

## Work Life Balance of working Women in Emerging Work Model

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### Abstract

The growth of flexible work models, such as remote work and hybrid environment has changed the landscape of professional life. This paper explore the implication of these emerging work model on the work life balance of women with a spotlight on twofold pressures women face in balancing professional obligation with personal and family responsibility. This study wants to explore how these new work models an either improve or make worse existing challenges by examining the dynamics of emerging work models, this paper aims to provide insight into the evolving experience of women in the workforce and offer recommendation to further improve their work life balance.

**Keywords:** work, work Life Balance, work Models, Working women, work environment.

### 1. Introduction

In the present era, the workplace has undergone spectacular changes, especially with the advent of technology and the global pandemic. This has led to the growth of flexible work models, including remote work hybrid work and compressed workweeks. These different models promise good and effective work life balance for employees in general. Particularly those with care giving responsibilities need careful examination. This paper seeks to understand how these new work models affect the work life balance of women. This study focuses on how flexibility impacts their work and home responsibilities. It also includes benefits and negative aspect, and the further prospect for women in the work place [2].

### 2. Objectives

- Examine the impact of remote and hybrid work models on women
- Analyze the role of technology in facilitate or hamper balance
- Identify key factors influencing women's work life balance

- suggest recommendation for improving work life for women

### 3. Literature review

- Lukasz marecki in their study suggested that business should establish flexible work arrangements and policies to improve work life balance and work satisfaction of the employees. it also suggest that to create a corporate culture that values and promote work stability.
- Dr. K. VeenaLatha in their study suggested that Work-life balance is important aspect of HRM. it has a huge impact on the productivity an growth of employees. Among the other factors communication play vital role in managing work related policies and make work place more balanced [3].
- Hana Silban in their studies found that there is an influence of work-life balance on job satisfaction.
- Bhatia Y. and Srilatha. S (2015) in the paper titled "Work-Life Balance and Gender

Differences in Middle Level Managers in India" -, The results indicates that Women are more affected than men due to work-family conflict because they traditionally spend more hours in household work than men. Women managers consistently report significantly higher job, family role conflict, which is accompanied by higher mental and physiological strains than men [1].

- Meharaj A. (2015) in their study observed that teaching as a very challenging job with a lofty level of responsibility. Extra work load can produce risky levels of stress, which affect professional activities. It also found that overwork is unhealthy for staff as well as for their learner. WLB is symmetry between the need of both staff and management. 6.
- Nayeem A., Tripathy point out that teaching is reported to have positive and negative occurrence about work- life. It also observed the relationship of job fulfillment with Work- life Balance (WLB), turnover purpose and burnout levels of teachers. One of the input findings is that WLB is a major provider toward Job satisfaction and male teachers feel more burnout compared to womanly teachers.

#### 4. Methodology

Study includes a mixed methods as follow:

- **Quantitative:** Data collected from working women in various sectors to understand the trends related to work life balance
- **Qualitative:** In depth interview with women from different sectors working in remote and hybrid model

#### 5. Positive impact of emerging work models

- **Flexibility:** New models provide ability to control work and household chores, child care and personal well being
- **Reduce stress:** Flexibility at work reduces a little stress, it gives more time to manage personal and family work.

- **Better career opportunity:** Remote work activity provides an opportunity to those who can't work in traditional work setting as well as to rural women's.

#### 6. Challenges

- Increased work load
- Gendered expectation
- Blurred boundaries

**Increased work load:** Flexibility of work leads to constant work and availability, which creates huge work load and stress for women. Juggling with time to manage work at any time deals with poor concentration at family and child care its also impact personal life too [4].

**Gendered expectation:** Women's are still expected to perform household activities and need to focus on career development. in male dominated society it is difficult to get higher position and work with maintaining balance.

**Blurred boundaries:** Flexi work time and hybrid work models have blur the boundaries of work place and home which create more challenge. Both need to perform at one roof at parallel way.

