

IMPORTANCE OF LIFE BALANCE IN PERSONAL AND PROFESSIONAL LIFE FOR WOMEN

Sanjukta Bhattacharjee,

Research Scholar,

Dept of Education, Himalayan University

Dr. Prashant,

Research Guide,

Dept of Education, Himalayan University

ABSTRACT

There is a saying that "If you educate the man, you educate the person, but if you educate the woman, you educate the family." Women are playing a vibrant role in the family and society. Nowadays, prioritizing work and personal life can be a huge challenge for women. Achieving work-life balance is a never-ending journey for her, and the requirements will be different at different points of time in their life. Many studies suggest a positive and direct impact of education which leads to better work-life balance. Work-life balance is assisted by education which offers knowledge related to flexible work schedules, family events, and other activities that enable one to pursue more balanced lives easily. The educational conditions have prompt compartment on her development and Work-life balance. Improving Working women's education can be beneficial for curtailing the stressful life of Woman folk. Work-life balance maintenance has become a necessity for working women to enjoy better quality of life. Through this review paper, the researcher examines the different factors influencing work-life balance of women. Furthermore, this paper discusses the challenges faced by working women towards maintaining a balance between their personal and professional life.

Keywords: - Education, Working Women, Work Life Balance, quality of life

INTRODUCTION

Work Life Balance can be defined as the ability of an individual to schedule their personal and professional life for a period of time to lead a healthy and peaceful life. Work Life Balance emphasises on the beliefs, attitudes and values of women regarding their work timings in order to balance their work and maintain their family and professional life. The term 'Work Life Balance' was first coined in the United States in the year 1986 with the idea of maintaining and balancing responsibilities associated with 'Work ... Life ... and Family'. There are three vital concepts associated with the term 'Work Life Balance' as it is framed – Work, Life, and Balance. Work can be defined as the job done to get paid; 'Life' encompasses all the tasks that may or may not be linked with work but are generally associated with the activities that are other than their employment. Skinner and Pocock (2008) definition of Work Life Balance as 'Activities outside Work' reveals the importance of friends, family, and community, which are outside Work and Life domains. Clark (2000, p. 751) definition on 'Balance' as "Satisfaction and Good functioning at work and at home with a minimum of role conflict" Both these definitions can be combined together to arrive at a general definition for our understanding – "Sufficient time to meet commitments at both Home and Work"

The Indian family structure is evolving in a rapid pace; this is associated with modernization and urbanization. Changes in the family structure and the need to additional income to support a family necessitate women to go to work. The changes in family structure further create a muddle to the balance of work and life for working women thereby causing stress and confusion. In the early days, Indian women were suffering in the hands of the patriarchal society wherein their work is defined in the kitchen. However, today, women are employed in farms, factories, shops, and multi-national companies. Women nowadays are also accessible to higher education. However, the consent of their husband or their father needs to be acquired before higher education or beginning

a professional career. Education is the only means to empower the feminine mass and opens venues for better career in the future.

WORK-LIFE BALANCE

Work-Life Balance is one of the most pressing challenges in today's educational institutions. There is a need to understand the amount of balance that instructors have in their job and home lives. The institution will run smoothly and correctly if the work-life balance is excellent. This research will aid instructors in achieving a work-life balance. It's important to understand how individuals manage work obligations and household responsibilities, on the one hand, and family care on the other. In present times young teaching professionals are increasingly confronted with the problem of conflict between the work role and an equally demanding role at home. Teachers' workload not only demands their time in the institution but also extend to their home to get prepared for the following day apart from maintaining student records and attending to various institution-related functional requirement.

Work-life Balance is a platform that ensures people have the freedom they need to strike a better balance between their work and home lives. Work-Life Programs have been around since the 1930s, which is fascinating. Some businesses created rules and processes to guarantee that workers are capable of doing their duties while also allowing them the freedom to deal with personal issues and family obligations. While women's involvement or position in the workplace has grown, they have also been willing to bear unpaid obligations at home.

Work-life balance is challenging for any woman in any industry. When it comes to the teaching profession, finding a better balance between life and work is more difficult. A excellent teacher is the acme of a student's ability to learn and create positive habits. Teachers at private schools are more accountable to their employers as well as parents for their students' education and behaviour. They are also in charge of non-academic activities that take place in school. Furthermore, government instructors are not only accountable for the educational growth of their students, but they may also be given other responsibilities such as election duty, surveying, and so on. It reveals that the working environment for teachers in both sectors is quite difficult.

