



A STUDY ON WORK-LIFE BALANCE OF WORKING WOMEN IN GOVERNMENT HOSPITALS OF BEED DISTRICT, MAHARASHTRA

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Abstract:

Work-life balance (WLB) has become an important concept in today's professional world, especially for working women who manage both domestic and professional responsibilities. Women working in government hospitals face multiple challenges such as long working hours, shift duties, emergency calls, extra workload pressure, and emotional and physical stress. The present study aims to examine the work-life balance of working women in government hospitals of Beed district, Maharashtra where women face challenges like inadequate infrastructure, staff shortages, limited family support and to assess their impact on personal life. The research is based on primary data collected from 20 women employees working in government hospitals through a structured questionnaire.

Keywords: *Work-life balance, Working Women, Government Hospitals, family support, Personal Challenges, Beed Distrt.*

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Introduction:

Today India has achieved dimension success in many fields like farming, technology, science, literature, education and many more. But there are issues which still prevalent in our country, more prominent in rural part. Rural India is actual soul of country where the maximum population reside and farming is the main source of rural India. The major victims present in the rural areas are the women's issues.

Normally women were confined to domestic roles such as cooking, cleaning, and caring for children. They were commonly regarded as homemakers and caregivers, with limited access to employment or activities outside the household. Today women have significantly contributed to and excelled in diverse

fields, making a substantial impact across various sectors, but the traditional notion of the women as the home maker still persist in the people's mind. In today's contemporary society women are still striving continuously for work life balance.

Work Life Balance Concept:

Work-life balance (WLB) has emerged as a critical concern in today's professional environment, particularly in healthcare. The concept is believed to have emerged in the United Kingdom during the late 1970s and later became more widely discussed in the United States in the mid-1980s. In 1970, issue was raised over the quality of childcare initiatives and employee welfare programmes that were designed to help employees in terms of work stress, depression,



physical and mental stress and low levels of productivity (Harrington, 2007).

Work is most important in everyone's life. Work and life are dependent upon each other. Work-life balance, therefore, emerges as a crucial concept, involving responsibilities both in the professional and personal domains. The balance between work and personal life involves managing time, emotional well-being, and career growth.

Achieving a harmonious work-life balance is a pivotal concern in contemporary society, especially for female personnel who navigate the delicate equilibrium between professional responsibilities and personal obligations.

Work Life Balance Theories:

The spillover theory explains that experiences in one role can influence experiences in another role. Knowledge, behaviour, mood, and values gained in one domain may transfer to another. This transfer can be either beneficial or harmful, depending on the nature of the experience (Edwards and Rothbard, 2000).

The traditional approach to work-life balance has also been discussed by Edwards and Rothbard (2000), Zedeck and Mosier (1990), and O'Driscoll (1996), who examined the relationship between work and family and highlighted the interconnected nature of these two domains. Their work contributed to a better understanding of how professional and personal roles affect one another.

Work-family border theory proposes that the boundary between work and family is flexible and permeable. According to this theory, the demands, expectations, and experiences of one domain can influence the other, making complete separation between work and family difficult (Guest, 2002).

About Maharashtra:

Maharashtra is a state located in the west of India. It is the second most populous state in the country and the third largest in terms of geographical area. Its shape

roughly resembles a triangle, with the 725 kilometres western coastlines forming the base and the interior narrowing to a blunt apex some 800 kilometres to the east. It has an area of 307,713 square kilometres. The state is bounded by the Arabian Sea to the west, the Indian states of Karnataka and Goa to the south, Telangana to the southeast and Chhattisgarh to the east, Gujarat and Madhya Pradesh to the north, and the Indian union territory of Dadra and Nagar Haveli and Daman and Diu to the northwest.

