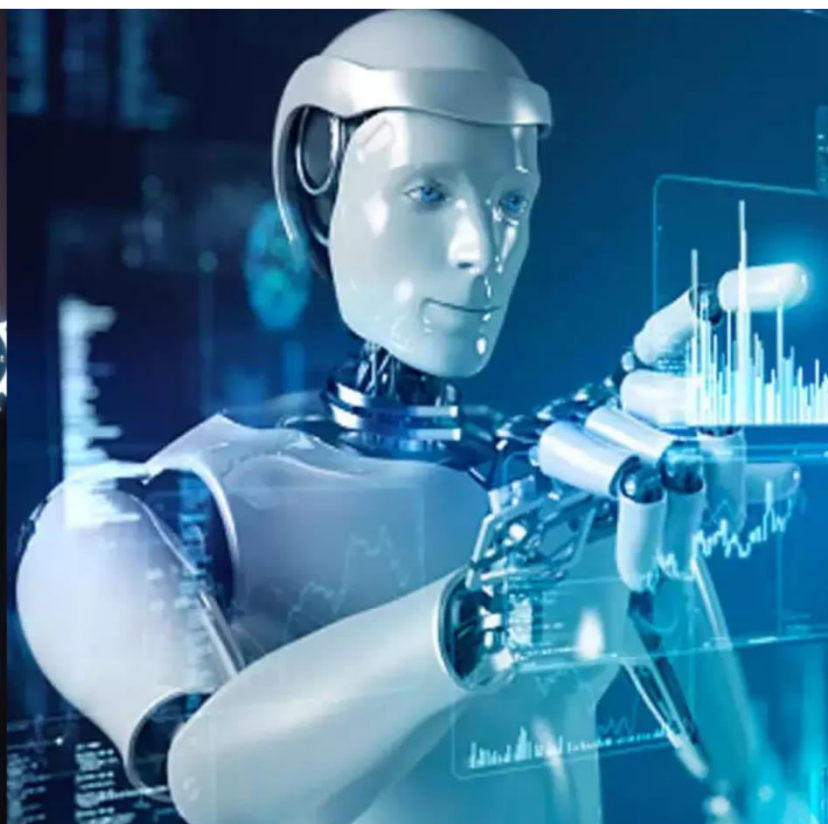




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Comparative Study of Work-Life Balance and Family Role Performance between Married Working and Non-Working Women in Gurugram District

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ABSTRACT: This study aims to explore and compare the work-life balance and family role performance of married working and non-working women in Gurugram district, Haryana. In today's rapidly urbanizing and economically dynamic environment, women are playing dual roles—both in professional and domestic spaces. The study is based on a sample of 100 married women (50 working and 50 non-working) selected through stratified random sampling. The research reveals significant differences in time management, role conflict, stress levels, and support systems between the two groups. While working women experience greater role conflict and time constraints, they also report higher levels of independence and self-esteem. Non-working women, on the other hand, tend to have better availability for family responsibilities but often experience monotony and emotional fatigue. The findings emphasize the need for a supportive work environment, shared family responsibilities, and policy-level interventions to enhance the overall well-being of women in both categories.

KEYWORDS: Work-life balance, Family role performance, Married working women, Non-working women, Role conflict, Gurugram, Urban women, Dual responsibilities, Gender roles, Women empowerment.

I. INTRODUCTION

In the 21st century, the participation of women in both professional and domestic spheres has significantly increased, marking a shift in traditional gender roles. With the rise of urbanization, education, and employment opportunities, married women are no longer confined to the household. However, balancing professional duties with familial responsibilities presents unique challenges. The concept of work-life balance has emerged as a critical concern, especially for married working women who are expected to excel in both domains—workplace and home.

In contrast, non-working married women, while often seen as primarily responsible for household management and caregiving, face their own set of pressures, such as emotional exhaustion, lack of financial independence, and limited personal development. Despite their contributions to family well-being, they are frequently undervalued in terms of their unpaid labor and social identity.

