

A Study of Work Life Balance on Job Satisfaction of Working Women in Healthcare Sector

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Abstract- The position of working women has changed internationally because of cultural pressures and economic realities. The "work-life balance" thought progressively perceived as one of the significant issues that adversely influences an association's capacity to work. Given that female struggle more than male while balancing their work and life, in this study specifically examines women who work in the healthcare industry. According to the study, the main factors contributing to female employees' struggles with work-life balance are long working hours, rigid jobs, work burden, childcare liabilities, Workplace bias, discrimination, dominant managerial style, a less support from superiors as well as from family. Finding a work-life balance is the leading struggle that working women face. The research looks at how women working in Prayagraj healthcare sector reconcile their professional and personal lives. This study advances our knowledge of how job satisfaction is impacted by work-life balance. The correlation among variables has been measured by Regression analysis and ANOVA test. The research found that work-life balance is valuable for increasing job satisfaction among female employees.

Keywords: health care sector, job satisfaction, quality of work, work-life balance.

Introduction

The thought of work-life balance has evolved over time in different environment such as societal, cultural, and economical changes. In the past, there was a male dominated society engaging in work and personal life were often viewed as separate domains with clear boundaries. The focus was primarily on productivity and economic growth, with little consideration for the well-being and personal lives of workers. The Industrial Revolution brought significant changes to work patterns and family dynamics. With the shift from agrarian to industrial economies, people started working in factories and long hours became the norm. The separation between work life and personal life became more pronounced, as work demanded a significant portion of individuals' time and energy. As more females come in the labor force and families faced the difficulty of managing family responsibilities and work commitments, the term "work-life conflict" emerged. It is concerned with the many pressure and challenges which an individual facing. While meeting up of work-life demand and personal life demand. In the late 20th century, there was a growing recognition of the need to address work-life conflicts and promote work-life balance. This movement gained momentum as both males and females sought to integrate their work life and personal life more harmoniously. The focus shifted from simply managing conflicts to actively pursuing a balance between work life and personal life. Societal changes, such as increased female labor force participation, dual-income households, and evolving family structures, influenced the understanding and significance of work-life balance. The acknowledgement of the unique challenges faced by working parents, single parents, and caregivers brought further attention to the need for supportive policies and practices. The rise of technology, especially the internet and mobile devices, has significantly impacted work-life balance. On one hand, it has allowed for flexibility and remote work opportunities. On the contrary however, it has made it difficult for people to disconnect from work and sustain a strong balance, making the distinctions between private life and work life.

Lately, there has been a shift towards a more comprehensive way to deal with balance between work and personal life, incorporating the division of time as well as contemplations for prosperity, wellbeing, and individual satisfaction. Organizations and individuals recognize the seriousness of self-care, mental health, and the pursuit of meaningful personal lives alongside work commitments. The idea of work-life balance has expanded to include the idea of work-life integration. Work-life integration underlines the adaptability and mixing of work and individual life in a manner that permits people to really accomplish their objectives and needs. It recognizes that firm separation of work-life and personal life may not always be feasible or desirable. Organizations have increasingly implemented flexible work arrangements and policies to care of work-life balance. This includes options of flexible schedules, telecommuting, compressed workweeks, and parental leave. These practices target to deliver employees with better control over their work-life and personal lives. There has been a cultural shift towards valuing work-life balance as a key component of well-being and satisfaction. More individuals prioritize work-life balance when making career decisions, and there is an expectation for employers to help and promote work-life balance initiatives. The evolution of work-life balance reflects the increasing realization of the importance of harmonizing work and personal life to enhance well-being, productivity, and overall quality of life. It is an ongoing process as societal and workplace dynamics continue to evolve.

Meaning of Work-life balance

Work-life balance states the balance between the times, energy, and also focus an individual allocates to their professional commitments and their personal life, including family, relationships, hobbies, health, and leisure activities. It is the ability to effectively manage and prioritize both work-related responsibilities and personal well-being, allowing individuals to maintain a

harmonious and fulfilling lifestyle. The conception of work-life balance acknowledges that people have responsibilities as well as aspirations beyond their work. It recognizes that an excessive focus on work can lead to physical and mental exhaustion, strained relationships, neglecting of personal needs, and reduced overall satisfaction with life. Achieving work-life balance involves establishing boundaries, setting priorities, and making conscious choices to ensure that work commitments do not overshadow other phases of life.

