



EXPLORING THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND EMOTIONAL CONTENTMENT AMONG WORKING MOTHERS AND IN THEIR MOTHERHOOD

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ABSTRACT

Purpose: This research study aims to investigate the relationship between work-life balance and emotional contentment among working mothers and in their motherhood as well. This paper aims to explore how working mothers make sense and respond to their professional desires, responsibilities and expectations within the context of motherhood. It also seeks to explore what it takes for mothers to live up to their potential at work, what it takes for mothers to reach top positions in their field of work and the challenges they face.

With the growing number of mothers participating in the workforce globally, understanding how work-life balance influence their emotional well-being is essential for promoting overall family and societal harmony. Emotional contentment will be gauged by measuring positive and negative affect, life satisfaction, and overall emotional well-being. The ultimate attempt in this research is made to understand if mothers are really, emotionally content in their lives at the end of the day, and with the ultimate aim of pooling opinions as to which incentives, strategies or measures can help reduce the conflict between family life, work and emotional Contentment.

In this paper attempt was made to understand the WLB and Contentment of women from all walks of life in all sectors and in all industries. But hardly there were any who were really content and happy. It is hypothesized that a higher level of work-life balance will be positively associated with increased emotional contentment among working mothers.

Design: This research and study is taken from secondary data, like google scholar, Research Gate, Academia, literature review, journals books and blogs

Findings: The findings from this research will contribute to the existing literature by shedding light on the factors influencing emotional well-being among this particular demographic group. In all of the findings there was the absence of emotional contentment with the mothers. Its either just satisfied with the job and work -life balance or just managing with the challenges. But there is no real contentment in their lives really. The conclusions may assist employers, policy makers, and working mothers themselves in developing strategies and policies aimed at improving work-life integration and promoting emotional happiness, joy and fulfilment in their lives.

Originality Value: There is a deep exploration of the specific relationship between Work-life balance and emotional contentment among working mothers. The focus on emotional contentment specifically among working mothers is relatively limited in the literature. This research seeks to fill the gap by investigating how work-life balance, and various factors influence the emotional well-being of working mothers to achieve contentment.

Paper Type: Literature Review paper

KEYWORDS: work-life balance, emotional contentment, working mothers, well-being, family support, flexible work arrangements, autonomy.

1. INTRODUCTION

The introduction of the literature review paper on the topic "Exploring the relationship between work-life balance and emotional contentment among working mothers and in their motherhood" serves to provide context and background information regarding the subject matter. It aims to introduce the reader to the importance and relevance of studying the relationship between work-life balance and emotional

contentment among working mothers. The introduction highlight the significance of this topic in contemporary society and how it impacts the overall well-being of working mothers, if it all their contentment and fulfilment is achieved in their lives. The attempt is made to understand women and working mothers from all sector and all industries and in all walks of life if they are content an happy in leading their family life. [1]



There should be at least a percentage of joy and happiness.[2]
This is the aim and goal of the research.

1.1 Background

The background section of the literature review paper delves into the existing knowledge and research surrounding the relationship between work-life balance and emotional contentment among working mothers. It provides an overview of previous studies, theories, and conceptual frameworks that have explored this topic. Key findings and gaps in the current literature are also addressed, which help to underscore the need for further investigation.

1.2 Purpose of the Review

The purpose of the literature review is to critically analyse and synthesize the existing body of research on the relationship between work-life balance and emotional contentment among working mothers. It aims to identify empirical evidence, gaps, and inconsistencies in the literature, as well as provide a comprehensive understanding of the current state of knowledge in this area. The review serves as a foundation for the development of future research questions and hypotheses.

1.3 Scope and Structure of the Review

The scope of the literature review delineates the boundaries within which the research is conducted. It clarifies the specific aspects and factors related to work-life balance and emotional contentment that will be explored in the review. For example, the review may focus on the impact of flexible working hours, organizational support, childcare arrangements, or cultural norms on the emotional well-being of working mothers.[3] The review may also specify the types of sources that will be included, such as scholarly articles, empirical studies, and qualitative research.

2. CONCEPTUAL FRAMEWORK

The conceptual framework provides a theoretical foundation that guides the research and helps to structure the study. In this literature review paper, the conceptual framework aims to explore the relationship between work-life balance and emotional contentment among working mothers. It provides a framework for understanding the concepts and dimensions associated with work-life balance and emotional contentment.

2.1 Definition of Work-Life Balance and Contentment

Work-life balance refers to the equilibrium between work-related responsibilities and personal life, including family, leisure, and other non-work-related activities.[4] It encompasses the ability to manage and prioritize obligations and commitments in both domains to achieve overall satisfaction and more specifically, Contentment and well-being.[5]

2.2 Dimensions of Work-Life Balance and Contentment

Work-life balance consists of various dimensions that impact individuals' ability to balance their professional and personal lives effectively. These dimensions may include time balance, where individuals have enough time for work and personal activities; role balance, which refers to individuals' ability to fulfil their responsibilities in both work and personal domains

without conflict; and psychological balance, which involves maintaining a sense of well-being and fulfilment in both of these areas.[6]

2.3 Emotional Contentment: Definition and Importance

Emotional contentment refers to the state of happiness, fulfilment, and satisfaction individuals experience in their personal and professional lives. It encompasses positive emotions, such as joy, happiness, fulfilment, and a sense of overall well-being.[7] Emotional contentment is vital as it significantly impacts individuals' overall quality of life, mental health, job satisfaction, and overall happiness.[8]

