

Correlates of Work–Life Balance Among Married Post-Graduate Students of Ignatius Ajuru University of Education

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Abstract

The study investigates the correlates of work-life balance among married post-graduate students of Ignatius Ajuru University of education. Two research questions and two hypotheses guided the study. The study adopted a correlation research design. The population of this study was 1,193 married post graduate students of Ignatius Ajuru University of Education. The sample size was 300 respondents drawn from the total population of the study using 25%. The sampling technique used was stratified random sampling. A structured questionnaire captioned Correlates of Work-Life Balance among Married Postgraduate Students Questionnaire (CWLBMPSQ). The instruments work life balance among post graduate students was validated by experts in measurement and evaluation. The reliability index of the instruments was determined using Cronbach alpha at 0.75. The researchers administered the instrument to the respondents. Mean and standard deviation was used to answer research questions while simple linear regression was used to test the hypotheses at 0.05 level of significance with the aid of Statistical Package for Social Science (SPSS) version 21. The study revealed that there is a strong positive relationship between the perception of work life balance at the family level among married post-graduate students; job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education. The study recommended that Teachers in the university should encourage the perception of work-life balance at the family level among married postgraduate students and encourage job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education.

Key terms: Work-Life balance, Married post-graduate students

INTRODUCTION

Education is globally recognized as the bedrock for personal and national development. One of man's concern is the issue of survival hence, the cultivation, utilization, transportation and presentation of these aspects of his culture (via knowledge, altitudes, values and skills) are at all times his preoccupations. Education provides an environment through which selected knowledge, skills and values may be communicated/transmitted by those who possess them to those who do not. The schools responsibility is to provide experience through which individual students are given methods and opportunity to expand on their existing knowledge. It also fosters student's inventiveness leading to further discoveries wherein the world is made a better place for human habitation (Asuru, 2017). Work - Life balance refers to achieving the optimum level of balance between work and personal life. The concept of work life balance is defined by various researcher in different ways Greenhaus, *et al.*, (2003) defined it as the level of satisfaction a person receives

through proper functioning of personal life and work. Work life balance can be seen as the satisfaction a person receives from the engagement level of the individuals into various domains of life such as work and home (Clark, 2000).

Vranda, *et al.*, (2000) noted that work life balance is the maintenance of the balance between responsibility of work and personal life. Generally, the term work life balance is influenced by various factors such as demographic variable and some other independent factors which influence the work life balance either positively or negatively. There are factors affecting work life balance, which includes work-family conflict, conflict which emanates due to interference of demands of work into family life known as work family conflicts, the not causes for work family conflict is the work family interface. Major reasons for the work-family conflict are work pressure, job stress, prolong working hours because these factors are responsible for failure in fulfilment of family demands by the employees. The pressure arising from work family conflicts (Greenhaus & Beutell, 1985).

Generally, work family conflicts reduce work life balance of employees (Reddy, *et al.*, 2010). The work family conflicts affect the wellbeing of employees in an organization (Pleck, *et al.*, 1980). The factors such as work environment, feeling about work, role conflicts and much more affects the work life balance of the employees in an organization. The work environment as an independent variable has a direct impact on the dependent variable of work balance. The pleasant work environment is necessary for the positive work life balance level of the employees (Sundaram & Panchanantham, 2012).

The work environments affects the work life balance both positively and negatively (Allen, *et al.*, 2000). The term role conflicts include both work family conflict and family work conflict which have an inverse relationship with work life balance (Maltotra & Cooper, 1992) and also they have direct relationship with work life role interfere with the role of the family while work family conflict role interfere with the work role. Work-life balance is defined as a state wherein individual manages real or potential conflict or that which exist among different demands on his or her time and energy in such a way that satisfies his or her needs for wellbeing and fulfilment. This is because individual have a work life and personal life, work balance is the relationship attained between work that an individual is being paid for and live individual live outside their paid employment, it should be on the know that work balance does not imply equal balance in a person's several roles but where it is achieved. It helps to ensure that work role and family commitments are arranged in the most realistic and rewarding ways that can best meet the live fundamental needs.