Marathwada is located in the central part of Maharashtra, around the Godavari River basin. Marathwada was once part of the former Hyderabad state until its integration into the Bombay state, which later became Maharashtra. It consists of eight districts: Aurangabad, Beed, Jalna, Latur, Nanded, Osmanabad, Parbhani and Hingoli. The region covers an area of approximately 64,590 square kilometres and is characterized by a mix of plains, hills, and rivers.

Beed District:

Beed, known historically as Champavatinagar, is a land of antiquity. Ruled by the Yadavas, the Tughlaqs, and later the Nizams of Hyderabad, it became part of Maharashtra in 1960. Beed is one of the eight districts of the Marathwada region, situated centrally in Maharashtra. It predominantly a rural district, with the majority of its population living in villages. It lies between latitudes 18°28'N to 19°28'N and longitudes 74°48'E to 76°45'E. The district headquarters, Beed city, is located on the left bank of the Bindusara River. It is bordered by Jalna to the north, Aurangabad to the northwest, Ahmednagar and Osmanabad to the south, Parbhani and Latur to the east, and Ahmednagar to the west. The district spans 268 km from east to west and 127 km from north to south. It has a trapezium-like shape, with nearly parallel northern and southern sides. It is centrally located in the Aurangabad (recently known as Chatrapati Sambhajnagar) division, covering an area of 1,068,600 hectares.



According to the 2011 Census, Beed district had a population of 25,85,049, of which 5,14,298 lived in urban areas and 20,70,751 lived in rural areas. Around 80.10% of the population was rural, while 19.90% was urban. Agriculture is the main source of livelihood in Beed and is largely dependent on monsoon rainfall. The district is also known for a large number of sugarcane cutters. There are 18 civil (government) hospitals in the entire Beed district offering a range of medical services to the community

Research Background:

The present study focuses on the work-life balance of working women employed in government hospitals of Beed district, Maharashtra. To develop a better understanding of the topic, earlier studies related to work-life balance, workload, family support, and the challenges faced by women working in the healthcare sector were reviewed.

Review of Literature:

For the present research on the work-life balance of working women in government hospitals of Beed district, Maharashtra, earlier studies related to work-life balance, workload, family support and challenges faced by working women in the healthcare sector were reviewed to gain a better understanding of the subject.

1. Adams et al.1996, the study was conducted on 163 full time workers with 58 men and 104 women on relationships of job and family involvement. Work-life balance offers numerous benefits, while an imbalance can have serious drawbacks for both employees and employers. Employees who experience a poor work-life balance often suffer from deteriorating mental and physical health, increased stress, and reduced job satisfaction. For employers, the impact includes higher rates of absenteeism, decreased job performance, increased staff turnover, and elevated costs associated with recruitment and training. On the other hand, a positive work experience contributes to the

achievement of both personal and professional goals, enhances job satisfaction, and ultimately improves the overall quality of life at work and at home.

2. Shobha Sundaresan (2014) conducted a study titled “Work-Life Balance: Implications for Working Women.” The findings revealed that many working women face considerable challenges in managing their professional responsibilities and family life. Heavy workload, limited personal time, and the pressure to meet others’ expectations were identified as major factors affecting their work-life balance. The study also highlighted that work responsibilities frequently extend into the home environment as many women are required to work longer hours. As a result, poor work-life balance leads to several negative outcomes such as increased stress and anxiety, conflicts within the family, job burnout, and reduced ability to achieve their full potential. The research further indicated that many women often feel irritated and frustrated due to their struggle to balance work and family roles. The study provides useful insights and suggests the need for effective strategies to help working women maintain a healthier work-life balance.
3. Sharma, S., & Vahini, V. title Work Life Balance: How Stressful Is It for Indian Women, conclude that, work-life balance is an important aspect of the well-being of working women. In India, women often face challenges in balancing professional responsibilities and family duties due to heavy workloads, social expectations, and lack of personal time. These pressures can lead to stress, reduced job performance, and dissatisfaction in both work and family life. However, family support and flexible work schedules can significantly improve work-life balance. Therefore, awareness and supportive measures are essential to help working women



maintain a healthy balance between their professional and personal lives.

