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A study of work life balance among women in educational institutions with special reference to Delhi NCR

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Abstract
Developing a unique perspective on work-life balance, particularly for women, requires taking into account the varied character of their experiences in today's industry and society. Addressing these issues necessitates a collective effort by companies, politicians, communities, and people. Creating an atmosphere in which women may attain a healthy work-life balance, benefits their personal and professional well-being while also fostering a more productive, creative, and inclusive society. Present study is based upon a survey in educational institutes about the work life balance issues among women employees. Respondents were asked to reply about four different aspects of WLB, and they were asked questions to examine their perception of the work life balance of their own. These four factors are Career Growth Opportunities, Health and Well-being, Supportive Culture, and Workplace Flexibility. The survey was conducted among 500 women employees. The results have shown that all the considered factors contribute to the WLB among women. Further the general observation during survey has suggested that the WLB is not only the concern of work place, family values, and WLB sensitivity among the family members help the women to attain better work life balance. The key suggestion of the research includes educating family members of women employees for WLB, by arranging family activities at work place.

Keywords: Career growth opportunities, health and well-being, supportive culture, workplace flexibility, work life balance, WLB sensitivity

Introduction

Career and personal life management is a contemporary paradigm that emphasises the need of striking a healthy balance between professional and personal duties. This precise balance is not a luxury; it is essential for promoting mental health, maintaining physical well-being, and cultivating intimate connections. In today's fast-paced world, where work frequently infiltrates the sanctity of personal time due to technological improvements and the globalisation of business, striking this balance has become both a problem and a goal for people of all professions.

Concept of work life balance

Career and personal life management is not about dividing time evenly between career and own interests, but about creating a condition in which one feels happy and content in both areas without jeopardising one's health or relationships. It is a fluid idea that changes widely amongst individuals, depending on their life phases, priorities, and personal beliefs. For some, it may imply the opportunity to pursue hobbies or spend time with loved ones, whilst for others, it may symbolise the need for self-care and relaxation to recover from job stress. The value of work-life balance cannot be emphasised. Research regularly reveals that a lack of balance can result in a variety of negative effects, including stress, burnout, depression, and physical health issues. These difficulties have an influence on the person's health, productivity, work pleasure, and overall quality of life. Individuals who attain a healthy work-life balance report better levels of enjoyment, resilience, and involvement in both their personal and professional lives.

Employers have an important role in promoting work-life balance. Progressive organisations understand the need of a balanced workforce and implement policies that encourage flexibility, such as telecommuting, flexible working hours, and mental health days.

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These behaviours not only improve employee well-being, but they also increase work satisfaction, loyalty, and retention. Furthermore, a culture that prioritises balance over burnout is more likely to be inventive and adaptable, because employees are more creative and energetic when they feel well-rested and supported.

However, finding work-life balance is a personal responsibility. It demands self-awareness, clear limits, and prioritising activities that benefit one's well-being. Time management and the capacity to say "no" to unreasonable expectations are essential abilities in this situation. Individuals must also see the value of detaching from work and using their free time to engage in activities that recharge their energy and soul. Career and personal life management is vital for living a fit and meaningful life. In the pursuit of success, it is critical to remember that genuine achievement includes not just professional successes but also the quality of one's personal life. As society evolves, it is anticipated that the value of balance will become more widely recognised, resulting in circumstances that promote both professional development and personal enjoyment. Achieving Career and personal life management is a difficult endeavour; however it is well worth striving for our collective well-being.

Evolution of work life balance concept
The notion of professional and personal life balance has evolved significantly throughout time, reflecting changes in society norms, economic situations, and technological breakthroughs. The concept of juggling work and personal obligations originated with the influence of the industrial revolution on work hours and labour rights, but has since evolved to embrace a holistic approach to well-being in the modern period. The historical history of work-life balance shows significant milestones and advances in knowledge and approaches to achieving professional and personal balance.

The industrial revolution represented a turning point in the nature of employment and its influence on people's lives. As industries expanded and labour demand increased, people were forced to work long hours in frequently unpleasant circumstances, leaving little time for personal or family life. This time established the framework for the early discussions about work-life balance, which were largely concerned with lowering work hours and improving working conditions. The labour movement was instrumental in pushing for rights that would eventually lead to more balanced lifestyles, such as the eight-hour workday, which became a symbol of the fight for a decent distribution of labour and rest.

The post-World War II era brought new dynamics into the professional and personal life balance. Economic expansion and the emergence of the corporate world prioritised professional advancement and financial success as indicators of human performance. During this period, the concept of a balanced work-life was generally based on a breadwinner model, in which one family member (usually the male) worked while the other (usually the female) maintained the house. This time witnessed the emergence of conversations about dual-career homes and the difficulties of integrating professional goals with family duties, although within a very fixed gendered framework.

