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Work-Life Harmony in the Modern Workplace: A Statistical Analysis of Trends and Influencing Factors among the Married Women Employees in Government Departments with special reference to Aligarh Division

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Abstract

This study gives a quantitative evaluation focused on revealing the work-lifestyles equilibrium encountered by married female employees working in government departments in Aligarh Division. the placement of married working employees inside the team of workers has converted worldwide because of converting financial circumstances and evolving social norms. This has fostered a situation wherein professional married women derive satisfaction from nurturing a profession that is as dynamic as participating in proactive control of their private lives. reaching harmony among one's profession and private life is an art, and honing this complicated courting is essential for fostering an positive outlook in both non-public and expert spheres. in this context, it's miles a formidable assignment for women to obtain equilibrium among their careers and private lives. The equilibrium between innovative endeavors and profession responsibilities stands as one of the maximum bold challenges encountered by using married ladies at the same time as being within the jobs within the twenty first century. As a end result, a concerted initiative has been released to research the various factors influencing the equilibrium between career and personal lifestyles, with a selected emphasis on the creative and meaningful endeavors of married women working in government positions. The data was gathered thru a scientific survey and examined making use of statistical methods like ANOVA and imply score, utilizing the SPSS software suite. The examination uncovered a first-rate connection among the obligations and attributes of the place.

Keywords: Work life harmony, married women employees, government departments, SPSS.

1. Introduction

In Contemporary women are striving to achieve "self-actualization" amidst their challenging professional lives. They also diligently strive to engage in "intensive parenting" for their child until they reach full maturity, encompassing the physical, psychological, and physiological development of their offspring. The engagement of women across diverse spheres of life has heightened their time commitments. Here comes the role of Work-Life harmony to make work and life in harmony.

1.1 Statement of Research Problem

This current research seeks to ascertain the degree of work-life equilibrium among married women employed in State Government Department(s), specifically focusing on the Aligarh Division.

1.2 Research Gap

Earlier work-life balance used to be in focus but later on it was realised that personal and professional lives don't always need to be in a strict "balance" but can coexist and even complement each other, leading to greater satisfaction and well-being leading to work-life harmony. The new dimensions and research questions for this research gap are as follows; -

- a) Studying work-life harmony can offer insights into how people can thrive in both their careers and personal lives, making it an important area of research.
- b) Focus is on understanding how individuals, organizations, and societies can promote a harmonious integration of work and personal life.
- c) Studying how various others factors at job and family like work hours, officers support, salary, job security, spouse support, domestic support and various stresses etc. impact work-life harmony

1.3 Objectives of Research Work

The Objectives of the current research are:

- 1) To analyze various factors that affect work life harmony among the married women employees in government departments.
- 2) To identify the factors responsible for job stress and family stress on married women employees in government departments.
- 3) To examine effect of job stress on the performance of married women employees

in government departments.

- 4) To investigate impact of family stress on the performance of married women employees in government departments.
- 5) To examine impact of family stress and job stress on work life harmony.

1.4 Hypothesis

The study is conducted through the formulation and examination of hypotheses following the identification of the research problem:

Hypothesis I: Relationship Among Dimensions of Work Life Harmony

- **Null Hypothesis (H_0):** There is no relationship between the dimensions—that is, the correlation coefficient (ρ) between any two dimensions is equal to zero.
- **Alternative Hypothesis (H_1):** There is a significant relationship between the dimensions—that is, the correlation coefficient (ρ) is not equal to zero.

Hypothesis II: Officers Support

- **Null Hypothesis (H_0):** The mean score for the statement is equal to the neutral or average level.
- **Alternative Hypothesis (H_1):** The mean score for the statement is significantly different from the neutral or average level (in this study, responses are above average).

Hypothesis III: Co-workers Support

- **Null Hypothesis (H_0):** The mean score for the Co-workers Support item is equal to the neutral or average level.
- **Alternative Hypothesis (H_1):** The mean score for the item is significantly different from the neutral or average level.

Hypothesis IV: Positive Parenting

- **Null Hypothesis (H_0):** The mean rating for each Positive Parenting item is equal to the neutral or average level.
- **Alternative Hypothesis (H_1):** The mean rating for the item is significantly different from the neutral or average level.

Hypothesis V: Parental Satisfaction

- **Null Hypothesis (H_0):** The mean rating for each Parental Satisfaction item equals the neutral or average level.
- **Alternative Hypothesis (H_1):** The mean rating is significantly different from the neutral or average level.