Work-life balance varies from person to person, as individuals have different values, priorities, and circumstances. It is not necessarily about achieving an equal split between professional and personal life, but rather finding a right arrangement that allows people to meet their professional goals while also enjoying private time and maintaining overall well-being. Work-life balance is vital for various reasons. It promotes mental health and physical health, reduces stress, enhances productivity and job satisfaction, improves relationships, and contributes to overall life satisfaction. Struggling for work-life balance is dynamic process that needs self-awareness, effective time management, clear communication, and the ability to establish boundaries between personal life and professional life.

Relevance of Work-life balance

- **Good health and Well-being:** A healthy work-life balance is necessary to keep physical, mental, and emotional well-being. Constantly prioritizing work on cost of personal life could lead to burnout, increased stress levels, fatigue, and a decline in overall health. By doing a balance between professional life and private life, one can manage stress in a better way, leads to improve mental health, and enhance their overall quality of life.
- **Increased Productivity:** Paradoxically, healthy work-life balance leads productivity and efficiency in work. Taking time to recharge, engage in leisure activities, and spend time with loved ones can rejuvenate and re-energize individuals, leading to improved focus, creativity, and job performance. Regular breaks and time off can prevent exhaustion and increase motivation, ultimately benefiting both individuals and organizations.
- **Enhanced Relationships:** Work-life balance allows individuals to allocate time and energy to nurture and maintain relationships with family, friends, and partners. Strong personal relationships provide emotional support, foster a sense of belonging, and contribute to overall happiness and well-being. By striking a balance, individuals can build and sustain meaningful connections, leading to a more fulfilling personal life.
- **Personal Growth and Fulfillment:** Work-life balance enables individuals to pursue personal interests, hobbies, and self-development. Engaging in activities outside of work contributes to personal growth, expands one's skill set, and fosters a sense of fulfillment. It allows individuals to explore their passions, set and achieve personal goals, and maintain a sense of identity beyond their professional roles.
- **Retention and Employee Satisfaction:** For organizations, promoting work-life balance is crucial to attract and retain talented workforce. Organizations that prioritize work-life balance are viewed as supportive and caring, leading to higher employee satisfaction, engagement, and loyalty. A positive work-life balance culture can also reduce turnover rates, save recruitment costs, and enhance the overall reputation of the organization.

Achieving work-life balance is a process that is ongoing and changing, requiring conscious and consistent effort, good time management, and setting limits. It is a personal journey that varies for each individual, depending on their values, priorities, and circumstances. It is an investment for workforce leading an improved quality of life.

Consequences of poor work-life balance

Poor work-life balance leads to significant negative effects on individuals, both personally and professionally. Here are some common consequences:

- **Increased Stress and Burnout:** When work dominates a person's life and leaves little time or energy for personal pursuits, it can lead to chronic stress and eventual burnout. Excessive work hours, intense workloads, and a lack of time for relaxation and self-care can contribute to physical and mental exhaustion, decreased resilience, and a higher risk of developing stress-related health issues.
- **Declining Physical Health:** Poor work-life balance often leads to neglecting one's physical health. Limited time for exercise, healthy eating, and sleep can result in a sedentary lifestyle, poor nutrition, sleep deprivation, and increased susceptibility to illnesses. Over time, this can lead to a range of health problems, including obesity, cardiovascular issues, weakened immune system, and increased vulnerability to diseases.
- **Strained Relationships:** Neglecting personal relationships due to an imbalance relationship with partners, friends and family can be strained by work and personal life. Lack of quality time, frequent cancellations of social engagements, and constant preoccupation with work can lead to feelings of isolation, conflict, and a deterioration of personal connections. This can negatively impact mental health and overall happiness.
- **Reduced Job Satisfaction:** When work takes precedence over personal life, job satisfaction can decline. Individuals may feel dissatisfied and unfulfilled, leading to decreased motivation and engagement at work. This can result in lower productivity, poorer performance, and a higher likelihood of seeking alternative employment opportunities.
- **Diminished Mental Well-being:** Poor work-life balance can negatively affect mental health. Constantly being on the go and lacking time for relaxation and self-reflection can contribute to anxiety, depression, and other mental health issues. Feelings of overwhelm, guilt, and a sense of being unable to meet multiple demands can further exacerbate these challenges.
- **Negative Impact on Overall Quality of Life:** When work consumes a disproportionate amount of time and energy, individuals may feel a sense of imbalance, dissatisfaction, and a lack of fulfillment. Personal interests, hobbies, and self-care activities are neglected, depriving individuals of opportunities for personal growth, joy, and a well-rounded lifestyle.

