**Research Paper**

# Work Life Balance and Subjective Well Being among Working Professionals across Gender

Sandra P J[1]*, Ashwini H[2]

**ABSTRACT**

The concept of work life balance has become increasingly important in today's fast paced and demanding work environment. Achieving work life balance has been shown to have a positive impact on subjective well-being, or an individual's overall evaluation of their life satisfaction and happiness. The present study aims to find out whether there is a relationship between work life balance and subjective well-being among working professionals and significant difference in work life balance and subjective well-being across gender. Work life balance scale and subjective well-being inventory were circulated among the samples of 100 working professionals consisting of both male and female by using Convenience sampling method, obtained data was analysed using Pearson coefficient of correlation and independent t test. With the help of SPSS version 22 and it was found that there is no significant relationship between work life balance and subjective well-being among working professionals. The study also found that there is no significant difference in work life balance and subjective well-being across Gender. The study concludes the need for effective interventions and support policies to help working professionals to improve work life balance and subjective well-being.

*Keywords:* *Work life balance, Subjective well-being, Working professionals*

Working adults' social and family lives have been significantly hampered by shifting work patterns over time. With the restricted 24 h' time asset accessible in a day, working grown-ups might be faced with many difficulties, including cut off times to meet targets, monetary commitments, and squeezing family obligations. The degree of involvement in their work, family, and social lives may be impacted by these circumstances, which may result in role conflict. A few researchers recommend that greater levels of popularity from family exercises make it hard to adjust work and everyday life. This phenomenon has been attributed in part to an increase in the number of women working and men taking on more housework, such as taking care of children and household chores. The evidence also suggests that men's time spent doing housework has increased over time, and that female labour force participation has also increased over time. Failure to achieve a "balance" between these domains may have an adverse effect on the health of

[1]Post Graduate Student
[2]Assistant Professor
*Corresponding Author

working adults, and work-life conflict may arise when there is a role conflict in the satisfaction of work and family life.

Work-life conflict among employees is known to be linked to a variety of health issues, such as poor physical health, poor self-reported health, psychological distress, poor mental health, and life dissatisfaction. On the other hand, the relationship between work-life conflict and health outcomes may differ depending on gender due to the unequal distribution of roles related to the workplace. For instance, some previous research has shown that working women have a better relationship than men with work-life conflict and poor self reported health, while other research has shown that men and women have similar outcomes. Women who had equal responsibility for both work and family had lower levels of fatigue, stress, and physical symptoms than women who had unequal responsibility for both.

### *Work life Balance*
The term "work-life balance" typically refers to the ratio of time spent working to time spent with loved ones or pursuing personal interests and hobbies. You won't have as much time to devote to your other interests or responsibilities when work requires more of your time or attention.

A lot of people want to strike a better balance between their personal and professional lives so that work doesn't consume most of their time. However, because our professional and personal lives do not always exist in separate spheres, the term itself can be misleading.

As a res ult, the term "work-life integration," also known as the "synergistic blending of our personal and professional responsibilities," is gaining popularity. From this point of view, work is just one aspect of our lives that needs to be taken into consideration alongside other significant issues like our personal well-being, our relationships with our families and friends, and our community. Work-life integration is more like a Venn diagram of interests that overlap than a scale with two opposing sides.

Your physical, emotional, and mental health could all benefit from achieving a better work life balance. Long hours at work have been linked to serious health problems like "impaired sleep, depression, heavy drinking, diabetes, impaired memory, and heart disease" according to studies.

Tragically, as these circumstances emerge they can likewise compound our work-life issues, prompting burnout and other negative repercussions.

Many researchers disagree, despite the fact that employees and employers may believe that long working hours lead to increased productivity. For instance, a study conducted in 2014 found that once workers reached a predetermined number of hours, their productivity began to decline as the likelihood of errors and injuries increased. Therefore, achieving a healthy work-life balance may not only improve emotional states and stress levels, but it may also boost overall productivity and the bottom line of employers.

Why is it crucial for employees to have a healthy work-life balance? Employees must maintain a healthy work-life balance. In addition to enhancing their mental health, it also helps the company. Employees that have a healthy work-life balance are more effective, motivated, and productive.

Work-life balance happens when time spent working does not limit time spent on personal pursuits (such as leisure time or family time). It is a crucial job resource that improves how positively employees experience work demands, such as by fostering a work-family environment where employees feel they are not required to give up effectiveness in their family roles in order to execute their jobs. In actuality, three components likely make up work-family balance: (a) time balance, which entails allocating the same amount of time to both job and family responsibilities; (b) engagement balance, which entails allocating the same amount of psychological energy to the aforementioned responsibilities; and (c) satisfaction balance, which entails on both work and family roles. Individual perception not only influences the work and personal life but also by other characteristics such as organisational culture, significance of the work, and the presence of the work life starting.

### Subjective Well-Being

A person is said to have a high degree of SWB [or, to put it another way, to be very happy] if they have a high level of life satisfaction, have a stronger positive affect, and little to no negative affect. The idea of SWB fits within the 'hedonic' worldview, which views happiness or well-being as primarily involving maximum pleasure and minimising or avoiding pain.

The "eudemonic" perspective, which, according to Waterman (1993), is where one lives in line with one's "true self," is different from this. This viewpoint focuses on a person's level of self-realization and the degree to which they fully incorporate these concepts into their daily lives.