Hypothesis VI: Spouse Support

- **Null Hypothesis (H_0):** The mean score for each Spouse Support item is equal to the average or neutral level.
- **Alternative Hypothesis (H_1):** The mean score is significantly different from the average or neutral level.

Hypothesis VII: Domestic Support

- **Null Hypothesis (H_0):** The mean rating for each Domestic Support item equals the neutral or average level.
- **Alternative Hypothesis (H_1):** The mean rating is significantly different from the neutral or average level.

Hypothesis VIII: Role Overload

- **Null Hypothesis (H_0):** The mean score for each Role Overload item is equal to the neutral or average level.
- **Alternative Hypothesis (H_1):** The mean score is significantly different from the neutral or average level.

Hypothesis IX: Job Satisfaction

- **Null Hypothesis (H_0):** The mean score for each Job Satisfaction item is equal to the neutral or average level.
- **Alternative Hypothesis (H_1):** The mean score is significantly different from the neutral or average level.

Hypothesis X: Job Stress

- **Null Hypothesis (H_0):** The mean rating for each Job Stress item is equal to the average or neutral level.
- **Alternative Hypothesis (H_1):** The mean rating is significantly different from the average or neutral level.

1.5 Scope and Limitations of the study

This research focusses on the concept of Work Life Harmony among married female employees within Sate Government Departments, specifically examining the Aligarh Division. This study focusses specifically on (i) The harmony between work and personal life among married female employees within Government Departments, particularly in the Aligarh Division (ii) The elements contributing to occupational stress and familial pressure on married female employees within governmental agencies will be identified. (iii) An analysis will be conducted to assess the impact of job-related stress on the performance of married female employees within government sectors. (iv) An exploration will be conducted into how family-related stress influences the performance of married women working in government sectors. The influence of familial tension and occupational pressure on the balance of work and life will be explored.

2. Literature Review

Work-life balance came into use in the 1970s and 80s, as stressed baby boomers strove to achieve a balance between career, family and other areas of their lives. The expression work-life balance (WLB) was first used in the middle of 1970s to describe the balance between an individual's work and personal life. Since women have to make sacrifices if they choose to work outside their home, it is important to be able to balance work and family responsibilities; therefore, a movement towards success is necessary both to work and to home. Focusing on the idea of harmony helps employees identify what's important and then create unique career paths from there. Shifting generational experiences have encouraged HR leaders to reevaluate the term to Work-Life Harmony.

(Russell and Bowman, 2000) studied that there has been increasing interest in work life balance in the popular press and in scholarly journals as well as government, management and employee representatives. Initially, the concept of work-life conflict was focused on impact of family demands on work and found that it extended to the impact; work has on individual stress, relationship and family well-being.

(Meenakshi, S.P. & Ravichandran, 2012) in their study the women teachers working in self-financing engineering institutions were taken as samples. Their role in work and family, factors hindering them to achieve WLB, impact of poor WLB etc., were considered as objectives of their study. The study thrown light on the problems faced by women teachers in achieving WLB and accordingly suitable

suggestion were provided by the researcher which would benefit both individual and the organization.

(Delina & Raya, 2013) in their study observed that women are receiving education and pursuing their own careers while simultaneously managing their existing family responsibilities, such as caring for their children, elderly parents, and in-laws, along with fulfilling their household duties. Their study data was subjected to descriptive statistics and it was found that the problems faced by the working women of Pondicherry in terms of work-life balance are quite high. The results also indicated that the work-life balance of individuals affect their quality of life.

(Ali Shagufta, Dr. Ishrat Azra & Dr. Barthwal Tripti, 2024) in their study addressed the problems faced by working married mothers trying to balance work and home obligations and the effects of their decision to work outside the home in full time. The importance of these women having mentors in their lives was also discussed. Support from their workplace would be one way in which women can find their way to work life balance.

3. Methodology

Finding work-life harmony using statistical data requires a structured methodology that incorporates data collection, statistical analysis, and interpretation. Below is a step-by-step methodology:

3.1. Define Work-Life Harmony Metrics

Work-life harmony is subjective, but it can be measured using quantitative and qualitative metrics.

3.2. Data Collection

This study was originally designed to include a total of 40 participants, specifically married women employed at the State Government Departments in Aligarh division. A straight forward convenience sampling technique was employed to gather primary data from 40 married female employees working in a Government Departments located in Aligarh division, utilizing a well-organized questionnaire. The primary information is collected from the survey forms that were circulated among the survey respondents, while the secondary information is obtained from previous studies, reference documents, academic journals, and resources supplied by relevant government departments and agencies related to this inquiry.

