

Work Life Balance and Job Satisfaction among the Working Women in Tapi District

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ABSTRACT

In today's workplace, finding a healthy balance between work and personal life is essential for female employees. If working women are not happy with their jobs or have stability in their lives, they may feel confused and stressed. Work-life balance means giving both work and home responsibilities equal attention in order to minimize conflict between them. The overall success of any business depends on how well its employees perform, and there are many different factors that can affect an employee's performance, some of which are related to their job, some to their family, and sometimes both. Working women from a variety of industries take part in a comparative study in the Tapi district. Women's views on work-life balance and job satisfaction are examined in this study, along with the relationship between the two. It also looks at how employee satisfaction is affected by work-life balance initiatives taken by employers. Results indicate that factors such as encouraging coworkers, equitable compensation, stimulating work, and employee-centered policies support both job satisfaction and a positive work-life balance.

KEYWORDS: Work life balance, Job satisfaction, Working women.

INTRODUCTION

Work-life balance is becoming a more prevalent issue in India, particularly among female employees. Keeping a healthy balance between work obligations and personal or family obligations is known as work-life balance. Problems frequently occur when two areas overlap because their demands are different. In actuality, life and work are intertwined and have an impact on one another. Employers need to realize that when workers feel supported and balanced, they are more dedicated and perform better, which keeps businesses competitive. A balanced life for women entails allocating their time and efforts to all significant spheres, including work, family, and personal health. In the banking industry, in particular, where employees frequently manage family obligations in addition to heavy workloads, this topic is especially crucial. When people feel satisfied with their work-life balance, they are more energetic, positive, and dedicated to their jobs.

This study looks at important variables influencing female employees' job satisfaction and work-life balance in the Tapi district. Employee retention and satisfaction are greatly impacted by a supportive workplace that accommodates both professional and personal needs. A positive attitude toward work, which supports identity, wellbeing, and goal achievement, is reflected in job satisfaction. Employees are

more likely to be dedicated, innovative, and productive when they are content and maintain equilibrium. The study identifies the primary factors affecting these results for women in the area.

WORK LIFE BALANCE AND JOB SATISFACTION MATTERS TO WOMEN EMPLOYEE

For women workers, balance and satisfaction are crucial, particularly as their roles in the workplace continue to expand in the rapidly evolving world of today. Many working women experience high levels of stress due to the demands of their modern lifestyle, growing job demands, and family obligations. When both partners work and have elderly parents or children to care for, the stress level increases. Women who believe they have no control over their time may experience physical and mental health problems, such as headaches, exhaustion, and low energy, as well as more serious conditions like heart problems or high blood pressure. Work and personal life conflicts and a decrease in job satisfaction are two consequences of these difficulties. This can lead to issues like low productivity, high employee turnover, absenteeism, and strained family ties. Women can experience less stress, improved balance and increased satisfaction when they work in a supportive and employee-friendly environment.

EFFECTS OF WORK LIFE BALANCE AND JOB SATISFACTION

Balance and satisfaction have a big impact on employee performance and the overall culture at work. Poor leadership, teamwork, customer service, and timeliness can arise from a lack of balance. Decreased motivation and satisfaction are also caused by a lack of acknowledgment from superiors or peers. Without enthusiasm, creativity and learning suffer. Job satisfaction is largely dependent on fair promotions, good compensation, and positive working relationships, particularly among female employees. Stress levels can rise and team spirit can be harmed by a poor work-family balance. Uncertain company policies, poor pay, and unhealthful working conditions can all contribute to lower levels of satisfaction. These issues could result in high employee turnover, absenteeism, and even decreased business profits. Employee well-being, productivity, and morale are all increased in a positive and well-run workplace.

REVIEW OF LITERATURE

The study found that nurses generally have a moderate to high work-life balance (WLB), which improves their performance and job satisfaction. WLB is also impacted by variables like work schedule and length of service. Healthcare organizations can develop more effective support strategies by having a better understanding of these influences. Nurses who have improved WLB may be more content and productive. **(Ismail K, Fauzi R, Rajen Durai R, and Isa SNI, 2025)**

According to this study, work-life balance is crucial for improving working women's job performance and expanding their career prospects. It was discovered that industry type alters this effect, but experience does not. Promoting work-life balance can help women advance in their careers and make workplaces more equitable. Policies should be developed by organizations to enable this. **(Mr. Piyush Ranjan Sahay, Dr. Shashank Bhushan Lall, 2024)**

