



A STUDY ON WORK LIFE BALANCE OF WORKING WOMEN EMPLOYEE IN MUMBAI

Khan Rehana Md Riyaz & Dr. Jyoti Thakur

Department of Commerce

SNDT Women's University, Mumbai

Abstract:

Work-life balance has become a major concern for working women employees, particularly in metropolitan cities like Mumbai, where professional demands and personal responsibilities often overlap. This study aims to examine the work-life balance of working women employees in Mumbai and to identify the factors influencing their ability to manage work and personal life effectively. The research also analyses the impact of work-life balance on job satisfaction, stress levels, and overall well-being of working women. The research concludes that a healthy work-life balance is essential for enhancing job satisfaction, productivity, and quality of life of working women employees. The study suggests that organizations should adopt employee-friendly policies and supportive work practices to help working women achieve a better balance between their professional and personal lives.

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Introduction:

The expression “work life balance” was first used in the late 1970’s to describe the balance between individual’s work and personal life. Work-life balance can be understood as a harmonious integration of professional and personal life, where neither negatively affects the other. As explained by Julie Morgenstern, it is not simply about dividing time between work and non-work activities, but about how effectively that time is used. The way a person manages work and relaxation can energize and support both areas of life. Ultimately, work-life balance is a personal concept—defined and achieved individually as a state of well-being or a goal to strive for that allows him to manage effectively multiple responsibilities at work, at home and community. It supports physically, emotionally, family and health and does so without grief stress or negative

support. Flexible work hours, work-from-home options, and supportive policies can help women manage both spheres more effectively. A good work-life balance improves job satisfaction, mental health, productivity, and strengthens relationships, making it essential for both personal growth and professional success.

Objectives of the Study:

Objectives of the study are as under:

1. To understand the work-life balance status of women employees in Mumbai.
2. To identify factors affecting their work-life balance.
3. To examine the impact of work-life balance on job satisfaction and personal well-being.
4. To assess organizational support and policies for women employees.



5. To suggest measures to improve work-life balance for women at the workplace.

Review of Literature:

1. **Sushree Sangita Das & Dr. Shashi A. Mishra (2016):** The article “A STUDY ON WORK LIFE BALANCE OF WOMEN WORKING IN IT SECTORS OF MUMBAI CITY” highlights the growing challenges faced by women professionals in balancing their career and family roles. It shows that although IT jobs provide good salaries and opportunities, they often demand long working hours, stressful deadlines, and extensive commuting. The study, based on responses from 50 women IT employees, reveals that many struggle with stress, family responsibilities, and limited career growth due to domestic commitments. Overall, it underlines the urgent need for organizational and societal measures to ensure women can balance both professional success and family well-being.
2. **Dr. Payal Mahendrasinh Mahida & Ms. Suchita Chauhan (2023):** The article “WORK LIFE BALANCE OF WORKING WOMEN: A LITERATURE REVIEW” provides a comprehensive overview of existing studies on challenges faced by women in managing professional and personal responsibilities. It highlights that factors like long working hours, family obligations, workplace policies, and societal expectations are key barriers to achieving balance. The review stresses that imbalance can lead to stress, low job satisfaction, and poor health, ultimately affecting both employees and organizations. It also suggests that flexible work arrangements, supportive leadership, and family support play a crucial role in improving women’s well-being. Overall, the paper underlines that work-life balance is not a one-time solution but an
- ongoing process requiring joint efforts from employees, organizations, and society.
3. **Neha Poddar & Dr. Prakash Divakaran (2020):** The article “WORK-LIFE BALANCE OF WORKING WOMEN: A REVIEW OF LITERATURE” by Neha Poddar and Dr. Prakash Divakaran examines challenges faced by women in managing both career and family responsibilities. It compiles findings from several studies highlighting issues like long working hours, excessive work pressure, societal expectations, and lack of organizational support, which can lead to stress and disrupt balance. The review shows that supportive policies, flexible timings, and family backing are crucial for women to cope with dual roles. It also stresses that work-life balance directly affects job satisfaction, health, and overall performance. Overall, the paper emphasizes that balancing work and family is an ongoing challenge and requires collective effort from organizations, families, and society.
4. **Gayatri Pradhan (2016):** This paper, titled “WORK-LIFE BALANCE AMONG WORKING WOMEN: A CROSS-CULTURAL REVIEW” by Gayatri Pradhan, explores the challenges working women face in balancing their professional and family lives, a growing concern with more women entering paid employment. It highlights how work-life balance is often discussed more for women due to societal expectations regarding their domestic roles, contrasting with men's lesser involvement in household chores. Therefore, the paper stresses the need for cross-cultural analysis to understand how working women navigate these issues in diverse contexts.
5. **N. Lakshmi V. Sai Prasanth (2018):** This research paper, published in the International Journal of Advanced Multidisciplinary Scientific Research, investigates the challenges faced by employed