The ability that induces an essence of control and helps stay competitive and productive at work and also have a healthy and happy life is Work-life balance (WLB). This is primarily focused on attainment and spreading awareness, despite unending tasks and competing activities or employees' attention. Employers, government, and employees strive towards the maximization of workforce participation. But, in each day demanding life, several struggles to drive a balance between life and work. Performing office tasks and at the same time taking care of family, children, elders, and others. The Indian families experience huge change owing to modernization and urbanization. Women in India are part of all classes and are also entering the paid occupation. Women employees WLB is one of the crucial subjective the current worlds. Both men and women should share the responsibilities of generating money and caring for the home. So, it is necessary to seek ways that would help draw the balance between life and work. Managers must opt for schemes that help boost the productivity of employees and also retain them. Organizations are decked with facilities such as canteen, transport, schemes for saving, day care centers, flexible hours of working, working part-time, and leave arrangements, as to leave on a public holiday, annual leave, leave on a career break, leave on being the court witness of organization, recognition and rewards, the center of health care, career growth, job rotation, insurance plans, incentives, rest rooms, pays based on performance, and government schemes, like maternity, marriage, benefits of sick leave and for medical benefits. A study was done by, Chugh and Sahgal (2007), based on women managers' leadership prospects stating that one of the crucial challenges is maintaining work-life balance. Also, the organization has come up with several schemes that aid women empowerment as a committee, forums, system for grievance

redressal, and suggestions. Here, women can share their complaints, views, and suggestions to the management, likewise deriving solutions.

However, still there are Indian firms that should implement such schemes to promote employees' WLB. Since organizations are primarily the entities that drive profit they don't care about the issues of employee's life and work balance. So, they do not show any concern for the satisfaction of work-life. Every organization has an abundant workforce till the employee is ready to do the same, they would not think about the outcomes faced by the employees due to an atmosphere of stressful work. As the workforce of women can be found everywhere, IT industry participation is extremely high. But apart from sectors, a business that is seen to grow tremendously faster would be driven by knowledge. So they are not aiding gender discrimination. Owing to the above, there exist many women employees. A survey done by the National Association of Software and Services Companies (NASSCOM) suggests that 30% of their employees are females. As compared to the sector of manufacturing, the IT industry has activities based on knowledge. Both women and men have been enticed by the exclusive pay. Such kind of pay needs job environment contribution, minds psychological attachment and fit physically. Due to the above, there is a need, to deliver the project on time owing to competitors. Apart from this, they also agree to solve the issues and projects of both the foreign and Indian clients and companies that need better timings and work climate.

WORK-LIFE BALANCE – GLOBAL SCENARIO

During the 1960s and 1970s, the concept of work-life balance was more strongly connected with working mothers who struggled to reconcile the responsibilities of their jobs with the obligations of raising their children. Beginning in the 1960s, the US government acknowledged the impact in the sector, which was represented in the Presidential Conference on Families, the Pregnancy Discrimination Act, and the Quality of Employment Survey. Pioneering firms such as Merck, Deloitte & Touche, and IBM started to adjust their internal workplace rules, processes, and perks in the 1980s, recognizing the worth and requirements of its female employees. Maternity vacations, employee assistance programs (EAPs), flextime, home-based employment, and child-care referral were among the modifications. Men started to express worries about work-life balance in the 1980s. The work-life balance had become more than a women's concern by the end of the decade, impacting men, families, businesses, and cultures.

By the 1990s, work-life balance had been recognised as a serious issue for men and women, parents and non-parents, singles and couples. The issue became a source of anxiety for businesses. They were actively looking for a better method to cope with the issues raised by worries about work-life balance. Several studies were undertaken during this time period that showed that generations ranging from baby boomers to recent college graduates were making career selections based on work-life considerations as well as company cultures. Organizational methods, on the other hand, failed to provide the desired results owing to a lack of work-life balance culture adoption at different management levels. At the advent of the twenty-first century, business leaders and managers were obliged to examine the situation. According to Karol Rose, author of "Work-Life Strategies," the Conference Board's Work-Life Leadership Council, a gathering of high-level corporate HR and work-life professionals, issued judgements on the preceding decade's efforts that did not satisfy them at all. The Work-Life Balance examples were explicitly said to have failed to provide the expected objectives. Stress and overwork have obvious and growing negative consequences on productivity and health-care costs. They came to the conclusion that competition for talent at all levels and ages would become much more intense.