Subjective well-being (SWB), often referred to as self-reported well-being, is the way that individuals interpret and assess various facets of their lives. It is frequently used to gauge one's pleasure and mental well-being and is a reliable indicator of one's longevity, longevity, and good health.

It is now a helpful indicator of the wellbeing of society. It gives insights that can be utilised to direct public health, economic, and social policies in addition to giving psychologists a means to gauge how people feel about their life. Assessments of subjective well-being are used by policymakers to evaluate the state of societies and the effectiveness of social policies.

Researchers have paid a lot of attention to subjective well-being (SWB) as a result of the growth and acceptance of positive psychology in recent years. The SWB literature has developed quickly in the more than five decades since the topic first emerged. SWB is currently conceptualised as "a person's cognitive and affective evaluations of his or her life" thanks to the efforts of psychologists and other social scientists. To understand how people operate well, we need to look at the role that work plays in our lives in addition to general life assessments. In that sense, the flourishing concept must be taken into consideration, especially in the context of the workplace because it still represents a relatively new approach to constructive organisational behaviour.

### Working Professionals

Professionalism is a demonstrable awareness and the application of expert and specialised knowledge within a specific field and the acceptance of standards relating to that profession application of competences and qualities, including knowledge, and appropriate skills.

Project professionals must be equipped with excellent interpersonal skills such as communication, leadership and empowerment. Good interpersonal skills not only enable professionalism in the workplace, but they are a vital condition for project success.

A working professional is someone who is employed in a specific field or industry, usually with a high degree of skill and experience. Working professionals can be found in a wide range of industries, such as business, technology, healthcare, education, and more. They typically have a set of specialized skills and knowledge acquired through education, training, and on-the-job experience that enable them to perform their job duties at a high level.

Working professionals may work full-time, part-time, or on a contract basis, and they may be employed by large corporations, small businesses, non-profit organizations, or government agencies. They may hold a variety of job titles, such as manager, executive, consultant, specialist, analyst, engineer, and more.

Working professionals are valued for their expertise, experience, and ability to solve complex problems. They are often required to stay up-to-date with the latest industry trends and technologies, and may attend conferences, workshops, or other training events to further their knowledge and skills.

### Need and significance of the Study

Study among working professionals connecting their work life balance and subjective well-being serves many purposes in accordance with their gender. The well-being of employees is critical to their personal and professional success. When employees experience high levels of work-life conflict, it can negatively affect their subjective well-being, leading to decreased job satisfaction, lower productivity, and higher turnover rates. It is also important for promoting gender equality in the workplace. By studying the experiences of both men and women, we can identify and address these barriers to gender equality.

Organizations also benefit from promoting work-life balance and subjective well-being among their employees. Employees who experience high levels of well-being are more engaged, productive, and committed to their work. the study of work-life balance and subjective well-being across gender is an issue of social responsibility. As more and more individuals enter the workforce, it is important to ensure that workplaces are supportive and inclusive environments that promote well-being for all employees, regardless of their gender.

## REVIEW OF LITERATURE

### Studies Related to work life balance among working professionals

Anne Annink (2016) has carried out a study on from social support to capabilities for the work-life balance of independent professionals. With the help of social support, independent professionals may combine their personal and professional lives, according to this qualitative study. In the Netherlands, Spain, and Sweden, face-to-face interviews were done with 50 independent experts. The analysis of the interview data was done using a capability approach, which views work-life balance in terms of capabilities. The partners, families, and work- and non-work-related friends who could offer emotional and practical assistance seemed to be the independent professionals' most significant sources of social support. However, individual (gender and cohabitation), institutional (easy of conducting business and formal childcare), and cultural (financial hardship and familialism) factors all affect how

much social support may be transformed into capacity. The international comparison reveals that the societal and institutional.

Allen, T.D. et al. (2014) has conducted a study on Work-family conflict and work-life balance. The Sample size is 313 working adults.: The study found that women reported higher levels of work-family conflict than men. However, the relationship between work family conflict and work-life balance was similar for both genders.

Conclusion: The study concludes that organizations should implement policies and practices that help reduce work-family conflict, particularly for women, as this may improve work-life balance for all employees.

Burke, et al (1993) has conducted a study on Gender differences in work-related stress. The Sample size is 238 working adults. The study found that women reported higher levels of work-related stress than men, due in part to their greater involvement in caregiving and household responsibilities. Women also reported higher levels of work-family conflict than men. The study concludes that organizations should be aware of the challenges faced by women in balancing work and family responsibilities, and should implement policies and practices that help reduce work-family conflict and promote work-life balance for all employees.

Dash, Mihir et al. (2021) has studied on the perception of work life balance among IT professionals. This study looks at how IT professionals manage their personal and professional lives. According to studies, the imbalance between work and home life caused by extended work hours and skipped holidays contributes to the high stress levels among IT professionals. Both businesses and employees are concerned about work-life balance. It worries both the employees because of their level of stress and the ill-health (both physical and mental) that results from it, as well as the employers since the ill-health of their employees leads to decreased productivity and increased absenteeism. This imbalance between work and life has only been made worse by technological innovation and competitiveness. Establishing the psychometric characteristics of the scale that has been used is the primary goal of the study's first section.

