



BALANCING DUAL ROLES: WORK-LIFE CHALLENGES AND WELL-BEING OF PROFESSIONAL WOMEN

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Abstract : Work-life balance for women employees has been a hot topic of debate, as we witness women working in a variety of professions and sharing responsibilities equally with men both at work and at home in order to improve their family life. Work-life balance means the balance between an individual's personal life and professional life. In olden days, men were considered the breadwinners and women were considered housewives, but nowadays, all have changed. Both have equal responsibility in family and work. Although women need to effectively manage the balance between family and work, along with a successful career. The necessity of maintaining full-time jobs both at the office and at home actually puts enormous pressure on women. This study aims to investigate job satisfaction and work-life conflict among professional women in relation to their health. A sample of 232 professional women was collected from two districts in Karnataka: Dharwad and Uttara Kannada. The findings indicate that, overall, women report good health and a satisfactory balance between their professional and home lives. However, they do experience some level of work-life conflict. The study also revealed that work-life balance significantly predicts the imbalance between these two roles and has a notable impact on their health. In conclusion, women need to have a supportive family and a healthy home environment to effectively balance their dual roles and maintain their well-being.

Index Terms –professional women, work-life balance, well-being, job satisfaction, health issues.

I. INTRODUCTION

Over the decades, society has witnessed remarkable transformations in the dynamics of family and work life. Traditionally, the husband was viewed as the sole breadwinner, while the wife assumed the role of homemaker, managing domestic responsibilities and caring for the family. However, with social, economic, and educational progress, this structure has undergone a significant shift. Today, women are not only managing households but are also actively contributing to the family income and the larger economy.

Between 1991 and 2001, female employment in India increased at an annual rate of 3.6%, reflecting the growing participation of women in the workforce and their expanding socio-economic roles. Modern professional women often face the dual challenge of fulfilling their responsibilities in the workplace while simultaneously shouldering a substantial share of domestic duties. After a full day of professional commitments, many continue to manage household tasks such as cooking, cleaning, and caregiving. This persistent dual burden highlights the enduring societal expectation that, even as women advance professionally, they must continue to fulfill traditional domestic roles.

The struggle to balance these dual responsibilities reveals a deep-rooted gendered division of labour within society. Women's pursuit of professional excellence is frequently accompanied by unequal expectations at home, resulting in fatigue, stress, and emotional strain. Achieving an equitable distribution of household and workplace responsibilities is essential for ensuring women's holistic well-being and fostering a truly gender-just society.

Globalization and technological advancement have further expanded opportunities for women across various sectors. Today, women excel in professions that were once considered male-dominated—such as medicine, law, engineering, banking, teaching, and information technology. Despite these achievements, a significant number of women remain engaged in the unorganized sector, where their contributions are invaluable yet often undervalued or unrecognized. This dual presence in both organized and unorganized sectors signifies not only a change in women's roles but also a broader transformation in societal norms and gender expectations.

Historically, men were regarded as the primary earners and heads of families, while women were assigned supportive and nurturing roles, often labeled as the “weaker sex.” This perception has evolved considerably over time, as women have demonstrated their competence, resilience, and leadership in diverse fields. The modern woman's identity encompasses multiple roles—professional, homemaker, caregiver, and community participant—each contributing to her sense of self and social value.

In this context, the concept of work-life balance assumes great significance. It refers to an individual's ability to manage both professional and personal responsibilities effectively, ensuring satisfaction and harmony between the two domains. According to Clark (2000), “work-life balance is satisfaction and good functioning at work and at home with a minimum of role conflict.”

Similarly, Hughes emphasizes that work–life balance involves “*the ability of individuals, regardless of age or gender, to find a rhythm that allows them to combine work with non-work responsibilities, activities, and aspirations.*”

At the core of a healthy work–life balance lie two essential elements: achievement and enjoyment. Achieving balance does not merely mean dividing time equally between work and family; rather, it implies creating a fulfilling equilibrium where individuals derive satisfaction, success, and happiness from both spheres of life.

