

Evaluating The Effectiveness of Work-Life Balance Strategies on Women's Well-Being in The Delhi–NCR Region

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Abstract- *The pressure of good work-life balance has never been more necessary as more women enter the workforce, particularly in metropolitan cities such as Delhi-NCR. The purpose of this research is to learn how family and societal responsibilities and social pressures affect women's work-life balance, and how work-life balance (WLB) solutions can improve women's overall physical health and happiness. Using a quantitative study approach, 150 women from various fields in the Delhi-NCR area participated. We utilized structured questionnaires to collect data, which was subsequently analysed using Pearson's methods of correlation and regression. The study discovered a strong and positive correlation ($r = 0.812$; $p < 0.01$) between the use of techniques for work-life balance and the increased satisfaction with work-life balance among working women. An additional finding from the regression analysis was the weak but statistically significant effect of family chores and social expectations on work-life balance ($R^2 = 0.037$, $p = 0.001$). These results show that traditional gender norms still have a small effect, but organizational support is really important for making women happier with their work-life balance. The report says that to make the workplace more welcoming and helpful for women, we need to do two things: make workplace policies stronger and encourage change in society.*

Key Words: *Work-life balance, women's health, Delhi-NCR, family duties, social norms, gender roles, workplace methods.*

I. INTRODUCTION

The fast growth of the economy, the rise of cities, and more people joining the workforce have all had a big impact on the job market in India (Chandiok, 2018). One of the most important changes is that more women are getting involved in many parts of the economy, especially in cities like Delhi–NCR (Chaudhuri, 2020). This trend is a step toward gender equality and economic inclusion, but it also

brings up new problems. The biggest one is finding and keeping a healthy work-life balance (WLB).

Work-life balance means being able to handle the demands of both your job and your personal or family life in a way that works for you. For women who work, especially in India, this balance is sometimes harder to achieve because they have to deal with both career expectations and firmly ingrained social duties (Gaur, 2025). Women still have to deal with traditional ideas about caregiving, domestic duties, and social conventions every day. This often causes stress, role conflict, and lower well-being (Khateeb, 2025; Prasad, 2025; Rawal, 2023).

Companies are starting to see how important it is to have work-life balance initiatives including flexible hours, paid parental leave, the opportunity to work from home, and wellness programs (Kumari, 2024). The goal of these interventions is to make employees happier, lower their risk of burnout, and keep good workers (Pandey, 2021). But these kinds of methods haven't been studied enough to see how well they work, especially for Indian working women (Pareek, 2024; Sarna, 2023).

This study tries to fill that vacuum by looking at how effectively work-life balance solutions work for women's health in the Delhi–NCR region. It also looks at how family duties and social pressures still make it hard for women to manage work and personal life. The study looks at two main hypotheses using quantitative methods: (1) do tactics for balancing work and life make women significantly happier with their work-life situation? and (2) do family responsibilities and social pressures make it harder to achieve balance?

1.1. Objectives of the study

- To analyze the role of family responsibilities and social expectations in shaping work-life balance.
- To suggest strategies for improving work-life balance among women professionals in Delhi-NCR.

1.2. Hypothesis of the study

The study tested the following null hypotheses:

- H₀₁: There is no significant relationship between the implementation of work-life balance strategies and improvement in women's overall work-life satisfaction in Delhi-NCR.
- H₀₂: Family responsibilities and social expectations do not significantly influence women's work-life balance.

II. LITERATURE REVIEW

Ali et al. (2025) provided a comprehensive literature analysis on the topic in an effort to understand the intricate relationship between work-life balance, career drive, and professional advancement for women from an Indian background. Their review has collected the results of many empirical and theoretical works that showed how the socio-cultural expectations, patriarchal norms, and institutional constraints impeded the women of indicating progress in their careers without jeopardizing their personal well-being. The authors identified that even though the involvement of women in the labour market raised, most of the females still struggled with work-life conflict, unequal career advancement, and poor organizational support. In their analysis, their most suggestive implication was the necessity of a paradigm shift in the domain of policy as well as in the corporate psyche to embrace the changing demands of the professional woman. They also recommended an agenda of future research on work-life integration by creating context-specific frameworks based on work-life atrocities in order to facilitate women as leaders, and also create inclusive workplaces where gender inequality is noted and where solutions are provided (Ali 2025).

