

EXAMINING WORK-LIFE INTEGRATION AND WORK FULFILLMENTS AMID WOMEN PROFESSIONALS IN THE SERVICE SECTOR

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Abstract

In current scenario, the type of task in service field has changed substantially. Earlier the discussion was generally about work life balance, but now it has slowly shifted to work life integration means where professional work and family responsibilities are planned in more adaptable and connected form. Therefore, present research aims to examine the domination of work-life integration on overall quality of work-life and work fulfilments among women professionals in the service sector. This concept is essential for women employees who often perform multiple tasks at a single time, balancing their personal and professional responsibilities, while also trying to meet their individual goals and aspirations. This has become a critical issue affecting their performance and well-being. The research work is predominantly based on primary data, collected from 226 women professionals employed in

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different segments of the service sector. Quantitative methods were employed using IBM SPSS 25 for data analysis. Statistical tools including Fisher's ANOVA and Pearson's correlation were applied to identify significant relationships among key variables such as organizational facilitation, job satisfaction, career growth, emotional labour, autonomy and flexibility in work schedules. The analysis reveals that effective management of work-life balance positively linked or correlates with job satisfaction or work fulfilments and perceived well-being. Mentioned determinants such as flexible working setups and organizational support significantly leads to stress mitigation and better performance outcomes among female employees. The findings provide practical assistance for human resource managers and policy authorities to design or improve work-life balance strategies. Implementing supportive organization policies can contribute to higher employee participation, retention, and work outputs. This research contributes to the limited literature on gender-defined, work-life balance obstacles in the service sector, and provides empirical evidence on its implications for organizational performance and employee job satisfaction.

Keywords: Job satisfaction, work fulfilment, Working women employees, Service sector, work-life balance, employees' performance, work load organizational performance, Organizational support, Flexible working

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INTRODUCTION

The service sector, most commonly abbreviated as the service economy is largest sector in India has 55.3% approx. share in the country's Gross Value Added (GVA) as reported in NITI Ayog 2025. Also around 60.7% women work in service sector in India. Women are expected to focus on the family part of their life such as cooking, cleaning, child raising etc. along with providing a financial support to the family, this leads to various issues in their lives. "Balance work life is the act of teamwork amid personal life and professional life in a way that neither is hampered". (Vijayalakshmi, *et.al*, 2023) It is a management of work and other segments of life so that both are not interfering with each other. "Inefficiency of work-life balance give rise to (WFC) work family conflict or (FWC) family work conflict, create stress and therefore impacts the overall performance of the employee". (Vijayalakshmi, *et.al*, 2023). "WLB is a practice followed by organizations with the aim that enable its employees to work efficiently in the work place and concurrently provided flexibility to manage personal or individual concerns". (Jamunarani H.S. & Syed, R., 2025). "The given notion, Work-Life Balance (WLB) was hatched during year 1986, although its gradual use in routine language was being made for several years and its adoption leads to continuous growth over time". (Guest, 2002; Lockwood, 2003). With growing rapidity of modernization and urbanization, the Indian women from all grades have paid jobs or occupations. Shagun Arora, Ananya Jain (2024) and (ILO, 2018). "The exposure to education and the aspiration of personal growth is much stronger and higher than it was in former times". (UNESCO, 2021, Sharath Kumar, C. R., & Praveena, K. B., 2022). Women already have to bear the burden of reproduction and have to play many roles other than the one in the office. (Hochschild & Machung, 2012). Multi-role playing sometimes has negative impact of the mental health and well-being. (Greenhaus & Beutel, 1985; Vijayalakshmi *et al.*, 2023). "This further impedes the flow of work-life integration, therefore affects the women's employee productivity at work". (Allen, T.D. *et.al.*, 2000). In countries having high context culture like India, women are more sensitive towards taking care of their family. (Hofstede, 2011) and (Hepsiba, A., & Swetha, G., 2025). They are constantly torn between managing the paid and non-paid jobs, being subject to criticism and lack of support from their family creates stress and becomes the cause behind various disease and sickness in their lives. (WHO, 2022). This further affects their mental health and leaves them with a dull and dissatisfied life. (Allen, T. D. *et.al.*, 2000). Organizations in order to achieve maximum profit, over pressure and over load employees with work targets and deadlines that leads to tension and stress and creates imbalance in professional and personal life specially for women having responsibilities of spouse, dependent with them. (Karatepe, O. M., & Ulu Dag, O., 2008). Along with this having to face gender bias in work place leads to job dissatisfaction. (Chaudhuri, S., & Ghosh, R., 2012).