Thus, understanding the changing roles of women, the pressures they face in balancing professional and domestic duties, and the structural factors influencing their well-being forms the foundation for sociological inquiry into the dynamics of professional women and lifestyle in contemporary India.

II. STATEMENT OF THE PROBLEM

In modern society, women’s participation in the workforce has increased remarkably, yet balancing professional and domestic responsibilities remains a major challenge. Despite their growing role in higher education and public service, women continue to face unequal expectations related to family care and household management. This imbalance often leads to stress, fatigue, and work–life conflict, affecting their overall well-being.

In the districts of Dharwad and Uttara Kannada, many women serve as permanent teaching faculty in Government and Aided Colleges. However, limited studies have examined how these women manage their dual roles and how such responsibilities influence their lifestyle and quality of life. Hence, the present study seeks to analyze the lifestyle patterns, work–life balance, and socio-professional challenges of women working in the public education sector.

III. OBJECTIVES OF THE STUDY

The study aims to investigate the experiences of professional women regarding the balance between their work and personal lives. It primarily aims to assess the level of job satisfaction among professional women, providing insights into how fulfilled and content they feel in their respective careers. Another important objective is to understand the challenges they face while attempting to balance their professional responsibilities with their roles at home, highlighting the pressures and struggles that come with managing dual responsibilities. Furthermore, the study seeks to examine the impact of this work–home balance on the overall well-being and productivity of professional women, thereby shedding light on how effectively navigating these aspects influences both their personal lives and professional performance.

IV. LIMITATIONS OF THE STUDY

The study has certain limitations. It is restricted to permanent teaching faculty at the undergraduate level, which may limit the generalizability of the findings to other categories of educators. Additionally, the study was conducted only in two districts, thereby narrowing the scope of its applicability and reducing the representation of a wider geographic context.

V. THEORETICAL FRAMEWORK

The present study, “Balancing Dual Roles: Work–Life Challenges and Well-Being of Professional Women,” is grounded in classical and contemporary sociological theories that explain gender roles, work–family dynamics, and women’s well-being. The framework draws on Structural Functionalism, Role Theory, Feminist Theory, Work–Family Conflict Theory, and Social Support Theory to provide a holistic understanding of how professional women balance their occupational and domestic responsibilities.

According to Structural Functionalism (Durkheim, Parsons), society functions as a system in which each institution contributes to social stability. Parsons (1955) described the traditional division of labour within the family men as breadwinners and women as caregivers. However, with social change and modernisation, women now perform both instrumental and expressive roles, leading to overlapping responsibilities. The tension women experience in balancing these dual expectations reflects a transitional stage in social structure, where institutional support systems such as flexible workplaces and equitable family arrangements have not evolved at the same pace as women’s changing roles.

Role Theory (Linton, Biddle) helps explain these tensions at the individual level. Every person occupies multiple roles—such as mother, teacher, or wife and each role carries certain expectations. When these expectations overlap or conflict, individuals experience role strain or role conflict. Goode (1960) emphasized that limited time and energy make it difficult to fulfill all role obligations effectively. Professional women, in particular, experience inter-role conflict as they try to meet the demands of both work and family, resulting in emotional stress and fatigue.

Feminist Theory provides a critical lens to examine the gendered dimensions of this struggle. Liberal feminism attributes women’s challenges to social inequalities and advocates for equal opportunities and shared domestic responsibilities. Socialist feminism situates women’s oppression in both capitalism and patriarchy, where women’s unpaid domestic work and underpaid professional labour sustain the system. This perspective helps in understanding how social structures continue to assign women dual responsibilities without adequate recognition or institutional support.

The Work–Family Conflict Theory (Greenhaus & Beutell, 1985) explains that when pressures from work and family domains are incompatible, individuals experience conflict in three forms: time-based, strain-based, and behaviour-based. For women educators, professional duties often limit family time, emotional fatigue at work affects home life, and role expectations differ between the two domains. Such conflicts negatively influence well-being and job satisfaction.

Complementing these perspectives, the Social Support Theory (Cohen & Wills, 1985) emphasizes the importance of emotional and instrumental support from family, friends, and colleagues in reducing stress and enhancing mental health. In this study, most respondents reported strong family support, which played a crucial role in helping them cope with dual responsibilities and maintain work–life balance.