women in managing work-life balance. It highlights how economic shifts and societal expectations have led to immense pressure on women to excel professionally while also actively engaging in personal life. The study reveals that increasing workload and technological advancements blur the

lines between work and personal life, causing significant stress on working women's physical, emotional, and social well-being. The authors emphasize that achieving work-life balance is crucial for working women to experience a respectable quality of life.

Research Methodology:

1. Sources of Data:

Sources of data refer to the origins from which information is collected for a research study.

A. Primary Data:

Primary data was collected directly from women employees working in various sectors across Mumbai. This was done using a well-structured questionnaire designed to gather information on their work-life balance experiences, challenges, working hours, support from the organization, family obligations, and individual well-being.

B. Secondary Data:

Secondary data was gathered from existing literature, including books, academic journals, research papers, government publications, organizational reports, and credible websites. This data helped in understanding theoretical frameworks, previous research findings, and current trends related to work-life balance, especially concerning women in urban work environments.

2. Geographical Area:

The geographical area focus of this research study is limited to the western region of Mumbai. This includes Women employees working various sector which located Western side of Mumbai, Such as Virar, Nalasopara, Vasai, Naigaon, etc.

3. Sample Size:

For the study on Work Life Balance Women Employee in Mumbai, a sample size of 80 Respondents is appropriate, depending on the scope of collection while keeping the study manageable.

Sr. No.	Occupation	Respondents No.
1	Corporate / office job	21
2	Teaching / Education	28
3	Healthcare	10
4	Retail / Service	08
5	Manufacturing	08
6	Self-employed	09
7	Student	01
Total		85

4. Sampling Technique:

A convenience sampling technique will be used in this Research because it allows you to collect valuable insights from women employees who are easily reachable, though the findings may only reflect the experiences of a specific subset of the larger population.



5. Statistical Tool:

1. Percentage Method
2. Mean & Standard Deviation
3. Graphical Tools, Bar Graph, Pie Chart, Histograms

Hypothesis of the Study:

Objectives 1: To understand the work-life balance status of women employees in Mumbai.

Null (H_{01}): There is no satisfactory level of work-life balance among women employees in Mumbai.

Alternative (H_{11}): There is satisfactory level of work-life balance among women employees in Mumbai.

Objectives 2: To identify factors affecting their work-life balance.

Null (H_{02}): There is no significant relationship between factors affecting their work-life balance.

Alternative (H_{12}): There is significant relationship between factors affecting their work-life balance.

Objectives 3: To examine the impact of work-life balance on job satisfaction and personal well-being.

Null (H_{03}): Work-life balance has no significant impact of work-life balance on job satisfaction and personal well-being.

Alternative (H_{13}): Work-life balance has a significant impact of work-life balance on job satisfaction and personal well-being.

Objectives 4: To assess organizational support and policies for women employees.

Null (H_{04}): Organizational support and policies do not significantly influence the work-life balance of women employees.

Alternative (H_{14}): Organizational support and policies significantly influence the work-life balance of women employees.

Objectives 5: To suggest measures to improve work-life balance for women at the workplace.

Null (H_{05}): suggest measures do not significantly improve work-life balance for women at the workplace.

Alternative (H_{15}): suggest measures significantly improve work-life balance for women at the workplace.

