

Work Life Balance and its Associated Factors and Quality of Life Among Working Women at Selected University of Delhi NCR

Ms. Megha Kumari, Ms. Neelam, Ms. Sheetal, Ms. Sheetal, Ms. Ruby Yadav

SGT University

ABSTRACT

Work-life balance is an important aspect influencing the physical, psychological, and social well-being of working women. Increasing professional responsibilities along with family obligations often create stress and imbalance, affecting quality of life. The present study aimed to assess work-life balance, associated factors, and quality of life among working women at selected universities of Delhi NCR. A descriptive cross-sectional research design was adopted for the study. The sample consisted of working women selected through convenient sampling technique. Data were collected using structured questionnaires related to demographic variables, work-life balance, associated factors, and quality of life. The findings revealed that many working women experienced moderate to poor work-life balance due to workload, family responsibilities, time management issues, and occupational stress. A significant association was observed between work-life balance and quality of life. The study concluded that maintaining proper work-life balance is essential for improving the quality of life among working women.

Keywords: Work-life balance, Working women, Quality of life, Occupational stress, Delhi NCR, Associated factors

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INTRODUCTION

Work-life balance refers to the ability of an individual to manage professional responsibilities and personal life effectively. In recent years, women have increasingly entered professional fields and higher education institutions while simultaneously fulfilling family and social responsibilities. Managing both work and family roles often becomes challenging for working women, leading to stress, fatigue, anxiety, and decreased quality of life.

Universities and educational institutions demand high levels of commitment, academic performance, and administrative responsibilities from women employees. Inadequate balance between work and personal life may negatively affect physical health, mental health, family relationships, and job satisfaction. Factors such as long working hours, workload, marital responsibilities, childcare, lack of support, and organizational stress contribute to work-life imbalance.

Quality of life is a multidimensional concept that includes physical health, psychological well-being, social relationships, and environmental satisfaction. Therefore, understanding work-life balance and its associated factors is essential for developing strategies to improve the well-being and productivity of working women.

OBJECTIVES

- To assess the level of work-life balance among working women.
- To identify factors associated with work-life balance among working women.
- To assess the quality of life among working women.
- To determine the association between work-life balance and selected demographic variables.
- To find the relationship between work-life balance and quality of life.

METHODOLOGY

A descriptive cross-sectional research design was used for the study. The study was conducted among working women at selected universities of Delhi NCR. Participants were selected using a convenient sampling technique based on inclusion criteria.

Data were collected using structured questionnaires consisting of demographic profile, work-life balance scale, associated factors checklist, and quality of life assessment scale. Ethical clearance and informed consent were obtained prior to data collection.

Descriptive statistics such as frequency, percentage, mean, and standard deviation were used to analyze demographic data and study variables. Inferential statistics including chi-square test and correlation analysis

were used to determine associations and relationships among variables.

RESULTS

The findings of the study revealed that a majority of working women experienced moderate levels of work-life balance, while some participants reported poor balance due to excessive workload, family obligations, and lack of personal time.

Factors significantly associated with poor work-life balance included long working hours, occupational stress, marital responsibilities, childcare duties, and inadequate social support. Women experiencing poor work-life balance also reported lower quality of life scores in physical, psychological, and social domains.