The theoretical framework integrates both macro and micro sociological perspectives. Structural functionalism and feminism explain the institutional and cultural contexts of women’s work–family challenges, while role theory and work–family conflict theory capture their personal experiences of strain. The social support perspective underscores the protective value of supportive networks. Together, these frameworks highlight that women’s well-being is shaped by both individual agency and structural factors, and achieving work–life balance requires not only personal adaptation but also broader social and institutional change.

VI. REVIEW OF LITERATURE

The primary objective of this paper is to review the existing literature relevant to the present study. It explores how women navigate balancing their professional duties with domestic responsibilities. In doing so, the paper explores the factors that influence work–life balance and highlights the challenges faced by working women, drawing upon insights from previously published research. By incorporating diverse perspectives and findings from various authors, this review seeks to provide a comprehensive understanding of the topic.

The issue of work-life balance for women employees has sparked considerable discussion, as women now pursue diverse careers and share responsibilities equally with men at work and at home to enhance their family life. Work-life balance refers to maintaining equilibrium between one's personal and professional commitments. In olden days, men were considered breadwinners and women were considered housewives, but nowadays, all have changed. Both have equal responsibility in family and work. Although women need to effectively manage the balance between family and work, along with a successful career. The necessity of maintaining full-time jobs both at the office and at home actually puts enormous pressure on women.

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Changing Role

Traditionally, men were regarded as the primary breadwinners, while women were confined to domestic roles such as child-rearing, cooking, and household management (Singh & Singhal, 2016). However, with the rise of education and globalization, women have increasingly joined the workforce, which has reshaped societal roles and family structures. This shift has provided women with opportunities to build independent identities and professional careers beyond domestic responsibilities (Revathy & Geeta, 2013). Despite these positive changes, the burden of managing dual responsibilities—professional and domestic—continues to pose significant challenges for women.

Work-life balance

In the twenty-first century, work-life balance (WLB) has emerged as a significant issue. The concept of work–life balance refers to maintaining equilibrium between professional and personal commitments. Naithani (2010) describes work-life balance as the effective management of various responsibilities across both professional and personal domains. Different scholars have offered their own interpretations of the concept. Greenhaus et al. (2003) define work-life balance as a state in which an individual is equally involved and equally satisfied with both work and family roles. Similarly, Das and Baruah (2016) view work-life balance as the maintenance of an ideal equilibrium between one's personal and professional life. Felstead et al. (2002) emphasize that work-life balance enables employees to manage and harmonize their personal and professional commitments more effectively.

Echoing the views of earlier scholars, Clarke (2004) asserted that work-life balance fosters harmony in life by ensuring an equitable distribution of time between professional and personal activities. Since work and family responsibilities are closely connected and influence each other, they can be seen as two inseparable aspects of the same reality (Padmini, 2017). Researchers have focused more on work-life balance because it affects the health and career/job satisfaction of professional women. Women often face challenges in maintaining equilibrium between their personal and professional responsibilities. They are required to manage demanding work commitments while simultaneously fulfilling family and household duties, which can lead to stress, time constraints, and emotional exhaustion. This constant need to balance multiple roles often places women under significant pressure, affecting their overall well-being and career progression. Several studies have demonstrated the significant role of work-life balance in influencing job satisfaction and overall employee well-being. Maharani and Tamara (2024) found that work-life balance positively contributes to job satisfaction. Furthermore, research indicates that work-life balance is directly or indirectly associated with factors such as childcare, workload, job satisfaction, family support, stress levels, attrition, and turnover (Allam, 2017; Tavassoli & Sune, 2018). Similarly, Yunita et al. (2023) examined the career development of millennials, highlighting work-life balance, job satisfaction, and affective commitment as key elements shaping their professional advancement.

