



# Impact Of Marital Status On Work-Life Balance Of Female Employees

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## Abstract

Work-Life Balance (WLB) Plays A Crucial Role In Determining Job Satisfaction, Productivity, And Well-Being Among Employees. For Female Employees, The Ability To Maintain A Balance Between Professional And Personal Responsibilities Is Significantly Influenced By Their Marital Status. This Study Examines How Marital Status—Single, Married, Divorced, Or Widowed—Affects Work-Life Balance Among Female Employees Across Various Industries.

A Survey Of 200 Female Employees Was Conducted To Analyze Factors Such As Working Hours, Stress Levels, Job Satisfaction, And Employer Support. Findings Indicate That Married Women, Particularly Those With Children, Experience The Greatest Challenges In Maintaining Work-Life Balance Due To The Dual Burden Of Professional And Domestic Responsibilities. Single Women, Although Having Greater Flexibility, Often Face Workplace Pressure To Work Longer Hours. Divorced And Widowed Women Encounter Financial And Emotional Stress, Which Further Complicates Their Work-Life Balance. Research Has Also Shown That During The COVID-19 Pandemic, Married Employees Struggled More Due To Increased Household Responsibilities And Limited Access To Telecommuting Resources.

This Paper Further Explores The Role Of Organizational Policies, Employer Support, And Government Interventions In Mitigating Work-Life Balance Challenges For Female Employees. Recommendations Include Implementing Flexible Work Arrangements, Offering Childcare Support, Promoting Mental Health Programs, And Formulating Policies That Facilitate A More Inclusive And Supportive Work Environment For Women In Various Marital Situations.

**Keywords:** Work-Life Balance, Female Employees, Marital Status, Work-Family Conflict, Job Satisfaction, Career Growth.

## 1. Introduction

The Increasing Participation Of Women In The Workforce Has Led To Significant Discussions About Work-Life Balance And Gender-Specific Challenges In Professional Environments. While Many Women Aspire To Excel In Their Careers, They Are Often Burdened With Household Responsibilities And Caregiving Roles, Which Can Significantly Impact Their Job Performance And Personal Well-Being. Marital Status Is A Key Determinant In How Women Balance Their Work And Personal Lives, As Single, Married, Divorced, And Widowed Women Face Distinct Sets Of Challenges In Managing Their Professional And Domestic Responsibilities.

## Research Problem

Balancing Work And Personal Life Is A Major Challenge For Female Employees, And The Impact Of Marital Status On Work-Life Balance Remains A Critical But Underexplored Area Of Study. Married Women With Children Often Report Higher Levels Of Stress And Reduced Career Growth Opportunities, While Single Women Experience Longer Working Hours And Workplace Discrimination. Divorced And Widowed Women, On The Other Hand, Struggle With Financial And Emotional Burdens, Affecting Both

Their Job Satisfaction And Personal Stability. Understanding How Marital Status Influences WLB Can Help Employers And Policymakers Design Better Support Systems And Workplace Policies For Women.

## Research Objectives

This Study Seeks To:

- Examine The Impact Of Marital Status On Work-Life Balance Among Female Employees.
- Identify Key Challenges Faced By Single, Married, Divorced, And Widowed Women In Maintaining Work-Life Balance.
- Assess The Role Of Employer Policies And Workplace Flexibility In Helping Female Employees Balance Their Professional And Personal Lives.
- Propose Recommendations For Organizations And Policymakers To Support Female Employees Through Improved Work-Life Balance Policies.

## 2. Literature Review

MukuzeEt Al. (2023) Found That Spousal Relationships Significantly Affect The Ability To Balance Employment Commitments And Personal Responsibilities. During The COVID-19 Pandemic, Married Employees Faced Major Work-Life Balance Struggles Due To Increased Caregiving Demands And Lack Of Telecommuting Resources. However, Their Study Also Highlighted That Digital Skill Improvements Were An Unexpected Positive Outcome. Studies Indicate That Organizations With Work-Life Balance Initiatives Experience Higher Employee Productivity And Lower Attrition Rates (Singh & Verma, 2021). However, Many Indian Companies Still Lack Comprehensive Policies To Support Female Employees At Different Life Stages (Sinha, 2021). Work-Life Balance (WLB) Is A Critical Issue For Female Employees, Particularly In Developing Economies Like India, Where Cultural Expectations And Familial Responsibilities Intersect With Professional Obligations (Kumar & Arora, 2020). Workplace Policies, Such As Paid Maternity Leave, Remote Working, And Family Support Programs, Significantly Affect The Job Satisfaction And Retention Rates Of Female Employees (Mishra & Patel, 2019). Single Women May Have Fewer Domestic Responsibilities But Often Face Workplace Pressure To Work Extended Hours (PerriginoEt Al., 2018). Isa Et Al. (2015) Work-Life Balance Isn't Just Time Divided Between Work-Life And Nonwork-Life That Has To Be Accomplished By Reducing The Clash Between These Two Territories And Leveling The Many Roles And Tasks. Women Tend To Face Greater Work-Life Balance Challenges Than Men, Mainly Due To Traditional Gender Roles That Expect Them To Prioritize Domestic Responsibilities (Hochschild & Machung, 2012). Many Evidences On The Impact Of COVID-19 Shows That Women's Economic And Productive Lives Are Negatively Affected. According To AmstadEt Al. (2011) Stressful Environment, Lack Of Support From Manager And Long Working Hours Can Create Imbalance Between Work And Life. Bianchi & Milkie(2010) State That Many Women Work A "Double Shift"—Handling Both Professional Work And Household Duties, Leading To Increased Stress Levels. Women Experience Higher Levels Of Work-Family Conflict, Particularly If They Have Children (Byron, 2005). Divorced And Widowed Women Encounter Financial And Emotional Stress, Further Complicating Their Work-Life Balance (Parasuraman&Greenhaus, 2002). The Work-Family Border Theory Suggests That Balancing Work And Family Life Depends On Setting Clear Boundaries Between Professional And Domestic Roles (Clark, 2000). Most Previous Research On The Ability To Balance Work And Family Indicates That Women Typically Maintain Major Responsibility For The Home And The Family, They Have Greater Difficulty In Balancing Work And Family Than Men (Duxbury And Higgins 1991). Work And Family Contradiction Has More Influence In Work Related Outcomes Than Family Related Outcomes. Work-Life Balance Refers To An Individual's Ability To Effectively Manage Job Responsibilities Alongside Personal And Family Obligations (Greenhaus&Beutell, 1985).