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

In today's era, women are in every profession, along with this, there is another important ground that needs to be taken care of like their home. The work-family interface is very important to the employee as well as employer. Various initiative is being take in order to maintain a harmonious relationship between both the interface. WLB is not a solution yielding problem but a continuous process as argued by Dr. Shachi Gupta (2016). Recurring findings shows that domestic responsibilities are more likely taken up by women along with their paid jobs as argued by Heejung Chung, Tanja van der Lippe (2018)

2.1. AGE

According to Anita Richert-Kazmierska and Katarzyna Stankiewicz in 2016, it was examined that employees belonging to different age groups have different needs and expectations from their employers. (Richert-Kazmierska, A., & Stankiewicz, K., 2016) The older employees are impacted more (as compared to the younger employees) by the conditions brought by the employer in the work place. According to Alejandra Vives, Nora Gray, Francisca González and Agustín Molina in 2018, with growing age it gets more and more difficult to find and sustain a job, keeping in mind, other factors such as deterioration of health which makes it difficult to work in adverse working condition. (Vives, A. *et.al*, 2018)

H1- There is a significant correlation that exists among age and work-life balance.

2.2. STRESS

According to Rajesh K. Yadav and Nishant Dab hade in 2014, study revealed that WLB and job satisfaction is an ever-going process that needs consistent efforts. Employees should use their management skills to make through what needs their time and attention and what doesn't. Stress caused by the process can sometimes provide positive results. (Yadav, R. K., & Dab hade, N., 2014). Organizations must implement strategies to reduce stress in women employees. According to Dr. D. Kanthi Sree in 2020, a well-balanced life and practicing meditation can help working women cope with stress that is the outcome of juggling between official and non-official roles, a well-managed stress will lead to a more productive and constructive job life.

H2- There is a significant, negative correlation exist amid stress and work- life balance.

2.3. SUPPORT

According to Krystal L. Brue in 2018, Internal and external social support plays a crucial responsibility in the lives of women leaders. Spouse and mentor seems to be an important external organizational support sources, whereas female coworker and female supervisor are important internal organizational support sources. According to Shobha Sundaresan in 2014, it's found that women having family support and work life flexibility perform better and are able to find their true potential. On the contrary, where career is not given equal importance and women that are burdened with the responsibility to fulfill everyone's expectation suffer from job burn-out, stress and poor work- life balance.

H3- There exist a profound influence of support on employee's work-life balance.

2.4. MARITAL STATUS

According to Balaji Rangarajan in 2014, "married female professionals commonly experience work family conflicts (WFC) in order to maintain equilibrium towards their work, childcare and family responsibilities. Therefore, organizations should develop strategies and fulfill guidelines for managing work family related conflicts, as this can be related to their job satisfaction and overall growth of the women employees". (Balaji, R., 2014)

H4- There exist a significant influence on marital status due to work life balance.

2.5. WORK LOAD

According to Jigyasa Singh and Dr. Bharti Shukla in 2020, research explored that hectic work schedule and long working hours lead to social disconnect which in turns leads to job dissatisfaction and high female employee turnover. Women along with their work have to also manage their family lives but long hours and pressure at work creates issue in WLB. (Singh, J., Shukla, B., 2020)

H5- There exist a substantial negative or inverse relationship amid work load and work-life balance.

2.6. ORGANISATIONAL CULTURE AND WORKING FLEXIBILITY

According to Marta Mas-Machuca, Jasmina Berbegal-Mira bent , Ines Alegre in 2016, research analyzed that when managers offers employees autonomy in making decision and supervisory assistance, then the work atmosphere and employee performance improves dramatically. (Mas-Machuca, M. *et.al* , 2016). As a matter of fact, the role of manager as a guide who facilitate, help and motivates employees towards their work is essential in establishing or shaping work-life balance and job happiness. Yvonne Lott in 2018, opines about work-to-home spillover, and how women need more navigation and negotiation to drive through their career because their family and domestic responsibilities are seen as a constraint for their career flexibility in working adds up to work-life integration however, it exerts a crucial in comprehending the custom of the organization and the presence of adjustable working options and measures to support employees. (Lott, Y., 2020)

H6- There is a considerable and favorable effect of organizational culture along with adaptable working on work-life balance.

