V.Varatharaj & Vasantha (2012) conducted the study to examine relationship job satisfaction have with work life balance in women. Data is collected from 250 Service Sectors working women in Chennai city through a structured questionnaire. Data is analyzed through, Correlation, Chi-Square test, Wallis Test and Kruskals. The findings of the study shows the strong positive relationship between job satisfaction and work life balance

Zaheer (2016) In his study investigated on the level of occupational stress of females. The study tries to comprehend the relationship between occupational stress and work life balance of female faculties in the Delhi University. In order to comprehend he uses correlation analysis technique to understand the relationship between occupational stress and work life balance. The findings of the study say that there is a strong positive relationship between occupational stress and work life imbalance of female faculty in central universities of Delhi.

Objective of the study

Fulfilment of the objective is the main purpose behind conducting a research. This research aims at identifying various work place related factors like **Supportive work environment, Organisational climate, Work overload** and their impact on the work life balance of female teachers of private schools. The research also includes the valuable suggestions to the schools which will help them in resolving the issues related to work place environment

Hypothesis of the study

H0: There is no significant relationship between working environment and work life balance of female teachers.

H01: There is a significant relationship between working environment and work life balance of female teachers.

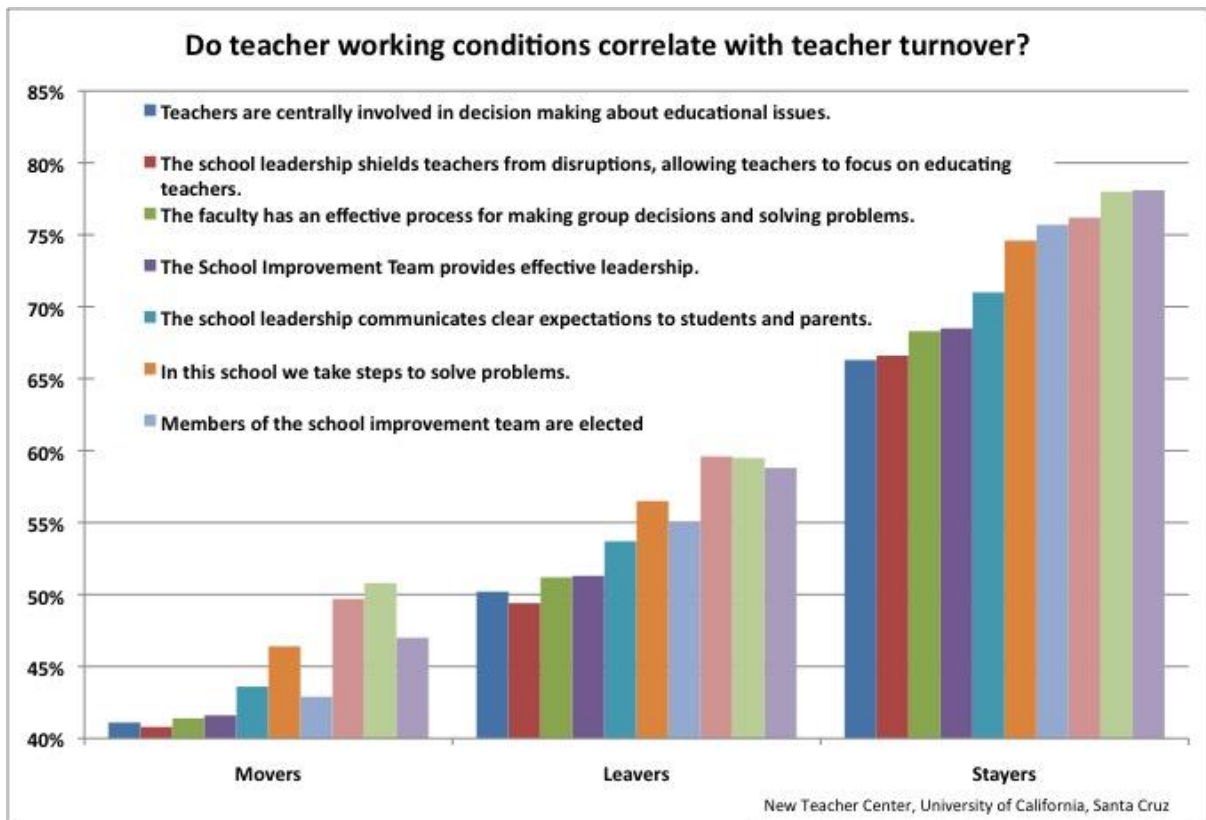
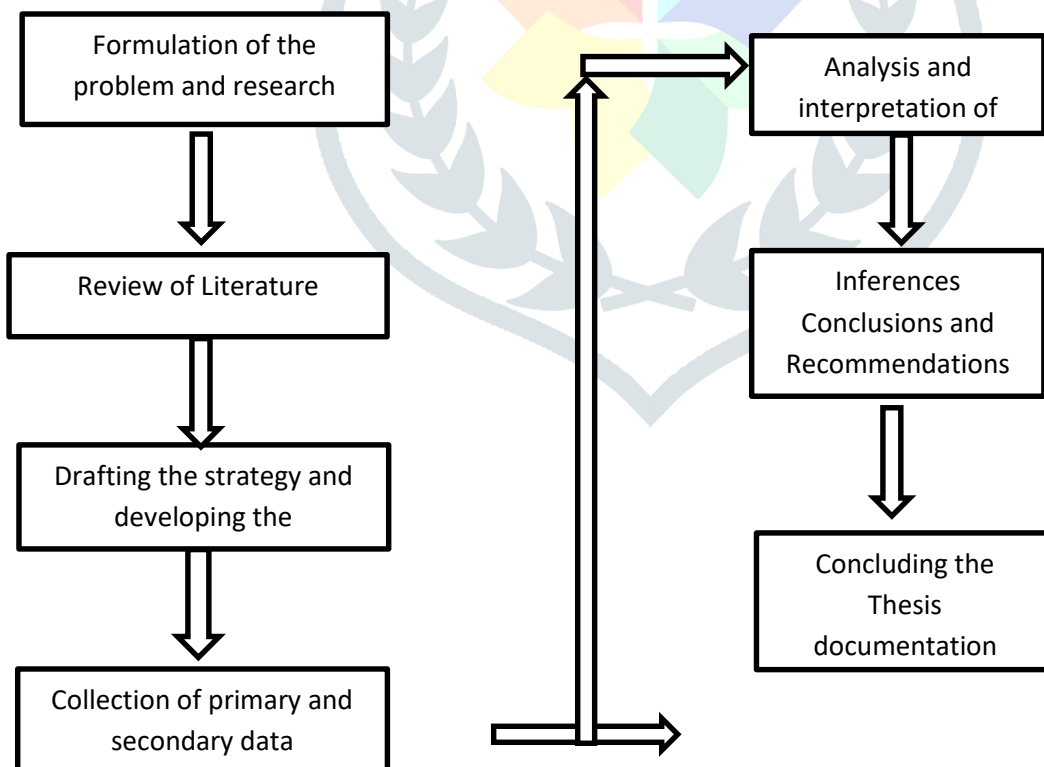