Work-life balance is referred to as the ability of a worker to manage both paid work and social life adequately (Guest, 2002). To manage both domains efficiently depends on the strategies employed by both employees and employers. In this regard, Lockwood (2003) asserts that employers have increasingly realised that, to enhance work-life balance, they must consistently improve the quality of life of employees with their families to increase the quality of work. This suggests the need for vibrant businesses to promote work and family integration to enhance the commitment of workers. Therefore, as companies aim at reducing cost and increasing profit in the global market, it is crucial for employers to implement policies to help workers balance paid work and non-work roles.

Furthermore, Asiedu-Appiah, *et al.*, (2013) argue that paid work and non-work activities are two important domains in that longer hours at the workplace reduce the presence of employees at home and they often miss family and social activities. The authors observe that as employees get more involved in their jobs, they are less likely to have time for social activities and that eventually reduces commitment to work. On the other hand, when an employee spends more time with the family and less time at work, it can lead to absenteeism and labour turnover among workers (Adams, *et al.*, 1996). In spite of these outcomes, employees are not equally aware of the availability of work-life balance policies in their organizations (Budd & Mumford, 2005).

In determining the link between work-life balance and commitment, Beauregard and Henry (2009) argue that commitment to work depends largely on the extent to which employees are able to

balance work activities and non-work activities and are satisfied with the job they do and the conditions of service within which they work. Thus, for an organisation to compete well in the global market in high quality standards, it will need to guarantee employees with flexible work arrangements in order for them to display a higher level of positive attitude to work.

The role expansion and work-family conflict theories informed the study. The main idea behind the role expansion theory is that occupying multiple roles in both work and social life has positive effects on the individual (Barnett & Hyde, 2001). Thus, multiple roles generate social and economic resources. Workers who view the performance of multiple roles as functional to the work and home lives might stay committed to this course and enjoy the benefits associated with it (Wayne, *et al.*,2004).

Although performing different roles at work and at home have benefits to individuals, it becomes a burden when the roles at work adversely affect the social life of employees. This leads to the theory of work-family conflict which was first used in 1986 when employees struggled to balance work and life responsibilities (Lockwood, 2003). This is evident in research done by Hobson, *et al.*,(2001) who explained that the inability of employees in the corporate world to balance work and family activities can lead to a high rate of absenteeism, reduced performance and productivity, decreased job satisfaction and low organisational commitment. Similarly, relating this approach to the current study, conflicting roles from work and home adversely affects job satisfaction and commitment. Employees who are engaged in their work are fully connected with their work roles. They are bursting with energy, dedicated to their work, and immersed in their work activities. The job and personal resources are the main predictors of engagement. These resources gain their salience in the context of high job demands. Engaged workers are more open to new information, more productive, and more willing to go the extra mile. Moreover, engaged workers proactively change their work environment in order to stay engaged (Bakker, 2011).

But for this study, work family conflict, family work conflict, feeling about work and work environment have been undertaken to analyze the level of work life balance among married postgraduate students of Ignatius Ajuru University of Education.

STATEMENT OF THE PROBLEM

Work and life act is the most important realm in the life of every employee and even the employer. Several organizations are adapting to a variety of changes in order to remain competitive. There is growing awareness in current workplaces that employees are not keen to give up on their personal lives simply because of work. In order to remain competitive today, organizations and companies need to win over the minds – rational commitment – and the hearts – emotional commitment – of employees in ways that lead to extraordinary effort. However, the challenge of balancing work and non-work activities raises key concerns for both individuals and organizations. Interference between work and non-work demands can indicate serious implications including lower levels of job satisfaction and employee commitment. However, the research sought to find out the correlates the perception of work life balance at the family level among married post-graduate students and job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education, thus, the researcher carries out this research in order to analyze the relationship between work life balance among married post-graduate students of Ignatius Ajuru University of education.

AIM AND OBJECTIVES OF THE STUDY

The aim of this study was to investigate the relationship between work life balance among married post-graduate students of Ignatius Ajuru University of education. Specifically, the study sought to:

1. Correlates the perception of work life balance at the family level among married post-graduate students of Ignatius Ajuru University of education.

