

Between Office And Household: Statistical Insights In To Work-Life Harmony Among Married Women In Government Departments In Aligarh Division

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This study presents a quantitative evaluation of work-life harmony (WLH) among married female employees within government departments in the Aligarh Division. Globally, the integration of married women into the workforce has profoundly shifted due to evolving economic landscapes and changing societal norms. This transformation has enabled professional married women to derive satisfaction from cultivating dynamic careers while proactively managing their personal lives. Achieving synergy between one's professional and personal spheres is an intricate art, and nurturing this complex relationship is fundamental for fostering a positive outlook in both domains. In this context, striking equilibrium between career demands and personal life presents a formidable challenge for women. Indeed, the balance between professional endeavors and personal responsibilities stands as one of the most significant challenges encountered by married women in the 21st-century workforce. Consequently, this research undertakes a concerted initiative to investigate the multifaceted factors influencing career-personal life equilibrium, with a particular emphasis on the experiences of married women in government positions. Data was systematically collected via a survey and subsequently analyzed using statistical methods, including ANOVA and mean scores, facilitated by the SPSS software suite. The investigation revealed a significant correlation between the responsibilities and attributes of the workplace and the work-life harmony experienced by these employees.

Keywords: Work life harmony, married women employees, government departments, SPSS

1. Introduction

In the contemporary landscape, women are increasingly pursuing self-actualization amidst the complexities of their professional careers. Concurrently, they are committed to engaging in intensive parenting, meticulously overseeing the holistic physical, psychological, and physiological development of their children until maturity. This multifaceted engagement of women across diverse life spheres has significantly augmented their temporal commitments. It is precisely within this context that Work-Life Harmony (WLH) emerges as a critical construct, serving to facilitate a cohesive and synergistic integration of professional demands

and personal life.

1.1 Statement of Research Problem

This current research seeks to ascertain the degree of work-life equilibrium among married women employed in State Government Department(s), specifically focusing on the Aligarh Division.

1.2 Research Gap

Earlier work-life balance used to be in focus but later on it was realised that personal and professional lives don't always need to be in a strict "balance" but can coexist and even complement each other, leading to greater satisfaction and well-being leading to work-life harmony. The new dimensions and research questions for this research gap are as follows; -

- a) Studying work-life harmony can offer insights into how people can thrive in both their careers and personal lives, making it an important area of research.
- b) Focus is on understanding how individuals, organizations, and societies can promote a harmonious integration of work and personal life.
- c) Studying how various others factors at job and family like work hours, officers support, salary, job security, spouse support, domestic support and various stresses etc. impact work-life harmony

1.3 Objectives of Research Work

The Objectives of the current research are:

- 1) To analyze various factors that affect work life harmony among the married women employees in government departments.
- 2) To identify the factors responsible for job stress and family stress on married women employees in government departments.
- 3) To examine effect of job stress on the performance of married women employees in government departments.
- 4) To investigate impact of family stress on the performance of married women employees in government departments.
- 5) To examine impact of family stress and job stress on work life harmony.

1.4 Hypothesis

The study is conducted through the formulation and examination of hypotheses following the identification of the research problem:

Hypothesis I: Relationship Among Dimensions of Work Life Harmony

- **Null Hypothesis (H₀):** There is no relationship between the dimensions—that is, the correlation coefficient (ρ) between any two dimensions is equal to zero.
- **Alternative Hypothesis (H₁):** There is a significant relationship between the dimensions—that is, the correlation coefficient (ρ) is not equal to zero.

Hypothesis II: Officers Support

- **Null Hypothesis (H_0):** The mean score for the statement is equal to the neutral or average level.
- **Alternative Hypothesis (H_1):** The mean score for the statement is significantly different from the neutral or average level (in this study, responses are above average).

Hypothesis III: Co-workers Support

- **Null Hypothesis (H_0):** The mean score for the Co-workers Support item is equal to the neutral or average level.
- **Alternative Hypothesis (H_1):** The mean score for the item is significantly different from the neutral or average level.

Hypothesis IV: Positive Parenting

- **Null Hypothesis (H_0):** The mean rating for each Positive Parenting item is equal to the neutral or average level.
- **Alternative Hypothesis (H_1):** The mean rating for the item is significantly different from the neutral or average level.

Hypothesis V: Parental Satisfaction

- **Null Hypothesis (H_0):** The mean rating for each Parental Satisfaction item equals the neutral or average level.
- **Alternative Hypothesis (H_1):** The mean rating is significantly different from the neutral or average level.

Hypothesis VI: Spouse Support

- **Null Hypothesis (H_0):** The mean score for each Spouse Support item is equal to the average or neutral level.
- **Alternative Hypothesis (H_1):** The mean score is significantly different from the average or neutral level.

