EXPLORING WORK-LIFE INTEGRATION STRATEGIES AND WELL-BEING OUTCOMES FOR WOMEN IN THE WORKFORCE

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ABSTRACT: The traditional roles of women in the workforce have evolved alongside modern society and economics. As a result, working women are under a lot of pressure to have successful careers and satisfying personal lives. The rising demands of work are putting a greater burden on the personal life of many women. The demands of modern life continue to grow in both the professional and personal spheres, even while tools like notepads and phones have made it easier to keep track of everything. Negative effects on mental health, physical health, and social welfare are evident. In order to find true happiness, working women may have to figure out how to balance their work and personal life. Married women often struggle to find a balance between their job and personal lives, and this research hopes to shed light on such issues. The many facets of work-life balance among working married women are investigated in this research.

Keywords: Work-Life Balance, Quality of Life, Female Employees, Personal Life, Professional Life.

1. INTRODUCTION

Tina Fey, a social commentator and former Saturday Night Live cast member, writes about her struggles to juggle parenthood with a successful profession in her book. If I had to manage more than one task at once, how would I do it most efficiently? is considered to be among the most impolite things a man may ask a lady. (Fey, 2011, p. 255). She shows how a woman could feel watched and guilty in response to a seemingly harmless question.

Even when faced with challenges, it is possible to achieve a healthy work-life balance. With her statement, "I have the same struggles as any working parent" (p. 255), Fey shows that men face the same challenge as women, but they are scrutinized less. A lower percentage of American men and women have obtained a bachelor's degree or above in the last several years. Among those of working age who have earned a bachelor's degree or above, women make up over half. Also, they support their families financially by working hard. Maria Shriver's book was set to be published in 2009 by the Center for American Progress. According to the findings presented in the Shriver Report, titled "The Consequences for America if a Woman Assumes the Presidency," female workers will constitute over 75% of the US workforce by 2050. More than half of America's workers are women right now. In a typical marriage, both partners contribute financially to the household (Geile, 2008). This qualitative research seeks to understand the lived realities of working mothers who juggle the

care of their children and other family members with their employment. The challenges that modern women face in balancing work and motherhood are different from those that previous generations faced. Many women hear the message that they must choose between two options, rather than being encouraged to do both.

Although there has been a lot of research on women's multitasking abilities, a thorough evaluation of the topic has only just started. The goal of this research is to identify the tactics used by successful women in real-world contexts. Mothers who work outside the house encounter numerous challenges, according to Storm (2009). It is her contention that many moms hold the view that they can be excellent examples for their children. Their inability to devote more time to their family due to work obligations is something they lament. Their inability to relax at home is a direct result of their preoccupation with work. In Storm's view, there is a two-way street between the problems we face at home and those we face at work, and vice versa.

The most effective leaders and workers are those who can show that they can handle responsibility no matter what area of life it is in (Wirth, 2001, p. 116). Hewlett asserted in 2002 that a woman's life satisfaction rises when her personal and professional lives are in perfect harmony with one another. Women who work outside the home report higher levels of life satisfaction and lower rates of depression. Molloy (2004) argues that integrating work and personal life improves the quality of our daily experiences. Engaging in professional activities has numerous benefits, including increased cognitive engagement, financial assets, self-confidence, and camaraderie with other adults (Hewlett, 2002, p.). The improved standard of living and stronger bonds that have emerged as a consequence of this value are plain to see.

OBJECTIVES

➢ What follows is a list of what the probe hopes to accomplish.
➢ The major objective of this research is to find out how much women working in healthcare and academics struggle with work-life balance.
➢ Finding out what married women who work encounter while trying to strike a work-life balance is the driving force behind this research. This is accomplished by looking into a lot of factors, such as how many hours they work, how involved they are at work, and what responsibilities they have at home.
➢ This paper delves into the difficulties faced by working married women who are attempting to strike a work-life balance. They think about things like the women's ages, the number of children in their homes, and the marital status of the males. Women's views on the topic of work-life balance as it relates to their careers

2. BACKGROUND WORK

The term "glass ceiling" was first coined by The Wall Street Journal in 1986 to characterize the unseen obstacle that hindered women from progressing in their professional careers. Despite their inability to shatter the glass ceiling, they were certain that they were about to reach the executive level (Klenke, 2011). Women who are unable to rise to leadership roles

frequently adopt this outlook. Wirth (2001) defines this phrase as the unconscious biases and assumptions that keep women out of positions of leadership.

