

Exploring the Dynamics of Work-Life Balance: A Comprehensive Literature Review with a Focus on Women Employees

Ms. Bhagyashree Ray¹ and Dr. Priya K. Dubey²

¹Research Scholar, Management, Sanjeev Agarwal Global Educational University, Bhopal

²Research Guide, Professor, Faculty of Management, Sanjeev Agarwal Global Educational University, Bhopal

ABSTRACT

Work-life balance (WLB) represents the seamless integration of professional aspirations and personal commitments, ensuring individuals feel equally invested in both realms. This literature review delves into the essence and significance of WLB, shedding light on the critical factors that shape women employees' ability to harmonize career demands with personal responsibilities.

An in-depth examination of national, international and Bhopal-centric studies underscores WLB's transformative influence on job satisfaction, productivity and overall well-being. The work-life balance of women employees is intricately shaped by a range of factors—ranging from the finesse of time management and the weight of workload and to the rhythm of working hours and nuances of marital responsibilities and layers of job satisfaction and the assurance of job security, and the extent of organizational support, further sculpt their professional and personal harmony.

Keywords: Work-life balance (WLB)

INTRODUCTION

Work-life balance (WLB) remains a pivotal issue for women employees, who must skilfully navigate the intersection of career aspirations and personal responsibilities. It encompasses the art of seamlessly integrating professional duties with familial and individual commitments, fostering enhanced job satisfaction and overall well-being (Greenhaus & Allen, 2011) ¹. Kirchmeyer (2000) ² conceptualizes WLB as the ability to attain fulfilment across various life domains, including personal growth and aspirations. However, women often bear a disproportionate burden of household responsibilities, continues to amplify their work-life stress (Singh & Kaur, 2018) ³.

This literature review consolidates existing research, providing a nuanced exploration of the diverse factors shaping WLB among women employees, illuminating the intricacies of their dual roles in both public & private spheres.



OBJECTIVES OF THE STUDY

- To conduct a comprehensive review of existing literature on the work-life balance (WLB) of women employees, incorporating national, international, Bhopal-specific studies.
- To identify and analyze the key factors affecting the work-life balance of women employees, drawing insights from national, international, and Bhopal-centric contexts.

RESEARCH METHODOLOGY

This study utilizes a qualitative approach, emphasizing secondary data analysis through a systematic literature review. The research draws upon credible and scholarly sources such as peer-reviewed journal articles, academic books, conference papers, and reputable online databases including Scopus, Web of Science, and Google Scholar. The primary focus is to explore the dynamics of WLB among women employees.

CONCEPT OF WLB: Work-Life Balance (WLB) refers to the ability to manage professional responsibilities and personal commitments in a way that reduces stress and prevents burnout (**Kossek & Ozeki, 1998**) ⁴. For women in particular, WLB often entails juggling career demands with traditional family caregiving responsibilities (**Powell & Greenhaus, 2010**) ⁵. Various factors influence WLB, including individual differences, work requirements, and family obligations (**Frone, 2000**) ⁶. It is commonly understood as a sense of satisfaction in effectively meeting both work and family responsibilities (**Valcour, 2007**) ⁷. Furthermore, (**Kalliath Brough, 2008**) ⁸ expand on this by describing WLB as a psychological construct centered on fulfillment across multiple roles.

IMPORTANCE OF WLB: Work-life balance serves as a cornerstone in harmonizing professional and personal spheres, significantly easing conflicts between the two (**Greenhaus & Beutell, 1985**) ⁹. A well-maintained equilibrium fosters enhanced job performance, mental well-being, and overall organizational success (**Allen et al., 2013**) ¹⁰.

Clearly defined boundaries between work and personal life empower employees with greater flexibility, thereby driving productivity and efficiency (**Kossek & Lautsch, 2012**) ¹¹. Moreover, organizations that actively support WLB cultivate stronger employee commitment and elevated performance levels (**Eisenberger et al., 1986**) ¹².

Prioritizing a balance between work and family roles is essential for employee well-being, job satisfaction, and an enriched quality of life (Jeffrey H. Greenhaus, 2003)¹³. Exploring workplace strategies that promote work–family harmony further strengthens employee morale and organizational outcomes (Kossek, Pichler, Bodner, & Hammer, 2011)¹⁴.

