(RESEARCH ARTICLE)

Underpinnings of gender bias within the context of work-life balance

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Abstract

A significant quantity of stress and anxiety is caused, as a consequence, as a result of employees having to try to balance the demands of work and family in their lives, which results in a significant amount of job-related stress and anxiety. Work-related conflicts are a very common occurrence among employees as the result of job stress, making it one of the biggest problems in the world for employees as a result of job stress, due to the fact that there are so many types of conflicts. It is true that employees who are able to maintain a balance between their work and family lives have the ability to apply the positive behaviors they have learned from their personal lives to their work lives, but the authors of this paper found out by conducting a survey that there is still room for improvement in this area. As part of the literature review, a number of studies related to gender have been conducted over the past few years, the majority of which have focused on the impact of gender on the work-family balance in the workplace. The availability of several gender-related studies on this subject has been noted in the literature, and several of them are in progress. A lot needs to be determined in terms of whether or not men find it difficult to balance work and family responsibilities in the same way as women, or if they in fact are experiencing a bit of an advantage in this sense over their female counterparts.

Keywords: Work life balance; Career advancement; Gender equality; Gender-based social roles; Heterogeneity; Job satisfaction; Diversity management

1. Introduction

Since the COVID pandemic has had a significant impact on the composition of the workforce in recent years, the work-life balance has become increasingly important to employers as a result of the ever-increasing importance of this aspect of the job over the past few years. As women have become more involved in the workforce as well as the number of dual-income families is on the rise, it has become more and more difficult for both men and women to balance work and family life, resulting in a more demanding work-life balance. Although it is becoming more of a focus in both the workplace and society to promote gender equality, and women are now entering the workplace in greater numbers than ever before, the issue of gender differences in relation to career advancement, however, seems to be unresolved. Despite gender roles no longer clearly defining who is responsible for home care duties and who is responsible for job duties, some research shows that conflict between family and work life is a greater issue for women than for men, even though gender roles are no longer clearly defined.

Over the past few decades, both the workplace as well as society as a whole have undergone significant changes as a result of massive changes that have taken place in both. As a matter of fact, the fact that more and more women are entering the workforce while also fulfilling their responsibilities as mothers and grandparents, as well as the increasing heterogeneity of the workforce as a whole, are all facts that are becoming increasingly necessary in the modern world, as are trends like teleworking and bringing work into the home. There has been a growing awareness that diversity management is necessary in the workplace due to changes it has undergone. Aside from this, employees will also need

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to draw a line between their work and personal lives in order to maintain a level of separation. A literature review by the authors indicates that gender differences are closely connected to work-life balance, as the study of gender differences, for example, is a subject whose study is closely related to the study of gender differences due to the different gender-based social roles that are stereotypically played by men and women according to what is considered acceptable in society. To maintain a good work-life balance is extremely important for the well-being of the individual as well as the overall functioning of the organization. Therefore, it has become extremely important to study gender-related work-life balance in order to ensure that that individual's well-being as well as the overall functioning of the organization is secured. There is a notion of work-life balance, and as the name implies, it is a way to make the most of all the time and effort you devote to your job role, while also not limiting the time you devote to your personal life, for instance spending time with your family. It is not just a crucial job resource that contributes to job satisfaction and life satisfaction, but it's also an important antecedent to job satisfaction. By creating a work-family environment in which workers can maintain their effectiveness at home while performing their jobs effectively, for example, it is a crucial job resource that allows them to enjoy their work duties more.

1.1. Gender bias within the context of work-life balance

There is no doubt that it is important to value gender differences at work and to acknowledge that there are different needs generated by different genders, which is the most important thing. As a starting point, this would be a good place to start. If every organization worked towards achieving this goal, there is no doubt that the cultural models of the organization as a whole, the management practices of the organization as a whole, and even the whole of society as a whole could be positively influenced as a result. In order to capitalize on differences, and to achieve better management results, it is important to recognize diversity so that we can capitalize on it. By doing this, we will be able to create better management, which in turn will lead to greater productivity, motivation, engagement, as well as improved physical and mental health conditions, all of which will have a positive effect on an individual and an organization as a whole.