Rapid technology breakthroughs, particularly the internet and mobile communications, revolutionised the work-life scene in the late twentieth and early twenty-first centuries. The digital revolution provided greater flexibility in work locations and hours, seemingly improving prospects for work-life balance. However, it also resulted in a blurring of the lines between professional and personal life, with the expectation of being "always on" and available regardless of time or location. This age necessitated a rethinking of what professional and personal life balance is in a time when the distinction between professional and personal domains is becoming increasingly blurred.

The current concept of work-life balance goes beyond merely allocating time between work and personal interests. It takes a broader approach that covers mental health, physical well-being, and quality of life. Flexible working arrangements, the normalisation of paternity leave, and a focus on mental health are all examples of a more holistic approach to finding balance. The COVID-19 epidemic hastened this transformation, since remote work has become the norm for many, further testing old views of the workplace and needing novel methods to balance.

The evolution of life balance mirrors larger cultural changes in the nature of employment, gender roles, technology improvements, and attitudes towards health and well-being. From its roots in the industrial revolution to today's complex, technology-driven global economy, the concept of work-life harmony has evolved to match society's evolving demands and values. As we move forward, the pursuit of balance is a dynamic task, necessitating continual dialogue and innovation to reconcile the requirements for working with the equally vital components of personal life and wellness.

Societal Expectations and Gender Roles
The ongoing tug-of-war between ingrained cultural expectations and modern women's goals for professional accomplishment lies at the heart of the work-life balance quandary for women. Women have historically been the major carers in the family, and despite tremendous societal advancements, this position continues to shape views and expectations. The expectation to thrive in this traditional position while pursuing career goals causes a twofold stress, frequently resulting in the "double shift" – working a full day and then going home to perform unpaid domestic labour. This dual expectation causes tension and shame because of perceived limitations in performing either function to the utmost.

Professional and personal balance has risen to the front of societal discourse, posing a critical challenge, particularly for women in many sectors of the labour. This increasing issue stems from the conventional and evolving roles that women are expected to assume, along with the unrelenting pressures of modern professional life. The desire for striking a balance between your life and your career is a complicated task that reflects deeper society structures and individual goals.

Women seeking professional and personal life balance face a variety of hurdles in the professional world. Despite progress towards gender equality, many businesses remain controlled by a culture that values long hours and constant availability, thereby marginalising people who want flexibility for family or personal reasons. This is exacerbated by the gender wage disparity and slower career advancement for women, which can reduce motivation and raise dissatisfaction for those attempting to balance

professional development with personal fulfilment.

While technology was designed to provide flexibility and efficiency, it has blurred the lines between work and home, making disengagement increasingly difficult. Constant connectivity can create an expectation of perpetual availability, putting further pressure on women to work outside of customary hours, limiting family time and personal space. Addressing the issues of work-life balance for women requires a diverse strategy. Employers play an important role in promoting inclusive workplace environments that really promote flexibility, part-time employment, and maternity leave for both genders, therefore normalising the sharing of household obligations. Societal attitudes around gender roles and caregiving must continue to grow, embracing both parents' contributions to nurturing duties and recognising the range of women's objectives.

Women's desire for work-life balance reflects wider cultural factors and deeply established expectations. To properly address this issue, people, families, companies, and legislators must work together to reinvent the narrative surrounding employment, success, and gender roles. As we work towards a fairer society, the goal of a balanced existence remains a source of optimism and a call to action for all stakeholders. Individual ways for achieving balance include establishing clear boundaries between work and personal life, prioritising tasks, and practicing self-care. Community support networks, mentorship, and networking can also assist women manage the complexity of combining career goals and personal well-being.

WLB Challenges for Women in Delhi NCR

The dynamic topography of the Delhi National Capital Region (NCR) creates a contradictory situation for Indian women. On one side, there is an increase in possibilities, economic progress, and modernity; on the other, conventional gender roles and cultural expectations continue to impact women's lives, particularly in terms of work-life balance. In this article, we will look at the many obstacles that Indian women in Delhi NCR encounter while attempting to balance their career objectives with personal duties.

Despite advances in education and career possibilities, gender discrepancies exist in Delhi NCR businesses. Indian women face challenges such as income disparities, limited professional advancement, and workplace harassment. The patriarchal attitude frequently denies them leadership and decision-making opportunities. These imbalances compound the battle for work-life balance, as women must reconcile professional goals with cultural expectations. Indian society places a high value on domestic duties, which disproportionately impact women. Traditional gender norms require that women are responsible for the majority of home duties, childcare, and eldercare. Balancing these responsibilities with a hard work becomes difficult, frequently resulting in burnout and stress. Furthermore, social pressure to prioritise family over work success limits women's professional development and perpetuates the cycle of inequality.

Navigating Delhi NCR's packed roads and limited public transport presents significant challenges for women, particularly in terms of safety. The ubiquitous issue of sexual harassment and assault in public places exacerbates their concerns, limiting their mobility and hindering their involvement in the labour sector. Commuting becomes a difficult undertaking, hindering efforts to achieve work-life balance. While some organisations have developed rules to promote work-life balance, many fall short of meeting the specific demands of women. Women find it challenging to reconcile work and family responsibilities due to a lack of maternity leave, inadequate child care options, and strict work schedules. The lack of a supportive work environment exacerbates the issues that women experience, prolonging the cycle of imbalance.