When properly supported, the unique qualities of female employees benefit the company. It takes constant effort to achieve job satisfaction and work-life balance. Although some work-related stress can be beneficial, it's crucial to manage it. By establishing guidelines to lessen stress and increase satisfaction, organizations can support women. The findings of this investigation can help businesses better support women, which will result in happier workers and improved output. **(Siti Haerani, Nurdjannah Hamid, Fatmawati Wardihan, Dian Intan Tangkeallo, 2023)**

The results demonstrate that work-life balance has a positive and significant impact on the job satisfaction and performance of female nurses. Furthermore, job satisfaction has a positive impact on their performance and is a major mediator between performance and work-life balance. **(Putu Deva Govinda Krisna Wijaya and I. Gusti Made Suwandana, 2022)**

According to the study, when given flexible work schedules and after taking time off, female employees performed better. When they felt appreciated and encouraged by management, their performance also improved. Overall, businesses with work-life balance policies performed better. Women's performance in Anambra State banks was clearly improved by work-life balance. **(Prof. M. N. Okeke; Chinedu Felix Osuachala & Umeakuana, Chiamaka Angel, 2022)**

Work-life balance refers to striking a fair and healthy balance between one's personal and professional lives. These days, it's a big issue for both employees and companies. According to research, employees who maintain a healthy work-life balance are more content, remain with the company longer, and are more devoted and effective. In order to support this balance, HR teams are working to develop better policies. **(Noor Un Nisa Shahani, Muhannad Nawaz, Rubab Tahir, 2021)**

According to this review, workers who have a healthy work-life balance typically perform better, so employers should encourage it. However, it is difficult to implement such policies in Nigeria due to a number of issues, including weak systems, corruption, and poor leadership. Problems are also caused by other things like excessive work hours, a lack of information and assistance about policies. Work-life balance policies are frequently underutilized, even when they are in place. To help organizations better support employees in striking a balance between their personal and professional lives, more research is required. **(Miebaka Dagogo Tamunomiebi and Constance Oyibo, 2020)**

According to the results, most teachers indicated that they were "satisfied" with their level of satisfaction and that they had a "moderate extent" of work-life balance in terms of their personal and professional environments. It was determined that the degree of satisfaction and work-life balance were significantly correlated. **(Jillard O. Mercado, DM-HRM, 2019)**

This study found that workplace support, compensation, mental health, work-life balance programs, and the nature of the work all affect how satisfied female bankers are with their jobs, but personal time had no discernible impact. The study's small sample size is one of its limitations; job satisfaction may be impacted by other factors. Evaluating work-life balance in comparison to various occupations may aid women in making career decisions and assist employers in developing more effective recruitment and retention strategies for female staff. **(Mayeesha Fairuz Rahman, 2019)**

A lot of working women struggle to balance their personal and professional lives, and they usually don't have enough time for themselves. The difficulties they encounter are not well understood, according to studies, particularly in India where there is little research. This essay examines earlier studies on work-life balance, discussing relevant theories, tactics, and the requirement for improved workplace regulations. Women's well-being is impacted by juggling work and family, so organizations need to support them in a more comprehensive and inclusive way. **(Ms. Vani Bharadwaj, Dr Meera Shanker, 2019)**

Working women, particularly those in dual-career households, have a difficult time juggling work and family obligations in today's hectic world. Their health and well-being are more negatively impacted than men's by long work hours, stress, and family responsibilities. Wellness initiatives are helpful, but insufficient. To fully comprehend and resolve these problems, more thorough investigation and assistance are required. **(N. Lakshmi V. Sai Prasanth, 2018)**

This research demonstrates that job satisfaction and work-life balance have a substantial impact on how well workers complete their tasks. Employees perform better when employers foster a positive work atmosphere that keeps them content and balanced. The social exchange theory's contention that favorable treatment at work results in increased employee effort is supported by this. **(Ramesh Krishnan, Koe Wei Loon, Norashikin Zainuddin Tan, 2018)**

Although teaching positions in India may appear flexible, the demanding nature of academic work frequently makes women in the field find it challenging to juggle work and family obligations. Those who have second jobs or household responsibilities find this more difficult. Better policies and equitable workloads should be developed by HR to assist them. The study provides insightful information, but for more comprehensive results, it should be replicated in other industries with a larger sample size. **(Khushboo Kumar, Rachna Chaturvedi, 2017)**