2. Determine the relationship between job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education.

Research Questions

The following research questions were posed to guide the study.

1. What is the perception of work life balance at the family level among married post-graduate students of Ignatius Ajuru University of education?
2. What is the relationship between job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education?

Hypotheses

The following null hypotheses are formulated to guide the conduct of the study

1. There is no significant relationship between the perception of work life balance at the family level among married post-graduate students of Ignatius Ajuru University of education.
2. There is no significant relationship between job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education.

METHODOLOGY

The study adopted correlation research design. Ayodele (2000) explained that this is a type of research which determines the extent or degree of relationship existing between two or more variables and a major variable under consideration and to use such relationship in making future predictions. Correlation research could also be used to estimate the accuracy of such prediction. Correlation research design seeks to fine out the relationship between two variables and also the magnitude and direction of such relationship. Mike (2007) noted that correlation research design is one aimed at determining the relationship between variables. It enables one to ascertain the extent to which variations in one variable are associated with variations in another.

The population of this study consisted 1,193 married post graduate students of Ignatius Ajuru University of Education. The sample size consisted of three hundred (300) married post graduate students of Ignatius Ajuru University of Education (two hundred married female and one hundred married male post graduate students). This number formed the total sample size drawn from the total population of the study using 25%. Source: IAUOE Postgraduate School, 2021.

The sample technique used for the study was stratified random sampling. Stratified random sampling is a refinement of simple random sampling method. It is a method where by the population was divided into subgroup, each subgroup having subjects with similar characteristics which assisted in the selection of the three hundred married postgraduate students (sample size drawn from the total population of the study).

A structured questionnaire captioned correlates of work life balance among married post graduate students. The questionnaire is divided into two, parts, A and B. Section A dealt with the personal data of the respondents while section B consisted of 30 items. A modified Likert type response scale of strongly agreed (SA) = 4 points. Agreed (A) = 3 points, Disagreed (D) = 2 points and Strongly Disagreed (SD) = 1 point as used.

The instruments work life balance among post graduate students was validated by experts in measurement and evaluation. Their criticisms, suggestion and corrections were incorporated into the final draft of the instruments. The reliability of the instruments was determined using Cronbach alpha. This was done by administering the instrument to three hundred (300) married post graduate students of Ignatius Ajuru University of Education. The scores of the respondents was collated and subjected to statistical computation using Cronbach's alpha in analyzing the data and a correlation coefficient r of 0.75 was obtained for the research instrument. The reliability coefficient indicated that the instrument were quite reliable for use in the study.

In order to be objective in this study, the researchers and trained research assistant were used; the researchers administered 300 the instrument to the married post graduate students of Ignatius Ajuru University of Education while 241 copies of the instrument was retrieved. The filled copies of the instrument were collected on completion which showed 80% returned rate. The data obtained from the instrument was collated, organized and analyzed using mean and standard deviation to answer research questions while simple linear regression was used to test the null hypotheses at 0.05 level of significance with the aid of statistical package for social science (SPSS) version 23.

Results and Discussion

Research Question One: What is the perception of work life balance at the family level among married post-graduate students of Ignatius Ajuru University of education?

Table 4.1: Mean and Standard Deviation Analysis of Perception of Work Life Balance at the Family Level among Married Post-Graduate Students of Ignatius Ajuru University of Education

RQ.2	What is the relationship between the perception of work life balance at the family level among married post-graduate students of Ignatius Ajuru University of education?	\bar{x}	S.D	Decision
1.	My wife is satisfied with work and family roles as a postgraduate student	3.32	.82	Agree
2.	My husband immediate supervisor is considerate towards his postgraduate studies.	3.31	.82	Agree
3.	My wife's co-workers are cooperative towards her postgraduate studies.	3.28	.81	Agree
4.	My wife have adequate time for work and home as a postgraduate student	3.27	.81	Agree
5.	Work responsibilities affect the social life of men more than women towards postgraduate studies.	3.35	.83	Agree
6.	My wife's workload do not allow her concentrate towards postgraduate studies.	3.46	.86	Agree
7.	Postgraduate women experience more work-family conflict than men	3.49	.87	Agree
8.	Workers who are single are able to balance their work and family roles better than those married towards postgraduate studies	3.37	.84	Agree
9.	Family responsibilities have higher effects on the work of women than men towards postgraduate studies	3.56	.89	Agree