SIGNIFICANCE OF WLB:

Work-Life Balance (WLB) is a cornerstone of both personal fulfilment and professional success for women employees. Research (Greenhaus & Allen, 2011; Allen et al., 2013) Building upon its estabilised importance , the significance of WLB emerges more vividly when examined through organizational outcomes and cultural shifts . Striking the right equilibrium between work and personal responsibilities not only mitigates work-family conflicts but also strengthens employee commitment (Kossek & Lautsch, 2012; Jeffrey H. Greenhaus et al., 2003).

Both global and regional studies (Gupta & Sharma, 2019; Pinky Vyas & Shweta Pandit, 2023; Balaji, 2017) reaffirm that fostering a balanced work environment translates to improved organizational performance. Key influences—including workload, time management, working hours, family duties, and job security—highlights the necessity for progressive workplace policies. Organizations that recognize and address these factors can cultivate an inclusive culture that enhances retention, minimizes attrition and nurtures the holistic growth of women employees .

By championing WLB, organization empower their workforce, ensuring that professional ambition and personal fulfilment thrive side by side.

LITERATURE REVIEW

Furthermore several **National studies** explored WLB among women employees. For instance, this study emphasize societal, workplace, domestic demands, impacting their WLB (Kumari & Ranjan, 2019)¹⁵. This strain is intensified by societal expectations often prioritize family over career for women (Kaur & Arora, 2020)¹⁶. However proper WLB enhances job commitment, reduces absenteeism, promotes well-being (Gupta & Sharma, 2019)¹⁷. Moreover family responsibility plays a key role in women's WLB (Bhatt & Mehta, 2019)¹⁸. Moreover, high workload , job demands lead to work-family conflict, negatively impacting women's well-being (Balaji, 2017)¹⁹. Furthermore, socio-economic dynamics can also lead to job dissatisfaction when WLB is not achieved (Vaanmalar & B. Sooripriya, 2024)²⁰. However effective boundary management is crucial for maintaining WLB (Shivani Raina et al., 2024)²¹. Notably increasing work pressure, competition in Indian banking can cause work life imbalance& stress (Prashanth Jain & H. Sandhya, 2024)²².

Additionally WLB among women in IT is influenced by factors like working hours, job satisfaction, , family support, impacting their quality of life , productivity (Sushree San Das & Shashi A. Mishra, 2016)²³. Moreover WLB is crucial for women in IT, especially during remote work. Challenges include childcare, health issues, and technical problems(C. Naga Ganesh , et al., 2021)²⁴. In the other hand supportive leadership, career growth opportunities, family support, self-management

are vital for WLB in education sector (**Magdalene Peter & S. Fabiyola Kavitha, 2020**)²⁵. Furthermore variables like time management , stress, family expectations affect WLB in education sector(**Rupa Rathree, Renu Bhutel, 2018**)²⁶. Moreover female teachers face excessive workload, family responsibilities, implementing WLB policies prioritizing self-care can improve their well-being , job satisfaction (**Bijal Shah & Meet Snehal Shah, 2023**)²⁷. Furthermore, cultural issues, job performance, , peer group problems influence WLB for women (**Seema Malik & Jyoti Dhouchak, 2018**)²⁸. Furthermore, organizations can promote work-life balance by offering flexible hours, job sharing, and childcare support, ultimately enhancing productivity and employee well-being (**Robiul Islam, et al. 2023**)²⁹.

Importantly demanding work schedules , night shifts lead to work-life conflict, stress for female medical professionals, affecting their personal , professional well-being (**Nida Sarwar & G.S. Lodhi, 2019**)³⁰. Moreover, study reveals that work life balance impacts job satisfaction employee performance among women in healthcare (**Reena. R etal.**)³¹. However time mgmt , work support impact organizational commitment in the hospitality industry (**Akila Rao & Shailashri V.T. 2021**)³².