Addressing poor work-life balance is crucial to mitigate these effects. Implementing strategies such as setting boundaries, practicing effective time management, seeking social support, and advocating for workplace policies that promote work-life integration can help individuals regain balance, improve their well-being, and lead more fulfilling lives.

Women and Work-life balance

The problem with women and work-life balance is of significance because of the particular difficulties and societal expectations that women frequently face. Historically, women have faced additional pressures and responsibilities associated with caregiving, household responsibilities, and family obligations, which can make achieving work-life balance more complex. Many women juggle with multiple roles, such as being an employee or business professional, a partner, a parent, and a caregiver. Balancing these roles requires careful time management, support systems, and flexible work arrangements. They often take on a larger share of caregiving responsibilities for children, aging parents, or other family members. This can lead to challenges in managing work commitments and personal life. Supportive workplace policies, including flexible work hours, parental leave, and affordable childcare options, are important for helping women navigate these responsibilities. The dual responsibilities upon women can cause increased stress, negative emotional health and physical health that can lead to fatigue and inferior work productivity. (Sanghamitra & Buddhapriya, 2009)

Traditional gender norms and societal expectations placed pressure on women to excel both professionally and in their roles as caregivers. This can create a sense of guilt or conflict when trying to share energy and time between professional and private life. Challenging these expectations and fostering a more inclusive and supportive culture is crucial. Though, balancing private and professional life can sometimes impact career progression. Women may face difficult choices or trade-offs in terms of the energy and time they can dedicate to their professional growth. Organizations that provide opportunities for career development, mentorship, and work-life integration can help address this challenge. Changing from traditional to modern times, where the wife earns and handles the household, today's women seek for Work Life Balance on every single day. The majority of them have employment and obligations at home, yet handling these two difficult conditions in modern life demands real talent, tact, skill, and caution. (D Sinha, 2013). Women need to prioritize self-care and personal well-being to sustain a healthy work-life balance. Getting some time for hobbies, physical activity, unwinding, and personal growth is essential. Encouraging self-care and destigmatizing the idea of prioritizing one's own needs is important for women's overall well-being. Efforts to support females in attaining work-life balance should incorporate a mix of individual strategies, societal shifts, and workplace policies. This includes promoting flexible work arrangements, providing parental leave and childcare support, challenging gender stereotypes and biases, fostering inclusive work cultures, and encouraging open dialogues around work-life integration for both women and men. Ultimately, achieving work-life balance is a shared responsibility and requires cooperation of individuals, employers, and society as a whole. Female staffs often bear an uneven burden at work. Workloads, as well as sensitive and interpersonal labor, are all involved (D Sinha, 2013).

Work life balance and Job Satisfaction among Working Women

The balance plays a pivot role in job satisfaction among working women. Women's overall job satisfaction improves in multiple ways when they are able to strike a balance between work and personal lives. This helps to reduce work-related stress and prevent burnout. When women have time to relax, recharge, and engage in personal activities outside of work, they experience lower levels of chronic stress. This leads to increased job satisfaction as they feel more energized and motivated in their roles. It allows women to prioritize their physical, mental, and emotional well-being. When they have time for self-care, exercise, rest, and maintaining relationships, their overall well-being improves. This positive state of well-being contributes to job satisfaction, as they are better equipped to handle work challenges and find fulfillment in their professional roles. Having a balanced work and personal life can improve productivity and performance at work. When women have time to recharge and engage in activities they enjoy, they bring a higher level of focus, creativity, and enthusiasm to their work. This increased productivity and achievement contribute to job satisfaction and a sense of accomplishment.