Begum (2025) investigated the opportunities presented by work-life balance and emotional intelligence as mechanisms of reaching Sustainable Development Goals (SDGs) regarding mental health

(SDG 3) and gender equality (SDG 5). Her work focused on the psychological aspects of work-life balance and showed how people with higher emotional intelligence were in better positions to deal with stress levels, tensions between people, and work-family-dilemma. Begum discovered that emotional intelligence promoted by organizations through training, leadership and favourable work culture saw more employees, particularly female employees experience a positive mental state and job satisfaction. She stated that mental health largely depends on the work life balance, and that emotions intelligent workplace behaviours could play a major role in minimizing gender disparities in the workplaces. The findings of the study were that emotional intelligence with gender-sensitive policies has a potential to establish inclusive, mentally sound and fair work environments that would correspond with global development objectives (Begum 2025).

Bhatt and Pathak (2024) considered the effects of demographic, psychological, and geographical factors on working women's work-life balance, or the multidimensional problem-solving method. The researchers discovered that women's capacity to juggle work and family responsibilities was significantly affected by demographic variables such as age, marital status, number of dependents, and level of education. The effect of psychological elements such as the ability to tolerate stress, emotional strength, and self-motivation was revealed to formulate how women perceive and deal with demands of work and life. Also, geographical factors, e.g., the location of urban district and rural areas, time spent on commuting, and the availability of support infrastructure were the key factors contributing to aggravation or alleviation of the work life issues. The research demonstrated that women in the city experienced greater time demands, owing to the length of commutes and employment rigors, whereas women in the countryside frequently lacked access to institutions as well as professional advancement opportunities. The authors came to a conclusion that intersectional and context-sensitive nature of approach one that takes into account individual characteristics and environmental factors was crucial to the creation of effective organizational and policy interventions that would promote the health and well-being of working women and facilitate work-life integration (Bhatt 2024).

Ahmed (2022) studied the effect that Human Resource Management (HRM) can play in both performance and employee work-life balance, focusing specifically on small-scale industries in the NCR region. In his study, there was a positive and direct correlation between effective HRM practices and the employee being able to handle work and personal life commitments. Ahmed offered the argument that small-scale industries that tend to be resource-constrained and have tightly stacked organizational structures had a lot to gain by taking up strategic HR interventions in support of employee welfare. The study pointed out that HR policies like work hours flexibility, leave policies, employee assistance programs, and equitable performance appraisal systems not only boosted the morale of the employee but also led to an increase in productivity in the form of a reduction in attrition. The proactive HRM approach, concluded Ahmed, could be a driving force to balance business goals and the well-being of employees and hence lead to long-term organizational development (Ahmed 2022).

Agarwal (2021) carried out an extensive doctrinal study of work-life balance among corporate women workers at Delhi NCR area. The complexity of the issues that she explored through her study were about how women were struggling to have a balance between their trying careers at the corporate world and their personal and home lives. The study focused on the fact that the concept of work-life balance does not necessarily rely on the management of time but strongly depends on the organizational culture, gender norms, and support systems at home and work fronts. In this study, Agarwal discovered that most women had developed a high level of stress and role conflict because their workplaces lacked beneficial policies and the working hours were too long plus the job structures had not been flexible. She further noted that availability of organization support mechanism i.e. childcare provisions, work flexibility and mental health services was significant towards lowering their stress levels and increasing job satisfaction levels among women. She concluded that gender-sensitive policy needs to be implemented in corporate setting to acknowledge dual roles commonly played by women (Agarwal 2021).

III. RESEARCH METHODOLOGY

This part discusses about the research design, the people and sample who were studied, how the data was collected, the instruments utilized for analysis, and the statistical methods used to reach the study's goals.

3.1 Research Design

The study used a quantitative approach, an analytical research design, and descriptive research as its research methodology. We chose this design to look into how work-life balance techniques affect women's overall satisfaction with their work and lives, as well as how family responsibilities and social expectations affect work-life balance.

3.2 Sample Size and the Population

The target group was working women from different sectors (government, private, NGOs, and self-employed) in the Delhi-NCR (National Capital Region). Using a "convenience sampling method," we chose a total of 150 women to answer. This made sure that women of all ages, marital statuses, and income levels were represented.