One aspect of this study that is particularly interesting is the fact that it focuses on a very important question. Specifically, the gender of a participant has a major impact on how a variable that contains both a work component as well as a family life component is affected when the gender of the participant is taken into consideration. A traditional social role that men and women tend to occupy has to do with the difference in time they spend on work and family matters; typically, men work outside of their homes full time while women are expected to take care of housework and take care of family needs. A study conducted by the authors was designed to conduct in-depth interviews with female and male employees with the primary objective of discovering whether or not gender-based role divisions are an authentic part of the collective culture in which each of us lives on a daily basis.

2. Material and methods

We interviewed and surveyed 280 people from a cross-section of various work forces for this study. In order to examine how scientists understand their own explanations and motivations for changing their practices in light of these changes, the author conducted a series of surveys. A series of surveys were conducted by the author to gain an understanding of how people interpret the changes in their practices that result from our findings. It was requested that participants complete a survey in order to assess their attitudes towards gender bias and work life balance, as well as their expectations regarding how gender biasness will affect them prior to implementation, as well as their understanding of its effects. In order to determine whether previous expectations had been met, a survey was conducted following the implementation process. In order to form an opinion, they were compared with those that had developed after the start of the implementation.

Work Life Balance as a concept has had a significant impact on biasness of gender and has played a significant role in many different fields. Using a five-point Likert scale, respondents were asked to rate the questionnaire from 5 points (strongly agree) to 1 point (strongly disagree). In accordance with the scale above, respondents were asked to indicate their level of agreement with this statement. We calculated the validity of the measurement questions using Cronbach's alpha as a tool for determining validity. As calculated by SPSS for the reliability statistics, the Cronbach's alpha of the 20 items in the questionnaire examining the "underpinnings of gender bias within the context of work-life balance" is 0.885. This result indicates that the data are reliable and suitable for further analysis. As you can see, the value is well above the minimum value of 0.6.
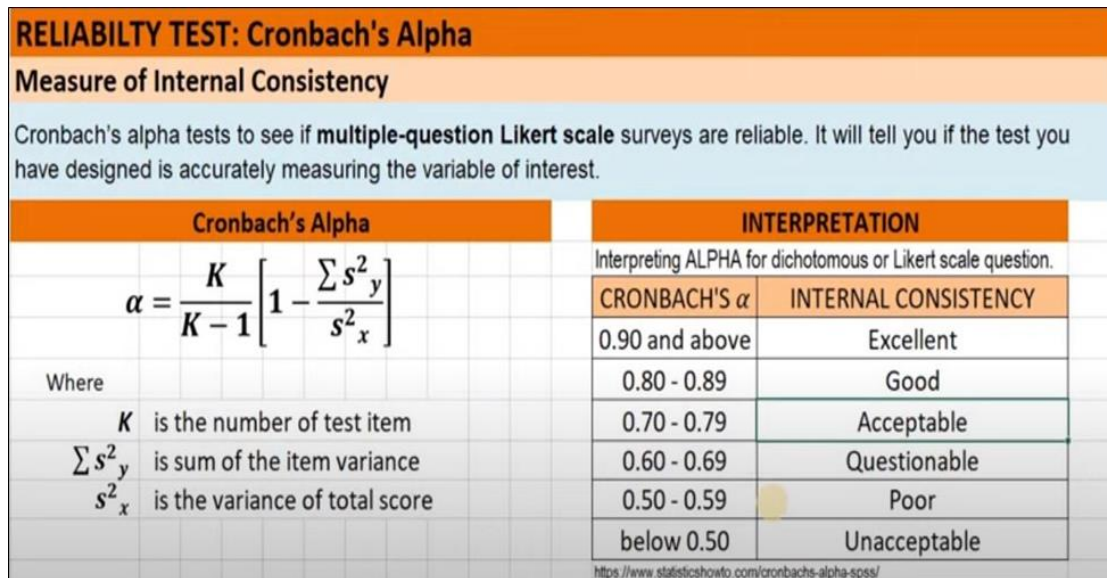
2.1. Cronbach's Alpha