Meanwhile factors like long working hours, work pressure, childcare responsibilities require organizations to implement supportive HR strategies (**Madesh G & Sugumar A, 2022**)³³. Moreover providing flexible work arrangements , supportive policies can alleviate stress for women in hospitality industry (**Samin Khan & G.K. Sreenivasan, 2024**)³⁴. Mean while employers can improve female employee performance, retention, well-being by providing childcare support, addressing job-related stress, offering stress management training in hospitality (**Himali Lakhera & Anil Lakhera, 2019**)³⁵. Nevertheless prioritizing work-life balance eliminating discrimination is essential for employee well-being in retail industry(**Bhoomika D. Bhatt & Nishith Kumar H. Bhatt, 2022**)³⁶. Moreover this study includes excellent working conditions, fair salary packages, supportive communication lead productivity , job satisfaction in retail industry (**P. Padma Bai , 2023**)³⁷. Moreover, work-life balance is crucial for productivity and well-being, and can be achieved through proper counseling, regulated working hours, and organizational support.(**G. Mohanapriya & Dr. S. Pougajendy, 2018**)³⁸. However Work overload, role conflict, family-related stress can negatively impact women's productivity(**Suganya Dasaradhan & Dr. K. Selvasundaram, 2024**)³⁹. Moreover, marital status significantly impacts WLB for women, organizations should address challenges faced by married, unmarried, divorced, widowed women (**Varsha Dubey , 2025**)⁴⁰. Building on various studies, WLB for women employees is shaped by working hours, family responsibilities, career growth, which impact their overall well-being , job satisfaction (**Payal Mahendrasinh Mahida, Suchita Chauhan , 2023**)⁴¹.

International studies also contributed to understand WLB . Moreover, excess telework can negatively impact women's job satisfaction due to social isolation (**Golden & Veiga, 2005**)⁴² .Furthermore, research explores flexible work arrangements , wellness programs to support female bank employees (**Yu Xian Tan et al., 2025**)⁴³. Ultimately, cultural values also influence WLB priorities (**Hofstede, 2001**)⁴⁴. However Occupational stress negatively impacts quality of work life, affecting WLB for women (**Hans et al., 2015**)⁴⁵. However effective WLB strategies are essential for managing dual careers (**Ungerson & Yeandle, 2005**)⁴⁶. Furthermore treating employees with respect, providing financial support, offering stress-reducing measures (**Nhamo Mashavira et al., 2023**)⁴⁷ .

Notably, WLB and organizational commitment significantly impact work engagement among nurses. Moreover, affective commitment moderates the relationship between supervisor support and work engagement. Additionally, organizational support and commitment are crucial for enhancing work engagement. **(Toshiki et al. 2021)⁴⁸**. Additionally this study highlights managing dual careers , minimizing conflict is crucial for achieving WLB **(Clark, S. 2000)⁴⁹**. Although this study highlights several key factors, including WLB , career opportunities, and gender differences, which impact general health perception. Notably, WLB and career opportunities affect men and women differently, with women's WLB being more strongly influenced by their perception of WLB . **(Francesco Pace , Giulia Sciotto 2022)⁵⁰**. Ultimately, Quality of work life positively impacts WLB through job satisfaction **(Samuel Jayaraman et al., 2023)⁵¹**. However women face challenges with job security, WLB, discrimination, valuing flexibility , facing discrimination **(Women in Revenue, 2024)⁵²**. Thus, unsupportive supervisors, long working hours, and work overload significantly impact WLB or working women in Bangladesh **(Mayesha Tasnim , et al., 2017)⁵³**

Bhopal , MP specific studies , Specifically, married women in banking sector face challenges, like transfer-related concerns **(Roli Pradhan, 2019)⁵⁴**. Importantly, WLB significantly impacts job satisfaction, performance among female bank employees **(Pinky Vyas & Shweta Pandit, 2023)⁵⁵** . Moreover this research highlights the significance of work-life balance for women employees, as it has a profound impact on their stress levels, overall health, time management, and job satisfaction **(Rajesh K. Yadav & Nishant Dahade, 2013)⁵⁶**. Additionally, high job satisfaction is linked to better WLB among women employees **(Rajesh K. Yadav & Nishant Dahade, 2014)⁵⁷**. Meanwhile workplace demands, societal expectations, personal responsibilities also impact WLB **(Monika Singh & G.K. Sreenivasan, 2024)⁵⁸**. Ultimately Long working hours, lack of training programs, , role conflicts influence WLB **(Bhawna Sahjwani, 2024)⁵⁹**.