Demerouti, E et al. (2005) has conducted a study on Working parents: An empirical test of Karasek's model of work–home interference. The population is 151 working parents. The finding shows that Work–home interference is negatively related to subjective wellbeing. On the parameters of job interference with personal life, there were significant differences between male and female professionals (t=2.35, p=.05). On the domains of work life balance overall, work-life enhancement, and personal life interference with work, no significant variations were discovered. There were no disparities between the professionals in the various age groups in terms of work-life balance or any of its components.

Greenhaus,et al. (2003) has conducted a study on The relation between work-family balance and quality of life. The population is 436 working adults. The study found that work family balance was positively related to quality of life, regardless of gender. However, women reported higher levels of work-family conflict than men. The study concludes that organizations should promote work-family balance as a means of improving employees' quality of life.

Ashi Sachdeva et al. (2019) has carried out the research on work life balance: an approach towards study of working women. In the current climate, when both the family and the job

have presented numerous challenges and obstacles for working women, a healthy work-life balance is crucial. Both at home and at business, women play a significant role. The lives of women have seen significant transformation in the modern era. Today's working women have incredibly stressful lifestyles. Since they are unable to devote enough time to their families and organisations, they are facing numerous difficulties in both their personal and professional life. In the modern world, work-life balance (WLB) has become an important and common problem for working women. Learning how to balance work and life is essential for achieving it. When a working woman is content with her personal and professional.

Park et al. (2018) has conducted a study on the effect of work-life balance on job satisfaction and turnover intention: Moderating role of gender. The sample size and the population is 268 working adults The study found that work-life balance was positively related to job satisfaction and negatively related to turnover intention. The effect of work-life balance on job satisfaction and turnover intention was stronger for women than for men. The study concludes that organizations should implement policies and practices that promote work-life balance for both male and female employees, but particularly for women, as they appear to benefit more from work-life balance initiatives.

Parminder WaliaIn(2020) has conducted study on Gender and age as correlates of work-life balance the current study, the relationship between demographic factors (gender and age) and the work-life balance of working professionals in the IT and ITES Industry is being investigated. 308 working professionals from the IT and ITES industries made up the sample.

Zameer ul Hasan et al. (2020) has conducted a study on work life balance, intrinsic motivation, subjective well-being and job satisfaction among the health care professionals of Pakistan. The study is aimed to explore the association among work-life balance, intrinsic motivation, subjective well-being and job satisfaction among the healthcare professionals of Pakistan. The authors examined the suggested associations using a sample of 301 health care professionals. Results were consistent with the proposed theoretical framework, and there was a higher link between work-life balance and subjective well-being when job satisfaction was low as opposed to high. The results support our hypothesis that the relationship between work-life balance and subjective well-being in health care professionals is more nuanced than previously thought, leading to a pattern of moderated mediation. In short, it was discovered that when intrinsic motivation is low, work-life balance improves subjective well-being through job satisfaction. We also go over the research's theoretical contributions, practical ramifications, and future study directions.

### *Studies related to subjective well-being among working professionals*
Arshadi et al (2017) has conducted a study on Work-family conflict and subjective well-being: The mediating role of job stress among Iranian male and female employees. The Sample size is 400 working adults in Iran. The study found that work-family conflict negatively affected subjective well-being for both genders, and that job stress partially mediated this relationship. Women reported higher levels of work-family conflict and job stress compared to men. The authors suggest that addressing work-family conflict and job stress could be an effective way to improve subjective well-being for both male and female workers in Iran.

Charles walker (2012) has conducted a study on Gender employment and subjective wellbeing among young working class Russians. This study examines how young workers in Russia are experiencing class-based identities and inequities as they change, with an emphasis on how they identify with both traditional and new forms of gendered employment. It investigates how young people who are directed into "poor work" in state and previous state businesses experience the material and symbolic plight of these transitions, as well as the other options for employment and self-identification that are open to them. The chapter then discusses how young people's subjective perceptions of their own subordination in the labour market are evolving, with a growing perception that it is due to personal shortcomings and bad decisions rather than logical ones supported by traditional forms of working-class identity. According to the chapter, both of these advancements.

Chen, Y. et al. (2019) has conducted a study on Work stress, social support, and subjective well-being among Chinese working women and men. The Sample size is 524 working adults in China. The study found that work stress negatively affected subjective well-being for both genders, but social support had a positive effect. Women reported lower levels of subjective well-being compared to men. The authors suggest that providing social support in the workplace could be an effective way to promote subjective well-being among working professionals, particularly for women who may be more susceptible to negative effects of work stress.

Cocker, F. et al (2018) has conducted a study on Gender and occupational differences in perceived work stress, subjective health complaints, and absenteeism among white-collar workers. The Sample size is 3,054 working adults in Sweden. The study found that women reported higher levels of work stress and subjective health complaints compared to men, but there were no gender differences in absenteeism. Professional and managerial occupations reported higher levels of work stress compared to other occupations. The authors suggest that interventions to reduce work stress could be targeted towards specific occupations, and that addressing gender differences in work stress could be an important step towards promoting subjective well-being in the workplace.

Kim, S. et al. (2020) has conducted a study on the gender differences in subjective well-being among Korean workers. The Sample size is 1,000 working adults in Korea. The study found that female workers had lower subjective well-being compared to male workers, and that job satisfaction was a significant predictor of subjective well-being for both genders. The authors suggest that interventions to improve job satisfaction could help to increase subjective well-being for both male and female workers.

