



“An Analytical Study on Work-Life Balance among Working Professionals in Belagavi.”

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Abstract: This analytical study investigates the evolving concept of work-life balance (WLB) among working professionals in Belagavi, a rapidly urbanizing city in Karnataka, India. The research had three core objectives: to quantify current WLB levels, to identify key influencing factors, and to examine their impact on mental health. Employing a descriptive and analytical design, primary data were collected from 100 professionals across diverse sectors through a structured questionnaire. Findings indicate moderate overall satisfaction with WLB, with early-career professionals reporting the most pronounced challenges, including long working hours, high workloads, and limited flexibility. Although a Chi-square test revealed no statistically significant association between WLB and selected mental health indicators, qualitative trends pointed to emotional strain and reduced job satisfaction. These findings support recommendations for flexible work arrangements, targeted mental health interventions, and improved managerial practices. By situating the analysis within a specific urban context, this study offers practical insights for employers and policymakers seeking to foster more balanced and sustainable work environments.

Keywords: Work-Life Balance, Mental Health, Job Satisfaction, Working Professionals, Employee Well-being, Belagavi.

1 | Introduction

Work-life balance (WLB) refers to an individual's ability to achieve a harmonious and fulfilling equilibrium between the demands of their professional career and personal life. This balance involves effectively managing time and energy so that neither work responsibilities nor personal obligations disproportionately intrude on the other. Achieving this equilibrium supports optimal functioning and well-being in both areas.

The concept of work-life balance has evolved significantly over time. It originated during the industrial era when rigid work schedules left little room for personal time. The 20th century brought important labor reforms, such as the introduction of the eight-hour workday, which marked a formal recognition of the need to separate professional duties from personal time. In the 1970s and 1980s, awareness of WLB issues grew, particularly with the rise of dual-income households and increased participation of women in the workforce.

In recent years, advancements in digital technology and flexible work arrangements have further blurred the boundaries between home and work life, making work-life balance even more pertinent in today's world. The significance of work-life balance is highlighted by its profound impact on individual well-being, which includes mental and physical health, job satisfaction, and overall quality of life. When an imbalance occurs, individuals often experience increased stress, burnout, and decreased productivity. These challenges can

extend beyond the individual, negatively impacting organizations through higher absenteeism, lower employee morale, and increased turnover rates. Therefore, maintaining a balanced work-life dynamic is crucial for both personal and organizational sustainability.

Given this background, our study addresses the growing challenges faced by working professionals in Belagavi, who frequently struggle to balance occupational responsibilities with personal roles. This research aims to provide valuable insights for policymakers, employers, and HR professionals in developing practical strategies and support mechanisms to foster a healthier work environment.

The study specifically focuses on working professionals in Belagavi, assessing the current state of work-life balance, identifying the key influencing factors, and exploring their implications for mental health. By examining a diverse sample across various sectors, this research seeks to generate relevant findings tailored to the local context. Given Belagavi's rapid economic development and changing social dynamics, this research is particularly significant for shaping effective work-life integration strategies in the city's evolving professional landscape.