OBJECTIVES

1. To review the existence of work-life integration obstacles amid the working women employed in Service sector.
2. To measure, work-life balance key determinants that influence the daily lives of working women.
3. To assess, the impact of work-life balance determining the overall standard of living among working women.

RESEARCH METHODOLOGY

In this research paper, convenient sampling approach was used to gather or obtain data of 226 working women respondents through a structured questionnaire. The gathered data from given source was statistically analyzed using IBM SPSS 25 software. The Fisher's ANOVA and Pearson's correlation scanning were used to examine above mentioned conceptual framework. Closed-ended and Likert Scale questions approach were included in this study's questionnaire with the help of a 5-pointer scale consisting of item statements. In Likert Scale, items were ranged from 'Strongly Disagree' and assigned '1' as value, and this was continued till '5' which is represented as 'Strongly Agree'.

RESEARCH MODEL/CONCEPTUAL FRAMEWORK

Abbreviation used in research model shown with the help of figure number 1 are WH=Working Hours, I=Income, WL=Work Load, OC=Organizational Culture, FS=Family Support, LS=Lifestyle, V=Values, S=Society, A=Age, G=Gender, MS=Marital Status, NFM=Number of Family Members, JS=Job Satisfaction, PW=Psychological Wellbeing/Wellness, WLB=Work Life Balance.

This framework depicts how on-the-job factors with abbreviation such as Working Hour (WH), Income (I), Work Load (WL) and Organizational Culture (OC) contribute to job satisfaction (JS) and in what sense off-the-job factors determines personal wellbeing (PW), together leads to Work Life Balance (WLB). Apart from these, moderating determinants such as Age (A), Gender (G), Marital Status (MS), No. of Family Members (NFM) and their support frame the strength of these interlinkage.

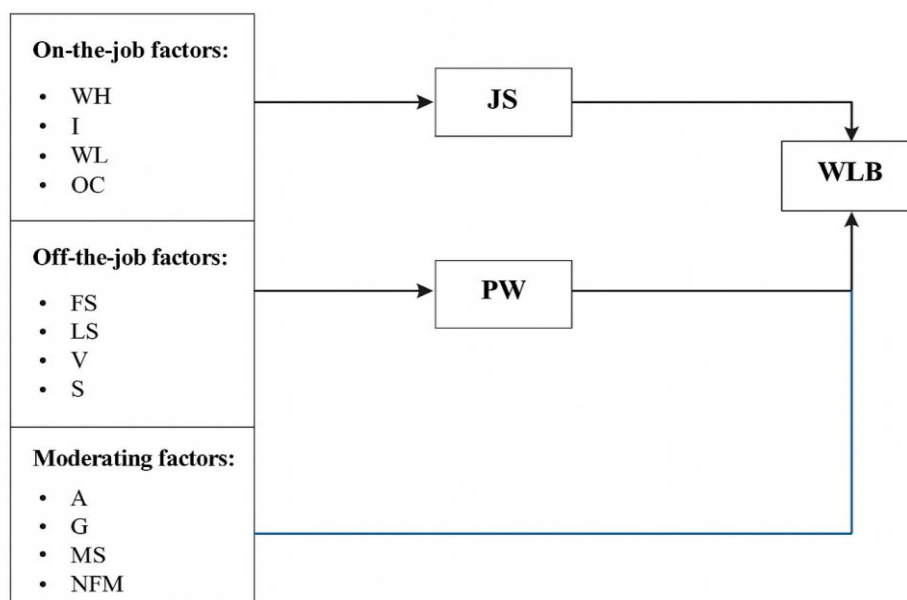


Figure 1: Theoretical framework for study

DATA REVIEW AND DISCUSSION

Data examination is configured with the support of graph based on collected data on different parameters.

