

The Role of Job Satisfaction as Mediators Between Work-life Balance and Organizational Commitments Among Female Academicians

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Abstract- Occupational health balance is a term used to describe the balance between personal and professional health. The healthy balance of working life takes great importance for working women especially in the current situation where both, family and the workplace have brought fewer challenges and problems for women. The real test for women is to balance and adjust the requests or needs and needs of the family and work. Different perspectives such as work pressure, social conditions, work stress, the effect of work on family life have a negative impact on the health of the individual and professional achievement resulting in a discriminatory limit for women which can be called a glass roof. Lack of proper balance of working life approaches processes and policies leading to occupational health problems. This can lead to increased staffing, high absenteeism, job dissatisfaction, ongoing organizational losses, and job fulfillment. These are steps taken by organizations and management. However, the point to note is that if these measures are taken it is satisfactory and truly beneficial to the employees. This paper is based on a second data study of occupational health balance adopted by organizations in providing occupational health balance among its female students. Sources studied for this study include various Internet sites, Journals, websites, papers etc.

Indexed Terms- Work Life Balance, Job Satisfaction, Female Academics, Personal Health, Professional Health.

I. INTRODUCTION

Women of the first centuries were generally allowed to have their own kitchens, and those employed worked on farms, in factories, and in maintenance work. Very few women have received admission to higher education, and they have been pressured to be patriarchal and husbands' attitudes toward women and careers. The rapidly evolving financial system has provided a place where a wide variety of girls are available for higher education. Education has not only empowered them but also provided them with long-term care. As talent strength is a necessary skill in this age of knowledge, instead of balance or physical strength, female workers seem to fit into every industry on an equal footing with men, but this has grown into a difficult project for women as they have to do more work at home and at work. As working women get married, they have to manage primary care for children and extended families and as a result, they are under a lot of pressure to continue the professional approach. Working mothers of their day fulfil family obligations and strive to maintain full participation in their activities following the competitive needs of a few roles. The responsibilities of caring for working mothers place a heavy burden on them when combined with professional work, the efforts of working women to compile, organize, and balance a series of problems and tasks in their unique role puts them under tremendous pressure. As a result, the family becomes a participant in the organization, and this dynamic trend has marked the opening of a paradigm shift in the work life.

I. Meaning and significance.

Work life balance is an effort towards preventive the job struggle of an individual employee by keeping up her opinion about job and his own time and family welfare. Work life balance can be considered as employees' perception to keep up and include great many areas of work, individual and family care with least job struggle. Social system in the society kept women from performing and appreciating vital jobs in the society. Including Development points towards investigating females to their fullest potential and add to the financial development and successful of the nation by direction to their differential needs. Issues looked by females are ignored in the male commanded social orders, which looks for fast consideration of the Government, associations, social administration organizations and worker's organizations. Nature of work life balance is the cutting confines pattern to enhance confidence of the representatives and profitability of the associations. Work life balance can be different to various individuals depending on the diverse phases of life. It essentially incorporates the issues of absence of time. Research demonstrates that disability to accomplish a satisfactory equalization of effort is directly associated with absence of vital force to satisfy individual responsibilities and absence of authority over the outstanding task at hand. The imbalance here fast results, for example, fatigue, low quality of life and in particular low performance. Work life balance is the connection between work and home duties and its effect on each other. The present examination visits the current work-life balance approaches and practices adopted by different Indian organizations. With the increase in the female workforce, dual earner families the requirement for the employees to adjust their work and individual life has likewise expanded. Except, women still assume the significant responsibility of spouse care, childcare, elderly care and housework, extended work hours, work culture and absence of adaptable work arrangement makes a disadvantages situation for employees than men. Females seem to find it difficult to put in the required number of hours to motivate in their occupation. Considering this term alongside the goal to give better personal satisfaction and maintenance of effective skilled representatives, organizations are presently giving different work-life programs. Organizations are showing concern towards their employees by planning welfare approaches like positive working environment, increasing well-being,

