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## Managing Dual Responsibilities: Challenges of Working Women in Work and Family Life

<sup>1</sup>Prof. T. Sobha Rani, <sup>\*2</sup>E. Udaya Lakshmi,

<sup>1</sup>Professor, Department of communication and Journalism, Sri Padmavati Mahila Visvavidyalayam, Tirupati, A.P., India

<sup>\*2</sup>Research Scholar, Department of Business Administration, Sri Padmavati Mahila Visvavidyalayam, Tirupati, A.P., India

**Corresponding Author:** E. Udaya Lakshmi

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**Abstract:** The increasing participation of women in professional employment created significant changes in social and economic development. However, working women continued to face major challenges in balancing workplace responsibilities and family obligations. Managing dual responsibilities often resulted in work–family conflict, emotional stress, physical exhaustion, and reduced psychological well-being. The present theoretical paper examined the major workplace and family-related challenges affecting the work–life balance of working women. Workplace factors such as workload pressure, long working hours, gender discrimination, lack of organizational support, and limited career opportunities negatively influenced women’s professional and personal lives. Family-related responsibilities including childcare, household management, elder care, and societal expectations further increased stress and role conflict among working women. Organizational support, flexible work policies, family cooperation, and positive societal attitudes remained essential for improving work–life balance and reducing stress among working women. The paper concluded that combined efforts from organizations, families, society, and policymakers remained necessary for promoting the well-being, productivity, and professional growth of working women.

**Keywords:** Working Women, Work–Life Balance, Dual Responsibilities, Work–Family Conflict, Organizational Support, Family Responsibilities.

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### INTRODUCTION

#### 1.1 Introduction to Working Women and Dual Responsibilities

The participation of women in the workforce has increased significantly over the past few decades due to globalization, educational advancement, urbanization, and economic necessity. Women today contribute substantially to organizational productivity and national economic development while simultaneously managing domestic responsibilities. However, balancing professional obligations and family responsibilities has become a major challenge for working women across various sectors [1].

Modern organizations demand long working hours, high productivity, flexibility, and continuous performance, which often create pressure on women employees. At the same time, family expectations related to childcare, household management, elder care, and emotional support continue to remain largely centered on women. This dual role creates work–family conflict, stress, fatigue, and reduced well-being among working women [4].

Researchers have observed that work-life balance is not merely an organizational issue but also a social and psychological concern affecting employee satisfaction, mental health, and organizational commitment [5]. The increasing responsibilities in both professional and personal domains have therefore intensified the need to understand the challenges faced by working women in balancing work and family life.

#### 1.2 Concept of Work–Life Balance

Work–life balance refers to the ability of individuals to maintain equilibrium between workplace responsibilities and personal or family commitments. It involves effective management of time, energy, and responsibilities across different life domains [19]. A balanced work and family life improves employee satisfaction, productivity, mental health, and overall quality of life [9].

According to Greenhaus and Allen [19], work–family balance exists when individuals are equally engaged and satisfied with their work and family roles. Similarly, Wayne et al. [4] explained that work-life balance includes the successful integration

of professional and personal responsibilities without excessive conflict or stress.

Researchers have emphasized that imbalance between work and family roles negatively affects employee morale, job satisfaction, and psychological well-being [10]. The absence of proper balance often results in burnout, anxiety, emotional exhaustion, and reduced organizational effectiveness [17].

### **1.3 Workplace Challenges Faced by Working Women**

Working women encounter numerous workplace-related challenges that affect their professional growth and personal life. Common workplace issues include gender discrimination, unequal pay, workplace harassment, workload pressure, limited promotional opportunities, and lack of organizational support [18].

Gender bias continues to be a major obstacle in many organizations where women are often denied leadership opportunities and equal recognition [28]. Workplace harassment, including mental and physical harassment, creates psychological distress and negatively influences women's confidence and performance [14].

Studies have also shown that inflexible working hours, excessive workload, and lack of supportive workplace policies contribute significantly to work-family conflict [26]. Organizations that fail to implement employee-friendly policies often experience reduced employee satisfaction and increased turnover intentions among women employees [15].