According to Harvard and McGill University academics, when it comes to family-friendly employment regulations like maternity leave, paid sick leave, and breastfeeding support, the United States trails well below practically all other successful nations.

According to Jody Heyman, director of the Harvard-based Project on Global Working Families and CEO of McGill's Institute for Health and Social Policy, "more nations are giving the work stability that a large number of Americans can only dream of." Despite the fact that the United States was a proud pioneer in adopting laws that promotes work-family balance, its work-family safeguards are among the weakest in the world.' Many Americans currently hold this opinion, and many experts consider it to be typical of the contemporary environment. In any case, the US Department of Labor is considering rules that would enable workers to take unpaid time off to attend to family or medical situations. Senator Chris Dodd of Connecticut proposed legislation that would enable workers to take a paid vacation of a month and a half. Congress was also likely to revisit the Healthy Families Act, which would have required businesses with at least fifteen employees to offer seven paid sick days each year.

In 107 nations, working women's right to breastfeed is protected, with seventy-three of them paying for it. Although there is no federal law guaranteeing women the right to breastfeed their newborn children at work in the United States, there are laws in existence in 24 states, the District of Columbia, and Puerto Rico. xx There is no elected law in the United States that requires paid wiped-out days. In terms of wiped-out days, 145 nations give them to their employees, with 127 possibly supplying more than seven every year.

134 countries have laws setting the most extreme work week length; the United States does not have a most extreme work week length and does not set any breaking points on the amount of extra time that an employee is required to work each week; the United States does not have a most extreme work week length and does not set any breaking points on the amount of extra time that an employee is required to work each week. The most generous maternity benefits are offered by Sweden, Denmark, and Norway: Sweden gives 68 weeks of paid maternity leave, Norway 56 weeks, and Denmark 52 weeks.

Despite the fact that some American businesses grant vacation time, some workers opt not to utilise it. Half of the officials interviewed in a 2003 study by Management Recruiter International said they had no plans to take a vacation. They chose to remain at work and take use of their vacation time to catch up on their new obligations. Americans receive around ten paid vacation days each year, compared to twenty-five for British employees and thirty for German ones. In terms of hours worked each year, Americans work twelve weeks more than Europeans. The European Union encourages its member states to establish family-friendly policies through promoting a number of programmes relating to work-life balance. In Europe, the Working Time Directive mandates a 48-hour work week. A number of nations have made the decision to work fewer hours. In France, a 35-hour workweek has been suggested. In contrast to the Scandinavian nations, there is little evidence of government measures in France, Portugal, or the United Kingdom that compel males to choose between a better offer of home labour and a better offer of employment outside. According to the European Quality of Life Survey, the most well-known work-life balance problems in 2007 were in nations in south-eastern Europe. Over 70% of working persons in Croatia and Greece report to be overworked, making it difficult to participate in family unit work more than a few times each month owing to employment.

In the United Kingdom, legislation allowing guardians of children under the age of six to seek a more flexible work schedule has been adopted. Organizations must encourage this goal as long as it does not harm the enterprise. Flexibility is appreciated much more than salary, according to a 2003 poll of UK graduates. Government officials who attempt to escape are 'punished' by voters in each of the twenty-five European Union nations. Indeed, the twenty-two days that Estonians, Lithuanians, Poles, and Slovenians consider their own are much more generous than the leave that American workers are entitled to. According to the Families and Work Institute, Americans take an average of 14.6 days of vacation each year.

Unions may campaign for benefits, pay, training, wellness programmes, and other things that change the costs and rewards of working hours, according to Jeremy Reynolds. Unions may also be able to have a more direct influence on hour jumbles by adjusting the length of the workday, work week, and work year, as well as increasing vacation and leave time. Those in nations with strong unions work fewer hours and have more flexible leave rules than employees in countries with weak unions.

It goes without saying that societal variables have an impact on why and how much we work. As Jeremy Reynolds xxii points out, societal norms may encourage work as a goal in and of itself or as a method of acquiring other goods, such as consumer goods. This might be one of the reasons why Americans are more likely to work than those from other nations. Americans, on the whole, need more than they have in the past, thus they must work more to earn enough money to spend on these consumer goods.