Data Analysis and Interpretation:

The data has been analyzed using structured data for interpretation

Table 1.
Demographic Characteristic of the Respondents

Variables		Frequency	Percentage
1 Age	Below 25	42	49.4%
	25-35	27	31.8%
	36-45	13	15.3%
	46-55	03	3.5%
	Total	85	100%
2 Marital status	Unmarried	52	61.2%
	Married	32	37.6%
	Divorced	01	1.2%
	Total	85	100%
3 Type of Family	Nuclear	34	40%
	joint	51	60%
	Total	85	100%



4 Nature of employment	Full-time	45	52.9%
	Part-time	34	36.5%
	Contractual	09	10.6%
	Total	85	100%
5 Education qualification	Graduate	32	37.6%
	Post Graduate	38	44.7%
	Professional Degree	14	16.5%
	Other	01	1.2%
	Total	85	100%
6 Occupation	Corporate / office job	21	24.7%
	Teaching / Education	28	32.9%
	Health care	10	11.8%
	Retail / Service	08	9.4%
	Manufacturing	08	9.4%
	Self-employed	09	10.6%
	Student	01	1.2%
	Total	85	100%

The above table presents the demographic profile of 85 respondents. The age distribution shows that a majority of the respondents are below 25 years (49.4%), followed by those aged 25–35 years (31.8%), indicating that most participants are young adults, while only a small proportion belong to the 36–45 years (15.3%) and 46–55 years (3.5%) categories. In terms of marital status, the majority are unmarried (61.2%), followed by married respondents (37.6%), with a very small percentage divorced (1.2%). Regarding type of family, most respondents belong to joint families (60%), while 40% are from nuclear families. With respect to nature of employment, more than half are working full-time (52.9%), followed by part-time employees (36.5%) and contractual workers (10.6%). In educational qualification, the largest group consists of postgraduates (44.7%), followed by graduates (37.6%), professional degree holders (16.5%), and a small percentage under other categories (1.2%), indicating a well-educated sample. In terms of occupation, the highest proportion is engaged in teaching/education (32.9%), followed by corporate/office jobs (24.7%), healthcare (11.8%), self-employed (10.6%), retail/service and manufacturing (9.4% each), and a very small number of students (1.2%). Overall, the data indicates that the respondents are predominantly young, unmarried, well-educated individuals, mainly employed full-time and largely working in the education and corporate sectors, with a significant proportion belonging to joint families.

The demographic analysis of the 85 respondents clearly indicates that the sample is largely composed of young and early-career individuals. Nearly half of the respondents (49.4%) are below 25 years of age and 31.8% fall within the 25–35 age group, meaning more than 80% are under 35 years. This reflects that the study mainly represents the views of young working women who are likely to be in the initial or developing stages of their careers. The very small percentage in the 46–55 age group (3.5%) shows limited representation of senior or late-career employees.

In terms of marital status, the majority being unmarried (61.2%) suggests that personal and family responsibilities may differ compared to married respondents (37.6%), which could influence variables like work-life balance and stress levels. Only 1.2% are divorced, indicating minimal representation from that category. Regarding family type,



60% belong to joint families, which may provide additional family support but could also involve greater household responsibilities, while 40% belong to nuclear families.

Employment nature shows that 52.9% are full-time employees, indicating stable employment conditions for more than half of the respondents. However, a significant portion (36.5%) works part-time, and 10.6% are on a contractual basis, which may reflect job insecurity or flexible working arrangements. Educational qualifications reveal that the respondents are highly educated, with 44.7% postgraduates and 37.6% graduates. The presence of professional degree holders (16.5%) further strengthens the academic background of the sample, suggesting that the findings are based on well-qualified individuals.

Occupational distribution shows that the largest group works in teaching/education (32.9%), followed by corporate/office jobs (24.7%). Other sectors such as healthcare (11.8%), self-employment (10.6%), retail/service (9.4%), and manufacturing (9.4%) are moderately represented. Overall, the data portrays a sample dominated by young, unmarried, well-educated, full-time working women, primarily engaged in education and corporate sectors, many of whom belong to joint families. This demographic structure may significantly influence the overall findings and conclusions of the research study.