According to the study, work-life balance in recently established private sector banks is impacted by organizational and financial support, company policies, and workload. For female employees, these elements also significantly improve job satisfaction. Banks should offer maternity benefits, flexible work schedules, childcare services, and health examinations in order to better assist them. Employees' work-life needs can be met and stress levels can be decreased with regular counseling and open social media communication. **(R. Ganapathi, 2016)**

This study examines the factors that influence Indian work-life balance for working women and the effects of insufficient balance. It demonstrates that the main problems are an excessive workload, pressure to live up to others' expectations, and a lack of personal time. Women experience stress, burnout, and a strained family life as a result. Those with flexible work schedules and family support, however, are better at managing. The study highlights how important it is for women to understand these factors and take action in order to balance their personal and professional lives. **(Shobha Sundaresan, 2014)**

Work-life balance and job satisfaction are constant struggles that require constant effort and adaptation. Although it is impossible to completely eliminate workplace stress, there are benefits to learning how to manage it. Balance and contentment can be attained with the aid of effective management and well-defined priorities. By implementing policies that lessen stress and enhance work-life balance, employers can assist working women. **(Rajesh K. Yadav, Nishant Dabhade, 2014)**

RESEARCH METHODOLOGY

Statement of Problem

Maintaining the happiness and satisfaction of employees, particularly women, is crucial for organizations in the competitive world of today. They stay motivated and perform better when their balance is good. The opinions of working women in the Tapi district about job satisfaction, balance, and the workplace are investigated in this study. It also examines how job satisfaction is impacted by company initiatives that promote this balance. Their experience is also greatly influenced by elements such as their family history, routine, type of work, and mental health.

Objectives of the Study

- To study the working environment for the point view of WLB & Job satisfaction.
- To study the perception about work life balance and job satisfaction among the working women.
- To study the effects of work life balance on job satisfaction.

- To study the initiative taken by the organizations for effective work life balance and its relation with job satisfaction.

Scope of the Study

The purpose of this study is to investigate women's job satisfaction and work-life balance in the Tapi district. It aims to comprehend their opinions regarding work-life balance and how it affects job satisfaction. The study also looks into how companies encourage work-life balance and how female employees view their workplaces. Finding the critical elements influencing work-life balance and job satisfaction in various industries is the aim.

Limitations

1. The range of the study only covers working female employees of a specific region.
2. The research was based on a small sample size of working women from various sectors.
3. "Job satisfaction and work-life balance" are dynamic and subject to change over time; the study reflects the situation during the research period only.

Research Design: Descriptive research study has been done for this research.

Method of Data Collection: A self-designed questionnaire is utilized to collect primary data.

Sample Population: Working women employed in various organizations within Tapi district

Sample Size: A sample of 50 working women from various organizations in the Tapi district participated in this study.

Sampling Technique: The respondents for this study were chosen using a convenience sampling technique.

Data Analysis Techniques: The data was analyzed using the Z-test and the chi-square test. A significance level of 5% ($\alpha = 0.05$) was established.

Tools used for Analysis: The data analysis tool was Microsoft Excel.

DATA PRESENTATION AND ANALYSIS

1. How is the working environment in your organization?

Table 1:

Sr. No.	Particular	Respondents	%
1	Participative	40	80
2	Autonomy	6	12
3	Capricious	2	4
4	Red Tapism	2	4
Total		50	100

Interpretation:

From table 1, 80% of employees feel involved and encouraged to share their ideas, indicating that the organization's working environment is largely participative. Autonomy, or the ability to work

independently and make decisions for themselves, is experienced by about 12% of people. Just 4% of respondents believe that the environment is erratic or capricious, and another 4% believe that there is red tape, which refers to an excessive number of pointless regulations or delays. Overall, there is very little misunderstanding or rigid bureaucracy, and the workplace is welcoming, transparent, and supportive of teamwork.

2. Work allotted to you is according to your preference and skills?

Table 2:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	14	28
2	Agree	33	66
3	Disagree	2	4
4	Strongly Disagree	1	2
Total		50	100

Interpretation:

From table 2, The majority of people believe that the tasks assigned to them align with their interests and abilities. 66% of people agree with this, and 28% strongly agree. Just 4% disagree, and only 2% strongly disagree. This indicates that most people are satisfied with the kind of work they are given.