3.3. Data Cleaning & Preprocessing

Table 1: Demographic Classification and Officer Support Ranking of Respondents

Category	Classification	No. of Respondents	Percentage (%)
Age Group	Below 30	10	25

- **Data classification:** Data of respondents was classified corresponding to category defined and then compared percentage-wise.
- **Normalization:** Scaled different metrics for uniform comparison.
- **Categorization:** Converted qualitative responses (e.g., Strongly Agree, Agree, Neutral, Disagree and Strongly Disagree) into numerical scores for analysis.

3.4. Statistical Analysis: The initial information gathered from the respondent's undergone examination for analyzing the data using statistical software such as Statistical Package for the Social Sciences (SPSS).

A. Descriptive Statistics: Calculated mean, median, mode, and standard deviation, skewness, kurtosis for each metric and data was visualised to observe distributions and trends.

B. Correlation Analysis: Used correlation to identify relationships among metrics.

C. Testing the hypothesis: Checked t-value and P-value and hypothesis testing was done.

3.5. Interpretation & Insights: Identified thresholds where work-life harmony begins to deteriorate and developed personas for employees experiencing different levels of harmony.

3.6. Recommendations & Action Plan: Suggestions for policy changes (e.g., flexible work hours, support from family) shared. Suggestions are shared for early warning systems for burnout detection. Future use of this study is shared in this research to find organizational cultural shifts towards better work-life harmony.

4. Results

4.1 Demographic Profile of the Respondents

An examination of the demographic characteristics of the participants is conducted to gain insights into the variations in age, educational attainment, household size, family structure, and monthly earnings. The categorization offers valuable understanding regarding the backgrounds of the participants, which shapes their views on work-life equilibrium.

	31–40	18	45
	41–50	8	20
	Above 50	4	10
Educational Qualification	Undergraduate	8	20
	Postgraduate	22	55
	Professional	7	17
	Certificate course/Diploma	3	8
Family Size	Below 3	25	62
	4–5	12	30
	Above 5	3	8
Type of Family	Nuclear	25	62
	Joint	15	38
Monthly Income	Below 15,000	5	12
	15,001–30,000	6	15
	30,001–50,000	14	35
	Above 50,000	15	38

The age breakdown reveals that a significant portion of married female employees (45%) falls within the 31-40 age range, suggesting they are navigating an essential period in both their professional and familial lives. The level of education is elevated, with 55% possessing advanced degrees, indicating a highly skilled labour force. A majority of participants (62%) belong to small family units (fewer than three members), potentially alleviating household responsibilities. A significant portion (62%) resides in nuclear family structures, potentially heightening challenges related to work-life equilibrium owing to restricted household assistance. Income brackets

fluctuate, with 38% of individuals earning over ₹50,000, which promotes financial security, whereas 12% earn under ₹15,000, potentially encountering financial difficulties.

4.2 Officer Support Factor Ranking

The role of Officer Support is vital in influencing the equilibrium between work and personal life for employees. Personnel who offer support, independence, and engagement foster a more uplifting workplace atmosphere.

Table 2: Officer Support Factor Ranking

Officer Support Factors	Mean	Std. Deviation	Skewness	Kurtosis
Listening to my challenges at the workplace	2.42	1.018	-0.255	-1.216
More involvement	2.40	1.033	-0.133	-1.236
Give more space in fixing the working schedule	2.36	0.916	-0.328	-1.081
Always helpful	2.32	0.985	-0.212	-1.280
At the crucial time of work, officers extend assistance	2.32	1.004	-0.119	-1.266
Provide more autonomy	2.23	0.817	-0.015	-0.797

The table presented above indicates that the foremost factor in Officers Support is “Listening to my challenges at the workplace,” which holds a mean value of 2.42. Following closely, “More involvement” ranks second with a mean value of 2.40. The third position is occupied by “Give more space in fixing the working schedule,” which has a mean value of 2.36. In fourth place, we find “Always helpful,” with a mean value of 2.32. The fifth factor, “At the crucial time of work, officers extend their assistance,” also has a mean value of 2.32. Lastly, “Provide more autonomy” ranks sixth, with a mean value of 2.23.

