



A QUALITATIVE STUDY ON PSYCHOLOGICAL IMPACTS DUE TO WORK-LIFE BALANCE OF WORKING WOMEN ON THEIR JOBS IN QUETTA CITY

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Abstract

This study aims to explore the psychological pressures faced by women working in gendered society like Baluchistan and the techniques they use to cope with them. Due to demanding lifestyles and rising inflation, there are now more women working in Baluchistan than ever before, which makes it challenging for them to balance work and family responsibilities. For an in-depth examination of the subject, this study used a qualitative research methodology. It used a purposive sampling technique to gather information from 10 professional women in face-to-face, semi structured interviews. The themes in this qualitative study are determined using six-phase approach. The recognition of themes, identification of significant data patterns, and the accomplishment of the research objectives are the main goals of thematic analysis. According to the results of the thematic analysis, the participants frequently used a variety of work-life balance coping mechanisms, including support networks, stress management techniques, setting priorities, and task planning. Results showed that organizations should provide facilities such as day care centers, flexible schedules. Such policies and practices can help create an environment that will enable women to effectively balance work and family obligations, thus helping the organization retain their talent.

1: Introduction

Over the last two decades, a significant area of research has emerged around work-life balance as



a result of increased scholarly interest due to its greater consequences for organizations and their employees (Gagnano et al., 2020). The concept of work-life balance has risen to the forefront in today's society as people strive for a better quality of life in an increasingly competitive and stressful workplace environment (Poelmans et al., 2008).

Today, juggling a demanding job with spending quality time with family is a significant challenge (Allen et al., 2021). Women struggle to maintain their mental and physical health while trying to manage their personal and professional lives, Hence work-family conflict is considered a psychological condition caused by an unbalanced work-life and home-life schedule (Csikszentmihalyi, 2004).

The term "work-family conflict" was first used by Greenhaus and Beutell in 1985 . They described it as "a form of inter-role conflict in which role pressures from the work and family domains are mutually incompatible in some respect," which means that "participation in the work (family) role is made more difficult by participation in the family (work) role" (Tsionou & Konstantopoulos, 2015). They argued that this incompatibility could arise in both directions when there was a "time-based" conflict (e.g., long work hours making it difficult to participate in family activities) or a "stress-based."

Female workers utilize a variety of coping strategies in order to create a balance between their professional and personal lives, as they frequently encounter new challenges. The most prevalent expression, "work-life balance," refers to a state in which "an individual has sufficient control and autonomy over where, when, and how they work to enable them to fulfill their responsibilities both within and outside of paid work (Wilkinson et al., 2017). Due to the demanding business environment, technological innovation, shifting demographics, increased workload, work-life balance is a major concern for both organizations and individuals due to its importance and the unavailability of resources. Research demonstrates that while a healthy work-life balance promotes harmony in both the professional and personal worlds, an unhealthy work-life balance can severely impact an employee's personal life, leading to job dissatisfaction and harming the reputation and productivity of the firm (Pojwan & Ojo, 2020).

Hence, in the case of Baluchistan, Due to social barriers that are still difficult to overcome, women in Baluchistan have a tough time finding work and supporting their families. They are subjected to harassment as well as anxiety. Baluchistan's cultural traditions and tribal practices reveal that men control all aspects of life there (Anwar et al., 2021). It is difficult to accomplish growth and development goals without the participation of both men and women. These aspects ultimately lead to women's psychological distress and urge them to quit their jobs immediately. The social position of women cannot be measured in absolute terms. Yet, parents, relatives, and other members of society's perspectives can be used to establish the socioeconomic status of women. Due to a lack of opportunity, unusual challenges related to their location of job, or social impediments, working women in Quetta face more problems than their colleagues in other developed neighboring cities of



our country. This stress has an impact not only on their personalities but also on the expansion and development of their children and the houses in which they live. They struggle with anxiety, depression, and a variety of other mental conditions (Bibi & Tobawal, 2022).

It is similar to juggling one's personal and professional lives while to be able to balance work and life because it requires both individual strategies and institutional support (Ren & Caudle, 2020). It is critical that both individuals and organizations understand how crucial this balance is in fostering general wellbeing and productivity.

Coping mechanisms can ease the stress that comes with managing family and work commitments. Setting boundaries between work and family time, setting priorities for tasks, and engaging in self-care practices like exercise or meditation are some effective strategies. Maintaining a healthy work-life balance requires finding a balance that works for you and your family (Jennings & McDougald, 2007).