2.4 Theoretical Frameworks

Theoretical frameworks provide a lens through which researchers can understand and analyse phenomena. In the context of exploring the relationship between work-life balance and emotional contentment among working mothers, several theoretical frameworks can be considered:

a) Role Theory: This theoretical framework suggests that individuals have multiple roles (e.g., being a mother, a professional), and the balance between these roles influences their emotional well-being.[9] It posits that conflicts and strains between different roles can affect emotional contentment.[10]

b) Conservation of Resources (COR) Theory: COR theory explains that individuals strive to acquire and maintain resources, including time, energy, and emotional well-being. An imbalance in allocating these resources between work and personal life can impact emotional contentment.[11]

c) Job Demands-Resources (JD-R) Model: JD-R model suggests that work-related demands (e.g., workload, work-related stress) and resources (e.g., autonomy, social support) influence individuals' well-being and job satisfaction. Work-life balance is seen as a resource that contributes to emotional contentment.[12]

d) Social Exchange Theory: This theoretical framework highlights the importance of the social exchanges' individuals engage in, including support from family, colleagues, and supervisors. Positive social exchanges can contribute to emotional contentment by fostering a supportive and harmonious work-life balance.[13] These theoretical frameworks provide guidance for understanding the relationship between work-life balance and emotional contentment among working mothers and help to frame the analysis of existing literature in the field.

3. FACTORS INFLUENCING WORK-LIFE BALANCE AND CONTENTMENT

3.1 Organizational Factors

Organizational factors play a significant role in determining work-life balance and contentment among working mothers. These factors include workplace policies, such as flexible work schedules, telecommuting options, and availability of childcare facilities.[14] Studies have found that organizations with supportive work-life balance policies and a positive



organizational culture tend to have higher levels of employee satisfaction and contentment. Additionally, factors such as workload, job autonomy, and opportunities for advancement also influence work-life balance and contentment among working mothers.[15]

3.2 Job-Related Factors

Job-related factors encompass elements such as job demands, job control, and job satisfaction. A demanding and high-pressure job can negatively impact work-life balance and emotional contentment as it may lead to increased stress and difficulty in fulfilling family responsibilities.[16] On the other hand, having control over one's job and being satisfied with it can contribute to a better work-life balance and emotional well-being.[17] Studies have shown a positive relationship between job satisfaction and the ability to effectively balance work and personal life.

3.3 Individual Factors

Individual factors refer to personal characteristics and traits that influence work-life balance and contentment. These factors include personality traits, coping mechanisms, self-efficacy, and perceived work-life balance. People with high self-efficacy are more likely to manage their work-life balance effectively and experience higher levels of contentment.[18] Similarly, individuals with effective coping strategies tend to better handle the demands of both work and personal life, leading to greater contentment.

3.4 Family Factors

Family factors play a crucial role in work-life balance and contentment among working mothers. These factors include spousal support, presence of young children, and the division of household and childcare responsibilities. Supportive spouses who share care giving and household responsibilities ease the burden on working mothers and contribute to a better work-life balance. Additionally, the age and number of children can also impact work-life balance, as the demands of raising young children require more time and attention.

3.5 Socio-cultural Factors

Socio-cultural factors refer to the societal and cultural norms, values, and expectations that influence work-life balance and contentment.[19] These factors can include cultural attitudes towards working mothers, availability of social support networks, and gender role expectations. In societies where working mothers are not stigmatized and are supported by policies and societal norms, they are more likely to experience a better work-life balance and emotional contentment. Additionally, the gendered division of labour and expectations regarding women's roles can impact work-life balance and contentment among working mothers.[20]

4. IMPACT OF WORK-LIFE BALANCE ON EMOTIONAL CONTENTMENT

4.1 Positive Impact

Research has consistently shown that achieving a good work-life balance positively affects emotional contentment among working mothers.[21] Studies indicate that when women can balance their work and personal life effectively, they

experience higher levels of emotional well-being and satisfaction. They report feeling happier, less stressed, and more fulfilled in their roles as both mothers and employees. Having time to engage in activities they enjoy, spend quality time with their families, and take care of their own well-being contributes to their overall emotional contentment.[22]

4.2 Negative Impact

On the other hand, when work-life balance is poor, it can have detrimental effects on the emotional contentment of working mothers. The struggle to juggle multiple responsibilities can lead to burnout, increased stress levels, and a decline in overall emotional well-being. This can result in feelings of guilt, inadequacy, and even depression.[23] The constant pressure to excel both at work and at home, without adequate time for rest and self-care, can significantly impact emotional contentment.

4.3 Mediating Factors

Various mediating factors influence the relationship between work-life balance and emotional contentment among working mothers. These factors can include the level of social support available, the flexibility of work arrangements, and the availability of childcare options. Supportive spouses, understanding employers, and access to quality childcare services play a significant role in mediating the effects of work-life balance on emotional well-being.[24] Additionally, personal factors such as one's own attitudes, coping mechanisms, and ability to set boundaries also contribute to mediating the impact on emotional contentment.

5. EXPERIENCES AND CHALLENGES OF WORKING MOTHERS

5.1 Multiple Role Strain

Working mothers often face significant challenges in balancing their numerous roles, including those of an employee, mother, spouse, and caretaker of the household.[25] These multiple roles can lead to role strain, where the expectations and demands from various domains often conflict with one another, causing stress and strain on their emotional well-being.

5.2 Work-Family Conflict

Work-family conflict arises when the demands and pressures from work interfere with family responsibilities, or vice versa, causing distress and dissatisfaction.[26] Working mothers may experience this conflict when they are unable to meet both work and family expectations simultaneously, leading to emotional turmoil.

5.3 Support Systems for Working Mothers

Having adequate support systems can help alleviate the challenges faced by working mothers. Support can come from spouses, family members, friends, or even employee assistance programs.[27] Access to affordable and quality childcare services also plays a crucial role in easing the burden on working mothers and enhancing their emotional well-being.