Legal Remedies for Indian Women for Work-Life Balance

The battle to achieve a healthy work-life balance is a universal concern, especially for working women. This difficulty is exacerbated in the fast-paced, competitive climate of Delhi NCR, India's capital area, by long commutes, high-pressure employment, and a hectic lifestyle. Fortunately, Indian law provides various remedies and rights to help women achieve a better balance between their work and personal life. Let us investigate these legislative provisions, concentrating on their application and efficacy in the context of Delhi NCR.

The Maternity Benefit Act of 1961, which was considerably revised in 2017, is a key piece of law for working women in India. This provision gives mothers enough time to care for their babies, promoting a healthy start to parenting and easing the transition back to work. Another important piece of law is the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act of 2013. By protecting women from sexual harassment, the Act indirectly promotes a better work-life balance by guaranteeing that women's safety and dignity are not sacrificed for professional success. The Factories Act of 1948, while not expressly created for women, has provisions that indirectly help women workers, particularly in the industrial and factory industries prominent in sections of Delhi NCR. The Act establishes working hours, provides frequent rest breaks, and specifies safe working conditions, all of which are critical for sustaining physical and mental well-being and promoting a healthier balance between work and family life.

Recognising the expansion of the Information Technology industry in Delhi NCR, various state-specific IT policies have been implemented, emphasising on flexible working hours, telecommuting options, and the creation of IT corridors with increased infrastructure and connection. These policies attempt to reduce travel times and promote flexible work conditions, both of which are essential for work-life balance. While not only aimed at women, these policies disproportionately benefit them by giving them more freedom to balance work and family commitments.

If their rights are abused, Indian women can seek legal redress under several labour laws. Courts in India have gradually construed rules to promote work-life balance. For example, judicial opinions have emphasised the significance of flexible working hours for women, particularly during pregnancy and postpartum, highlighting the judiciary's role in encouraging gender-sensitive work settings. While India's legislative framework, and by extension, the Delhi NCR, provides several remedies to help women achieve work-life balance, the success of these laws is heavily dependent on their execution and women's understanding of their rights. Employers play an important role in this respect, and they should actively implement and promote policies that support

women's work-life balance. Furthermore, cultural views about gender roles and obligations must change to support and supplement these legal measures. Only a concerted effort of law enforcement, company policy, and cultural change can result in a truly supportive environment for women's work-life balance in Delhi NCR and beyond.

Literature Review

A literature review is a crucial component of any investigation. (G. Jaiswal et al., 2018) [9]. The WLB studies will advise the researchers on the course of their investigation. Workers' lives have been permanently altered by the swift changes that organizations have made to the nature of labour and operational operations (Palumbo, 2020; Utoft, 2020) [10, 13]. The COVID-19 issue has caused a great deal of bodily, psychological, and emotive stress for employees. People have been compelled to use remote work practices and work from home, which has caused concerns about their professional and personal life. (Bhumika, 2020) [2]. In this challenging environment, workers across all professions are struggling with never-before-seen workloads. Their duties and the amount of accountabilities have grown dramatically. The responsibility for childcare, elder care and the home has to be managed by workers along with a paid career. Certainly, juggling work and personal obligations is a very significant topic facing the globe currently (Bhumika, 2020; Corbera et al., 2020) [2, 3].

Research Methodology

The research is multi variate descriptive study. The researcher has tried to examine the work life balance in Delhi NCR. A multivariate descriptive study is a sort of research strategy that seeks to explain and comprehend how several factors interact within a specific environment. Multivariate studies, as opposed to univariate or bivariate studies, investigate the interactions of three or more factors at the same time. This technique enables researchers to more properly capture the complexity of real-world occurrences while also providing a greater grasp of the data's linkages.

Objectives

A research study on Work-Life Balance (WLB) among women might have a variety of goals, reflecting the many issues and experiences women confront when combining their professional and personal life. Here are two primary objectives that are examined for the current study.

- To study the work life balance issues in women in Delhi NCR
- To find the ways to improve the work life balance issues in women in Delhi NCR

Hypothesis

H_{01}: There is no significant relationship between Career

Growth Opportunities and work life balance among the women employees.

H_{02}: There is no significant relationship between Health and Well-being and work life balance among the women employees

H_{03}: There is no significant relationship between Supportive Culture and work life balance among the women employees

H_{04}: There is no significant relationship between a Workplace Flexibility and work life balance among the women employees

Population

The researchers have aimed for understanding the WLB among the women employees in Delhi NCR.

Sampling

The researchers have done convenience sampling in the present study. The researchers have selected educational institutions form respondents. A sample size of 384 is considered good for social science researches. The researchers have raised the sample up to 500 for location symmetry.