2 | Review of Literature

Work-life balance has emerged as a critical concern in modern professional settings, particularly for women managing multiple responsibilities. According to **Delecta (2011)**, work-life balance involves effectively managing work, family, and personal duties. An imbalance leads to stress, reduced well-being, and disruptions within families or organizations. The study emphasizes that individual traits, family obligations, workplace conditions, and societal expectations significantly influence this balance, and that supportive policies can improve outcomes. Building on this, **Shobha Sundaresan (2014)** highlights that working women experience more severe challenges in balancing work and life due to dual roles. Her work introduces key theories such as spillover, conflict, and role overload. Factors such as excessive work pressure, societal expectations, and a lack of workplace flexibility contribute to stress and burnout, ultimately hindering personal and professional growth. In a similar vein, **K. Thriveni Kumari and V. Rama Devi (2015)** explore how women in sectors like IT, healthcare, and education face sector-specific variations in work-life balance. Their study reiterates that role conflict and spillover effects significantly impact the satisfaction and performance of women professionals. Furthermore, **Abdulrahman Ali AlHazemi and Wasif Ali (2016)** underscore the growing importance of work-life balance amidst increasing global competition and changing societal roles. Their literature review discusses the antecedents and consequences of work-life balance and its influence on employee productivity and organizational success. Expanding on this, **K. Thriveni and Devi V. Rama (2016)** examine demographic factors affecting work-life balance among 340 women professionals in Bangalore. Their findings reveal significant correlations, suggesting that personal variables further complicate the challenges women face in managing their work and domestic lives. Additionally, **Ayush Vyasa and Shrivastava (2017)** investigate the impact of psychological empowerment and work-life balance on employee well-being and organizational effectiveness. Their study identifies job satisfaction, stress, appreciation, and career growth as key influencing factors. In the context of Bangladesh, **Mayesha Tasnim, Muhammed Zakir Hossain, and Fabiha Enam (2017)** explore work-life imbalance among women employees, identifying key issues such as extended work hours, childcare responsibilities, job rigidity, and inadequate support systems. Their findings point to the urgent need for structured workplace policies to foster better harmony between work and family life. Moreover, **MJ Sirge and DJ Lee (2018)** emphasize that work-life balance entails active engagement in both work and non-work domains with minimal conflict. Their study links WLB to job satisfaction, reduced stress, and enhanced life quality. They reference theoretical frameworks like Role Theory and Self-Determination Theory, which explain how fulfilling psychological needs supports role management and well-being. Meanwhile, **N. Laxmi and V. Sai Prashant (2018)** investigate the increasing work-life balance struggles among married working women in Visakhapatnam. Their research identifies emotional, physical, and social stressors that are exacerbated by rising job demands and technological encroachment. Similarly, **Vani Bharadwaj and Meera Shanker (2019)** examine the changing societal roles of women and

the challenges in balancing personal and professional responsibilities. Their study discusses definitions, theories, and strategic approaches to WLB, underlining the importance of harmony for individual well-being and organizational productivity. Finally, **Tahani H. Alqahtani (2020)** highlights that the rise in female workforce participation has drawn greater academic and corporate interest in work-life balance. Her research underscores its critical role in achieving both personal fulfillment and career success while addressing the unique challenges that women face in managing multiple overlapping roles.

3 | Statement of the Problem

In today's ever-changing professional landscape, maintaining work-life balance has become increasingly challenging due to rising job demands, blurred boundaries between work and home, and evolving social roles. In Belagavi, working professionals encounter unique difficulties in managing their personal and professional responsibilities, which often leads to stress and mental health issues. Despite the growing significance of this topic, there is a limited amount of research on the factors influencing work-life balance in this region. This study aims to assess the current state of work-life balance among professionals in Belagavi and analyze its impact on their mental well-being.

4 | Objectives of the Study

1. To examine the current level of work-life balance among working professionals in Belagavi.
2. To identify the major factors affecting work-life balance in Belagavi
3. To analyze the impact of work-life imbalance on mental health.

5 | Research Methodology

The present study adopts a descriptive and analytical research design, using primary data collected through a structured questionnaire distributed via Google Forms. A convenience sample of 100 working professionals from various sectors in Belagavi was selected. The questionnaire used a 5-point Likert scale. Descriptive statistics and the Chi-square test were used to analyze the data and examine the relationship between work-life imbalance and mental health.

6 | Limitations of the study

The research paper is confined to a sample size of 100 working professionals from Belagavi, which may limit the generalizability of the results. Additionally, responses could be influenced by the respondents' mood at the time of completing the questionnaire.

7 | Result and Discussion

Table 7. 1: Demographic profile of the respondents.