Eagly and Carli (2007) found that women in the US had a harder time getting to the top of their fields over three distinct eras. A labyrinth describes these stages. A tangible barrier has traditionally prevented women from advancing in their professions, claim Eagly and Carli (2007). That period thereafter, when relatively few women worked their way up to executive roles, was dubbed the "glass ceiling" (Eagly & Carli, 2007). The brittleness of glass symbolizes the difficulties in acknowledging the hardships that contemporary women endure. The most common metaphor for sexism and inequality in the workplace is the "glass ceiling." However, as Eagly and Carli (2007) point out, women do not face insurmountable obstacles in today's "labyrinth" of American culture. Despite the numerous obstacles that women face when trying to advance in these six roles, some have managed to do so and have achieved great success (page 27). Despite facing obstacles such as discrimination and prejudice, women keep moving forward and accomplishing what they set out to do throughout history. Disproportionate domestic work assignments, racism, and sexism in the workplace are all factors that could stunt women's professional advancement.

A 2007 Wall Street Journal story with the title "Through the Glass Ceiling" originally appeared in print. Fifty women from different industries who had risen to the position of executive were profiled in the article. From this vantage point, women are increasingly making waves in fields that have long been dominated by men. Even if it's easier for women to break through glass ceilings now, they still face significant challenges when trying to rise to leadership roles in the workplace and the home. A labyrinth better describes these difficulties.

Women have achieved remarkable strides in the last 20 years across nearly all fields. When compared to men, women today make up a larger percentage of the workforce and college faculty. The number of women in the workforce is rising, but that doesn't mean they're making it to the top ranks. The "sticky floor" that this trend produces, say Harlan and Berheide (1994), is what stops women from climbing the corporate ladder. If women can't go beyond the managerial level, they will never be able to breach the glass ceiling.

3. METHODOLOGY

In this research of working women, qualitative methods based on a life path viewpoint were used. The participants' shared experiences are uncovered by concentrating on early adulthood, infancy, adolescence, the present, and the future. Geile's (2008) life narrative technique is used in this analysis. Finding a happy medium between one's career and personal life is the goal of this research, which will include both proactive and reactive strategies.

The research subjects will be further explained and clarified in the methods portion of this research. It will also detail the methods employed to address these concerns. Along with describing the analytical unit, we will go into detail regarding the criteria and technique utilized to choose the data for our query. The reader will have a clearer picture of the data gathering device used, especially in regards to its dependability and validity. We will cover

all the bases when it comes to gathering and analyzing the data. The last section of this chapter explains how researchers can get an Institutional Review Board (IRB) to approve their research, which will ensure the safety of the participants.

Research Questions

The fundamental research topics are supported by the Giele framework, which takes into account self, connections, motivation, and adaptation. An auxiliary section was appended to the four previously mentioned parts in order to provide readers with some context about the tactics used to strike a balance between one's work and personal lives. The section on women's life path strategies prompted the further research questions.

➢ What strategies should women employ to find the best work-life balance, taking into account their identities, relationships, goals, and experience with adaptation?

➢ Is there a secret to the success of accomplished women in juggling their personal and professional lives?

➢ How are women resolving the challenges they encounter in juggling all of their obligations?

Research Methodology

The qualitative analysis is backed up with an interview database that Weber (2011) created for the Digital Women's Project. In order to have something to go back on, we recorded each of the in-depth, semi-structured interviews, which lasted about an hour. Life narrative methodology, comparable to that utilized by Giele (2002), was the approach taken in this research effort.

"Life histories reveal patterns that surveys cannot, as surveys employ a fragmented methodology that examines the impact of variables on particular outcomes within populations" (p. 233 in particular), as pointed out by Giele (2009). Case studies are a typical way for researchers in the field of lifespan research to gather data. The major goal of the life narrative approach is to establish links between the individual's subjective experiences and their external surroundings. Also, according to Elder and Giele (2009), this evidence can be utilized to prove that existence is timely. Giele argues that life stories are beneficial because they show how a person grows and changes through time (Elder & Giele, 2009). Additionally, they include all parts of a person's life, both private and public, and they are subjective, so you may see things from their perspective.