The balance between work-life and personal life allows women to foster positive relationships and build strong support systems. When they have time for family, friends, and personal connections, they experience increased social support, which plays a vital role in job satisfaction. Having a network of support helps women navigate work challenges, reduces feelings of isolation, and enhances their overall satisfaction with their work and personal lives. It enables women to pursue their personal goals and priorities outside of their professional roles. Whether it's further education, pursuing hobbies, or spending quality time with family, achieving a balance allows women to live a more fulfilling life. When personal goals are fulfilled, job satisfaction increases as work is seen as a means to support and enhance their overall life satisfaction. Women are more likely to be engaged in their work when they can balance their personal and professional lives. They feel a sense of control over their lives, have greater job autonomy, and are more committed to their organizations. When employees are engaged they tend to be more satisfied with their jobs as they find meaning and purpose in their work, leading to increased job satisfaction. It also helps to reduce conflicts between work and personal responsibilities. When women can effectively manage their time and prioritize their commitments, they experience less guilt associated with neglecting either their work or personal life. This reduction in conflict and guilt contributes to greater job satisfaction and overall happiness.

Review of Literature

According to Satya Chaudhry (1989), private sector employees reported high mean job satisfaction scores than those employed at public sector. Furthermore, it was shown that there are no appreciable differences between the levels of job satisfaction experienced by managers, supervisors, and employees in public sectors and private sector. Interrelationships between organizational environment, supervisory-management interactions, inter-personal trust, and alienation were studied by Bhardwaj Gopa and Sharma Rajneesh in 1990. The study's findings showed that organizational climate characteristics were positively correlated with one

another and with other aspects, with the exception of alienation. Sheikh (1999) emphasized a number of techniques for better staff development and management. He saw managing human as a resource a tool to achieve core objectives of company. The following human resource management actions were shown in the study: planning for human resources obtaining human resources analyses jobs educating and developing organizational growth and transformation Performance evaluation Payment and further perks provisions for health and safety participation of employees in management.

According to Parasuraman (2001), job profile and employee gender have a discernible impact on work-family conflict, participation in job and satisfaction from job. Organizational and self-employed job types were shown to be related to employee perception. Wise (2003) observed that workers had relatively little knowledge of work-life rules. Today, some corporations have launched initiatives in this area, although the focus is mostly limited to time flexibility and child care.

Thornthwaite (2004) discovered that there is a rising desire for employment in part time, few working hours, and most crucially, flexible working hours, which is felt by all working parents. Voydanoff (2002) has been discovered that tension in the workplace contributes to family strife. In comparison to males, women experience higher stress. According to Sinha (2004), engineers working in the private sector reported being happier at their jobs than those in the public sector. According to Drew and Muztagh (2005), extended working hours may disrupt work-life balance for managers working in high levels, but having flexible schedules to work increase the possibility to manage. Harpaz and Snir (2005) stated that based on their primary relativity, devised the work relativity being evaluated in relation to five major aspects of their personal life, professional life, leisure, community, religion, and dependents..

Viswesvaran and Mesmer-Magnus (2006), managing work life and personal life are aided by family support for the workplace culture. Support from superiors, coworkers, flexible work schedules, enough maternity leave, etc., all contribute to the motivation of the employee and enable them to lessen negative aspects of work-life balance. Jain et.al. (2007) investigated impact of workplace stress and organizational environment on managers' and engineers' job satisfaction at IOC Ltd., Mathura, India. With the use of a work satisfaction measure, data from 158 employees in the managers and engineers group were gathered. Job satisfaction was a dependent variable, whereas workplace stress and organizational environment were treated as independent factors. In their study, Kalliath Thomas and Brough Paula (2008) examined six work-family balancing principles. The researcher discovered that having the significant factors of how effectively work-life balance was maintained were numerous roles, parity across multiple jobs, role satisfaction and salient fulfilment across multiple positions, resolving disputes, being provided assistance, and ideas of control across multiple positions are all related... Although job autonomy ,skill diversity, task identification, and task importance) were positively related to work-to-family enrichment, self-evaluations, domestic support, and supervisory support were positively related to the enrichment of domestic and work life, according to Bhargava and Baral (2009).

