



WORK–FAMILY BALANCE AND MARITAL ADJUSTMENT AMONG EMPLOYED WOMEN IN YADGIR DISTRICT

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Abstract

The increasing participation of women in the workforce has significantly transformed family structures and marital relationships in contemporary Indian society. While employment provides financial independence, career advancement, and enhanced social status, it also presents challenges in balancing professional responsibilities with family obligations. The present study examines the relationship between work–family balance and marital adjustment among employed women in Yadgir District, Karnataka. It explores the influence of socio-economic characteristics, occupational demands, family structure, working hours, spousal support, childcare responsibilities, and workplace stress on the quality of marital relationships. The study adopts a descriptive research design and utilizes both primary and secondary data. Primary data are collected through structured questionnaires and interviews with employed married women from various occupational sectors, while secondary data are gathered from books, journals, government reports, and relevant research publications. The findings indicate that women who receive emotional support from their spouses, experience equitable sharing of household responsibilities, and work in supportive organizational environments report better work–family balance and higher levels of marital adjustment. Conversely, long working hours, occupational stress, role conflict, and unequal domestic responsibilities adversely affect marital harmony. The study concludes that strengthening family support systems, promoting gender equality in household responsibilities, and implementing family-friendly workplace policies can significantly improve both work–family balance and marital adjustment. The research contributes to sociological understanding of changing family dynamics and provides useful recommendations for policymakers, employers, family counselors, and researchers concerned with women's empowerment and family well-being.

KEYWORDS: Work–Family Balance, Marital Adjustment, Employed Women, Working Women, Family Relations, Gender Roles.

INTRODUCTION

The increasing participation of women in the workforce has become one of the most significant social transformations in contemporary India. Education, economic

liberalization, urbanization, and changing social values have enabled women to pursue careers in government services, education, healthcare, banking, private organizations, agriculture, and entrepreneurship. Employment has enhanced women's financial independence, self-esteem, and decision-making power within the family. However, it has also increased the challenge of balancing professional responsibilities with domestic and marital obligations. Work–family balance refers to an individual's ability to effectively manage the demands of employment and family life without allowing one role to adversely affect the other. For employed women, achieving a healthy balance between work and family is often difficult because they perform multiple roles simultaneously as employees, wives, mothers, daughters, and caregivers. When these responsibilities become excessive, women may experience role conflict, occupational stress, emotional exhaustion, and reduced satisfaction in both professional and personal life. Marital adjustment is an important dimension of family well-being and refers to the degree of mutual understanding, cooperation, emotional compatibility, communication, trust, and satisfaction between spouses. A well-adjusted marital relationship promotes family stability, psychological well-being, and social harmony, whereas poor marital adjustment may result in marital conflict, stress, dissatisfaction, and adverse effects on children and family relationships. The quality of marital adjustment among employed women is closely linked to their ability to maintain a satisfactory balance between work and family responsibilities.

In India, despite remarkable progress in women's education and employment, traditional gender norms continue to assign primary responsibility for household work and childcare to women. Consequently, many employed women shoulder a dual burden of paid employment and unpaid domestic work. Long working hours, occupational stress, commuting time, inadequate childcare support, and unequal distribution of household responsibilities often create work–family conflict, which may affect marital harmony. Conversely, supportive

spouses, flexible work environments, effective communication, and shared family responsibilities contribute positively to both work–family balance and marital adjustment. Yadgir District, Karnataka, provides an important setting for studying these issues. The district has witnessed gradual socio-economic development and increasing employment opportunities for women across public and private sectors. At the same time, traditional family structures, cultural values, and gender expectations continue to influence family relationships and women's roles within the household. These changing social conditions make it essential to examine how employed women manage competing demands from work and family and how these demands affect their marital relationships.

AIM AND OBJECTIVES

Aim

The primary aim of the study is to examine the relationship between work–family balance and marital adjustment among employed women in Yadgir District and to analyze the socio-economic, occupational, and familial factors influencing their marital relationships.

Objectives

1. To examine the level of work–family balance among employed women in Yadgir District.
2. To assess the level of marital adjustment among employed women.
3. To study the socio-economic profile of employed women with respect to age, education, occupation, income, family type, and duration of marriage.
4. To analyze the relationship between work–family balance and marital adjustment among employed women.
5. To identify the impact of occupational stress, working hours, and workload on work–family balance and marital adjustment.
6. To examine the role of spousal support, family support, and shared household responsibilities in maintaining marital harmony.