4.3 Consolidated Ranking of Work-Life Harmony Factors

The concept of Work-Life Balance is a complex framework shaped by numerous elements, such as the support from colleagues, effective parenting, satisfaction in parental roles, assistance from spouses, help with domestic responsibilities, the burden of role overload, overall job satisfaction, and the presence of job-related stress.

Table 3: Consolidated Ranking of Work-Life Harmony Factors

Category	Factor	Mean	Std. Deviation	Skewness	Kurtosis
Co-workers Support	Always share their knowledge in the work and life experiences	2.38	0.914	-0.076	-0.904
	Sharing my responsibilities	2.28	0.958	-0.084	-0.640
	Co-workers are extremely supportive	2.13	0.849	0.119	-0.908
	Share my duties with colleagues	2.10	0.853	0.185	-0.891
	Good Team spirit	2.07	0.909	0.170	-1.191
	The staff are highly understandable	1.98	0.815	0.242	-0.951
Positive Parenting	Sharing lunch together	2.63	0.974	-0.336	-0.864
	Give recognition and appreciating the children's performance	2.49	1.038	-0.277	-0.776
	Monitoring and Watching the movements of kids always	2.43	1.110	-0.325	-1.139
	Quite often play and laugh with my sons and daughters	2.41	1.000	-0.223	-0.705
	Always pay attention to the ideas and the opinions of my children	2.39	1.067	-0.097	-0.960
Parental Satisfaction	Quality time with kids	2.62	0.995	0.005	-1.097
	The way of Managing the children	2.55	0.840	-0.145	-0.553
	Way of parenting	2.48	1.058	-0.114	-0.851
	Children's Success	2.44	1.004	0.029	-1.075
	Association with children	2.43	0.818	-0.103	-0.559
	Children's behaviour	2.39	0.998	-0.050	-1.118
Spouse Support	The spouse is taking care of my career growth	2.53	1.076	-0.170	-1.240
	Spouse spends quality time with me	2.49	1.094	-0.107	-1.305
	Involvement of spouse in caring the children's growth	2.48	0.864	-0.017	-0.655
	The involvement of Spouse making happy mood in the family	2.44	1.014	0.006	-1.109
	The role of spouse in generating income	2.40	0.936	-0.189	-0.988
	Spouse support in housekeeping	2.35	0.968	0.005	-1.045
Domestic Support	The involvement of my family in caring of my children's growth	2.47	1.058	-0.362	-0.879
	Psychological support from my friends and relatives	2.40	1.019	0.017	-1.142
	My family members extend their cooperation	2.34	1.066	0.049	-1.289
	My family members give financial assistance	2.19	1.084	0.059	-1.195
Role Overload	Amount of work is more than my capacity	2.54	0.968	-0.124	-0.952
	No support for accomplishing my task	2.49	1.019	-0.026	-1.113
	Anticipating more from me	2.42	0.999	-0.110	-1.113
	Overloaded in my job and life	2.40	1.070	-0.092	-0.987
	More pressure from my superior (No freedom)	2.29	0.999	0.085	-1.144
	Too much of workload (duties and responsibilities in my job)	2.25	1.046	0.387	-1.029
Job Satisfaction	Training and development	2.66	1.044	-0.278	-1.095
	List of work to be done	2.66	1.045	-0.181	-1.154
	Working environment	2.55	1.039	-0.131	-1.148
	Capacity to achieve the aims	2.52	1.018	-0.127	-1.099
	Workload	2.51	1.074	-0.031	-1.254

	Benefits at the time of retirement	2.48	0.945	-0.042	-0.904
	Job Protection	2.43	1.019	0.016	-1.122
	Pay	2.39	0.850	0.052	-0.628
	Opportunity in Career growth and development	2.37	1.010	0.176	-1.053
Job Stress	No opportunity for career growth and development	2.48	1.023	-0.120	-1.130
	No orientation	2.41	1.036	0.031	-1.173
	Workload	2.41	1.052	0.087	-1.197
	No benchmarking in labour contract	2.40	1.033	-0.133	-1.236
	Challenges in the work	2.40	1.102	-0.146	-1.125
	Poor ergonomics	2.39	0.942	-0.028	-0.950
	Duplicating in work	2.35	0.933	-0.064	-0.988