6. STRATEGIES FOR ENHANCING WORK-LIFE BALANCE

6.1 Organizational Interventions

Employers can implement various policies and interventions to support working mothers in achieving better work-life balance. This may include offering flexible work arrangements, such as telecommuting or flexible scheduling, providing maternity and paternity leave, and promoting a culture that values work-life balance.[27] These organizational interventions have been found to positively impact emotional contentment among working mothers.

6.2 Personal Strategies

Working mothers can adopt personal strategies to enhance work-life balance and emotional contentment. This may include setting boundaries between work and personal life, prioritizing self-care, practising effective time management, and seeking social support. Engaging in activities that promote personal well-being, like exercise, hobbies, and relaxation techniques, can also contribute to emotional contentment.

6.3 Government Policies

Government policies play a crucial role in supporting working mothers. Policies such as paid parental leave, affordable childcare options, and workplace flexibility laws can significantly enhance work-life balance and emotional contentment among working mothers. These policies provide women with the necessary resources and support to successfully balance their work and personal lives.

7. METHODOLOGY OF REVIEWED STUDIES

In this section, an overview of the methodology used in the reviewed studies will be discussed. This includes the research design, sample size, data collection methods, and data analysis techniques employed in the studies. It will provide insights into the quality and rigour of the research conducted in the field of work-life balance and emotional contentment among working mothers.

7.1 Literature Search Strategy

To identify relevant studies for the literature review, a systematic search strategy was employed. This involved searching various electronic databases, such as PubMed, PsycINFO, and Google Scholar, Academia and Research Gate using appropriate search terms and Boolean operators. The search strategy aimed to capture a wide range of studies on the topic, ensuring the inclusion of diverse perspectives and methodologies.

7.2 Inclusion and Exclusion Criteria

The inclusion and exclusion criteria used in selecting studies for the literature review will be outlined in this section. These criteria are typically based on factors such as the relevance of the study to the research topic, the publication year, the study design, and the availability of full-text articles. The inclusion and exclusion criteria help ensure that only high-quality and relevant studies are included in the review.

7.3 Analysis of Included Studies

The analysis of included studies involves examining and synthesizing the findings of the selected studies. This may include summarizing key results, identifying common themes or patterns, and comparing the findings across the studies. Various methods such as thematic analysis or meta-analysis may be used to analyse the data from the selected studies, depending on the nature and scope of the literature review.

RELATED LITERATURE SEARCH

Rajesh K. Yadav (2014) This study investigates the factors responsible for work life balance and job satisfaction level amongst the women employees working in banking and education sector. Employees are the greatest resource of an organization. Attracting and retaining the right people is critical to the success of an organization. When it comes to the human environment, it focuses on human aspects that influence an employee's performance and job satisfaction. Job satisfaction has been defined as the degree to which employees have a positive & effective orientation towards employment by the organization. Work determines a person's worth and place in society and it influences one's psychological identity and sense of well-being. The term "work" is being used to refer to paid work or employment. Work establishes one in the community of human kind. It links a person to others, advances the goals of culture, and gives purpose to one's existence. Work is a purposeful human activity which is directed toward the satisfaction of human needs and desires. [28]

Snehalata Singh (2016) In this study, it was seen that the healthy women can fulfil the multiple roles of having healthy children, income generation, ensuring the nutrition of family members etc. A significant difference was observed on life satisfaction among working and non-working mothers. The working mothers were found to be highly satisfied with their life as compared to non-working mothers. It seems that, in Bhopal's socio-cultural context, the working mothers have positive attitude towards life and try to develop healthy patterns of adjustment and capacity to deal with different and tough situations throughout their lives. This finding is strongly supported by a study of Kaur et al. (2012) who concluded in their study that females those who are working and married, are low on anxiety with higher life satisfaction. They perceived their life as challenging and secure. They felt comfortable with their life situations. Therefore, from the above result, hypothesis 2 which states that "Life satisfaction would be high among non-working mothers" is not accepted. [29]

Sobia Shujat, (2011) The Study was to examine the impact of work life balance on employee job satisfaction and to identify which factor of work life balance have more influence on employee job satisfaction in banking sector of Karachi. The research findings show that work life balance have not much impact on employee job satisfaction and some factors of work life balance such as employee intention to leave job, work pressure and long working hours have negative relation with employee job satisfaction and work life balance programs and



flexible working conditions have positive relation with employee job satisfaction. It is found out that the organizations can face multiple problems if their workforce satisfaction level is lower. The research findings show that work life balance have not much impact on employee job satisfaction and some factors of work life balance such as employee intention to leave job, work pressure and long working hours have negative relation with employee job satisfaction and work life balance programs and flexible working conditions have positive relation with employee job satisfaction. [30]

Mehraj Din Dar (2016) The study investigates job satisfaction among teachers working in government and private schools. The study of the teachers of district Ganderbal from both government and private schools of which sample of 100 teachers were selected from government and private schools. The findings of the study reveal that Government teachers at elementary level enjoy it better. The rest means to say the primary, high school as well in the private school nothing better. There was a lot of disparity between work-life balance and contentment with the rest of the working mothers.[31]

Malebo K. Makhuzo (2018) Women who work in skincare clinics have demanding jobs. Literature indicates that these working environments are labour intensive and emotionally demanding. The aim of this study was to explore and describe the perceptions of job-satisfaction factors for women working in skincare clinics in the northern suburbs of Johannesburg, South Africa. In this study, individual semi-structured interviews, based on the philosophy of Appreciative Inquiry, were conducted. Data was analysed through thematic coding and strict ethical considerations and trustworthiness were adhered to. From the identified themes, eleven recommendations were derived aimed at improving the job-satisfaction of women working in skincare clinics. [32]