3.3. Variables of the study

The study uses both independent and dependent variables to look at how women's work-life satisfaction is affected by family and societal factors, as well as by organizational work-life balancing methods.

3.3.1. Independent Variables

These are what are thought to predict or sway the result (dependent variable):

- **Work-Life Balance Strategies:** One of the most important independent factors in this study is "Work-Life Balance Strategies." Some of these techniques are flexible work hours, the option to work from home or in a hybrid model, paid parental and maternity leave, wellness programs, and policies that help employees meet their personal requirements.
- **Family Responsibilities and Social Expectations:** The second independent variable is "Family Responsibilities and Social Expectations." This includes the duties women have at home, like taking care of kids, looking after older family members, and doing household chores. This group also includes cultural expectations, like the pressure to follow

traditional gender roles, keep the peace in the home, and put household tasks first. These duties and expectations often get in the way of women finding a balance between their work and personal life.

3.3.2. Dependent Variables

These are the outcomes affected by the independent variables:

- **Work-Life Balance:** It means how well women can balance their job and personal lives without being burned out, having role conflict, or feeling stressed. A good work-life balance lets women fulfill both their professional and personal goals with little stress and a lot of satisfaction.
- **Overall Work-Life Satisfaction** which looks at how managing work and life roles affects your mental and emotional health. It shows how women personally rate how happy and pleased they are when balancing work and home duties. This variable helps us figure out how effectively work-life balance techniques operate from the point of view of subjective well-being.

3.4. Data Collection

Structured questionnaires were used to collect primary data. Both print and digital versions were distributed. The questionnaire was divided into three sections:

- Information on the person, such as their age, marital status, education, and job sector *
- Questions about how well they used and experienced work-life balance tactics
- Questions that look at how family duties and social expectations affect people

Most of the items used a 5-point Likert scale that went from Strongly Disagree (1) to Strongly Agree (5).

3.5. Tools used for data analysis

We used SPSS software (version 25.0) to code and look at the data we gathered. We used the following statistical tools:

- Descriptive statistics to sum up demographic data
- Pearson correlation test to consider the correlation between work-life balance practices and work-life overall satisfaction
- Simple linear regression analysis to look at how family duties and social expectations affect work-life balance.

IV. DATA ANALYSIS AND INTREPRETATION

The demographic information on the 150 people who answered the survey in the Delhi–NCR region helps us evaluate how well work-life balance techniques work for women's health has been shown in Table 1.

Table 1: Demographic Profile of Respondents (N = 150)

Demographic Variable	Category	Frequency (n)	Percentage (%)
Age Group	20–30 years	45	30.0%
	31–40 years	60	40.0%
	41–50 years	30	20.0%
	Above 50 years	15	10.0%
Marital Status	Married	105	70.0%
	Unmarried	35	23.3%
	Widowed/Divorced	10	6.7%
Educational Qualification	Graduate	40	26.7%
	Postgraduate	75	50.0%
	Doctorate	15	10.0%
	Others (Diploma, etc.)	20	13.3%
Employment Sector	Private	85	56.7%
	Government	30	20.0%
	Self-employed/Entrepreneur	20	13.3%
	NGO/Development Sector	15	10.0%

Monthly Income	Below ₹25,000	30	20.0%
	₹25,000–₹50,000	50	33.3%
	₹50,001–₹75,000	40	26.7%
	Above ₹75,000	30	20.0%
Number of Children	No children	40	26.7%
	One child	45	30.0%
	Two children	50	33.3%
	More than two	15	10.0%