4. Surabhi. S (2013) “Study on Work Life balance of Female Teaching Professionals in Pune, the study concludes that family support plays an important role in maintaining work-life balance among school teachers. Although the number of children does not significantly affect their work-life balance, support from spouses and elder parents in childcare and household responsibilities greatly helps in reducing stress and time-related pressures. Therefore, family assistance, especially from partners and grandparents, contributes significantly to achieving a better balance between professional and personal life for school teachers.
5. Yelgulwar Vijaya Hanmantrao, A Study of Work Life Balance among Married Women Working in Selected Government Offices of Nanded District Maharashtra, the study concludes that women form an important part of the workforce, but many face career interruptions due to family responsibilities and motherhood. Despite these challenges, working women show strong commitment to their jobs and strive to maintain a balance between their professional duties and family life. Achieving work-life balance has therefore become an important concern for both employees and organizations.
6. Robert Bellarmine F X, A study on work life balance among women employees of government hospitals in Tirunelveli district, the study concludes that women healthcare workers play a vital role in the effective functioning of healthcare systems. To help them maintain a balance between their

professional and personal responsibilities, hospitals need to implement supportive policies, health and wellness programs, and flexible work environments. Such initiatives can reduce work-life imbalance and also encourage greater participation of women in the healthcare workforce and leadership roles.

Objectives of the Study:

1. To study the awareness of the concept of work-life balance among working women of government hospitals in Beed district.
2. To identify and analyze the personal challenges faced by working women in government hospitals

Research Methodology:

1) Area of the study	Beed district, out of 18 hospitals only 1 hospital is taken for the study.
2) Research Design	Descriptive research design through structured questionnaire.
3) Sources of Data Collection	Primary Sources and Secondary Sources.
4) Sample and Sample Size	Working women of government hospitals and sample size is restricted to 20 only.
5) Limitation of the study	1.The study is restricted to only government hospital of Beed district. 2.The respondents are only working women's. 3.The study is restricted to only 20 working women.



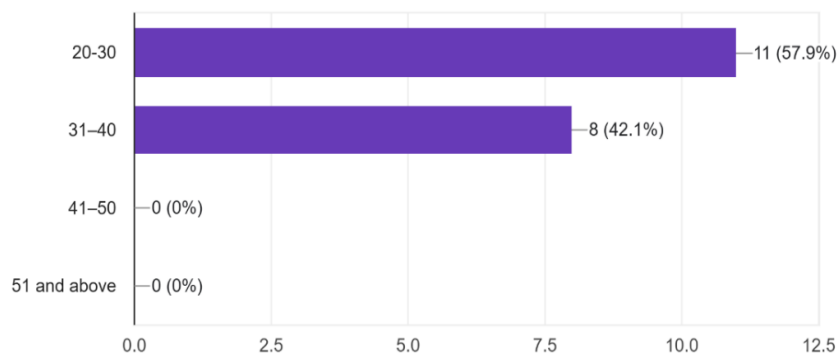
Data Collection & Interpretation:

For the present study, primary data were collected from 20 working women employed in government hospitals of Beed district, Maharashtra through a structured questionnaire. The collected data were tabulated and presented using percentages for clear understanding and interpreted. Out of the 20 respondents selected for the study, 19 completed the questionnaire and their responses were used for data analysis.

Section 1: Demographic profile of Respondent

2. Age:

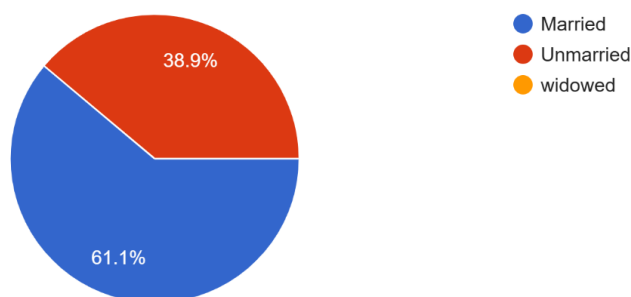
19 responses



It is concluded that, mostly working women's fall in the age group of 20-30 years with 11 respondents (57.9%) and rest 8 respondent (42.1%) belongs to 31-40 years of age.