Marisabelle Camilleri (2021) This paper aims to explore how mothers make sense and respond to their professional desires, responsibilities and expectations within the context of motherhood by, first and foremost, delving deeper into the compromises, if any, these mothers are constrained to do, to strike a balance between work and family life. Another aim of this paper is to explore if working mothers forfeit developing their careers further for motherhood responsibilities. What does it take for mothers to live up to their potential at work? Is there any lost potential in this regard? Are there any ways in which such a situation can be mitigated? Thirdly, this paper shall also identify what it takes for mothers to reach top positions in their field of work, the challenges they face and how easy or difficult it is to attain and maintain such positions. The aim is to pool opinions on which incentives, strategies or measures can help reduce any conflict between family life and work.[33]

Masduki Asbari (2020) This study aims to focus and measure the influence and impact of work-family conflict on job satisfaction and employee performance. Instead, it is also aimed to test the theme dieting effects of job satisfaction on the influences. The subject of this study were 1045 female

employees in Indonesia. Questionnaires were distributed via electronics to the respondents who were randomly selected among the female employees in Indonesia. Data collected were processed and analyses using SEM method with Smart PLS 3.0 software. The results of the analyses reported that work-family conflict is negatively and significantly influenced the job satisfaction. Interestingly, the findings also found that, work-family conflict is not significantly influenced directly on the female employee performance. But, work-family conflict has significantly indirectly influenced on performance through job satisfaction variable. [34]

Katarzyna Markiewicz, (2020) Significant positive correlations across almost all variables of job and marital satisfaction were observed. This means that the increase of marital satisfaction corresponds with the increase in job satisfaction, although the work/family conflict resulted in experiencing negative emotions at work. Moreover, the level of job satisfaction was higher than the level of family satisfaction. It was also found that the age and time spent at work proved to have a negative impact upon job satisfaction. Work-family facilitation proved to be crucial since its exclusion made the interface between all factors of family satisfaction and work insignificant. At the same time, the managerial women suffered from work/family conflict to a greater degree than did office workers. The study revealed also that the needs of older workers should be considered to maintain their work/life balance.[35]

Sanaz Aazami (2015) The workplace environment has a great influence on employees' health. Job dissatisfaction has been widely recognized as a workplace stressor that can influence employees' psychological and physical health statuses. However, job satisfaction is a multi-dimensional concept, and it is necessary to investigate its different facets and their unique consequences. Therefore, the aim of this study was to assess the relationship between the nine facets of job satisfaction and psychological health and somatic complaints. The results of this study show that there is a link between job satisfaction and psychological distress as well as four somatic complaints. Satisfaction with the nature of work was the strongest predictor for psychological distress, sleep disorders, headaches and gastro-intestinal problems. From the results of this study, we conclude that there is a link between job satisfaction and the health status of employees. In addition, job satisfaction levels vary across different dimensions and can even differ from an individual's feelings of global job satisfaction. Policies and practices should focus on improving working conditions to enhance the fit of the job and the employee. [36]

Jillard O. Mercado, (2019) The intent of this research was to study the extent of the work-life balance and the level of satisfaction among female teacher to determine if there is a significant relationship between these two variables. The results showed that the majority of the teachers answered "moderate extent" to the work-life balance under personal and work environment and mostly "satisfied" on the level of satisfaction. It was concluded that there was a significant relationship between the work-life balance and the level of satisfaction. The significant relationship between the work-life



balance and the level of satisfaction was tested in this study, and it was found that there was a relationship between the work-life balance and the level of satisfaction among women.[37]

Yunca Wang¹ (2017) This study examined the mediating effects of job satisfaction and life satisfaction on the relationship between work-family conflict and depression in professional women. A total of 443 professional women completed questionnaires that measured work-family conflict, job satisfaction, life satisfaction, and depression. Structural equation modelling (SEM) was adopted to test the mediating effect. bootstrap methods were used to assess the magnitude of the direct and indirect effects. SEM showed that job and life satisfaction partially mediated the relationship between work-family conflict and depression. The results of the bootstrap estimation procedure and subsequent analyses indicated that the indirect effects of job and life satisfaction on the relationship between work-family conflict and depression were also significant. The final model shows a significant relationship between work-family conflict and depression through job and life satisfaction.[38]

Balu & A. K. Poorani, Pandu, (2013) The most significant factor to influence work-life balance was feelings about work (for the IT employees sample result). Thus, increase in commitment, turnover intentions and satisfaction, the chances of achieving better Work-Life Balance increases. The other two significant positive relationships were found between absence from work and worklife balance, and family dependence and work-life balance (for the IT sector). It was expected that the work environment would enhance the work-life balance among employees. However, no significant relationship has been obtained between work environment and work-life balance, and workload and responsibility and work-life balance. The main reason for this could be because the sample size was not comprehensive enough to cover a large number of employees. The results indicate that there are differences in the perception regarding the need for work life balance policies based on their background. Bearing in mind this significance the employers need to design and implement WLB policies and practices which will enable the employees to balance their work and personal life needs. [39]

Ghina Rona Thifal (2021) This study showed that the balance of work-life and job satisfaction among working women in companies X and Y in Yogyakarta, Indonesia was a positive and significant relationship. This meant that the greater the balance between work and life among the respondents, the higher the job satisfaction and vice versa. The limitation of this research was limited problems explored in the research area. Furthermore, distribution of the questionnaire was directly because of the work load of the respondents. The questionnaire was entrusted to the human resource departments of the company in each office. It implied that the researchers could not ensure that all respondents fill out the questionnaire properly and according to their circumstances without bias. [40]