#### 7. Analysis and data interpretation

Do you feel your current work model give you more control over your daily schedule

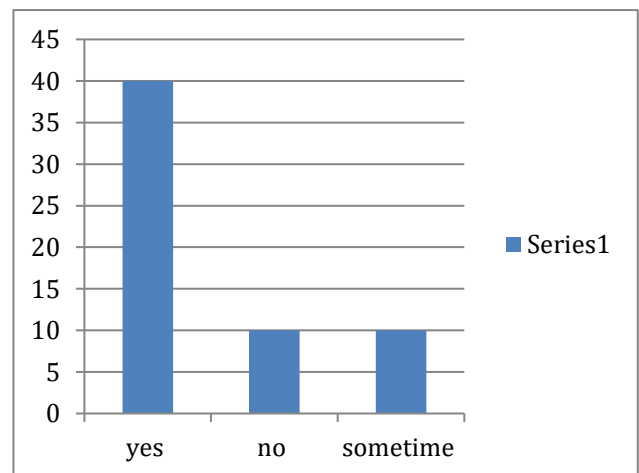
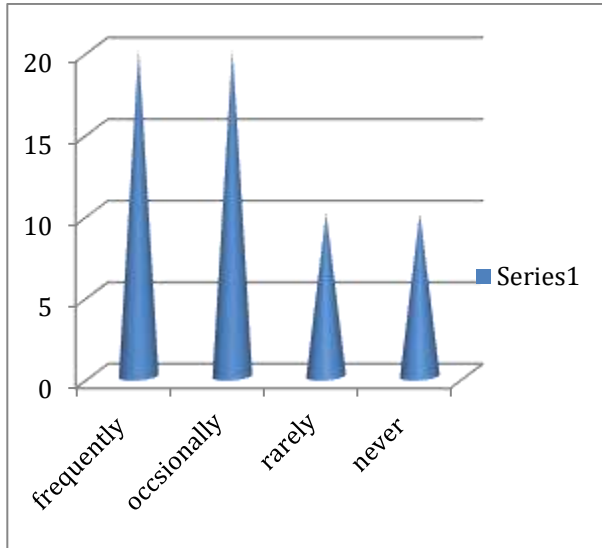


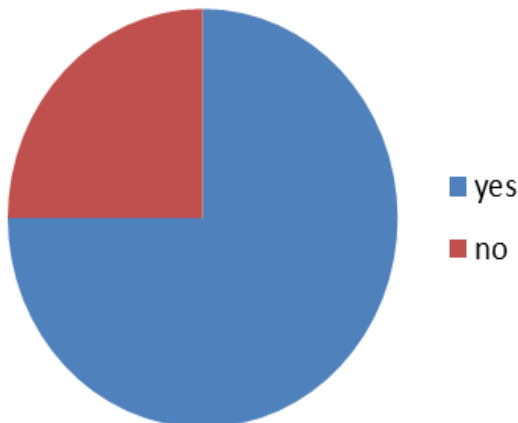
Figure 1 Graph no 1

As shown in the figure 1 most of the employees said yes that current work model give more control of work schedule.



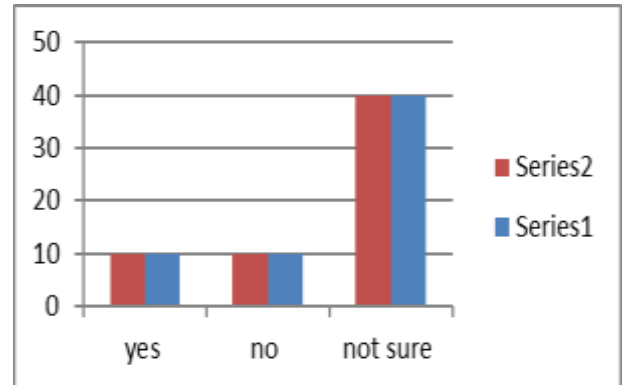
**Figure 2 Graph no -2 working beyond your official work hours**

As shown in the figure 2. 20% of the respondent says that they frequently carry their work beyond their official work hours, and few of them said they never do so.



**Figure 3 Graph no3. Showing stress and burnout due to balancing work and personal life**

As shown in the above figure 3 most of the employees said yes they feel stress and burn out due to balancing work and personal life.



**Figure 4 Graph no .4 contribution are recognized equally whether you work remote, hybrid or on site**

Most of the respondent said that they are not sure that their contribution was recognized equally but some of them said yes.

### Conclusion

The emerging work models present both opportunities and challenges for women’s work-life balance. On one hand, remote and hybrid work offer more flexibility, enabling women to better manage personal and family responsibilities. On the other hand, the expectation to remain constantly connected and the blurring of boundaries between home and work life can exacerbate stress and burnout. To optimize the benefits of these models for women, companies should implement clear guidelines around work hours, encourage the use of mental health resources, and promote policies that ensure equality in care giving responsibilities. Governments and businesses must also work together to create a supportive ecosystem that acknowledges the unique challenges women face in balancing work and life.

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