Testing of Hypothesis:

Following are the hypotheses framed by the researcher & had been tested below using the information from the data collected using the questionnaire.

H₁. Null (H₀₁): There is no satisfactory level of work-life balance among women employees in Mumbai.

Alternative (H₁₁): There is satisfactory level of work-life balance among women employees in Mumbai.

The above hypothesis framed is tested using percentage method & which is presented below in Table 1.

Table 1.

Sr. No.	Particular	Percentage %	Reference Table/ Graph
01	Women balancing personal & professional life	85.9%	5.1
02	Women get adequate time for their family after work hours	47.1%	5.2
03	Feel satisfied with the amount of time they spend at work.	44.7%	5.3
04	Work schedule does not interfere family responsibilities.	81.2%	5.4

Source: primary data

The majority of respondents reported that they are able to balance their professional and personal responsibilities (85.9%) and that their work schedule does not interfere with family responsibilities (81.2%). Although satisfaction with family time and working hours is moderate, the overall findings indicate a generally satisfactory level of work-life balance among women employees in Mumbai.

Conclusion:

Null Hypothesis (H₀₁) is REJECTED

Alternative Hypothesis (H₁₁) is ACCEPTED

This confirms that there is a satisfactory level of work–life balance among women employees in Mumbai.

H₂. Null (H₀₂): There is no significant relationship between factors affecting their work-life balance.

Alternative (H₁₂): There is significant relationship between factors affecting their work-life balance.



Table 2.

The above hypothesis framed is tested using percentage method & which is presented below in Table 2.

Sr. No.	Particular	Percentage %	Reference Table/ Graph
01	Long working hours negatively affect your work-life balance	76.4%	5.5
02	Overtime work interferes personal and family life	60.0%	5.6
03	Work pressure and tight deadlines increase stress level	85.8%	5.7
04	Work-related stress affects ability to manage household responsibilities	88.2%	5.8

Source: primary data

The majority of respondents reported that long working hours negatively affect work-life balance (76.4%), overtime work interferes with personal and family life (60%), work pressure and tight deadlines increase stress levels (85.8%), and work-related stress affects the ability to manage household responsibilities (88.2%). These results clearly indicate that the identified factors are strongly associated with work-life balance.

Conclusion:

Null Hypothesis (H_{02}) is REJECTED

Alternative Hypothesis (H_{12}) is ACCEPTED

This confirms that there is a significant relationship between the factors (working hours, overtime, work pressure, and stress) and the work-life balance of women employees.

H₃. Null (H_{03}): Work-life balance has no significant impact of work-life balance on job satisfaction and personal well-being.

Alternative (H_{13}): Work-life balance has a significant impact of work-life balance on job satisfaction and personal well-being.

Table 3.

The above hypothesis framed is tested using percentage method & which is presented below in Table 3.

Sr. No.	Particular	Percentage %	Reference Table/ Graph
01	Work-life balance positively affects overall job satisfaction	49.4%	5.9
02	Good work-life balance, more motivated at work	85.8%	5.10
03	Poor work-life balance reduces satisfaction with job	84.7%	5.11
04	Work-life balance influences productivity at the workplace	81.2%	5.12

Source: primary data

Nearly half of the respondents reported that work-life balance positively affects their job satisfaction (49.4%). A large majority felt more motivated at work when maintaining a good work-life balance (85.8%). Most respondents also agreed that poor work-life balance reduces job satisfaction (84.7%) and that work-life balance influences workplace productivity (81.2%), which is closely linked to personal well-being.

Conclusion:

Null Hypothesis (H_{03}) is REJECTED

Alternative Hypothesis (H_{13}) is ACCEPTED



This confirms that work-life balance has a significant impact on job satisfaction and personal well-being among women employees.

H₄. Null (H₀₄): Organizational support and policies do not significantly influence the work-life balance of women employees.

Alternative (H₁₄): Organizational support and policies significantly influence the work-life balance of women employees.

Table 4.

The above hypothesis framed is tested using percentage method & which is presented below in Table 4.