Raksha Singhet et al. (2018) has conducted a research on Gender Differences in Spirituality and Subjective Well-being among working couples in Indian Society. Every human being seeks happiness and fulfilment in his or her own experiences and knowledge. Examining certain universal concepts, such as love, compassion, altruism, life after death, wisdom, and truth, while keeping in mind that some people, such as saints or enlightened beings, have displayed higher degrees of development than the average person, is what spirituality entails. Individuals perceive happiness and life satisfaction differently. The degree to which a person thinks or feels that her or his life is going well is similar. The current study looked at working couples between the ages of 25 and 45 (working males = 50 and working women = 50) to see if there were any gender variations in spirituality and subjective wellbeing. 100 working couples made up the entire sample.

Sneha Chatterjee1 et al. (2020) has conducted study on Mindful Self-Care and Subjective Well-Being among College Students and Working Professionals. The widespread decline in mental health begs us to identify preventive and protective elements that can be included into daily living. College students and working adults, particularly in urban areas, experience certain stressors that are harmful to their wellbeing. Consistent and deliberate conscious self-care has been associated with good health. Therefore, the purpose of this study was to investigate the connection between mindful self-care and subjective well-being. 200 adults, including 100 students and 100 working professionals from diverse sectors, participated. The following tools were used with the self-report approach to collect data: The Mindful Self-Care Scale (MSCS, 2018) was used to measure mindful self-care, and Nagpal and Sell's Subjective Well-Being Inventory (1992) was used to measure subjective wellbeing. The findings showed that people practise attentive self-care.

## METHODOLOGY

The present study is carried out to understand work life balance and subjective wellbeing among working professionals across gender. As people undergo varies works and have difference in their subjective well-being which mostly connected with the work life balance. This consists of research questions, aim, objectives, research design, participants, sampling, sample selecting criteria, procedure, tools, and nature of tools and statistical analysis used in the study.

### Aim

To study the work life balance and subjective well-being among working professionals across gender.

### Research Questions

- Is there any significant difference in work-life balance among working professionals across gender?
- Is there any significant difference in subjective well-being among working professionals across gender?
- Is there any relationship between work-life balance and subjective well-being among working professionals across gender?

### Objectives

- To study the difference in work life balance among working professionals across gender.
- To study the work life balance among working professionals across gender.
- To study the difference in subjective well-being among working professionals across gender.
- To study the subjective well-being among working professionals across gender.
- To study the relationship between work life balance and subjective well-being among working professionals across gender.

### Hypotheses

- H01: There is no significant difference in work life balance among working professionals across gender.
- H02: There is no significant difference in subjective well-being among working professionals across gender.

- H03: There is no significant relationship between work life balance and subjective wellbeing among working professionals across gender.

*Operational Definition*

Work-Life Balance (WLB) is defined as the achievement of fulfilling experiences in the different aspects of life that require various resources, like energy, time and commitment and these resources are spread across all the domains. (Kirchmeyer (2000))

Subjective well-being is defined as how a person evaluates his or her own life. (Deiner)

Working professionals is someone who is employed in a specific field or industry, usually with a high degree of skill and experience.

*Research Design*

Present study is Exploratory in nature. This is to acquire insight into the research topic, since there is no much investigations conducted on the topic before, the current study requires more insight. The study adopts the sample survey research method.

*Sample Description*

100 working professions were selected from the age group of 24-35 years. Among that 50 Males and 50 females were selected. Convenience sampling method is used and sample was collected from different areas of Kerala.

**Inclusion Criteria**

- Working professionals with age group of 24-35.
- Participants who were able to read, write and understand English.

**Exclusion Criteria**

- Gender other than male and female.
- People who are not working professionals.

*Variables*

1. Independent variable: Gender (50 female and 50 male)
2. Dependent variable: Work life balance and subjective well being

*Assessment Tools Work life balance scale*

Work life balance scale is a 36 item measure. The scale was developed by Udai pareek and Surabhi Purohit (2010) to measure n individuals work satisfaction and individual perception. Work life balance scale is meant to diagnose the level and areas of work life balance in an organisation, as perceived by its employees. It should be responded by the employees at various levels in different department /sections.

**Scoring:** Transfer the rating from the instrument to the score sheet, making sure that the original responses of the starred items (*) are reversed (0 becomes 4, 4 becomes 0, 1 becomes 3, 3 becomes 1, and 2 remains 2) Add each row.

Multiply each total by 4.17. it will range from o to 100. This is W-L Balance index.

Total all totals to get the overall W-L balance index, ranging from 0 to almost 100.

**Reliability and validity:** Reliability estimates for this measure have been near 0.825.

### Subjective well-being inventory

Subjective well-being inventory was developed by Nagpal, R and Sell, H, in 1985. It is a self-report as well as interview administering questionnaire, consisting of 40 items, designed to measure feeling of well-being or lack if it as experienced in various day to day concerns. Nineteen items elicit negative effect.

**Scoring:** Subjective well-being inventory is scored by attributing the values 3,2,1 to the response categories of the positive items and 1,2 and 3 to the negative items. The range of the total score is 40 to 120 with the cut off score of 81 for adult Indian. A lower score is indicative of the lack of feeling of well-being.