Buddhapriya Sanghamitra(2009), lack of sufficient time and assistance to combine job duties with personal and family obligations is the initial cause of work-life imbalance. It is not exhausting to balance conflicting demands from work and family, but it can be unpleasant and cause stress-related illness and absence. Productivity is inevitably affected. According to Doble and Supriya (2010), employees praise the organization's attempts to provide an appealing workplace that promotes work-life balance. Two types of supportive work environments—support from the boss or management and support from the peers, department, and coworkers—are evaluated for this reason. According to Parida (2012), family and personal work currently take up a rising amount of time in the lives of both male and female employees. Therefore, it has become the essence for businesses in acknowledging this work-life balance to retain personnel in the organization. Gupta and Charu (2013) looked into how work-life balance affects employees' in the IT sector's job satisfaction. Data from 100 employees were gathered by applying the convenience sampling approach. Chi-square analysis reveals that burnout and work-life balance have a positive impact on satisfaction of job. Serban and Panisoara (2013) the study reveals that the diversity of demands brought up by the need to be taken care on household as well because taking care of children isn't always accompanied by a significant increase in work-life balance experienced by employees who are not married. The latest technology developments have penetrated our homes, bedrooms, and even social activities, according to Parikh and Gandhi (2014). The authors of this study have made recommendations to staff members and organizations. Job stress and occupational stress may be used interchangeably and both need to be managed, according to Satija and Khan, W. (2013),if not balanced, it will negatively affect the attitude and behavior of the organizational workforce.

Objectives:

1. To examine the association between work-life balance and age groups among working women.
2. To investigate the impact of coping strategies on the work-life balance of working women.
3. To explore the relationship between work-life balance and job satisfaction among working women.

Hypotheses:

For this study, certain hypotheses were formulated:

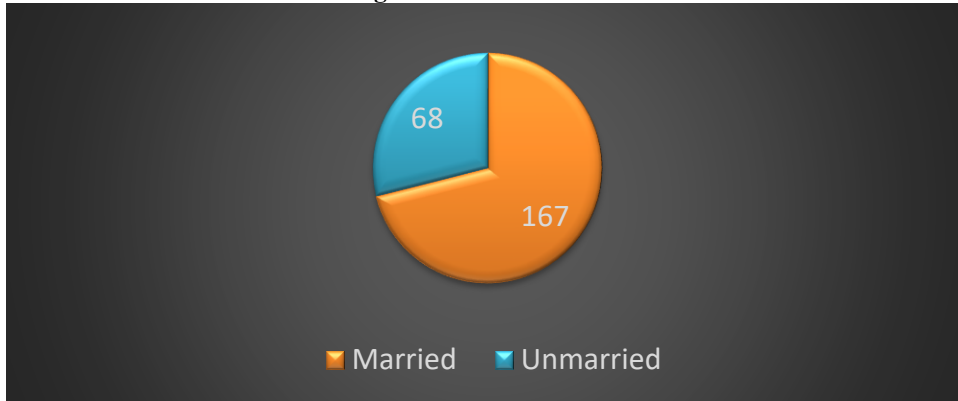
- H0: There is no association between the work-life balance of working women of different age groups.
- H1: There is a relationship the work-life balance of working women of different age groups.
- H0: There is no impact of coping strategies on work-life balance of working women.
- H1: There is an impact of coping strategies on work-life balance of working women.
- H0: There is no positive relationship between work-life balance on job satisfaction.
- H1: There is a positive relationship between work-life balance on job satisfaction.