Demographic variable	Categories	Frequency	Percentage (%)
Age	Below 25	65	65
	25–35	31	31
	36–45	03	3
	Above 45	01	1
Gender	Male	68	68
	Female	32	32
	Other	00	00
Marital Status	Unmarried	83	83
	Married	17	17
	Government/ Public Sector	35	35
	Private Sector	50	50

Type of Employment	Non-profit Organization	02	2
	Self-employed	00	00
	Others	13	13
Years of Work Experience	0–3 years	87	87
	4–7 years	06	6
	8–15 years	06	6
	More than 15 years	01	1

Source: Primary Data.

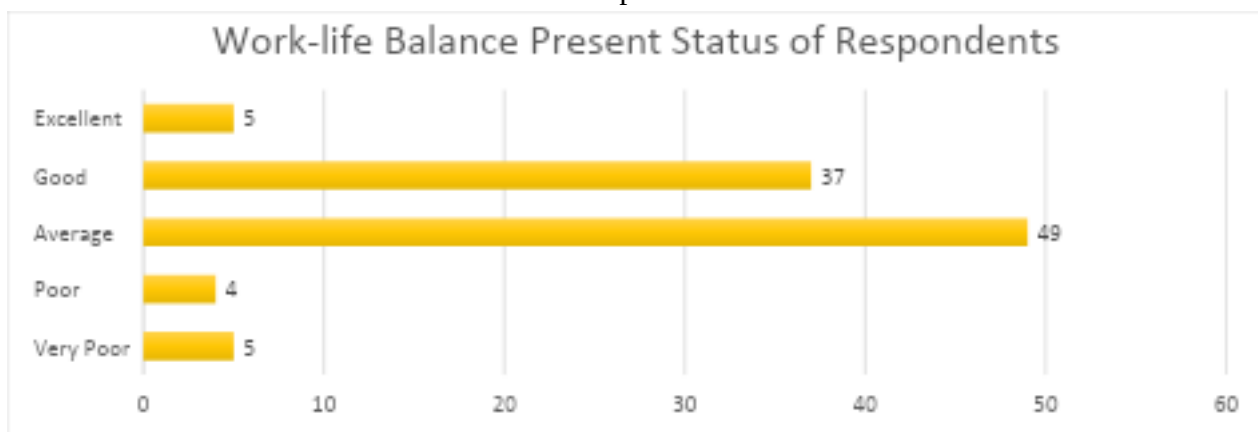
The above table 7.1 demographic profile of the respondents shows that the majority are young professionals, with 65% being under 25 years old and 31% between 25 and 35 years old, while only 3% fall within the 36–45 age group and 1% are above 45 years old. This age distribution indicates that most participants are in the early stages of their careers, which may significantly influence their views on work-life balance. The sample is predominantly male, with 68% identifying as male and 32% as female, and no respondents identifying as other genders, suggesting a gender imbalance that may reflect differing perspectives on work-life challenges. In terms of marital status, 83% of respondents are unmarried and 17% are married, indicating that a large portion of the sample may not yet be balancing professional responsibilities with family obligations. Regarding employment type, 50% are employed in the private sector, 35% in government or public sector roles, 2% in non-profit organizations, and 13% fall under the others category, with no respondents identifying as self-employed, offering a diverse yet structured representation of professional sectors. Work experience data shows that 87% have 0–3 years of experience, 6% each fall within the 4–7 years and 8–15 years ranges, and only 1% have more than 15 years of experience, further emphasizing the early-career nature of the sample. Overall, the profile reflects a youthful, unmarried, and relatively inexperienced workforce, primarily engaged in the private and public sectors, which provides crucial context for understanding their perceptions and experiences related to work-life balance.

Table 7. 2 Work-life balance: Present status of respondents.

Particulars	Respondents	Percentage (%)
Very Poor	05	05
Poor	04	04
Average	49	49
Good	37	37
Excellent	05	05
Total	100	100

Source: Primary Data.

Graph 7.2



The above table and graph 7.2 reveal that 49% of respondents perceive their work-life balance as average, reflecting moderate satisfaction with how they manage professional and personal demands. Additionally, 37% report a good balance, and 5% consider their situation excellent. On the other hand, 5% experience a very

poor work-life balance, while 4% rate it as poor. Overall, most professionals have an average to good work-life balance, but some still face significant challenges that need addressing.