Workload

Suhaimi et al. (2018) noted that workload has a negative influence on work-life balance. Employees burdened with excessive work tend to experience greater conflict between their personal and professional domains. Shah et al. (2011) suggested that organizations should ensure employees are assigned a fair and manageable workload. The distribution of tasks should remain within reasonable limits to avoid overwhelming staff. In a study on role conflict and workload conducted among members of Malaysia's enforcement agency, Omar et al. (2015) identified workload as the main factor affecting work-life balance. Their findings indicate that as workload increases, employees' ability to maintain work-life balance decreases. These findings are particularly relevant to undergraduate women teaching professionals, who often face heavy teaching and administrative workloads. Such pressures can intensify conflicts between their professional and personal roles, ultimately leading to a decline in their work-life balance.

Childcare and Eldercare

Childcare and eldercare represent two of the most significant challenges for working women today (Meyers & Gornick, 2005). Nordenmark (2004) revealed that about 40 percent of full-time working mothers, especially those with young children, preferred to reduce their work hours. This reflects the persistent tension between workplace expectations and domestic responsibilities such as childcare. Beyond this, specialized caregiving responsibilities—such as caring for adolescents with developmental disabilities—place an additional, often overwhelming, strain on women (Parish, 2006). These responsibilities add complexity to their daily lives, heightening the struggle to maintain a work–life balance.

Household chores

In India, though women are progressing professionally, societal expectations still position them as primary caretakers of the household. Srivastava and Sarkar (2020), in their study *“Being Working Women in India: Problems and Challenges,”* argue that women are expected to balance professional success with household duties like cooking, cleaning, and childcare. Long working hours intensify these struggles by reducing time for rest, personal care, and family engagement, which ultimately impacts women's physical

and mental health. The absence of reliable daycare facilities further complicates matters, often compelling mothers to leave children with relatives or paid caretakers, leading to feelings of guilt and reduced interaction with children during formative years.

Migration

Mobility-related challenges also hinder women's career progression. Issues of safety, accommodation, and transportation create barriers for many women employees. Transfers and relocations may disrupt children's education and family stability, forcing women to prioritize domestic responsibilities over professional growth. As Srivastava and Sarkar (2020) further indicate, women often decline promotions due to relocation requirements, frequent travel, or extended family separations. In nuclear families, long working hours exacerbate safety concerns, especially when children and dependents are left unattended, raising risks such as neglect, vulnerability to abuse, and emotional strain.

VII. RESEARCH METHODOLOGY

The present study follows a descriptive and analytical research methodology to examine the lifestyle patterns and work-life balance of professional women. This approach helps in describing existing conditions and analyzing relationships among key variables such as work environment, family responsibilities, and well-being. Both primary and secondary data were used, with primary data collected through a structured interview schedule from 232 women teaching professionals. This methodology was chosen as it provides a comprehensive and realistic understanding of women's socio-professional experiences in the public education sector.

6.1 Population and Sample

The population for the present study consists of women working in the public sector, specifically those serving as permanent teaching faculty members in Government and Aided Undergraduate Colleges located in the Dharwad and Uttara Kannada districts of Karnataka State.

From this population, a sample of 232 respondents was selected for the study. The sample includes only female teaching professionals holding permanent positions in the respective institutions. This sampling framework provided a reliable and representative understanding of the lifestyle patterns, work conditions, and socio-professional experiences of professional women employed in the public education sector.

6.2 Data and Sources of Data

Secondary data were obtained from various published and unpublished sources. These include books, journals, research articles, magazines, reports from the Joint Director's (JD) office, earlier research studies, and relevant information available on the internet. The secondary sources helped in developing the theoretical framework of the study and in supplementing and validating the primary data findings.

Primary data were collected directly from the respondents to obtain firsthand information related to the objectives of the study. A structured interview schedule was designed to facilitate the data collection process. The information was gathered through personal interviews conducted with 232 women teaching professionals working in Government and Aided Undergraduate Colleges of Dharwad and Uttara Kannada districts in Karnataka State.

VII. RESULTS AND DISCUSSION

The demographic characteristics of the respondents indicate a diverse socio-economic composition within the sample. Table 1.1 presents a concise overview of their profile.