and safety. Post-war time has shown increase of statutory, and government arrangements offered to employees, for example, medical coverage, standardized savings estimates like pension and protection and compensation plan in case of disease and accidents showing the obligation of derivations towards employees to provide social security to employees and their families. In the present paper, an attempt has been made to recognise and unclosed the present status and advantages of work-life balance programs given by different Indian Organisations and its future difficulties. This investigation depends on the information got from literature survey. As women still do most of childcare and residential work, an absence of flexible working arrangement and an extended work hours will disservice a larger number of female than men, as they will be unfitted to put in required hours to build their career.

II. EFFECTS OF WORK-LIFE BALANCE AND JOB SATISFACTION

- Staff Punctuality, Teamwork, employee responsibility, employee ethics, peer cooperation, and leadership support with staff assistance are reduced.
- Recognition is part of job satisfaction. It is an act of notification, praise, or suspicion given through one or more people, peers, colleagues, managers, clients, and/or the community. Failure to acquire knowledge leads to enjoyable work.
- New skills, expertise in new job skills, and staff renaming are severely disrupted due to the decline in job-related interest in employees.
- Adults need sales and promotions to allow for psychological satisfaction. It means appointing a real exchange in a rising lesson in a work environment. The promotion to the next level will result in better fixes such as pay, freelance, management, etc.
- Employees who have difficulty balancing work roles and home roles. Set bad preferences in job placement and often annoy the friendly work environment.
- Great financial happiness especially for a female employee for a monthly benefit or pay. This is a sequence of activities in which compensation plays an important role. There is no doubt that financial rewards can also have a profound effect on

determining job satisfaction. If wages are no longer focused on the market, this can lead to dissatisfaction.

- Female employees put pressure on interpersonal relationships with employees and co-workers: including relationships with managers, subordinates, peers, or colleagues. When an employee has healthy relationships with others within the organization, that will improve morale and pride in the work and lead to greater productivity.
- Significant increase in cases of absenteeism and extreme cases of resignation.
- Physical working conditions and resources are equally important for the enjoyment of the work of girls' workers. Apart from this organizational policy and management make an important role in satisfaction. This should be wise to maintain a view of the wishes and demands of the employees.

II. LITERATURE REVIEW

2.1. Dr. Bharti Shukla and Jigyasa Singh (2020) In their study Mostly women employees have educational qualification, this shows that women employees stability position work pressure and uncertainty of work affect the work performances and imbalance the work and life of the female employees. Because of busy schedule in hotel industry, most of the women employees face the problem to manage the work – life balance.

2.2. Dr. Bharti Shukla (2019), the study concludes that the work life balance by women employees is often manage but they have much pressure at the workplace so; sometimes it would be difficult to manage work and family by female employees in hotel industry. The study indicates the main factor for their happiness is gotten to spend some quality time with family from their busy work schedule. Women employees 'perception about the work life balance is that the, if job is balanced with home life, they feel safe doing the work and home duties. The study indicates there is need for establishing and maintain a family-supportive work environment at hotel industry in hospitality sector.

2.3. Nimmi Singh (November 2016) In this study, it was revealed that Overall, working women are very comfortable and feel like they are being considered as a quarter of training as their work plans. Job satisfaction has a profound effect on employees' morals, profits, literacy, and good public morals, which may be required in a successful organization. There is a perception that employers are investing in the working-life balance, yet in reality "training solutions" do not always match the needs of employees.

2.4. Alqahtani, Tahani H. (2020), In this study stated that Work lifestyle balance is concerned as a critical difficulty presently for females as well as organizations. Several factors are concerned in deciding the work existence balance and imbalance of any man or woman which plays a necessary function in women's private and professional life. It has been explained that better work existence stability balance creates countless positive.