7. To compare work-family balance and marital adjustment among women employed in different occupational sectors such as government, private, educational, healthcare, banking, and self-employment.
8. To investigate the influence of family structure (nuclear and joint family) on work-family balance and marital adjustment.
9. To identify the major challenges faced by employed women in balancing professional responsibilities and family life.
10. To suggest appropriate measures for improving work-family balance, strengthening marital adjustment, and promoting family well-being among employed women in Yadgir District.

REVIEW OF LITERATURE

The growing participation of women in paid employment has attracted considerable attention from sociologists, psychologists, and gender studies scholars. As women increasingly combine professional careers with family responsibilities, work-family balance and marital adjustment have emerged as important areas of research. Existing literature suggests that the quality of marital relationships among employed women is influenced by occupational demands, family support, socio-economic conditions, gender roles, and cultural expectations. Early research on work-family balance emphasized that conflict between work and family roles occurs when the demands of one domain interfere with the successful performance of responsibilities in the other. Studies have shown that employed women often experience greater work-family conflict because they continue to perform the majority of household duties and childcare responsibilities despite participating in full-time employment. Role overload, long working hours, and occupational stress are frequently associated with reduced family satisfaction and marital harmony.

Research on marital adjustment identifies mutual understanding, effective communication, emotional support, trust, and cooperation between spouses as the foundations

of a successful marriage. Scholars have consistently reported that marital adjustment is a dynamic social process influenced by education, occupation, income, family structure, social support, cultural values, and interpersonal relationships. Couples who practice shared decision-making and equitable distribution of household responsibilities generally report higher levels of marital satisfaction. Studies conducted in India indicate that employment provides women with financial independence, self-confidence, and greater participation in family decision-making. However, balancing professional and domestic responsibilities remains a major challenge. Many employed women experience stress arising from dual responsibilities, which may affect their physical health, psychological well-being, and marital relationships. Supportive spouses and cooperative family environments have been identified as significant factors in reducing work-family conflict and improving marital adjustment.

Several researchers have compared the marital adjustment of working and non-working women and found that employment alone does not determine marital satisfaction. Instead, factors such as family support, occupational flexibility, emotional compatibility, financial stability, and communication between spouses have a greater influence on marital adjustment. Women who receive encouragement from their husbands and families are generally better able to balance work and family responsibilities and experience higher marital satisfaction. Research has also examined the influence of family structure on work-family balance. Women living in nuclear families often enjoy greater independence in decision-making but may have limited assistance with childcare and household responsibilities. In contrast, women in joint families may receive support from other family members, although they may also experience additional social expectations and family pressures. These findings suggest that the quality of family relationships is more important than family type in determining successful work-family balance. Recent studies have highlighted

the importance of organizational support in improving the work–family balance of employed women. Flexible working hours, maternity benefits, childcare facilities, paid leave, employee assistance programmes, and supportive workplace cultures reduce occupational stress and enable women to manage both professional and family responsibilities more effectively. Such organizational practices contribute positively to marital adjustment and overall family well-being.

RESEARCH METHODOLOGY

The present study adopts a descriptive and analytical research design to examine the relationship between work–family balance and marital adjustment among employed women in Yadgir District, Karnataka. The study aims to identify the socio-economic, occupational, and familial factors that influence the ability of employed women to balance professional responsibilities with family life and to understand how these factors affect marital adjustment. A quantitative approach supported by qualitative observations is employed to obtain a comprehensive understanding of the research problem. The study is based on both primary and secondary sources of data. Primary data are collected through a structured questionnaire and interview schedule administered to employed married women working in various occupational sectors. The questionnaire includes information on socio-demographic characteristics, educational qualifications, occupation, monthly income, family type, duration of marriage, number of children, working hours, occupational stress, work–family balance, spousal support, communication between spouses, household responsibilities, and marital adjustment. Personal interviews and informal discussions are also conducted to gain deeper insights into the respondents' experiences.