Hypothesis VII: Domestic Support

- **Null Hypothesis (H_0):** The mean rating for each Domestic Support item equals the neutral or average level.
- **Alternative Hypothesis (H_1):** The mean rating is significantly different from the neutral or average level.

Hypothesis VIII: Role Overload

- **Null Hypothesis (H_0):** The mean score for each Role Overload item is equal to the neutral or average level.
- **Alternative Hypothesis (H_1):** The mean score is significantly different from the neutral or average level.

Hypothesis IX: Job Satisfaction

- **Null Hypothesis (H₀):** The mean score for each Job Satisfaction item is equal to the neutral or average level.
- **Alternative Hypothesis (H₁):** The mean score is significantly different from the neutral or average level.

Hypothesis X: Job Stress

- **Null Hypothesis (H₀):** The mean rating for each Job Stress item is equal to the average or neutral level.
- **Alternative Hypothesis (H₁):** The mean rating is significantly different from the average or neutral level.

1.5 Scope and Limitations of the study

This research endeavors to thoroughly examine the concept of Work-Life Harmony (WLH) among married female employees within State Government Departments, with a specific geographical focus on the Aligarh Division. The study is underpinned by several key objectives: (i) to ascertain the prevailing state of work-personal life harmony among married female government employees in the specified region; (ii) to identify the distinct elements contributing to occupational stress and familial pressure experienced by these employees within governmental agencies; (iii) to conduct an in-depth analysis assessing the impact of job-related stress on the professional performance of married female employees in government sectors; and (iv) to explore how family-related stress influences the performance trajectories of married women employed in government roles. Ultimately, the research aims to elucidate the intricate influence of both familial tension and occupational pressure on the overall equilibrium of work and life for this demographic.

2. Literature Review

Work-life balance came into use in the 1970s and 80s, as stressed baby boomers strove to achieve a balance between career, family and other areas of their lives. The expression work-life balance (WLB) was first used in the middle of 1970s to describe the balance between an individual's work and personal life. Since women have to make sacrifices if they choose to work outside their home, it is important to be able to balance work and family responsibilities; therefore, a movement towards success is necessary both to work and to home. Focusing on the idea of harmony helps employees identify what's important and then create unique career paths from there. Shifting generational experiences have encouraged HR leaders to reevaluate the term to Work-Life Harmony.

(Russell and Bowman, 2000) studied that there has been increasing interest in work life balance in the popular press and in scholarly journals as well as government, management and employee representatives. Initially, the concept of work-life conflict was focused on impact of family demands on work and found that it extended to the impact; work has on individual stress, relationship and family well-being.

(Meenakshi, S.P. & Ravichandran, 2012) in their study the women teachers working in self-

financing engineering institutions were taken as samples. Their role in work and family, factors hindering them to achieve WLB, impact of poor WLB etc., were considered as objectives of their study. The study thrown light on the problems faced by women teachers in achieving WLB and accordingly suitable suggestion were provided by the researcher which would benefit both individual and the organization.

(Delina & Raya, 2013) in their study observed that women are receiving education and pursuing their own careers while simultaneously managing their existing family responsibilities, such as caring for their children, elderly parents, and in-laws, along with fulfilling their household duties. Their study data was subjected to descriptive statistics and it was found that the problems faced by the working women of Pondicherry in terms of work-life balance are quite high. The results also indicated that the work-life balance of individuals affect their quality of life.

(Ali Shagufta, Dr. Ishrat Azra & Dr. Barthwal Tripti, 2024) in their study addressed the problems faced by working married mothers trying to balance work and home obligations and the effects of their decision to work outside the home in full time. The importance of these women having mentors in their lives was also discussed. Support from their workplace would be one way in which women can find their way to work life balance.

3. Methodology

Finding work-life harmony using statistical data requires a structured methodology that incorporates data collection, statistical analysis, and interpretation. Below is a step-by-step methodology:

3.1. Define Work-Life Harmony Metrics

Work-life harmony is subjective, but it can be measured using quantitative and qualitative metrics.

3.2. Data Collection

This study was originally designed to include a total of 40 participants, specifically married women employed at the State Government Departments in Aligarh division. A straight forward convenience sampling technique was employed to gather primary data from 40 married female employees working in a Government Departments located in Aligarh division, utilizing a well-organized questionnaire. The primary information is collected from the survey forms that were circulated among the survey respondents, while the secondary information is obtained from previous studies, reference documents, academic journals, and resources supplied by relevant government departments and agencies related to this inquiry.

3.3. Data Cleaning & Preprocessing

- **Data classification:** Data of respondents was classified corresponding to category defined and then compared percentagewise.
- **Normalization:** Scaled different metrics for uniform comparison.
- **Categorization:** Converted qualitative responses (e.g., Strongly Agree, Agree, Neutral, Disagree and Strongly Disagree) into numerical scores for analysis.