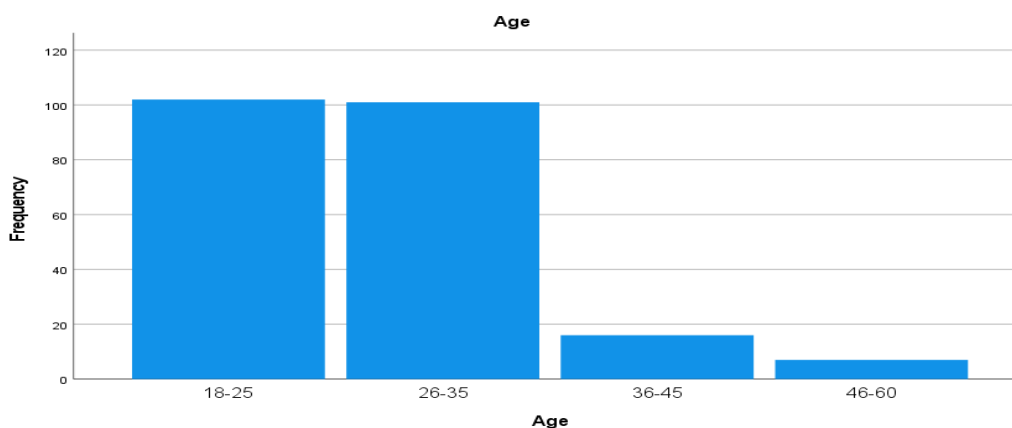


Figure 2: Bar chart showing the age statistics.

On evaluating the collected data, it is clearly observed that, the majority of working women fall under the following two age groups, that is, 45.1% belongs to the age category of 18-25 and 44.7 % classified within the age category of 26-35. Another 7.1% categorized under the age category of 36-40 and the least majority 3.1% falls under the age group of 46-60.

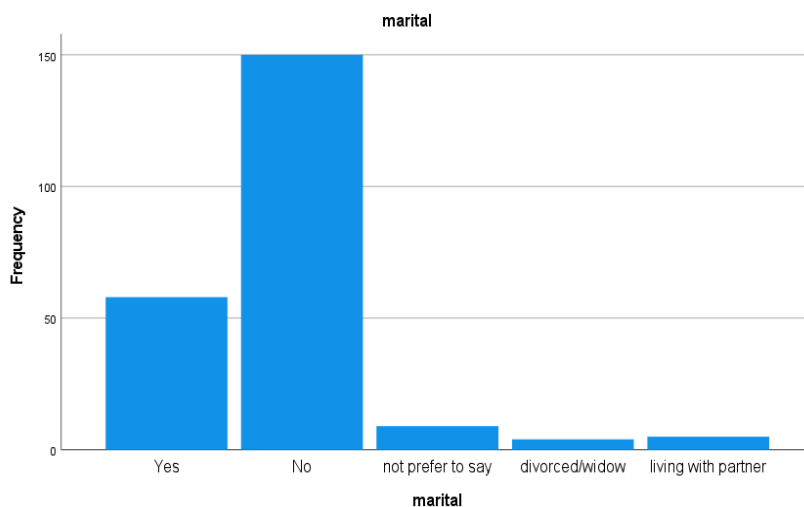


Figure 3: Bar chart displaying the marital status statistics.

The above interpretation depicts that majority of working employed women are unmarried that is, 66.4 % while 25.6 % are married. 4 % preferred not to say, 1.8 % were divorced/widowed and 2.2 % are living with a partner.

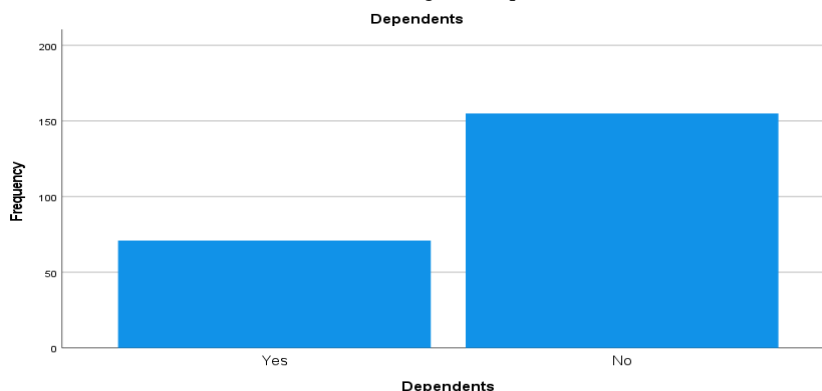


Figure 4: Bar chart exhibiting the dependents statistics.

The figure clearly shows that 68.6 % working women do not have dependents which is in itself a considerable proportion whereas 31.4 % have dependents.