Graph 7.3 The following factors affect work-life balance the most in the profession.



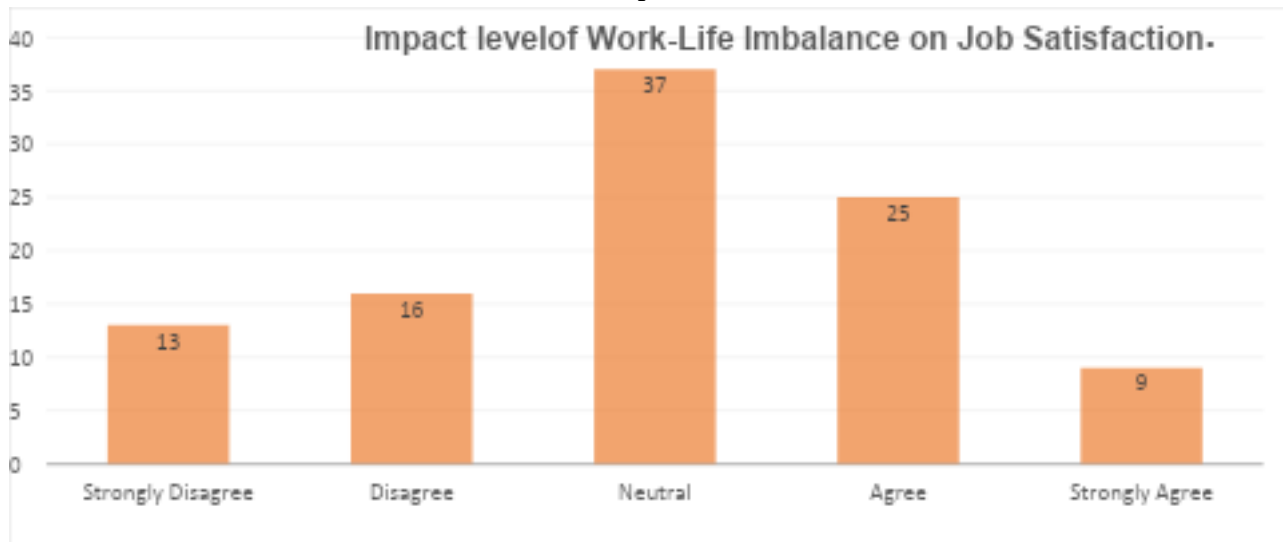
The above graph presents a detailed overview of the key factors that affect work-life balance in the professional field, based on participant responses. The most significant factor is long working hours, reported by 27 respondents, indicating how extended job hours reduce personal time. High workload or demanding tasks closely follow with 26 respondents, reflecting the intensity and volume of work as a major challenge. Lack of flexible working hours/arrangements and family responsibilities, such as childcare, were each mentioned by 21 respondents, showing the importance of accommodating schedules and personal duties. Additionally, use of technology/being “always on” after office hours and lack of support or understanding from management also received 21 respondents each, highlighting how digital connectivity and poor managerial support contribute to stress. Financial pressures were identified by 19 respondents, while career advancement pressure and health issues were cited by 13 respondents each. Personal reasons affecting work-life balance were mentioned by 10 respondents, other factors by 9, and peer pressure was the least reported, with 8 respondents. This data suggests that work overload, inflexible work conditions, and limited support structures are primary obstacles to maintaining a balanced professional and personal life.

Table 7. 4 Impact of Work-Life Imbalance on Job Satisfaction.

Particular	Poor work-life balance has a negative impact on job satisfaction.	
	Frequency	Percentage (%)
Strongly Disagree	13	13
Disagree	16	16
Neutral	37	37
Agree	25	25
Strongly Agree	09	9
Total	100	100

Source: Primary Data.