3.4. Statistical Analysis: The initial information gathered from the respondent’s undergone examination for analyzing the data using statistical software such as Statistical Package for the Social Sciences (SPSS).

A. Descriptive Statistics: Calculated mean, median, mode, and standard deviation, skewness, kurtosis for each metric and data was visualised to observe distributions and trends.

B. Correlation Analysis: Used correlation to identify relationships among metrics.

C. Testing the hypothesis: Checked t-value and P-value and hypothesis testing was done.

3.5. Interpretation & Insights: Identified thresholds where work-life harmony begins to deteriorate and developed personas for employees experiencing different levels of harmony.

3.6. Recommendations & Action Plan: Suggestions for policy changes (e.g., flexible work hours, support from family) shared. Suggestions are shared for early warning systems for burnout detection. Future use of this study is shared in this research to find organizational cultural shifts towards better work-life harmony.

4. Results

4.1 Demographic Profile of the Respodents

An examination of the demographic characteristics of the participants is conducted to gain insights into the variations in age, educational attainment, household size, family structure, and monthly earnings. The categorization offers valuable understanding regarding the backgrounds of the participants, which shapes their views on work-life equilibrium.

Table 1: Demographic Classification and Officer Support Ranking of Respondents

Category	Classification	No. of Respondents	Percentage (%)
Age Group	Below 30	10	25
	31–40	18	45
	41–50	8	20
	Above 50	4	10
Educational Qualification	Undergraduate	8	20
	Postgraduate	22	55
	Professional	7	17
	Certificate course/Diploma	3	8
Family Size	Below 3	25	62
	4–5	12	30
	Above 5	3	8
Type of Family	Nuclear	25	62
	Joint	15	38

Monthly Income	Below 15,000	5	12
	15,001–30,000	6	15
	30,001–50,000	14	35
	Above 50,000	15	38

The age breakdown reveals that a significant portion of married female employees (45%) falls within the 31-40 age range, suggesting they are navigating an essential period in both their professional and familial lives. The level of education is elevated, with 55% possessing advanced degrees, indicating a highly skilled labour force. A majority of participants (62%) belong to small family units (fewer than three members), potentially alleviating household responsibilities. A significant portion (62%) resides in nuclear family structures, potentially heightening challenges related to work-life equilibrium owing to restricted household assistance. Income brackets fluctuate, with 38% of individuals earning over ₹50,000, which promotes financial security, whereas 12% earn under ₹15,000, potentially encountering financial difficulties.

4.2 Officer Support Factor Ranking

The role of Officer Support is vital in influencing the equilibrium between work and personal life for employees. Personnel who offer support, independence, and engagement foster a more uplifting workplace atmosphere.

Table 2: Officer Support Factor Ranking

Officer Support Factors	Mean	Std. Deviation	Skewness	Kurtosis
Listening to my challenges at the workplace	2.42	1.018	-0.255	-1.216
More involvement	2.40	1.033	-0.133	-1.236
Give more space in fixing the working schedule	2.36	0.916	-0.328	-1.081
Always helpful	2.32	0.985	-0.212	-1.280
At the crucial time of work, officers extend assistance	2.32	1.004	-0.119	-1.266
Provide more autonomy	2.23	0.817	-0.015	-0.797

The table presented above indicates that the foremost factor in Officers Support is “Listening to my challenges at the workplace,” which holds a mean value of 2.42. Following closely, “More involvement” ranks second with a mean value of 2.40. The third position is occupied by “Give more space in fixing the working schedule,” which has a mean value of 2.36. In fourth place, we find “Always helpful,” with a mean value of 2.32. The fifth factor, “At the crucial time of work, officers extend their assistance,” also has a mean value of 2.32. Lastly, “Provide more autonomy” ranks sixth, with a mean value of 2.23.

4.3 Consolidated Ranking of Work-Life Harmony Factors

The concept of Work-Life Balance is a complex framework shaped by numerous elements,

such as the support from colleagues, effective parenting, satisfaction in parental roles, assistance from spouses, help with domestic responsibilities, the burden of role overload, overall job satisfaction, and the presence of job-related stress.