Munazza Mahmood (2018) It is a fact that women are effectively supporting men in financial perspectives since ages but different problems such as attitude and prejudice of society members adversely affect the utilization of their talent and working abilities. On the basis of findings it is concluded that status of working women and work-life balance is affected by many problems including work-load, family support, harassment, fear and anxiety etc. It is recommended that proper check and balance, equal chance of decision making and security level of the working women in their work place might be maintained for work-life balance of working women. [41]

Ahmed Umar Khan (2018) The findings of this study may have practical implications for workers, employers, management, managers, and the government by providing a clear understanding of the importance of a healthy work-life balance and its major impact on commitment and job satisfaction. It also takes into account the idea that leading a healthy, balanced life will contribute to lowering workplace stress and have an impact on the attitudes of workers who intend to leave their jobs. (Umar, 2018) [42]

S V Devi and Renuka (2018) In this study, the researcher advises the couple to communicate at least when they are largely free from their individual office responsibilities. This will help to lessen the difficulties in maintaining a perfect coordination to maintain a calm and understandable family life, which naturally improves the performance of women employees at their places of employment. The stressor may not even be a stressor if the female employee views it as something useful or even challenging rather than as a danger, according to the researcher. Therefore, they should educate kids how to control how they perceive the stressor and provide them the skills and confidence they need to enhance their lives and deal with all kinds of stress-ores. [43]

Delina and Raya (2013) state that, traditionally, women have been constrained to live their lives within the four walls of their homes. In this world of competition, women work together with men in every field of life along with performing their domestic responsibilities. This phenomenon has led women to experience a great challenge in maintaining WLB in the best possible way so as not to sacrifice one for the other.[44]

Lakshmi and Gopinath (2013) A study conducted by on women teachers' work lifestyle asserted that women have stood shoulder to shoulder to help their spouses by sharing the responsibility of earning in order to cope with the domestic financial burden. Since then, the subject of WLB among women has received greater attention. Hence, it has become particularly important and interesting to comprehend how women maintaining a good WLB enjoy a successful personal and professional life. It has also been observed that qualitative education and proper training centres have helped women to create an effective work-life balance.[45]

Mehta and Kundnani (2015) As for the changes in society from time to time, along with maintenance of work and



personal life relationships, are perceived as an important concern. In this social setup, women are not lagging in any field, so working women are given substantial obligations to maintain harmony in their work life. As a result, it is now challenging for working females to seek stability between their private and working lives. Today, many female employees are observed entering the workplace and competing with men in every aspect of work. In our society, this progress and the additional role played by women have not freed them from performing the duties of family care. The concept of WLB among women was inspired by this phenomenon. Due to this, WLB for female employees has drawn greater attention from various disciplines. [46]

Anitha and Maheswari (2014) A balanced lifestyle among teaching women revealed that, since social norms have changed, both genders share an equal burden on financial earnings to lead a happy family life; consequently, WLB among women has become a crucial topic. Therefore, it is now important to understand how women combine their personal and work lives. [47]

Gopinath and Lakshmi (2013) Research surveys show that the employment rate of women has increased dramatically in recent decades. Women overcome obstacles and have made their prominent and professional careers by occupying the topmost positions in various organizations. WLB aims to achieve two main objectives, namely achievement and enjoyment. Achievement refers to occupying a top position in an organization whereas enjoyment refers to living a peaceful and happy life with family. Therefore, when working women can succeed in their private and occupational lives, it is evident that they have maintained a proper and positive WLB. [48]

Sethi (2015) stated that, in our cultural norms and values, it is one of the most essential responsibilities of women to take care of their families. Therefore, in order to lead a healthy and stable life, working women have 4 of 12 play a dual role of a professional person and housewife in such a way that neither role is disturbed. Appropriately, this will benefit both families and organizations. In the banking sector, high work demands with long working hours have led to issues related to work-life imbalance and have created distress for women in all fields of employment. They must play dual roles in career building and happy families. [49]

Louise Wattis (2011) Research within this area has tended to focus on work life balance as an objective concept, which implies a static and fixed state fulfilled by particular criteria and measured quantitatively. Qualitative research on women's experiences reveals work life balance as a fluctuating and intangible process. This article highlights the subjective and variable nature of work life balance and questions taken-for-granted assumptions, exploring problems of definition and the differential coping strategies which women employ when negotiating the boundaries between work and family. [50]

Rohaizah Abd. Latif (2023) the study found a statistically significant positive relationship between work-family and job performance among working women. It also found that a

significant positive relationship exists between work-family balance dimension and job performance. Further, satisfaction balance is identified as the major contributor to job performance. It is anticipated that improving the work performance of women will not only increase organizational productivity but will also boost financial performance. As a result, the corporation and female employees have recommended that individuals focus on their engagement and satisfaction balance to improve their productivity or job performance. [51]

Jasmina ŽNIDARŠIČ, Miha MARIČ (2021) The knowledge of important impact of work-life balance, together with the understanding of the relations between the researched constructs of work-life balance, life satisfaction, job satisfaction and work engagement, can strengthen teachers' work engagement by respecting employees as actors in other roles and supporting work-family balance in the form of family-friendly policies and practices, and thereby contributes to the area of employee's behaviors and improves the teacher's productivity. findings show that an increase in work-life balance positively relates to life and work satisfaction and that life satisfaction leads to an increase in work engagement. [52]

Nidhi Saxena (2022) This paper explored the impact of work life balance on job satisfaction among married women employees in the banks of NCR. A sample of 300 married woman employees was taken and the data was gathered through questionnaire and analysed through Excel. In this paper we will concentrate on the changing needs of work life balance policies (WLBPs) especially for married women in Public and Private Banks to evaluate and redesign their current HR strategies to retain their existing employees and recruit new women professional in a competitive Banking Sector. [53]