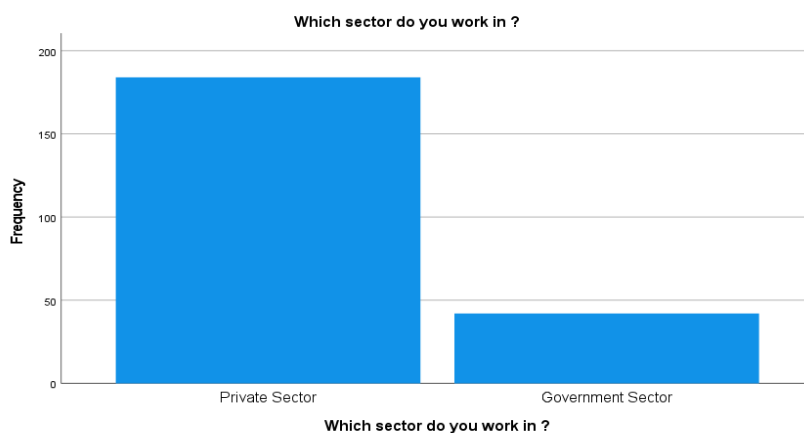


Figure 5: Bar chart displaying the sector statistics.

The above interpretation shows that major proportion of women, that is, 81.4 % are working in private sector while 18.6 % are working in public sector.



Figure 6: Bar chart displaying the working hours statistics.

On analyzing the data, it is interpreted that, a major proportion of women, that is, 42.5% of total work for more than 40 hours per week while 16.4 % women work for less than 20 hours per week. Another 17.3 % women work for 21-30 hours per week and 23.8 % women work for 31-40 hours per week.

		Squared Error Total	Degree of F.	Mean of Square	F Value	Sig. level
Age	Inter Groups	13.734	4	3.434	6.941	0.000
	Intra Group	109.328	221	0.495		
	Total	123.062	225			

Table 1 indicates the outcome of Fisher’s ANOVA test which evaluate the consequences of age on work-life equilibrium. Analysis provides 6.941 as F-value with 0.000 as a p-level of significance, showing notable difference in balancing work life across age groups. Since, test indicates p value below 0.05 Hypothesis H1 is accepted, validating that age has notable impact on work life equilibrium on employees, also there is variance in ability to cope up with personal and professional duties at different phase of life.

Table 1 displays a significant value in Fisher’s ANOVA test is less than 0.05, that is, 0. The evaluation demonstrates that there is a notable association amid age and work- life balance.

		My job adds up to my overall happiness.	I would recommend my job to other people.	I get sufficient time for my family.	I am content with the amount of time I, dedicate to my family	I am able to use my time to reconnect with family and friends
“When I am home, I often spend time stressing about work.”	Pearson Correlation	-.146*	-.133*	-.150*	-.159	-.279
	Significance level (2-tailed test)	0.028	0.045	0.024	0.017	0.000
	No. of Respondents	226	226	226	226	226

Table 2 displays Pearson’s Correlation analysis that shows a negative correlation value between stress due to work pressure and work life balance factors or all examined variables. It demonstrates that high level stress is cause due to dissatisfaction of work, spending little time with family and friends’ circles or other related factors leading to unhappiness, moral and mental instability, The significant values of all the above-mentioned factors are less than 0.05 and the output of the correlation is negative for all the factors showing inability to link with

family and friends($r=-0.279, p=0.000$). Outcomes supports hypothesis H2, clearing that work life disequilibrium has marked detrimental impact on overall wellness and stress related factors.

		Squared Error Total	Degree of F.	Mean of Square	F Value	Sig. level
I rarely get time for myself.	Inter Groups	23.440	4	5.860	5.644	0.000
	Intra Groups	229.445	221	1.038		
	Total	252.885	225			
I sacrifice sleep for work.	Inter Groups	13.811	4	3.453	2.957	0.021
	Intra Groups	258.030	221	1.168		
	Total	271.841	225			

Table 3 displays Fisher's ANOVA testing for examining the repercussions of work-related stressors, on personal wellness. The significant value is less than 0.05 for both of the above-mentioned factors. This indicates that stress has a meaningful association with work-life balance. The evaluation indicates that there is relevant gap across groups as employee feels higher imbalance and personal time lack ($F=5.644, p=0.000$), for the declaration "I rarely get time for myself". Likewise, statement "I sacrifice sleep for work" ($F=2.957, p=0.021$) indicates that employee experience imbalance in work life which leads to insufficient sleep or sleeping disorders over period of time. As, both p-values counts is less than 0.05, so the outcomes aid Hypothesis H2 which means unhealthy work life balance has a substantial undesirable effect contributing to higher stress and undermine personal well-being.