WORK-LIFE BALANCE – INDIAN SCENARIO

As India continues to grow as a global economic force, understanding the flow of work and personal life in this culture is becoming more important. In India, work-life motivation is closely linked to the country's social and institutional context.

In the 1980s, a substantial chunk of Indian studies focused on "role conflict" among educated working women who had to balance competing demands of home and paid jobs. However, subsequent research in the 1990s was more fundamental in investigating the procedures involved with work-family linkages and archived the significance of some notable intervening factors, such as the nature of work, spousal assistance, tyke mind courses of action, type of family structure, view of family condition, state of mind toward spouse's business, degree of association in work or family, and their effect on emotional well-being results of employees. Some clear signs of work-family conflict have surfaced, such as a lack of clarity in the division of household chores, a lack of spousal and social aid in sharing local obligations, insufficient youngster mind courses of action, and driving issues.

Gender and Work-life Balance : When compared to males, women in India are seen as having a more difficult work-life balance to maintain. According to a study published in the Indian Journal of Psychological Medicine, two elements, Family Work (FWC) and Work-Family (WFC) disputes annoy working women, especially those with children and mature family members. The research, which was done on urban women workers with an average age of 38.7 years and no to two children, found that both components are heavily influenced by their circumstances. For 90 persons, FWC and WFC were examined and quantified. FWC is a measure of how badly work impacts one's family, while WFC is a measure of how severely home influences one's work. Both variables point to a sad case of a negative overflow being replicated. As a consequence of their supported life cycle, subjects with children had a significantly unfavourable impact. Working women's sadness is exacerbated by family wishes, requests, harsh organizational methods, unsupportive bosses, and inflexible work schedules.

Life in a Traffic-Stop : The traffic in Indian cities is well-known. A significant percentage of people, roughly 49%, spend more than 12 hours each week in the driver's seat, according to research conducted by the Ford Motor Company in several countries. The rather erratic driving proclivities of others with whom one shares the roadways may make the situation even more stressful. The ostensibly lengthy 52-hour workweek, combined with an additional 12 hours of modest mobility, might make time spent at home appear insufficiently brief to make family members feel like simple colleagues.

According to a recent study of 100 metropolitan areas across the world conducted by the Amsterdam-based consultancy Arcadis, five of India's most populous cities - Bengaluru, Chennai, Kolkata, Mumbai, and New Delhi - score very poorly in terms of work-life balance. Bengaluru, Chennai, and Kolkata were ranked in the 70s, while Mumbai was ranked 86th and New Delhi was ranked 87th.

The UN estimates that additional 300 million people will live in India's cities by 2050, although the country's cities are already overcrowded. This is a problem since India's urban infrastructure is already shaky. In truth, transportation in Bengaluru, India's Silicon Valley, is so awful that workers spend an average of two hours per day traveling, equating to an incredible 470 hours per year for each person.

Arcadia Sustainable Cities Report looked at the average annual working hours in each city to determine work-life balance, and the results were clear: Indians work an average of 2,195 hours per year, significantly more than the 1,473 hours per year in Hamburg, one of the top three cities for work-life balance.

Work-Policies in India : A solid work-life balance entails making considerable investments in all aspects of a healthy life, including family, work, friends, and oneself. The Manpower group xxvi has compiled statistics illustrating the number of hours worked by Indians based on an inquiry on millennials all across the world. According to the survey, Indian Millennials put in the most weekly working hours. To be precise, it took 52 hours. Compare that to China's 48 hours, the United States' 45 hours, and the United Kingdom's 41 hours.

There may be little time to rest and unwind with an average work week of more than 10 hours and, in some cases, a six-day work week. Your prospects of having a happy home and career may be smaller than your ideal waistline due to fierce competition and the worry of losing your work. Add to it the horrible circumstance of a demonic boss who inherited Lucifer's two-horned devil's administrative talents. Employees chatting lovingly about their untaken leaves, with a melancholy face of excursions never taken and travels never enjoyed, isn't unusual.