3. Are employees satisfied with the policies of top management in your organization? Table 3:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	9	18
2	Agree	33	66
3	Disagree	7	14
4	Strongly Disagree	1	2
Total		50	100

Interpretation:

From table 3, Most employees are happy with the top management's policies. Sixty-six percent agree with the policies, and about 18 percent strongly agree. Nonetheless, 2% of workers strongly disagree, and 14% disagree. This indicates that although the majority of people are content, a tiny percentage are still dissatisfied with the management's policies.

4. Physical working condition and working hours in your organization is satisfactory?

Table 4:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	3	6
2	Agree	38	76
3	Disagree	7	14
4	Strongly Disagree	2	4
Total		50	100

Interpretation:

From table 4, Most of the workers are content with their working hours and physical surroundings. 76% agree that these are satisfactory, and about 6% strongly agree. Nonetheless, 14% disagree and 4% strongly disagree, indicating that only a small percentage of workers are dissatisfied with the hours or working conditions. The majority of people are generally at ease with the setting and schedule at work.

5. Interpersonal relationship among the people in your organization is satisfactory?

Table 5:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	4	8
2	Agree	42	84
3	Disagree	4	8
4	Strongly Disagree	-	-
Total		50	100

Interpretation:

From table 5, The larger share of workers are satisfied with the interpersonal relationships within their company. 84% of respondents agree that interpersonal relationships are satisfactory, with 8% strongly agreeing. No one strongly disagrees, and only 8% disagree. This demonstrates that the majority of people get along well with their coworkers.

6. Employees in the organization have necessary authority to perform their duties effectively?

Table 6:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	9	18

2	Agree	37	74
3	Disagree	2	4
4	Strongly Disagree	2	4
Total		50	100

Interpretation:

From table 6, The greater part of workers believe they have the power to carry out their duties effectively. 74% of respondents agree that they have sufficient authority to carry out their responsibilities, with about 18% strongly agreeing. Just 4% disagree, and another 4% strongly disagree. This indicates that the majority of workers feel empowered to do their jobs.

7. Your organization have good career prospect for its employees?

Table 7:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	7	14
2	Agree	38	76
3	Disagree	5	10
4	Strongly Disagree	-	-
Total		50	100

Interpretation:

From table 7, A significant number of workers think that there are good career opportunities at the company. 76% of respondents agree that there are good prospects for growth, and 14% strongly agree. No one strongly disagrees, and only 10% do. This indicates that the majority of people are optimistic about their prospects for future employment with the company.

8. Counselling programs for the employees are organized by the organization regularly?

Table 8:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	12	24
2	Agree	27	54
3	Disagree	8	16
4	Strongly Disagree	3	6
Total		50	100

Interpretation:

From table 8, Many workers believe that the company regularly hosts counseling programs. About 54% agree with this, and 24% strongly agree. However, some employees believe these programs are not held frequently enough, as evidenced by the 16% who disagree and the 6% who strongly disagree. In general, the majority of workers believe that the company routinely offers counseling support.

9. Employees in your organization share experience to help each other?

Table 9:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	9	18
2	Agree	40	80
3	Disagree	1	2
4	Strongly Disagree	-	-
Total		50	100

Interpretation:

From table 9, A large portion of workers in the company actively support one another by sharing their experiences. Approximately 80% of respondents agree that this occurs, and 18% strongly agree. Just 2% disagree, and nobody strongly disagrees. This indicates that employees frequently collaborate and work as a team.

10. Employees have more pressure of work in the organization or it is evenly distributed?

Table 10:

Sr. No.	Particular	Respondents	%
1	Have Pressure	5	10
2	Evenly Distributed	7	14
3	Depends on the Situation	22	44
4	All of the Above	16	32
Total		50	100

Interpretation:

From table 10, According to the responses, the majority of workers believe that work pressure varies depending on the circumstance. 32% of respondents think all of the options listed apply, while 44% say it depends on the circumstances. Just 10% believe that there is unquestionably more pressure, while 14% believe that the workload is split equally. This implies that although some people feel under pressure or that the workload is fair, many people think it varies depending on the situation.

11. Policy for work life balance helps in increasing productivity and satisfaction?

Table 11:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	6	12
2	Agree	37	74
3	Disagree	6	12
4	Strongly Disagree	1	2
Total		50	100

Interpretation:

From table 11, The greater part of workers think that the work-life balance policy increases output and contentment. 74% of respondents agree with this, and 12% strongly agree. Just 2% strongly disagree, and only 12% disagree. This demonstrates that most people believe the policy supports their personal and professional well-being.