		Squared Error Total	Degree of F.	Mean of Square	F Value	Sig. level
"I am content with the amount of time I spend with my family"	Inter Groups	23.387	4	5.847	4.841	0.001
	Intra Groups	266.918	221	1.208		
	Total	290.305	225			
"I am able to use my time to reconnect with family and friends"	Inter Groups	21.563	4	5.391	4.763	0.001
	Intra Groups	250.118	221	1.132		
	Total	271.681	225			
"I get sufficient time for my family".	Inter Groups	36.474	4	9.118	8.978	0.000
	Intra Groups	224.446	221	1.016		
	Total	260.920	225			
"My family is the most significant factor to my happiness".	Inter Groups	71.940	4	17.985	26.977	0.000
	Intra Groups	147.335	221	0.667		
	Total	219.274	225			

Table 4 displays Fisher's ANOVA testing for factors representing family aid on work-life balance output. The significant value of all the factors shows evidences on marked variation between groups which are less than 0.05 with their p value hence, results support hypothesis H3 that is significantly positive to work life balance. Time spent with family and friends, build strong personal connection and overall happiness and this leads to higher level of satisfaction in employees. ($F=4.763, p=0.000$) both outcomes were notably influenced by support level. Likewise, having enough time for family exhibited a strong effect ($F=8.978, p=0.000$). Strong connection emerged for statement "My family is the most significant contributor of my happiness". ($F=26.977, p=0.000$).

		Squared Error Total	Degree of F.	Mean of Square	F Value	Sig. level
marital status	Inter Groups	2.220	4	0.555	0.999	0.409

	Inter Groups	122.789	221	0.556		
	Total	125.009	225			

Table 5 displays Fisher’s ANOVA testing to find out the relation amid marital status and, work- life balance. The evaluation gives an F-value of 0.999 with significant p value of 0.409 which is more than 0.05, hence, outcome causes rejection of Hypothesis H4 and shows no significant gap among employees and their ability to manage domestic and occupational life. The reason being 88.4% of the respondents are unmarried as per data mentioned in figure 3.

		I leave work at work
I feel overwhelmed with the number of things I need to do for work.	Pearson Correlation	-.187
	Significance Level (2-tailed test)	0.005
	No. of Respondent	226
I rarely get time for myself.	Pearson's Correlation	-.245
	Significance Level (2-tailed test)	0.000
	No. of Respondent	226
I sacrifice sleep for work.	Pearson's Correlation	-.293
	Significance Level (2-tailed test)	0.000
	No. of Respondent	226
I often complete additional work at home beyond working hours trying to keep up.	Pearson's Correlation	-.337
	Significance Level (2-tailed test)	0.000
	No. of Respondent	226

Table 6 displays Pearson’s Correlation evaluation assess the link amid work load and work life balance determinants. The work load affects work life integration negatively as the output value of the analysis shows negative response, demonstrating that poor work life equilibrium leads to higher fatigue and workload, supporting Hypothesis H5. Particularly, statement showing “feeling swamped with work related factor” ($r=-0.187$, $p=0.005$), “insufficient personal time” ($r=-0.245$, $p=0.000$), “compromised sleep due to overwork” ($r=-0.293$, $p=0.000$) and “doing extra work outside regular working hour at home” with ($r=-0.0337$, $p=0.000$). The output indicates quantitatively significant correlation ($p<0.05$) that are due to employees’ elevated workload, reduced personal time experience, doing extra work outside regular working hour at home, more fatigue and stress. Figure 6 shows that 42.5 % of the respondents work for more than 40 hours a week, resulting in moderate negative values.

		Squared Error Total	Degree of F	Mean of Square	F Value	Sig. level
How many hours do you work per week?	Inter Groups	24.631	4	6.158	5.293	0.000
	Intra Groups	257.091	221	1.163		
	Total	281.721	225			
I feel overwhelmed with the number of things I need to do for work.	Inter Groups	21.768	4	5.442	7.508	0.000
	Intra Groups	160.183	221	0.725		
	Total	181.951	225			
I rarely get time for myself.	Inter Groups	23.44	4	5.86	5.644	0.000
	Intra Groups	229.445	221	1.038		