The encouragement from colleagues plays a crucial role in achieving a harmonious work-life equilibrium. Workers who exchange insights and duties (average = 2.38, 2.28) and perceive backing from their peers (average = 2.13) indicate higher levels of job satisfaction. Nonetheless, the camaraderie within the team (average = 2.07) and the comprehension of workplace dynamics (average = 1.98) are comparatively diminished, indicating deficiencies in collaborative efforts. Affirmative parenting demonstrates that dining together with children (mean = 2.63) and acknowledging their accomplishments (mean = 2.49) enhance a feeling of satisfaction. Nonetheless, the ongoing observation of children's engagements (mean = 2.43) indicates extra strain on working mothers, which may heighten stress levels. When it comes to parental contentment, the enjoyment of quality moments with children (average = 2.62) takes the top spot, closely followed by proficient child management (average = 2.55). Nonetheless, contentment regarding children's conduct and achievements (mean = 2.39, 2.44) fluctuates, suggesting that outside influences such as workload or stress could impact parenting practices. Support from a partner is essential for achieving a harmonious balance between work and personal life. Assistance for professional development (average = 2.53) and meaningful moments shared (average = 2.49) are positioned prominently. Nonetheless, participation in domestic tasks (mean = 2.35) and revenue generation (mean = 2.40) appears to be somewhat diminished, suggesting that conventional gender roles may still be shaping responsibilities. Factors related to domestic support indicate that engagement from family members in child care (average = 2.47) and emotional backing from relatives (average = 2.40) have a beneficial impact. Nonetheless, support from family in terms of finances (mean = 2.19) is comparatively lower, suggesting a trend towards financial independence among the participants. Role overload presents a significant challenge, characterized by an overwhelming workload that exceeds capacity (average = 2.54) and insufficient support in task completion (average = 2.49) being notably high. The demands imposed by higher-ups (mean = 2.29) and significant

responsibilities (mean = 2.25) intensify the disparity between work and personal life. Employee contentment is intricately connected to the availability of training prospects and organized work environments (average = 2.66). An encouraging workplace atmosphere (mean = 2.55) plays a significant role in fostering job engagement; however, elements such as compensation (2.39) and professional development (2.37) indicate potential areas for enhancement in employee motivation. Ultimately, workplace stress continues to be a significant issue. Insufficient prospects for career advancement (average = 2.48), inadequate workplace facilities (average = 2.24), and overwhelming job demands (average = 2.41) are significant sources of stress. Uncertainty in employment (average = 2.30) and restricted involvement in decision-making processes (average = 2.26) additionally lead to discontent. The research emphasizes that assistance from colleagues, partners, and family significantly enhances the equilibrium between work and personal life. Enhancing these aspects by implementing improved workplace policies, distributing domestic duties more equitably, and defining structured job roles can significantly elevate overall employee wellness.

4.4 Hypothesis Testing

To validate the statistical significance of the relationships among Work-Life Harmony factors, hypothesis testing was conducted.

Hypothesis I: Relationship Among Dimensions of Work Life Harmony

- **Null Hypothesis (H₀):** There is no relationship between the dimensions—that is, the correlation coefficient (ρ) between any two dimensions is equal to zero.
- **Alternative Hypothesis (H₁):** There is a significant relationship between the dimensions—that is, the correlation coefficient (ρ) is not equal to zero.

Table 4: Relationship among dimensions of Work Life Harmony

Work Life Harmony	Officers Support	Co- workers Support	Positive Parenting	Parental Satisfaction	Spouse Support	Domestic Support	Role Overload
Officers Support	1.000	.493**	.474**	.016	.155**	.310**	.065
Co- workers Support		1.000	.466**	.128**	.168	.158**	.169**
Positive Parenting			1.000	.377**	.093**	.031	.181**
Parental Satisfaction				1.000	.016**	.066**	.249
Spouse Support					1.000	.423*	.101**
Domestic Support						1.000	.221**
Role Overload							1.000

**Correlation is significant at the 0.01level (2-tailed).

The data presented in the table indicates that the correlation coefficient for Work Life Harmony is robust and favorable. It can be inferred that Officers Support exhibits a favorable and robust correlation with Co-workers Support (49.3%), Positive Parenting (47.4%), Parental Satisfaction (1.6%), Spouse Support (15.5%), Domestic Support (31%), and Role Overload (6.5%). Support from co-workers exhibits a favorable and robust connection with Positive Parenting (46.6%), Parental Satisfaction (12.8%), Spouse Support (16.8%), Domestic Support (15.8%), and Role Overload (16.9%). Positive Parenting demonstrates a robust and favorable connection with Parental Satisfaction (37.7%), Spousal Support (9.3%), Domestic Assistance (3.1%), and Role Overload (18.1%). Parental contentment exhibits a favorable and robust correlation with spousal

assistance (1.6%), household support (6.6%), and role strain (24.9%). The support from a spouse exhibits a robust and favorable correlation with domestic assistance (42.3%) and role overload (10.1%). The connection between Domestic Support and Role Overload is notably positive and robust, standing at 22.1%.