However in Bhopal's management institutes, female professionals' WLB was notably impacted by insufficient rewards during the pandemic, while work schedules, environments, and technological advancements had minimal effect **(Bhawna Sahjwani , et al. , 2023)⁶⁰**. Thus, workload and family responsibilities significantly impact female faculties' work-life balance, affecting their personal life satisfaction. Therefore, institutions should support their needs, promoting a healthy balance **(Shruti Punj , 2022)⁶¹**.

Moreover WLB is crucial for female employees, with four key factors emerging as critical: time management, organizational support, family , personal Life , social support in education sector **(Divya Bhawani , et al. , 2025)⁶²**. Moreover female employees in private institutions struggle to balance work , family responsibilities due to lack of organizational support implementing policies like flexible work hours , childcare facility , work from home help improve WLB , increase employee productivity **(Mansi Tiwari , 2017)⁶³**.

Furthermore Long working hours, stress, and inadequate support systems impact WLB for medical professionals during the pandemic **(Pooja Mehta , et al. 2022)⁶⁴**. Ultimately Job demands, work schedule, health issues, remuneration, convenience, flexible work policies, vocational training, career breaks and organizational support are main factors influencing WLB for hotel employees **(Anant Kumar Verma, B. Padma Priya , 2017)⁶⁵**. Moreover, flexible work arrangements,

mental health resources, and open communication are crucial factors influencing WLB in IT sector (**Shriti Singh Yadav , Sadaf Khan , 2024**)⁶⁶. Moreover, work pressure and stress significantly impact married women employees' WLB . (**Sanchita das , 2019**)⁶⁷. Moreover, flexible working hours and regular communication are crucial for WLB . Additionally, support from family members plays a significant role. Furthermore, self-care and a dedicated workspace also greatly influence WLB for working women during the pandemic (**Subhasini Sagar, Dr Sumit Kishore Mathore , 2021**)⁶⁸. Thus, it is evident that Indian working women face significant WLB challenges due to excessive work, societal expectations, and lack of personal time, ultimately leading to job burnout, stress, anxiety, and disharmony at home. Moreover, women with higher emotional intelligence and those having family support and flexible work schedules tend to enjoy better WLB (**Subhasini Sagar , Dr Sumit Kishore Mathore , 2020**)⁶⁹. Thus, WLB is a dynamic relationship between work and personal life. However Working women in this study leverage eustress while minimizing distress, achieving balance. Therefore, employers can support this balance through flexible schedules and family-friendly policies, enabling better choices and priorities (**Shinu Shukla , 2016**)⁷⁰.

ON BASIS OF SECONDARY DATA FOLLOWING ARE FACTORS INFLUENCING

WLB :

Category	Factors	References
Individual	Time mgmt, marital status, role conflict, stress, self mgmt, child responsibility, domestic responsibility, Role overload, Social isolation, dual career management, Emotional Intelligence, Self care	Literature Review
Organizational	Workload, Working hours, Job satisfaction, job security, childcare support, workspace environment, wellness programs, stress reducing measures, financial support, night shift, organizational support , flexible policies , leadership , career growth , training	Literature Review
Organisational	Technology, Insufficient rewards, Vocational training, Career breaks,	Literature Review

	Mental health resources, Open Communication, Dedicated Workspace	
Societal , Cultural	Societal expectation, discrimination, cultural values, family support	Literature Review

CONCLUSION

This review of past research highlights key factors shaping Work-Life Balance (WLB) among women professionals, including time management, job satisfaction, workload, working hours, job security, marital status, etc. Organizations can foster WLB by introducing flexible work arrangements and supportive policies that enhance job satisfaction, boost productivity, promote well-being, and lower turnover rates.

Looking ahead, future research can pave the way for targeted organizational interventions and industry-specific studies, driving meaningful strategies to further strengthen WLB among women employees. By advancing these insights, workplaces can cultivate environments where professional growth and personal fulfillment coexist harmoniously.