Research methodology

The research sample based on convenience sampling consists of women who work in Prayagraj, Uttar Pradesh. To acquire information, data were collected through questionnaire of 250 married and unmarried women working in the healthcare sector received questionnaires. Any incomplete surveys have been excluded from the study. Ultimately, 235 female workers responded, achieving a 94% valid response rate. The responses were compiled for data analysis. Secondary data was also used in reference materials including books, magazines, and journals, among others. The questionnaire has two parts. In the first section, the participants' demographic characteristics are discussed, and in the second, work-life balance, coping strategies, and job satisfaction are discussed.

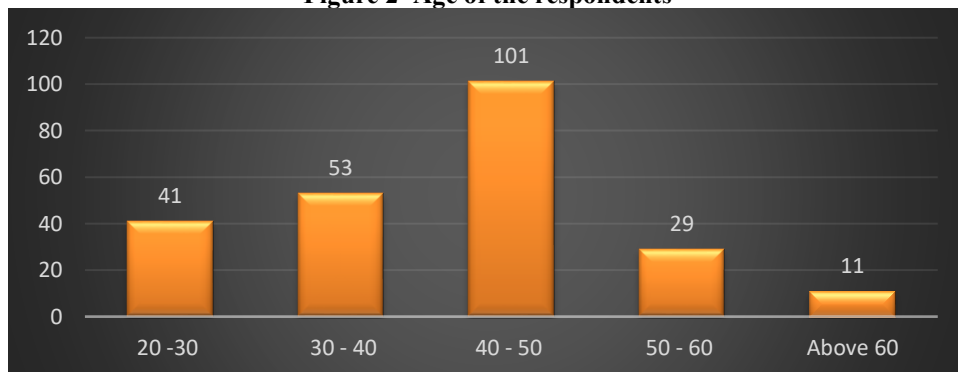
Five questions were used to gauge job happiness, eight to gauge coping techniques, and five to gauge work-life balance. 5-Point Likert scale have been used from strongly disagree to strongly agree with 5 being the greatest score, each of these is assessed. The responders were prompted to indicate their position on this scale as the last step. Based on the collected data, regression analysis and ANOVA analysis have been used to evaluate the above hypotheses.

Figure 1- Marital Status



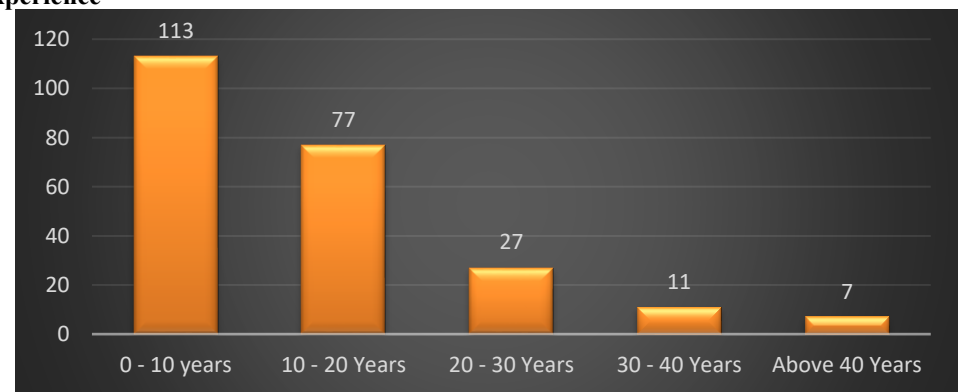
It can be seen from the above figure that out of 235 women working in healthcare sector as a respondent 167 were married and 68 were unmarried.