Hypothesis II: Officers Support

- **Null Hypothesis (H₀):** The mean score for the statement is equal to the neutral or average level.
- **Alternative Hypothesis (H₁):** The mean score for the statement is significantly different from the neutral or average level (in this study, responses are above average).

Table 5: Officers Support

Officers Support	Mean	Std. Deviation	T value	P value
Always helpful	2.32	.985	7.883	0.000**
At the crucial time of work officers extends its assistance	2.32	1.004	7.692	0.000**
Listening my challenges at the workplace	2.42	1.018	9.802	0.000**
More involvement	2.40	1.033	9.251	0.000**
Give more space in fixing the working schedule	2.36	.916	9.479	0.000**
Provide more autonomy	2.23	.817	6.641	0.000**

**denotes significant at 1%level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. According to the average score, the perspectives concerning all these assertions of Officers Support are at a level exceeding the average.

Hypothesis III: Co-workers Support

- **Null Hypothesis (H₀):** The mean score for the Co-workers Support item is equal to the neutral or average level.
- **Alternative Hypothesis (H₁):** The mean score for the item is significantly different from the neutral or average level.

Table 6: Co-workers Support

Co-workers Support	Mean	Std. Deviation	t value	P value
The staff are highly understandable	2.98	.815	-.461	0.645
Co-workers are extremely supportive	2.13	.849	3.787	0.000**
Share my duties with colleagues	2.10	.853	2.741	0.006
Good Team spirit	2.07	.909	1.837	0.067
Sharing my responsibilities	2.28	.958	7.015	0.000**
Always share their knowledge in the work and life experiences	2.38	.914	9.907	0.000**

**denotes significant at 1%level.

Hypothesis IV: Positive Parenting

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. The support from co-workers far exceeds the average standard. According to the average score, the perception of colleagues is that they are highly supportive, collaborate on tasks, exhibit strong team spirit, share responsibilities, and consistently impart their knowledge regarding both work and life experiences. The support from co-workers is rated above the average level.

- **Null Hypothesis (H₀):** The mean rating for each Positive Parenting item is equal to the neutral or average level.
- **Alternative Hypothesis (H₁):** The mean rating for the item is significantly different from the neutral or average level.

Table 7: Positive Parenting

Positive Parenting	Mean	Std. Deviation	T value	P value
Quite often play and laugh with my sons and daughters	2.41	1.000	9.770	0.000**
Always pay attention to the ideas and the opinions of my children	2.39	1.067	8.723	0.000**
Sharing lunch together	2.63	.974	15.558	0.000**
Give recognition and appreciating the children's performance	2.49	1.038	11.219	0.000**
Monitoring and watching the movements of kids always	2.43	1.110	9.210	0.000**

**denotes significant at 1% level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. The average score indicates that the perspectives on all these aspects of Positive Parenting exceed the average threshold.

- **Null Hypothesis (H₀):** The mean rating for each Parental Satisfaction item equals the neutral or average level.
- **Alternative Hypothesis (H₁):** The mean rating is significantly different from the neutral or average level.

Hypothesis V: Parental Satisfaction

Table 8: Parental Satisfaction

Parental Satisfaction	Mean	Std. Deviation	T value	P value
Way of parenting	2.48	1.058	10.889	0.000**
Children's behavior	2.39	.998	9.369	0.000**
Quality time with kids	2.62	.995	14.845	0.000**
Children's Success	2.44	1.004	10.600	0.000**

The way of Managing the children	2.55	.840	15.656	0.000**
Association with children	2.43	.818	12.712	0.000**

**denotes significant at 1% level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. The average score indicates that the views concerning all these statements of Parental Satisfaction exceed the average level.

- **Null Hypothesis (H₀):** The mean score for each Spouse Support item is equal to the average or neutral level.
- **Alternative Hypothesis (H₁):** The mean score is significantly different from the average or neutral level.