The research by Giele examined the commonalities among the women who participated over the duration of four years. The first part of the procedure, which lasted 67 total minutes, asked you to recount your college years and your hopes and dreams for the future, both professionally and personally. Considering a woman's memories of her early adulthood is essential for obtaining a complete picture of the situation. A more thorough examination of the woman's youth was the subject of the subsequent round of interrogation. In it, she reflected on her family's financial situation, her hopes for the future, the values they held dear in relation to her schooling, the ways she and her siblings were similar and different, and more. The significance of the first therapeutic encounter for the individual is highlighted by

this. We asked those going through these things about their career and familial life, the ups and downs, the successes and failures, and anything else that was important to them. Right now, we're taking stock of the situation. The last series of questions asked participants to think about their long-term goals. A comparable approach is taken to addressing the anxieties and worries that women may have for their futures. Studies of the life cycle usually acknowledge environmental variables that persist across time. According to Elder and Giele (2009), "family background, social pressure, individual traits, and economic conditions all contribute" (p. 245) to the big picture when looking at the life course analytical framework. Finding out which parts were crucial in getting the intended outcome is the goal here.

Individuals' behavioral systems are shaped by four primary factors, as outlined by Elder and Giele (2009): their upbringing and background, their network of relationships, their internal impulses, and the timing and reactions to important life events. It is the responsibility of the researchers to investigate the individual's living conditions in great detail if they want to understand the "identity" of a person and their background and culture. The way a person's personal values and social network shape their attitude to social encounters is a dynamic process. The domain of internal devices is characterized by the ideas of "motivation" and "work achievements and successes." The "adaptive style" subsection delves into an individual's flexibility in responding to novel situations and taking proactive steps toward achieving their goals. The theoretical framework used to analyze differences in life outcomes is based on four main points put forth by Elder and Giele (2009): an individual's intrinsic motivation, their social network, their values system, and their adaptive style.

Using logical strategies, we will find the relevant parallels and contrasts; using inductive tactics, we will find the themes that appear frequently in the reports. Finding out what went into producing a certain outcome is the goal of this practice. A specific kind of comprehension is necessary for the process of extracting the overarching themes from a person's background and experiences (Elder & Giele, 2009).

Selection of Data Sources

In 2011, Weber launched the Digital Women's Project to collect qualitative interviews with working women and PhD candidates in the field in order to learn more about influential women in leadership roles. Through the use of a snowball sampling technique, we were able to interview over 150 women, who later became members of our database. "Snowballing" is a recruiting strategy for studies in which existing participants invite their social networks to take part. As news gets out, more and more people are eager to take part in interviews.

Various perspectives and responses are intended to be provided by this sample approach. Weber (2011) surveyed female students in Pepperdine University's psychology and education PhD program as part of his initial research (Stone 2007). Everyone who applied to a Ph.D. program, including women, received an email asking if they would be interested in taking part in a research about work-life balance. Once the women had taken part in the research, they were invited to recommend other women who would be interested in taking part as well. In order to incorporate a bigger sample of working women, the Weber '69 group decided to expand the scope of their research beyond Pepperdine University's gates. Much of the drive

for the changes that followed came from an article in Orange County Metro Magazine that highlighted forty remarkable women. The ladies who agreed to take part in the research were instructed to recruit another 40 women from their personal and professional circles. In order to be added to a database that contains information about famous American women, this interview was the first stage. Women of various ages, races, and nationalities have been sent out the surveys. Not only that, but they come from all over the place, have all kinds of marriage and parenting styles, and have all kinds of different occupations. Because the dataset is complex, this research will concentrate on a representative sample of women. We will give preference to women who can successfully juggle their professional and family duties.

All individuals taking part in the research were required to sign a consent form. This form included a brief overview of the research and asked participants to provide suggestions for sharing and using the findings. At any point throughout the interview, they are free to stop or refuse to answer any question. An impartial third party transcribed the responses of the participants to extensive demographic questions that they were provided in sealed, anonymous envelopes.

4. DATA ANALYSIS AND FINDINGS

The purpose of this quantitative phenomenological research is to learn how the demands of both the workplace and family life affect the daily lives of successful female entrepreneurs. Some women are still deterred from seeking careers because they fear they won't be able to strike a good work-life balance, even though women's employment has made great strides in the past fifty years. The purpose of this research is to look at the methods used by successful women to keep their personal and work lives in harmony. For future leaders looking for guidance and examples from the real world, this research is a great resource that contributes to what is already known about the subject.

In order to better understand women's identities, relationships, motives, and coping mechanisms, Weber (2011) interviewed them for The Digital Women's Project. The interviews were conducted using a life-story framework that was created by Giele (2008). A total of 22 candidates were invited for an in-person interview out of over 150 submissions. There are observable patterns when these outstanding women manage their personal and professional lives in their own special ways. Chapter 4 delves further into the 84 topics and methods for achieving the optimal work-life balance, alongside an overview of the interviews that were carried out. We ran the numbers to see whether there was any correlation between the results and whether the strategies were more reactive or proactive.