Table 3: Consolidated Ranking of Work-Life Harmony Factors

Category	Factor	Mean	Std. Deviation	Skewness	Kurtosis
Co-workers Support	Always share their knowledge in the work and life experiences	2.38	0.914	-0.076	-0.904
	Sharing my responsibilities	2.28	0.958	-0.084	-0.640
	Co-workers are extremely supportive	2.13	0.849	0.119	-0.908
	Share my duties with colleagues	2.10	0.853	0.185	-0.891
	Good Team spirit	2.07	0.909	0.170	-1.191
	The staff are highly understandable	1.98	0.815	0.242	-0.951
Positive Parenting	Sharing lunch together	2.63	0.974	-0.336	-0.864
	Give recognition and appreciating the children's performance	2.49	1.038	-0.277	-0.776
	Monitoring and Watching the movements of kids always	2.43	1.110	-0.325	-1.139
	Quite often play and laugh with my sons and daughters	2.41	1.000	-0.223	-0.705
	Always pay attention to the ideas and the opinions of my children	2.39	1.067	-0.097	-0.960
Parental Satisfaction	Quality time with kids	2.62	0.995	0.005	-1.097
	The way of Managing the children	2.55	0.840	-0.145	-0.553
	Way of parenting	2.48	1.058	-0.114	-0.851
	Children's Success	2.44	1.004	0.029	-1.075
	Association with children	2.43	0.818	-0.103	-0.559
	Children's behaviour	2.39	0.998	-0.050	-1.118
Spouse Support	The spouse is taking care of my career growth	2.53	1.076	-0.170	-1.240
	Spouse spends quality time with me	2.49	1.094	-0.107	-1.305

	Involvement of spouse in caring the children's growth	2.48	0.864	-0.017	-0.655
	The involvement of Spouse making happy mood in the family	2.44	1.014	0.006	-1.109
	The role of spouse in generating income	2.40	0.936	-0.189	-0.988
	Spouse support in housekeeping	2.35	0.968	0.005	-1.045
Domestic Support	The involvement of my family in caring of my children's growth	2.47	1.058	-0.362	-0.879
	Psychological support from my friends and relatives	2.40	1.019	0.017	-1.142
	My family members extend their cooperation	2.34	1.066	0.049	-1.289
	My family members give financial assistance	2.19	1.084	0.059	-1.195
Role Overload	Amount of work is more than my capacity	2.54	0.968	-0.124	-0.952
	No support for accomplishing my task	2.49	1.019	-0.026	-1.113
	Anticipating more from me	2.42	0.999	-0.110	-1.113
	Overloaded in my job and life	2.40	1.070	-0.092	-0.987
	More pressure from my superior (No freedom)	2.29	0.999	0.085	-1.144
	Too much of workload (duties and responsibilities in my job)	2.25	1.046	0.387	-1.029
Job Satisfaction	Training and development	2.66	1.044	-0.278	-1.095
	List of work to be done	2.66	1.045	-0.181	-1.154
	Working environment	2.55	1.039	-0.131	-1.148
	Capacity to achieve the aims	2.52	1.018	-0.127	-1.099
	Workload	2.51	1.074	-0.031	-1.254
	Benefits at the time of retirement	2.48	0.945	-0.042	-0.904
	Job Protection	2.43	1.019	0.016	-1.122
	Pay	2.39	0.850	0.052	-0.628

	Opportunity in Career growth and development	2.37	1.010	0.176	-1.053
Job Stress	No opportunity for career growth and development	2.48	1.023	-0.120	-1.130
	No orientation	2.41	1.036	0.031	-1.173
	Workload	2.41	1.052	0.087	-1.197
	No benchmarking in labour contract	2.40	1.033	-0.133	-1.236
	Challenges in the work	2.40	1.102	-0.146	-1.125
	Poor ergonomics	2.39	0.942	-0.028	-0.950
	Duplicating in work	2.35	0.933	-0.064	-0.988

The encouragement from colleagues plays a crucial role in achieving a harmonious work-life equilibrium. Workers who exchange insights and duties (average = 2.38, 2.28) and perceive backing from their peers (average = 2.13) indicate higher levels of job satisfaction. Nonetheless, the camaraderie within the team (average = 2.07) and the comprehension of workplace dynamics (average = 1.98) are comparatively diminished, indicating deficiencies in collaborative efforts. Affirmative parenting demonstrates that dining together with children (mean = 2.63) and acknowledging their accomplishments (mean = 2.49) enhance a feeling of satisfaction. Nonetheless, the ongoing observation of children's engagements (mean = 2.43) indicates extra strain on working mothers, which may heighten stress levels. When it comes to parental contentment, the enjoyment of quality moments with children (average = 2.62) takes the top spot, closely followed by proficient child management (average = 2.55). Nonetheless, contentment regarding children's conduct and achievements (mean = 2.39, 2.44) fluctuates, suggesting that outside influences such as workload or stress could impact parenting practices. Support from a partner is essential for achieving a harmonious balance between work and personal life. Assistance for professional development (average = 2.53) and meaningful moments shared (average = 2.49) are positioned prominently. Nonetheless, participation in domestic tasks (mean = 2.35) and revenue generation (mean = 2.40) appears to be somewhat diminished, suggesting that conventional gender roles may still be shaping responsibilities. Factors related to domestic support indicate that engagement from family members in child care (average = 2.47) and emotional backing from relatives (average = 2.40) have a beneficial impact. Nonetheless, support from family in terms of finances (mean = 2.19) is comparatively lower, suggesting a trend towards financial independence among the participants. Role overload presents a significant challenge, characterized by an overwhelming workload that exceeds capacity (average = 2.54) and insufficient support in task completion (average = 2.49) being notably high. The demands imposed by higher-ups (mean = 2.29) and significant responsibilities (mean = 2.25) intensify the disparity between work and personal life. Employee contentment is intricately connected to the availability of training prospects and organized work environments (average = 2.66). An encouraging workplace atmosphere (mean = 2.55) plays a significant role in fostering job engagement; however, elements such as compensation (2.39) and professional development (2.37) indicate potential areas for enhancement in employee motivation. Ultimately, workplace stress continues to be a significant issue. Insufficient prospects for career advancement (average = 2.48), inadequate workplace facilities (average = 2.24), and overwhelming job demands (average = 2.41) are