**Reliability and validity:** Re-test reliability; original sample was re-tested after 18 months interval of original administration. The contingency as a measure of association between the responses to the same items at two occasions was worked out. It was found to be statistically significant below 0.002 levels. Since memory effects are extremely unlikely to have played a role after such a long time, it proves not only a high retest reliability of the inventory and its items but also high stability over time of feelings measures. Authors report statistically significant and meaningful difference between happy and unhappy persons belonging to low socio-economic group, which hinted at the validity of the inventory.

### Procedure

The participants were met individually. The purpose of the study was explained to the individual. The participants willingness to participate in the study was ascertained after the establishment of rapport. The socio demographic details were collected. The participants were briefed about the two inventories separately and were provided with clear instructions.

Participants were asked to take 5 minutes break after completion of one inventory. Both work life balance scale and subjective well-being inventory were collected and checked for any kind of omissions. Then all the responses were scored and interpretation was made. And responses are scored by copying to spread sheet.

### Ethical Consideration
- Informed consent was taken from each participants before filling the questionnaire.
- The purpose of the study was explained properly to each participant.
- Clarification regarding the confidentiality was given before filling the questionnaire.
- Participants were treated equally and fairly.

### Statistical Analysis
- **Pearson product moment correlation**

To find out the relationship between work life balance and subjective well being

- **Independent t test**

Used to analyse the mean comparison of two independent groups among working professionals across gender.

## RESULT AND DISCUSSION

The statistical analysis of the present study was the done by using person moment coefficient of correlation and independent t test. Pearson product moment correlation is used to find out the relationship between work life balance and subjective well being and independent t test was used to analyse the mean comparison of two independent groups among working professionals across gender.
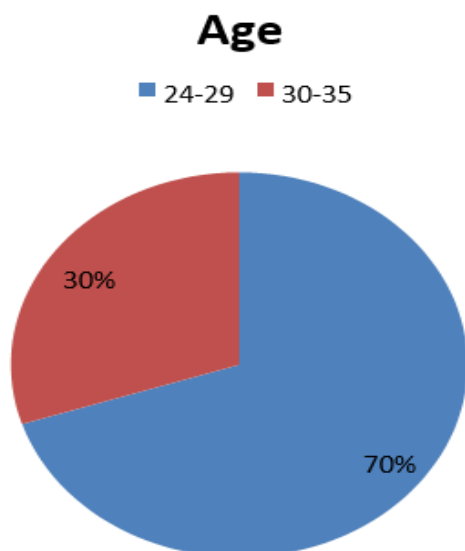
**Socio-demographic details of the participants:**
**Section 1**
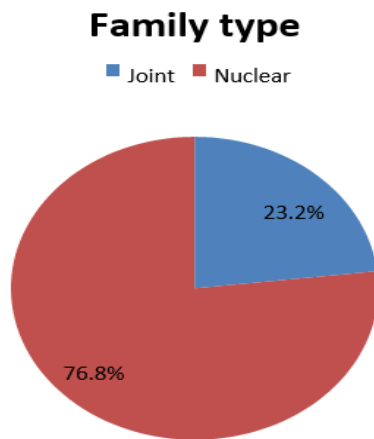*Figure 4.1: percentage of working professionals across gender*
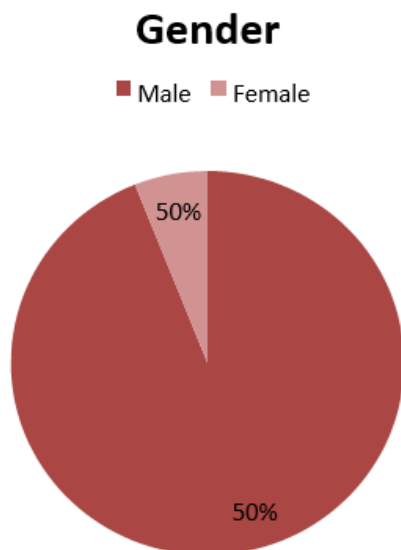


The gender of working professionals is 50% is male and 50% is female.

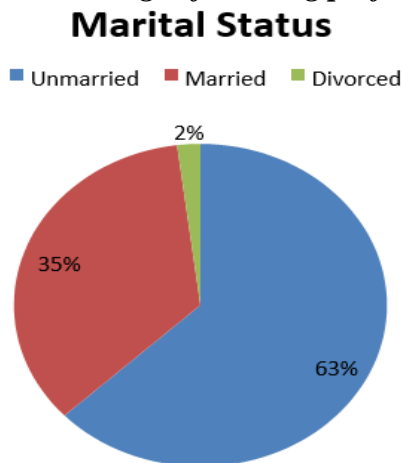*Figure 4.2: percentage of working professionals to different age groups*



The age of working professionals indicates that 70% falls under the age range of 2429 and 23.2% falls under age range of 30-35.

*Figure 4.3: percentage of working professionals of different family type*

**Family type**

■ Joint ■ Nuclear

23.2%

76.8%

The family type of the working professionals indicates that 76.8% falls under the family type of nuclear and 23.2% falls under joint family type.

*Figure 4.4: Percentage of working professionals belongs to different marital status*

**Marital Status**

■ Unmarried ■ Married ■ Divorced

2%

35%

63%

The marital status indicates that 63% of working professionals falls under unmarried, 35% falls under married and 2% falls under divorced.

