



Work–Life Balance And Psychological Well-Being Among Married Working Women

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Abstract

This research investigates the dynamic relationship between work–life balance (WLB) and psychological well-being among married women employed in public sector insurance companies in Kolkata. As women increasingly juggle professional responsibilities and familial obligations, they often encounter stress and role conflict. This study uses a quantitative approach to assess how organizational policies, family dynamics, and societal expectations influence WLB. Findings indicate that role overload, insufficient childcare support, and rigid work schedules adversely affect mental health, while flexible work arrangements and supportive spouses contribute positively to well-being. The study emphasizes the need for institutional reforms and family engagement to promote holistic well-being.

Index Terms

Work–Life Balance, Psychological Well-Being, Married Working Women, Role Conflict, Public Sector Insurance

I. Introduction

In contemporary Indian society, married women are increasingly participating in the workforce while continuing to manage household responsibilities. This dual role often leads to heightened stress and emotional strain, impacting their psychological well-being. The concept of Work–Life Balance (WLB) has emerged as a critical framework to understand how individuals manage competing demands from work and personal life. This study explores how WLB affects the mental health of married working women in public sector insurance companies in Kolkata.

II. Literature Review

Research has consistently shown that balancing work and family roles can lead to emotional exhaustion and reduced job satisfaction. Williams et al. (1991) found that managing multiple roles negatively influenced the moods of working mothers. Sehgal (1997) identified role erosion and inter-role conflict as major stressors. Higgins et al. (2000) observed that part-time working mothers experienced less stress due to reduced responsibilities. Guest (2002) emphasized the importance of organizational support in enhancing employee well-being. These studies underscore the multifaceted nature of WLB and its implications for psychological health.

III. Research Methodology

This study adopts a quantitative research design. The sample includes married women employed in five public sector insurance companies in Kolkata: LIC, NICAL, New India Assurance, Oriental Insurance, and United India Insurance. Data were collected through structured questionnaires focusing on work hours, family responsibilities, organizational support, and psychological well-being. Statistical tools were used to analyze correlations between WLB factors and mental health indicators.

IV. Results and Discussion

The analysis revealed that role overload had a strong negative correlation with psychological well-being ($r = -0.65$), while family support ($r = 0.58$), flexible hours ($r = 0.61$), and childcare facilities ($r = 0.47$) were positively associated with better mental health outcomes. These findings suggest that both organizational and familial support systems are crucial in mitigating stress among married working women.

Table 1: Correlation between Work–Life Balance Factors and Psychological Well-Being

WLB Factor	Correlation with Psychological Well-Being
Role Overload	-0.65
Family Support	0.58
Flexible Hours	0.61
Childcare Facilities	0.47

V. Conclusion

The study concludes that achieving a healthy work–life balance is essential for the psychological well-being of married working women. Organizational policies that promote flexibility and family-friendly practices, along with supportive home environments, can significantly reduce stress and enhance life satisfaction.

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