significant sources of stress. Uncertainty in employment (average = 2.30) and restricted involvement in decision-making processes (average = 2.26) additionally lead to discontent. The research emphasizes that assistance from colleagues, partners, and family significantly enhances the equilibrium between work and personal life. Enhancing these aspects by implementing improved workplace policies, distributing domestic duties more equitably, and defining structured job roles can significantly elevate overall employee wellness.

4.4 Hypothesis Testing

To validate the statistical significance of the relationships among Work-Life Harmony factors, hypothesis testing was conducted.

Hypothesis I: “Relationship Among Dimensions of Work Life Harmony

- **Null Hypothesis (H₀):** There is no relationship between the dimensions—that is, the correlation coefficient (ρ) between any two dimensions is equal to zero.
- **Alternative Hypothesis (H₁):** There is a significant relationship between the dimensions—that is, the correlation coefficient (ρ) is not equal to zero.

Table 4: Relationship among dimensions of Work Life Harmony

Work Life Harmony	Officers Support	Co- workers Support	Positive Parenting	Parental Satisfaction	Spouse Support	Domestic Support	Role Overload ”
Officers Support	1.000	.493**	.474**	.016	.155**	.310**	.065
Co- workers Support		1.000	.466**	.128**	.168	.158**	.169**
Positive Parenting			1.000	.377**	.093**	.031	.181**
Parental Satisfaction				1.000	.016**	.066**	.249
Spouse Support					1.000	.423*	.101**
Domestic Support						1.000	.221**
Role Overload							1.000

**Correlation is significant at the 0.01level (2-tailed).

The data presented in the table indicates that the correlation coefficient for Work Life Harmony is robust and favorable. It can be inferred that Officers Support exhibits a favorable and robust correlation with Co-workers Support (49.3%), Positive Parenting (47.4%), Parental Satisfaction (1.6%), Spouse Support (15.5%), Domestic Support (31%), and Role Overload (6.5%). Support from co-workers exhibits a favorable and robust connection with Positive Parenting (46.6%), Parental Satisfaction (12.8%), Spouse Support (16.8%), Domestic Support

(15.8%), and Role Overload (16.9%). Positive Parenting demonstrates a robust and favorable connection with Parental Satisfaction (37.7%), Spousal Support (9.3%), Domestic Assistance (3.1%), and Role Overload (18.1%). Parental contentment exhibits a favorable and robust correlation with spousal assistance (1.6%), household support (6.6%), and role strain (24.9%). The support from a spouse exhibits a robust and favorable correlation with domestic assistance (42.3%) and role overload (10.1%). The connection between Domestic Support and Role Overload is notably positive and robust, standing at 22.1%.

Hypothesis II: Officers Support

- **Null Hypothesis (H₀):** The mean score for the statement is equal to the neutral or average level.
- **Alternative Hypothesis (H₁):** The mean score for the statement is significantly different from the neutral or average level (in this study, responses are above average).

Table 5: Officers Support

Officers Support	Mean	Std. Deviation	T value	P value
Always helpful	2.32	.985	7.883	0.000**
At the crucial time of work officers extends its assistance	2.32	1.004	7.692	0.000**
Listening my challenges at the workplace	2.42	1.018	9.802	0.000**
More involvement	2.40	1.033	9.251	0.000**
Give more space in fixing the working schedule	2.36	.916	9.479	0.000**
Provide more autonomy	2.23	.817	6.641	0.000**

**denotes significant at 1%level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. According to the average score, the perspectives concerning all these assertions of Officers Support are at a level exceeding the average.

Hypothesis III: Co-workers Support

- **Null Hypothesis (H₀):** The mean score for the Co-workers Support item is equal to the neutral or average level.
- **Alternative Hypothesis (H₁):** The mean score for the item is significantly different from the neutral or average level.

