



(RESEARCH ARTICLE)



Women employee development: Mindfulness and their well being

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Abstract

This research paper explores the answer to the main question: Do women employees face work-life balance issues taking a toll on their well-being? The study also analyses the factors that affect the well-being of women employees today. A survey was conducted among teachers, and IT professionals to gather data, and correlation analysis was employed to study the relation between the variables: Family Support, Long Working hours, and Work overload affecting the well-being of women employees. The findings indicate that Multi-tasking, Long working hours and work overload are significantly influencing Mindfulness regarding Women's leadership development. When it comes to Family support, 98% of the responses showed that their families support them in times of work overload, which is a good thing. Based on these findings, several recommendations are proposed in the Reference section. By implementing those recommendations, women employees' well-being & work life can be improved.

Keywords: Women; Leadership; IT professionals; Wellbeing and work life

1. Introduction

In today's context, it is great to see many women taking higher positions in corporates, public sectors and many in entrepreneurial roles. But one major question is do Women employees enjoy the total freedom of work-life balance and ensure proper well-being.

This is a debate by itself, and so did we have the same doubt. As per data from Forbes, we found out that women employees in corporates are leaving their prestigious positions even after getting higher-paid jobs. This rate is rapidly increasing in the last few years. And is a serious issue because women are leaving the workforce in search of better opportunities and work-life balance. According to the IBM reports women occupying Senior Vice-President, Vice-President, Director and Manager roles in 2021 was way less than in 2019. One probable reason could be the Pandemic where women were taught women should achieve a proper work-life balance. This issue of not ensuring proper well-being to their women employees could take a stake in losing their future leaders in the organization.

This is why we have chosen this topic for our research. The article below shows how we proceeded with this research, our major findings, the methodology adopted and the recommendations we would like to portray to the corporates.

2. Review of literature

- **Andukuri Raj Shравanthi, Sagar Deshmukh, N. Deepa "Work-Life Balance of Women in India" (July-September, 2013)** is based on the current demographic, technological, market, and organizational developments connected to it, work-life balance has been a topic of concern for both academic researchers and corporate leaders. This paper has discussed the challenges that family-friendliness of employers in India have

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been reflected in various welfare provisions which has been a matter of concern for employers. Moreover, the range of WLBP differs across organizations, and there is still a lot of time before they become strategic HR initiatives in most organizations.