The workplace environment plays a crucial role in determining employee well-being and organizational productivity. Supportive work environments, flexible schedules, and family-friendly policies help women employees manage their dual responsibilities more effectively [18].

### **1.4 Family Responsibilities and Role Conflict**

In addition to professional obligations, women are expected to fulfill family responsibilities such as childcare, elder care, household management, and emotional support for family members. These responsibilities create additional physical and emotional pressure on working women [21].

The traditional social structure in many societies still considers women as the primary caregivers within families. As a result, women experience role conflict when professional demands interfere with family duties [25]. Work-family conflict occurs when pressures arising from work and family domains become mutually incompatible [16].

Married women employees especially face challenges in balancing childcare, marital responsibilities, and workplace commitments simultaneously [29]. Studies have indicated that family responsibilities significantly influence stress levels, mental health, and job performance among working women [23].

Researchers have further noted that inadequate family support and societal expectations intensify emotional exhaustion and reduce the overall well-being of women employees [3]. Therefore, family responsibilities remain one of the major determinants of work-life imbalance among working women.

### **1.5 Work-Family Conflict and Stress**

Work-family conflict is considered one of the most significant outcomes of dual responsibilities among working women. It occurs when work demands interfere with family life or when family responsibilities affect professional performance [16].

Several studies have identified a strong relationship between work-family conflict and stress, anxiety, depression, burnout, and reduced life satisfaction [2]. Women experiencing continuous pressure from both work and family domains often suffer from emotional fatigue and reduced psychological well-being [30].

According to Amstad et al. [16], work-family conflict negatively affects both organizational outcomes and personal life satisfaction. Similarly, Zahra and Khanam [3] reported that excessive workload and family responsibilities increase stress levels among working women.

Researchers have also emphasized that lack of flexibility, inadequate organizational support, and social expectations worsen work-family conflict [11]. Therefore, managing dual responsibilities has become an important issue requiring attention from organizations, policymakers, and society.

## 1.6 Organizational Support and Work–Life Balance Practices

Organizations play a vital role in helping women employees achieve work-life balance. Family-friendly policies such as flexible working hours, maternity leave, childcare facilities, remote working options, and employee wellness programs help reduce work–family conflict [17].

Beauregard and Henry [17] explained that organizations implementing effective work-life balance practices experience improved employee productivity, job satisfaction, and organizational commitment. Similarly, Yuile et al. [15] observed that supportive organizational policies positively influence employee well-being and reduce stress levels.

Flexible workplace arrangements help women employees manage professional and personal commitments efficiently [26]. Furthermore, organizations promoting gender equality and supportive leadership create a positive work environment that enhances women’s career growth and overall satisfaction [12].

## 1.7. Role of Family and Society

Family and society played an important role in influencing the work–life balance of working women. Supportive family relationships helped women manage professional and domestic responsibilities more effectively. Cooperation from spouses, parents, and other family members reduced emotional stress and workload pressure. Shared household responsibilities and childcare support improved psychological well-being and enabled women to focus on career development and personal growth.

Society also influenced the experiences of working women through cultural values, social expectations, and traditional gender roles. In many communities, women continued to be viewed as primary caregivers responsible for household management and family welfare. These expectations created pressure on women to fulfill both professional and domestic responsibilities simultaneously. Lack of social acceptance and gender stereotypes often limited women’s career opportunities and increased emotional strain.

Positive societal attitudes toward women’s employment encouraged gender equality and

improved work–life balance. Social support systems, educational awareness, and changing cultural perspectives contributed to reducing discrimination and promoting equal participation of women in professional and family life. Family encouragement and social understanding therefore remained essential for improving the well-being and professional success of working women.

## 1.8 Need for the Present Study

Although women’s participation in employment has increased substantially, balancing professional and family responsibilities continues to remain a major challenge. Workplace pressure, gender bias, family expectations, and psychological stress negatively affect the quality of life and career progression of working women [27].

Previous studies have mainly focused on work-life balance in general organizational settings, but there is still a need for detailed research on the specific challenges faced by working women in managing dual responsibilities [7]. Understanding these challenges is essential for developing effective organizational policies and social support systems.