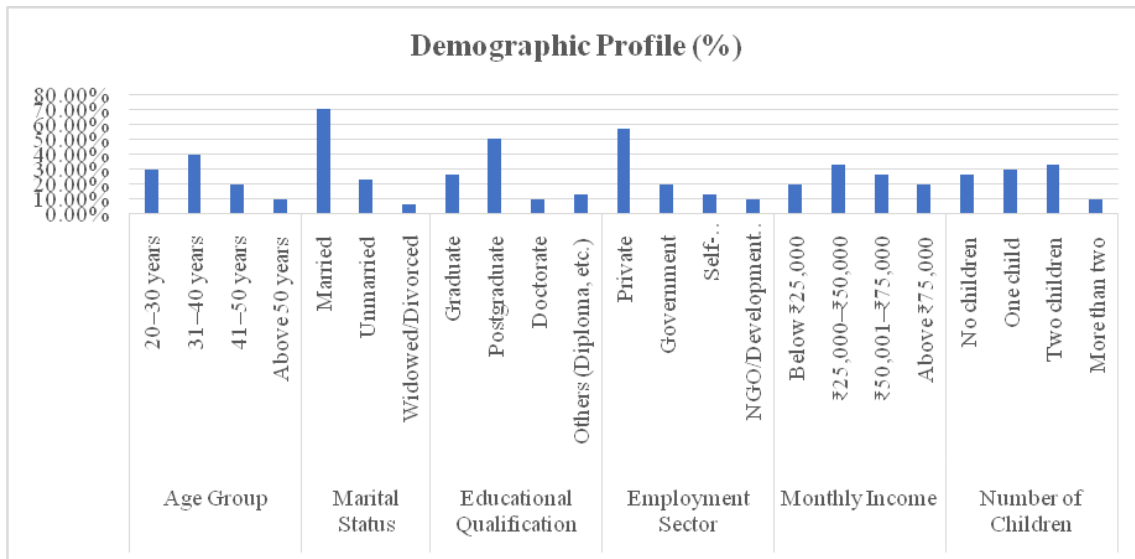


Figure 1: Graphical Presentation of Demographic Profile

Table 1 or Figure 1 shows the most of the people who took part (40%) were between the ages of 31 and 40, followed by 30% who were between the ages of 20 and 30. This shows that the group was mostly young and in the middle of their careers. A large number of the people who answered (70%) were married, which suggests that family responsibilities probably play a big influence in how they manage work and life. Education wise, half of the respondents (50%) had a post graduate degree and yet another 26.7% were grads. This shows that the sample was well educated, and many of them are probably working in skilled professional professions. Most of the people who answered (56.7%) worked in the private sector. Twenty percent worked for the government, while smaller %ages were self-employed (13.3%) or worked for NGOs (10%). The income distribution indicated that 33.3% of people made between ₹25,000 and ₹50,000, while 20% made more than ₹75,000. This means that people had a range of incomes from

lower-middle to upper-middle. This range is useful for figuring out how affordable and easy to get work-life balance support services like childcare or domestic help are. Looking at the structure of the family, 73.3% of the women had at least one child, and most of them had either one or two children. Only 26.7% of the respondents didn't have kids, which means that most of them are able to handle both work and caring for others. This family dynamic is very important for figuring out how household responsibilities and social expectations affect work-life balance results.

H₀₁: There is no significant relationship between the implementation of work-life balance strategies and improvement in women's overall work-life satisfaction in Delhi–NCR.

The study used Pearson correlation to figure out how strong and in what direction the relationship was between the methods that were put in place and the levels of satisfaction that people said they had.

Table 2: Pearson Correlation – Relationship Between Work-Life Balance Strategies and Overall Work-Life Satisfaction

Correlations

		Work-life balance Level	Improvement in women's overall work-life satisfaction
Work-life balance Level	Pearson Correlation	1	.812**
	Sig. (2-tailed)		.000
	N	150	150
Improvement in women's overall work-life satisfaction	Pearson Correlation	.812**	1
	Sig. (2-tailed)	.000	
	N	150	150

The Pearson correlation coefficient in this Table 2 is in the succession of the total work-life happiness being increased by women because of the use of work-life balancing tactics. The correlation coefficient (r) equals 0.812, so the two variables have high value positive connection. This implies that women are far more satisfied with their work-life situation as more work-life balancing methods are applied. The significance value ($p = 0.000$) is smaller than 0.01 which indicates that the correlation is not within the 1per cent level of significance. Due to this fact, the null hypothesis (H_{01}) that stated the lack of substantial connection

between a work-life balancing technique and work-life satisfaction is not valid. Finally, work-life balancing measures have a large and positive impact on the happiness of women.

H_{02} : Family responsibilities and social expectations do not significantly influence women's work-life balance.

A regression model was made to investigate this idea. It used family obligations (including taking care of kids, taking care of the elderly, and doing chores around the house) and perceived social expectations as independent variables.