Mandeep Kaur (2020) This study explains the Service sector contribution to the global output is more. The service factor itself is the largest part of the economy for the countries around the world, the worthy reason being urbanization, privatization and instant demand for final consumer services. Quality services being the ingredient for welfare of an economy, the primary and secondary sectors are directly dependent on the progress of services like banking, insurance, trade and commerce together with entertainment, social and personal aspects specifically in advanced economies. The service sector shows a complimentary role and accelerates the process of development through quality improvement and enhancement with efficiency of productivity and developmental activities. [54]

Secret Omar Shah (2018) A study conducted among many working women living in Delhi and its nearby areas, found that only 18-34% of married women continue with their professional career after having a baby. While lack of flexible working hours or crèche facilities do restrain their desire to work, most of the Indian working women suffer from a strong sense of guilt. Working women, unlike home-makers and housewives, often feel guilty at the prospect of losing quality



time with their baby. Constant shuttling between work and home leaves many women exhausted, hampering their quality time with their children. Society, too, constantly reminds the working mother of her shortcomings and how she needs to learn from her housewife counterpart about true motherhood. The comparison between the two never ends. This complex cocktail of guilt and family pressure makes women quit the workforce, leading to a feeling of uncertainty, dissatisfaction, guilt, and often a battered self-esteem. [55]

Uzma Hafeez (2015) The present study aims to examine the “impact of work life balance on job satisfaction amongst elementary school teachers of 21st century”. The paper in hand presents a concise summary of the literature on the value of work –life balance and job satisfaction. The key independent variables work-life balance; long hours of work, pressure/stress on work, intention to change jobs, flexible working conditions/environments which serves as an indicator of work-life balance while dependent variable job-satisfaction includes salary level, interpersonal relationship, spend time with family, balance between work and life, staff loyalty as it levers. The findings suggest that in schools work-life balance does not have much impact on teacher’s job-satisfaction. The reason of such results may be due to the uncertain circumstances, the huge rate of inflation and smaller numbers of job opportunities, lack of application of nationwide laws.[56]

Dr. B. Bhavya1 (2021) The present study aims to identify the relationship between job stress and job satisfaction among the working women in public sector organization, the problems pertaining to work life balance and to suggest preventive measures for managing work life balance. To perform surveys of working women in public sector 371 questionnaires were filled. On the other hand, comfort sampling can be used to execute interviews with working women of public sector to understand their place on their job balance, difficulties and improvements. [57]

Gayatri Pradhan (2016) This paper explores the ways in which working women balance their work and family life. There has been a growing concern over work-family issues and the notion of balancing these two domains due to an increasing number of women entering the world of paid employment. Such a discussion rarely comes into the picture in the case of men. A clear-cut demarcation between work and home is made with men being less involved in chores at home. The concept of workfamily balance has been used to explain the equilibrium between responsibilities at work and responsibilities outside paid work. Having a balance in the work and family domains implies that this equilibrium is in the required proportion for the concerned individual. Several studies have been conducted on work-family issues in Western countries, but findings from these studies cannot be projected to other countries since work and family roles are perceived differently in different countries. Work-family experience is not universal, but rather culture-specific which is evident in the literature. Thus, there is a need to analyse how working

women balance work family issues across different countries.[58]

M Shobhana (2017) The research attempts to gain insight into the role of a sample population of a women employee in different in occupation and in balancing in work and life in Tamil Nadu. The data was studied and analysed to explore and portray the sensitivity of women and their perception of society as well as to highlight their values, attitudes, and beliefs of women in formal organisation and primary family system. [59]

Farah Naaem (2014) The dual performance is a potent source of conflict. The studies pointed out that women faced unique challenges in the occupation arena, because of their gender. Women are caught in a conflict between sex role expectations and expectations of fulfilling one’s occupational potential. This article portray the dilemmas women professional suffer from ,when they are confronted with ideas and expectations of traditional societies at home and the demands conforming to the modern code of conduct at work place .The studies disclose that major segment women is struggling to balance these two most important forces in life. This article highlights the need for work life balance for working women of India. Both employees and employer benefit by this. Above studies show that now companies have started realizing the importance of work life balance and trying to reduce work stress level of women employees. This article also highlights some Strategies to overcome stress so that women employees can do work effectively and efficiently at her work place and home as well. [60]

Thangjam Ravichandra (2022) According the findings, measuring females' work-life balance solely based on employee and job-related characteristics is insufficient. The stud's findings differed from those of a previous study conducted in an Indian sector. However, any conclusions drawn from the findings of this study should be approached with caution, as the communicator appears to be indecisive in responding to the questionnaire. Despite the cover-up, we discovered that the average score for the bulk of the items assessed for work satisfaction, work-stress, and job related factors only ranges from 2.0 to 3.6 (on a scale of 1 to 5) satisfaction. We indicate that future studies should cover both sides of relatives and the work-lifestyles of a person are important. For working females, that is a current challenge. Blow-by-blow making plans and private endeavours could make a person’s lifestyle balanced. It is done whilst a person experiences gladly together along with her non-public lifestyles in addition to running lifestyles. Governance and the society together must proceed for concerning a female's work lifestyles stability to carry out their high-grade at each end. [61]

Sahana Maiya (2014) The present paper based on empirical work, provides a deep insight of work-life balance of working mothers in Public and Private sector. An experimental survey of an equal number of Public and Private sector employees were carried out. Both the sectors were evaluated on 6 sub scales viz: personal factors, balancing factors, organizational



support, motivational factors, career advancement and psychological factors. The results reveal the picture of difficulties faced in balancing the work demand and the life (family) responsibility. There was a great correlation between the difficulties faced and the balancing act to be performed. The significant results reflected in the areas of career advancement factors, organizational support and psychological factors. The study defines certain specific HRM interventions for better work-life balance. [62]