*Figure 4.5: percentage of working professionals belonging to different years of work experiences*

**Work experience**

■ 1-3yrs ■ 4-6yrs

37.8%

62.2%
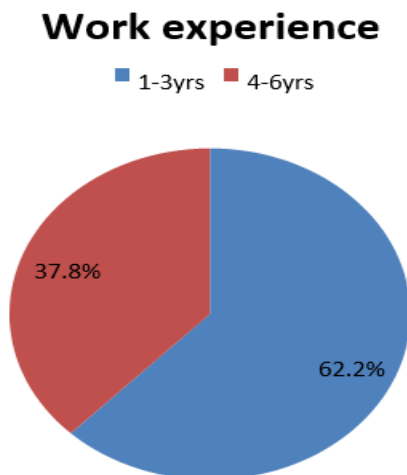
The work experience indicates that 62.2% falls under the experience of 1-3 years and 37.8% falls under the work experience of 4-6 years.

*Section 2*
*Table 4.1: Test of normality of work life balance and subjective well-being among working professionals across gender*

|  |  | Kolmogorov-Smirnova | | | Shapiro-Wilk | | |
|---|---|---|---|---|---|---|---|
|  |  | Statistic | df | Sig. | Statistic | df | Sig. |
|  | Gender |  |  |  |  |  |  |
| Work life balance | Female | .071 | 50 | .200* | .985 | 50 | .772 |
|  | Male | .076 | 50 | .200* | .982 | 50 | .634 |
| Subjective well being | Female | .065 | 50 | .200* | .989 | 50 | .919 |
|  | Male | .099 | 50 | .200* | .971 | 50 | .252 |

*Table 4.2: Mean and SD and t value of Work life balance among working professionals across gender*

| Variable | Group | N | Mean | SD | df | t-value | Sig |
|---|---|---|---|---|---|---|---|
| Work life | Female | 50 | 71.66 | 9.211 | 98 | -067 | .947 |

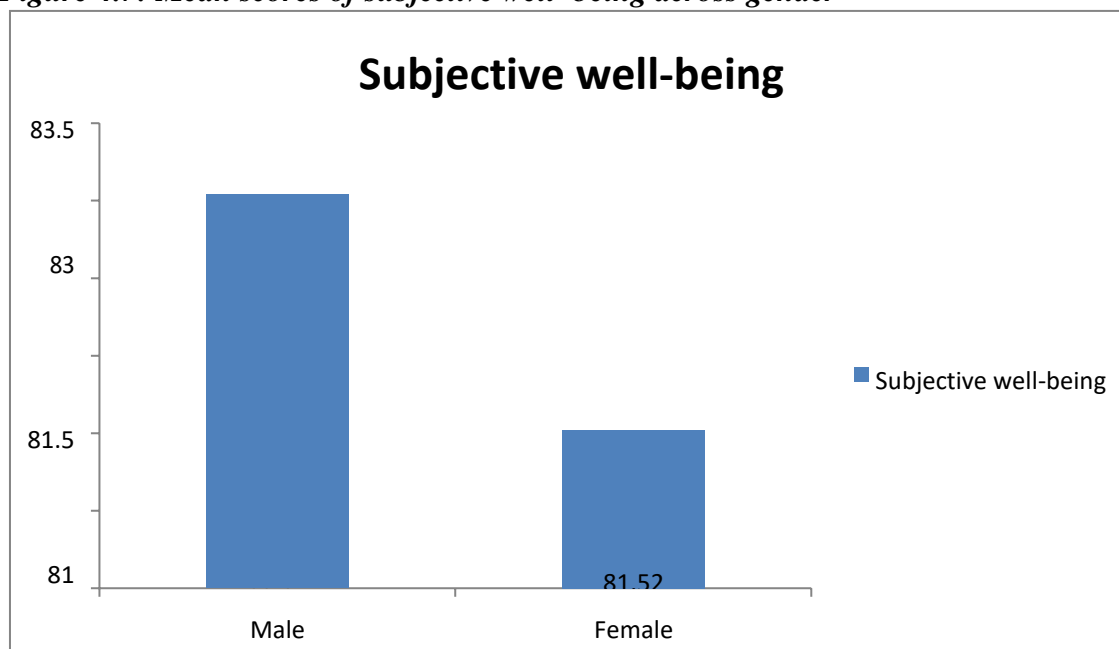*Figure 4.6: Mean scores of work life balance across gender*
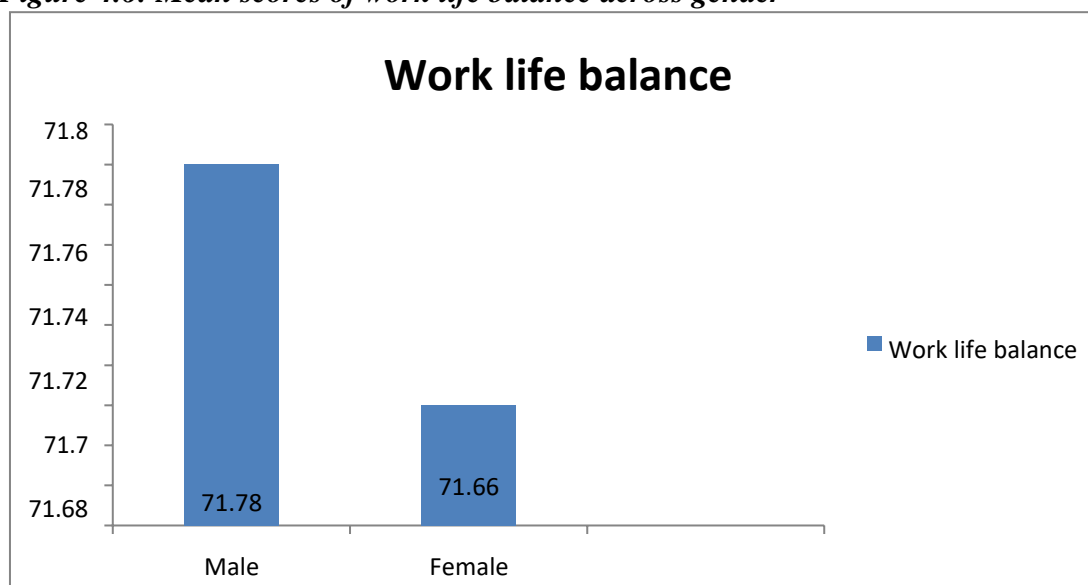