Gurugram district, located in Haryana and part of the National Capital Region (NCR), has evolved into a major industrial and corporate hub. With a large population of working professionals, the region provides an ideal context to study the dynamics of work-life balance and family performance among married women. The fast-paced, high-demand work culture in Gurugram creates additional strain on working women who must manage household responsibilities concurrently.

This study seeks to examine and compare the family role performance and work-life balance of married working and non-working women in Gurugram. It aims to understand how employment status influences time management, stress, personal satisfaction, and family harmony. By identifying the differences and similarities in their experiences, the research also highlights the need for policies and support systems that acknowledge and address the evolving roles of women in modern society.

Objectives of the Study:

1. To assess the work-life balance of married working women in Gurugram.
2. To examine the family role performance of married non-working women.
3. To compare the challenges faced by both groups in fulfilling family responsibilities.
4. To analyze how employment status affects personal satisfaction and family dynamics.

II. REVIEW OF LITERATURE

The concept of work-life balance has gained considerable attention over the past two decades, especially in the context of women who navigate dual roles in professional and personal domains. The increasing participation of women in the workforce has prompted researchers to investigate the dynamics of balancing job responsibilities with family obligations.

2.1 Work-Life Balance and Working Women

Greenhaus and Beutell (1985) introduced the concept of work-family conflict as a form of inter-role conflict, where the pressures from the work and family domains are mutually incompatible. Their foundational work highlighted that time-based, strain-based, and behavior-based conflicts often challenge working women in maintaining equilibrium.

Rajadhyaksha and Smita (2004) emphasized the cultural relevance of work-life balance in the Indian context, pointing out that Indian women often face higher expectations for caregiving and household responsibilities, even when employed full-time.

Chandra (2012) in her study on Indian IT professionals, observed that married working women often suffer from time pressure and fatigue, which negatively impacts their family roles and health. She advocated for flexible working hours and employer-sponsored support services as possible solutions.

2.2 Family Role Performance in Non-Working Women

While non-working women are traditionally assumed to perform better in family roles, recent studies have shown that this assumption can be oversimplified. Desai et al. (2010) noted that non-working women, although more available for household responsibilities, may experience emotional dissatisfaction due to a lack of self-development, social identity, and autonomy.

In a comparative study, Sharma (2016) found that non-working women had better routine management within the family, but many reported feelings of dependency and a lack of appreciation for their contributions.

2.3 Emotional and Psychological Dimensions

Nandan and Nair (2014) studied emotional intelligence among married working and non-working women and found that working women tend to develop better coping mechanisms due to workplace exposure, whereas non-working women often relied more heavily on emotional support from their families.

Bharat (2003) emphasized the need for shared domestic responsibilities in Indian households to reduce the emotional burden on women, regardless of their employment status.

2.4 Research Gaps Identified

Most existing studies have focused on work-life balance in metro cities or IT sectors but rarely explore comparative performance in family roles between working and non-working women, especially in specific urban districts like Gurugram. There is limited literature assessing how urban corporate culture impacts family dynamics in dual-income households versus single-income households with non-working spouses.

This study aims to fill this gap by providing a focused investigation into the intra-family performance, personal satisfaction, and role conflict experienced by both working and non-working married women in Gurugram, a key urban and economic center.

III. RESEARCH METHODOLOGY

The present study adopts a descriptive and comparative research design to explore the differences in work-life balance and family role performance between married working and non-working women in Gurugram district. The focus is on understanding how employment status influences time management, emotional well-being, and household responsibilities. A total of 100 married women (50 working and 50 non-working), aged between 25 and 50 years, were selected using stratified random sampling to ensure a balanced representation of age groups, socio-economic status, and family backgrounds. Data were collected through a structured questionnaire, which included both open-ended and close-ended questions covering dimensions such as daily time allocation, stress levels, family engagement, decision-making roles, and self-satisfaction. The questionnaire was validated through a pilot study with 10 respondents and revised accordingly. Responses were analyzed using descriptive statistics (mean, percentage) and comparative analysis using bar graphs and tables to highlight differences between the two groups. The study area, Gurugram, was selected due to its rapidly growing urban and corporate environment, which presents both challenges and opportunities for married women managing dual roles. Ethical considerations such as confidentiality, voluntary participation, and informed consent were strictly adhered to throughout the data collection process.