This is a result of the nature of work rapidly evolving due to significant changes in how people carry out their jobs brought about by technological advancements and globalization. In order to account for changes in both work and life, it is necessary to think about how important work-family balance is.

2: Literature Review

As demands at work and at home increase, present commercial societies find it difficult to maintain a healthy work-family balance. In order to balance their time between work and family, people are asked to manage multiple roles simultaneously. Stress, fatigue, and negative effects on work and family life can result from this struggle (Fotiadis et al., 2019).

Martin and Barnard (2013) examined the difficulties women encounter in the workplace in male-dominated situations as opposed to those with a gender balance. The presence of male authority figures contributes to an unwelcoming environment for women. Due to established gender norms, women are discouraged from entering the workforce, which helps men maintain their leadership position in the workforce. The ascribed gender roles of men and women in society influence the terms and circumstances surrounding the selection of workers in any organization, as well as the male-dominated culture that exists. Due to the gender roles, they are supposed to fulfill, the organizational structure promotes male dominance and grants men greater authority than women. When it comes to prospects for employment, a person's gender should not be a factor in determining whether or not they are given consideration if they possess the necessary abilities. Everyone in society is affected by this to some degree. According to a study that was carried out by the International Labor Organization in 2013, there were approximately 75.8 million more unemployed women around the world in 2007 than there are at the present time. As a result of this situation, economies all over the world will suffer severe economic damage as a result of the fallout (Verick, 2014).



It can be challenging for women to balance their entire roles with their careers due to a number of important factors, including the excessive or uneven burden of family obligations, child care, and other domestic duties (Matthew & Panchanathan, 2011). Role overload and a lack of adequate social support for balancing work and family life are other challenges faced by working women (Cross & Linehan, 2006).

Working women feel stress, anxiety and irritability because of working in long hours with limited energy and time. According to studies, women feel dissatisfaction due to spending less time with children and family. Women are less acknowledged for their efforts at jobs which negatively affect their performance. The office environment, coworkers, supervisor's attitudes, have a great impact on employee motivation and performance, and can play an important role in balancing work and family life (Saher et al., 2013).

Several studies have found that psychological well-being and psychological safety have an impact on job performance. When employees' psychological well-being and psychological safety are unsatisfactory, their job performance suffers. (Panatik et al., 2011).

An individual's physical, behavioral, and cognitive-emotional wellbeing are all significantly impacted by work-family conflict, with increased stress at work being one of the most detrimental effects. Employees have limited control over how they survive at work.. Employees have little control over their work life, unlike at home. This increased stress at work can lead to decreased productivity, job satisfaction, and even psychological problems such as hypertension, stress, anxiety, and depression. Therefore, it is important for employers to address conflicts in the workplace and provide resources for employees to manage their stress levels (Kirrane & Buckley, 2004).

In developing nations, the importance of work-life balance and its link to job satisfaction increased in the 1960s and 1970s. By the 1990s, it had become clear that this was a significant human resource management issue (Delina & Raya, 2016). Job satisfaction and life satisfaction are negatively impacted by work-family conflict. It can harm an employee's physical and psychological well-being as well as their performance (Afzal & Farooqi, 2014).

Conflict can arise due to inattention to work or family roles. This can lead to feelings of guilt, stress, and ultimately fatigue (Laeque, 2014).

It was emphasized that a person's job affects their family life in many ways and depends on their personality; long work hours mean less time spent with their families, and an inflexible work schedule leads to work-family conflict. Moreover, studies have shown that job stress and dissatisfaction can also spill over into family life, causing tension and strain in relationships (Erdamar & Demirel, 2014).

Changes in one area can have an impact on the other; for instance, spending more time at work can contribute to neglecting the family, while spending more time at home with family can



affect one's commitment to and duty towards their job. A rise in conflict in one domain can result in a rise in conflict in another domain, regardless of how the life-work and work-life conflicts turn out. For instance, a working mother who is also taking care of the children might experience conflict if the office project is due and the children are simultaneously preparing for their exams (Kumari, 2014).

While working as academic faculty, women are required to complete tasks such as conference meetings, writing, publishing papers, academic affairs, professional expectations, and timelines for promotions. Despite facing such demanding tasks, women in academic faculty still face gender bias and discrimination in terms of promotions, salaries, and leadership opportunities. As a result, they may become more career-focused and more vulnerable to work-family conflict (Mohan &, Suppareakchaisakul, 2014).

