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REVIEW ARTICLE

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IMPACT OF WORK-LIFE BALANCE ON THE JOB SATISFACTION OF WORKING WOMEN IN THE EDUCATION SECTOR

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ABSTRACT

This research paper evaluates the impact of work-life balance on the job satisfaction of working women in the education sector. In this research paper, we find out the different variables of job satisfaction that affect the work-life balance of working women in the education sector and lead to a negative impact on their professional as well as personal lives and find out the current status of job satisfaction policies of schools and colleges. In this study, we use the secondary data from the related research paper, articles, books etc, and the descriptive research method is used to fulfil the objectives.

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INTRODUCTION

In today's world, Work-Life Balance is very important for everyone, especially for women who play a pivotal role in their personal life and professional life too. In today's era, we see the most of women working in the education sector, especially in schools that give basic education to children. So, it is necessary to find out their job satisfaction level in their professional life which can affect their mental stress and emotional well-being and lead to disbalance in their career and personal life too. In today's monetary era, where survival for earning bread and achieving a standard lifestyle for family is not a easy task. So, men and women are working at this time at both places (inside and outside), but it is not wrong to say that most women are still working and managing their work-life pressures and household chores without any help, especially in the small towns of the country like India. So, we can say that the work-life balance is difficult to achieve for women while saving their identity at the workplace. So, it is necessary to investigate factors that affect the job satisfaction level of working women and suggest the findings and try to make a pleasurable and motivating environment in their work life. Work-life balance shows a mid-point where people find their proper satisfaction level of life without any confusion and people feel very happy and stress-free after achieving that point in their personal and professional lives. Whereas, job satisfaction plays a very important role in achieving that mid-point of work-life balance in working women. As

a previous research finding, we can say that without job satisfaction there is no such word as work-life balance. "In a present working era, salary is less important than job satisfaction level for a male and female both. This Report has been given by AFR.com in Australia in 2014. According to this report job satisfaction is also important than a job designation. Job satisfaction is defined as a degree of happiness which is found after fulfilled the desire of a people by working in their work area. The organisation plays a curious role in the job satisfaction of an employee in every sector. Edwin A. Locke, an American psychologist and a pioneer in goal-setting theory, defined it as: "A pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences." In this research paper, we discuss the job satisfaction level of working women in the education sector mainly and try to find out the different factors that affect their work-life balance through their job satisfaction level in professional life. In this research paper, we mainly measure the level of job satisfaction by their facet level which was given by Paul E. Spector in his book (1996) *Industrial and Organizational Psychology: Research and Practises*, at the University of South Florida, who listed 14 common facets/elements: Supervision, Security, Recognition, Promotion Opportunities, Policies and Procedures, Personal Growth, Organization, Nature of the Work, Job Conditions, Fringe Benefits, Co-workers, Communications, and Appreciation. Based on the above elements, we try to find out the major factors that affect working women's job satisfaction level and make them unable to achieve their work-life balance.

REVIEW OF LITERATURE

Shobha, Suganthi (2019) According to them work-life balance influence job satisfaction of teachers. They prove their findings by using structural equation modelling. The area of the study is limited to the 75 schools of the Villupuram district of Tamilnadu. Hasan, Khan, Butt, Abid and Rehman's (2020) major finding of their research is well being of employees and work-life balance is mainly associated with the person's intrinsic motivation which is related to a person's excitement and feeling towards a job. They use a moderated mediation model among healthcare employees in Pakistan. Silaban and Margaretha (2021) in this paper author explain the effect of work-life balance on job satisfaction and employee retention within the area of study in hotels in Indonesia. So, the conclusion of the research paper is 8.3% positive effect on job satisfaction and 4.4% positive impact on job retention. This research paper suggests that the expansion of the area is ideal for future research. Abhitha and Dr. Hebbar (2022) this research was conducted in the private hospital of Mangalore City. This paper is mainly a case study to find the positive relation between job satisfaction and work-life balance but the long working hours mainly affect this relationship in a negative way.

Abdullah, Kabia, and Pandey (2022) according to them the work-life balance is positively related to job satisfaction of employee. They find that some factors influence the job satisfaction of employees' personal life and professional life and its balance is necessary for organisational success. Their study is limited to the Bilaspur and Raipur hotels of Chhattisgarh. Pratama and Srimulaini (2022) this paper also support that work-life balance is an important factor in increasing employee performance and also find that the quality of work-life also acts as a mediator between work-life balance and job satisfaction. Boakye, Asravor, Essuman (2022) According to this paper, work interference has made a negative impact on a person's life which affects their work-life balance negatively in the tertiary education sector. The International Journal of Service and Management (2022) find that the work-life balance does not directly affect job satisfaction instead job satisfaction is affected by the organisational environment and commitment.