- **Ms. Vani Bharadwaj, Dr. Meera Shanker “Women at Workplace and Work-Life Balance” (October 2019)** states that Working women nowadays must balance multiple responsibilities in their personal and professional lives. They struggle to manage and strike a balance between the demands of the workplace and responsibilities to their families. These days, women workers have a key challenge in finding a work-life balance. The idea of "work-life balance" refers to striking the right balance between obligations at home and at work.
- **Ms. Sindhu Sivan and Dr. K. Sathyamoorthy “Management of Occupational Stress and Work-life-balance Among Women Managers in Indian Industries” (Dec Special Issue – 2014)** this focuses on the areas of women managers' lives that are stressful and how stress and work-life balance can be addressed. This study highlights methods of coping that can be recognized and seen as a necessary component of achievement so that women will be inspired to pursue managerial positions and make contributions to the growth of a developed and educated country.
- **Ms. Sonam Sukhanandi, Mr. Devang Tank, Prof. Jignesh Vidani “Analysis of the impact of work-life balance on working women employees in India”(2018),** focuses on how Working women today play an important role in every individual's life because they successfully manage both their personal and professional lives. Since it involves giving job and family or lifestyle a proper priority, work-life balance is an essential issue. On the other side, it also talks about the negative effect of the imbalance on working women which might impact their personal life, health, married life, and her child's upbringing.
- **Duan Wei Hua, Nik Hasnaa Nik Mahmood, Wan Normeza Wan Zakaria, Li Cun Lin, Xia Yang, “The relationship between work-life balance and women employeeship performance: The mediation effect of organizational culture” (2018),** Work-life balance, organizational culture, and women's leadership performance are all examined in this study, which also tests the idea of a research model that links those three factors. The relationship between work-life balance and women's leadership performance is significantly and favorably mediated by culture in China. The results showed that a strong connection between organizational culture and work-life balance will result in a high level of women's empowerment.
- **Lisa M. McDonald and Karen Korabik, “Sources of Stress and Ways of Coping Among Male and Female Managers”,(2015)** where nine men and ten women in low stress and ten men and ten women in high stress— were each studied. They discussed difficult work-related problems they faced and how they handled them. For each situation, a revised Ways of Handling Checklist was filled out. Women were more likely than men to report that prejudice and discrimination and work/family interface were sources of stress. The methods used by male and female supervisors to deal with issues at work were similar. On the other hand, males were more likely to engage in a distracting non-work activity than women were to talk to others about their thoughts about the issues. The high and low-stress groups only differ in their use of “Wishful Thinking”.
- **Patricia Ann Bernard, “The Stressors and Coping Strategies of Women employees”(2016)** According to this paper 60% of the women have faced stress mostly in their workplace. Working as well as maintaining a family creates conflicts between family and the workplace where women working in leadership positions face a lot more. This study majorly focuses on the strategies they use to cope within the organization.
- **Nancy J. Adler, “An International Perspective on the Barriers to the Advancement of Women Managers” (2019)** Although the fact that most countries are seeing an increase in the number of women in the workforce, managerial positions continue to have relatively few women. Nearly everywhere, the number of people in executive roles is still relatively small. In every country, there are fewer women at higher levels of an organization, indicating that businesses have purposefully overlooked women as potential executive resources.
- **Dr. Suman Solanki* Dr. Manisha Vijayran, “Work Life Balance and Stress Management Among Female Employees in IT Sector VS Delhi University” (2022)** this paper focuses on Work-life balance is the ultimate management of how work and life coexist without interfering with one another. It marks the division between your line of work, line of business, and every other aspect of your life. Employees put a lot of effort into achieving work-life balance, which puts a lot of pressure on them and forces them to complete their tasks regardless of the deadline in order to avoid delays and failures. Work-life balance has consequently emerged as a crucial workplace issue before and after the COVID period
- **Geetha Manoharan, Sunitha Purushottam Ashtikar , Dr. V. Smitha, S Sundaramoorthi , Dr. Mohana Krishna, “Work-Life Balance Perceptions of Women in the IT and ITES sectors in Kerala: A Research Study” (2023)** In addition to changing the employer-employee relationship, it has changed how business is conducted as well as what people expect from and think about their jobs. The management is primarily responsible for running a successful and profitable organisation because of the diverse workforce and demanding environment. It's almost essential to maintain a healthy work-life balance in the competitive and demanding workplace. Employees' personal and professional lives must be in balance in order to attain work-life balance.

- **K.R. Sowmya, J. Krithika, K. Jagannathan, “Organisational politics and turnover intention: challenges faced by women employees” (2023)**, This article focuses on how women are beginning to hold positions of power in all organizations and nations. They do, however, have a challenging journey, which influences how peacefully they can continue in their positions. The leadership issues investigated in this study are organizational politics and the intention to turnover. The two challenges are difficult for women to cope with, and they are either forced to continue dealing with them or leave the business and leadership position in pursuit of better chances.

Research objective

To study mindfulness and its influence on well being of women employees with special reference to the IT industry.

3. Methodology

As this study is descriptive by nature, The sampling technique was the Purposive Sampling technique. This method was suitable as the questionnaire was distributed only among the women employees and data collection with prior intimation and with fixed appointments.

The questionnaire was circulated among 50 women employees in the IT and Educational sector and was able to get the questionnaire from 48 respondents, which shows a 96% response rate.