Work-family conflict is a problem that primarily affects women with children who want to advance in their careers, and it frequently results in bad performance, a sense of lesser intellect at work, fatigue, job dissatisfaction, and ultimately, leaving the job. These conflicts can also arise when a parent must give their full attention to both their job and their children's needs in order to fulfil both roles. A working mother has limited time because she must juggle numerous responsibilities at once. This can lead to feelings of guilt and stress, as she may feel like she is not able to give her best in either role (Erdamar &, Demirel, 2013)

The teaching profession requires excessive work hours and overload, leading to fatigue and conflict. Moreover, the high workload and fatigue may also result in a decline in the quality of teaching, which can ultimately affect the learning outcomes of students and cause more stress for teachers (Nurmayanti et al., 2014).

3: Research methodology

This study utilizes a qualitative research methodology to investigate the topic in-depth. Semi-structured interviews were used to gather the data, and the participants were chosen through purposive sampling. The study's results offer insightful information about the perspectives and experiences of the respondents with regard to the topic under study. 15 in depth interviews were conducted, five in each sector where working women are more prevalent: universities, banks, and NGOs. Additionally, interviews were held with women from different age groups and educational backgrounds to gather a diverse range of opinions. The collected data was analyzed using thematic analysis to identify common themes and patterns in the participants' responses. Thematic analysis was used because It is a highly flexible method that can be used in a wide range of studies examining the lived experiences, meanings, and realities of personal beliefs. The primary goal of thematic analysis is to identify themes, identify significant data patterns, and achieve research objectives. In this study, the themes identified are at the semantic level, representing working women's lived experience of managing work-life balance issues through interviews and responses. It is important to note that the themes are not based on preconceived notions or biases, but rather emerge from the data itself.



3.1: Findings

The concept of work-life balance is perceived differently by each participant. According to the study findings, work-life balance has a negative impact on every working woman; it is affected by a variety of factors such as task completion, career development, harassment, and bullying, among many others. It is also determined by the nature of the job and prior experience. According to the participants, the most significant effects of work-life balance are stress and anxiety. Moreover, a lack of work-life balance can also lead to burnout and negatively affect personal relationships.

3.1.1: Job-related Issues:

The researcher discussed the issues that working women face on the job. Women juggle office and home responsibilities and find it difficult manage all of their responsibilities, which cause stress and dissatisfaction. Women face issues such as in complete job tasks, a lack of career planning and development, workplace bullying and harassment, gender bias, barriers to promotion, family pressures, stereotyping, and professional jealousy. These problems cause stress, depression, aggression, and hopelessness, all of which have a negative impact on their personal and professional lives.

3.1.2: Incomplete Job Tasks:

Most participants explained that despite all the efforts they put the shortage of time and incomplete job tasks brings feeling of stress and exhaust at times, According to one of the participants, it is challenging to manage both aspects of their lives effectively and efficiently as she said,

“The most important thing for me is to complete my assigned job tasks. I normally try to be punctual and manage my office responsibilities, but it is sometimes difficult to complete all duties in a given day, which causes stress and anxiety due to the juggling of activities. I was always conscious of the fact that I needed to get home on time and care for my house and children, which added to the stress of managing my work-life balance.”[INT Bank official]

Another respondent said that

“Normally, I try to be patient and easily manage my work at work and then at home. But when it comes to my children's exams, I panic. My thoughts are completely diverted to their exam preparation, and I begin making mistakes at work as a result of the stress and anxiety. The majority of my office work is disrupted, and I am unable to complete my tasks on time. It's a constant struggle to balance my work responsibilities with my role as a parent, especially during exam season. I often find myself sacrificing sleep and personal time to ensure that my children are adequately prepared for their exams. ” [INT University Teacher]



Another respondent said that,

“My job is very important to me. I despise being singled out for poor performance. The same is true for my house. I try to manage work so that no one has any complaints. This habit puts pressure on me to be perfect in every role. And when I am unable to meet these goals, I experience a great deal of stress and depression; I am disturbed, and my work both at work and at home remains incomplete, leading to even more frustration and disappointment. Furthermore, the pressure to be perfect affects my relationships with others because I am overly critical of myself and others, which leads to conflicts and misunderstandings.”[INT NGO employee]

3.2: Dissatisfaction

Respondents expressed dissatisfaction with their inability to work effectively both at work and at home, resulting in stress and tension. They were frustrated and regretful because they believe they are not giving their all to either area. This creates a constant struggle for balance and frequently leads to burnout.