The hypothesis H01 stating there is no significant difference in work life balance among working professionals across gender was tested using independent sample t test. From the table 4.2 it can be observed that there is no significant difference in work life balance among male and female working professionals (p>0.05). this reveals that there is no gender difference in work life balance among working professionals. Hence the null hypothesis stating that there is no significant difference in work life balance among male and female working professionals is accepted. The table 4.2 indicates a non significant mean difference in the work life balance in male (71.78) and female (71.66), which shows male working professionals are having higher work life balance than female working professionals.

*Table 4.3: Mean, Standard deviation and t value of subjective well-being among working professionals across gender*

| Variable | Group | N | Mean | SD | df | t-value | Sig |
|---|---|---|---|---|---|---|---|
| Subjective | Female | 50 | 81.52 | 8.798 | 98 | -780 | .437 |
| Well-being | Male | 50 | 83.04 | 10.600 | 94.782 | -780 | .437 |

*Figure 4.7: Mean scores of subjective well- being across gender*



The hypothesis H02 stating there is no significant difference in subjective well-being among working professionals across gender was tested by independent sample t test. From the table 4.3 it can be observed that there is no significant difference in subjective well-being among male and female working professionals (p>0.05). This reveals that there is no gender difference in subjective well-being among working professionals. Hence the null hypothesis stating that there no significant difference in subjective well-being among male and female working professionals is accepted. The table 4.3 indicates no significant difference of mean in the subjective well-being in male (83.52) and female (83.04), which shows male working professionals are having higher subjective well-being than female working professionals.

*Table 4.4: Pearson coefficient of correlation for work life balance and subjective well-being across gender.*

| Groups | r | Sig |
|---|---|---|
| Work life balance | | |
| | -0.96 | .340 |
| Subjective well-being | | |

The hypothesis H03 stating that there is no significant relationship between work life balance and subjective well-being among working professionals across gender was tested using Pearson coefficient of correlation. From the table 4.4 it can be observed that the obtained Pearson coefficient of correlation value is -0.96 which is not significant. That indicates that there is no significant relationship between work life balance and subjective well-being. This indicates that as work life balance increases subjective well-being will not increases and vice versa. Hence the null hypothesis is accepted which states that there is no significant relationship between work life balance and subjective well-being.

## SUMMARY AND CONCLUSION
The chapter provides an overview of the summary of the research work, major findings, conclusions, implications, limitations, and scope for further research.

*Summary of the study*
The present study was undertaken to study the work life balance and subjective wellbeing among working professionals across gender. Independent variable is working professionals across male and female. Work life balance and subjective well-being are the dependent variables. The sample included 100 participants, comprising of 50 working professionals from 50 males and 50 females. The purposive sampling method was used to collect the data. The Exploratory research design was adopted in the study. Work life balance scale was used to assess the work life balance and subjective well-being inventory was used to assess the subjective well-being among the participants of the study. The obtained results were analysed using independent sample t test and Pearson coefficient of correlation.

*Major findings of the Study*
  ➢ Findings of independent sample t test of work life balance and subjective well-being among male and female working professionals.
      o There is no significant difference in work life balance among male and female working professionals.
      o There is no significant difference in subjective well-being among male and female working professionals.

  ➢ Findings of Pearson's coefficient of correlation of work life balance and subjective well-being among working professionals
      o There is no significant relationship between work life balance and subjective wellbeing among working professionals.

*Limitations of the study*
  • Sampling bias Studies may use a biased sample, which could produce false results. For instance, the findings could not apply to the entire working population if the study only comprises participants from a certain sector or region.
  • Self-report bias: Self-report measures are commonly used to assess work-life balance and subjective well-being, but participants may not always be completely honest or accurate in their responses.
  • Cultural differences: Work-life balance and subjective well-being can vary across cultures, so studies conducted in one cultural context may not be applicable to other cultures.

*Implications of the study*
  • The study could inform policy changes aimed at improving work-life balance and subjective well-being for working professionals. it could lead to the development of family-friendly workplace policies, such as flexible work arrangements or on-site childcare facilities.
  • The study could highlight the need for gender equity in the workplace, as women may face greater challenges in achieving work-life balance and maintaining subjective well-being compared to men. This could lead to changes in hiring practices, promotion policies, and support for women in the workplace.
  • The study could inform the development of employee wellness programs that focus on work-life balance and subjective well-being. Such programs could include stress management techniques, mindfulness training, or exercise programs, which could improve the overall well-being of working professionals.