Sl.No	Respondents Profile	Particulars	Number of Respondents with percentage
1	Age	21-30 Years	06 (02.59%)
		31-40 Years	50 (21.55%)
		41-50 Years	92 (39.66%)
		51-60 Years	84 (36.20%)
2	Education	Master Degree	55 (23.71%)
		M.Phill	52 (22.42%)
		Ph.D	125 (53.87%)
3	Teaching Faculty	Arts	79 (34.05%)
		Social Science	56 (24.14%)
		Commerce	34 (14.66%)
		Science	48 (20.69%)
		Law	15 (06.46%)
4	Marital Status	Married	193 (83.18%)
		Unmarried	26 (11.21%)
		Widow	08 (03.45%)
		Divorcee	05 (02.16%)
5	Children	Yes	183 (78.88%)
		No	49 (21.12%)
6	Annual Income	Below 5-10 Lakh	27 (11.64%)
		10-20 Lakh	83 (35.77%)
		Above 20 Lakh	122 (52.59%)

7	Family	Nuclear Family	166 (71.56%)
		Joint Family	66 (28.44%)

The majority of the professional women are in the age group of 41-50 years (39.66%). This high percentage highlights that a significant portion of professional women are in this mature career stage, which could indicate a strong retention rate among mid-career professionals or that this is a common age for women to reach career peaks. A maximum of 53.87% of the respondents had a Ph.D degree. The high educational attainment across all levels highlights a workforce with a strong academic foundation. The highest proportion, 34.5% of the respondents, belongs to the faculty of Arts, and the lowest proportion, 06.47% of the respondents, belongs to the faculty of Law. Compared to other subjects, there are fewer women teaching faculty in Law subjects. 83.18 % of the respondents were married, and 11.21% of the respondents were remaining unmarried. Out of 83.18 %, 78.88% of them have children. 52.59% of the respondents have an annual income of above 20 lakhs. That means they hold a higher position, i.e., Associate Professor, Professor. The professional women who belong to a nuclear family were 71.56%. Nuclear family structures may be more prevalent among working professionals, as they often afford greater mobility and independence, which can be crucial for career growth and relocation. This trend could reflect the modern, career-oriented lifestyle of professional women, where nuclear families may offer greater flexibility and independence.

In this study, 35.77% of the respondents stated that they have migrated for work. This study indicated that professional women have moved to pursue career opportunities. Migration for work implies a degree of commitment to career advancement as well as adaptation to a new environment. This study revealed that women migrated to get better job opportunities and improve their career trajectory.

Family support for their job or profession

Among 232 respondents, 87.94% reported having family support for their job/profession. This suggests that most families play an active and supportive role in the careers of these women, potentially encouraging, assisting with responsibilities, or providing flexibility that enables women to pursue their careers successfully. With evolving views on gender roles, families may increasingly value and support women's professional growth. Family support can contribute to stability and morale, empowering women to advance in their careers. Family support, such as help with household or childcare responsibilities, might be a key factor that enables women to focus on their careers. A smaller group (10.77%) reports receiving family support only sometimes. This may indicate that family support is available under certain conditions or varies based on specific needs, such as during major career milestones or when work demands are high. Only a very small fraction (1.29%) reports never receiving family support, which suggests that a lack of family support for career pursuits is rare among this group. For these women, challenges in balancing work and family may be more pronounced due to limited encouragement or assistance.

Work-life Balance

Half of the respondents (50.00%) can balance work and home. They always maintain a clear boundary between work and family. This could indicate a preference for compartmentalizing work and family responsibilities to manage stress, increase focus, and maintain work-life balance. 43.96% of the respondents sometimes maintain a boundary; they said that it depends on the situation, depending on work demands and family preferences. Only 06.04% of the respondents never maintain a boundary between work and family life; they blend their work and family responsibilities. Couples who are both in the same profession, have joint families, and unmarried women can be found in this category.