Fig 3: Data received through Web.

Research Methodology

Fig 4 : Steps to be taken for the Research Process



a) Description of sample:

The research was conducted using survey method. A structured questionnaire which consist demographic profile, work profile and was distributed to 150 married female teachers as a sample population using random sampling. The sample was taken from districts of Kanpur

b) Description of tool used

Table 1 shows the major tool for data collection which is structured questionnaire. The researcher framed 15 questions to test the hypothesis. Five statements were on the demographic details of the respondents namely Age limit, number of children, job of spouse, service period, and type of position of respondent. The responses for each question were provided scores ranging from 1-5 (1-Strongly disagree, 2- disagree, 3-Neutral, 4- Agree, 5- Strongly agree)

Table 1: format of Research Questions

Q.	Statements.	SD	D	N	A	SA
1	The working environment of my organisation affects my physical and mental well-being.					
2	To many responsibilities at work affects my work life balance					
3	Security and safety are properly taken care of for female teachers.					
4	Discrimination among employees, physical and mental harassment is common at my work place					
5	Competing with the male colleagues also affects my work life balance at work.					
6	Being married put a challenge in balance my work and personal life at my workplace					
7	The authority is openly addressing the issues faced by female teachers at work place.					
8	Mental health gets affected through inappropriate working environment.					
9	Job stress and multiple responsibilities leads to burnout at work place					
10	Work life balance for female cannot be promoted through supportive working conditions.					
11	Adequate support from colleagues helps me in sharing my work load					
12	I feel at ease talking to my colleagues about my work life balance					
13	Gender discrimination is often seen at my work place.					
14	There are proper amenities in organisation which ensure the safety of the female teachers					
15	Work place rules and regulations help in maintain a good work life balance especially for female.					

c) Data Collection- The questionnaire was distributed to the female teachers working in private schools in Kanpur. A total of 150 questionnaires were distribute and 120 completely filled questionnaires were collected giving an overall response rate of 80 per cent

d) Scope- The scope of the study is limited to the married working women of private schools in Kanpur.

The respondents come from different categories, i.e., primary teachers, higher secondary, and senior secondary. The respondents have explained the study's purpose and the survey's methodology. The anonymity of the respondents has been guaranteed. Participation was made clear to them as a matter of personal choice.