REFERENCES

1. Akila Rao , Shailashri V.T. (2021). WLB of Women Medical Professionals in Health care sector : A Systematic Literature Review .IJHSP,(2) , 54-79.
2. Allen, T. D., Johnson, R. C., Kiburz, K. M., & Shockley, K. M. (2013). Work–family conflict flexible work arrangements: Deconstructing flexibility. *Personnel Psychology*, <https://doi.org/10.1111/peps.12012>, 66(2), 345-376.
3. Anant Kumar Verma , B. Padmapriya (2017). A study of WLB from the perspective of Hospitality Employees . IRJHRSS, 4(7), 233-243.
4. Balaji, M. (2017). WLB of women employees in the Banking Sector. *International Journal of Research in Commerce & Management*, 8(7), 30-35.
5. Bhatt, P., Mehta, P. (2019). Family Responsibilities &WLB among women employees. *Journal of Social Sciences*, 15(2), 112-120.
6. Bhawna Sahjwani (2024) . Remote Work Acceptance &WLB Challenges for Female Faculty in Bhopal During the Pandemic . Unnayan , 16(2) , 117-134.
7. Bhawna Sahjwani (2023). Impact of Pandemic on WLB Among Working Women in Management Institutes in Bhopal . JETIR , 10(12), d434-d445.
8. Bhoomika D. Bhatt , Nishith kumar H. Bhatt . (2022). Reviews of Related Literature on WLB in Organized Retail Sector in India . International multidisciplinary peer reviewed e – journal , 8(3) , 1-19 .
9. Bijal Shah , Meet Snehal Shah (2023) . A study of WLB of female employees in education sector. IRJMETS , 5(2) , 342-345 .
10. Clark , S. (2000). Work- Family Border Theory : A New Theory of WLB . Human Relations , 53, 747 -770 .

11. C. Naga Ganesh, Nagaraja. P. , P. Sumalatha (2021). WLB of Women Employees of IT Sector during Remote Working . IJMH, 5(7), 62-65.
12. Divya Bhawnani, et al. (2025) . WLB of Female Employees in Education Sector. IJIRT , 12(1) , 2023 - 2029.
13. Eisenberger , R., et al. (1986). Perceived Organizational Support. Journal of Applied Psychology , 71, 500-507.
14. Ellen Ernst Kossek , Brenda A. Lautsch (2012). Work- family boundary management style in organization: A cross level model . Organizational psychology Review , 2(2), 152-171.
15. Ellen Ernst Kossek , et al. (2011). Workplace social support , work family conflict : A meta analysis clarifying influence of general & work – family – specific supervisor , orgazational support . Personnel Psychology, 64(2), 289-313.
16. Franceso Pace, Giulia Sciotto (2022). Gender differences in relationship between WLB, Career Opportunities, General Health Perception . 14 (357) , 2 of 10 to 10 of 10.
17. Frone, M. R. (2000). Work – family conflict , employee psychiatric disorders : The national comorbidity survey . Journal of Applied Psychology , 85(6), 888-895.
18. Geert Hofstede's (2001) . Culture's Consequences: Comparing Values , Behaviours , Institutions , Organizations Across Nations, 1-596.
19. G . Mohanapriya , S. Pougajendy (2018) . WLB of Married Employees in Retail Sector . IJMTE , 8(7) , 1132-1142.
20. Golden & Veiga(2005) .The Impact of Extent of Telecommuting on Job Satisfaction . Journal of Management , 31(2) , 301-318.
21. Gupta, R.& Sharma, R. (2019). WLB of women employees in public sector banks in India. *International Journal of Management Studies*, 3(1), 48-54.
22. Greenhaus, J. H., & Allen, T. D. (2011).In: Zedeck, S. (Ed.), Maintaining, expanding, contracting the organization APA Handbook of Industrial and Organizational Psychology: Washington. DC: American Psychological Association, (3) ,165–183.
23. Greenhaus J.H., Beutell , N.J. (1985) . Sources of Conflict Between Work , Family Roles. Academy of Management Review , (10) , 76-78.
24. Hans et al. (2015) . A Study on occupational stress , Quality of Work Life in Private Colleges of Oman . Global Business Mgmt Research , 7(3).
25. Himali Lahera , Anil lakhera (2019). A study on Impact of WLB among female employees of hospitality sector in India . JETIR . 6(5) , 33-39 .
26. Jeffrey H. Greenhaus , et al. (2003). The relation between work – family balance & quality of life. Journal of Vacationl Behaviour , 63(3), 510-531.
27. Kaur, R., & Arora, S. (2020). WLB of women employees in public sector banks: A review. *International Journal of Research and Analytical Reviews*, 7(3), 478-484.
28. Kirchmeyer, C. (2000) . Work life initiatives : Greed or benevolence regarding workers time ? Time in organizational behaviour, Trends in organizational behaviour , (7) , 79-93 .