## 3. Research Methodology

### 3.1 Research Design

This Study Takes A Quantitative Approach To Investigating The Work Life Balance (WLB) Of Female Employees. A Structured Questionnaire Was Used To Collect Primary Data.

### 3.2 Sample Selection

The Study Surveyed 200 Female Employees From Corporate Offices, Educational Institutions, Healthcare, And Government Sectors In Agra. Purposive Sampling Was Employed To Ensure Representation Across Different Marital Statuses:

- Married Women (N = 80)
- Unmarried Women (N = 60)
- Divorced Women (N = 40)
- Widowed Women (N = 20)

### 3.3 Data Collection

The Primary Data Was Collected Using:

Survey Questionnaires: Distributed Both Online And In Person.

### 3.4 Data Analysis

Quantitative Data Was Analyzed Using SPSS Software, Employing:  
Descriptive Statistics (Mean, Standard Deviation, Frequency Analysis)

## 4. Data Analysis Findings

### 4.1 Demographic Profile

The Survey Responses Indicated That 40% Of Participants Were Married, 30% Were Unmarried, 20% Were Divorced, And 10% Were Widowed. The Majority Of Respondents (65%) Worked In Private-Sector Jobs, While 35% Were In Government Employment.

### 4.2 Work-Life Balance Scores By Marital Status

To Examine The Impact Of Marital Status On Work-Life Balance, A One-Way ANOVA Test Was Conducted Using SPSS. The Results Indicate Significant Differences In WLB Scores Among Different Groups (P-Value < 0.05).

work-life balance scores by marital status

Marital Status	Mean WLB Score (Scale: 1-5)	Standard Deviation
Married	2.9	0.8
Unmarried	3.8	0.6
Divorced	2.5	0.9
Widowed	2.3	1.0

### Key Findings:

1. Married Women Reported The Lowest WLB Scores (2.9) Due To Domestic Responsibilities And Lack Of Employer Flexibility (Sharma & Gupta, 2020).
2. Unmarried Women Had The Highest WLB Scores (3.8), Benefiting From Fewer Domestic Obligations And Flexible Work Schedules (Das, 2017).
3. Divorced (2.5) And Widowed (2.3) Women Faced The Most Challenges, Citing Financial Stress, Emotional Burden, And Workplace Bias (Rao, 2020).

### 4.3 Workplace Support And Policy Effectiveness

The Study Found That Corporate Employees Reported Better Work-Life Balance Than Those In Healthcare And Education Sectors Due To Flexible Work Arrangements. Government Employees Benefited From Paid Maternity Leave But Faced Rigid Working Hours. Mental Health And Childcare Support Were Rarely Available For Divorced And Widowed Women.

## 5. Discussion

The Findings Confirm That Marital Status Significantly Influences Work-Life Balance. Married Women Experience Role Conflict Between Family And Work, Leading To Higher Stress. Unmarried Women, Despite Having Fewer Domestic Obligations, Face Workplace

Discrimination And Expectations Of Long Working Hours. Divorced And Widowed Women, Often The Sole Earners In Their Households, Struggle With Financial Burdens And A Lack Of Employer Support. Organizations That Offer Remote Work, Parental Leave, And Career Counseling Programs Reported Higher WLB Satisfaction Scores. These Results Highlight The Necessity For Workplace Reforms To Accommodate Different WLB Needs Based On Marital Status.

## 6. Conclusion And Recommendations

### 6.1 Conclusion

This Study Demonstrates That Marital Status Plays A Crucial Role In Shaping Work-Life Balance Experiences Among Female Employees In Agra Region. The Findings Suggest That Married Women Face The Most Difficulties, While Unmarried Women Experience Career-Related Stress. Divorced And Widowed Women Encounter Financial And Emotional Stressors That Affect Their Professional Lives.

### 6.2 Recommendations

1. To Address These Challenges, Organizations Should Implement:
2. Flexible Work Policies (E.G., Remote Work, Adjustable Hours)
3. Paid Maternity And Childcare Support
4. Mental Health Programs Tailored For Divorced And Widowed Employees
5. Training Programs To Eliminate Workplace Discrimination Based On Marital Status

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