2.5. Parida (2012) has referenced that now a days the lives of workers, both male and female, is progressively expended of family and other individual duties and interests. Accordingly, with an end goal to hold representatives, it is progressively significant for associations to perceive this work life balance.

III. OBJECTIVES & HYPOTHESIS

3.1. Study the effect of work on the life of a working woman.

3.2. To study the level of satisfaction among women in their work life balance.

Hypothesis based on literature review.

H1: Women employee are able to balance between work life effectively.

H2: Women employee of academia are satisfied with working hours.

IV. RESEARCH METHODOLOGY

The study is a descriptive survey study. The major tool of data collection will be structured questionnaire through survey and the data collected is Primary Data.

Questions will be filled by the respondents through google form.

Primary data is collected through questionnaire.

Secondary data will be collected from the reputed journal and from websites.

Sampling

A convenient sampling conducted for research. The size of the sample selected for the study is 200.

Sample Area

The area for the research is based on the data collection from the working female academicians.

Research approach

A quantitative approach will be used for data calculation.

V. DATA ANALYSIS AND INTERPRETATION

Table 5.1 Age wise classification of Respondent

		Age			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-25	69	34.5	34.5	34.5
	26-30	57	28.5	28.5	63.0
	31-35	30	15.0	15.0	78.0
	36-40	22	11.0	11.0	89.0
	41-45	14	7.0	7.0	96.0
	46-50	2	1.0	1.0	97.0
	Above 50	6	3.0	3.0	100.0
	Total	200	100.0	100.0	

Interpretation

In this data it has been shown that most females in my case study belongs to 18-25 years of age, second highest belong to 26-30 years of age, 15% female belongs to 31-35 years of age and rest of the females are belonged to between 31-35 to above 50 years of age. I have found that most female tends to work at the young age. As in young age females have tendencies to make their name in society and achieve something.

Table 5.2. Marital status of the respondents.

		Marital status			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Divorced	5	2.5	2.5	2.5
	Married	82	41.0	41.0	43.5
	Unmarried	113	56.5	56.5	100.0
	Total	200	100.0	100.0	

Interpretation

From this data it is clearly visible that most female are unmarried that is near about 56.5% and 41% are married and rest were divorced.

Table 5.3. Occupation

		Occupation			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Government employee	52	26.0	26.0	26.0
	Private employee	105	52.5	52.5	78.5
	Self employed	43	21.5	21.5	100.0
	Total	200	100.0	100.0	

Interpretation

Above data shows that most females are working in private sector, and 26% are government employees, and 21.5% are self-employed and doing their own business.

Table 5.4 Annual Income

		Annual income			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	100001-300000	73	36.5	36.5	36.5
	300001-500000	59	29.5	29.5	66.0
	500001-700000	17	8.5	8.5	74.5
	700001-1000000	11	5.5	5.5	80.0
	Above 1000000	9	4.5	4.5	84.5
	Below 100000	31	15.5	15.5	100.0
	Total	200	100.0	100.0	

Interpretation

In this data it has been shown that 36.5% female have income less than 3 lac, 29.5% have income between 3lac- 5lac, 8.5% have income between 5lac-7lac, 5.5% have income between 7lac-10lac, 4.5% have income above 10lac and rest of the income have below 10lac.

Table 5.5. Education Level

Education level					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Graduate	58	29.0	29.0	29.0
	Higher secondary	9	4.5	4.5	33.5
	Others	3	1.5	1.5	35.0
	PHD	28	14.0	14.0	49.0
	Postgraduate	102	51.0	51.0	100.0
	Total	200	100.0	100.0	

Interpretation

In this data it has been shown that most female have done Post Graduate, 29% female have done graduate, 14% female have done PHD and remaining female have done higher secondary and others.