29. Kossek, E. E., & Ozeki, C. (1998). Work-family conflict, policies, & the job-life satisfaction relationship: A review , directions for organizational behavior-human resources research. *Journal of Applied Psychology*, 83(2), 139–149.
30. Kumari, S.& Ranjan, P. (2019). Work-life balance among women employees in public sector banks: Challenges and strategies. *IJSER*,4(3), 1200–1212.
31. Madesh G , Sugumar A. (2022) . A study on WLB among women staff in Health Care System . *IJRPR* , 3(11) , 1538-1542.
32. Mansi Tiwari (2017). WLB of female Employees in Private Institution Gwalior : A Investigation , *IOSR – JBM* , 19(5) , 35-38.
33. Monika Singh, G.K. Sreenivasan (2024) . WLB practices , its impact on employees working in hotel industry in india . *Futuristic Trends in Mgmt* , (3) , 141-155
34. Magdelene Peter, S. Fabiyola Kavitha (2020) . A study on Impact of WLB of Employees at QuantumSoftware . *IJARET* , 11(3) , 120-127.
35. Mayesha Tasnim , Muhammed Zakir Hossain , Fahiba Enam (2017). WLB : Reality Check for the Working Women of Bangladesh . *JHRSS* , 5, 75-86.
36. M. Vaanmalar, B. Sooriapriya (2024). A Study on Quality of WLB of Employees in Banks. *IJRP*, 5 (9), 402- 407.
37. Monique Valcour (2007). Work- based resources as moderators of the relationship between work hours, satisfaction with work - family balance . *Journal of Applied Psychology* , 92(6), 1512-23.
38. Nhamo Mashavira (2023). WLB in Zimbabwe Retail Sector – Testing Job engagement , job satisfaction model . *Acta Commercii* , 23(1), 1-13.
39. Nida Sarwar , G.S. Lodhi (2019) . A study on WLB among female medical professional of private , public hospitals in patna . *IJEP* , 13(1) , 85-100 .
40. P. Padma Bai (2023). A Study of WLB with reference Retail Industry in India. *IJSRED*, 6(5), 18-21.
41. Payal Mahendrainh Mahida , Suchita Chauhan (2023). A WLB of Working Women : A Literature Review . *IJCRT* , 11(9), a61 to a70 .
42. Pinky Vyas , Shweta Pandit (2023) . A Comparative Analysis of Job Satisfaction among Female Bank officers of Bank of Beroda , State Bank of India in Bhopal . *Journal of Chemical Health Risks* , 3 (6) , 620-627.
43. Pooja Mehta , B.M. S. Bhadoriya , Sulakshna Tiwari (2022) . Medical Professionals WLB during Covid – 19: The Case of Bhopal City. *Res Militaris*, 12(n°2) , 8060-8065.
44. Powell, G. N., & Greenhaus, J. H. (2010). Sex, gender, and the work-to-family interface: Exploring negative and positive interdependencies. *Academy of Management Journal*, 53(3), 513-534.
45. Prashanth Jain and H., Sandhya (2024). Work life balance in banking sector international . *Journal of Research Publication and Reviews Journal* , 5 (3), 3325-3329.
46. Rajesh K. Yadav , Nishant Dabhade (2013) .WLB amongst working women in public sector banks – a case study of SBI . *ILSHS*, 7 , 1-22.
47. Rajesh K. Yadav , Nishant Dabhade (2014) .WLB , Job satisfaction among the working women of Banking , Education Sector – A Comparative Study. *international Letters of Social and Humanistic Science*, (21) , 181-201.