Figure 1 Reliability Test

Table 1 Reliability Statistics

Cronbach's Alpha	N of Items
0.885	20

2.2. Data Collection

2.2.1. Primary data

Based on a questionnaire consisting of 20 questions asked by the participants closely related to the areas of work life balance and gender biasness, the following primary data were collected from the selected samples.

2.2.2. Linear Regression

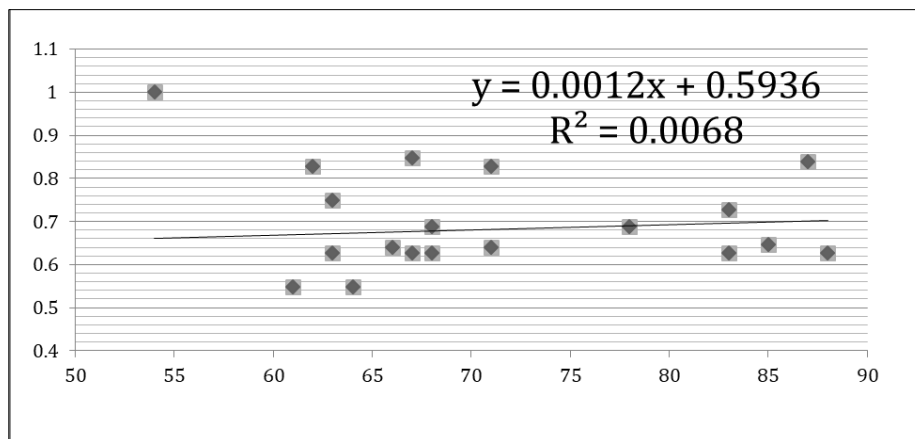Linear Regression and scattered plot layout

Figure 2 Scattered plot on relation of Gender Bias and Work Life Balance

To further prove or disprove the relationship between gender biasness and work life balance, the former was considered as an independent variable and the latter as a dependent variable. An established relationship between the two variables was established using a simple linear method, a statistical method. The data from the designed

questionnaire as well as the analysis in Excel helped to demonstrate a general flow of the points based on the x-axis and the y-axis, indicating a positive trend and placing the points close together, which indicates a strong and positive correlation between gender biasness and work life balance, as indicated by the regression line, where the y-intercept is 0.001 and the m-intercept is 0.59. A slope is defined as the change between two points on the line divided by the change.