12. Welfare facilities provided by the organization to the employees are satisfactory?

Table 12:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	8	16
2	Agree	37	74
3	Disagree	5	10
4	Strongly Disagree	-	-
Total		50	100

Interpretation:

From table 12, the greater part of workers are happy with the organization's welfare amenities. 74% of respondents agree that the facilities are adequate, while 16% strongly agree. No one strongly disagrees, and only 10% do. This demonstrates that the company is taking care of the majority of its workers' welfare needs.

13. Organization is able to retain its employees due to efficient organizational and work life balance policy?

Table 13:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	5	10

2	Agree	37	74
3	Disagree	7	14
4	Strongly Disagree	1	2
Total		50	100

Interpretation:

From table 13, The majority of workers think that the company's effective organizational and work-life balance policies are what allow it to retain employees. 74% of people agree with this, and 10% strongly agree. Just 14% disagree, and only 2% strongly disagree. This demonstrates that most people believe these policies are successful in maintaining employee satisfaction and loyalty to the company.

14. Do you think that if employees have good work-life balance then they will be satisfied by the job?

Table 14:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	9	18
2	Agree	34	68
3	Disagree	4	8
4	Strongly Disagree	3	6
Total		50	100

Interpretation:

From table 14, the greater part of workers think that contentment at work is a direct result of having a sound balance between work and life. Approximately 68% of people agree with this idea, and 18% strongly agree. Just 6% strongly disagree and 8% disagree. This indicates that most people believe that maintaining an appropriate equilibrium between work and life is crucial to their level of contentment at work.

15. I feel comfortable in discussing changes regarding work and working arrangements with my superior?

Table 15:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	8	16
2	Agree	33	66
3	Disagree	8	16

4	Strongly Disagree	1	2
Total		50	100

Interpretation:

From table 15, 66% of employees agree, and 16% strongly agree, that they feel at ease talking to their superior about modifications to their work and working conditions. This indicates that the majority of people feel comfortable and encouraged to speak with their managers. Nonetheless, 16% still experience discomfort, and just 2% strongly disagree, indicating that there is still opportunity to enhance trust and communication in certain areas. The majority of the comments are positive.

16. Your organization takes initiative to manage work and work life of its employees?

Table 16:

Sr. No.	Particular	Respondents	%
1	Never	11	22
2	Sometimes	23	46
3	Often	3	6
4	Always	13	26
Total		50	100

Interpretation:

From table 16, In line with the responses, 46% of workers believe The corporation occasionally shows initiative in managing their work to personal lives balance, while 22% believe it never does. Just 26% of respondents think the company always handles this well, while only 6% think it does so frequently. This indicates that the majority of workers believe the company only occasionally helps them maintain equilibrium between their lives at home and at work, while fewer believe this is the case consistently or at all.

17. Request to change work and working patterns are positively received by the superiors?

Table 17:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	10	20
2	Agree	31	62
3	Disagree	8	16
4	Strongly Disagree	1	2
Total		50	100

Interpretation:

From table 17, the greater part of workers 62% agree and 20% strongly agree that their superiors respond favorably to their requests to modify their work and working schedules. This implies that when staff members request changes, managers are typically accommodating and open. Some employees still have trouble getting their requests approved, though, as 16% disagree and 2% strongly disagree. Though there is room for improvement, the response is generally positive.

18. Your organization provides satisfactory compensation or non monetary rewards according to the work?

Table 18:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	2	4
2	Agree	41	82
3	Disagree	5	10
4	Strongly Disagree	2	4
Total		50	100

Interpretation:

From table 18, 82% of workers agree, and 4% strongly agree, that the company pays them well or gives them non-cash incentives for their efforts. This demonstrates that the majority of workers believe their efforts are appropriately acknowledged. Nonetheless, 10% disagree and 4% strongly disagree, suggesting that some employees might feel underappreciated. Although the feedback is generally very positive, some employees still think that compensation or rewards could be improved.

19. Management is committed to helping employees to achieve a good work-life balance and satisfaction from work?

Table 19:

Sr. No.	Particular	Respondents	%
1	Strongly Agree	7	14
2	Agree	37	74
3	Disagree	3	6
4	Strongly Disagree	3	6
Total		50	100

Interpretation:

From table 19, The larger share of workers believe that management encourages a healthy work-life balance and makes their jobs more enjoyable. In particular, 74% of respondents agree with this idea and

14% strongly agree, indicating a generally positive opinion. Few people don't feel this support, as only 6% of employees disagree and another 6% strongly disagree. In general, management is thought to be dedicated to assisting staff in effectively juggling work and personal obligations.