Table 6: Co-workers Support

Co-workers Support	Mean	Std. Deviation	t value	P value
The staff are highly understandable	2.98	.815	-.461	0.645
Co-workers are extremely supportive	2.13	.849	3.787	0.000**

Share my duties with colleagues	2.10	.853	2.741	0.006
Good Team spirit	2.07	.909	1.837	0.067
Sharing my responsibilities	2.28	.958	7.015	0.000**
Always share their knowledge in the work and life experiences	2.38	.914	9.907	0.000**

**denotes significant at 1%level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. The support from co-workers far exceeds the average standard. According to the average score, the perception of colleagues is that they are highly supportive, collaborate on tasks, exhibit strong team spirit, share responsibilities, and consistently impart their knowledge regarding both work and life experiences. The support from co-workers is rated above the average level.

Hypothesis IV: Positive Parenting

- **Null Hypothesis (H₀):** The mean rating for each Positive Parenting item is equal to the neutral or average level.
- **Alternative Hypothesis (H₁):** The mean rating for the item is significantly different from the neutral or average level.

Table 7: Positive Parenting

Positive Parenting	Mean	Std. Deviation	T value	P value
Quite often play and laugh with my sons and daughters	2.41	1.000	9.770	0.000**
Always pay attention to the ideas and the opinions of my children	2.39	1.067	8.723	0.000**
Sharing lunch together	2.63	.974	15.558	0.000**
Give recognition and appreciating the children’s performance	2.49	1.038	11.219	0.000**
Monitoring and watching the movements of kids always	2.43	1.110	9.210	0.000**

**denotes significant at 1% level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. The average score indicates that the perspectives on all these aspects of Positive Parenting exceed the average threshold.

Hypothesis V: Parental Satisfaction

- **Null Hypothesis (H₀):** The mean rating for each Parental Satisfaction item equals the neutral or average level.

- **Alternative Hypothesis (H₁):** The mean rating is significantly different from the neutral or average level.

Table 8: Parental Satisfaction

Parental Satisfaction	Mean	Std. Deviation	T value	P value
Way of parenting	2.48	1.058	10.889	0.000**
Children’s behavior	2.39	.998	9.369	0.000**
Quality time with kids	2.62	.995	14.845	0.000**
Children’s Success	2.44	1.004	10.600	0.000**
The way of Managing the children	2.55	.840	15.656	0.000**
Association with children	2.43	.818	12.712	0.000**

**denotes significant at 1% level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. The average score indicates that the views concerning all these statements of Parental Satisfaction exceed the average level.

Hypothesis VI: Spouse Support

- **Null Hypothesis (H₀):** The mean score for each Spouse Support item is equal to the average or neutral level.
- **Alternative Hypothesis (H₁):** The mean score is significantly different from the average or neutral level.

Table 9: Spouse Support

Spouse Support	Mean	Std. Deviation	T value	P value
Involvement of spouse in caring the children’s growth	2.48	.864	13.293	0.000**
Spouse support in house keeping	2.35	.968	8.669	0.000**
The role of spouse in generating income	2.40	.936	10.301	0.000**

The involvement of Spouse making happy mood in the family	2.44	1.014	10.451	0.000**
The spouse is taking care of my career growth	2.53	1.076	11.875	0.000**
Spouse spends quality time with me	2.49	1.094	10.800	0.000**

**denotes significant at 1% level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. The average score indicates that the perspectives on all these assertions related to Spouse Support exceed the typical level of agreement.

Hypothesis VII: Domestic Support

- **Null Hypothesis (H₀):** The mean rating for each Domestic Support item equals the neutral or average level.
- **Alternative Hypothesis (H₁):** The mean rating is significantly different from the neutral or average level.

Table 10: Domestic Support

Domestic Support	Mean	Std. Deviation	T value	P value
The involvement of My family in caring of my children’s growth	2.47	1.058	10.733	0.000**
My family Members extend their cooperation	2.34	1.066	7.675	0.000**
My family members give financial assistance	2.19	1.084	4.237	0.000**
Psychological support from my friends and relatives	2.40	1.019	9.336	0.000**

**denotes significant at 1% level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. According to the average score, the perspectives on all these assertions related to Domestic Support exceed the average threshold.

Hypothesis VIII: Role Overload

- **Null Hypothesis (H₀):** The mean score for each Role Overload item is equal to the neutral or average level.

- **Alternative Hypothesis (H₁):** The mean score is significantly different from the neutral or average level.

Table 11: Role Overload

Role Overload	Mean	Std. Deviation	T value	P value
Amount of work is more than my capacity	2.54	.968	13.415	0.000**
No support for accomplishing my task	2.49	1.019	11.546	0.000**
Overloaded in my job and life	2.40	1.070	9.011	0.000**
Anticipating more from me	2.42	.999	10.110	0.000**
Too much of workload (duties and responsibilities in my job)	2.25	1.046	5.704	0.000**
More pressure from my superior (No freedom)	2.29	.999	6.896	0.000**

**denotes significant at 1% level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. The average score indicates that the perceptions concerning all these assertions related to Role Overload exceed the average threshold.