Table 5.6. Family Size

Family size					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-3 member	36	18.0	18.0	18.0
	4-6 member	137	68.5	68.5	86.5
	7-10 member	20	10.0	10.0	96.5
	Below 20 Member	1	.5	.5	97.0
	More than 10 members	5	2.5	2.5	99.5
	No member	1	.5	.5	100.0
	Total	200	100.0	100.0	

Interpretation

In this data it has been shown that most female have between 4 to 6 members in their family, 18% female have between 1-to-3-member, 10% female have between 7 to 10 member and remaining female have more than 10 members, below 20 member and no member in their family.

Table 5.7. Work Experience

Work Experience?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-5 years	134	67.0	67.0	67.0
	11-15 years	12	6.0	6.0	73.0
	16-20 years	5	2.5	2.5	75.5
	6-10 years	47	23.5	23.5	99.0
	Above 25 Years	2	1.0	1.0	100.0
	Total	200	100.0	100.0	

Interpretation

In this data it has been shown that 67% female have experience of between 0 to 5 years, 47% female have

experience of between 6 to 10 years and rest are included in other.

Table 5.8. Do respondent have dependent live on them

Do you have dependents live with you?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	129	64.5	64.5	64.5
	Yes	71	35.5	35.5	100.0
	Total	200	100.0	100.0	

Interpretation

In this data it has been shown that most of the female do not have dependents live with them and 35.5% female have dependents live with them and 35.5% female have.

Table 5.9. Working Hours of respondents per week

How many hours do you work per week?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 hours	26	13.0	13.0	13.0
	31-40 hours	57	28.5	28.5	41.5
	Less than 20 hours	25	12.5	12.5	54.0
	More than 40 hours	92	46.0	46.0	100.0
	Total	200	100.0	100.0	

Interpretation

In this figure it has been shown that most of the female working more than 40 hours, 57% females are working between 31 to 40 hours and remaining are working in between 20 to 30 hours and less than 20 hours.

Table 5.10 Feeling of respondents about the time they spend at the work.

How do you feel about the amount of time you spend at the work?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	26	13.0	13.0	13.0
	2.0	52	26.0	26.0	39.0
	3.0	40	20.0	20.0	59.0
	4.0	54	27.0	27.0	86.0
	5.0	28	14.0	14.0	100.0

Tot al	200	100.0	100.0	
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Interpretation

In this data it has been shown that 14% females strongly feel satisfied, 27% females are satisfied, 20% females feel neutral, 26% females are dissatisfied, and others are strongly dissatisfied about the amount of time they spend at the work.

Table 5.11. Do respondents agree that they miss quality time.

Do you agree that you miss quality time?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.0	27	13.5	13.5	13.5
2.0	64	32.0	32.0	45.5
3.0	34	17.0	17.0	62.5
4.0	40	20.0	20.0	82.5
5.0	35	17.5	17.5	100.0
Total	200	100.0	100.0	

Interpretation

In this data it has been shown that 17.5% female strongly feels they miss quality time with their family, 20% female are agreed, 17% female are neutral, 32% female are disagreed while other feels that they do not miss quality time with their family.

Table 5.12 Do respondent feels tired and depressed because of work.

Do you ever feel tired or depressed because of work?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.0	23	11.5	11.5	11.5
2.0	69	34.5	34.5	46.0
3.0	49	24.5	24.5	70.5
4.0	37	18.5	18.5	89.0
5.0	22	11.0	11.0	100.0
Total	200	100.0	100.0	

Interpretation

In this data it has been shown that 29% female agrees that they are tired and depressed because of work and rest of the female either disagree or neutral.

Table 5.13. Whether respondents satisfy with their working hours.

Are you satisfy with working hours?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.0	13	6.5	6.5	6.5
2.0	50	25.0	25.0	31.5
3.0	53	26.5	26.5	58.0
4.0	45	22.5	22.5	80.5
5.0	39	19.5	19.5	100.0
Total	200	100.0	100.0	

Interpretation

In this data it has been shown that Most females feels that they are dissatisfied with working hours.