Sr. No.	Particular	Percentage %	Reference Table/ Graph
01	Organization provides flexible working hours to help in manage work and personal life	82.3%	5.13
02	Organization allows work-from-home or hybrid work options when required	74.1%	5.14
03	Organization provides adequate maternity or women-friendly leave policies	49.4%	5.15
04	Organization is supportive when they face personal or family-related issues	41.2%	5.16

Source: primary data

It indicates that a large proportion of respondents reported the availability of flexible working hours (82.3%) and work-from-home or hybrid work options (74.1%), which support better management of work and personal responsibilities. However, the availability of maternity or women-friendly leave policies (49.4%) and organizational support during personal or family issues (41.2%) was moderate. Despite this, the overall findings show that organizational policies and support mechanisms play an important role in influencing work–life balance.

Conclusion:

Null Hypothesis (H₀₄) is REJECTED

Alternative Hypothesis (H₁₄) is ACCEPTED

This confirms that organizational support and policies significantly influence the work-life balance of women employees.

H₅. Null (H₀₅): suggest measures do not significantly improve work-life balance for women at the workplace.

Alternative (H₁₅): suggest measures significantly improve work-life balance for women at the workplace.

Table 5.

The above hypothesis framed is tested using percentage method & which is presented below in Table 5.

Sr. No.	Particular	Percentage %	Reference Table/ Graph
01	Flexible working hours would help to improve work-life balance	95.3%	5.17
02	Work-from-home or hybrid work options would help you manage work and personal responsibilities better	92.8%	5.18
03	Reduced workload or realistic targets would improve work-life balance	45.9%	5.19
04	Supportive supervisors would help to maintain a healthy balance between work and personal life.	50.6%	5.20

Source: primary data



The overwhelming majority of respondents believe that flexible working hours (95.3%) and work-from-home or hybrid work options (92.8%) would help improve their work-life balance. Nearly half of the respondents also agreed that reduced workload or realistic targets (45.9%) and supportive supervisors (50.6%) would contribute positively to maintaining a healthy balance between work and personal life. These findings clearly indicate that the suggested measures have a strong positive influence on work-life balance.

Conclusion:

Null Hypothesis (H_0) is REJECTED

Alternative Hypothesis (H_1) is ACCEPTED

This confirms that suggested measures significantly improve work-life balance for women at the workplace.

Findings:

The study reveals that the majority of respondents are young working women, with more than 80% below the age of 35 years, indicating that the research mainly represents early and mid-career professionals. Most respondents are unmarried (61.2%), while 37.6% are married, showing variation in personal responsibilities that may influence work-life balance. A significant proportion (60%) belong to joint families, suggesting the presence of extended family support as well as additional household responsibilities.

In terms of employment, more than half of the respondents (52.9%) are working full-time, while 36.5% are part-time employees and 10.6% are working on a contractual basis. This indicates that although many have stable employment, a considerable number are in flexible or less secure job roles. The educational background of respondents is strong, with the majority being postgraduates (44.7%) and graduates (37.6%), showing that most participants are well-qualified.

Occupational distribution highlights that most respondents are engaged in the education sector (32.9%) and corporate/office jobs (24.7%), followed by healthcare, self-employment, retail/service, and manufacturing sectors. Overall, the demographic profile shows that the study is concentrated on young, educated, professionally engaged working women, primarily employed in stable job sectors.

Conclusion:

Based on the demographic analysis, it can be concluded that the study primarily represents young, educated, and professionally active working women in Mumbai. The dominance of respondents below 35 years indicates that work-life balance challenges may be more relevant to women in the early stages of career development. The higher percentage of unmarried respondents suggests comparatively fewer marital responsibilities; however, the large proportion belonging to joint families may increase domestic and social obligations.

The presence of full-time employment among the majority indicates financial independence and career commitment, while part-time and contractual employment reflect the need for flexibility in balancing personal and professional life. The high educational qualification of respondents suggests career-oriented attitudes and aspirations.

Overall, the demographic structure of the respondents plays a significant role in shaping their work-life balance experiences. The findings provide a strong base for further analysis of how age, marital status, family type, employment nature, and occupation influence the work-life balance of working women employees in Mumbai.

**References:**

1. *International Journal of Advanced Research / Research Journal (mention exact journal if known).*
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