3.1. Data collection

We thought making a questionnaire and collecting the opinions from women employees themselves will be the best option to go about with the study. So, we sat together and first identified the areas where women employees could have potential problems in leading a balanced life. We also took the help of industry people to get a deeper understanding of their views.

With the consolidated points, we thought Survey – Questionnaire will be the appropriate approach to collect responses. So, we made a Google form consisting of 15 questions and circulated it to **50 women employees from the Education sector (Teachers) and IT people**. A few of the samples were also doctors and HRs.

Table 1 Pivot table showing responses collected from different age groups

Age Group	Years of Experience	12 - 15 years	15 + years	4 - 7 years	8 - 11 years	Grand Total
	0 - 3 years					
20-25 years	6					6
26-30 years	1			3	1	5
31-35 years					3	3
36-40 years		5	2	1	1	9
41-45 years		2	5			7
45 + years		1	17			18
Grand Total	7	8	24	4	5	48

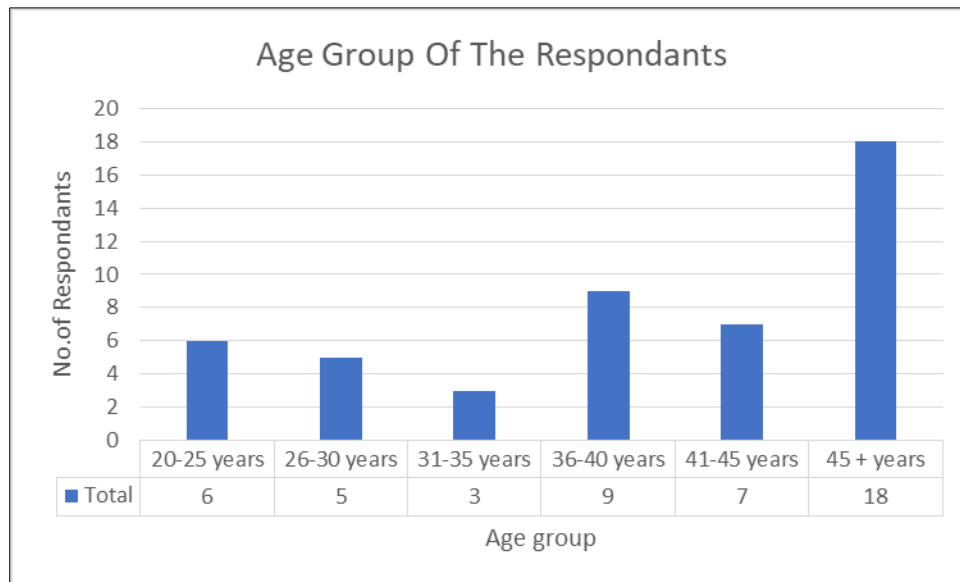


Figure 1 Age group of the respondents

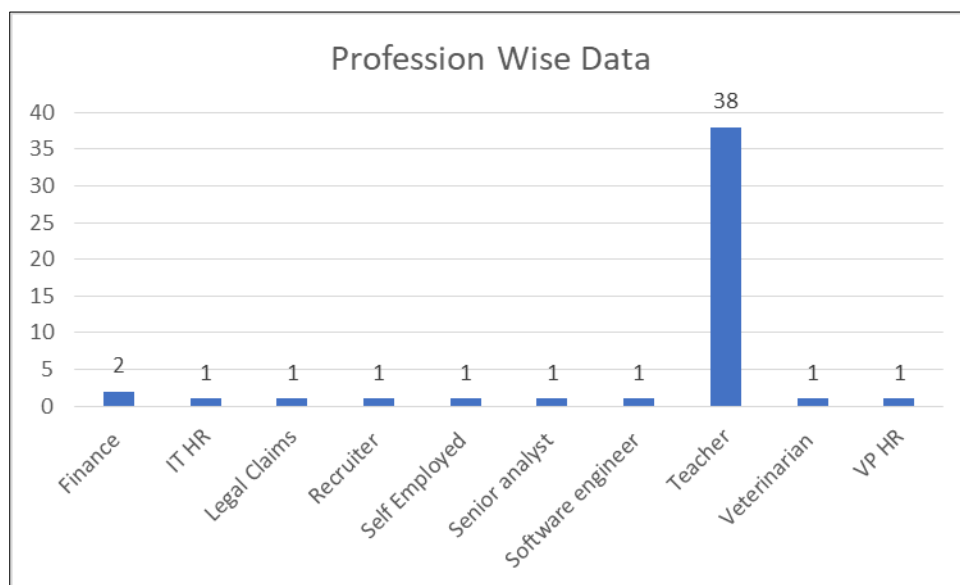


Figure 2 Responses collected - profession wise data

18/48 responses were from women employees in the the age group of **45years+**. Out of those 18 responses 17 responses were from women employees with **15+ years of experience**. Also, most of the responses (38) were from teachers in the Post-Graduate Category. So, this category of women employees were chosen as our focus group.

3.2. Data analysis

Correlation was the statistical technique we adopted to study the relationship between the variables.

3.3. Hypothesis formulation

3.3.1. Hypothesis 1