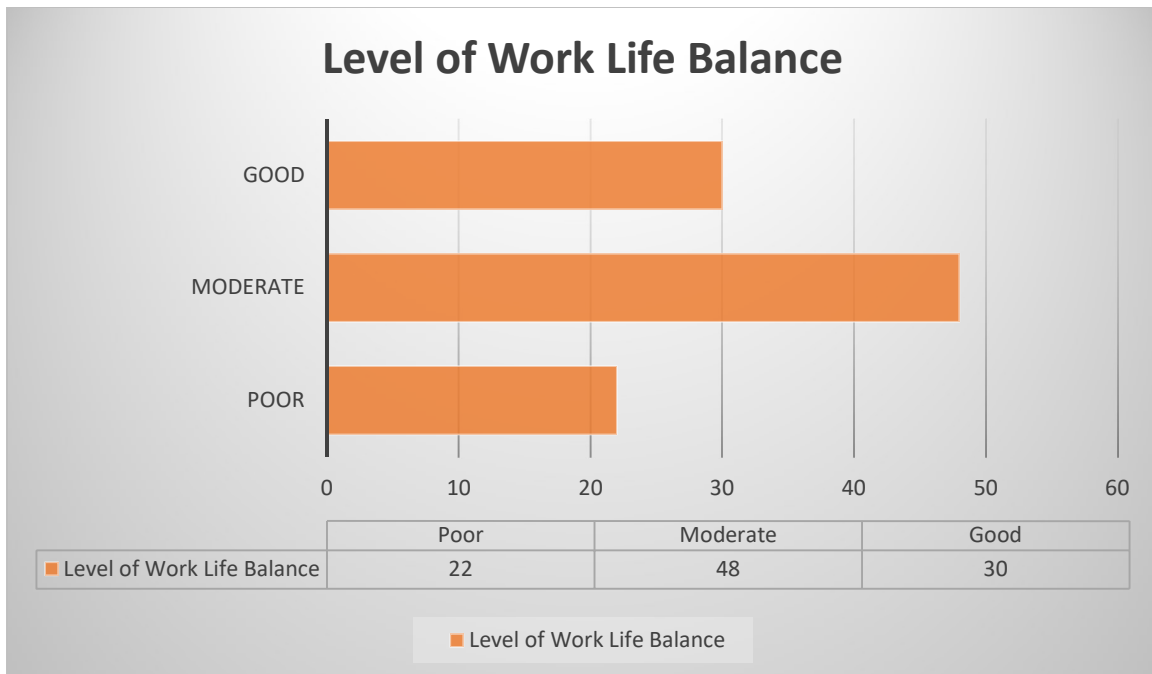
Section I: Distribution According to Demographic Variables

| S. No. | Demographic Variables | Categories | Frequency (f) | Percentage (%) |
|----------|----------------------------------|----------------------|---------------|----------------|
| 1 | Age (in years) | Below 25 | 12 | 12% |
| | | 25–34 | 34 | 34% |
| | | 35–44 | 28 | 28% |
| | | 45–54 | 18 | 18% |
| | | 55 and above | 8 | 8% |
| | | Total | 100 | 100% |
| 2 | Marital Status | Single | 33 | 33% |
| | | Married | 60 | 60% |
| | | Divorced/Separated | 5 | 5% |
| | | Widow | 2 | 2% |
| | | Total | 100 | 100% |
| 3 | Educational Qualification | Diploma | 0 | 0% |
| | | Graduate | 32 | 32% |
| | | Post-Graduate | 50 | 50% |
| | | PhD | 18 | 18% |
| | | Total | 100 | 100% |
| 4 | Designation / Job Role | Teaching staff | 56 | 56% |
| | | IT/Technical staff | 12 | 12% |
| | | Healthcare staff | 24 | 24% |
| | | Administrative staff | 8 | 8% |
| | | Others | 0 | 0% |
| | | Total | 100 | 100% |
| 5 | Working Hours per Day | Less than 6 hours | 0 | 0% |
| | | 6–8 hours | 60 | 60% |
| | | 9–10 hours | 40 | 40% |
| | | More than 10 hours | 0 | 0% |
| | | Total | 100 | 100% |

Table showing; Distribution According to Demographic Variables

Section II: To assess the work–life balance among working women

| Level of Work–Life Balance | Frequency (f) | Percentage (%) |
|----------------------------|---------------|----------------|
| Poor | 22 | 22% |
| Moderate | 48 | 48% |
| Good | 30 | 30% |
| Total | 100 | 100% |