Source: Source Data 2022

Results from Table 4.1 showed that mean scores obtained from the perception of work life balance at the family level among married post-graduate students of Ignatius Ajuru University of education were greater than the criterion mean benchmark of 2.50. This showed that there is strong and positive responses from the respondent and therefore conclude that work life balance at the family level have effect among married post-graduate students.

Research Question Two: What is the relationship between job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education?

Table 4.2: Mean and Standard Deviation on Relationship between Job Engagement and Work-Life Balance among Married Post-Graduate Students of Ignatius Ajuru University of Education

S/No.	ITEMS	\bar{x}	S.D	Decision
1.	Postgraduate students who are engaged in their work do not attend class regularly.	3.35	.83	Agree
2.	The job and personal resources are the main predictors of postgraduate students engagement.	3.29	.81	Agree
3.	Engaged workers are more open to new information	3.25	.80	Agree
4.	Engaged postgraduate students who are workers proactively change their work environment in order to attend classes	3.45	.83	Agree
5.	Postgraduate students who are working dedicated more time to their work than classes.	3.36	.83	Agree

Source: Source Data 2022

Table 4.2 result revealed that the mean scores obtained from the relationship between job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education are greater than the criterion mean benchmark of 2.50. This implies that there is cordial relationship between job engagement and work-life balance among married post graduate students.

Ho₁: There is no significant relationship between the perception of work life balance at the family level among married post-graduate students of Ignatius Ajuru University of education.

Table 4.3a: Correlation Analysis of Perception of Work Life Balance at the Family Level among Married Post-Graduate Students of Ignatius Ajuru University of Education

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.757 ^a	.573	.570	.40157

a. Predictors: (Constant), Family level, Perception

Sources: SPSS 21.0

The model summary of Table 4.3a reveals that R^2 perfectly measured the effect of independent variable on the dependent variable having the value of .573. Based on the 57% of the variation, the result showed that There is significant relationship between perception of work life balance at the family level among married post-graduate students of Ignatius Ajuru University of education. This was supported by adjusted R^2 of .570.

Table 4.3b: ANOVA Analysis of Perception of Work Life Balance at the Family Level among Married Post-Graduate Students of Ignatius Ajuru University of Education

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	52.022	2	26.011	161.300	.000 ^b
	Residual	38.702	240	.161		
	Total	90.724	242			

a. Dependent Variable: Married Postgraduate

b. Predictors: (Constant), Family level, Perception

Sources: SPSS 21.0

ANOVA result in Table 4.3b showed the computed F-value of 161.300 and Sig. value of .000^b < 0.05 (which is less than) the chosen level of significant at 2 degree of freedom. Therefore, the null

hypothesis is rejected, while the alternate hypothesis is accepted. This implies that there is significant relationship between perception of work life balance at the family level among married post-graduate students of Ignatius Ajuru University of education.

Table 4.3c: Coefficient Estimates of the Perception of Work Life Balance at the Family Level among Married Post-Graduate Students of Ignatius Ajuru University of Education
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.130	.134		8.443	.000
1 Perception	-1.005E-013	.164	.000	.000	.000
Family level	.710	.169	.757	4.208	.000

a. Dependent Variable: Married Postgraduate
Sources: SPSS 21.0

In coefficient of the estimates of Table 4.3c, the result showed the computed t-value of perception of work-life was 4.208 and Sig. value of 0.000 family life was 4.208 and Sig. 0.000 < 0.05 (which is less than) the chosen level of significant. Therefore, the null hypothesis is rejected, while the alternate hypothesis is accepted. This further indicated that there is significant relationship between perception of work life balance at the family level among married post-graduate students of Ignatius Ajuru University of education.

H₀₂: There is no significant relationship between job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education.