- **H0:** There is no relationship between the necessity of family support for women to attain success and the family cooperating with women in times of work overload.

- **H1:** There is a relationship between the necessity of family support for women to attain success and the family cooperating with women in times of work overload.

3.3.2. Hypothesis 2

- **H0:** There is no relationship between mental peace getting disturbed by women working from home vs women working 6 days a weak
- **H2:** There is the relationship between mental peace getting disturbed by women working from home vs women working 6 days a weak

3.3.3. Hypothesis 3

- **H0:** There is no relationship between work overload from superiors and work-life balance?
- **H3:** There is a relationship between work overload from superiors and work-life balance?

4. Result and interpretation

4.1. Analysis of the parameters against the responses

Before evaluating the responses using statistical tools, we went through the responses as such to understand the mindset of today's women employees.

Below is a detailed evaluation of the different parameters used for the study.

Table 2 Family support vs handling work overload

"Family support is essential for every woman to attain success in her career". What is your thought on this ?	Count	%
Strongly Agree	39	81.25
Agree	8	16.66667
Neutral	1	2.083333
Total	48	100

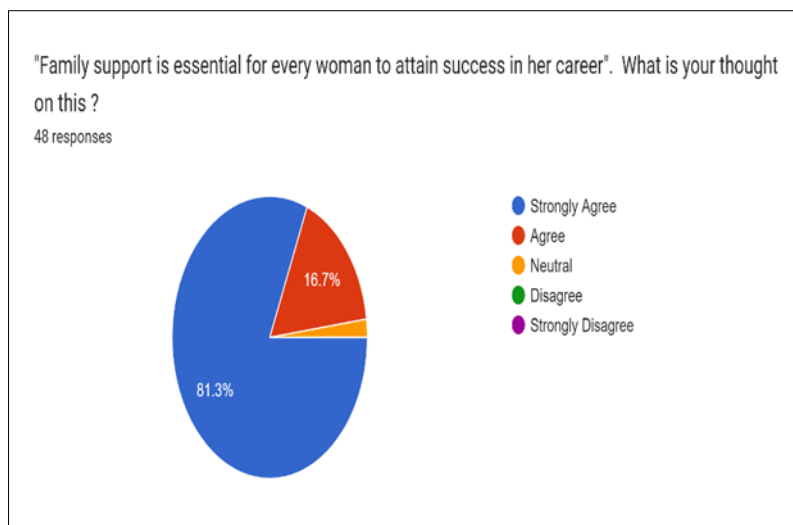


Figure 3 Pie chart showing data analysis on family support vs work overload

As most of us believe family support is essential to attain a healthy personal and professional life, we asked the same question to the respondents, and about 81.25% strongly believed in the statement.