As described by one of the respondent

“I value both my personal and professional lives equally, so there shouldn't be any dishonesty in either one. I make an effort to balance my work at home and at the office. But it's almost impossible for me to complete tasks. I'm always dissatisfied with myself that I'm not doing well at my job and not giving a hundred percent to my home and kids. This sense of dissatisfaction brings a lot of stress and tension to me. I sometimes freak out at work and scold my kids at home. Afterward, I regret and become more tense and frustrated.”[INT University Teacher]

Respondent said

“Dissatisfaction leads to stress, loss of motivation, and aggression. It depresses me to see myself not progressing despite my best efforts. The primary factors that contribute to job dissatisfaction are workload, time duration, low salary packages, a lack of promotional opportunities, and growth. Additionally, dissatisfaction can be intensified by poor management and a toxic work environment, which can lead to increased stress and a negative impact on mental health.” [INT. Bank employee]

3.3: Lack of career planning and development

Another serious issue that working women face is lack of career planning and development. Juggling activities and balancing home and work puts a lot of pressure on women that they sometimes ignore to concentrate on career planning and development. As a result, many women find themselves in the same position for years without any opportunities for growth or advancement, which is depressing and frustrating for them.



Respondents said

“As a professional and working mother, our main constraint is time and energy. Work is becoming increasingly demanding. We need to study more in order to excel in our profession. we need to study more and publish more, as HEC criteria for promotions are becoming more strict by the day. This multitasking pressure limits our ability to plan our careers at this stage of our lives, where we have to manage our job while also caring for our children and home. It is wreaking havoc on both our mental and physical health. We are frustrated and depressed because unable to properly plan our career, which will limit our career development and for which we've sacrificed our family's peace and children.”
[INT University Teacher]

Another respondent said

“Giving it my all and still not getting the desired results irritates me. I have restless nights, especially when my children are sick, because I have to care for them and then leave them to go to work the next day. I keep thinking about them, despite the fact that I left them at home when they really needed me. It's frustrating to feel like I'm not able to give them the attention and care they deserve. I can't be there for them when they need me the most. I find it very disturbing and dissatisfying that, despite my best efforts to improve their lives, I am still unable to properly care for them. I then wanted to quit my job because I hated it.”[INT NGO employee]

3.4: Maintain Professional Relationships at the Workplace

Maintaining professional relationships at work is one of the most difficult issues for working women, among many others. This is especially difficult for women in order to avoid the added stress of bullying, harassment, gender bias, and the stereotyping.

A respondent said that

“I belong to a gender segregated work culture in my organization. Despite that everything is segregated we still experience that men have great hold on female section and time to time they interfere and try to sabotage the work done by women. The women representatives at the top are chosen by men to just show women in number. These women are puppets in the hand of these men. Whenever new representative comes I expect that she would make better decisions and ensure women's autonomy and we will maintain a good relationship within our institute but I get disappointed that she only performs the duty of mid-level managers and does not apply her authority.” [INT University Teacher]

Another one said

“Sometimes I feel it is very difficult to maintain good relationships with my colleagues, especially the male ones. If you interact friendly, others will start character



assassination, saying that they are having any affair or something. Seriously? I mean, that is rubbish (with anger in her tone and face). If you are working in a mixed gender environment, then you have to accept the fact that males are also your colleagues, just like females, and that's it. But some negative minded people ruin it all at work. And I find it difficult to maintain better relations with all my colleagues." [INT Ngo employee]

3.5: Bullying and Harassment at the Workplace

Bullying and harassment are two of the most visible problems that women face in the workplace. Respondents stated that the woman's position does not exempt her from harassment issues. They are judged in every position, age group, and field. As one of the respondent said that

"Working women face and deal with character assassination and harassment on a regular basis; males believe it is their right to harass a woman and demonstrate their power and authority in this way." Coworkers, supervisors, subordinates, and even clients are all involved in this practice. You must dress appropriately, speak less, and smile less, or you will be perceived as inviting people to harass you. This significantly increases psychological stress. When they witness such behaviors they become irritated, stressed, aggressive which negatively affects their work productivity. They also feel guilty that if they did something wrong, that is why they are being harassed (with stress on their faces)."[INT Bank employees]