## Review of Literature

**Sirgy and Lee (2021)**, examined work–life balance and explained its influence on employee well-being and quality of life. The authors discussed the relationship between professional responsibilities and personal satisfaction among employees. Greater work pressure and insufficient family time created stress and reduced psychological well-being among working women. Supportive organizational policies and flexible work arrangements improved balance between work and family responsibilities and enhanced employee satisfaction and mental health.

**Carlson, Grzywacz, and Zivnuska (2019)**, analyzed work–family balance beyond conflict and enrichment perspectives. Multiple responsibilities at work and home created emotional strain and affected employee productivity. Working women experienced difficulty in maintaining equilibrium between career and family obligations. Organizational support, flexible schedules, and family cooperation reduced work-related stress and improved personal well-being. Balanced professional and family roles increased job satisfaction and strengthened psychological stability among women employees.

**Zahra and Khanam (2019)**, investigated work–family conflict and stress among working women. Professional pressure, long working hours, and household responsibilities increased emotional stress and fatigue. Women experienced difficulties in managing family expectations along with workplace commitments. Lack of organizational support and inflexible work schedules worsened psychological pressure and reduced overall well-being. Supportive family environments and employee-friendly organizational policies reduced stress levels and improved work–life balance among women employees.

**Wayne, Butts, Casper, and Allen (2017)**, discussed various dimensions of work–family balance and explained its importance in employee well-being. Work-related demands and domestic obligations created imbalance and stress among working women. Family support and flexible workplace arrangements improved role management and reduced emotional exhaustion. Increased organizational support enhanced job satisfaction, work performance, and personal happiness. Women who effectively balanced professional and family responsibilities experienced better mental health and career satisfaction.

**Valcour (2017)**, examined the relationship between work hours and satisfaction with work–family balance. Excessive workload and long working hours reduced family interaction and increased stress among employees. Women experienced greater pressure in balancing domestic duties and professional commitments simultaneously. Organizational flexibility and supportive work environments improved employee morale and reduced work–family conflict. Adequate workplace resources and manageable work schedules enhanced psychological well-being and increased satisfaction among working women.

**Eby, Casper, Lockwood, Bordeaux, and Brinley (2015)**, reviewed literature related to work and family research in organizational settings. Workplace stress, family responsibilities, and time pressure negatively affected employee well-being and job performance. Women experienced greater challenges because of dual role expectations within organizations and families. Flexible working arrangements and supportive supervisors improved employee satisfaction and reduced role conflict. Effective organizational policies positively

influenced work–life balance and psychological health among working women.

**Thakur and Kumar (2015)**, reviewed work–life balance issues among women employees across different sectors. Workload pressure, role conflict, and family expectations created stress and emotional exhaustion among working women. Balancing professional duties with household responsibilities became increasingly difficult due to changing organizational demands. Supportive workplace policies and flexible work arrangements improved employee motivation and personal well-being. Women receiving family support experienced better adjustment between work responsibilities and domestic obligations.

**Zheng, Molineux, Mirshekary, and Scarparo (2015)**, discussed organizational strategies for improving work–life balance and employee well-being. Long working hours and family responsibilities created physical and emotional strain among women employees. Supportive organizational culture and employee-friendly policies reduced stress and improved job satisfaction. Flexible schedules, childcare support, and supervisor cooperation enhanced work efficiency and family interaction. Positive workplace environments strengthened employee commitment and improved mental health among working women.

**Haar, Russo, Suñe, and Ollier-Malaterre (2014)**, analyzed outcomes of work–life balance on job satisfaction and mental health. Work–family imbalance negatively affected psychological well-being and reduced employee productivity. Women experienced emotional stress because of increased professional and domestic expectations. Organizational support and effective time management improved employee morale and family relationships. Balanced work and family roles increased life satisfaction, mental stability, and organizational commitment among women employees.

**Yadav and Dabhade (2014)**, examined work–life balance and job satisfaction among women employees in banking and education sectors. Heavy workload and family responsibilities created stress and reduced employee satisfaction. Women faced challenges in managing household duties alongside professional obligations. Flexible work

arrangements and supportive management improved work efficiency and reduced emotional pressure. Family cooperation and positive workplace relationships enhanced personal well-being and job satisfaction among working women.