Data analysis and Interpretation

As soon as the collection of data was completed through the questionnaire survey, each questionnaire was carefully scrutinised and confirmed that all the questionnaires received had been filled out properly. All returned questionnaires were transferred to worksheets by assigning scores. In order to measure the statistical reliability of the questionnaire Cronbach's Alpha has been used. This is useful tool to define a variety of descriptive statistics. Reliability was regarded to be the factor in this measurement. From 0 to 1, Cronbach's Alpha indicates the degree of internal consistency of the data (and ultimately reliability) (J Taylor, 2013) Cronbach's Alpha can be used by using following parameters.

- .00 to .069 = Poor
- .70 to .79 = Fair
- .80 to .89 = Good
- .90 to .99 = Excellent/Strong

Therefore, our analysis results of Cronbach's Alpha value as **0.88** which assumed to be good. Cronbach's alpha with a value of more than **0.7** and above states a satisfactory level of internal consistency. **K** in the above table shows the number of scale items i.e **15**. The sum of the variance is **8.60**. The analytical results for Cronbach's Alpha and Variance are recorded **0.88** and **49.85** respectively. α is symbolled as the variance for Cronbach's alpha and the outcome of the internal consistency of the questionnaire is confirmed to be "Good"

Table 2: Outcome of the Questionnaire using Cronbach's alpha

Variables	Description	Values	INTERNAL CONSISTENCY
K	# OF ITEMS	15	Acceptable
ΣS^2y	SUM OF VARIANCE	8.60	
S^2x	VARIANCE OF TOTAL SCORE	49.85	
A	Cronbach's Alpha	0.88	

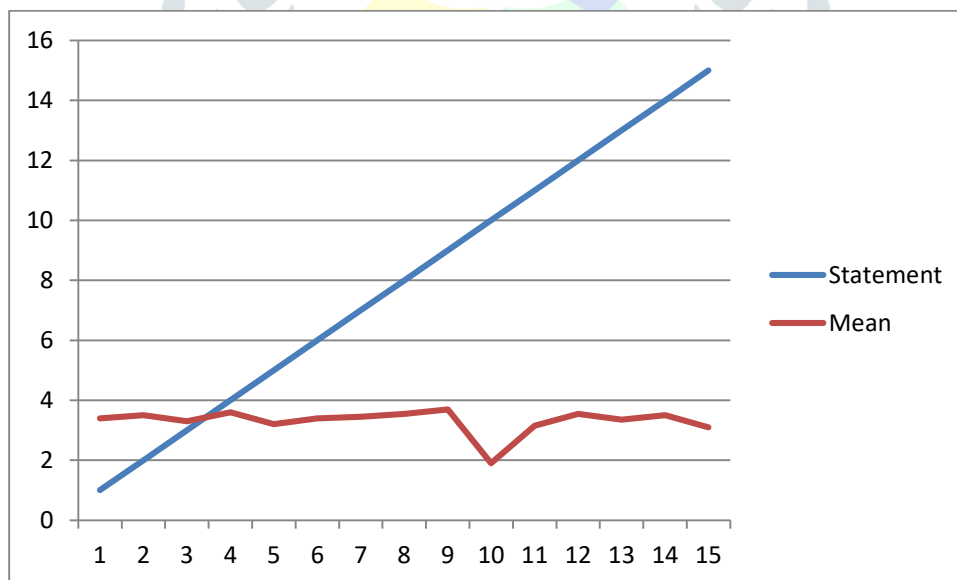
Table 3: Descriptive statistics of the objective.

Q.	Statements.	N	Min	Max	Mean	S.D
1	The working environment of my organisation affects my physical and mental well-being.	150	1	4	3.40	.821
2	To many responsibilities at work affects my work life balance	150	2	5	3.50	.688
3	Security and safety are properly taken care of for female teachers.	150	1	4	3.30	.657
4	Discrimination among employees, physical and mental harassment is common at my work place	150	2	4	3.60	.598
5	Competing with the male colleagues also affects my work life balance at work.	150	2	4	3.20	.834

6	Being married put a challenge in balance my work and personal life at my work place.	150	3	4	3.40	.503
7	The authority is openly addressing the issues faced by female teachers at work place.	150	2	5	3.45	.686
8	Mental health gets affected through inappropriate working environment.	150	3	5	3.55	.605
9	Job stress and multiple responsibilities leads to burnout at work place	150	2	4	3.70	.571
10	Work life balance for female cannot be promoted through supportive working conditions.	150	1	3	1.90	.788
11	Adequate support from colleagues helps me in sharing my work load	150	1	4	3.15	.671
12	I feel at ease talking to my colleagues about my work life balance	150	2	5	3.55	.875
13	Gender discrimination is often seen at my work place.	150	2	4	3.35	.587
14	There are proper amenities in organisation which ensure the safety of the female teachers	150	1	4	3.50	.761
15	Work place rules and regulations help in maintain a good work life balance especially for female.	150	2	4	3.10	.641

As stated, a five point likert scale was used to track the data and assess the level of consent of a symmetric agree-disagree scale. The mean is to be significant enough with different ranges. Ranging from 1.0 to 1.8 reflect Strongly Disagree. Between 1.81 to 2.60 defines it to be Disagree. From 2.61 to 3.40 revealed to be Neutral. From 3.41 to 4.20 assure it as Agree. And at last 4.21 to 5 stands for Strongly Agree.