Pratiwi (2023) in this paper author finds that the work-life balance is a factor that influence employee turnover in a positive way and increases job satisfaction. So the organisation can use this factor to increase their employees' performance to achieve the overall profit. The area of their study is the education sector. Cobanoglu, Yildirim, Sarkaya and Sertel (2023) in this paper researchers find that the work-life balance is the main determinant of career satisfaction and job stress has a negative impact on a person's career goal in the education sector. Yogita, Jai (2025) According to their paper the overall job satisfaction level and work-life balance level in education and manufacturing sector of female employees are still very low compare to other major sectors. they collected the data among different sector of female employees and also providing some solution of challenges which coming in gender specific way.

So, after reviewing the above literature we can conclude that there are many researchers who support and believe that the work-life balance is most important for job satisfaction and provide valuable insights in this area.

Objective

- To find out the factors that affect working women's job satisfaction. To evaluate the impact of work-life balance on job satisfaction.
- To find a relationship between work-life balance and job satisfaction

METHODOLOGY

In this research paper we use the data is collected from some organizations, articles, journals, government websites etc. who keenly

working on the problem of facing job satisfaction by working women in education sector. This research paper is based on pre collected data and try to find out the vital factors which affecting the job satisfaction of independent women.

Data interpretation and Analysis: In this paper we use the secondary data to describe the problem of job dissatisfaction which is faced by working women at the time of work in corporate sector and major reason for job dissatisfaction which is copyright by @gyan management journal. In table 1.1 we can see that the major female employees frequently said that they are dissatisfied from their work place. The total females are 240 in which 90 females were saying there are satisfied but 150 females were saying they are not satisfied.

Table 1.1

Job satisfaction of women in their workplace	Frequency
Yes	90
No	150
Total	240

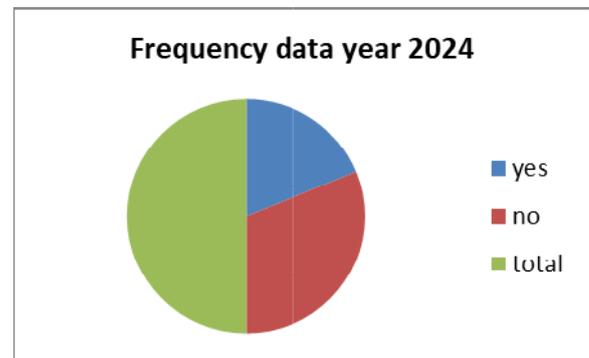


Fig. 1.1- source:(acspublisher.com/journals/index.php/gmj)

In table 1.2 we can see that the important reasons for job dissatisfaction which is given by female respondents. In below table we see that female faced many number of reasons for job dissatisfaction in their work place. Out of 150 total no frequencies the highest factor which affect the level of satisfaction is long working hours with the no. of forty-nine, unequal salary with thirty-two, biased promotion polices with 30 (example promotion is not given on the basis of performance or merit), heavy workload and other reasons with twenty-nine and ten frequency respectively.

Table 1.2

Reasons for dissatisfaction	Frequency
Heavy workload	29
Long working hours	49
Unequal salary	32
Biased promotion policies	30
Other reasons	10
Total	150

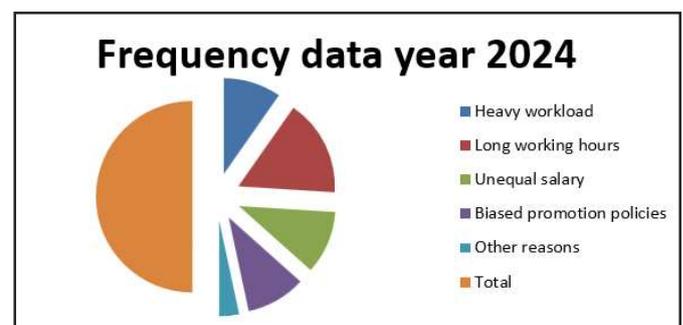


Fig.1.2 source:(acspublisher.com/journals/index.php/gmj)

In a table 1.3 we able to see the reasons why female employees feel satisfied in their work place. There are many factors which increased the job satisfaction of female employees and reducing the problems

like stress, burnout, etc. According to this secondary data which is copyright by @gyan management journal that high level of wages with the frequency of forty respondents plays most important role in job satisfaction of female employees in their work place followed by flexible work timing frequency of with twenty-five respondent female employees, staffs support plays at second last with the frequency of fifteen and other with the frequency level of 10. The total number of respondents data are ninety working women of corporate sector of Chandigarh and Guru gram.