Hypothesis VI: Spouse Support

Table 9: Spouse Support

Spouse Support	Mean	Std. Deviation	T value	P value
Involvement of spouse in caring the children's growth	2.48	.864	13.293	0.000**
Spouse support in house keeping	2.35	.968	8.669	0.000**
The role of spouse in generating income	2.40	.936	10.301	0.000**
The involvement of Spouse making happy mood in the family	2.44	1.014	10.451	0.000**
The spouse is taking care of my career growth	2.53	1.076	11.875	0.000**
Spouse spends quality time with me	2.49	1.094	10.800	0.000**

**denotes significant at 1% level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. The average score indicates that the perspectives on all these assertions related to Spouse Support exceed the typical level of agreement.

- **Null Hypothesis (H₀):** The mean rating for each Domestic Support item equals the neutral or average level.
- **Alternative Hypothesis (H₁):** The mean rating is significantly different from the neutral or average level.

Hypothesis VII: Domestic Support

Table 10: Domestic Support

Domestic Support	Mean	Std. Deviation	T value	P value
The involvement of My family cares about my children's growth	2.47	1.058	10.733	0.000**
My family Members extend their cooperation	2.34	1.066	7.675	0.000**
My family members give financial assistance	2.19	1.084	4.237	0.000**
Psychological support from my friends and relatives	2.40	1.019	9.336	0.000**

**denotes significant at 1% level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. According to the average score, the perspectives on all these assertions related to Domestic Support exceed the average threshold.

- **Null Hypothesis (H₀):** The mean score for each Role Overload item is equal to the neutral or average level.
- **Alternative Hypothesis (H₁):** The mean score is significantly different from the neutral or average level.

Hypothesis VIII: Role Overload

Table 11: Role Overload

Role Overload	Mean	Std. Deviation	T value	P value
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Amount of work is more than my capacity	2.54	.968	13.415	0.000**
No support for accomplishing my task	2.49	1.019	11.546	0.000**
Overloaded in my job and life	2.40	1.070	9.011	0.000**
Anticipating more from me	2.42	.999	10.110	0.000**
Too much of workload (duties and responsibilities in my job)	2.25	1.046	5.704	0.000**
More pressure from my superior (No freedom)	2.29	.999	6.896	0.000**

**denotes significant at 1% level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. The average score indicates that the perceptions concerning all these assertions related to Role Overload exceed the average threshold.

- **Null Hypothesis (H₀):** The mean score for each Job Satisfaction item is equal to the neutral or average level.
- **Alternative Hypothesis (H₁):** The mean score is significantly different from the neutral or average level.

Hypothesis IX: Job Satisfaction

Table 12: Job Satisfaction

Job Satisfaction	Mean	Std. Deviation	t value	P value
Job description (Duties and Responsibilities)	2.19	.935	4.776	0.000**
Nature of Supervision	2.24	.934	6.256	0.000**
Co-workers' behaviour	2.26	.920	6.849	0.000**
Pay	2.39	.850	10.945	0.000**
Benefits at the time of retirement	2.48	.945	12.283	0.000**
Opportunity in Career growth and development	2.37	1.010	8.807	0.000**
Working environment	2.55	1.039	12.576	0.000**
Work load	2.51	1.074	11.383	0.000**
Job Protection	2.43	1.019	10.199	0.000**
Training and development	2.66	1.044	15.106	0.000**
List of work to be done	2.66	1.045	15.062	0.000**
Capacity to achieve the aims	2.52	1.018	12.224	0.000**

**denotes significant at 1% level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. According to the average score, the perspectives on all these assertions related to Job Satisfaction exceed the average threshold.

- **Null Hypothesis (H₀):** The mean rating for each Job Stress item is equal to the average or neutral level.
- **Alternative Hypothesis (H₁):** The mean rating is significantly different from the average or neutral level.

Hypothesis X: Job Stress

Table 13: Job Stress

Job Stress	Mean	Std. Deviation	T value	P value
Workload	2.41	1.052	9.242	0.000**
Challenges in the work	2.40	1.102	8.602	0.000**
No proper leading	2.19	.989	4.601	0.000**
Insufficient infrastructure	2.24	.946	6.089	0.000**
Less Compensation	2.24	.948	6.118	0.000**
Duplicating in work	2.35	.933	8.994	0.000**
No opportunity for career growth and development	2.48	1.023	11.305	0.000**
Poor ergonomics	2.39	.942	9.882	0.000**
Differentiation/Biased	2.34	1.132	7.152	0.000**
No adequate social support	2.26	1.102	5.758	0.000**

No job protection	2.30	1.055	6.924	0.000**
Too much responsibility	2.22	.987	5.456	0.000**
Low participation in decision making	2.26	1.050	5.920	0.000**
No freedom	2.26	1.015	6.089	0.000**
Conflicting demands	2.22	1.022	5.147	0.000**
Inequality in pay fixation	2.30	1.077	6.630	0.000**
No orientation	2.41	1.036	9.508	0.000**
No benchmarking in Labour contract	2.40	1.033	9.251	0.000**

**denotes significant at 1%level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. According to the average score, the perspectives on all these assertions related to Job Stress exceed the typical level.

