

Exploring The Role of Organizational Mentorship in Achieving Work-Life Harmony in A Changing Work Place Scenario.

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Abstract

Modern workplace dynamic nature involves issues and opportunities for females to achieve balance in work and life. It is observed that in the present market scenario, mentorship emerged as a powerful tool to empower women and enable them to deal with complexities. The paper explores the important role mentorship plays in empowering women and achieving sustainable balance between life and work. The main objective is to determine the role of mentorship in empowering women to achieve work-life harmony in the context of a rapidly evolving workplace. It focuses on highlighting the relevance of structured programmes of mentorship tailored to address barriers linked to gender-specific expectations, limited access to leadership opportunities, and biasness in the system. It also focuses on how mentoring creates a nurturing atmosphere that improves personal well-being, professional development, and resilience. Moreover, mentors served as role models encouraged women to set realistic goals, leveraging flexible arrangements of work. The article discusses the benefits of mentorship, empowering mentees and also enriching the mentors with the help of shared learning and expanded aspects. It is determined that mentorship is not a career advancement tool but considered a transformative framework empowering women to achieve work-life harmony further contributing to broader organizational and societal progress. The research paper further provides knowledge related to collective efforts from businesses and communities to prioritize mentorship

Keywords: mentoring , empowerment of women , mentoring programmes , work- life harmony ,modern workplace dynamics.

In the present market scenario, achieving work-life harmony is considered a critical aspect for many professionals, mainly female employees who have issues related to maintaining a balance between career and personal responsibilities. It is determined that mentorship plays an important role in empowering women to deal with issues effectively (Bahrami et al., 2022). Further, support, guidance, and knowledge gained through mentors also help in enhancing skills and strategies, important to thrive in both personal as well as professional lives. Presently, in workplaces diversity and inclusion are important, and mentorship has become a powerful tool for enhancing the environment in which success can be achieved by women without any sacrifice. It is observed that empowerment through mentorship not only provides benefits to women but also contributes in enhancing their productivity (Dzingwa et al., 2024). Thus,

mentorship provides a path for women to deal with issues, build confidence, and achieve the work-life harmony which is important for long-term success.

Defining mentorship in the workplace, Mullen and Cindy (2021) provides knowledge related to the meaning of mentoring. It is determined that the traditional method of mentoring involves one-way learning, the mentee is cast solely as a learner and the mentor is considered a teacher. The study indicated that classical mentoring is seen as unresponsive to dynamics of privilege and oppression in excluding historically underreserved populations from purposeful mentoring. Additionally, traditional mentoring has fostered grooming and advancement into desirable positions. It is observed that definitions of mentoring expanded, opening up possibilities for new life experiences.

On the other side, Hussey and Jennifer [2021] stated that mentoring was mainly considered with professionals and professional development offering guidance for development. It is identified that mentoring is the need to understand the world or career that they are going to be involved with for, perhaps the rest of their life. It is a professional relationship helping someone figure out how to navigate a career. It provides a constructive place for feedback that they might not be able to get in other places.

The study carried out by Emma (2024) stated that mentorship programs are considered transformative tools for the personal growth and professional development of women. The findings indicated that structured mentorship enhances advancement in career, development of skills, and self-confidence among individuals. It is observed that the mentoring process helps in providing networking opportunities, role modeling, and support to mentees dealing with the issues of the workplace. It is identified that organizations with mentorship initiatives reported higher rates of retention and increased diversity in leadership for empowering women in different segments.

provides knowledge related to the influence of work-life balance on the leaders of women, focusing on its importance in enhancing sustainable leadership and harmony. The research discussed that achieving work-life balance enhances well-being, satisfaction with the job, and productivity. Women leaders mainly prioritize balance between equipped aspects and deal with the responsibilities personally as well as professionally. It is determined that there is a need for businesses to support flexible arrangements at work and promote culture to enable women leaders to thrive personally and professionally.

Others opined that female career advancement is affected by mentoring and work-life conflict. It is determined that work-life conflict harms the career of females and mentorship positively affects the female career advancement. It is determined that mentorship is a significant factor in career advancement. Organizational work-life balance policies with mentorship programs prove essential for women's career empowerment and also shows that organizations need to create an inclusive workplace to solve gender fairness issues while building leadership opportunities for women. Furthermore, it has been identified that effective mentorship aids women in managing their different roles by offering them strategies for balancing work and achieving personal life.

Women gain stronger capabilities to balance work and personal obligations through accessible mentoring relationships. Coping strategies development and both emotional support and career direction stem from mentor relationships, according to Bahrami. Through mentoring platforms, women develop opportunities to achieve both career development and life satisfaction due to a supportive workspace. Organizational mentorship programs create essential frameworks for women to integrate work with life while promoting improved job satisfaction and reducing career turnover.

In a nutshell, work-life harmony success for women is made possible through mentorship because mentors assist with guiding decisions and proving support linked to work-related and personal tasks. Mentorship

programs effectively contribute to professional growth and help build confidence levels while enhancing job satisfaction measures. Special mentors advance female caterers, even more, when businesses implement both mentorship programs and work-life balance policies. Mentorship programs that apply Diversity, Equity and Inclusivity (DEI) principles establish inclusive supportive workplaces which enhance their effectiveness. Through mentorship, women become empowered and capable of personal success together with professional growth while organizations maintain workforce stability and achieve greater leadership inequality. It can be recommended that businesses should adopt promoting policies that help work-life integration involving flexible hours and adopting options for remote work. Further, encouraging experienced women leaders to emerging talents, guiding balancing personal and work life should be encouraged.

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