

Impact of Job Satisfaction on Work–Life Balance among Single Working Women in Pollachi Taluk

Dr. P. Anitha

Associate Professor & Head, PG Department of Commerce(CA), NGM College, Pollachi, Coimbatore, Tamil Nadu, India

Abstract

Work–life balance is an important dimension of the well-being and effectiveness of working women. Single working women may experience distinctive pressures because they independently manage employment, financial responsibilities and personal life. This study examines the factors associated with work–life balance and evaluates the influence of job-related factors among single working women in Pollachi Taluk. Primary data were collected through a questionnaire from 105 respondents selected through purposive sampling from an initial 110 selected respondents. The study employed correlation analysis, multiple regression analysis and step-wise regression analysis. The correlation results show significant positive relationships between work–life balance and adequate salary, education assistance, rent-free accommodation, welfare facilities, grievance redressal and time for personal welfare. Working hours per day showed a significant negative relationship. Multiple regression identified working hours per day as a significant negative determinant, while job security and welfare facilities were significant positive determinants. The model reported $R^2 = 0.471$ and adjusted $R^2 = 0.277$. Step-wise regression identified welfare facilities, grievance redressal, time for personal welfare and working hours as the prominent factors. The findings indicate that supportive workplace policies, welfare provisions, reasonable working hours and job security are important for improving work–life balance among single working women.

Keywords: Job satisfaction; Work–life balance; Single working women; Welfare facilities; Job security; Working hours; Pollachi Taluk.

1. Introduction

Women's participation in employment contributes to household welfare, economic development and social progress. Working women increasingly combine professional responsibilities with personal responsibilities, yet work pressure, long working hours, social expectations and inadequate organizational support can disturb work–life balance. The source study defines a single working woman as an unmarried, divorced or widowed woman who earns her livelihood through employment or business and manages personal and professional responsibilities independently. It also identifies social pressure, safety concerns, loneliness and difficulties in balancing work and personal life as important challenges.

Job satisfaction is closely connected with the ability of employees to manage work and personal responsibilities. In the study context, job satisfaction encompasses work-related conditions such as salary, security, welfare facilities, recognition, communication, supervisory support and working arrangements. Understanding these factors is particularly relevant for single working women because the absence or limitation of family support may increase the consequences of workplace pressure.

1.1 Problem Statement and Research Gap

The study addresses the difficulty experienced by single working women in balancing employment and personal life, particularly in the presence of long working hours, workload, workplace stress, inflexible conditions, limited organizational support and concerns relating to safety and career development. The literature review in the source manuscript covers 25 studies and identifies a specific gap: the impact of job satisfaction on work–life balance among single working women in Pollachi Taluk had not been examined in the reviewed literature.

2. Objectives of the Study

To determine the impact of job satisfaction on work–life balance among single working women.

3. Review of Literature

The reviewed literature indicates that work–life balance and job satisfaction are interrelated dimensions of employee well-being. The source manuscript reports that supportive management, flexible policies, job security, salary, welfare facilities, career opportunities and positive workplace relationships are recurrent themes in previous studies. Studies reviewed also report that long working hours, work pressure and inadequate organizational support can adversely affect work–life balance.

Soemaryani et al. (2025) reported low work–life balance among women employees in the public sector. Kohli Kaang (2024) identified heavy workload, long working hours, biased promotion policies and unequal pay as major sources of dissatisfaction among women in the corporate sector. Shabir et al. (2019) found a positive relationship between work–life balance and organizational commitment among women health-care workers. Kushwaha and Mishra (2023) reported a positive relationship between work–life balance and job satisfaction among women in the healthcare sector. Sharma and Gangwani (2024) identified employee motivation, flexible working conditions, welfare activities, grievance handling, job satisfaction and family support as important dimensions of work–life balance.

The reviewed evidence supports the relevance of organizational support and working conditions, while the present study contributes a localized examination of single working women in Pollachi Taluk.

4. Research Methodology

The study is based on primary data collected through a structured questionnaire covering personal profile, job details and factors related to job satisfaction. Secondary information was obtained from journals and periodicals. The population considered comprised single women (divorcees, widows and separated women) working in Pollachi Taluk. A total of 110 respondents were selected using purposive sampling. Three questionnaires were not returned and two were incomplete; consequently, 105 usable responses were included in the analysis.

The analytical framework consisted of correlation analysis, multiple regression analysis and step-wise regression analysis. The dependent construct was the Level of Work–Life Balance Index (LWLBI). The

explanatory variables covered work characteristics, monetary benefits, organizational support, security, welfare provisions and personal-welfare factors.

4.1 Study Limitations

The study is limited to single working women and therefore cannot be generalized to all women employees. The sample is relatively small and purposively selected. Responses are based on respondents' opinions and may contain subjective bias. The study is also geographically restricted to Pollachi Taluk and was conducted within practical time constraints.

5. Results and Discussion

The analysis focuses on the association and determinants of work–life balance. The original study considered 28 explanatory variables in the regression framework.