3. Marital Status:

18 responses

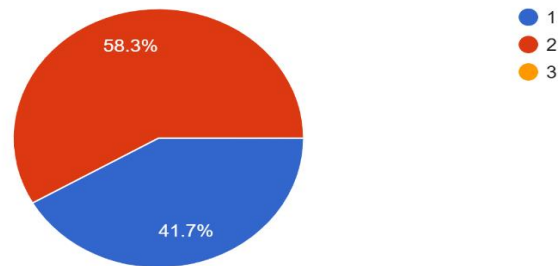


Out of 19 respondents, 11 (61.1%) respondents are married and rest 8 (38.9%) are unmarried.



4. Number of children:

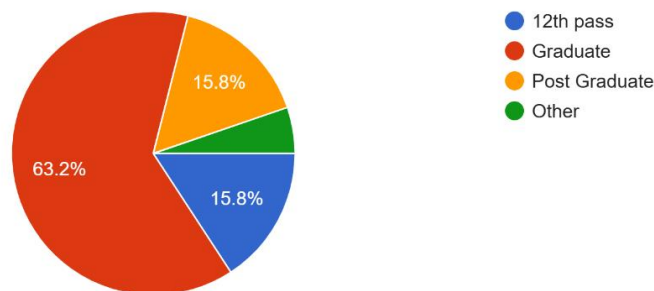
12 responses



Out of 12 responses, 7(58.3%) of respondents have two children, while (541.7%) have one child. None of the respondents reported having three children.

5.Educational Qualification:

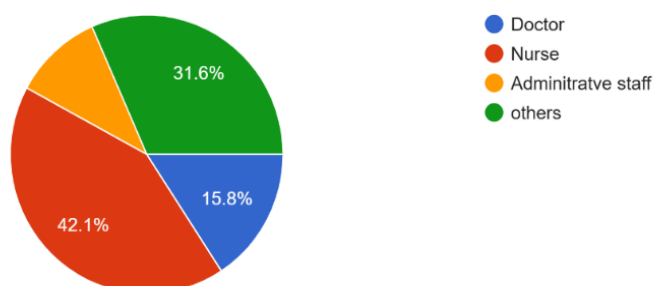
19 responses



Out of 19 respondents, 12(63.2%) are post graduate, while 1.8 women are 12 passes.

6.Job Role:

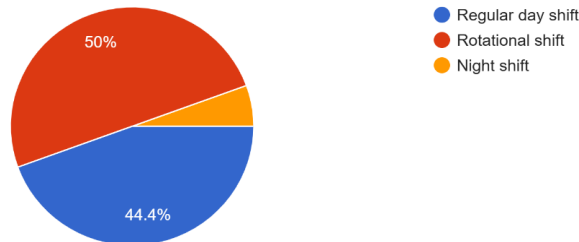
19 responses



Among the 19 respondents, 8(42.1%) are nurses, 7(31.6%) belong to other roles, 3(15.8%) are doctors, and 2(10.5%) are administrative staff. This indicates that the majority of respondents in the study are nurses working in government hospital



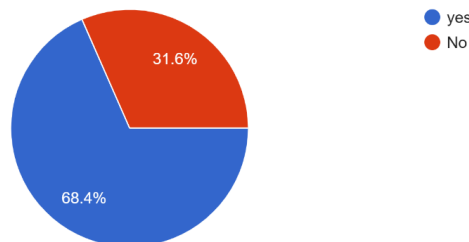
8.Type of Duty:
18 responses



Out of 18 respondents, 9(47.4%) work in rotational shifts, 9(47.4%) work in regular day shifts, and 5.3% work in night shifts.