**Bakker and Demerouti (2013)**, explained the spillover-crossover model in relation to work and family life. Work pressure and emotional exhaustion experienced in organizations negatively affected family relationships and personal well-being. Women carrying multiple responsibilities experienced higher levels of stress and fatigue. Supportive workplace environments and family cooperation reduced emotional strain and improved role management. Positive experiences in professional life enhanced personal satisfaction and contributed to better work–life balance among working women.

**Kossek and Lambert (2013)**, discussed work and life integration from organizational and individual perspectives. Increased workplace expectations and family demands created imbalance and psychological pressure among women employees. Flexible work arrangements and supportive leadership improved employee well-being and reduced work–family conflict. Women receiving organizational support managed professional and personal responsibilities more effectively. Positive workplace culture and family-friendly policies enhanced employee commitment, productivity, and satisfaction among working women in various organizational settings.

**Somech and Drach-Zahavy (2013)**, examined workplace climate and employee innovation within organizational environments. Stressful work conditions and excessive responsibilities reduced employee motivation and psychological well-being. Women experienced difficulty in balancing professional tasks and family obligations due to workload pressure. Supportive team environments and cooperative organizational culture improved employee performance and reduced emotional strain. Positive workplace relationships enhanced confidence, creativity, and work satisfaction among women employees managing dual responsibilities.

**Allen, Herst, Bruck, and Sutton (2012)**, reviewed consequences associated with work-to-family

conflict among employees. Increased workload and time pressure negatively influenced family interaction and personal well-being. Women experienced emotional exhaustion and reduced job satisfaction because of dual responsibilities at work and home. Lack of flexibility and organizational support intensified work–family conflict and psychological stress. Supportive workplace practices and manageable work schedules improved employee morale and strengthened work–life balance among working women.

**Yuile, Chang, Gudmundsson, and Sawang (2012)**, analyzed the role of family-friendly workplace policies in improving work–life balance. Organizational flexibility and supportive management reduced stress and enhanced employee well-being. Women experienced improved balance between professional commitments and family responsibilities through flexible work arrangements. Inadequate organizational support and long working hours created emotional pressure and reduced personal satisfaction. Positive workplace policies increased employee commitment, motivation, and psychological health among working women.

### 3. Conceptual Framework Model

The conceptual framework model explained the relationship between workplace challenges, family-related responsibilities, organizational support, and their influence on work–family balance among working women. The framework provided a theoretical understanding of how multiple professional and domestic responsibilities affected the psychological well-being, stress levels, and overall quality of life of working women.

In the present framework, workplace challenges and family-related challenges acted as the major independent variables influencing the personal and professional lives of women employees. Workplace challenges included workload pressure, long working hours, gender discrimination, workplace harassment, lack of flexibility, limited career advancement opportunities, and insufficient organizational support. These factors created stress, emotional exhaustion, and difficulty in managing professional responsibilities effectively.