Development of Questionnaire

A questionnaire with 25 statements has been formed. The researcher has tested it for validity and reliability. In research, the term reliability describes how repeatable or replicable a study is. In general, if a study can be replicated and yields the same results, it is deemed trustworthy. Studies can be dependable throughout time and across samples. For present research the researchers have examined Cronbach's alpha for the tool. Each of the five constructs have Cronbach's alpha value above 0.700 for each of their 05 items. So, the researchers have retained all the questions in the tool as it established the reliability.

KMO and Bartlett's Test

The KMO and Bartlett tests evaluate all available data at the same time. When the Bartlett's test significance level is less than 0.05 and the KMO score is greater than 0.5, it is indicated that the data has a high degree of correlation. Variable collinearity describes how strongly one variable is associated with others.

Table 1: KMO and Bartlett's test

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.739
Bartlett's Test of Sphericity	Approx. Chi-Square	7353.410
	df	300
	Sig.	.000

Table 2: Total Variance Explained

	Total Variance Explained						
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings^a
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	5.677	22.708	22.708	5.677	22.708	22.708	5.049
2	4.760	19.041	41.749	4.760	19.041	41.749	4.497
3	4.639	18.555	60.304	4.639	18.555	60.304	4.484
4	2.678	10.710	71.015	2.678	10.710	71.015	3.970
5	1.834	7.337	78.352	1.834	7.337	78.352	3.855
6	.752	3.008	81.360				

7	.729	2.917	84.277				
8	.611	2.442	86.719				
9	.476	1.904	88.624				
10	.418	1.673	90.297				
11	.367	1.468	91.765				
12	.332	1.330	93.095				
13	.282	1.128	94.223				
14	.260	1.041	95.264				
15	.244	.976	96.240				
16	.195	.779	97.019				
17	.187	.747	97.766				
18	.143	.570	98.336				
19	.129	.517	98.853				
20	.107	.426	99.279				
21	.087	.347	99.626				
22	.038	.154	99.780				
23	.031	.125	99.905				
24	.020	.081	99.986				
25	.004	.014	100.000				
Extraction Method: Principal Component Analysis.							
a. Total variance cannot be obtained by adding sums of squared loadings when components are correlated.							

Scree Plot

A scree plot, in multivariate statistics, is a line plot that displays the eigenvalues of factors or principal components in a study.
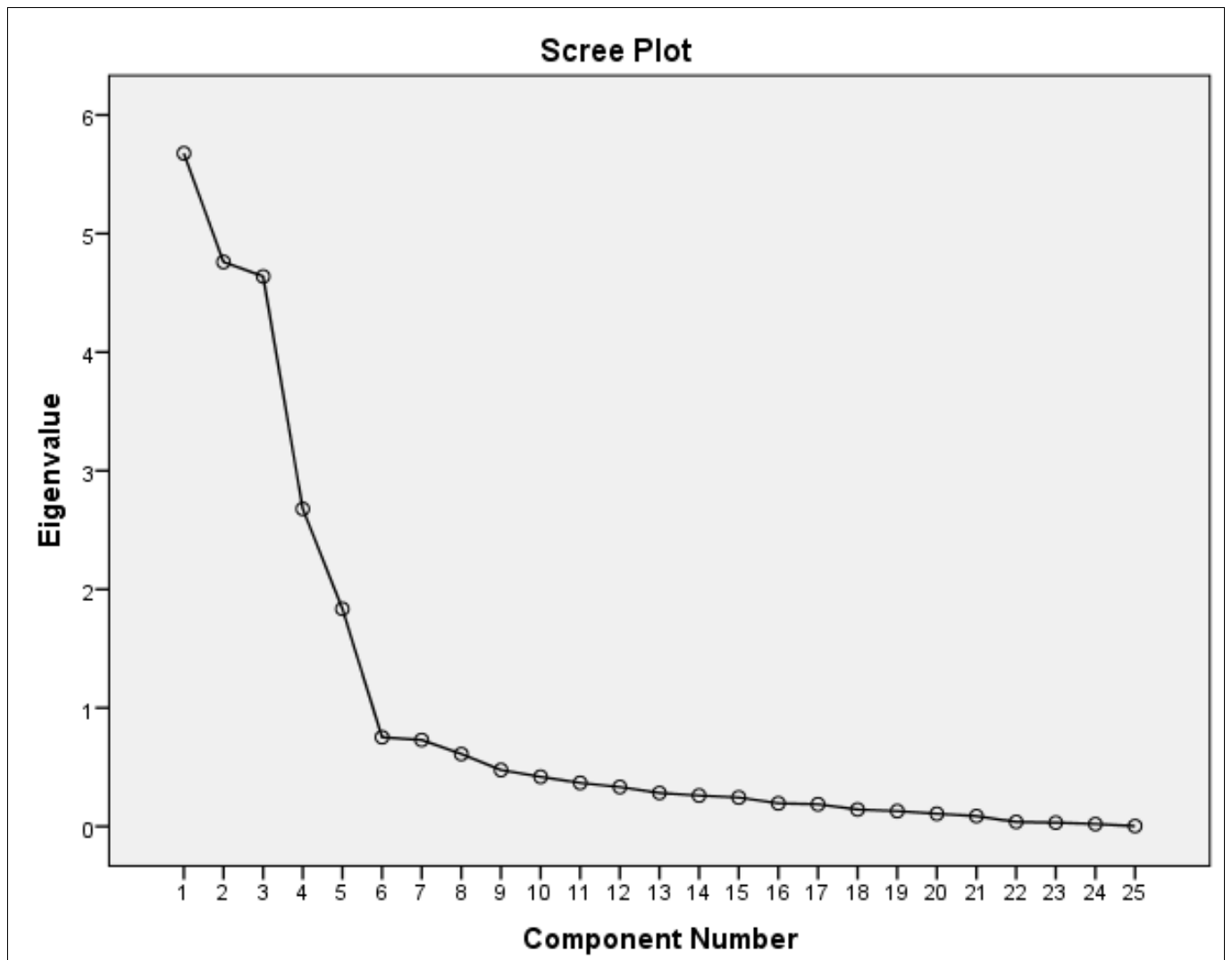