Table 3 Family cooperation vs work overloads

Does your family cooperate with you in times of work overloads and deadlines ?	Count	%
All the time	15	31.25
Most Of the time	19	39.583333
Sometime	14	29.16667
Total	48	100

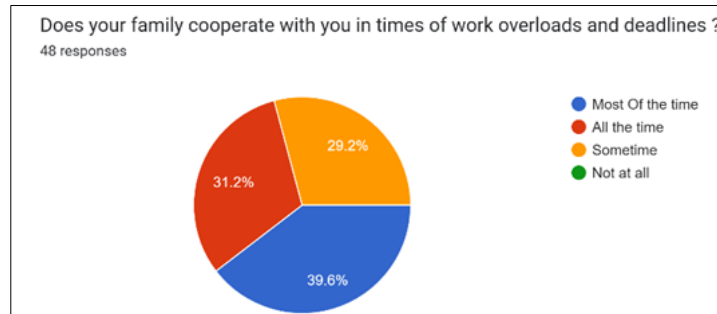


Figure 4 Pie chart showing data analysis on family cooperation vs work overload

With regard to the previous statement, about 39% of our respondents said that they receive timely family cooperation in times of work overload. There was also a 30% category of women employees in leadership positions who felt they revived family cooperation only at times and not always.

Table 4 6 days work & mode of work vs women’ mental well being

Do you think 6 days work life sometimes is the greatest barrier to your mental peace?	Count	Percentage(%)
Yes	32	66.66666667
Maybe	9	18.75
No	7	14.58333333
Total	48	100

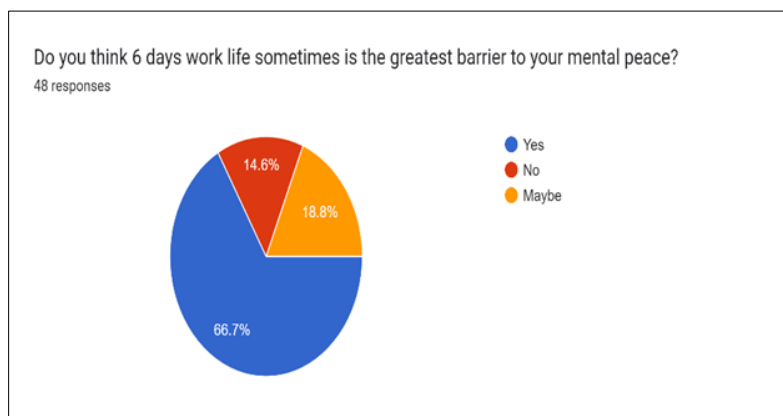


Figure 5 Pie chart showing data analysis on 6 days work life vs mental peace

Sticking to the present scenario, today most employees enjoy only Sundays as holidays. So, when asked our women respondents that if 6 days work life is a barrier to their mental peace. About 67% agreed with the statement. Surprisingly 14% of the respondents responded that 6 days of work life isn't a barrier to their mental peace.

Table 5 Work mode vs work life balance

What kind of work mode is helping you more to balance your work and life ?	Count	Percentage(%)
Work From Home	4	8.33
Hybrid	16	33.33
Offline	28	58.33
Total	48	100