Data Collection Procedures

After extensive interviews with women in academic and professional settings, the Digital Women's Project selected its leaders. So far, the snowball sampling method has yielded interviews with over 150 women. We employed a "snowball effect" method to increase the size of our sample by having those who were already interested in the research recommend

their friends and family to do the same. There will be a meteoric increase in data volume as more people start contributing independently. Diverse viewpoints will surface if the sample accurately reflects the total population. The women who took part in the research represent a wide range of demographics: age, income, education level, race/ethnicity, profession, location, marital status, and number of children per home.

Selection Criteria

Utilizing purposive sampling, we were able to extract useful information from the big pool of interviewees. According to Tongco (2007), exploring "a cultural domain with informed experts within" is what "purposeful sampling" means when conducting a research (p. 147). Initially, the interviews were conducted with working mothers who were also taking care of their children full-time. This was because they had the most commonalities in terms of the challenges and rewards of balancing their personal and professional lives. After we removed the ladies who did not consider themselves mothers, there were 108 left. Out of 102 women who filled out the survey, only those who reported working full-time were included in the final tally. This requirement is based on the assumption that women, and working moms in particular, know best the difficulties of balancing work and home life. Because their successes serve as examples for others to emulate, biographies and case studies of famous people and successful companies are commonplace.

In order to recognize women who have achieved leadership positions, we have settled on the following criteria. Assuming they could, the vast majority of individuals would love to live like famous and wealthy people. It is common practice to research the strategies employed by prosperous individuals and businesses in an effort to replicate their level of success. Collins, a prolific writer, delves at the factors that propel companies to greatness in his novels Built to Last (1994) and From Decent to Extraordinary (2001). As far as 2011 books go, it topped the charts on Amazon.com. Steve Jobs was a co-founder of Apple Inc. and Pixar Animation Studios; his biography was written by Walter Isaacson. Books like these command a premium price because readers want to get their hands on the best information possible.

Data Analysis

Interviews were used in an inquiry by Weber (2011), who transcribed the answers word for word. Full audio recordings of the interviews were made, and subsequently coded using Nvivo9. Patton (1990, p. 347) states that in order to evaluate and analyze data, one must be able to mix the viewpoints of numerous people, recognize trends, include data from various sources, and be cognizant of the importance of participant reactions. The themes or codes used to classify the data are also widely used (Creswell, 2003, 2007). The concepts are expressed using a string of sentences. According to Kvale (2007), if a term, sentence, or idea appears more than once, the researcher needs to make note of each occurrence.

A "node" is Nvivo9's term for each data subject. The node list was painstakingly built by hand after carefully considering all 22 interviews. A new node was added to the network whenever a respondent provided advice on how to manage their personal and professional lives. To ensure that no details were missed, the researcher revisited each interview. This

yielded sufficient data to answer the main question that was being investigated. A total of 92 The researcher needs to sort the produced list of nodes (strategies) as proactive or reactive before they can tackle the second and third problems. Some people in both groups were able to impart strategies that helped their respective causes. For off-peak hours, there are a number of alternative complete solutions that have been suggested. We have included all of the suggested alternatives, regardless of how often they were mentioned, in order to give our readers a wide range of choices.

Findings

The primary purpose of this research is to investigate the ways in which women's identities, connections, motives, and adaptive capacities impact their decisions regarding the work-life balance that they and their families choose. Their responses to the questions grouped into these four areas showed that the women were trying to find a balance between their work and personal lives. Stories that centered on people, their relationships, or their internal drives and changes utilized a variety of narrative techniques. The best advice for striking a better work-life balance was found in the answers to the sixth set of questions, which aimed to gather practical ways for juggling several occupations.

5. CONCLUSION

The growing number of two-income families highlights the importance of researching marital strife and the difficulties of balancing work and family responsibilities. The pros and cons of balancing one's professional and familial responsibilities need to be investigated further. This research found that workers' abilities to balance their personal and professional lives were substantially impacted by variables such as the number of hours worked per week and the amount of job-related stress experienced. Workers' ages, life stages, and caregiving responsibilities were all factors that were considered. Keeping one's personal and professional life in check is more important than ever in today's fast-paced society. Participating in wellness programs offered by businesses can help women better juggle their personal and professional responsibilities. When left to their own devices, they are unable to resolve issues brought on by an imbalance. Because the challenges working women have in achieving a more balanced work-life balance are multifaceted, more research is required to provide them with the resources they need to succeed.

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