2.2.3. An infographic illustrating the concepts discussed in this paper

As illustrated in the infographic below, the paper majorly explores five aspects on work life balance based on the biasness of gender: the difference doesn't just lie in the gender but also in the needs related to their work, a superior's support towards an individual's performance, an intangible but equally apparent barrier which hinders growth at work, Specific jobs that are mainly considered male oriented, and the impact on mentorship opportunities and mentors.
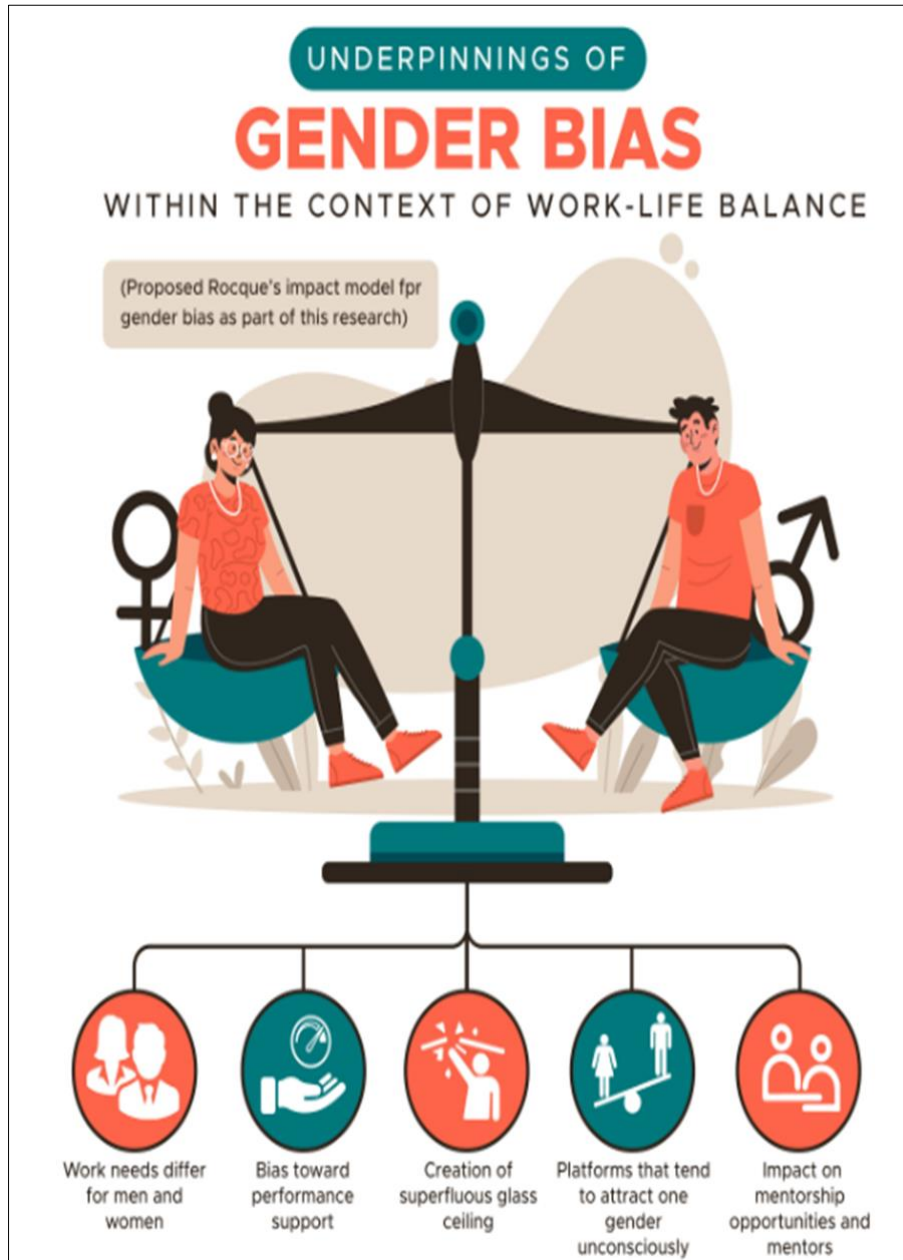