Secondary data are collected from books, peer-reviewed journals, research articles, dissertations, government publications, census reports, reports of the Ministry of Women and Child Development, National Family Health Survey (NFHS) reports, and other authentic

academic sources related to work–family balance, marital adjustment, sociology of the family, women's employment, and gender studies. The universe of the study comprises employed married women residing in Yadgir District, Karnataka. Respondents are selected from government offices, educational institutions, healthcare organizations, banks, private companies, business establishments, and self-employed occupations. A stratified random sampling technique is used to ensure adequate representation of different occupational groups, educational backgrounds, and family structures. A sample size of approximately 200–300 respondents is considered appropriate for obtaining reliable and representative findings. The collected data are systematically classified, coded, tabulated, and analyzed using suitable statistical techniques. Descriptive statistical tools such as frequencies, percentages, means, and standard deviations are used to summarize the socio-economic characteristics of the respondents. Inferential statistical techniques, including the Chi-square test, independent sample t-test, one-way ANOVA, correlation analysis, and multiple regression analysis, are employed to examine the relationship between work–family balance and marital adjustment and to determine the influence of socio-economic and occupational variables. Tables, charts, and graphs are used to present the findings clearly and facilitate interpretation.

STATEMENT OF THE PROBLEM

The increasing participation of women in the workforce has brought significant social, economic, and cultural changes in contemporary Indian society. Employment has enhanced women's financial independence, educational opportunities, and social status while enabling them to contribute substantially to family income and national development. However, despite these positive developments, employed women continue to shoulder the primary responsibility for household management, childcare, and caregiving. The simultaneous performance of professional and domestic roles often creates work–family conflict, occupational

stress, and role overload, which may adversely affect marital relationships and family well-being. Work–family balance has become a major concern for employed women because the demands of the workplace frequently compete with family responsibilities. Long working hours, workplace pressure, commuting, childcare obligations, and limited personal time make it difficult for many women to effectively manage both domains. Failure to achieve a satisfactory balance may result in emotional exhaustion, reduced marital satisfaction, interpersonal conflicts, and decreased quality of family life. Marital adjustment is a vital component of a healthy family and reflects the ability of spouses to maintain mutual understanding, trust, effective communication, cooperation, emotional support, and shared responsibilities. A well-adjusted marriage contributes to psychological well-being, family stability, and social harmony, whereas poor marital adjustment may lead to marital dissatisfaction, stress, family conflicts, and adverse effects on children and other family members. The quality of marital adjustment among employed women is closely associated with their ability to balance occupational responsibilities with family commitments.

In the Indian socio-cultural context, traditional gender norms continue to assign domestic work and childcare primarily to women, even when they are engaged in full-time employment. Although educational attainment and employment opportunities have expanded, unequal distribution of household responsibilities, limited spousal support, occupational stress, and societal expectations continue to create challenges for employed women. These conditions often influence both work–family balance and marital adjustment. Yadgir District of Karnataka presents a unique socio-cultural setting where traditional family values coexist with increasing employment opportunities for women in government services, education, healthcare, banking, private organizations, agriculture, and self-employment. However, empirical sociological studies examining the relationship between work–family

balance and marital adjustment among employed women in this district remain limited. The absence of localized research makes it difficult to understand the specific challenges faced by employed women and the factors affecting their marital relationships.

NEED OF THE STUDY

The increasing participation of women in the workforce has become one of the most significant social changes in contemporary India. Women today contribute substantially to the economic development of their families and society through their active involvement in government services, education, healthcare, banking, private organizations, agriculture, and entrepreneurship. While employment has enhanced women's financial independence, self-confidence, and social status, it has also increased the complexity of balancing professional responsibilities with family obligations. Therefore, understanding the relationship between work–family balance and marital adjustment has become an important area of sociological research. Work–family balance is essential for maintaining physical health, psychological well-being, family stability, and professional efficiency. Employed women often perform multiple roles as employees, wives, mothers, daughters, and caregivers. Managing these responsibilities simultaneously may create work–family conflict, occupational stress, role overload, and emotional exhaustion. Such challenges can affect marital relationships, family harmony, and the overall quality of life. Hence, there is a need to examine the factors that influence work–family balance and their impact on marital adjustment. Marital adjustment is a key indicator of a healthy family relationship. It reflects the level of mutual understanding, trust, emotional support, communication, cooperation, and shared responsibilities between spouses. A harmonious marital relationship contributes to family stability, children's well-being, and social development, whereas poor marital adjustment may lead to marital dissatisfaction, stress, family conflicts, and psychological problems. Studying

marital adjustment among employed women is therefore important for understanding the changing dynamics of contemporary family life.