Graph 7.4



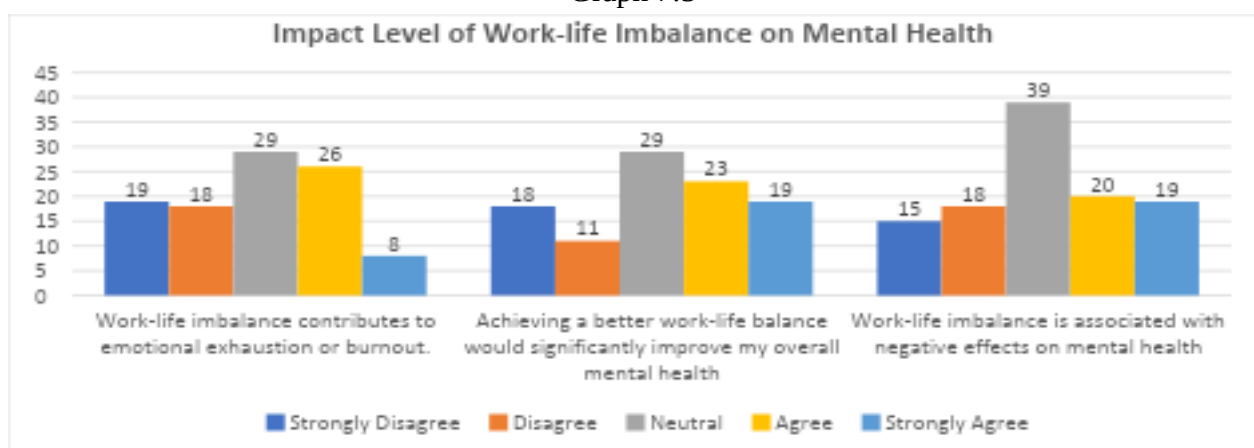
The above table and graph reveal that 37% of respondents remain neutral about the impact of poor work-life balance on job satisfaction, suggesting uncertainty or mixed experiences. However, 25% agree and 9% strongly agree that poor work-life balance negatively affects their job satisfaction, indicating that over one-third acknowledge its adverse impact. Meanwhile, 16% disagree and 13% strongly disagree, showing that a smaller segment does not perceive a direct connection. Overall, the findings suggest that while many professionals recognize a negative link between poor work-life balance and job satisfaction, a significant portion remains uncertain, highlighting the need for greater awareness and organizational support.

Table 7.5 Impact Of Work-Life Imbalance on Mental Health.

Particular	1. Work-life imbalance contributes to emotional exhaustion or burnout.		2. Achieving a better work-life balance would significantly improve overall mental health		3. Work-life imbalance is associated with negative effects on mental health	
	Frequency	Percentage (%)	Frequency	Percentage (%)	Frequency	Percentage (%)
Strongly Disagree	19	19	18	18	15	15
Disagree	18	18	11	11	18	18
Neutral	29	29	29	29	39	39
Agree	26	26	23	23	20	20
Strongly Agree	08	08	19	19	19	19
Total	100	100	100	100	100	100

Source: Primary Data.

Graph 7.5



The above table and graph 7.5 reveal key insights into how work-life imbalance affects their mental health. For the first statement, Work-life imbalance contributes to emotional exhaustion or burnout; a total of 26 respondents agreed and 8 strongly agreed, indicating that 34% of the participants feel emotionally drained due to an imbalance between work and personal life. However, 29 respondents remained neutral, suggesting that a considerable portion is either uncertain or unwilling to express a firm opinion, while 18 disagreed and 19 strongly disagreed, showing that 37 respondents do not associate work-life imbalance with emotional exhaustion. In response to the second statement, achieving a better work-life balance would significantly improve my overall mental health. 23 respondents agreed and 19 strongly agreed, showing that 42% of the sample believes strongly in the positive mental health benefits of better balance. Another 29 chose a neutral stance, while 11 disagreed and 18 strongly disagreed, making up 29 respondents who do not necessarily expect a direct improvement in their mental well-being with better balance. For the third statement, Work-life imbalance is associated with negative effects on mental health; 20 respondents agreed, and 19 strongly agreed, forming a total of 39% who recognize the mental health risks. 20 agreed, and 19 strongly agreed. Overall, while 39% agreed or strongly agreed. Still, 39 remained neutral the highest neutral count among the three statements. This suggests a need for better awareness and communication around how imbalance impacts mental well-being. The responses collectively indicate that while many professionals recognize the issue, a significant number remain on the fence or are unaware of the extent of its impact.