Table 4.4a: Model Summary of the Relationship Between Job Engagement and Work-Life Balance Among Married Post Graduate Students of Ignatius Ajuru University of Education
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.767 ^a	.586	.581	.50699

a. Predictors: (Constant), Work-life balance, Job
Sources: SPSS 21.0

The model summary of Table 4.4a reveals that R² perfectly measured the effect of independent variable on the dependent variable having the value of .767. Based on the 77% of the variation, the result showed positive significant relationship between job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education. This was supported by adjusted R² of .58.

Table 4.4b: ANOVA of The Relationship Between Job Engagement and Work-Life Balance Among Married Post Graduate Students of Ignatius Ajuru University of Education
ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	29.233	2	14.617	56.866	.000 ^b
	Residual	61.689	240	.257		
	Total	90.922	242			

a. Dependent Variable: Married Postgraduate
b. Predictors: (Constant), Work-life balance, Job
Sources: SPSS 21.0

ANOVA result in Table 4.4b revealed the computed F-value of 56.866 and Sig. value of $.000^b < 0.05$ (which is less than) the chosen level of significant at 2 degree of freedom. Therefore, the null hypothesis is rejected, while the alternate hypothesis is accepted. The study further concludes that there is positive significant relationship between job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education.

Table 4.4c: Coefficient Estimates of the Relationship Between Job Engagement and Work-Life Balance Among Married Post Graduate Students of Ignatius Ajuru University of Education
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
	(Constant)	2.353	.198		
1	Job	.803	.076	.746	10.575
	Work life balance	-.408	.069	-.417	-5.908

a. Dependent Variable: Married Postgraduate

Sources: SPSS 21.0

In coefficient of the estimates of Table 4.4c, the result showed the computed t-value of job engagement was 10.575 and Sig. value of 0.000; work-life balance was -5.908 and Sig. value of $0.000 < 0.05$ (which is less than) the chosen level of significant at 2 degree of freedom. Therefore, the null hypothesis is rejected, while the alternate hypothesis is accepted. The study further concludes that there is positive significant relationship between job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education.

DISCUSSION OF FINDINGS

Based on the results gotten from research question one showed that there is strong and positive responses from the respondent and therefore conclude that work life balance at the family level have effect among married post-graduate students. However, hypothesis one result also showed that that there is positive significant relationship between perception of work life balance at the family level among married post-graduate students of Ignatius Ajuru University of education. Similarly, Kalthum *et al.*, (2017) findings discovers that in general, married women working in public sectors are able to sustain work-life balance. The main support is the spouses who often help the women with their housework. However, most of the housework is done during weekends because of the limited time during the working days. The respondents agree that they are also able to spend good quality time with their families. In support of Agha, *et al.*, (2017) concluded that the unmarried postgraduate students were maintaining good work-life balance as compared to married ones as the married postgraduate students have to look after the work-life balance among three families - first own family, second maternal family and third in-laws family.

Results from the findings of research question two revealed that that there is cordial relationship between job engagement and work-life balance among married post graduate students while hypothesis two result concluded that there is positive significant relationship between job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education. This finding confirms the findings of research conducted by Jyothi and Jyothi (2012) revealed that there is positive relationship between job engagement and work-life balance among married post graduate students.

CONCLUSION

The objective of this study was to qualitatively investigate the relationship between work life balance among married post-graduate students of Ignatius Ajuru University of education. Work-life is very

crucial in any institution as it determines to a great extent at which postgraduate students who are working performance. However, from the findings, hypothesis one result concluded that there is positive significant relationship between perception of work life balance at the family level among married post-graduate students of Ignatius Ajuru University of education while hypothesis two also concluded that there is positive significant relationship between job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education.

RECOMMENDATIONS

1. Teachers in the university should encourage the perception of work-life balance at the family level among married postgraduate students. This can be achieved by training teachers on how to understand perception of work-life balance at the family level among married postgraduate students.
2. Teachers in the university should encourage job engagement and work-life balance among married post graduate students of Ignatius Ajuru University of education. This can also be achieved through organizing seminar/conference among teaching staff and married postgraduate students on the relation between job engagement and work-life balance.

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