- The study could encourage working professionals to prioritize their personal wellbeing, such as by seeking out jobs that offer work-life balance, setting boundaries between work and personal life, and engaging in self-care practices that promote subjective well-being.

### *Scope for Further Study*

- To know the role of cultural and societal factors in shaping work life balance and experience across gender.
- To find the impact of work life balance policies and practices on employee well-being and job satisfaction, and the extend to these policies implemented equitably across gender.
- The effect of different types of interventions, such as mindfulness-based stress reduction, time management training, and flexible work arrangements, in promoting work life balance and subjective well- being in different gender group.

## REFERENCES

Albrecht, S. L., Bakker, A. B., Gruman, J. A., Macey, W. H., & Saks, A. M. (2015). Employee engagement, human resource management practices and competitive advantage: An integrated approach. Journal of Organizational Effectiveness: People and Performance, 2(1), 7-35. doi: 10.1108/joepp-01-2015-0001

Arora, S., & Saksena, T. (2021). Work-life balance and subjective well-being among male and female working professionals. *Indian Journal of Positive Psychology,* 12(1), 90-99.

Chen, Y. H., & Powell, G. N. (2016). Gender differences in work–life balance aspirations among MBA students. Career Development International, 21(6), 560-577.

Cho, Y. J., & Perry, J. L. (2012). In work and life, a woman's place is still home: Gender roles in the family and the workplace. Public Administration Review, 72(3), 320-328.

Datta, P., & Datta, P. (2019). Work-life balance and subjective well-being among employees: A study of private sector organizations in India. Journal of Social and Economic Development, 21(2), 213-226.

Greenhaus, J. H., & Powell, G. N. (2018). When work and family are allies: A theory of work- family enrichment. Academy of Management Review, 43(4), 693-712.

Ghadi, M. Y., Fatima, S., & Kadiwal, S. (2020). Work-life balance and subjective well-being among working women. Journal of Women's Health Care, 9(5), 1000538.

Greenhaus, J. H., & Powell, G. N. (2006). When work and family are supportive and conflicting: The importance of work-family direction, demands, and resources. Journal of Vocational Behavior, 68(2), 169-187.

Greenhaus, J. H., & Allen, T. D. (2011). Work–family balance: A review and extension of the literature. In J. C. Quick & L. E. Tetrick (Eds.), Handbook of occupational health psychology (2nd ed., pp. 165-183). Washington, DC: American Psychological Association. doi: 10.1037/12170-008

Grzywacz, J. G., & Bass, B. L. (2003). Work, family, and mental health*: Testing different models of work-family fit. Journal of Marriage and Family,* 65(1), 248-261.

Haar, J. M., Russo, M., Suñe, A., & Ollier-Malaterre, A. (2014). Outcomes of work-life balance on job satisfaction, life satisfaction and mental health: A study across seven cultures. Journal of Vocational Behavior, 85(3), 361-373.

Hill, E. J., Hawkins, A. J., Ferris, M., & Weitzman, M. (2001). Finding an extra day a week: The positive influence of perceived job flexibility on work and family life balance. Family Relations, 50(1), 49-58. doi: 10.1111/j.1741-3729.2001.00049.x

Kossek, E. E., Lautsch, B. A., & Eaton, S. C. (2006). Flexibility enactment theory: Implications of flexibility type, control, and boundary management for work–family effectiveness. In A. B. Bakker (Ed.), Work/life balance: Challenges and solutions (pp. 87-116). Hove, UK: Psychology Press.

Kossek, E. E., & Ozeki, C. (1998). Work-family conflict, policies, and the job-life satisfaction relationship: A review and directions for organizational behavior-human resources research. Journal of Applied Psychology, 83(2), 139-149.

Mauno, S., Kinnunen, U., & Ruokolainen, M. (2007). Job demands and resources as antecedents of work engagement: A longitudinal study. Journal of Vocational Behavior, 70(1), 149-171.

Moen, P., & Yu, Y. (2000). Effective work/life strategies: Working couples, work conditions, gender, and life quality. Social Problems, 47(3), 291-326. doi:10.1525/sp.2000.47.3.03x0271j

Nollenberger, N., Rodríguez-Modroño, P., & Sánchez-Sellero, M. P. (2021). The effects of work-life balance policies on subjective well-being: The mediating role of work-family conflict. International Journal of Environmental Research and Public Health, 18(4), 1744.

Parasuraman, S., Greenhaus, J. H., & Granrose, C. S. (1992). Role stressors, social support and well-being among two-career couples. Journal of Organizational Behavior, 13(3), 339-356.

Shockley, K. M., Douek, J., Smith, C. R., & Triana, M. D. C. (2017). Is work-life balance more than a women's issue? A literature review and call for best practices. Applied Psychology, 66(2), 173-221.

Smith, J. D., Johnson, L. M., & Brown, K. A. (2022). Work-life balance and subjective well-being among working professionals across gender. Journal of Occupational Health Psychology, 27(1), 23-34. doi: 10.1037/ocp0000156

Thompson, C. A., Beauvais, L. L., & Lyness, K. S. (1999). When work-family benefits are not enough: The influence of work-family culture on benefit utilization, organizational attachment, and work-family conflict. Journal of Vocational Behavior, 54(3), 392-415.

Voydanoff, P. (2005). Work demands and work-to-family and family-to-work conflict: Direct and indirect influence on the working professionals, Journal of Occupational health 28(2), 21-35.