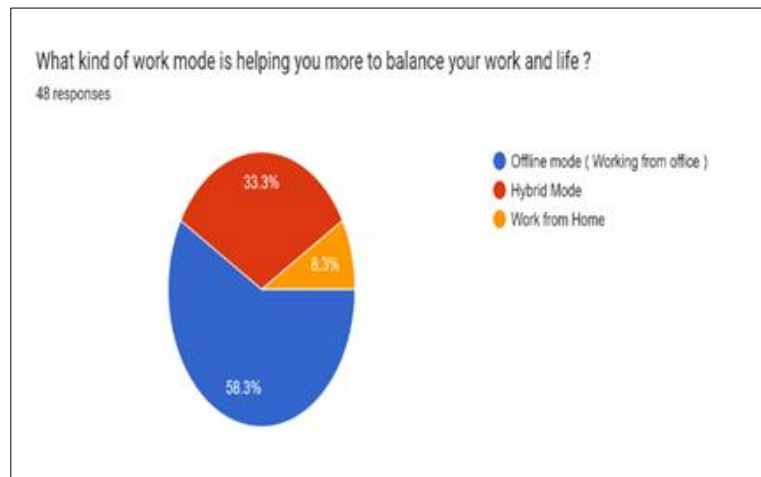


Figure 6 Pie chart showing data analysis on preferred work mode vs work life balance

This was an interesting part. With work-from-home being the trend after Covid-19, we as researchers thought people would prefer a hybrid or work-from-home kind of model. But 58% of our respondents astonished us and broke this myth by answering that offline mode works best for them.

When asked why, this was their statement. Having a 9-5 kind of job, helps them to concentrate on their families in the evenings. Whereas in work from home, they are asked to work at odd shifts which aren't comfortable to them.

Table 6 Work overloads vs women work-life imbalance

Does overload of work and pressure from your superior have an impact on your work-life balance ?	Count	Percentage (%)
Yes	18	37.50
Maybe	19	39.58
No	11	22.92
Total	48	100

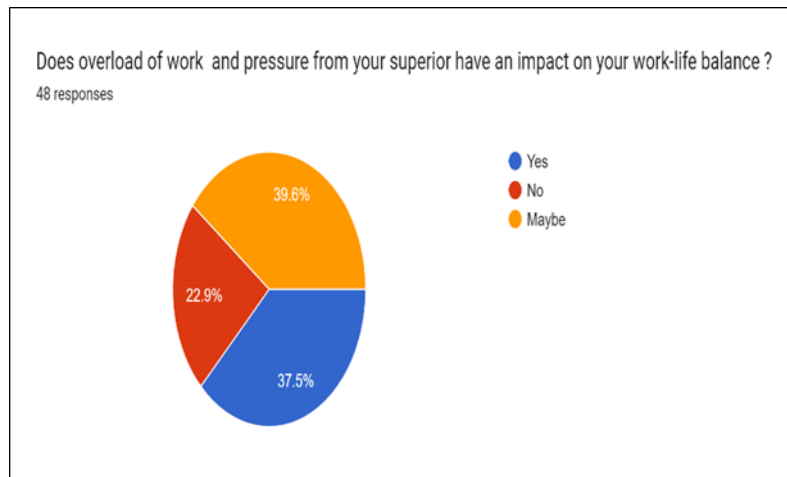


Figure 7 Pie Chart Showing Data Analysis On Work Pressure From Supervisors Vs Work Life Balance

To the above case: Does work overload from superiors affect your mental peace? 39% chose the neutral category whereas 37.5% of women employees responded yes and 22.9% confidently said No.

Table 7 Preference of multitasking

As a woman employee, Multitasking is	Count	Percentage (%)
Peace Killer	12	25
Motivation	36	75
Total	48	100

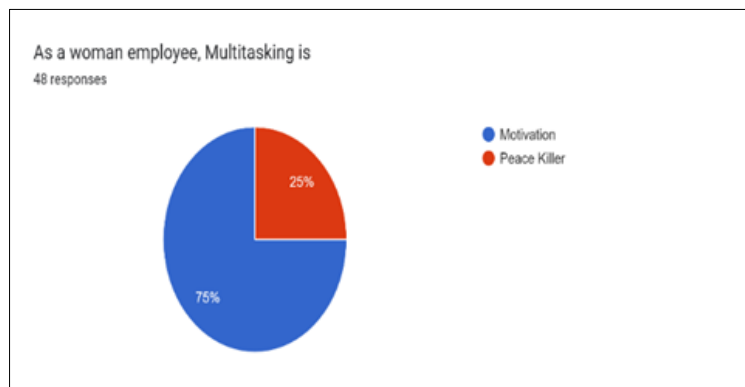


Figure 8 Pie chart showing data analysis on preference of multitasking

Women are multi-taskers. Yes. But does it take a toll on their mental health and well-being? In regard to this the question: As women employees, what’s your take on multitasking was asked in our sample? And the response was amazing. About 75% of women employees felt multi-tasking is a motivation to them.