Table no. 5.14 Whether respondents are able to manage their personal and professional life.

You are able to manage with your private life and professional life?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.0	19	9.5	9.5	9.5
2.0	54	27.0	27.0	36.5
3.0	44	22.0	22.0	58.5
4.0	41	20.5	20.5	79.0
5.0	42	21.0	21.0	100.0
Total	200	100.0	100.0	

Interpretation

In this data it has been shown that most females do not able to manage with their personal and professional life and more than 20% female are strongly feels that they are able to manage with their personal and professional life.

Table.5.15. Feeling of respondents whether they are able to balance their work life.

Do you feel that you are able to balance your work life?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.0	30	15.0	15.0	15.0
2.0	48	24.0	24.0	39.0
3.0	28	14.0	14.0	53.0
4.0	44	22.0	22.0	75.0
5.0	50	25.0	25.0	100.0
Total	200	100.0	100.0	

Interpretation

In this data, 47% female agrees that they are able to balance their work life while others do not agree about it.

Table 5.16 Whether respondents work for long hour or overtime even on holidays.

Do you work for long hours or overtime and even on holidays?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.0	20	10.0	10.0	10.0
2.0	53	26.5	26.5	36.5
3.0	47	23.5	23.5	60.0
4.0	38	19.0	19.0	79.0
5.0	42	21.0	21.0	100.0
Total	200	100.0	100.0	

Interpretation

In this data has been shown that 21% female strongly feels that they are work for long hours or overtime, more than 20% employees are dissatisfied they do not work for long hour or overtime.

Table 5.17 How Often respondent thinks or worry about work.

How often do you think or worry about work [when you are not actually at work]?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.0	28	14.0	14.0	14.0
2.0	49	24.5	24.5	38.5
3.0	43	21.5	21.5	60.0
4.0	52	26.0	26.0	86.0
5.0	28	14.0	14.0	100.0
Total	200	100.0	100.0	

Interpretation

In this data has been shown that more than 25% female feel worried about work when they are not actually at workplace and more than 20% female disagrees, they do not worry about their work when they are not actually at workplace.

Table 5.17. Whether respondents get handsome/addition amount for additional work

Do you feel that you get Handsome/additional amount for additional work?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.0	20	10.0	10.0	10.0
2.0	41	20.5	20.5	30.5
3.0	49	24.5	24.5	55.0
4.0	49	24.5	24.5	79.5
5.0	41	20.5	20.5	100.0
Total	200	100.0	100.0	

Interpretation

In this data, more than 40% female feels that they get additional amount for additional work.

Table 5.18. whether their role at home cause stress.

Does your role at home cause stress?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.0	27	13.5	13.5	13.5
2.0	40	20.0	20.0	33.5
3.0	21	10.5	10.5	44.0
4.0	43	21.5	21.5	65.5
5.0	69	34.5	34.5	100.0
Total	200	100.0	100.0	

Interpretation

In this data has been shown that most of the females are strongly feels that their role at home cause more stress.

Table 5.19. Whether their role at Work cause stress.

Does your role at work cause stress?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.0	13	6.5	6.5	6.5
2.0	43	21.5	21.5	28.0
3.0	28	14.0	14.0	42.0
4.0	46	23.0	23.0	65.0
5.0	70	35.0	35.0	100.0
Total	200	100.0	100.0	

Interpretation

In this data has been shown that most females are strongly feels that their role at workplace cause stress, 23% female agrees, and 21.5% female are disagreeing they feels that their role at work cause stress.

Table 5.20. How respondents managing stress arising from their work.

How do you manage stress arising from your work?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1.0	1.0	1.0
Dance	19	9.5	9.5	10.5
Entertainment	79	39.5	39.5	50.0
Meditation	16	8.0	8.0	58.0
Music	53	26.5	26.5	84.5
Others, specify	6	3.0	3.0	87.5
.....				
Yoga	25	12.5	12.5	100.0
Total	200	100.0	100.0	

Interpretation

In this data has been shown that more than 25% female are manage their stress with Entertainment and Music and rest of the females are manage their stress with meditation, yoga, dance, and others specify.