Hypothesis IX: Job Satisfaction

- **Null Hypothesis (H₀):** The mean score for each Job Satisfaction item is equal to the neutral or average level.
- **Alternative Hypothesis (H₁):** The mean score is significantly different from the neutral or average level.

Table 12: Job Satisfaction

Job Satisfaction	Mean	Std. Deviation	t value	P value
Job description (Duties and Responsibilities)	2.19	.935	4.776	0.000**
Nature of Supervision	2.24	.934	6.256	0.000**
Co-workers' behaviour	2.26	.920	6.849	0.000**
Pay	2.39	.850	10.945	0.000**
Benefits at the time of retirement	2.48	.945	12.283	0.000**
Opportunity in Career growth and development	2.37	1.010	8.807	0.000**
Working environment	2.55	1.039	12.576	0.000**
Work load	2.51	1.074	11.383	0.000**
Job Protection	2.43	1.019	10.199	0.000**
Training and development	2.66	1.044	15.106	0.000**
List of work to be done	2.66	1.045	15.062	0.000**
Capacity to achieve the aims	2.52	1.018	12.224	0.000**

**denotes significant at 1% level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. According to the average score, the perspectives on all these assertions related to Job Satisfaction exceed the average threshold.

Hypothesis X: Job Stress

- **Null Hypothesis (H₀):** The mean rating for each Job Stress item is equal to the average or neutral level.
- **Alternative Hypothesis (H₁):** The mean rating is significantly different from the average or neutral level.

Table 13: Job Stress

Job Stress	Mean	Std. Deviation	T value	P value
Workload	2.41	1.052	9.242	0.000**
Challenges in the work	2.40	1.102	8.602	0.000**
No proper leading	2.19	.989	4.601	0.000**
Insufficient infrastructure	2.24	.946	6.089	0.000**
Less Compensation	2.24	.948	6.118	0.000**
Duplicating in work	2.35	.933	8.994	0.000**
No opportunity for career growth and development	2.48	1.023	11.305	0.000**
Poor ergonomics	2.39	.942	9.882	0.000**
Differentiation/Biased	2.34	1.132	7.152	0.000**
No adequate social support	2.26	1.102	5.758	0.000**
No job protection	2.30	1.055	6.924	0.000**
Too much responsibility	2.22	.987	5.456	0.000**
Low participation in decision making	2.26	1.050	5.920	0.000**
No freedom	2.26	1.015	6.089	0.000**
Conflicting demands	2.22	1.022	5.147	0.000**
Inequality in pay fixation	2.30	1.077	6.630	0.000**
No orientation	2.41	1.036	9.508	0.000**
No benchmarking in Labour contract	2.40	1.033	9.251	0.000**

**denotes significant at 1%level.

Given that the P-value is below 0.01, the null hypothesis is dismissed at the 1% significance level. According to the average score, the perspectives on all these assertions related to Job Stress exceed the typical level.

5. Discussion

The examination of the data, bolstered by statistical evaluations and existing research, uncovers noteworthy connections between these elements and the harmony of work and personal life.

5.1 Commercial and Societal Impact of This Research

The insights yielded by this study possess profound implications for a diverse array of stakeholders, extending well beyond academic discourse to encompass actionable applications across organizational, policy, and technological spheres.

1. Optimizing Workforce Strategies for Enhanced Retention: The data compellingly reveals that married female employees possessing advanced academic credentials (specifically, 55% holding postgraduate degrees) are concurrently managing demanding professional trajectories while navigating heightened job expectations and significant familial obligations. Furthermore, a substantial proportion (62%) of these individuals reside within nuclear family structures, frequently lacking the traditional support systems inherent in extended kin networks. This crucial insight empowers organizations to formulate and implement more efficacious work-life harmony policies, which, in turn, can markedly elevate employee satisfaction and bolster retention rates among highly qualified female talent.

2. Elevating Managerial Aptitudes and Organizational Climate: This investigation critically highlights the indispensable need for structured mentorship and bespoke training initiatives aimed at augmenting managerial proficiencies in addressing intricacies related to work-life balance and harmony. Organizations are thus positioned to directly integrate these findings into their leadership development programs, thereby cultivating a more empathetic, understanding, and ultimately healthier operational environment.

3. Catalyzing Innovation in Human Resources Technology and Wellness Solutions: The study cogently demonstrates that the attainment of work-life balance and harmony transcends mere individual endeavor, emerging instead as a shared responsibility involving partners, family members, and various workplace constituents. This multifaceted understanding presents a compelling opportunity for HR and wellness-centric technology enterprises and emerging startups. They can judiciously leverage these insights to engineer pioneering, AI-powered applications and comprehensive solutions. Additionally, nascent companies specializing in mental health support and remote work management can strategically employ this research to effectively position their offerings, underscoring their capacity to ameliorate identified challenges.