5. Discussion

The examination of the data, bolstered by statistical evaluations and existing research, uncovers noteworthy connections between these elements and the harmony of work and personal life.

5.1 Commercial Impact of this research:

1. The results indicate that respondents married women employees with advanced degrees, postgraduates (55%) are actively doing job while concurrently facing elevated job expectations and familial obligations. Nuclear families (62%) are devoid of conventional family support systems. **Companies can use research findings to design better work-life harmony policies**, improving employee satisfaction and retention.

2. The current research reveals the necessity for organized mentorship and training initiatives to enhance managerial competencies in tackling work-life balance and harmony issues. **Organizations may integrate findings into leadership training programs**, promoting healthier work environments.

3. This research reveals that achieving work-life balance and harmony is not merely a personal endeavor but rather a collective obligation among partners, family members, and those involved in the workplace. **HR and wellness-focused tech companies and startups can develop AI driven apps** using insights from research. Startups in mental health and remote work management can leverage research to market their products effectively.

4. The research indicates that women experiencing work-related stress often struggle to meet the expectations of their careers and family responsibilities, resulting in reduced job performance, increased absenteeism, and a deterioration in overall well-being. Research-backed strategies (e.g., flexible work, remote work, mental well-being initiatives such

as digital detox) can **lead to higher productivity and lower absenteeism**.

5. The research demonstrates that role overload has a considerable impact on work-life equilibrium, especially for married women who navigate various responsibilities as workers, mothers, and carers. **Governments and labor organizations can use research to shape labor laws and policy reforms**, improving working conditions and business regulations.

6. The findings of the research suggest that attaining work-life equilibrium necessitates collaborative efforts from an individual, organizations, policymakers, and the broader community to enhance employee welfare. **HR consultants can develop new frameworks** and Management consultants can advise clients based on findings to help businesses optimize workforce performance

7. The department ought to organize workshops aimed at enhancing employees' emotional intelligence through increased awareness. Businesses that implement work-life harmony strategies can gain a **competitive edge in talent acquisition & retention, employer branding, and attracting top talent**.

8. A counselling division ought to be established.

5.2 Contribution of this research to the field of Research & Society:

1. The research could influence multiple fields, including psychology, business management, sociology, and public policy, organizational behavior.

2. Findings may inform labor laws, such as flexible work policies, maternity leave, child care leave, mental health support in workplaces.

3. **Media, advocacy groups, influencers and freelancers may amplify** the findings, shaping social conversations around work culture so make awareness that improved work-life harmony can lead to stronger family relationships, better child development and community engagement.

4. Research findings may support innovations in virtual collaboration tools and **productivity software for remote work solutions**.

5. HR policies in different sectors may adopt recommendations from the paper and concepts like **hybrid work models, compressed workweeks and employee wellness programs** may stem from this research for better mental health and job satisfaction amongst employees across industry.

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6. Conclusion

This document highlights various challenges associated with achieving work-life harmony among married women employees within the Indian framework, particularly focusing on state government offices in Aligarh division. Although numerous nations in the developed world have implemented family-oriented workplace policies, a similar level of progress remains to be observed in India. Women represent a vital segment of the manpower all over the world. The challenges encountered are plentiful, frequently the disruption in their careers stems from the responsibilities of motherhood and household tasks. Striking a balanced co-existence between professional responsibilities and familial obligations is an increasing worry for contemporary workers and businesses or employers. Flexible hours, remote work options, childcare services, child care leave etc. can create a nurturing workplace atmosphere is yet another crucial endeavor that requires attention. As the prevalence of dual career couples continues to rise, it is only logical that this approach should be embraced here as well, as it would significantly contribute to boosting productivity and promoting a harmony between work and family life of married working women. The findings indicate that working women exhibit a strong level of occupational involvement while successfully managing the demands of both their careers and family responsibilities

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