	Total	252.885	225			
I sacrifice sleep for work.	Inter Groups	13.811	4	3.453	2.957	0.021
	Intra Groups	258.03	221	1.168		
	Total	271.841	225			
I often complete additional work at home beyond working hours trying to keep up.	Inter Groups	14.846	4	3.711	3.203	0.014
	Intra Groups	256.115	221	1.159		
	Total	270.96	225			

Table 7 displays Fisher’s ANOVA testing for work load factors on various indicators of work life balance. The significant value is less than 0.05, indicating that work load has a notable relationship with work- life balance, that negatively affect domestic and occupational integration. The finding reveals through statement showing “weekly hour workload” with (F=5.293,p=0.000), “feeling of excessive workload or by task” (F=7.508,p=0.000), “Not having enough time for individual”(F=2.957,p=0.021), “insufficient or discomfort sleep”(F=2.957,P=0.021) and with “handling of additional work beyond office hour” (F=3.203,p=0.014) ensuring Hypothesis H5.

		Squared Error Total	Degree of F.	Mean of Square	F Value	Sig. level
I feel satisfied with my job.	Between Groups	45.356	3	15.119	15.584	0.000
	Within Groups	215.374	222	0.970		
	Total	260.730	225			
I Enjoy My Job	Between Groups	47.098	3	15.699	18.711	0.000
	Within Groups	186.270	222	0.839		
	Total	233.367	225			
My job adds up to my overall happiness.	Between Groups	32.932	3	10.977	12.176	0.000
	Within Groups	200.148	222	0.902		
	Total	233.080	225			
I would recommend my job to other people.	Between Groups	28.690	3	9.563	11.045	0.000
	Within Groups	192.213	222	0.866		
	Total	220.903	225			

Table 8 displays Fisher’s ANOVA testing for factors representing organizational culture and flexible working arrangements. The significant value of all the factors is less than 0.05 which indicates that the above-mentioned factors have a notable relationship with work life balance. All four measures of job fulfillment differ significantly across groups, with their p-values of 0.000, demonstrating that workplace culture and flexible working arrangement serves a major role in employee contentment. Outcome includes specifically “work fulfillment” with (F=15.584, p=0.000), “work enjoyment” (F=18.711, p=0.000), “life fulfillment influenced by work” (F=12.176, p=0.000) “likelihood to recommend job” with (F=11.045, p=0.000). The findings support Hypothesis H6, showing positive approach towards workplace culture and flexibility that enhance satisfaction of employees, their overall joyfulness, and willingness to refers their workplace.

		I Enjoy My Job
I sometimes bring work at home, just few things that I may not have finished up.	Pearson’s Correlation	.131
	Significance level (2-tailed test)	0.049
	No. of Respondent	226
I don’t mind being too busy as I love my job.	Pearson’s Correlation	.558
	Significance level (2-tailed test)	0.000
	No. of Respondent	226

Table 9 displays Pearson’s Correlation analysis between factors representing organizational culture, flexible work arrangement, and work life integration. The outcome value of the analysis is positive, which indicates a positive or favorable connection between earlier stated factors. Taking unfinished work at home indicates a slight but positive and favorable correlation with job fulfillments ($r=0.131$, $p=0.049$), demonstrating that female employees who generally choose to work from home, slightly experiences much satisfaction towards job, as they were found comfortable in managing home and occupational responsibilities at same time. Results indicate strong positive links for statement with “being busy does not hampers me as I enjoy and find my work fulfilling” ($r=0.558$, $p=0.000$), indicating that those who are satisfied, often enjoy working due to eagerness or self-motivation, do not feel stressed due to work pressure. Together, relationship is quantitatively significant with ($p<0.05$) and thus, support Hypothesis H6.

RESULTS AND DISCUSSION

The significant proportion of the respondents surveyed for the study fall under the age window of 18 years to 35 years. Majority of them are unmarried and have no dependents to look after.

The working sector of the majority is private sector with more than 40 working hours in a week.