Section B: Awareness of Work-Life Balance concept

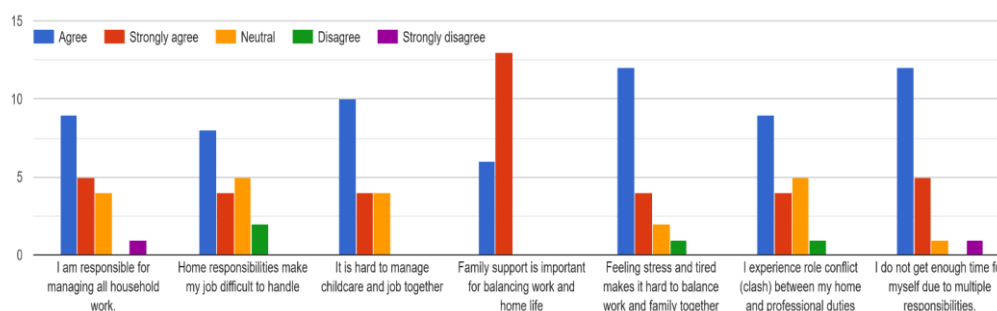
1. Are you aware of the concept of WORK LIFE BALANCE
19 responses



Out of 19 responses,14 (68.4%) is aware about the work life balance concept and are familiar with it but 6(31.6%) not heard of this concept work life balance.

Section C: Personal Challenges

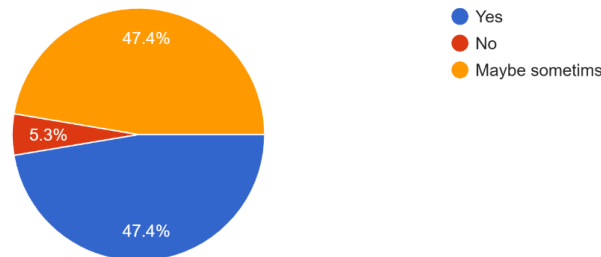
Please tick (✓) the appropriate option



The above chart represents opinions on different statements related to work-life balance. Most women agree that managing household work, childcare, and job responsibilities together is their duty and often bring stress to them. The responses also show that family support plays an important role in maintaining a balance between work and home life.



FINALE OPINION Overall, do you feel that maintaining work-life balance is difficult for working women's.
19 responses



The above diagram proof that majority of women face difficulty in maintaining a balance between work and personal life but somehow some women manage to do so due to experience in profession.

Conclusion:

1. Most of the respondents are young women working in rotational shifts, which makes it challenging to balance professional and personal responsibilities. Additionally, many of them are mothers of one or two children, which further increases their responsibilities and makes maintaining work-life balance more difficult.
2. Though many working women are familiar with the concept of work-life balance but very few women with experience in years of profession without being aware of the concept of work life balance, implements it in practical day to day life. Rest of the women juggle to strive in creating a balance between both the responsibilities.
3. Lastly it is concluded that family support plays a very crucial role in working women life enabling them to manage their professional duty along with personal responsibilities like household chores, looking after children to taking care for herself. Although a woman alone can perform multiple tasks at a time but continuous responsibilities, make her exhaust and stress. Therefore, proper support from family can help improve the work-life balance of working women in government hospitals.

4. In overall general, maintaining and achieving work-life balance in working women life is difficult but not impossible.

Scope for Future Study:

1. This study will be the first of its kind focusing on Beed District and will contribute valuable insights to the academic literature in the fields of gender studies, healthcare management, and occupational well-being. It will also provide a foundation for future research on work-life balance, enabling comparative studies across different districts or states.
2. The present study is limited to working women in government hospitals of Beed district. Future study can be conducted by including broader comparison between working men and women.
3. Future studies may also examine the role of hospital infrastructure in influencing the work-life balance of working women.

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