Kalva, I., & Shirayev, D. (2016) The aim of the research is to investigate the level of job satisfaction and its relation with satisfaction of basic vital needs (according to Maslow's needs pyramid) in working women – single and married. A positive correlation was found between the level of job satisfaction and the level of satisfied material needs and security needs in working women. Some differences were found between single and married working women in levels of job satisfaction: 31% of single working women were satisfied fully by their job (but only 4% of the married). It was shown that the need for communication is correlated neither with job satisfaction nor with civil status of women. The need for recognition was partially satisfied in both women's groups, even in the case of their satisfaction with job. So, a presence of work-life imbalance indirectly has been shown in the married women, who have to sacrifice a better paid job for the sake of having more free time for the family. [63]

Kumar, K., & Chaturvedi, R. (2018) The aim of this study is to investigate the role of gender ideology in determining women's work-life balance and their job-life satisfaction. Furthermore, it examines the mediating effect of work-life balance satisfaction, work-family conflict and family-work conflict on the relationships between gender ideology-job satisfaction, gender ideology-life satisfaction and gender ideology-turnover intention. Type and strength of association among research variables were analysed using correlation analysis while Regression analysis was used to check mediation effect. The result established partial and full mediation effects in maximum cases. [64]

Darakshan, N., & Islam, J. U. (2014) The study aims to investigate the level of Job Satisfaction among female faculties of central universities of Delhi, India. The study also investigates the effect of Occupational Stress and Work-Life Balance on Job satisfaction. A self-structured questionnaire is adopted to accomplish the research objectives through the responses from 120 female faculty members of two central universities of Delhi, India. Various statistical tools and methods such as descriptive statistics and regression analysis etc. have been used to analyse the data. This study makes a significant contribution to the existing body of knowledge by exploring the relationship between Occupational stress, Work-Life Balance, and Job Satisfaction. [65]

Jantzer, A. M., Anderson, J., & Kuehl, R. A. (2018) According to regression results, provision of workplace breastfeeding support, particularly providing adequate time for human milk expression, predicted work enhancement of personal life. Conversely, we found that as workplace support

diminished, employees perceived greater work interference with personal life. Results of path analysis further suggested that providing time for expressing milk improved job satisfaction via a partially mediated relationship where work enhancement of personal life acted as a mediator. These results suggest that employers can enhance the lives of their breastfeeding employees both at work and at home by providing workplace breastfeeding support, especially through providing time for expressing human milk in the workplace. [66]

Chitra Devi, (2012). Employees were able to develop distinct boundaries between paid work and private life. but in the modern world of work the two spheres of life are becoming more entangled the boundaries between work life and non-work life is blurring, resulting in work-life imbalance this imbalance is viewed seriously as it may have several unfavourable consequences for organization individual workers and their family. this study examines the relationship between work. life balance and life satisfaction and family satisfaction data was collected from 280 women employees working in BPOs at Chennai. the relationship between the variables was analysed using correlation. the result show that there is a positive relationship between work-life balance and life satisfaction and work life balance and family satisfaction. [67]

Haerani, S., Hamid, N. (2023) This research aims to determine the role of work-life balance in shaping job satisfaction and performance among female employees. The research method used is a qualitative method based on a review of previous research literature. The results of this study are based on the review or study of literature from national and international journals. The analysis of research journal results shows that work-life balance significantly influences job satisfaction and employee performance. Based on the results of research on female employees in various organizations, it is found that female employees need work-life balance, which will affect their job satisfaction and ultimately improve their performance. This research is limited to studying only female employees, and it is expected that future research will be more varied in terms of employee characteristics. [68]

Nordenmark. M., (2012) It was seen in this study that men and women who are self-employed experience a lower level of work-life balance than those employed and this result is found more in men than women. When job control and demands are held constant for the self-employed and the employed, self-employed women experience a significantly higher level of work-life balance than do employed women, but self-employed men experience a similar level of work-life balance as do employed men. Self-employed women have a slightly higher level of well-being than do employed women and the difference between the self-employed and the employed men is non-significant. When controlling for the level of job control, the relationship between self-employment and well-being is non-significant among women and is significantly negative among men. The results of this study confirm that the psychosocial working conditions are important because



demands and control in work influence work-life balance and well-being among self-employed men and women. [69]

Bryant, R. M., & Constantine, M. G. (2006). Many prior studies have reported that school counsellors are at risk for experiencing mental health difficulties (e.g., professional burnout) as a result of their participation in a wide variety of service-oriented roles. The majority of school counsellors are women, which underscores the importance of examining these individuals' unique work-related and life experiences. As such, this study explored the relationships among multiple role balance, job satisfaction, and life satisfaction in a sample of 133 women school counsellors. Findings revealed that multiple role balance and job satisfaction were each positively predictive of overall life satisfaction, even after accounting for the effects of age, years of experience as a school counsellor, and location of school environment. [70]

Fan, Y., & Potočnik, K. (2021) By highlighting the critical role of *both* childcare time *and* family finances in promoting working mothers' WLB satisfaction and job retention over time, our research contributes to the WLB literature that has predominantly emphasized time-based but neglected financial-based constraints and resources. We have found that working mothers may trade their childcare time for better family finances when they undertake a managerial role. Thus, becoming a manager serves as both a time-based demand and a financial-based resource for working mothers, which points to the *specific* rather than generic nature of contextual demands and resources. [71]