PROBLEMS OF FEMALE EMPLOYEES

In the history of human development, females have been as vital in history-making as men have been. Higher status for females vis-à-vis employment and work performed by them in a society is a significant indicator of a nation's overall progress. Some many reasons and problems forced females to work. The financial demands on families are increasing day by day. Cost of living, expenses on the education of children, and cost of housing properties raised, and these reasons force every family to look for ways and means of increasing the household income. As a result, females who were mostly known as homemakers are forced to go for jobs and take up even careers that were considered only suitable for men such as working night shifts.

Females are the forbearer of civilization and enact a significant part in civilization, in all areas of existence, with no input no civilization can cherish accurately. As affirmed by Muhammad Ali Jinnah in 1944 that "No country can go up to the elevation of magnificence if your females are not beside you". The altering parts of females in the country have caused their higher input in the work division and vary in a lot of respects of country life. The characteristic family in the country nowadays is the double earning household. Females are at the present working in before men-subjugated areas like expert, regulation, games, the armed, edict enforcement, firefighting, and top management poses. Working females expend a smaller amount of time keeping the house than they did in the previous 10 years. Harmonizing the work-household of operational females is very significant. To balance work and relations the females have to map their vocation efficiently. The high-quality work plus relations poise comprises the precedence fitting by working females, the consciousness of present operational place and surroundings, bring updated skill, a secure arrangement such a way that sufficient time with relations, better the region where ever needed and noticing self- presentation. Females are not only expending cash; they are making it. At present in a great number of domestics, the woman is the main wage earner.

Working ladies, or those who work for a living, confront challenges at work just because they are female. The social perception of women's roles lags far behind the legislation. Those who hire workers are prejudiced because of a mindset that finds females suited for some vocations but not others. As a result, females may readily find

work as nurses, physicians, teachers, secretaries, or assembly line workers. Even when well-qualified female candidates are available, a male applicant with equivalent credentials is given precedence. Gender prejudice poses a barrier throughout the recruiting process. Even while the law declares equality in compensation, it is not always followed. The ingrained belief that women are incapable of doing difficult tasks and are less productive than men impacts the payment of differential salaries and compensation for the same work. Her pay, however, is usually given to her father, spouse, or in-laws in most households. As a result, in many women's circumstances, the primary motivation for looking for work is to obtain economic independence. When technological innovation leads to employee retrenchment, ladies in the industrial sector face gender bias issues.

Female employees in the United States confront much greater difficulties than their colleagues in other nations. Despite many years of work, the female portion of society continues to be underserved in comparison to the male section. In her own family, they are not prioritised in social and economic choices. Females are engaged in 67 percent of the world's labour, according to the United Nations Development Programme (UNDP), yet women are still socially and economically disadvantaged. They get barely 10% of the universal income and have a 1% share of global assets, while prejudice continues at their employment in the unorganised sector. In the informal sector, women are not paid the same as men for doing the same kind of labour for the same number of hours. In the workplace, they are exploited. There are certain statutes, such as the Unorganized Employees Social Security Act of 2008, the Domestic Workers Welfare and Social Security Act of 2010, and others, however owing to their ineffective implementation, female workers are compelled to labour in the unorganised sector and live in deplorable circumstances.

Most of the domestic labour is done by women, such as cooking, cleaning, doing dishes, washing clothing, and caring for children, while men do not partake in most of the household tasks. Men are in charge of the work that has to be done outside the home. Now since there is a greater need for women to contribute to the family's income, they must work even harder. Female employees must deal with harassment at work, and they may occasionally ignore little details to ensure that their jobs are not threatened in any manner. Many families still live together with their parents and in-laws as joint families. This adds to their tension since they must satisfy all of her husband's family members. Listen to their accusations against her and then turn a deaf ear to them, and so on. In general, the majority of women wish for or live in the hope that circumstances will improve.

Working females are in salaried work, come across troubles at work only by asset of them being females. The communal approach to the position of females is far at the back in law. The approach which treats females healthy for some tasks and not the rest causes discrimination in those who employ human resources. Therefore females get work easily as nurturers, medical professionals, educators, secretaries, or on the gathering line up. Still, while fine-fit females are obtainable, the first choice is known to a guy of equivalent experience. A sexual category prejudice makes an obstruction at the staffing stage itself. Whilst it is about payment, although the rule declares fairness, it isn't at all times experienced. The integral certainty that females are unable of managing difficult tasks and are not competent as males impact the reimbursement of imbalanced payments and pay for similar tasks. Although in the majority of households her income is given to the dad, male spouse, or in-laws. So the essential reason for looking for service in arranges to grow economically independent is invalidated in several females' urn. Issues of bias weighed down females in the manufacturing division after technical progression outcome in a cutback of staff. Female personnel in the country are encountered with a lot of trials than their peers in the other nations. Apart from numerous works from history, the female's part of civilization is disadvantaged in comparison to men's part. They do not have primary precedence in socio-economic choices in her household. As per the UN report, females are concerned about performing 67% of jobs on the planet; yet they are socio-economically underprivileged. They are getting only 10% of the global earning and contain 1%