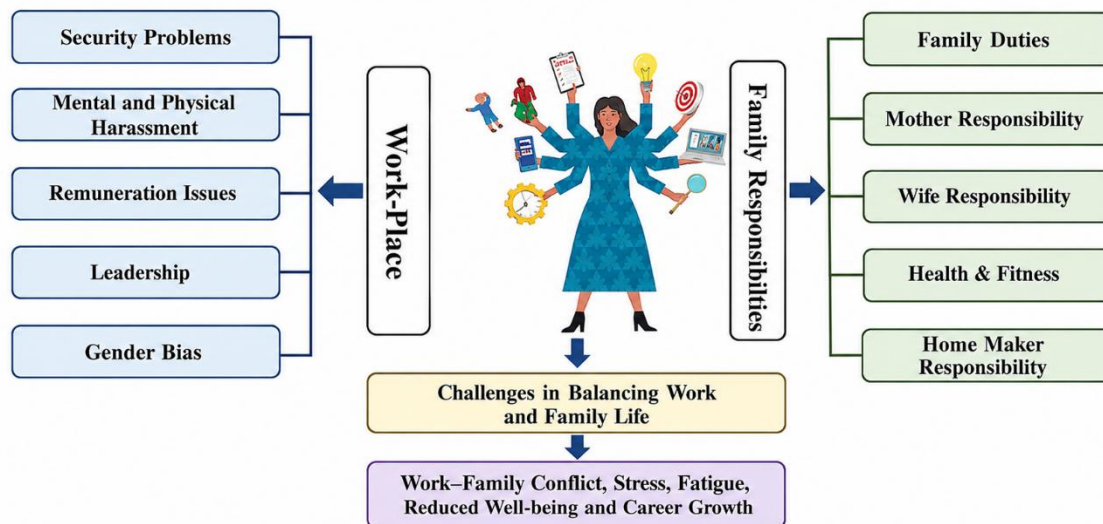


Fig.1. Conceptual framework

Family-related challenges formed another important component of the framework. Household responsibilities, childcare duties, elder care, emotional obligations, and societal expectations increased pressure on working women. Traditional cultural beliefs continued to assign women the primary responsibility for managing domestic activities even when they participated in full-time employment. Balancing both family and workplace demands therefore became a difficult task for many women employees.

The framework also included organizational support and family support as moderating factors that influenced the extent of work-family conflict experienced by working women. Supportive organizational policies such as flexible working hours, maternity benefits, remote working opportunities, childcare facilities, and employee wellness programs helped reduce stress and improve work-life balance. Similarly, emotional support and cooperation from spouses and family members reduced household burden and enabled women to manage multiple responsibilities more efficiently.

The interaction between workplace challenges and family responsibilities resulted in work-family conflict, which acted as the central outcome variable within the framework. Work-family conflict occurred when professional responsibilities interfered with family life or when family obligations negatively affected workplace performance. Continuous exposure to role conflict increased emotional stress, burnout, mental fatigue, and dissatisfaction among working women.

The framework further explained that prolonged work-family imbalance negatively affected the psychological well-being, physical health, job satisfaction, organizational commitment, and overall quality of life of working women. Stress arising from dual responsibilities reduced productivity, weakened family relationships, and limited opportunities for personal and professional development.

At the same time, the framework emphasized that supportive family relationships, positive workplace environments, and socially supportive attitudes contributed to reducing stress and improving work-life balance. Equal sharing of household responsibilities, organizational flexibility, and gender-sensitive workplace policies created favorable conditions for women employees to achieve professional success while maintaining family stability.

#### 4. Discussion

The discussion on managing dual responsibilities among working women highlighted the growing complexity of balancing professional commitments and family responsibilities in modern society. Increased participation of women in the workforce contributed significantly to economic development and organizational productivity. However, women continued to experience multiple pressures arising from workplace demands and domestic obligations simultaneously. These dual responsibilities created work-family conflict, emotional stress, physical fatigue, and reduced personal well-being.

Theoretical perspectives such as Role Conflict Theory, Spillover Theory, and Work–Family Border Theory explained how pressures from work and family domains interacted and influenced the lives of working women. Role Conflict Theory explained that women experienced stress when expectations associated with professional and family roles became incompatible. Spillover Theory described how workplace stress negatively affected family relationships and personal life, while family-related pressures influenced workplace performance and productivity. These theories collectively explained the interconnected nature of professional and domestic responsibilities among working women.

Workplace-related challenges emerged as significant contributors to work–family imbalance. Long working hours, excessive workload, workplace discrimination, limited promotional opportunities, and lack of organizational flexibility increased stress levels among women employees. In many organizations, women faced unequal treatment, gender bias, and insufficient managerial support, which affected career growth and job satisfaction. Workplace environments lacking family-friendly policies made it difficult for women to effectively manage both professional and personal responsibilities.

Family-related responsibilities also created substantial pressure on working women. Household management, childcare, elder care, and emotional caregiving responsibilities remained primarily associated with women despite their participation in professional employment. Traditional cultural expectations continued to define women as primary caregivers within families, thereby increasing emotional burden and time pressure. Women often experienced guilt and stress when they failed to satisfy expectations in either work or family domains.