8 | Hypothesis Testing

To examine the relationship between work-life imbalance and mental health among working professionals in Belagavi, a Chi-square (χ^2) test of independence was conducted using MS Excel. The following hypotheses were formulated.

Null Hypothesis (H_0): There is no statistically significant relationship between work-life imbalance and the mental health of working professionals in Belagavi.

Alternative Hypothesis (H_1): There is a statistically significant negative relationship between work-life imbalance and the mental health of working professionals in Belagavi

Table 8.1 observed frequency (O)

Observed frequency	Work-life imbalance contributes to emotional exhaustion or burnout.	Achieving a better work-life balance would significantly improve my overall mental health	Work-life imbalance is associated with negative effects on mental health	Row total
Strongly Disagree	19	18	15	52
Disagree	18	11	18	47
Neutral	29	29	39	97
Agree	26	23	20	69
Strongly Agree	08	19	08	35
Column total	100	100	100	300

Table 8.2 Expected frequency (E)

Expected frequencies were calculated using the formula:

$$E = \text{Row Total} * \text{Column Total} / \text{Grand Total}$$

Expected frequency	Work-life imbalance contributes to emotional exhaustion or burnout.	Achieving a better work-life balance would significantly improve my overall mental health	Work-life imbalance is associated with negative effects on mental health	Row total
Strongly Disagree	17.33333	17.33333	17.33333	52
Disagree	15.66667	15.66667	15.66667	47
Neutral	32.33333	32.33333	32.33333	97
Agree	23.00000	23.00000	23.00000	69
Strongly Agree	11.66667	11.66667	11.66667	35
Column total	100	100	100	300

Table 8.3 Chi-square Components.

The test statistic was computed using $(\chi^2) = (O - E)^2/E$

(O-E) ² /E	Work-life imbalance contributes to emotional exhaustion or burnout.	Achieving a better work-life balance would significantly improve my overall mental health	Work-life imbalance is associated with negative effects on mental health
Strongly Disagree	0.1602571	0.0256413	0.3141017
Disagree	0.3475167	1.3900726	0.3475167
Neutral	0.343642	0.343642	1.374572
Agree	1.1523827	0	0.3913043
Strongly Agree	1.1523827	4.6095183	1.1523827

Chi-square Test summary

Statistic	Value
Chi-square (χ^2)	12.343854
Degrees of Freedom	8
p-value	0.1365087
Significance Level	5%

Interpretation & Conclusion

The test yielded a chi-square statistic of $\chi^2 = 12.343854$ with 8 degrees of freedom and a p-value of 0.1365087. As the p-value exceeds the conventional 0.05 level of significance, the result is not statistically significant. Therefore, the null hypothesis cannot be rejected. This suggests that there is no significant association between perceptions of work-life imbalance and the selected mental health indicators within the sample.