Workload

A large proportion, 65.08% of the respondents, sometimes neglect household duties because of their professional obligations such as seminars, students' assignments and projects, practical/laboratory work, evaluation, extra-curricular activities, academic works, etc. Most of the time, they bring incomplete tasks/work home. Managing these tasks takes more time than the work schedule allows. Under pressure of a high workload, it is inevitable to neglect household work. Respondents expressed their opinion that "personal life has to be neglected for the sake of professional ethics". This suggests that most professional women try to manage both professional and household responsibilities but may find it challenging at times, likely adjusting based on work demands or personal priorities. 9.92% of the respondents always neglect household work because of professional obligations in addition to their post of principal. They have also found a solution by hiring workers/maids to handle the household chores.

Use of a checklist to complete tasks

42.67% of the respondents reported that they "always" follow a checklist for completing their tasks. Here, professional women aged 50-60 years have expressed the opinion that they always use the checklist due to oblivion. 42.25% of the respondents reported that they use checklists, but not consistently. This group consisted of middle-aged individuals who reported relying on checklists for high workload and complex tasks but not for routine or less demanding tasks. 15.08% of the respondents reported that they "never" use a checklist. This group consists of professional women aged 20-30 years old and unmarried. They are so young, energetic, and have fewer family responsibilities, so they have more time for professionalism and use memory or other techniques for better performance.

Professional Interests

Despite all this, this study reveals that professional women actively engage themselves in various activities beyond their primary occupation of teaching. 37.93% of the respondents are inclined towards writing or publishing, and 11.63% of the respondents identified themselves as critical writers, which serves as a form of creative expression, knowledge-sharing, or personal exploration. They stated that writing provides them with an opportunity for promotion and managing work-life stress while also providing a way to contribute to their field or society. 25.86% of the respondents identified themselves as resource persons or elocutionist. It reflects in-depth knowledge of their subject and language mastery/skills, communication skills, and ability to influence public opinion. 12.93% of the respondents reported having their own YouTube channels and being actively involved in them. This channel includes their teaching subjects, health tips, recipes, yoga, motivational speeches, and English-speaking classes. And also 29.31% of the respondents engaged themselves in E-content learning and E-Pathashala. This shows that professional women are interested in online education or digital learning platforms, either for personal development or professional enhancement. It highlights a focus on continuous learning and self-improvement, especially in an increasingly digital world.

Social Recognition

These career-related hobbies/interests bring professional women social recognition along with career satisfaction. 91.81% of the respondents reported that their jobs provide them with social recognition. Social recognition can significantly contribute to job satisfaction and self-esteem, as it validates their contributions and reinforces their professional identity. This level of recognition encourages continued engagement and dedication to their careers. 8.19% of the respondents feel that their jobs do not provide them with social recognition. It depends on career choice, nature of the roles, working environment, and cultural expectations (gender discrimination, biases, and stereotypes) in communities.

Professional/job satisfaction

The overwhelming majority of professional women (91.82%) are satisfied with their careers, indicating that most women in this sample feel fulfilled or positive about their professional achievements and work conditions. Working women in the government colleges have more satisfaction than in the aided colleges. Professional satisfaction among women is often driven by career alignment with personal goals, supportive work environments that foster growth and flexibility, and the economic stability or advancement opportunities that come with financial security. However, the 8.18% dissatisfaction rate highlights that a small segment of individuals experience disengagement or a lack of personal connection to their profession. One of the respondents here expressed the opinion that "Teaching is not my field of interest or position. I had to join this position due to the need to fulfill family responsibilities, due to the excessive pressure from my family that it is a government job and a more secure job for women". The respondent's statement reveals that her choice of teaching was driven more by external expectations and practical needs than by personal interest or passion. This lack of intrinsic motivation can lead to lower job satisfaction, reduced enthusiasm, and limited professional growth.

Allocate time for their family

Despite all this, they spend quality time with their spouses, children, family, and friends on weekends and holidays by indulging in activities such as shopping, traveling, going out for lunch/breakfast, watching movies, gardening, sewing, yoga, sports, or other physical activities.