5. Discussion

Now, that the raw data was analysed, we put the numbers in the correlation analysis to do a real-time check of the interdependency of the variables.

Below is a detailed table showing the findings and the interpretations.

Table 8 Findings and interpretations of the hypothesis

S.no	Hypothesis	Correlation value	Interpretation
1.	Is there a relationship between the necessity of family support for women to attain success and the family cooperating with women in times of work overload?	-0.0467	Women do not need family support in times of work overload to attain success in their professional life.
2	Is working from home or 6 days a week having an impact on mental peace?	0.372899	Women who are working from home and also working 6 days a week, feel that their mental peace is getting affected
3	Does multi-tasking, and work overloads have an impact on the work-life balance	0.204807	As a woman employees multi-tasking and over workload and pressure from their superior is having a greater impact on their work-life balance

Recommendations

Based on our research, we have formulated a list of suggestions for families and organizations to help women employees lead a healthy and balanced personal and professional life.

- Our recommendations for families to promote Healthy work-life for Women employees are:
 - The mindset to adopt shared responsibilities at home. In times of work overload, this mindset of shared responsibilities can actually help run families smoothly.
 - As Sundays are the only time Women are getting to spend fully at home, the people at home should give them their “Me Time” as well. This will help them to focus on their self-care as well.
- Our recommendations for organizations to promote Healthy work-life for Women employees are:
 - Providing training on Mental well-being and also recreational activities will help women employees ease their stress and enhance their productivity. So organizations can work on this.
 - Reward the women in managerial positions promptly. This will be a great sense of motivation for them.
 - Be considerable while delegating tasks to women employees. This will help them have proper workflow management.

Develop an organisational culture that will help the women employees in both managerial and operational roles speak their minds and feel their thoughts are valued

6. Conclusion

While there is significant progress in terms of women progressing in their professional life there are still challenges that take a toll on the well-being and work-life balance in women.

Like long-working hours, pressure to juggle multiple roles, inevitable workload pressures and lack of family support.

As per our study, we found that family support has the most impact when it comes to women enjoying a happy work-life balance. Women are multi-taskers no doubt, they do it by sacrificing a considerable amount of their time and energy. So, if this is clearly understood by the organizations and the family, they live in.

Compliance with ethical standards

Statement of informed consent

Informed consent was obtained from all individual participants included in the study.

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Annexure - 1

"Family support is essential for every woman to attain success in her career". What is your thought on this ?	Number
Strongly Agree	3
Agree	2
Strongly Agree	3
Strongly Agree	3
Strongly Agree	3
Strongly Agree	3
Strongly Agree	3
Strongly Agree	3
Strongly Agree	3
Agree	2
Neutral	1
Strongly Agree	3
Strongly Agree	3
Strongly Agree	3
Strongly Agree	3
Strongly Agree	3
Strongly Agree	3

Most Of the time	2
Most Of the time	2
Most Of the time	2
Most Of the time	2
Most Of the time	2
Most Of the time	2
Sometime	1
Sometime	1
Most Of the time	2
Most Of the time	2
All the time	3
Sometime	1
Sometime	1
Most Of the time	2
All the time	3
All the time	3
Most Of the time	2
All the time	3
All the time	3
Most Of the time	2
Most Of the time	2
Sometime	1
Most Of the time	2
Sometime	1
Sometime	1
Sometime	1
All the time	3
Most Of the time	2
Most Of the time	2
Sometime	1
Sometime	1
Sometime	1
Most Of the time	2
Sometime	1
Most Of the time	2