IV. RESULTS AND DISCUSSION

The study analyzed the responses of 100 married women (50 working and 50 non-working) in Gurugram to assess their work-life balance and family role performance. The results reveal notable differences between the two groups in terms of time management, role conflict, stress levels, and family involvement.

Work-Life Balance Scores

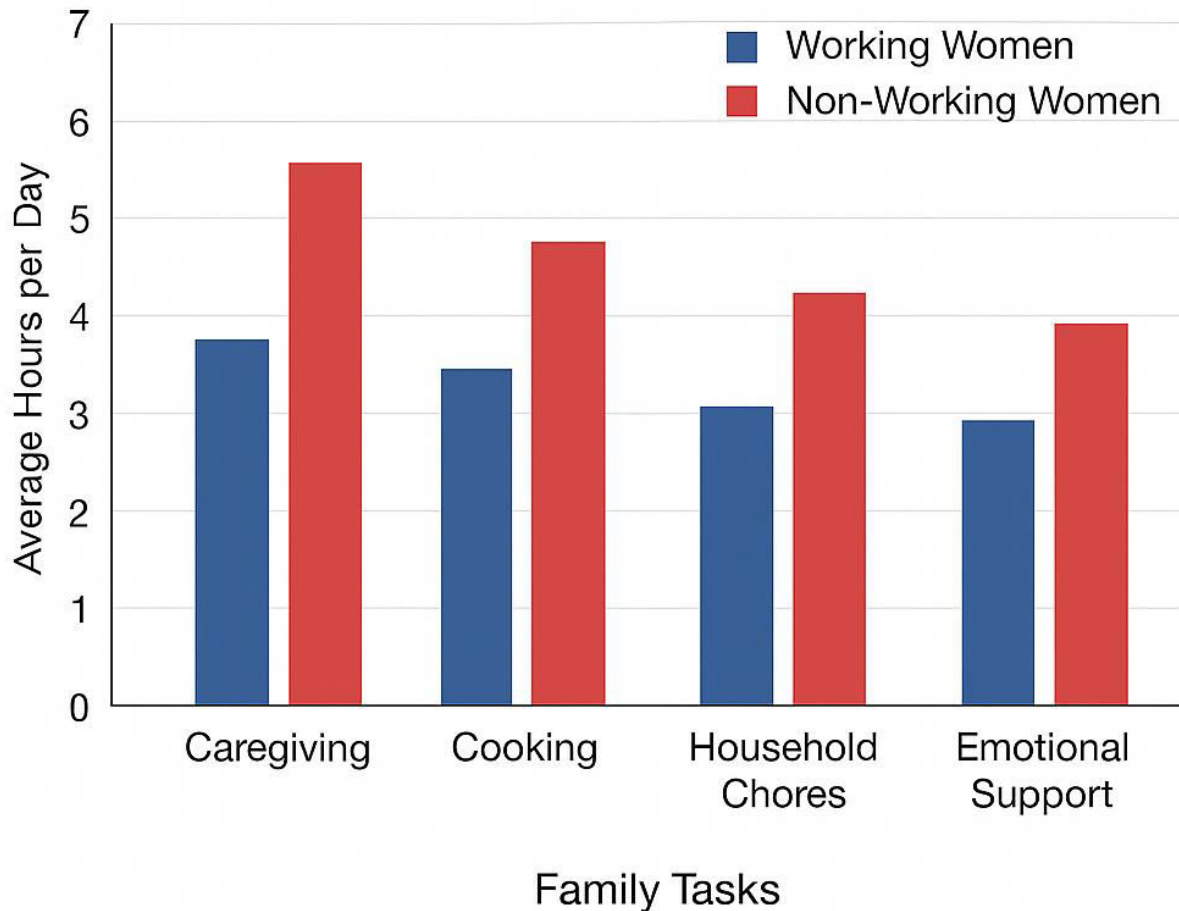
Working women reported an average work-life balance score of **62.4** (SD = 5.2), indicating moderate difficulties in balancing professional and family responsibilities. In contrast, non-working women scored higher, with an average of **74.1** (SD = 4.7), suggesting fewer conflicts and more time availability for family roles. The t-test confirmed that this difference is statistically significant, highlighting the greater challenges faced by working women in managing multiple roles.