Figure 2- Age of the respondents



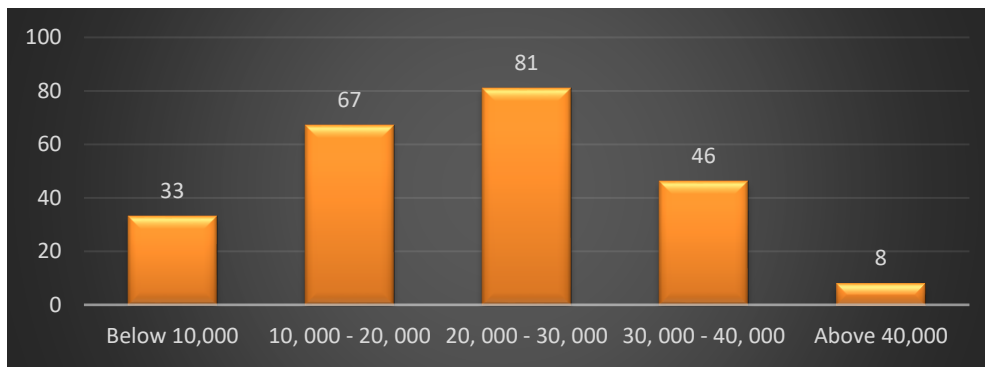
It can be seen from the above figure that out of 235 women working in healthcare sector as a respondent. Among them 41 belongs to the age group of 20-30 years followed by 53 belongs to the age group of 30-40 years. 101 respondents belong to the age group of 40 – 50 years of age. 29 belongs to the age group of 50 – 60 years and only 11 belongs to the age group of over 60 years.

Figure 3- Work Experience



It can be seen from the above figure that out of 235 women working in healthcare sector as a respondent 113 were having experience of work of less than 10 years followed by 77 respondents were having 10 – 20 years of experience. 27 respondents were having 20 -30 years of work experience, 11 respondents were having work experience of 30 – 40 years and only 7 respondents were having work experience above 40 years.

Figure 4- Monthly Income



It can be seen from the above figure that out of 235 women working in healthcare sector as a respondent 33 were having less than 10,000 as a monthly income, 67 respondents earn between 10,000 - 20,000, 81 respondents earn between 20,000 - 30,000. 46 women working in healthcare sector earn in between 30,000 - 40,000 and only 8 respondents earn more than 40,000 as an average monthly income.

Reliability analysis

Table 1- Value of Cronbach Alpha

Number of Items	Parameters	Cronbach's Alpha
Five	WLB	0.834
Five	CS	0.916
Five	JS	0.884

The stability of the scale is determined by reliability. The question is completely reliable according to Cronbach's Alpha for the factor. The scale is considered trustworthy if the Cronbach Alpha value is 0.70 or above, although if there are fewer doubts, 0.60 and higher is often acknowledged as the upper limit. Each scale's Alpha rating is more than 0.60, which indicates that the instrument is reliable.

Table 2- Descriptive Statistics

Age Group	Frequency	Mean	Std. Dev	Std. error
20 -30 years	41	3.75	0.731	0.225
30 – 40 years	53	4.42	0.838	0.231
40 – 50 years	101	4.76	0.841	0.262
50 – 60 years	29	4.93	0.718	0.285
Above 60 Years	11	3.76	0.844	0.111
Total	235	4.12	0.838	0.188

This table displays the results of a study or survey that has collected data on the age group of respondents and their mean score on the variables. The respondents in the age group of 50-60 years have the highest mean score of 4.93, while respondents in the age group of 20-30 years have the lowest mean score of 3.75. We can also see that the standard deviation for the 40-50 age group is relatively low at 0.841, suggesting that the scores for that age group were fairly consistent. Overall, this table provides a summary of how the mean score for the variable being measured differs across different age groups, as well as the variability of scores within each age group. The standard error of the mean also provides information on the precision of the estimates of the population means for each age group.

Table 3= ANOVA

Work life balance	Sum of Squares	Df	Mean Square	F	Sig.
Between groups	12.678	4	4.972	5.886	0.004
Within Groups	76.712	133	0.882		
Total	89.39	137			

Hypothesis 1 has been investigated using an ANOVA. Since the significant p-value is less than 0.05, Table 3 shows that the null hypothesis is rejected and alternative hypothesis 1 H1 is accepted. The F-value is 5.886, which is calculated by dividing 4.972 (mean square between groups) by 0.882 (mean square within groups). The significance value represents the probability of obtaining the observed F-value by chance alone, assuming there is no significant difference between the groups. In this table, the significance level is reported as 0.004, which indicates a statistically significant difference between the groups. Thus, it may be inferred that working women in various age groups have quite diverse work-life balances. According to Table 2, the age group of 21 to 30 has

the lowest mean value (3.75) of all the age groups, indicating that women in this group have a better work-life balance than women in the other age groups. The averages for the other four age groups are 4.42, 4.76, 4.93, and 3.76, respectively, showing that as people become older, work-life balance gets better.