Table 1.3

Reasons of satisfaction in their work place	Frequency
Support of staff	15
Flexible conditions of work	25
High level of wages	40
Other	10
Total	90

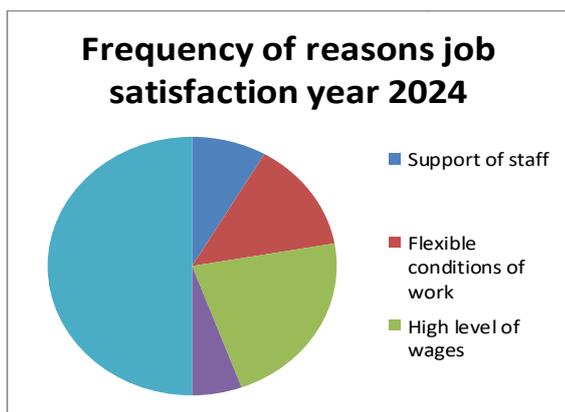


Fig.1.3. source:(acspublisher.com/journals/index.php/gmj)

Transformation in women employees from 2017 from 2024: According to data of pib.gov.in website the shifting trend in worker participation in women employees is higher. We can show you through below table no. 2.1 the worker participation rate (WPR) in 2017-2018 is twenty-two percentages which is increase in 2023-2024 approx. double with percentage of forty point three. Then in second row of table we can see that labour force participation rate is twenty-three point three percentages in the year 2017-2018 which is increased by forty-one point seven percentage in 2023-2024. In third row unemployment rate was five point six percentages in 2017-2018 which is decreased and came on three point two percentages. This means we can say that women participation in our country increased in positive way.

Table no. 2.1

Female labour force metric (in percentage)	2017-2018	2023-2024
Work participation rate	22%	40.3%
Labour force participation rate	23.3%	41.7%
Unemployment rate	5.6%	3.2%

Female labour force metrics

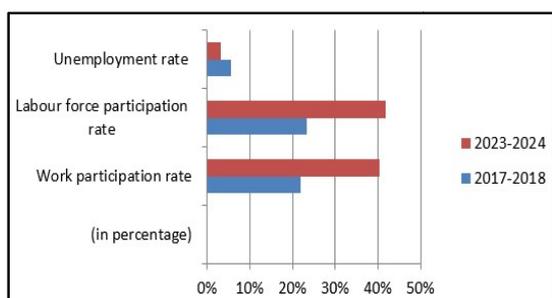


Figure 2.1. Source: pib.gov.in

However, the important question is does this increments in rate of female employees participation in working sector can give them a job satisfaction in their workplace?

So the answer is not much, according to Ministry of labour and employment and directorate general of employment report shows that the major setback of female employees because of lower wages given by company comparison to male employee wages, which place vital role in female employees job satisfaction in their work-life. So, the below table shows a data of this problem clearly.

Table 2.2

Employment terms of female	2017-2018 (%)	2021-2022(%)
No written job contract	66.8	59.1
Unavailability of pay on leave	50.4	44.6
Ineligible for any social benefit	51.8	55.7

In data table and figure 2.2, we take three employment terms of female i.e. no written job contract, ineligible of pay on leave and any social benefit ineligibility. In both years it clearly shows that decreasing level of percentage in year 2021-2022 only fifty-nine point one percentage which is less than in year 2017-18 of female job contract; and we see major ineligibility in pay on leave for working female in 2021-22 is forty-four point six percentage which is also less then compare to fifty point four percentage in year 2017-18; and last in social benefit terms women employees are also not enough but increase in positive way compare to 2017-2018 from 2021-22 with the increasing percentage of approx. form four percentage.