The discussion further indicated that work–family conflict negatively affected mental health, physical well-being, organizational commitment, and family relationships. Continuous stress arising from dual responsibilities contributed to burnout, anxiety, emotional exhaustion, and reduced life satisfaction. Women experiencing severe work–family imbalance frequently faced difficulty maintaining productivity, concentration, and emotional stability in both professional and personal life.

Organizational support emerged as an important factor in reducing work–family conflict and improving work–life balance. Flexible work schedules, remote working opportunities, maternity benefits, childcare facilities, and employee wellness programs created supportive conditions for working women. Positive workplace culture and supportive leadership improved job satisfaction, reduced stress, and enhanced employee commitment. Family support also played a major role in helping women manage dual responsibilities effectively. Cooperation from spouses and family members reduced household burden and contributed to emotional stability and personal well-being.

Societal attitudes toward working women significantly influenced their experiences in balancing work and family life. Societies promoting gender equality and shared family responsibilities created favorable environments for women’s professional development and personal growth. Changing social attitudes and increasing awareness regarding equal participation of men and women in domestic responsibilities contributed to reducing gender-based stress and work–family conflict.

## **5. Suggestions / Recommendations**

Effective measures from organizations, families, society, and policymakers remained essential for improving the work–life balance of working women and reducing the challenges associated with dual responsibilities. The following suggestions could help working women manage professional and family responsibilities more effectively.

### **5.1 Organizational Suggestions**

Organizations should introduce flexible working hours, remote working facilities, and family-friendly workplace policies to help women manage professional and domestic responsibilities efficiently. Employee wellness programs, stress management initiatives, maternity benefits, and childcare facilities should be strengthened to improve employee well-being. Equal career opportunities and gender-sensitive workplace environments should be promoted to reduce discrimination and workplace stress. Supportive leadership and positive organizational culture could enhance job satisfaction and reduce work–family conflict among women employees.

## 5.2 Family-Related Suggestions

Family members should share household responsibilities and childcare duties equally to reduce the burden on working women. Emotional support and cooperation from spouses and relatives could improve psychological well-being and help women maintain balance between work and family life. Families should encourage women's professional growth and respect their career aspirations. Shared decision-making and mutual understanding within families could reduce emotional stress and improve family relationships.

## 5.3 Societal Suggestions

Society should promote gender equality and eliminate stereotypes associated with traditional gender roles. Public awareness programs should encourage equal participation of men in household responsibilities and caregiving activities. Educational institutions and social organizations should create awareness regarding the importance of work-life balance and women's empowerment. Positive societal attitudes toward women's employment could reduce discrimination and support the personal and professional development of working women.

## 5.4 Government and Policy Suggestions

Governments should strengthen labor policies related to maternity benefits, workplace safety, equal pay, and flexible employment opportunities for women. Policies supporting childcare services, healthcare benefits, and women's welfare programs should be expanded. Strict implementation of laws against workplace harassment and gender discrimination should be ensured. Government initiatives promoting women's employment and entrepreneurship could improve economic independence and professional opportunities for women.

## 5.5 Personal Suggestions for Working Women

Working women should adopt effective time management practices and maintain a balance between professional responsibilities and personal well-being. Stress management techniques such as exercise, meditation, and recreational activities could improve mental health and emotional stability. Women should seek support from family members and communicate openly regarding professional and domestic challenges. Developing self-confidence,

prioritizing responsibilities, and maintaining healthy work habits could help women manage dual responsibilities more effectively.

## 6. Conclusion

Managing dual responsibilities remained one of the major challenges faced by working women in modern society. Increased participation of women in professional employment improved economic growth and organizational development, but women continued to experience significant pressure in balancing workplace demands and family responsibilities. Workplace challenges such as excessive workload, long working hours, gender discrimination, and lack of organizational support created stress and emotional exhaustion among women employees. At the same time, household responsibilities, childcare duties, elder care, and societal expectations increased work-family conflict and affected psychological well-being.

The discussion highlighted that work-life balance depended greatly on organizational support, family cooperation, and positive societal attitudes toward women's employment. Flexible workplace policies, supportive family environments, and equal sharing of domestic responsibilities reduced stress and improved personal and professional satisfaction among working women. Theoretical perspectives further explained the complex interaction between professional and family roles and their influence on emotional and physical well-being.

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