Challenges and Difficulties

Women professionals in undergraduate teaching faculties face several challenges that impact their well-being and professional effectiveness. Through this study, an attempt has been made to understand some of the challenges and difficulties they face. Key issues include maintaining self-care amidst busy schedules, managing health concerns, balancing household chores, and effective time management to meet various demands. Additionally, the responsibilities of childcare and eldercare often add to their stress, making it difficult to balance personal and professional life efficiently. These challenges require strategic approaches to ensure that women in academia can sustain their personal health and well-being while fulfilling their professional roles.

Self-care

The highest percentage of respondents (77.15%) reported difficulties in maintaining self-care. Self-care includes personal health, exercise, relaxation, or time for hobbies. Women take on extensive responsibilities in both their professional and personal lives, often working 6–8 hours daily, with six days devoted to paid employment and seven days spent on unpaid household tasks. This relentless schedule essentially makes them 24/7 workers. These combined roles help women develop a wide range of skills and talents, but they neglect their own health amidst this busy workload. This leads to some health issues in professional women.

Health Issues

Stress was reported by 129 professional women (55.60%), the highest percentage among all health issues listed. Stress arises because of the balance between work and home, as well as potential workload challenges. Especially those who belong to nuclear families experience more stress than professional women who belong to joint families. Women professionals have to return from the workplace within a certain time to cook, clean, and take care of their families. This thereby makes them stressed and creates health problems. Stress is associated with poor performance and reduced productivity. Furthermore, in this study, professional women sometimes skip lunch or breakfast due to busy schedules, time constraints, or work pressure. This pattern of intermittent skipping could have negative implications for their energy levels, productivity, and overall health. One study supports this perspective. Sherwani (1984) observed that Indian women often take on multiple responsibilities to manage competing personal and professional demands. Similarly, Singh and Singhal (2016) emphasized that the resulting stress from such multitasking can lead to mental and physical exhaustion, illness, absenteeism, and a decline in organizational productivity.

Back pain – 48.27% of respondents reported that they are suffering from back pain. This is caused by the physical stress or taking classes for long periods of time, engaging in labs for long hours, sitting and reviewing students' answer sheets and assignments/projects for long periods of time, and balancing multiple roles.

Blood pressure issues were reported by 56 women (24.13%), highlighting the stress-related health impact of demanding schedules and responsibilities. This study reveals that a substantial proportion of professional women experience health issues, with stress and back pain being particularly prevalent. These findings underscore the physical and mental toll of their demanding schedules. The presence of issues like blood pressure, obesity, infertility, and diabetes suggests that lifestyle factors influenced by work and family responsibilities may compromise health.

Household chores

In this study, 65.08% of the respondents reported that they face difficulties in juggling domestic tasks alongside their professional responsibilities. They said that household duties can be time-consuming and add to their overall workload. Household duties, such as cleaning, cooking, laundry, and other routine upkeep, demand substantial time and energy. As these tasks add to the responsibilities of a full-time job, they contribute notably to the overall workload and pressure that many professional women experience. Balancing these dual roles can lead to physical and mental fatigue, as managing a household effectively often requires consistent attention and effort. For women who may already face demanding work schedules, fulfilling domestic responsibilities becomes an additional strain, leaving little time for rest or personal pursuits.

Nowadays, women are more career-oriented. This view is enriched by Shehnaz and Jamie's (2008). Their study highlights a shift in traditional gender roles. According to their observations, women are increasingly prioritizing their careers, with a strong focus on professional growth and achievements. This shift reflects changes in societal expectations and greater opportunities for women in the workforce, leading many to embrace ambitious career goals and work-centred lifestyles. On the other hand, men are showing a trend toward becoming more family-oriented, balancing work responsibilities with a stronger commitment to family life.

Time Management

In this study, 50.86% of the respondents reported that time management is challenging for them. Balancing work and family demands can make it difficult for these women to allocate time effectively for all aspects of their lives, often leading to stress and exhaustion. This study presents that 67.25% of the respondents skip meals/breakfast due to this reason.

Allocation of additional work- 37.06% of the respondents reported that they face difficulties with the allocation of additional work that combines household and job-related responsibilities. This implies that managing both professional tasks and additional household duties creates extra pressure, increasing the challenge of maintaining a balanced lifestyle.