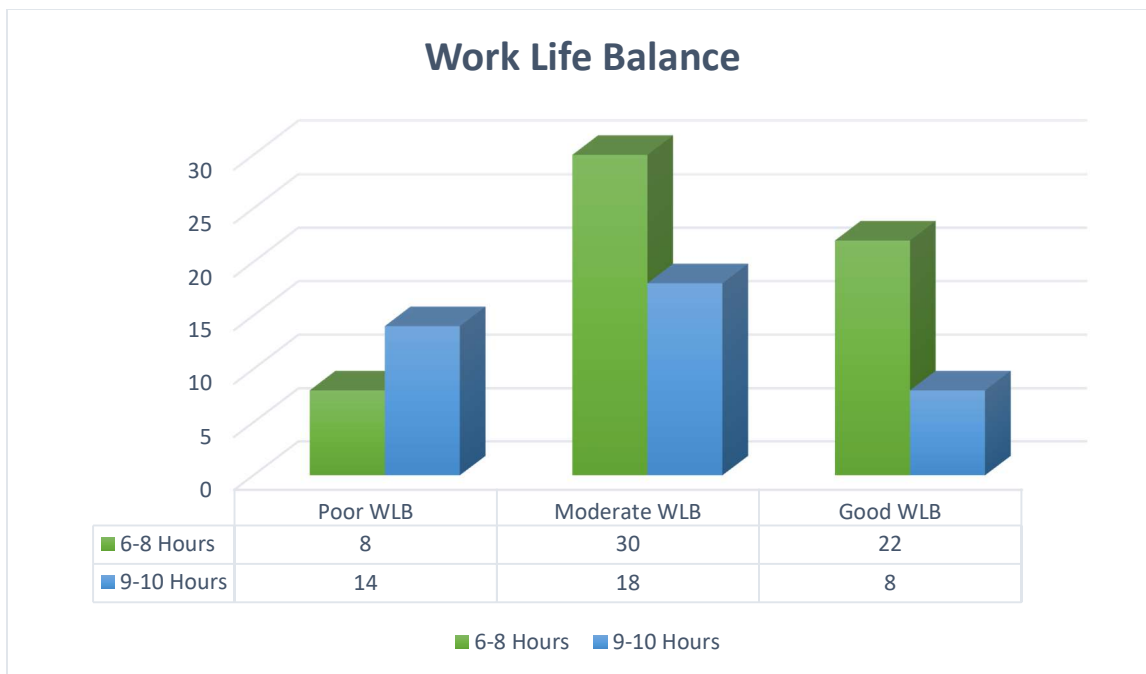


The findings reveal that nearly half of the respondents (48%) experienced a moderate level of work–life balance, while 22% reported poor balance. Only 30% had good work–life balance, indicating that a substantial proportion of working women face challenges in balancing work and personal responsibilities.

Section III: To assess associated factors affecting work–life balance among working women

Demographic variables such as age, marital status, designation, education, and working hours were analyzed as associated factors affecting work–life balance.

| Working Hours | Poor WLB | Moderate WLB | Good WLB | Total | Chi-square | P value |
|---------------|----------|--------------|----------|-------|-------------|----------------------------|
| 6–8 hours | 8 | 30 | 22 | 60 | 9.82 | 0.007 (Significant) |
| 9–10 hours | 14 | 18 | 8 | 40 | | |



Working hours showed a significant association with work–life balance. Respondents working 6–8 hours per day demonstrated better work–life balance compared to those working 9–10 hours.

Section IV: To assess the effect of work–life balance on quality of life of working women

Correlation and regression analyses were used to determine the effect of work–life balance on quality of life.

Correlation Analysis

| Variables | r-value | p-value |
|--------------------------------------|---------|---------|
| Work–Life Balance vs Quality of Life | 0.65 | < 0.001 |

There was a statistically significant positive correlation between work–life balance and quality of life. Work–life balance explained 46% of the variation in quality of life,

indicating that better balance significantly improves physical, psychological, and social well-being.