Chauhan, R., Maheshwari, N. (2020) The purpose of this research is to identify the relationship of Guna with emotional intelligence, work-life balance and job satisfaction of female professionals. Self-structured questionnaire was used to collect the primary data and analysed using descriptive statistics, Smart-PLS and SPSS 22.0 version. The finding of the study indicates that a significant relationship exists among Guna, emotional intelligence, work-life balance, and job satisfaction. The study provides theory-based empirical proofs of how Guna (personality traits) affects emotional intelligence, job satisfaction, and work-life balance. Hence, the findings of the study provide an accurate and comprehensive lens through which the future researches can be viewed. Though there were many studies conducted on emotional intelligence and work-life balance considering Guna, emotional intelligence, work-life balance, and job satisfaction together no literature was found. [72]

Devi, P. P.&, Rani, R. S., (2022) The study attempted to address the attitudes of female employees toward the impact of life satisfaction on work-life balance. The current study also included the responses of female employees to the factors that lead to work-life balance and imbalance. Work-life balance necessitates striking a balance between professional and personal obligations. As a result, it reduces friction between official and personal life. Work-life balance for women employees is highly desirable in the current scenario, and if there is no job satisfaction and consistency in life, it can create a dilemma for working women. This study presents and discusses the issues that women face when balancing their

work and family lives. This research was critical in determining the growing need for work-life balance policies for working women in India. [73]

Belwal, S., & Belwal, R. (2014). Women comprise 55% of the total workforce in Oman and contribute significantly in education, health, media, banking and other business sectors. Challenges such as work-life balance (WLB) constrain their Quality of Work Life (QWL). Omani Labour Law (OLL) grants some privileges to working women; however, there is an overgrowing need to address specific issues that women encounter while managing their work and family life. By resorting to in-depth interviews of selected top-level managers from government, public, and private sector organizations, this study aims to secure managers' perception of WLB and QWL-related issues and also their opinion about offering certain FFP-related benefits to the working women in Oman. The research recommends some collective efforts on three major fronts. Governmental interventions are needed to direct organizations to classify some jobs as 'Family Friendly'. Organizations need to observe healthy workplace practices. Families and societies need to exhibit a supportive outlook towards working women in Oman. [74]

Saleh, T. J. (2022) The work-life balance is studied with reference to the locus of control phenomenon. 200 working women were taken as a sample, from Pakistan in order to analyse the roles of internal and external locus of control in determining work-life balance. The data is obtained using questionnaires along with the consent form to ensure confidentiality and the purpose of the study was briefed. The responses obtained were analysed using Descriptive Statistics, Correlation, paired Sample t-test, Reliability analysis and Regression Analysis. The findings of the study demonstrated that women with external locus of control reported higher levels of satisfaction with respect to work-life balance whereas women with an internal locus of control reported slightly lower levels of satisfaction. It was because women with an internal locus of control tend to focus more on a child than work. Whereas women with an external locus of control manage work and family together. But working women with both internal and external locus of control are faced with stress that needs to be addressed. [75]

8. SUMMARY OF EMPIRICAL FINDINGS

This section will present a concise summary of the empirical findings from the reviewed studies. It will highlight the main findings related to the relationship between work-life balance and emotional contentment among working mothers.[76] The summary will address various factors, strategies, and their effects on work-life balance and emotional well-being.

8.1 Effects of Work-Life Balance on Emotional Contentment

This subsection will discuss the empirical findings regarding the impact of work-life balance on emotional contentment among working mothers.[77] It may include findings on the positive or negative effects of work-life balance on various aspects of emotional well-being, such as overall life satisfaction, happiness, stress levels, and mental health.[78]



8.2 Factors Influencing Work-Life Balance

Here, the literature review will outline the factors that influence work-life balance for working mothers. These factors may include individual factors (e.g., personal values, self-efficacy), organizational factors (e.g., workplace policies, support from supervisors), and societal factors (e.g., cultural norms, gender roles). [79] The review will summarize the key findings and highlight the most significant factors identified in the reviewed studies.

8.3 Strategies for Enhancing Work-Life Balance

This subsection will discuss the strategies or interventions identified in the reviewed studies that have been found to enhance work-life balance among working mothers.[80] These strategies may include flexible work arrangements, family-friendly policies, time management techniques, and self-care practices.[81] The review will summarize the various strategies and their effectiveness in improving work-life balance and emotional contentment.

9. CONCLUSION

9.1 Discussion and Implications

In this section, the literature review discussed the broader implications of the research findings and address the theoretical contributions that the reviewed studies have made to the understanding of work-life balance and emotional contentment among working mothers. Additionally, it will highlight the practical implications of the findings, providing recommendations for organizations and policy-makers to promote work-life balance and enhance the well-being of working mothers.

9.2 Theoretical Contributions

This subsection outlines the theoretical contributions of the reviewed studies to the existing literature. It may identify new concepts, models, or frameworks that have been proposed or tested, shedding light on the underlying mechanisms or processes related to work-life balance and emotional contentment. The review may also discuss any gaps or inconsistencies in the theoretical frameworks identified in the literature.

9.3 Practical Implications

Here, the literature review discusses the practical implications of the research findings. It will provide recommendations for organizations, employers, and individuals on how to improve work-life balance and promote emotional well-being among working mothers. These recommendations may include policy changes, organizational support programs, and individual strategies for achieving better work-life balance.

9.4 Gaps and Future Research Directions

This subsection will identify any gaps or limitations in the existing literature and suggest future research directions. It may highlight areas that require further exploration, such as under-represented populations, specific industries or professions, or methodological improvements. The review will discuss the significance of addressing these gaps and provide suggestions for future research studies to expand the

knowledge on work-life balance and emotional contentment among working mothers.

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