Fig 1: Scree Plot

Findings and Suggestions

H_01: There is no significant relationship between Career Growth Opportunities and work life balance among the women employees.

Table 3: Correlation table for testing Hypothesis H_{01}

Correlations		WLB	Career Growth Opportunities
WLB	Pearson Correlation	1	.438**
	Sig. (2-tailed)		.000
	N	500	500
Career Growth Opportunities	Pearson Correlation	.438**	1
	Sig. (2-tailed)	.000	
	N	500	500
**. Correlation is significant at the 0.01 level (2-tailed).			

The correlation value among two variables is positive and moderate. This can be said as these variables have significant relationship. Further R^2 supports the hypothesis testing.

Career development possibilities inside an organisation are critical in promoting work-life balance among female employees, acting as a foundation for professional fulfilment and personal happiness. In today's changing labour landscape, organisations that prioritise and actively encourage women's career progression not only contribute to gender equality, but also create an inclusive workplace conducive to overall employee well-being. Companies empower women by providing opportunities for advancement, such as promotions, skill development programmes, mentorship efforts, and leadership positions. This empowerment introduces confidence and self-worth in women, allowing them to efficiently manage their professional duties while also prioritising personal commitments and interests outside of work.

Furthermore, job advancement chances work as a catalyst for self-actualization, allowing women to realise their full potential and make significant contributions in their domains. As women advance up the organisational hierarchy, they get access to a greater range of resources, networks, and support systems, which improves their capacity to strike a healthy balance between their professional goals and personal lives. Furthermore, career advancement recognises and validates women's professional ability and devotion, reducing feelings of impostor syndrome and building a sense of belonging within the organisational culture.

Furthermore, professional advancement prospects inside the organisation frequently coincide with programmes targeted at encouraging flexible work arrangements and meeting varied lifestyle demands.

Recognising that women frequently juggle multiple roles and responsibilities, progressive employers provide flexible scheduling options, telecommuting opportunities, and parental leave policies that give women the freedom to manage their workloads in ways that are consistent with their familial obligations and personal priorities. This flexibility not only fosters a healthy work-life balance, but it also increases employee happiness, retention, and productivity, creating a positive feedback loop that benefits both people and the organisation as a whole.

Furthermore, career advancement possibilities have a ripple effect inside the organisational ecosystem, pushing other women to strive for comparable professional milestones and challenging old gender assumptions about leadership and ambition. As women move up the corporate ladder and into positions of influence and authority, they act as role models and mentors for their colleagues, providing guidance, encouragement, and support as they negotiate the challenges of professional progression. This mentorship relationship generates a sense of camaraderie and solidarity among female employees, resulting in a collaborative work atmosphere that values mutual empowerment and collective achievement.

Furthermore, organisations that prioritise gender diversity and invest in women's professional development would gain greatly in terms of innovation, creativity, and profitability. Research repeatedly shows that diverse teams outperform homogenous teams by accessing a greater range of views, ideas, and experiences to promote creativity and problem-solving. By creating a talent pipeline that represents the variety of the global marketplace, organisations position themselves to better understand and match their customers' changing wants and preferences, earning a competitive advantage in today's linked business world.

Providing a friendly and inclusive work atmosphere is critical for promoting women's health and well-being. Organisations may foster a culture of respect, empathy, and understanding in which workers feel valued, heard, and empowered to prioritise self-care without fear of repercussions or shame. This includes supporting diversity and inclusion initiatives, enforcing zero-tolerance rules for discrimination and harassment, and creating mentoring programmes that provide professional growth and networking opportunities for women at all levels of the organisation. Organisations that cultivate a feeling of belonging and community improve morale and camaraderie while also lowering the risk of burnout and attrition among female employees, resulting in a healthier and more resilient workforce.