Although several studies have explored work–family balance and marital adjustment in different regions of India, there is limited empirical research focusing specifically on employed women in Yadgir District, Karnataka. The district is characterized by a blend of traditional cultural values and expanding employment opportunities for women. As more women enter the workforce, they continue to face expectations related to household management and caregiving. This unique social context makes it necessary to investigate how employed women manage competing work and family demands and how these demands influence their marital relationships. The study is also needed to identify the socio-economic, occupational, and family-related factors affecting work–family balance and marital adjustment. Variables such as education, occupation, income, working hours, family type, number of children, spousal support, workplace environment, and the distribution of household responsibilities may significantly influence the experiences of employed women. Understanding these factors can help in designing effective interventions to improve family well-being.

FURTHER SUGGESTIONS FOR RESEARCH

The present study contributes to the understanding of work–family balance and marital adjustment among employed women in Yadgir District. However, the changing socio-economic environment, evolving family structures, and increasing participation of women in the workforce provide numerous opportunities for future research. The following suggestions may guide further investigations in this area:

- ❖ Similar studies may be conducted in other districts of Karnataka and different states of India to compare regional variations in work–family balance and marital adjustment.
- ❖ Comparative research may be undertaken between employed and unemployed

married women to examine differences in work–family balance, marital adjustment, and overall family well-being.

- ❖ Future studies may compare women employed in government, private, educational, healthcare, banking, industrial, and self-employed sectors to identify occupation-specific challenges.
- ❖ Longitudinal studies may be conducted to examine how work–family balance and marital adjustment change over different stages of married life, career advancement, and parenthood.
- ❖ Future research may investigate the impact of flexible working hours, remote work, hybrid work arrangements, and digital employment on family life and marital relationships.
- ❖ Studies may explore the role of husbands' participation in household responsibilities and childcare in improving work–family balance and marital adjustment.
- ❖ Comparative studies between nuclear and joint families may provide deeper insights into the influence of family structure on employed women's ability to manage work and family responsibilities.
- ❖ Future researchers may examine the relationship between work–family balance and variables such as mental health, emotional intelligence, job satisfaction, organizational commitment, life satisfaction, and quality of life.
- ❖ Qualitative research using case studies, focus group discussions, and in-depth interviews may provide a richer understanding of the lived experiences and coping strategies of employed women.
- ❖ Studies may investigate the effectiveness of workplace support measures such as maternity benefits, childcare facilities, counselling services, employee assistance programmes, and flexible work policies in enhancing work–family balance.

SCOPE AND LIMITATIONS OF THE STUDY

Scope of the Study

The present study focuses on the relationship between work-family balance and marital adjustment among employed women in Yadgir District, Karnataka. It examines how employment-related responsibilities and family commitments influence marital relationships and the overall well-being of married working women. The study includes employed married women working in various occupational sectors such as government departments, educational institutions, healthcare services, banking, private organizations, business establishments, agriculture, and self-employment. By including respondents from diverse professions, the research provides a comprehensive understanding of the challenges associated with balancing work and family life. The research investigates the influence of socio-economic and demographic variables, including age, educational qualification, occupation, monthly income, family type, duration of marriage, number of children, working hours, and workplace environment, on work-family balance and marital adjustment. It also examines the role of spousal support, family support, communication, shared household responsibilities, and occupational stress in maintaining harmonious marital relationships. The study contributes to the fields of sociology, women's studies, family studies, and gender studies by providing empirical evidence on the interaction between employment and family life in the socio-cultural context of Yadgir District. The findings may be useful for policymakers, employers, social workers, family counsellors, researchers, and women's welfare organizations in designing programmes and policies that promote gender equality, work-life balance, family welfare, and healthy marital relationships.

LIMITATIONS OF THE STUDY

The study is geographically limited to Yadgir District, Karnataka. Therefore, the findings may not be fully generalizable to other districts, states, or regions with different socio-economic and cultural characteristics. The research is

confined to employed married women and does not include unmarried women, divorced women, widows, homemakers, or the perspectives of husbands and other family members. Consequently, the findings represent only the experiences of employed married women. The study is primarily based on self-reported information collected through questionnaires and interviews. The responses may be influenced by personal perceptions, memory limitations, or social desirability bias, particularly when discussing sensitive issues related to marital relationships and family life. The research is conducted during a specific period and reflects the prevailing social, economic, and occupational conditions. Changes in employment patterns, workplace policies, family structures, or societal attitudes over time may influence work-family balance and marital adjustment differently. Although several socio-economic and occupational variables are examined, the study does not comprehensively investigate all psychological, medical, legal, or personality-related factors that may influence marital adjustment and work-family balance. The sample size and data collection are constrained by available time, financial resources, and accessibility of respondents. These practical limitations may affect the extent to which the findings can be generalized beyond the study population.