part in the worldwide property. This bias also exists in their place of work in the unstructured division. In casual division, female personnel doesn't get similar pay for the similar personality of job for similar time finished by males. They are oppressed at their place of work. They are certain acts i.e. The Unorganized Workers Social Security Act, 2008, Domestic Workers Welfare and Social Security Act, 2010, etc. however owing to their indecent execution, females personnel are strained to toil and exist in unhappy situations in the unstructured division.

SIGNIFICANCE OF BALANCE IN PROFESSIONAL LIFE FOR WOMEN

Yet the rubicund image is not as glowing as it appears. The barbs beneath are hidden from the eyes of the common folk. Her work needs to continue day till night for stabilizing the condition in each of the stages along with thus maintaining concord. The element that the ladies, engaged in professions away from the home, cause an alteration in the household condition. The manifold parts played by them turn out to be cumbersome thus affecting her operational ability. Along with this as well the social-demographic, traditional and technical variations in the work force, augmented rivalries compelled a worker to be a round-the-clock worker devoid of the consideration of the time restrictions yet for female workers since they carry the equally difficult errands for their household, causing it to be problematic to bring the same focus at each of the fronts.

A validation exists regarding the datum that individuals joining the workforce presently are putting the focus on the significance of professional- life stability in a greater way compared to their precursors. Modernization, as well as mechanization, has allowed the ladies to emerge from the confines of four walls to perceive the external realm with their vision. The financial needs cause the compulsion for self-individuality along with coursing the edification undertaken has caused them to undertake occupation, whether it is wedded or unmarried women. The professional woman needs to fulfill double parts in 2 diverse circumstances. In the household, her role is of a sister, a daughter, and post-wedding her role is of a wife, mother, and daughter-in-law. Furthermore, at offices, the entirely dissimilar role of a worker is taken up by her. The female occupation is advantageous to each of the aspects. In the household, the quality of family lifestyle altogether develops as a supplementary source of earnings exists in the family. They can move over the bounds of fulfilling each of the ends. The family's prospect, as well as that of the women, is fortified. Women's occupation in their institute has allowed the growth in the creation and thus allowing the development of the country overall.

Familial and professional life have a common direct relation with one another. The appraisal regarding the distinct perspectives that are vital to perceive the manners of one influencing another: professional life may either uplift or harm our life in the household. Our household life may have constructive or adverse penalties for our occupation, efforts, and outcomes. As an example, extended employment periods, extra engrossment in the occupation along tension at the workplace may add the unhappiness in the household, the alienation of household responsibilities along with hurting the overall individual gratification. Thus likewise, extensive responsibilities concerning all-encompassing care as well as collaboration in the household can confine the choice of continuing an occupation along with the aims, hence unfavorably impacting their assistance at the office, occupational contentment, and anticipation to continue working. Remarkably, there are diverse advantages from his occupation as the wage, freedom in the employment along with the communal associations with contemporaries and the seniors influence the encounter and happiness of the household. Because of the dynamic participation of ladies in the place of work along with a typecasting of archetypal roles based on gender differences, women and men are faced with continued concerns regarding the management of their occupation as well as household responsibilities for taking care of the concerns at home along with their occupation. Comprehending the profession-household interface may allow men and women to achieve greater stability among their profession and household areas. The specialists, self-consciousness along with additional deciders may make use of this

knowledge for planning preparations as well as schemes for progressing a greater individual gratification for the workers. The matter of balancing professional life needs to be handled as well as taken care of by the company and the members of the household of a female worker as her occupation are forthrightly or through insinuation prolific for each member of the family.