One of the respondents said,

"When I move in the corridor of the office, my male colleagues even notice how many times I move and what I am wearing. They discuss it within their circle. I have heard them talking and laughing about other women in the office, and I fear that I am also a topic of their gossip. It makes me uncomfortable and distracts me from my work. I hope that my colleagues can recognize the impact of their behavior on others." [INT Ngo employee]

One of the respondents also stated that

"Harassment can take many forms; SMS, emails, social media stalking, and sharing inappropriate posts are all common ways of harassing female colleagues." Beautiful women are usually kept at the forefront of various events to make the event more appealing; this is also a common type of harassment." [INT University teacher]

3.6: Gender bias and stereotyping

Women still experience discrimination at work in the modern world, even though they possess comparable skills to those of their male counterparts. Prejudice may be the cause of discrimination that occurs at work. Respondents think that men and women are frequently treated differently at work.



A respondent said that

“Although there has been advancement in recent years, female workers still face gender bias. Women who are managers or supervisors are usually not taken seriously by their male colleagues. Females are typically placed in positions with less authority and are unable to challenge men's authority. During meetings, men, in my experience, do not accept women's opinions as openly as their male colleagues. My suggestions and opinions are always questioned more than those of my male colleagues. In difficult situations, it always gives the impression that men are more analytical and critical. After all these years of hard work, what I get is not worth it. It's disheartening and frustrating.” [INT Ngo employee]

Another participant said

“Although there is frequently common bias and discrimination in the distribution of bonuses and compensations, which may be related to the salary and pay gaps, I believe that women are paid less than their male coworkers for similar work performed. I have observed that men typically hold two-thirds of management, professional, and senior positions. Additionally, there is a chance that men will advance up the career ladder faster than women, which is a sign of discrimination at work.” [INT Bank Employee]

While expressing her feelings a respondent said that

“As a woman, I have faced workplace discrimination and bias. I often feel like I have to work harder than my colleagues to prove myself and get ahead. It can be exhausting and demoralizing to face discrimination in the workplace, and it can take a toll on my mental health. I try to stay focused on my goals and find supportive allies in the workplace, but it is a constant battle.” [INT Bank Employee]

3.7: Hurdle in Promotional Opportunities

Women face numerous challenges in terms of professional advancement. Respondents expressed that work and family pressures make it difficult for them to advance professionally. Family pressures and professional jealousies also are the contributing factors. This places a lot of psychological strain on women.

3.8: Family pressures

Striking a balance between a successful career and a rewarding family life has always been difficult for women. This is a result of the pressure and guilt that come with being a working woman who must juggle work and family responsibilities. Respondents stated that women now have more duties to carry out, which have created a number of difficulties for them to deal with on a daily basis.

A participant said that

“As a working woman, I cannot deny the constant family pressure: the pressure



to complete household tasks, the pressure to spend quality time with family members, especially husbands and children, the pressure to participate in family gatherings, and so on. These pressures frequently leave me exhausted and drained. People accuse you of being rude and proud for not attending family gatherings. To be honest, this is a lot more to deal with. These pressures bother you mentally all the time, causing stress, tension, and even aggression."[INT University Employee]

According to a Respondent

"I believe that working women experience significant social pressure that prevents them from staying late at the office for work purposes or going to travel to places that are important to them. These limitations are typically imposed by family members, such as the husband, in-laws, brother, and parents, who stand in the way of our personal and professional development. I feel that sometimes these restrictions can also lead to a feeling of isolation and a lack of support from loved ones, which can further impact mental health and well-being."[INT Ngo Employee]

3.9: Professional Jealousies

Respondents were in opinion that along with many other issues, women must deal with professional jealousies at work, not only from female coworkers but also from male colleagues. If a woman receives a reward or praise for her work, it is commonly linked to her gender, not to her good work, but to her good personality out of jealousy.

A respondent said that

"It's difficult to deal with workplace jealousy. I believe it is essential to recognize that success is not a zero-sum game and that there is room for everyone to succeed. Instead of obsessing over someone else's success, you should concentrate on your own growth and development so that you can at least improve your skills and increase your chances of long-term success." [INT University Teacher]

Another one said that

"Workplace envy can contribute to a toxic workplace by causing stress and tension among coworkers. It can also breed resentment and hostility towards the person being envied, creating a negative environment. Even if I am content with my current position, others who are struggling are envious of you. For me, jealousy is both annoying and irritating. This can result in a toxic workplace, which can have a negative psychological impact on employees." [INT Bank employee]

Participants emphasized that work family conflict puts a lot of psychological pressure on them. They mentioned that this pressure can negatively impact their productivity and overall well-being. Juggling among both brings many issues at work, like their tasks remaining incomplete, time



management, a lack of career planning, professional jealousies, family roles, bullying, and harassment. Moreover, participants highlighted that work family conflict can also have negative effects on their physical health, such as fatigue, headaches, and sleep disorders.