Fig 5: Graphical presentation of Mean of the Population.



According to the above fig., we may see that statement 1 has a mean value of 3.40, which confirms that the majority has a **Neutral** response to the statement that the working environment of their organisation affects their physical and mental well-being. For statement 2, the mean stands at 3.50, which again states that the majority of the population accepts the statement with an **Agreeable** opinion that excess responsibilities at work affect their work-life balance. The mean value of the third statement is 3.30, which states that the majority of the population is **Neutral** to the statement. The 4th statement stands at 3.60, which states that the majority of the population **Agrees** with the statement that discrimination among employees and other factors are common at their workplace. The 5th statement mean value is 3.20, which reveals that the females don't feel that competition with male colleagues at work affects their work-life balance, so they opted for a **Neutral** response. The 6th statement mean value stands at 3.40, which shows that the majority of the population is

Neutral on the statement that being married puts a challenge in the work-life balance at work. The 7th statement mean value was found to be 3.45, which shows that the majority of the population **Agrees** with this statement that their authority is openly addressing their issues. The 8th statement mean value was found to be 3.55, which confirms that they **Agree** with the statement that their mental health gets affected by an inappropriate working environment. The 9th statement mean value is 3.70, which shows that the majority of the population **Agrees** with the statement that job stress and multiple responsibilities sometimes lead to burnout at the workplace. The 10th statement mean value stands at 1.90, which shows the population **Strongly Disagrees** with this statement that work-life balance for females cannot be promoted through a supportive working environment. The 11th statement mean value was found to be 3.15, which shows a **Neutral** response from the population. The 12th statement of the objective shows a mean value of 3.55, which shows that the majority of the population **Agrees** with the statement as they find ease talking to colleagues about their work-life balance at work. The 13th statement shows a mean value of 3.35, which shows that the majority of the population is **Neutral** to the statement as they have not found any gender discrimination at their workplace. The mean value of the 14th statement is shown as 3.50, which means the population **Agrees** with the statement that their organisation has proper amenities that ensure the safety of female teachers. The mean value of the 15th statement is 3.10, which means the population has a **Neutral** response to that.

Results

To test the hypothesis, the **Mann-Whitney U test** (also called the Mann-Whitney-Wilcoxon test) is used. It is a non-parametric test. **U** reflects the difference between two rank totals. In the Mann-Whitney U test, we compute a “**z score**” for the sum of the ranks within either the treatment or the control group. The **Z** value in the test is a statistic measuring the difference between two variables. The value of **U** in the test shows **922.5**, and the distribution is approximately normal. The value of **Z** shows **2.254**, and the value of **P** to test the null hypothesis is **0.02444**. A statistically significant test result (**P < 0.05**) means that the null hypothesis is false or should be rejected. The result of the study rejects the null hypothesis, which says there is no significant relationship between the working environment and the work-life balance of female teachers, as significant relationship has been seen between the working environment and the work-life balance of female teachers.

Discussion

The results of the study suggest that females working in private schools face significant challenges due to their working environment in achieving a better work-life balance in their day-to-day to working lives. These challenges are largely related to working conditions like workload, work-related stress, and time hindrances. But despite these hindrances or challenges, females in private schools employ various tactics to tackle their work-life balance needs effectively. Time management, seeking support from family and friends, and prioritising tasks are the most common strategies used. However, the school authority is also taking measures to enhance the working environment, as it has a direct and proportionate relationship with the work-life balance of female teachers.

Conclusion and findings of the study

The research contributes to the existing body of knowledge by investigating the nexus between the working environment of schools and the work-life balance of female teachers. The result of the study shows that there is a strong relationship between the working environment and work-life balance, as positive changes in the working environment can increase the level of work-life balance of female teachers. The findings of the research say that there is a dire need for private schools to understand and address the obstacles in the context of the working environment faced by female teachers in the process of achieving a healthy work-life balance. The study is significant to schools as it provides insight on how the working environment of the schools is crucial for female teachers. The schools can develop policies and provide aid to their female teachers by implementing flexible work arrangements, providing childcare facilities, and promoting a positive work culture. These measures can help to ensure that women working in private schools are able to balance their personal and professional responsibilities effectively and efficiently. This study also helps the researcher, as it can help in comprehending the more broader perspective of the working environment and its relation to female work-life balance.

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