Childcare

In this study, 27.15% of the respondents reported that they were struggling with child-rearing responsibilities, which include managing children's health, education, and other related needs. This responsibility has an impact on their work-life balance. However, working women with children often face the difficult decision of leaving their child in daycare or with a maid. This situation can be stressful, affecting their focus and concentration at work. As a result, they may struggle to provide the proper care their child needs, while also experiencing a decline in productivity at their job. Supportive studies highlight the challenges that working women face with childcare responsibilities and their impact on work-life balance. Nordenmark (2004) reported that forty percent of full-time working women who had children in the past eight years preferred to reduce their working hours. He emphasized that women play a crucial role in the family, particularly in caring for children, which often influences their work-hour preferences and decisions. Hochschild (1989) observed that women experience greater conflict between work and family demands than their husbands, often feeling deeply torn between the two roles. Carli (2010) highlighted that women frequently sacrifice leisure and sleep to meet the needs of both their families and jobs. Broadbridge (2009) found that women suffer from role overload and tend to make more sacrifices concerning their children compared to men. Barnett et al. (1993) reported that working women experience higher levels of work-to-family conflict than men. Nair (2010) noted that the work and family lives of women employees are closely intertwined, like two sides of the same coin, where devoting excessive time to one area can lead to negative outcomes in the other.

VIII. SUGGESTIONS

Supportive Work Environments

Employers should create more supportive and flexible work environments to help professional women achieve better work-life balance. Policies such as flexible work hours, remote work options, and family leave can significantly reduce the pressure on women to juggle work and family responsibilities. A more inclusive workplace will allow women to focus on their careers without compromising their family lives.

Shared Household Responsibilities

Encouraging a more equitable distribution of household duties can help alleviate the burden on women. Both partners in a marriage or family should contribute equally to household tasks, which would reduce the strain on women and help them manage their professional responsibilities more effectively. Educational programs on shared responsibilities could play a key role in reshaping traditional gender roles.

Professional Support Networks

Women should seek professional support networks where they can exchange ideas, experiences, and solutions for balancing work and home life. These networks can provide mentorship, advice, and a sense of community, which can be empowering for women facing similar challenges.

Stress Management Programs

Given that stress is a major concern for professional women, it would be beneficial for both workplaces and families to invest in stress management programs. These could include mental health support, relaxation techniques, or time management workshops that help women cope better with the pressure of balancing their roles.

Encouraging Men's Participation in Childcare

As men are increasingly becoming more family-oriented, it's important to further encourage and normalize their involvement in childcare and household chores. Gender equality in domestic responsibilities would reduce the overall burden on women and promote a more balanced lifestyle for all family members.

Health and Wellness Programs

Given the physical and mental health challenges faced by professional women, it is important to implement health and wellness programs within workplaces. These could include exercise facilities, regular health check-ups, and initiatives promoting self-care, which would help improve women's overall well-being and productivity.

Women with Education and Training

Empowering women with the right skills and education for better time management, delegation, and work-life balance can equip them to handle multiple roles more effectively. Providing professional development opportunities, such as leadership training, can also enhance women's confidence in managing both their career and home life.

IX. CONCLUSION

The study sheds light on the multifaceted challenges faced by professional women as they navigate the complex demands of balancing work and home life. While women have made significant strides in the workforce, they continue to shoulder much of the responsibility for household tasks, leading to increased stress and compromised well-being. Despite these challenges, most women can find ways to balance their careers and family lives, often with the support of their families.

However, the traditional gender roles that expect women to excel in both professional and domestic spheres continue to exert pressure. To ensure that women continue to thrive in both their careers and personal lives, society, employers, and families need to support a more equitable distribution of responsibilities. This includes fostering supportive work environments, promoting shared household responsibilities, and prioritizing women's health and wellness.

Ultimately, professional satisfaction among women is closely tied to their ability to achieve a harmonious balance between work and home life. With the right support systems in place, women can continue to excel in their careers while maintaining fulfilling personal lives, leading to greater overall happiness and productivity. The changes needed are not just for women but for society as a whole, aiming for a more balanced and inclusive approach to gender roles in the workplace and at home.

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