4. Enhancing Productivity and Mitigating Absenteeism: The research establishes a distinct correlation: female employees experiencing pronounced work-related stress frequently contend with difficulties in concurrently fulfilling career expectations and familial duties. This often culminates in diminished professional performance, elevated rates of absenteeism, and a discernible decline in overall well-being. The implementation of empirically supported strategies—such as flexible work arrangements, remote work opportunities, and proactive mental well-being initiatives like digital detoxification programs—can directly foster augmented productivity and a notable reduction in workforce absences.

5. Informing Legislative Frameworks and Policy Evolution: The study rigorously substantiates that role overload exerts a considerable influence on work-life equilibrium, particularly for married women who adeptly navigate manifold responsibilities as employees,

mothers, and caregivers. Governmental bodies and labor organizations are therefore well-positioned to effectively utilize these findings to sculpt progressive labor laws and policy reforms, ultimately ameliorating working conditions and refining business regulations to more adequately support this critical demographic.

6. Advancing Human Resources and Management Consulting Paradigms: The findings unequivocally posit that achieving comprehensive work-life equilibrium mandates concerted, collaborative endeavors from individuals, organizations, policymakers, and the broader community to genuinely elevate employee welfare. This provides a robust foundation upon which HR consultants can devise innovative conceptual frameworks, and management consultants can tender evidence-based counsel to their clientele, thereby optimizing overarching workforce performance.

7. Securing a Competitive Edge in Talent Acquisition and Retention: The explicit recommendation for departments to orchestrate workshops designed to cultivate employees' emotional intelligence through heightened awareness directly contributes to fostering a more supportive and understanding work culture. Businesses that proactively embrace and implement robust work-life harmony strategies stand to gain a considerable competitive advantage in both talent acquisition and retention, simultaneously fortifying their employer brand and successfully attracting premier talent.

8. Establishing Essential Counseling Infrastructure: The imperative to institute a dedicated counseling division within government departments constitutes a direct, actionable recommendation emanating from this research. The provision of such a service would deliver crucial support, thereby directly contributing to the holistic well-being and sustained productivity of married female employees.

5.2 Contribution of this research to the field of Research & Society:

This research offers significant contributions across various academic disciplines and holds substantial societal implications.

1. Multidisciplinary Scholarly Impact: The findings of this study possess the potential to influence a diverse array of academic fields, including psychology, business management, sociology, public policy, and organizational behavior. By shedding light on the intricate dynamics of work-life harmony, this research provides valuable insights that can be integrated into theoretical frameworks and empirical investigations across these disciplines.

2. Informing Progressive Policy Development: The empirical evidence generated by this study can critically inform the development and refinement of labor laws and public policies. Specifically, it offers a robust foundation for shaping legislation related to flexible work arrangements, enhanced maternity and childcare leave provisions, and comprehensive mental health support within workplaces, thereby fostering more equitable and supportive employment ecosystems.

3. Shaping Public Discourse and Community Well-being: The research findings can be amplified by media outlets, advocacy groups, influencers, and freelancers, thereby significantly shaping social conversations surrounding contemporary work culture. This dissemination can raise broad public awareness that enhanced work-life harmony directly

correlates with stronger family relationships, improved child development outcomes, and increased community engagement, ultimately contributing to a more cohesive society.

4. Catalyzing Technological Innovation: The insights derived from this research may directly support innovations in virtual collaboration tools and productivity software, particularly those designed to facilitate effective remote work solutions. By identifying key stressors and enablers of WLH, the study can guide the development of technological solutions that genuinely support integrated professional and personal lives.

5. Transforming Organizational HR Practices: The recommendations emerging from this paper are highly adaptable for adoption into Human Resources policies across diverse sectors. Concepts such as hybrid work models, compressed workweeks, and comprehensive employee wellness programs can stem directly from this research, leading to improved mental health outcomes and elevated job satisfaction among employees across various industries.

6. Conclusion

This document illuminates the multifaceted challenges married female employees face in achieving work-life harmony (WLH) within the Indian context, specifically within state government offices in the Aligarh division. While many developed nations have proactively adopted family-oriented workplace policies, India has yet to demonstrate a comparable level of progress. Globally, women constitute a vital segment of the workforce, and the obstacles they encounter are considerable, with career disruptions frequently stemming from the demands of motherhood and household responsibilities. For both contemporary employees and employers, striking a balanced co-existence between professional responsibilities and familial obligations is an escalating concern. Establishing a nurturing workplace atmosphere through initiatives like flexible hours, remote work options, childcare services, and enhanced childcare leave remains a crucial endeavor requiring urgent attention. Given the rising prevalence of dual-career couples, it's only logical that this progressive approach be embraced more fully, as it would significantly boost productivity and foster greater work-life harmony for married working women. The findings, in fact, indicate that working women exhibit a strong level of occupational involvement while adeptly managing the demands of both their careers and family responsibilities.

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