Figure 3 Infographic covering the concepts

3. Results and discussion

- It is extremely important that we recognize the fact that men and women have different needs at work, and that we value these differences. As a result of working towards this goal, every organization would have the opportunity to positively influence the culture and management strategies of entire organizations, their management strategies, and even entire society as a whole if it worked towards this goal. As a result of working towards this goal, they would be able to achieve it. In order to be successful, organizations are able to take advantage of their differences when they recognize diversity, since better understanding leads to better management when diversity is recognized. As a result, it may increase productivity, motivate, engage, and improve physical and mental health conditions, all of which can have a positive effect on both individuals and organizations on a long-term basis.
- Performance support bias refers to a situation where employers, managers, and coworkers provide more opportunities and resources to one gender (typically men) than to a different gender (typically women). As a result of our survey and study, we have discovered that among those who work in marketing who are paid based on performance and commission, women are unfairly assigned inferior accounts in comparison to those of men, despite the fact that women have proven to produce the same results when given equal marketing opportunities, despite the fact that women are unfairly assigned inferior accounts in comparison to men.
- As can be seen, these biases have played a significant role in the creation of the glass ceiling. This is because the glass ceiling as a result of these biases has led to the glass ceiling being what it is today. This is a result of these biases. In the workplace, there exists what is known as "the glass ceiling". The glass ceiling is referred to as an apparent barrier, but one which is intangible, that prevents minorities and women from achieving success in the workplace. This impediment needs to be overcome so they can be able to gain a high level of expertise within the field, in order to achieve success within the field. Based on the research conducted by the authors on this issue, it has been identified that a number of contributing factors, including the types of bias outlined above, are in fact preventing women and minorities from achieving leadership positions at the highest levels of organizations, resulting in the omission of women and minorities from higher levels of employment.
- Based on our research and survey results, we were able to come to the conclusion that, employers are not only unconsciously (or consciously) advertising open positions on platforms that tend to attract men, but they may also actively advertise open positions in these platforms by targeting male candidates through advertisements on these platforms in order to attract male candidates to their position. This is not only unethical, but it is also illegal to do so, both because it is unethical, and also because it is inherently unethical, so on top of being unethical, this is also illegal. As a recruiter, it is essential to realize that gender bias is prevalent at every stage of the recruitment process, starting with where you recruit your candidates and how you go about doing so.
- The results of our research showed that gender bias can have an impact on mentoring opportunities and mentors. The fact of the matter is that women are significantly hindered from achieving top positions throughout their careers as a result of gender biases. In addition, 60 percent of male managers have expressed that they are uncomfortable mentoring female employees, socializing with them, or working one-on-one with them, which is also not helping. Individual contributors, however, should realize that a mentor is highly beneficial for them throughout their career so that they may achieve upper-level positions in the company. Based on the results of the survey we conducted, we found that employees at all income levels who had a mentor at their work were more likely to be satisfied with their jobs than those who did not have mentors at their work.

4. Conclusion

There is one significant advantage of this study, despite its limitations, and that is the fact that the same hypotheses were tested simultaneously among women and men. This enabled us to establish that there are still gender differences in the workplace that need to be addressed. This concerns the career opportunities that are perceived to be available to workers, and which are perceived to be lower for women. Workers perceive themselves to be in a better position in terms of balancing private life and working life, and this gap between the two appears to be higher for women. There is a relationship between perception of career opportunities and work-life balance, generating a lower level of well-being for women as a result of a perceived lack of career opportunities. However, there is also evidence that shows a good perception of work-life balance is also able to ensure excellent results for both women and men in terms of well-being as a result of a good work-life balance. In spite of the fact that the results of this study are not capable of drawing causal conclusions, they can provide practitioners with a number of insights nevertheless.

There are a variety of factors that contribute to employee satisfaction, such as career opportunities alone. For example, career advancements at the expense of balancing work and family life may not be a viable option in the long run. As a

result of the attention that has been paid to gender equity, evaluating the relationship between perceptions of career opportunities, work-life balance, and well-being is an essential step in the development of interventions that are designed to support women in the workplace. In order for gender differences to be recognized, accepted, and enhanced, as well as to avoid problems, organizations and practitioners should take actions that do not translate, for example, into favoring male candidates in order to avoid problems. It should be noted that when combined with career development opportunities for both males and females, work-life balance generates well-being. While the impact of work-life balance on the lives of men and women can be quite different, what is certain is that it is a job resource that transcends gender and is therefore of equal value to both women and men. As a result of the gradual abandonment of the idea of the traditional family, workers today are having to juggle an increasing number of responsibilities outside of work, and this is contrary to the traditional family tradition. With the steadily growing number of couples who have dual careers, and increasing numbers of single parents regardless of the gender they belong to, parents have been forced to juggle an increasing number of responsibilities outside of the work environment.

Compliance with ethical standards

Disclosure of conflict of interest

The authors declare that no conflict of interest exists.

Statement of informed consent

All information in this study has received approval and is an important part of this research.

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