H_{02}: There is no significant relationship between Health and Well-being and work life balance among the women employees

Table 4: Correlation table for testing Hypothesis H_{02}

Correlations		WLB	Health and Well-being
WLB	Pearson Correlation	1	.508**
	Sig. (2-tailed)		.000
	N	500	500
Health and Well-being	Pearson Correlation	.508**	1
	Sig. (2-tailed)	.000	
	N	500	500
**. Correlation is significant at the 0.01 level (2-tailed).			

The correlation value among two variables is positive and moderate. This can be said as these variables have significant relationship. Further R^2 supports the hypothesis testing.

Health and well-being in the workplace are critical foundations that not only generate a productive atmosphere but also play an important role in ensuring work-life balance, especially among female employees. Recognising

and prioritising employees' holistic health has become more important in modern organisational cultures, since it has a significant influence on overall performance and happiness. Maintaining a balance between professional obligations and personal well-being may be especially difficult for women, who frequently juggle several jobs and responsibilities both within and outside of work. As a result, when organisations actively promote and support health initiatives, it not only increases job satisfaction but also allows for a more harmonious integration of work and life.

First and foremost, promoting health and well-being within the organisational context means providing complete healthcare benefits that address physical, mental, and emotional components. Access to regular health screenings, preventative care services, and wellness programmes geared to women's individual requirements not only improves early diagnosis of health disorders, but also enables female employees to take charge of their own health. Organisations foster a sense of security and peace of mind among female employees by addressing concerns about healthcare accessibility and affordability, allowing them to direct their concentration and energy more efficiently in both professional and personal arenas.

Furthermore, establishing a culture of work-life balance necessitates not just addressing physical health but also nourishing mental and emotional wellbeing. Recognising the unique challenges that women may face, such as balancing familial responsibilities and societal expectations, organisations can implement initiatives such as flexible work arrangements, telecommuting options, and parental leave policies to accommodate diverse lifestyles and circumstances. Providing stress management resources, resilience-building courses, and counselling services helps women negotiate the challenges of modern life while maintaining their performance and engagement at work.

Organisational support for health and well-being goes beyond policies and programmes and includes leadership commitment and institutional alignment. When leaders promote a wellness culture and prioritise employee well-being as a strategic priority, they convey a strong message that health is more than just a personal responsibility; it is a shared organisational value. This includes role modelling healthy behaviours, prioritising open communication and feedback systems, and giving resources to projects that promote work-life balance and employee well-being. Integrating health and well-being concerns into decision-making processes and performance assessments reinforces the relevance of comprehensive well-being as a foundation for long-term business success.

Fostering health and well-being inside the organisation is critical to establishing work-life balance among female employees. Organisations help women to succeed both personally and professionally by putting comprehensive healthcare benefits, flexible work arrangements, and a friendly work environment first. Furthermore, by building a wellness culture and a leadership commitment to employee well-being, organisations not only improve job satisfaction and performance, but also help to create a fairer and more inclusive workplace in which all employees may thrive. Finally, investing in women's health and well-being is not just a moral necessity, but also a strategic investment in the organization's overall success and longevity.

H₀₃: There is no significant relationship between Supportive Culture and work life balance among the women employees.

Table 5: Correlation table for testing Hypothesis H_{03}

Correlations		WLB	Supportive Culture
WLB	Pearson Correlation	1	.601**
	Sig. (2-tailed)		.000
	N	500	500
Supportive Culture	Pearson Correlation	.601**	1
	Sig. (2-tailed)	.000	
	N	500	500
**. Correlation is significant at the 0.01 level (2-tailed).			

The correlation value among two variables is positive and moderate. This can be said as these variables have significant relationship. Further R^2 supports the hypothesis testing. In today's changing business world, creating a supportive culture inside organisations has emerged as a critical aspect in achieving work-life balance, particularly among female employees. A supportive culture takes a comprehensive approach that not only recognises its workforce's different needs, but actively attempts to solve them through policies, practices, and attitudes that prioritise employee well-being. Within this paradigm, female employees, who frequently juggle many jobs both within and outside the office, stand to profit greatly.

First and foremost, a supportive culture understands the fundamental importance of work-life balance and how it affects employee productivity, engagement, and overall pleasure. Organisations can adjust their programmes to efficiently meet the specific constraints that women experience, such as childcare commitments, eldercare obligations, and societal expectations. Flexible work alternatives, such as telecommuting, reduced workweeks, or customisable schedules, enable women to balance their professional and family duties, minimising stress and burnout.

Furthermore, a supportive culture promotes trust and open communication, allowing women to share their wants and concerns without fear of judgement or punishment. To cultivate this culture, promote openness in decision-making processes, encourage feedback systems, and aggressively seek input from women at all levels of the organisation. Organisations that value people viewpoints and experiences can acquire significant insights into their difficulties and conduct tailored initiatives to address them proactively.