Hypothesis	Statements	Status
H1	There exists a significant association amid age, and work- life balance.	<i>Accepted</i>
H2	There is a significant and negative repercussion of unbalanced work life on stress.	<i>Accepted</i>
H3	There exists a significant effect of support on work- life balance.	<i>Accepted</i>
H4	There exists a significant effect of marital status on work-life balance.	<i>Rejected</i>
H5	There exists a substantial or negative relationship amid work load and work life balance.	<i>Accepted</i>
H6	There exert a meaningful, and positive effect of organizational enviroment as well as flexible employment on work-life balance.	<i>Accepted</i>

The assessment of hypothesis H1 to H6 offered crucial insights, highlighting the determinants affecting female employee’s work life equilibrium. The results confirmed that organizational determinants and demographic, plays vital role in framing work- life balance. Particularly, Age was considered to have considerable impact, with older female staff generally indicating improved and better work life balance due to accumulated expertise, productive time management skills, and relatively steady personal commitments. In comparison, younger staff often encounter early profession demand and life changing adjustments that create obstacles in managing their personal and professional life, often make it challenging. The analysis also confirms that poor work life integration significantly has negative impact on stress or burden levels.

Improper balance between occupational or professional life due to conflicts often leads to high level stress, detachments, burnouts, job dissatisfaction, and challenges for mental wellbeing among employees. This encourages to work life balance among employees also, safeguarding their interest. Support mechanism was identified as strong positive factor affecting work life balance. Assistance from workplace colleagues, seniors, family members, friends enable female employees to cope up with competing demands or responsibilities more efficiently. This reduces emotional pressure, fatigue and enhance their satisfaction level in jobs. In contrary, heavy work loads puts negative impact on balancing work life, as overwhelming work demands reduces energy and time that is saved for personal commitments, leading to dissatisfaction, low commitments, job detachments and stress.

Organizational enviroment and flexible job practices showing positive influence on work life equilibrium. Workplace enviroment encourages employee’s flexibility, creates boundaries for personal dignity, offers adjustable working hours which leads to better management amid occupational and domestic responsibilities. Remarkably, the status of marriage did not appear significantly affecting work life equilibrium, showing that coping strategies and workplace support plays higher role than one’s status of marriage. Overall, finding suggest to adopt such employee centric strategies by organizations that prioritize reasonable workloads as per job identity or roles, flexible working hours, also provides full supportive enviroment that promotes, physical, and psychological wellbeing and retention through enhance work life equilibrium.

CONCLUSION AND FUTURE IMPLICATIONS

The current research highlights the critical significance of work life integration in shaping occupational effectiveness, mental wellness and overall quality of working women professional, employed across various regions in service sector. The proportion of working women in service-oriented employment is highly rated, as they remain unequally loaded by the shared responsibilities of paid jobs and unpaid work of house management. The outcome of the research reaffirms that the balance between occupational and personal life is not constant or static but robust and continuous procedure, affected by several on the job and off the job factors or interlinked organizational, personal and sociological factors. These factors not only negatively affected women job satisfaction level, performance at work but also their

psychological well-being, which in turn causes stress and work-family disputes. The study disclosed that working women are often torn between their personal and professional lives, reason being unsatisfactory working conditions, work over load, inflexible schedule, unsupportive peers, growing age, marital status and health issues. Study suggests that administrative involvement holds a crucial role in resolving work interference with family, especially in an implicit communication cultural surrounding like India where traditional expectations from women is to emphasize their family liabilities.

The research work further leads to concept and application, by emphasizing work-life integration as a critical organizational resource, instead of simply staff welfare grievances. The gathered insights advocate for gender sensitive workplace guidelines or protocols introducing flexible working time for women, stress reduction tools and techniques, equal work load distribution, personalized to women's distinct life phases and marital duties, as it will help in lessening the work load to some extent. Also, managers should focus on inducing friendly work environment and providing support at all levels, as this will enhance women job satisfaction level and performance at work, which in turn helps to reduce the employee separation rate.

The originality of the study lies in its comprehensive and environment specific approach, which incorporates, intellectual, demographics, and structural elements of work life balance within a unified model. On contrary, prior studies shows that work life balance is frequently investigated in separation or within confined professional environment, this work particularly concentrates on women employees working in the service field and extends the discussion by connecting work life balance to the wider level of comfort and prolong wellness of women employees. Further, by implanting cultural responsiveness and gender belief into the analysis, the study leads to new knowledge or findings into how social standard interact with workplace practices to outline women's experiences in work.

It is essential for career and from family point of view research, to gain thorough understanding of the state under which the female workers encountered or undergone through conflict among their domestic and occupational obligations. Future research could be based on study comparing factors effecting work life integration among married and unmarried working women, as well as on those women who are working on different levels of management in the organizational hierarchy. Another work life balance factor that needs to be explored furthermore is 'age', the obstacles faced by working females belonging to different age groups.

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