All the time	3
Most Of the time	2
All the time	3
Sometime	1
All the time	3
All the time	3
Most Of the time	2
Sometime	1
All the time	3
All the time	3
All the time	3

Correlation = -0.0467

Correlation Output - 2

Do you think 6 days work life sometimes is the greatest barrier to your mental peace?	Ranking
Yes	3
Yes	3
Maybe	2
Yes	3
Yes	3
Yes	3
Maybe	2
Yes	3
Yes	3
Maybe	2
Yes	3
No	1
Yes	3
Yes	3
Yes	3
Yes	3
Yes	3
Yes	3
Yes	3
Yes	3
Yes	3
Yes	3
Yes	3
No	1
Yes	3

Yes	3
Yes	3
Yes	3
Maybe	2
Yes	3
Yes	3
No	1
No	1
Yes	3
Yes	3
Maybe	2
No	1
Yes	3
Maybe	2

Yes	3
Maybe	2
Maybe	2
Yes	3
Yes	3
Maybe	2
Yes	3
No	1
Yes	3
No	1
Yes	3

What kind of work mode is helping you more to balance your work and life ?	Ranking
Hybrid Mode	2
Hybrid Mode	2
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Work from Home	3
Hybrid Mode	2
Offline mode (Working from office)	1
Hybrid Mode	2
Work from Home	3

Offline mode (Working from office)	1
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Work from Home	3
Hybrid Mode	2
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Hybrid Mode	2
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Hybrid Mode	2
Hybrid Mode	2
Offline mode (Working from office)	1
Hybrid Mode	2
Offline mode (Working from office)	1

Offline mode (Working from office)	1
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Hybrid Mode	2
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Work from Home	3
Offline mode (Working from office)	1
Offline mode (Working from office)	1
Hybrid Mode	2
Hybrid Mode	2
Offline mode (Working from office)	1
Hybrid Mode	2
Offline mode (Working from office)	1

Hybrid Mode	2
Hybrid Mode	2
Hybrid Mode	2

Correlation = 0.3729.

Correlation Output - 3

Does the overload of work and pressure from your superior have an impact on your work-life balance ?	Ranking
Yes	2
Maybe	1
Maybe	1
Yes	2
No	0
Yes	2
Maybe	1
No	0
Maybe	1
Maybe	1
No	0
No	0
Maybe	1
Yes	2
Maybe	1
Maybe	1
Yes	2
No	0
Maybe	1
Yes	2
No	0
No	0
Maybe	1
Yes	2
Yes	2
Yes	2
No	0
Yes	2
Maybe	1
No	0
No	0

Maybe	1
Yes	2
Maybe	1
Maybe	1
Maybe	1
Maybe	1

Yes	2
Maybe	1
Maybe	1
No	0
Yes	2
Maybe	1
Yes	2
Yes	2
Yes	2
Yes	2
Yes	2
Yes	2

As a woman employee, Multitasking is	Ranking
Motivation	1
Peace Killer	2
Motivation	1
Peace Killer	2
Motivation	1
Motivation	1
Motivation	1
Motivation	1
Motivation	1
Peace Killer	2
Motivation	1
Motivation	1
Motivation	1
Motivation	1
Peace Killer	2
Peace Killer	2
Motivation	1

Motivation	1
Peace Killer	2
Motivation	1
Peace Killer	2
Motivation	1
Motivation	1
Peace Killer	2
Motivation	1
Motivation	1
Motivation	1
Motivation	1
Motivation	1
Motivation	1
Motivation	1
Motivation	1
Motivation	1
Peace Killer	2
Motivation	1
Motivation	1
Motivation	1
Motivation	1

Motivation	1
Motivation	1
Motivation	1
Motivation	1
Motivation	1
Motivation	1
Peace Killer	2
Peace Killer	2
Motivation	1
Motivation	1
Peace Killer	2

Correlation = 0.2048