Furthermore, supportive cultures prioritise workers' overall well-being by providing extensive support services and resources suited to their requirements. This might include access to wellness programmes, mental health resources, or courses on stress management and resilience. Investing in these projects not only demonstrates an organization's commitment to employee wellness, but also provides women with the tools and resources they need to efficiently negotiate the intricacies of work and home life.

The role of organisational leadership is critical in creating a supportive culture that fosters work-life balance for female employees. Leaders who set a good example, prioritise work-life balance in their own lives, and support diversity and inclusion programmes set the tone for the entire organisation. Leaders may foster a culture in which women feel empowered to prioritise their well-being without jeopardising their professional goals by modelling good work habits and lobbying for policies that promote work-life

balance.

Supportive cultures provide a feeling of belonging and community in the workplace, establishing relationships and networks that offer women with the assistance and resources they require to flourish. Employee resource groups, mentorship programmes, and affinity networks may provide useful venues for women to share their experiences, seek advice, and pursue career advancement possibilities. These activities promote a sense of camaraderie and solidarity, which not only improves job satisfaction and retention but also contributes to a more inclusive and equal work environment.

A supportive culture inside the organisation is critical for establishing work-life balance among female employees. Organisations can create an atmosphere in which women feel appreciated, supported, and empowered to achieve personal and professional success by recognising the different requirements of their workforce, encouraging open communication, prioritising employee well-being, and nurturing inclusive leadership. This not only improves the entire employee experience, but also drives long-term organisational performance and success.

H$_{04}$: There is no significant relationship between a Workplace Flexibility and work life balance among the women employees.

Table 6: Correlation table for testing Hypothesis H$_{04}$

Correlations			
		WLB	Workplace Flexibility
WLB	Pearson Correlation	1	.611**
	Sig. (2-tailed)		.000
	N	500	500
Workplace Flexibility	Pearson Correlation	.611**	1
	Sig. (2-tailed)	.000	
	N	500	500
**. Correlation is significant at the 0.01 level (2-tailed).			

The corelation value among two variables is positive and moderate. This can be said as these variables have significant relationship. Further R^2 supports the hypothesis testing. Workplace flexibility within an organisation is an important aspect in promoting work-life balance, especially among female employees. As cultural standards shift and women continue to play an increasingly important role in the workforce, meeting their different demands and responsibilities has become critical to maintaining a friendly and inclusive workplace. Workplace flexibility refers to a variety of activities, including flexible working hours, telecommuting alternatives, job-sharing arrangements, and reduced workweeks. These programmes enable women to properly manage their professional obligations while simultaneously responding to personal responsibilities such as childcare, housework, and higher education. Organisations that provide schedule flexibility recognise the multiple roles that women frequently play and empower them to handle their professions without compromising their personal lives.

One of the key advantages of workplace flexibility for female employees is the chance to better manage professional and personal responsibilities. Traditional 9-to-5 work schedules may not accommodate the needs of childcare, eldercare, or other domestic duties, putting unnecessary strain on women who must balance both work and caring. Flexible working arrangements provide workers the freedom to customise their schedules according on their requirements, whether that means starting work earlier or later, taking breaks during the day to attend to family affairs, or telecommuting when necessary. This flexibility not only decreases stress and burnout, but also increases job satisfaction and productivity among female employees by allowing them to organise their time more efficiently and effectively.

Workplace flexibility fosters inclusion and diversity in the workplace by meeting the diverse circumstances and preferences of women from all backgrounds and life stages. For example, working moms may benefit from flexible hours to meet school drop-offs and pickups, but women seeking higher education or certifications may need time off for classes or tests. Offering specialised flexibility choices demonstrates an organization's commitment to assisting women at all phases of their careers and life journeys, promoting a more inclusive and equitable workplace culture. This, in turn, can help to increase employee retention since women are more inclined to stay loyal to employers that prioritise their well-being and meet their demands.

Workplace flexibility can help close the gender wage gap by allowing women to stay in the workforce and progress their careers while also fulfilling their caring duties. According to research, women are more prone than males to stop or reduce their working hours to accommodate family duties, which might impair their professional progress and limit their earning potential in the long run. Organisations, on the other hand, can retain key female talent and create prospects for professional growth by adopting flexible work arrangements, therefore closing the gender wage gap. This not only benefits individual women, but also helps to create a more varied and inclusive leadership pipeline inside the organisation.

Workplace flexibility may improve employee morale, engagement, and overall organisational effectiveness. When women feel supported and respected by their employers, they are more likely to show loyalty, dedication, and extra effort in their employment. Flexible work arrangements may also build a culture of trust, autonomy, and mutual respect, allowing employees to manage their workloads and schedules in ways that best suit their unique needs and preferences. Employees are more motivated and empowered to give their best work, which may result in better levels of job satisfaction, lower turnover rates, and enhanced organisational agility and creativity. Workplace flexibility is critical for establishing work-life balance among female employees and creating a more inclusive, supportive, and productive organisational culture. Organisations that provide flexible working arrangements can help women effectively negotiate their professional and family commitments, improving their general well-being, job satisfaction, and possibilities for promotion. Furthermore, workplace flexibility may help to improve gender equality, employee retention, and organisational effectiveness, making it a win-win approach for businesses and employees alike.

