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Work-Life Balance among Single Working Women: A Study of Influencing Factors

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Abstract:

Work-life balance has become an important issue in the modern working environment, especially among women who manage both professional and personal responsibilities. Single working women face greater challenges because they often handle family responsibilities independently without the support of a spouse. The present study aims to analyse the factors influencing work-life balance among single working women in Pollachi Taluk. The study is based on primary data collected from 105 respondents through a structured questionnaire using purposive sampling technique. Statistical tools such as simple percentage analysis and weighted average ranking method were used for analysis. The findings reveal that family support, suitable working hours, safe working environment, and emotional support from parents and children significantly influence work-life balance. The study concludes that both organizational support and family support are essential in improving the well-being and work-life balance of single working women.

Keywords: *Work-life balance, single working women, organizational support, family support, employee well-being.*

Introduction

Women play a vital role in the development of society and the economy. In recent years, the participation of women in the workforce has increased considerably across various sectors such as education, healthcare, administration, business, and technology. Along with professional responsibilities, women are also expected to manage household duties and personal commitments. Among

working women, single working women face unique challenges because they independently manage both personal and professional responsibilities.

A single working woman may be unmarried, divorced, separated, or widowed and earns her livelihood through employment or business activities. Financial independence increases their confidence, self-respect, and social status. However, balancing work responsibilities and personal life often becomes difficult due to social expectations, workplace pressure, family responsibilities, and emotional stress.

Work-life balance refers to the ability of an individual to maintain a healthy balance between professional obligations and personal life. Maintaining proper work-life balance is essential for improving mental well-being, job satisfaction, productivity, and quality of life. Therefore, understanding the factors that influence work-life balance among single working women has become an important area of research.

Review of Literature

Previous studies on work-life balance among working women reveal that balancing professional and personal responsibilities remains a major challenge across different sectors. Dr. Raghavendra R. (2025) identified that women in the banking sector face issues such as gender discrimination, limited career advancement opportunities, and difficulties in maintaining work-life balance, with women often underrepresented in leadership positions. Similarly, Rekha and Asha (2024) observed that increasing work demands and domestic responsibilities create role conflict among working women, affecting their ability to maintain a healthy balance between work and family life. In the IT sector, S. Flora and T.R. Kalai Lakshmi (2022) reported that women employees experience stress due to heavy workloads, long working hours, and family obligations, which negatively influence their work-life balance. Dr. Mamta Shukla (2022) further highlighted that married working women, especially in the healthcare sector, face greater imbalance because of job stress, lack of leisure time, and increased family responsibilities, which adversely affect their quality of life. Likewise, Vishnukanth Rao V. et al. (2022) found that workplace pressure, long working hours, and home-related responsibilities significantly contribute to stress among female employees, making it difficult to achieve a proper work-life balance. Overall, these studies indicate that workload, family responsibilities, workplace discrimination, and stress are the major factors influencing the work-life balance of working women across various sectors.

Statement of the Problem

In recent years, the number of women participating in the workforce has increased significantly. Single working women often face difficulties in balancing their professional and personal responsibilities due to the absence of spousal support. Long working hours, work pressure, household responsibilities, and social expectations can negatively affect their physical and mental well-being.

Many single working women struggle to maintain proper work-life balance because they must independently manage family commitments, career growth, emotional well-being, and financial responsibilities. Hence, there is a need to study the factors influencing work-life balance among single working women and understand the level of balance maintained by them.

Objectives of the Study

The study was conducted with the following objectives:

1. To study the socio-economic profile of single working women.
2. To identify the factors influencing work-life balance among single working women.

Research Methodology

The study is based on primary data collected through a structured questionnaire. Secondary data were collected from journals, books, and periodicals related to work-life balance and women empowerment.

The respondents of the study consist of single working women including widows, divorcees, and separated women residing in Pollachi Taluk. A purposive sampling technique was adopted for selecting respondents. Initially, 110 questionnaires were distributed, but only 105 complete responses were considered for final analysis.

The statistical tools used for analysis include:

- Simple Percentage Analysis
- Weighted Average Ranking Method

Analysis and Interpretation

Socio-Economic Profile of Respondents

The analysis reveals that the majority of respondents (29.52%) belong to the age group of 36–45 years. Most respondents (56.20%) reside in rural areas. Regarding educational qualification, 25.72% of respondents are postgraduates. Among the respondents, widows constitute the highest percentage (37.14%).

The study also shows that 37.15% of respondents live with parents and children, while 50.48% have two to four earning members in the family. A majority

of respondents (32.39%) earn above ₹40,000 per month, and 40% spend between ₹10,001 and ₹20,000 as monthly family expenses.

The findings further reveal that 78.10% of respondents work in the private sector and 52.39% work in rural locations. Most respondents work for eight hours per day and use public transport to travel to work.

Factors Influencing Work-Life Balance

The weighted average analysis indicates that family support-related factors highly influence work-life balance among single working women. The highest weighted average score was recorded for “Support from Parents/Children to Travel from Home to Office” (4.28), followed by “Children Support Decompress Depression” (4.23) and “Support from Parents and Children During Emergency in Workplace” (4.17).

Work-related factors such as suitable work timings (4.13), official meetings conducted during working hours (4.15), and safe working environment (4.01) also positively influence work-life balance.

However, comparatively lower scores were observed for “Sharing of Personal Concerns with Higher Officials” (3.21) and “Provided with Office Transport” (3.46), indicating the need for improvement in organizational support systems.

The analysis clearly shows that emotional and family support play a crucial role in maintaining work-life balance among single working women.

Findings of the Study

The important findings of the study are summarized below:

- Majority of respondents belong to the age group of 36–45 years.
- Most respondents reside in rural areas.
- A large number of respondents are employed in the private sector.
- Family support significantly influences work-life balance.
- Suitable work timings and safe work environments positively affect employee well-being.
- Emotional support from parents and children improves mental well-being.
- Organizational support systems require improvement in areas such as communication and transportation facilities.

Suggestions

Based on the findings of the study, the following suggestions are offered:

For Single Working Women

- Practice effective time management to balance work and personal life.
- Maintain physical and mental well-being through self-care activities.

- Develop stress management practices such as meditation and relaxation techniques.
- Enhance professional skills for career growth and confidence.

For Employers

- Introduce flexible working hours and work-from-home facilities.
- Ensure fair workload distribution to reduce stress and burnout.
- Provide counselling and mental health support programs.
- Implement employee-friendly leave policies and welfare measures.

For Family Members

- Provide emotional and moral support to single working women.
- Share household responsibilities to reduce stress.
- Encourage career growth and independence.

Conclusion

The study concludes that maintaining work-life balance is a major challenge for single working women due to increased responsibilities and lack of support systems. Both personal and professional factors significantly influence their ability to maintain balance. Family support, emotional encouragement, suitable working conditions, and organizational welfare measures are essential in improving the quality of life and well-being of single working women.

The study highlights the importance of supportive work environments and strong family relationships in promoting better work-life balance. Collective efforts from employers, family members, society, and policymakers are necessary to improve the overall well-being and professional satisfaction of single working women.

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