4: Discussion

This study aimed to examine the challenges faced by working women in terms of completing their roles and performing in the workplace within a constrained time frame, as well as managing a variety of roles in the workplace to prevent work-family conflicts. The study aims to investigate how a working woman handles work-family conflict when she must fulfil dual roles at home and at work, as well as the psychological effects of such factors.

After conducting a qualitative thematic analysis of the data collected, this chapter of discussion examines issues related to the conflict between work-related requirements that contribute to psychological stress. Results of the analysis show that women go through a lot of stress, anxiety, depression and frustration due to the conflicting roles they have to play and manage at work and home. Because the stressed employee is not satisfied at home as a result of poor job performance, there may be marital issues and family conflict as a result of this ongoing pressure and issue at work. According to Bashir and Ramay's (2010) research, organizational role stress and work-family conflict are correlated, and long working hours also have a negative effect. The study also showed that workers who have a lot of work-family conflict are more likely to have issues with their physical and mental health.

The biggest challenge for women is striking a healthy balance between their commitments to their families and their careers. This is due to a variety of factors, such as child care, family work conflict, work-family conflict, career advancement, work stress, and career goals. Women's work-life balance has become a hot topic because they share the financial responsibilities for the well-being of their households equally. After getting married, more women are obtaining and maintaining employment. When it comes to taking care of families and young children, married women are more responsible than men.

The first burden presents itself in settings in which established norms and common practices come into conflict with one another. As a result, there is a widespread presence of tension, stress, and worry. The second requirement highlights how inequitably and unequally working women are assigned domestic duties. Adjusting to the loss of long-term ties caused by relative segregation is the third difficulty. The majority of women endure oppression due to unjust gender stereotypes and discrimination in our culture, as well as the reality that many families undervalue their work. The purpose of the study was to investigate how women participate in the economy and balance their personal and work lives. It is extremely difficult for women to manage their roles equally without the support of their families, and especially without the assistance of their husbands or partners. Despite the fact that the circumstances that contribute to the triple burden on women's lives are basically the



same, each woman in this study has a unique life story to tell. The majority of women are unsatisfied with the salary discrepancy and low-quality employment in comparison to their efforts and honesty at work.

5: Conclusion

The purpose of this research was to gain a comprehensive understanding of the issues or problems faced by female workers in Baluchistan, including the challenges and problems they face at work and how they perceive the workplace. The study's conclusion was arrived at after examining the data. Additionally, social, cultural, familial, and professional barriers make it difficult for women to find employment in Baluchistan. Women in Baluchistan face a number of challenges that must be overcome in order for them to be successful. Although the traditional gender roles of men as providers and women as careers are shifting, working mothers are still seen as more of a caretaker. According to research, working mothers work more at home and also hold paid employment outside the home. As a result, the added workload at home and at work may cause stress and require more personal sacrifices. Women experience conflict when they try to fulfil all of their obligations, whether they are related to the home or the workplace. It seems that women experience role conflict on a regular basis. Additionally, it has been discovered that balancing work and family is a very difficult and demanding process, which puts psychological pressure on the individual. Issues at work include long working hours, lack of career planning, professional jealousies, bullying and harassment among many others. According to the research, working mothers forego professional advancement in favor of domestic duties and raising their kids. This is frequently brought on by societal expectations and a lack of assistance for working mothers who are trying to balance their obligations at home and at work.

The traditional roles and expectations of women at home and at work must be altered in favor of a more contemporary strategy in order to reduce the role conflict between the two. Happiness, fulfilment, and empowerment would subsequently develop within women's contemporary roles. Last but not least, consider the interplay between family and work responsibilities as a source and consider transferring benefits from one to the other. Each woman is unique in her personality, family, work, surroundings, and priorities. By promoting more democratic and contemporary values and behaviors, the government, organizations, and families should aid in the process of accepting the changing role of women. It is impossible to give a comprehensive list of what women should do to prevent role conflict, though.



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