Table 3: Model Summary – How Family Responsibilities and Social Expectations Affect Work-Life Balance

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.192	0.037	0.031	0.49820

a. Predictors: (Constant), Family responsibilities and social expectations

b. Dependent Variable: Work-Life Balance

Table 3 displays the outcomes of the regression model that accounts for the impact of family obligations and societal expectations on women's work-life balance. A score of R of 0.192 suggests a weakly positive association between the predictor and the outcome variable. There is no correlation between work-life balance, family involvement, and social rule acceptance (R Square = 0.037),

suggesting that 3.7% of the variance in these variables cannot be explained. After controlling for factors like predictor and sample size, the corrected R -squared value is 0.031. That connection is not strong, but it does indicate that a conventional notion of gender in a family and social role plays a non-zero, yet significant role in the work-life balance among women.

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2.840	1	3.266	11.44	.001 ^b
	Residual	36.660	148	.248		
	Total	39.500	149			
a. Dependent Variable: Work-Life Balance						
b. Predictors: (Constant), Family responsibilities and social expectations						

a. Dependent Variable: Work-Life Balance**b. Predictors: (Constant), Family responsibilities and social expectations**

To ensure that the regression model is significant, ANOVA table 4 is carried out. The value of significance is 0.001 and F-statistic is 11.44. Regression model is significant since the p-value was obtained to be less than 0.05. This is a pointer that predictor variable (family duties and social

expectations) is one of the key drivers of the fact that the dependant variable (work-life balance) differs. Even though the R squared value is small, the data nonetheless permit rejecting the null hypothesis (H_0 2).

Table 5: Coefficients – How Family and Social Pressures Affect Work-Life Balance

Model	Unstandardized Coefficients		Beta	t	Sig.
	B	Std. Error			
(Constant)	2.735	0.185		14.78	0.000
Family responsibilities and social expectations	0.187	0.055	0.192	3.38	0.001

a. Dependent Variable: Work-Life Balance

The predictor variable's regression coefficients are displayed in table 5. An unstandardized coefficient (B) of 0.187 is associated with social expectations and familial obligations. This finding suggests that the work-life balance score increases by 0.187 units for every one unit rise in perceived social and familial strain. Both the T-value (3.38), which is less than 0.05, and the significance threshold (0.001) are also less than 0.05. This means that the predictor variable has a statistically significant effect on the dependent variable. A small but statistically significant standardized coefficient (Beta) of 0.192 supports the premise that women's work-life balance is hardly affected by social norms and familial obligations.

V. CONCLUSION AND FUTURE WORK

The study desired to find out how well work-life balance (WLB) strategies worked for women's overall health in the Delhi–NCR region. It was targeted at two aspects i.e., the impact that WLB strategies had on overall work-life satisfaction to women and the difficulty of women maintaining a work-life balance due to family and social obligations. The Pearson correlation study found a

substantial positive link ($r = 0.812$) between using WLB techniques and women's total work-life satisfaction getting better. This shows that methods that help women combine work and personal life, like flexible hours, the flexibility to work from home, and parental leave, make a big difference. So, companies that put these kinds of programs first are likely to have happier and healthier female workers. The regression analysis showed that family obligations and social expectations have a statistically significant but not very strong effect on women's work-life balance ($R^2 = 0.037$, $p = 0.001$). This means that even though societal and familial pressures do make it harder for women to balance work and life, their effect is less severe when there are robust institutional support systems in place. But these expectations don't go away, which shows how hard it is for women to deal with established gender norms. The study shows how important both cultural changes and organizational initiatives are. While good WLB tactics make women much happier and more productive, real change also needs to address the social structures and expectations that still put too much pressure on women.

The current study can be used as a starting point for future research in the following ways:

- Include women from rural and semi-urban areas in the study to see how cultural and regional differences affect how people manage work and life.
- Long-term research should be done to find out how women's careers, mental health, and family dynamics are affected by long-term exposure to work-life balancing initiatives.
- Include men in the survey to look at how gender roles are shifting, how co-parenting works, and how shared duties might help people find a balance between work and life.
- Use qualitative methods like interviews and focus group discussions to learn more about how people deal with the emotional and personal problems of balancing work and life.

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