Table 4- Regression Analysis

	B	T-value	Sig.
Coping strategies	1.823	2.323	1.334
F	241.258		
R²	1.648		
Adjusted R²	1.624		
Sig.	0.000		

The second hypothesis, whether coping methods have any effect on work-life balance or not, has been tested using a regression analysis. Table 4 demonstrates that the independent variable, coping techniques, accounted for 42.8% of the variation in this association. As shown by the coefficient of beta value 1.823 and T-value 2.323, which are significant at p 0.05, the regression findings on Table 4 demonstrate that the independent variable (coping methods) has a considerable positive influence on the dependent variable (work-life balance). So, assumption 2 H1 is acceptable. It demonstrates that coping mechanisms influence work-life balance.

Table 5- Descriptive Statistics

Particulars	Frequency	Mean	Std. dev.
No official work at home and no homework at office	235	5.24	0.887
Assistance of helper at home	235	5.18	0.818
Time management	235	4.67	0.846
Work assistance from family members	235	4.46	1.437
Leave for family	235	4.28	1.412

This table displays the results of a survey or study that collected data on five variables related to work-life balance. The variables are:

1. "No official work at home and no homework at the office"
2. "Assistance of helper at home"
3. "Time management"
4. "Work assistance from family members"
5. "Leave for family"

For each variable, the table provides the following information:

1. Frequency: The number of survey respondents who reported this variable.
2. Mean: The average survey respondents' score for this variable. The scores were likely given on a scale of 1 to 10, with 1 being the lowest and 10 being the highest.
3. Std. dev.: The standard deviation, which is a measure of how much the scores for this variable varied among the survey respondents.

Based on this table, we can see that the most highly rated variable is "No official work at home and no homework at the office," with a mean score of 5.24 and a relatively low standard deviation of 0.887. This suggests that many respondents value having clear boundaries between work and home life. On the other hand, the variable with the lowest mean score is "Leave for family," with a mean score of 4.28 and a relatively high standard deviation of 1.412. This suggests that opinions on the importance of family leave may be more divided among the survey respondents.

DISCUSSION

A recent study found that the ways in which women of different ages who work in Prayagraj healthcare sector combine their home and professional life varies significantly. When women enter the medical field, they must manage a range of home responsibilities, such as childrearing, looking after elderly relatives, cooking, and laundry. They must simultaneously tend to their patients. As a result, their liabilities increase. As women get older, their responsibilities to their families lessen. When a result, when children become older, they find it much easier to balance work and family life since they learn how to handle disagreement. This proves that coping strategies are advantageous for maintaining a healthy work-life balance. It implies that women's coping skills assisted them in managing stress and maintaining a positive balance between their personal and professional lives.

CONCLUSION

Employees' personal with professional life tend to be more unbalanced in women than in men, according to research. This may be due to their obligations to their families. Our study's goal is to try to determine how work and life balance affects job satisfaction among working women in Prayagraj healthcare industry. According to previous study, it reveals that work life balance of working women is not properly managed when they initially begin their jobs, but with time they become competent at balancing work and personal obligations as they gain experience managing their jobs.

As per a study, coping mechanisms are fantastic for work-life balance. Working women avoided doing business at home and vice versa in addition to other coping mechanisms. They have been able to resolve the work-life conflict by hiring a domestic helper, setting priorities to manage their time, asking family members for assistance, and using other strategies. According to the survey, the capacity of women to manage their personal and professional life affects how content they are at work. Healthy work-life balance

employees are more happy and satisfied with life. It is feasible to draw the conclusion that work-life balance and job satisfaction are related in a positive way.

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