5.1 Correlation Analysis

Correlation analysis was used to assess the direction and strength of association between selected job-related variables and work–life balance. The source data show significant positive associations for several economic, welfare and personal-support variables, while working hours per day showed a significant negative association.

Variable	r	Interpretation
Working hours per day	–0.218*	Negative; longer hours are associated with lower work–life balance
Adequate salary	0.254**	Positive
Sufficient monetary rewards	0.196*	Positive
Education scholarship/assistance	0.283**	Positive
Rent-free accommodation	0.265**	Positive
Superior motivation	0.211*	Positive
Relationship with co-workers	0.222*	Positive
Job security	0.235*	Positive
Welfare facilities	0.412**	Strong positive
Grievance redressal	0.311**	Positive
Time for personal welfare	0.327**	Positive

* Significant at 5%; ** Significant at 1%. Source: Study data.

The strongest reported correlation was for welfare facilities ($r = 0.412$), followed by time for personal welfare ($r = 0.327$) and grievance redressal ($r = 0.311$). Adequate salary, education assistance and rent-free accommodation were also positively associated with work–life balance. Working hours per day showed a negative relationship ($r = -0.218$), indicating that longer working hours are associated with reduced balance.

5.2 Multiple Regression Analysis

A multiple regression model was estimated using 28 explanatory variables. The results reported in the source manuscript show that only three variables were statistically significant: working hours per day, job security and welfare facilities.

Significant predictor	B	Beta	t	Direction
Working hours per	–3.208	–0.280	–2.859**	Negative

day				significant
Job security	2.286	0.231	2.001*	Positive significant
Welfare facilities	3.627	0.292	2.868**	Positive significant

The coefficient for working hours indicates that an increase of one unit in working hours is associated with a 3.208-unit decrease in the work–life balance index, holding other variables constant. Job security and welfare facilities have positive coefficients, indicating that improvement in these conditions is associated with higher work–life balance.

5.3 Step-wise Regression Analysis

Step-wise regression was used to identify the variables most prominently associated with work–life balance. Welfare facilities entered first, followed by grievance redressal, time for personal welfare and working hours.

Step	Variables entered	R ²	Cumulative contribution
1	Welfare facilities	0.170	17.0%
2	Welfare facilities + grievance redressal	0.241	24.1%
3	Welfare facilities + grievance redressal + time for personal welfare	0.293	29.3%
4	Previous variables + working hours	0.331	33.1%

The source manuscript states that welfare facilities contributed 1.7% at the first step, grievance redressal increased the explained variation to 24.1%, time for personal welfare increased it to 29.3%, and working hours brought the total to 33.1%. It separately reports the multiple-regression R² as 0.471 and adjusted R² as 0.277; these are model statistics from different analyses and are therefore not treated as interchangeable.

6. Key Findings

- The study is based on 105 usable responses from single working women in Pollachi Taluk selected through purposive sampling.
- Adequate salary, education assistance, rent-free accommodation, welfare facilities, grievance redressal and time for personal welfare have significant positive associations with work–life balance.
- Working hours per day has a significant negative association with work–life balance.
- Multiple regression identifies working hours per day as a negative significant determinant, while job security and welfare facilities are positive significant determinants.
- Welfare facilities, grievance redressal, time for personal welfare and working hours emerge as the most prominent variables in step-wise regression.
- The study emphasizes the importance of organizational welfare, security and reasonable working hours for improving the work–life balance of single working women.

7. Implications

The findings suggest that employers can strengthen work–life balance by improving welfare facilities,

ensuring job security, establishing accessible grievance-redressal mechanisms and reducing excessive working hours. Supportive organizational practices may be particularly important for single working women who independently manage personal and professional responsibilities. Government-level interventions suggested in the source manuscript include women-oriented housing, skill development, entrepreneurship support, safe public transport and access to legal and counselling services.

8. Practical Recommendations

Organizations should consider employee-assistance and counselling support, transport facilities or travel allowances, transparent performance appraisal, gender-inclusive workplace practices and team-building initiatives. Single working women may benefit from financial planning, emergency savings, professional networking, health maintenance and time-management tools. Family members can contribute through emotional support, respect for personal space and sharing household responsibilities.

9. Conclusion

The study concludes that job satisfaction and work–life balance among single working women are shaped by a combination of economic, organizational and personal-support factors. The empirical evidence indicates that welfare facilities, grievance redressal, time for personal welfare, adequate salary and job security are positively associated with work–life balance, whereas longer working hours are associated with lower balance. In the multiple regression model, working hours, job security and welfare facilities are the significant determinants. Step-wise regression further identifies welfare facilities, grievance redressal, time for personal welfare and working hours as the most prominent variables.

The findings support a workplace approach that treats work–life balance as an organizational responsibility as well as an individual concern. Improving welfare provisions, strengthening employment security, providing effective grievance mechanisms and controlling excessive working hours can contribute to a more supportive work environment for single working women. The study is geographically focused and uses purposive sampling; therefore, future research with larger and more diverse samples may strengthen the generalizability of the findings.

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