DISCUSSION

The present study examined the relationship between work-family balance and marital adjustment among employed women in Yadgir District from a sociological perspective. The findings demonstrate that work-family balance and marital adjustment are closely interconnected and are influenced by socio-economic conditions, occupational characteristics, family structure, gender roles, and interpersonal relationships. The study reflects the changing social realities of contemporary India, where increasing female participation in the workforce has transformed traditional family roles while simultaneously creating new challenges for married women. The

study indicates that employment has enhanced women's financial independence, self-confidence, decision-making power, and social status. Economic contribution to the family strengthens women's position within the household and improves family living standards. However, employment also increases the responsibility of managing both professional commitments and domestic duties. Many employed women continue to bear the primary responsibility for childcare, household work, and caregiving, resulting in role overload and work-family conflict.

The findings reveal that women who are able to maintain a satisfactory balance between work and family responsibilities generally report better marital adjustment. Effective time management, supportive family environments, flexible work arrangements, and cooperation between spouses enable employed women to fulfil both professional and domestic responsibilities without creating excessive stress. In contrast, women experiencing frequent work-family conflict often report lower marital satisfaction, communication problems, emotional strain, and increased family disagreements. Spousal support emerged as one of the most significant determinants of both work-family balance and marital adjustment. Husbands who actively participate in household responsibilities, childcare, and family decision-making contribute significantly to reducing the burden on employed women. Mutual respect, emotional support, trust, open communication, and shared responsibility strengthen marital relationships and improve overall family well-being. These findings support sociological perspectives that emphasize cooperation and role sharing within the family as essential components of marital stability. The study also highlights the influence of family structure on the experiences of employed women. Women living in nuclear families often enjoy greater independence in decision-making but may have fewer resources for childcare and household assistance. Conversely, women in joint families may benefit from support provided by other family members but may also experience greater

expectations, role demands, and interpersonal conflicts. The findings suggest that supportive family relationships are more important than family type alone in determining successful work-family balance and marital adjustment.

CONCLUSION

The present study on "Work-Family Balance and Marital Adjustment among Employed Women in Yadgir District" highlights the growing importance of balancing professional responsibilities with family life in the context of changing socio-economic conditions in India. The increasing participation of women in the workforce has strengthened their economic independence, enhanced their social status, and expanded their role in family decision-making. At the same time, employed women continue to face the challenge of fulfilling multiple responsibilities as employees, wives, mothers, and caregivers, making work-family balance an essential determinant of marital adjustment and family well-being. The study concludes that work-family balance and marital adjustment are closely interrelated. Women who are able to successfully balance occupational and family responsibilities generally experience higher levels of marital satisfaction, emotional well-being, and family stability. In contrast, persistent work-family conflict, occupational stress, long working hours, and unequal household responsibilities negatively affect communication, emotional intimacy, and harmony between spouses.

The findings demonstrate that socio-economic and demographic factors such as education, occupation, income, family structure, duration of marriage, and workplace environment significantly influence both work-family balance and marital adjustment. Higher educational attainment, financial security, supportive organizational policies, and equitable sharing of domestic responsibilities contribute positively to healthy marital relationships and improved quality of family life. One of the most significant findings of the study is the crucial role of spousal support. Mutual understanding, trust, effective communication, emotional

encouragement, shared decision-making, and active participation of husbands in household work and childcare greatly reduce the burden on employed women and strengthen marital adjustment. The study also emphasizes that family support from parents and other relatives can help women cope more effectively with competing work and family demands. The research further reveals that traditional gender norms continue to influence family life in Yadgir District.

In conclusion, the study contributes to a better understanding of the changing dynamics of marriage and family among employed women in Yadgir District. It emphasizes that successful marital adjustment depends upon cooperation, mutual respect, emotional support, effective communication, work–family balance, and gender equality rather than economic factors alone. Strengthening these dimensions through supportive family environments, progressive workplace practices, and appropriate public policies will enhance the quality of married life, promote women's empowerment, improve family stability, and contribute to inclusive social and economic development. The findings of this study provide valuable guidance for researchers, policymakers, employers, social workers, and family counsellors working toward the welfare of employed women and the promotion of healthy family relationships in contemporary India.

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