48. Reena R. , etal. (2024).Relation between WLB , job satisfaction , Employee performance among women employee in health care sector . EELET, 14(1), 149- 156.
49. Robiul Islam Akash , et al. (2023) . Exploring WLB Among female Employees at Lovely Professional University : A Comprehensive Study. IJCRT , 11(11) , b748- b759.
50. Roli Pradhan (2019) . Work – life Quality Analysis of women employed in Private Banking Sector : Case Study of Bhopal . Turkish Online Journal of Qualitative Inquiry , 10 (4) , 720 -725.
51. Rupa Rathree, Renu Bhutel (2018). Factors affecting WLB of women in education sector . IISSEER , 3(3) , 830-856.
52. Samin Khan , Dr. G. K. Sreenivasan (2024). Role of Stress on WLB : A Study on Female employees of Hotel Industry . IJSREM , 8(9), 1-12.
53. Samuel Jayaraman et al. (2023). Quality of WL as a precursor to WLB : Collegiality ,job security as Moderators , Job Satisfaction as Mediator . Sustainability MDPI,. p25
54. Sanchita Das (2019). Conceptual Framework of WLB of Women Employees. JETIR , 6(3), 125- 129 .
55. Seema Malik , Jyoti Dhouchak (2018). WLB of Women Employees in Education Sector. IJR , 5(12) , 2862-2875 .
56. Shriti Singh Yadav , Sadav Khan (2024). WLB amongst Working Women: A Case study of the IT Sector . World Scientific News ISJ , 164-181.
57. Shinu Shukla (2016). A Study of WLB on Selected Working Women in Urban Satna (MP). IJSTM, 5 (4), 116-121.
58. Shivani Raina, Mr. Kamal Tamoli, Dr Neetika , Dr Payal Sharma (2024). WLB of women employees in Banks during Covid-19 . Pandemic European Economic Letters, 4 (1), 263- 269.
59. Shruti Punj (2022). WLB Among Female Faculty Members of Higher Educational Institutions in Jabalpur. IJNRD, 7(9), 1727-1727.
60. Singh. J., & Kaur, H. (2018). Work-life balance: Challenges faced by women employees in public sector banks. IJRSS, 8(4), 135–146.
61. Subhashini Sagar , Dr Sumit Kishore Mathur (2021) . A study of WLB of women employees during work from home in the period of Covid – 19 . IJARIE, 7(2), 1743-1746.
62. Subhasini Sagar , Dr Sumit Kishore Mathur (2020). The Impact of Emotional Intelligence on WLB of Working Women in Bhopal Division . IJARIE, 6 (5), 2332-2336.
63. Suganya Dasaradhan, K. Selvasundaram (2024) . A study of WLB , Women employees job productivity in organization . SEEJPH , 10-16.
64. Sushree Sangita Das , Dr Shashi A. Mishra (2016) . A study on WLB of women working in IT sectors of Mumbai city . IJHSSI , 5(9) , 43-47 .
65. Thomas Kalliath & Bough (2008), WLB: A review of the meaning of the balance Contract. Journal of Management & Organization , 14(3), 323-327.
66. Toshiki Fukuzaki , et al. (2021) . The Effect of Nurses WLB on Work Engagement : The Adjustment Effect of Affective Commitment . Yonago Acta Medica , 64 (3) , 269-281.

67. Ungerson , Yeandle (2005). Care workers , WLB : The example of domiciliary careworkers . Future of Work Series , 242-262 .
68. Varsha dubey (2025) . Impact of Marital Status on WLB of Female Employees .IJCRT , 13(2) , 155-158.
69. Women in Revenue (2024). Career success , Quality of life: Balancing professional , personal goals . Women in Revenue .
70. Yu Xian Tan, Ai Na Seow, Chi Hau Tan , Siew Yong Lam (2025) .The Practices of WLB Job Satisfaction, Job Performance Among Female Employees inbanks: A Conceptual Study. IJMFA, 6(1), 177-194 .