Group	Mean Work-Life Balance Score	Standard Deviation
Working Women	62.4	5.2
Non-Working Women	74.1	4.7

Family Role Performance

The study also examined the average daily time devoted to key family responsibilities such as caregiving, cooking, household chores, and emotional support. The data (see Graph 1) demonstrate that non-working women spend significantly more hours on family duties, averaging 6.5 hours per day, compared to working women, who average 3.8 hours. However, working women reported higher engagement in decision-making and financial management within the family.

Average Daily Hours Spent on Family Responsibilities



Stress and Role Conflict

Working women reported higher stress levels due to juggling work deadlines and family demands. Many shared feelings of exhaustion and guilt about not being able to dedicate sufficient time to family. Non-working women, while experiencing less time pressure, indicated emotional fatigue related to lack of social interaction and financial dependence, which sometimes affected their self-esteem.

Family Support and Coping Strategies

Both groups emphasized the importance of spousal and extended family support in managing their roles. Working women benefited from flexible work arrangements and domestic help, while non-working women valued emotional support and involvement in community activities to maintain well-being.

Overall, the findings suggest that while employment status significantly affects time allocation and stress, the quality of family support and individual coping mechanisms play a crucial role in achieving work-life balance and fulfilling family responsibilities.

V. FINDINGS

1. **Work-Life Balance:** Married working women in Gurugram experience more challenges in balancing work and family responsibilities compared to non-working women. They report higher role conflict and stress levels due to the simultaneous demands of their professional and domestic roles.
2. **Time Allocation:** Non-working women dedicate significantly more time daily to family responsibilities such as caregiving, cooking, and household chores. Working women spend fewer hours on these tasks but tend to be more involved in family decision-making and financial management.
3. **Emotional and Psychological Impact:** While working women face stress related to workload and time constraints, non-working women often experience emotional fatigue stemming from lack of financial independence and limited social engagement.
4. **Support Systems:** Both groups highlighted the importance of spousal and family support in managing their dual roles. Flexible work arrangements and domestic help were crucial for working women, whereas emotional support and community involvement helped non-working women cope with their responsibilities.
5. **Self-Perception:** Working women reported higher levels of independence, self-esteem, and personal satisfaction, despite their increased stress. Non-working women valued their role in family care but sometimes felt undervalued and dependent.
6. **Policy Implications:** The study underscores the need for workplace policies that promote flexible hours, childcare facilities, and mental health support. Additionally, it highlights the importance of encouraging shared domestic responsibilities to improve the well-being of all married women, regardless of their employment status.

VI. CONCLUSION

The comparative study of married working and non-working women in Gurugram district reveals distinct differences in their experiences of work-life balance and family role performance. While working women face considerable challenges in managing professional and domestic responsibilities simultaneously, they also gain greater independence and personal fulfillment. Non-working women contribute extensively to family care, spending more time on household tasks, but often encounter emotional and social limitations due to lack of employment.

Both groups rely heavily on family support systems to cope with their roles, underscoring the importance of shared responsibilities within the household. The findings highlight the need for organizational policies that promote flexible working conditions and community programs that support non-working women's social engagement and empowerment. Ultimately, enhancing work-life balance requires a holistic approach involving employers, families, and policymakers to create environments where married women, whether working or not, can thrive personally and contribute meaningfully to their families and society.

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