CONCLUSION

Work-life balance has become an integral part and parcel of many employee's life. In today's worldwide rivalry, most associations attempt to assist representatives with accomplishing it so their usefulness and efficiency can be additionally expanded. Assessments display that a reduced work life balance can result in unnatural stress levels, unhappiness, compact productivity, frustration, anxiety, mental and physical illness, depression, and disorders. The approach of accomplishing a solid balance between work and life activities resembles turning into an accomplished woman. It takes serious effort to get in profile and proceed with work to remain as such. In any case, women vow themselves to this pursuit secure tremendous balancing in work and life by the advantage of education reducing wellbeing and personal satisfaction benefits. Education should offer training to accept the change in the workforce and the new job arrangement. Also, they may provide reassuring resources for working women to balance work-life commitments. The representatives could accomplish a quality balance between work and life activities in the accompanying way consideration of strategies knowledge about the family issues to get support at work use innovation for the better Work-life balance.

REFERENCES

- Abubaker, M., & Bagley, C. (2018). Work–life balance and the needs of female employees in the telecommunications industry in a developing country: A critical realist approach to issues in industrial and organizational social psychology.
- Agha, K. (2017). Work-life balance and job satisfaction: An empirical study focusing on higher education teachers in Oman. *International Journal of Social Science and Humanity*, 7(3), 164-171.
- Campbell, D. J., Campbell, K. M., & Kennard, D. (2014). The effects of family responsibilities on the work commitment and job performance of non-professional women. *Journal of Occupational and Organizational Psychology*, 67(4), 283-296. ISSN: 1334-546X
- Frone, M. R., Russell, M., & Cooper, M. L. (2016). Relation of work–family conflict to health outcomes: A four-year longitudinal study of employed parents. *Journal of Occupational and Organizational psychology*, 70(4), 325-335.
- Greenblatt, E. (2002). Work/life balance: Wisdom or whining. *Organizational Dynamics*, 31(2), 177-193.
- Grzywacz, J. G., Arcury, T. A., Marín, A., Carrillo, L., Burke, B., Coates, M. L., & Quandt, S. A. (2007). Work-family conflict: Experiences and health implications among immigrant Latinos. *Journal of Applied Psychology*, 92(4), 1119.
- Herlin, P. K. (2010). *The Influence of Work-Life Balance Benefits on Family- Supportive Organisational Perception and Work Attitudes* (Doctoral dissertation, University of Waikato).
- Hyman J. Baldry, Scholarios, D., Bunzel, D, (2003), ‘Work Life Imbalance in the New Service Sector Economy’, *British Journal of Industrial Relations*, Vol. 41, pp 215 – 239.
- Ismail, M. (2017). Constructs of quality of work life: A perspective of information and technology professionals. *European journal of social sciences*, 7(1), 58-70.
- Jayanthi and Vanniarajan (2012), ‘Work – Life Imbalance Among Executives: A Gender Focus’ *Global Management Review*, Vol.6, No. 2, pp. 24 – 36.
- Kropf, M. B. (2005). The relationships of national gender equality and organizational support with work-family balance: A study of European managers. *Human Relations*, 58(1), 33-60.
- Lee, M. D. (2004) ‘A Qualitative Investigation into the Meaning of Family Well-Being from the Perspective

of Part-Time Professionals', Equal Opportunities International, Vol. 23, No.1, pp. 57-77.

- Manikandan M. and Subalakshmi S. and Sheik Abdullah S. (2015) A study on work life balance of college teachers in sivakasi. Glacier Journal Of Scientific Research ISSN:2349-8498
- Parminder Walia (2010), 'Emotional Intelligence as a Factor in Creating Work Life Balance', Indian Management Studies Journal, Vol. 14, pp43 – 53.
- Rathee, R., & Bhuntel, M. R. (2018). Factors affecting work life balance of women in education sector. International Journal of Social Science and Economic Research, 3(3), 830-57.
- Rothbard, N. P. (2015). Mechanisms linking work and family: Clarifying the relationship between work and family constructs. Academy of management review, 25(1), 178-199.
- Tasnim, M., Hossain, M. Z., & Enam, F. (2017). Work-life balance: Reality check for the working women of Bangladesh. Journal of Human Resource and Sustainability Studies, 5(1), 75-86
- Webb, L. K., & Blalock, R. H. (2016). Work-family interface commitment, conflict, coping, and satisfaction. *Journal of Career Development*, 32(3), 286-300.