Female wages/salary on the basis of employment terms

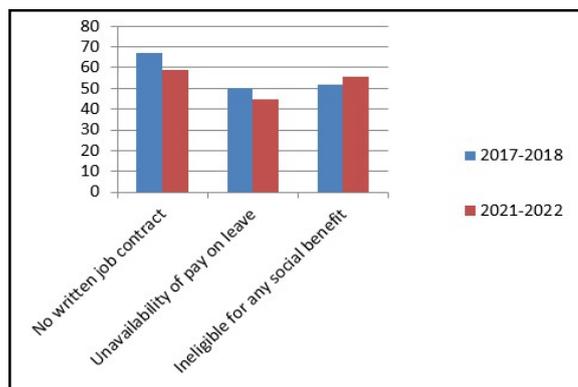


Fig.2.2 Source: PLFS, MoSPI

According to inspira journals research paper the data revealed the female employees job satisfaction among different sectors like, IT sector, healthcare sector, education sector, manufacturing sector and others. The data and table are presented below:

Table 3.1

Sectors	Highly Satisfied (%)
It	25
Healthcare	25
Education	20
Manufacturing	10
Others	20
Total	100

As we see in above figure and table 3.1 the job satisfaction level of female employees among different type of sectors. According to data IT sector female employees' job satisfaction are high with the percentage of twenty-five, in Healthcare sector also twenty-five per cent of female employees' are satisfied with their jobs and after that Education sector female teachers are satisfied with only twenty percentage followed by manufacturing sector with ten percentage and in others sectors like self-employed, tailoring, designing etc., working women satisfaction level are twenty percentage. According to above

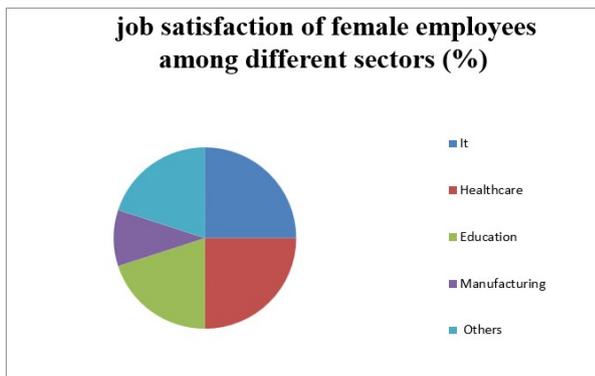


Fig. 3.1. Source: <https://www.inspirajournals.com>

data we can clearly say that the job satisfaction level in education sector is still very low then others major sector. So, which leads to serious problems in female teachers which effect the future of students also and female career who wants making career in this sector.

CONCLUSION

According to research we conclude that some major factors are find out related to work area which leads the problem of job dissatisfaction in working females. The factors are:

Working hours: high level of fixed working hours are major factor which decreased the interest of the working women in their work premises which leads a problem related to:

Physical health of women in high blood pressure, stress, tiredness, etc. Mental health which makes them disconnect from their work, increasing in low attendance in their work place and final leads her to tale decision of switching or leaving the job on the permanent basis.

Inequality on the basis of wages/salary polices: we see this inequality in every sector especially in private sector jobs. According to some government sites its makes highly negative impact on working women career especially on those female employees who joins freshly in working area. This policy of private sector running their career and demotivate them at the starting stage of their work life.

Working staff support: working staff support is also plays a very important role in the satisfaction level of working women in their work place. **Culture of working area:** plays a major role in women work life satisfaction to their job in different ways:

If their organization make a biasness in recognized their work then its make a negative impact towards the work because they are not getting much recognition from their work. If they not get enough opportunity to promotion after their hard work then this make a dissatisfied to her in their workplace. According to some articles and journals the job satisfaction level of female employees in education sector are more high in government sector compare to private sector institution or schools, because government female teachers are have higher job safety, promotional opportunities, pay with maternity leave and for childcare leave, but in private institution polices are not favourable for female employees which increase the dissatisfaction level and making work-life imbalance.

Recommendation and Suggestions

After reviewing an ample amount of research, government website data and articles related to job satisfaction of female employees, we found that the government female employees are more satisfied then private sector female employees. Government should take the appropriate action on private sector also to implement the polices which help the female employees to satisfy form their jobs because not every woman have got the government job due to the limited vacancies. So, it's important that government think about it and make

strict rule on polices, factors which affect the satisfaction level and work-life balance of working women There are some factors of working area which leads the satisfaction level of female employees are:

Adaptable working hours which provides her to manage the professional life and personal life in easily manner.

Training for their career growth and opportunity for future promotions and skill advancement. Providing social benefits form their job to gain mental peace and energetic in their workplace. Compensation and written job agreement polices. Time to time organize an employee recognition program fairly without any biasness which leads the satisfaction level of job in work area. Organization should make a polices regarding decision making involvement of female employees. Government should fixed level of per cent for female employees to include in above polices in every private sector at a mandatory manner to maintain their work-life balance in successful manner. Hence, there is much research present on this topic but still there is a research gap present in the area of study. We can say that there is very little research available for working women in the education sector related to their work-life imbalance problem and insufficient data and suggestions on their problem specifically.

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