Table.5.21. Whether respondents have family support.

Do you have a family support?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.0	73	36.5	36.5	36.5
2.0	24	12.0	12.0	48.5
3.0	10	5.0	5.0	53.5
4.0	8	4.0	4.0	57.5
5.0	85	42.5	42.5	100.0
Total	200	100.0	100.0	

Interpretation

In this data more than 48% female have family support and the remaining have not.

Table 5.22. Whether respondents have colleague's support.

Do you have a colleagues support?				
	Frequency	Percent	Valid percent	Cumulative Percent
Valid 1.0	27	13.5	13.5	13.5
2.0	51	25.5	25.5	39.0
3.0	39	19.5	19.5	58.5
4.0	49	24.5	24.5	83.0
5.0	34	17.0	17.0	100.0
Total	200	100.0	100.0	

Interpretation

In this data has been shown that more than 25% female are dissatisfied their colleagues don't support them, 41.5% female are satisfied.

Table 5.23. Whether respondents have Boss support.

Do you have a Boss support?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.0	18	9.0	9.0	9.0
2.0	51	25.5	25.5	34.5
3.0	62	31.0	31.0	65.5
4.0	32	16.0	16.0	81.5
5.0	37	18.5	18.5	100.0
Total	200	100.0	100.0	

Interpretation

In this data has been shown that more than 25% females disagrees that their boss support them at their workplace, 16% females are agreeing, and 18.5% female are strongly agreeing.

Correlations

Correlations			
		You are able to manage with your private life and professional life?	Do you feel that you are able to balance your work life?
You are able to manage with your private life and professional life?	Pearson Correlation	1	.843**
	Sig. (2-tailed)		.000
	N	200	200
Do you feel that you are able to balance your work life?	Pearson Correlation	.843**	1
	Sig. (2-tailed)	.000	
	N	200	200

** . Correlation is significant at the 0.01 level (2-tailed).

Thus, both these questions are highly significant and co related. And also, hypothesis first accept positively that *H1: Women employee are able to balance between work life effectively.*

Correlations			
		How do you feel about the amount of time you spend at the work?	Are you satisfy with working hours?
How do you feel about the amount of time you spend at the work?	Pearson Correlation	1	.540**
	Sig. (2-tailed)		.000
	N	200	200
Are you satisfy with working hours?	Pearson Correlation	.540**	1
	Sig. (2-tailed)	.000	
	N	200	200

** . Correlation is significant at the 0.01 level (2-tailed).

Thus, both these questions are highly significant and co-related. Once again hypothesis 2 positively accepted that women employee in academia satisfied with working hours.

FINDINGS

The survey shows that most of the women face difficulties in balancing their personal and professional life due to heavy pressure at the workplace. So, majority of the females feels that they are not able to manage their private and professional life. It has been found that most of the female don't know whether they are satisfied or dissatisfied with their working hour.

It is found that most female tends to work at the young age. As in young age females have tendencies to make their name in society and achieve something. It is found that majority of the females has to work more

than 40 hours per week. They are not able to spend quality time for family and increases the turnover rate of the females.

CONCLUSION

This research was conducted to know about how female is managing their private and professional life. The primary reason for this survey was to know whether they can balance their life with work or not. There are many causes of stress in the workplace and there is no chance of being fired. It additionally can be dangerous. Sometimes depression gives high results. This report can help women use organizational strategies to manage or reduce some of the most important causes of depression. It may also be advisable to note that in exchange for leisure activities, the diploma in job satisfaction is more than diverse. There are most of the females who are confused about their work-life balance. They don't exactly know that they are balancing their personal and professional life. Most the female do their job with the support of their family.

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