9 | Findings

The demographic profile of the respondents revealed that the majority of respondents are young professionals, with 65 respondents under 25 years of age and 87 having between 0 to 3 years of work experience. This suggests that the sample predominantly consists of early-career individuals who may be facing initial challenges in achieving work-life balance. The smallest representation was found in the age group above 45 years, with only one respondent, and notably, there were no self-employed participants, indicating limited diversity in employment types. Regarding perceptions of work-life balance, nearly half of the respondents, 49, rated their balance as average, reflecting moderate satisfaction with their ability to manage professional and personal responsibilities. Conversely, only a small number, 4 respondents, rated their work-life balance as poor, suggesting that a minority experiences significant difficulty in balancing these demands. Key factors influencing work-life balance among professionals in Belagavi were identified, with long working hours emerging as the most significant challenge, cited by 27 respondents. Other prominent factors included high workload, lack of flexible work arrangements, family responsibilities, and the pressure of constant connectivity through technology. Peer pressure was the least frequently reported factor, identified by only 8 respondents, indicating its relatively minor role in work-life imbalance within this group. In exploring the impact of work-life imbalance on job satisfaction, 37 respondents expressed neutrality, reflecting uncertainty or mixed experiences regarding its negative effects. In contrast, only 9 respondents strongly agreed that poor work-life balance adversely affects job satisfaction, demonstrating that while recognized, the perceived impact varies among individuals. The study also examined the mental health implications of work-life imbalance. For the statement that work-life imbalance contributes to emotional exhaustion or burnout, 29 respondents were neutral, while only 8 strongly agreed, indicating moderate acknowledgment of its emotional toll. Regarding whether achieving better work-life balance would significantly improve mental health, 29 respondents remained neutral, and 11 disagreed, showing that although many are uncertain, a substantial portion recognizes the potential benefits. Lastly, concerning the association between work-life imbalance and negative mental health effects, 39 respondents were neutral, the highest neutral response across the statements, while 15 strongly disagreed, suggesting varied awareness or acceptance of this relationship. Overall, these findings reveal that while work-life balance is a relevant concern among working professionals in Belagavi, a considerable number remain uncertain about its direct effects on job satisfaction and mental health. This underscores the need for enhanced awareness and targeted interventions to support effective work-life integration and mitigate associated mental health risks.

10 | Suggestions

Based on the findings of this study, several measures can be recommended to improve work-life balance among working professionals in Belagavi. Given the city's rapid economic growth and expanding industries, organizations should consider implementing flexible work arrangements, such as adjustable working hours and remote work options, to help employees better manage their professional and personal responsibilities in this dynamic environment. Alongside this, local employers and community groups can collaborate to raise awareness through dedicated programs and workshops that emphasize the importance of work-life balance and its direct impact on mental health, addressing the unique cultural and social expectations prevalent in Belagavi. Cultivating a supportive organizational culture is also crucial; managers in both public and private sectors should be trained to identify signs of stress and encourage open communication, fostering an environment where employees feel understood and supported amid evolving workplace demands. Furthermore, introducing Employee Assistance Programs that offer counseling and mental health support can provide vital resources for professionals experiencing emotional exhaustion or burnout, which is particularly relevant as many respondents in this study are early-career individuals facing new pressures. Employers should also regulate workloads and working hours, especially in sectors known for long hours, such as IT and manufacturing in Belagavi, to prevent excessive demands that encroach upon personal time and well-being. Lastly, clear policies limiting after-hours communication and technology use can help employees disconnect fully during their personal time, countering the challenges of being always on that many participants reported.

Collectively, these locally adapted strategies can foster healthier work-life integration, enhancing both employee well-being and organizational productivity in Belagavi's fast-evolving professional landscape.

11 | Conclusion

In conclusion, this research paper explored the state of work-life balance among working professionals in Belagavi, revealing that while many individuals report an average ability to manage work and personal life, significant challenges persist, particularly for early-career professionals facing long hours, high workloads, and limited flexibility. The findings indicate that work-life imbalance contributes to emotional strain, reduced job satisfaction, and potential mental health concerns, although many respondents expressed uncertainty about the extent of this impact. These insights underscore the importance of promoting supportive workplace practices tailored to local contexts, such as flexible schedules, employee assistance programs, and boundaries around after-hours communication. Despite offering valuable findings, the study's limitations, namely its small, convenience-based sample and reliance on self-reported data, suggest that future research should adopt broader, more diverse samples and longitudinal methods to deepen understanding. Practical implications point toward the need for proactive organizational policies and greater mental health awareness initiatives. Overall, this study contributes meaningfully to the growing discourse on work-life balance in emerging professional hubs like Belagavi, emphasizing the urgency of creating balanced, health-conscious workplaces that support both personal well-being and organizational success.

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