Section V: To find the association between work–life balance and demographic variables

| Demographic Variables | Categories | Poor WLB | Moderate WLB | Good WLB | Total | χ^2 value | p-value | Result |
|----------------------------------|--------------------|----------|--------------|----------|-------|----------------|---------|-----------------|
| Age (years) | Below 25 | 4 | 6 | 2 | 12 | 8.64 | 0.035 | Significant |
| | 25–34 | 6 | 16 | 12 | 34 | | | |
| | 35–44 | 6 | 14 | 8 | 28 | | | |
| | 45–54 | 4 | 8 | 6 | 18 | | | |
| | 55 and above | 2 | 4 | 2 | 8 | | | |
| Marital Status | Single | 6 | 14 | 13 | 33 | 11.27 | 0.004 | Significant |
| | Married | 14 | 30 | 16 | 60 | | | |
| | Divorced/Separated | 2 | 3 | 0 | 5 | | | |
| | Widow | 0 | 1 | 1 | 2 | | | |
| Educational Qualification | Graduate | 8 | 16 | 8 | 32 | 6.18 | 0.103 | Not Significant |
| | Post-Graduate | 10 | 26 | 14 | 50 | | | |
| | PhD | 4 | 6 | 8 | 18 | | | |
| Designation / Job Role | Teaching staff | 10 | 28 | 18 | 56 | 10.14 | 0.006 | Significant |

| | | | | | | | | |
|------------------------------|----------------------|-----------|-----------|-----------|------------|------|-------|-------------|
| | IT/Technical staff | 4 | 6 | 2 | 12 | | | |
| | Healthcare staff | 6 | 10 | 8 | 24 | | | |
| | Administrative staff | 2 | 4 | 2 | 8 | | | |
| Working Hours per Day | 6–8 hours | 8 | 30 | 22 | 60 | 9.82 | 0.007 | Significant |
| | 9–10 hours | 14 | 18 | 8 | 40 | | | |
| Total | | 22 | 48 | 30 | 100 | | | |

The analysis reveals that age has a statistically significant association with work–life balance ($\chi^2 = 8.64, p = 0.035$). Among the different age groups, participants aged 25–34 years reported a higher proportion of good work–life balance compared to other groups, while younger individuals below 25 years and older participants above 55 years showed relatively lower levels of good work–life balance.

Statistical analysis demonstrated a significant relationship between work-life balance and quality of life, indicating that women with better work-life balance had improved overall well-being and satisfaction. Significant associations were also found between work-life balance and selected demographic variables such as age, marital status, type of family, and work experience.

DISCUSSION

The present study highlighted the importance of maintaining work-life balance among working women in academic institutions. The findings showed that imbalance between work and personal life negatively affects quality of life and overall well-being.

The results are consistent with previous studies reporting that occupational stress, family responsibilities, and lack of organizational support contribute to poor work-life balance among women employees. Women who were able to manage work responsibilities effectively with family support demonstrated better psychological health and social well-being.

The study also emphasized that quality of life improves when women achieve a healthy balance between professional and personal commitments. Therefore, supportive workplace policies and stress management strategies are essential for promoting women’s well-being.

Implications in Research:

Nursing Practice

Healthcare professionals and counselors can provide stress management and mental health support programs for working women.

Nursing Education

Educational institutions can conduct awareness programs regarding work-life balance, stress management, and healthy coping strategies.

Nursing Administration

University administrators can develop flexible work policies, counseling services, and employee support systems to improve work-life balance.

Nursing Research

Further research can be conducted to explore interventions that improve work-life balance and quality of life among working women.

Limitations

- The study was limited to selected universities of Delhi NCR.
- The sample size was limited, reducing generalizability.
- Self-reported responses may have introduced response bias.
- Cross-sectional design limited the assessment of long-term effects.

Recommendations

- Similar studies can be conducted on a larger population in different settings.
- Interventional studies can be conducted to improve work-life balance among working women.
- Longitudinal studies may be conducted to assess long-term impact on quality of life.
- Workplace counselling and employee wellness programs should be strengthened.
- Organizational policies supporting flexible work schedules should be encouraged.

CONCLUSION

The study concluded that work-life balance significantly influences the quality of life among working women. Occupational stress, family responsibilities, workload, and lack of support were major factors affecting work-life balance. Women with better work-life balance demonstrated improved physical, psychological, and social well-being. The findings highlight the need for supportive workplace environments and effective coping strategies to enhance the quality of life among working women at universities of Delhi NCR.

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