HYPOTHESIS TESTING

1. The working environment is healthy.

H₀: The working environment is not healthy for working women.

H₁: The working environment is healthy for working women.

Chi-square goodness of fit test (Q1) was conducted.

The calculated p-value (0.0000) < 0.05, which indicates that the outcome is statistically significant.

Consequently, the null hypothesis is rejected and the alternative hypothesis is accepted.

This demonstrates that the majority of working women think their workplace is healthy.

2. Working women have positive perceptions about the work life balance and job satisfaction.

H₀: Working women do not have positive views about work life balance and job satisfaction.

H₁: Working women have positive views about work life balance and job satisfaction.

Z-test (Q14) was conducted.

The calculated p-value (0.0000) < 0.05, There is statistical significance in the outcome.

Thus, the null hypothesis is disproved and the alternative hypothesis is accepted.

This indicates that job fulfillment and balancing life at work are highly regarded by working women.

3. The initiatives taken by the organizations have a positive effect on working women.

H₀: Organizational initiatives do not have any positive effect on working women.

H₁: Organizational initiatives have a positive effect on working women.

Chi-square goodness of fit test (Q16) was conducted.

As the p-value (0.0010) < 0.05, Consequently, the outcome has statistical significance.

Consequently, the null hypothesis is disproved and an alternate hypothesis is accepted.

This implies that working women are benefiting from the actions that organizations are taking.

4. Work life balance has a positive effect on job satisfaction among the working women.

H₀: Work life balance has no effect on job satisfaction of working women.

H₁: Work life balance has a positive effect on job satisfaction of working women.

Chi-square goodness of fit test (Q14) was conducted.

The calculated p-value (0.0000) < 0.05, There is statistical significance in the outcome.

Hence, the null theory is rejected and another hypothesis is accepted.

This shows that maintaining a healthy equilibrium between work and personal life is essential for raising working women's job satisfaction.

FINDINGS

- According to the majority of women, their company fosters a collaborative work environment. (Table 1)
- According to the majority of respondents, work is assigned based on their preferences and skill set. (Table 2)
- The majority of working women concurred that the management's policies meet their needs. (Table 3)
- The working hours and conditions were deemed satisfactory by many respondents. (Table 4)
- Most women find interpersonal relationships in the organization to be satisfactory. (Table 5)

- The greater number of women concurred that they possess the authority required to carry out their responsibilities. (Table 6)
- The respondents concurred that there are good career opportunities at their company. (Table 7)
- Counseling programs are regularly organized, according to some respondents, but others disagreed. (Table 8)
- The majority of respondents concurred that workers support one another by exchanging experiences. (Table 9)
- Reactions were not all the same. While some claimed that pressure is high, others said that it is distributed evenly or varies depending on the circumstances. (Table 10)
- The majority concurred that work-life policies contribute to higher levels of satisfaction and productivity. (Table 11)
- Welfare facilities are adequate, according to the majority of respondents. (Table 12)
- A large number of respondents concurred that effective policies aid in employee retention. (Table 13)
- The majority of respondents concurred that increased contentment at work is a direct result of improved integration of work and life. (Table 14)
- Many women are at ease talking to their superiors about changes at work. (Table 15)
- According to the responses, organizations occasionally or frequently implement work-life management initiatives. (Table 16)
- Many respondents concurred that requests for work changes are met with positive response from superiors. (Table 17)
- According to the majority of respondents, they receive just compensation for their labor. (Table 18)
- The majority of women concurred that management promotes work-life harmony and job fulfillment. (Table 19)

CONCLUSION

In alignment with the current study, integrating work and life and job satisfaction are ongoing issues that require ongoing management rather than a one-time fix. While the majority of working women in the Tapi district are happy with their jobs and workplaces, finding the ideal balance still requires consistent effort, according to their responses. Some women continue to experience stress due to work-related pressures and a lack of counseling support. But not all stress is bad; occasionally, it can even help you perform better. How well people and organizations handle it is crucial. By establishing supportive policies, equitable workloads, and constructive communication, employers can play a significant role. Employees' job satisfaction varies along with their needs and expectations. In order to preserve balance and job satisfaction, organizations must constantly assess and enhance their strategies.

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