The researcher has computed multiple correlation on coefficient of R=.768, and the R^2 value supports the hypothesis testing.

Shared Responsibility of Work-Life Balance: Employers, Employees, and Families

In today's fast-paced professional environment, striking a healthy work-life balance has become a top priority. It's a delicate balance between business expectations and the quest of personal well-being and familial ties. While typically mentioned as the employer's primary duty, it is critical to recognise that establishing work-life balance is a collective effort including not just the company and the employee, but also the employee's family. In this note, we explore the varied nature of work-life balance and why it requires shared accountability. First, analyse the function of the employer. Employers have an important role in creating work cultures that promote work-life balance. This entails developing policies and procedures that promote flexible working hours, remote work possibilities, and proper leave entitlements. Employers may dramatically improve employee happiness, retention, and general well-being by cultivating a work-life balance culture. Furthermore, offering tools like as counselling services, fitness programmes, and childcare support can help employees maintain a healthy work-life balance.

However, it is critical to recognise that the obligation does not rest simply with the employer. Employees must be actively involved in managing their work-life balance. This includes establishing clear boundaries between work and home life, prioritising activities properly, and talking freely with managers about workload and time restrictions. Furthermore, employees should use the resources and assistance provided by their companies to help them manage the problems of balancing work and personal duties.

Furthermore, the employee's family plays an important part in encouraging their loved one to achieve work-life balance. Family members may offer emotional support, empathy, and encouragement during times of excessive stress or burden. Furthermore, they may help with housework, childcare, and other home obligations, reducing the employee's workload. Families may dramatically improve an employee's general well-being and productivity by creating a supportive home environment. It's critical to recognise that finding work-life balance isn't a one-size-fits-all process. Each person's circumstances, objectives, and difficulties are unique, necessitating personalised methods to effective work and life management. Employers, employees, and families must work together and adapt to create solutions that meet the different requirements and goals of each individual.

Time management is a critical component in achieving work-life balance. Employers and workers may work together to optimise time management and reduce inefficiencies. This may involve setting realistic objectives and deadlines, delegating duties as needed, and employing time management tools and practices. Individuals who improve their time management abilities can increase their productivity and free up more time for leisure hobbies outside of work. Furthermore, promoting open communication in the workplace is critical for effectively managing work-life balance difficulties. Employees should feel free to express their wants, worries, and limits with their managers without fear of being judged or punished. Similarly, businesses should be open to employee feedback and actively seek solutions to meet their work-life balance needs. Furthermore, fostering a culture of work-life balance necessitates a shift in mentality at both the organisational and social levels. Long hours and continual availability have long been regarded as marks of dedication and commitment. However, this thinking is obsolete and harmful to employee well-being. Employers must understand that productivity and efficiency are not associated with long work hours. Employers may build more sustainable and pleasant work environments by prioritising outcomes over inputs and encouraging a healthy work-life balance.

Conclusion

The study, which sought to investigate the dynamics of work-life balance among women in educational institutions in the Delhi NCR region, provided significant insights into how variables such as career advancement opportunities, health and well-being, supportive culture, workplace flexibility, and sensitivity to work-life balance (WLB) influence their professional and personal lives. The findings highlight the vital relevance of creating a supportive work environment that not only recognises but actively promotes its workers' well-being. It is clear that career advancement opportunities do not determine job satisfaction among women in this sector; rather, a comprehensive approach that includes mental and physical health support, a culture that values and supports employee needs, and flexible working conditions are critical in improving their work-life balance.

This study found that organisations that develop a supportive culture and are sensitive to work-life balance problems can considerably improve their workers' overall well-being. Such settings not only attract but also retain talent, which benefits the institution's success and reputation. Furthermore, the survey suggests that workplace flexibility is increasingly viewed as a requirement rather than a perk for maintaining a good balance between professional and personal responsibilities.

This study emphasises the multidimensional nature of work-life balance among women at educational institutions in Delhi NCR. It advocates for a transformation in organisational policy and culture to create more inclusive, flexible, and supportive work environments. By addressing these issues, educational institutions may set an example and demonstrate the indisputable relationship between employee well-being and organisational performance. This study not only adds to the scholarly discussion of work-life balance, but it also gives practical insights for policymakers and educational leaders working to establish more resilient, supportive, and inclusive workplaces.

To summarise, creating work-life balance is a complicated endeavour that requires the combined efforts of businesses, employees, and families. Employers play an important role in creating supportive work environments, but employees must also take responsibility for their work-life balance and properly use available resources. Furthermore, family members' support and understanding are crucial in assisting individuals in balancing job and personal life obligations. Working together, we can make workplaces healthier, happier, and more productive, allowing people to succeed both professionally and personally.

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