**Title:**

**Examining Work-Life Balance Before and After Marriage: A Comprehensive Study of Female Employees in Mangaluru**

**Abstract:**

This study provides an in-depth analysis of work-life balance dynamics among female employees in Mangalore, focusing on the transitional impact of marriage on their professional and personal lives. The research investigates how marital status influences various aspects of work-life balance, including emotional well-being, workplace support, and job satisfaction. Data were collected through a Likert scale survey conducted among married women employed in diverse sectors. The findings indicate significant shifts in satisfaction levels, workload management, and emotional well-being post-marriage, highlighting the critical role of organizational support in facilitating a healthy work-life balance. The study concludes with recommendations aimed at improving the well-being of married female employees through tailored workplace policies and mental health resources.

**Keywords:**

Work-life balance, marital status, female employees, emotional well-being, organizational support, job satisfaction, flexible work arrangements, mental health, Mangalore.

**Introduction:**

Work-life balance has emerged as a pivotal factor in the overall well-being and satisfaction of employees, particularly among women who often face the dual challenge of managing professional responsibilities alongside personal commitments. The concept of work-life balance involves effectively allocating time and energy between work-related duties and private life, ensuring neither domain is neglected.

In the context of Mangalore, a rapidly urbanizing city with deep-rooted cultural and traditional values, the transition from singlehood to married life introduces new dynamics that can significantly impact a woman’s ability to maintain a satisfactory work-life balance. This study aims to explore these dynamics by comparing the experiences of female employees before and after marriage, with a particular focus on the challenges they face and the role of organizational support in mitigating these challenges.

**Literature Review:**

The literature on work-life balance is extensive, with numerous studies emphasizing its importance in enhancing both employee well-being and organizational productivity.

1. **Conceptual Framework**: Vijayakumar (2020) discusses how a harmonious balance between personal and professional lives can lead to improved quality of life and higher productivity at work. The study highlights the complexity of work-life balance for women, especially those who juggle multiple roles.
2. **Impact of Marital Status**: Ph.D. (2021) examines the work-life balance among married working women, noting that marriage often introduces additional responsibilities that can complicate the balance between work and family life. The study suggests that higher education and employment have empowered women, yet they still face significant challenges in managing their dual roles.
3. **Organizational Support**: Gopinath (2021) and Lanford (2020) explore the role of organizational climate and support in facilitating work-life balance. Their research indicates that while organizational factors can significantly influence employee engagement and retention, work-life balance policies must be effectively integrated into the workplace culture to yield positive outcomes.
4. **Emotional Well-being**: Studies by Shiva (2013) and Starr (2016) focus on the emotional toll of balancing work and family life, particularly for women. They argue that organizations need to create supportive environments that address the emotional and psychological needs of their employees.

This literature review provides a foundational understanding of the factors influencing work-life balance, particularly in the context of marriage. It sets the stage for the current study by highlighting the need for further exploration of these dynamics among female employees in Mangalore.

**Research Methodology:**

This study adopts a mixed-method approach, combining quantitative and qualitative data to provide a comprehensive analysis of work-life balance among married female employees in Mangalore.

* **Primary Data Collection**: The primary data was gathered through a structured Likert scale survey distributed among female employees in various sectors across Mangalore. The survey was designed to capture the respondents’ experiences and perceptions of work-life balance before and after marriage, focusing on key aspects such as satisfaction levels, workload management, and emotional well-being.
* **Secondary Data Sources**: Secondary data was sourced from academic journals, research articles, books, and reputable websites. These sources provided additional context and supported the analysis by offering insights into similar studies conducted in different regions and among different populations.
* **Variables**:
  + **Independent Variable**: Marital status (before and after marriage).
  + **Dependent Variables**: Work-life balance, emotional well-being, workplace support, job satisfaction.
* **Hypotheses**:
  + **H1**: There is a significant difference in work-life balance before and after marriage.
  + **H0**: Emotional well-being does not significantly impact work-life balance before and after marriage.

The research methodology ensures a robust and comprehensive analysis of the data, allowing for the identification of significant trends and patterns that can inform the study’s conclusions.

**Hypothesis Analysis:**

The analysis of the data was conducted using statistical methods, including paired sample t-tests and correlation tests, to evaluate the hypotheses.

* **H1 Analysis**: The paired sample t-test results indicated a significant difference in work-life balance before and after marriage (p-value = 0.019). This suggests that marriage has a substantial impact on how women manage their professional and personal lives, with many reporting increased challenges post-marriage.
* **H0 Analysis**: The analysis of emotional well-being showed no significant impact on work-life balance before and after marriage (p-value = 0.467). This indicates that while work-life balance is affected by marital status, emotional well-being does not appear to be a determining factor in this shift.
* **Correlation Test**: A correlation test further confirmed the significant differences in work-life balance before and after marriage, reinforcing the findings from the t-test. The data suggest that marriage introduces new responsibilities and challenges that can alter a woman’s ability to maintain a satisfactory work-life balance.

**Results:**

The results of this study reveal several key findings related to work-life balance among married female employees in Mangalore:

1. **Satisfaction Levels**: Before marriage, a higher percentage of women reported being extremely satisfied with their work-life balance. However, after marriage, this satisfaction level decreased, with more women reporting neutral or moderate satisfaction.
2. **Workload Management**: The ability to manage workload effectively also showed a decline post-marriage. Before marriage, many women reported being able to cope with their workload, but after marriage, there was an increase in the number of respondents who needed extra help to complete their tasks.
3. **Emotional Well-being**: The study found that after marriage, more women reported feelings of tiredness and depression due to work, highlighting the emotional toll of balancing work and family responsibilities.
4. **Workplace Support**: The perception of workplace support also changed after marriage. While many women felt supported by their employers before marriage, this support appeared to diminish after marriage, particularly in terms of respecting work-life balance and providing resources for mental health.
5. **Time for Personal Interests**: Women also reported having less time for personal interests and hobbies after marriage, further indicating the increased demands on their time and energy post-marriage.

**Discussion:**

The discussion section delves deeper into the implications of these findings. The decrease in work-life balance satisfaction after marriage underscores the need for organizations to recognize the unique challenges faced by married women. The increased workload and emotional strain reported by respondents highlight the necessity for more robust support systems within the workplace.

* **Impact of Marital Status**: Marriage introduces additional responsibilities that can strain a woman’s ability to manage her professional and personal life effectively. Organizations must be aware of these changes and offer flexible work arrangements to accommodate the needs of married women.
* **Role of Organizational Support**: The study’s findings suggest that workplace support is crucial in maintaining a healthy work-life balance. Employers should prioritize policies that promote work-life balance and provide resources for mental health and stress management.
* **Emotional Well-being**: The increase in reports of tiredness and depression after marriage indicates that emotional well-being is a critical component of work-life balance. Organizations should consider implementing programs that address the mental health needs of their employees, particularly those who are married.

**Suggestions:**

Based on the findings of this study, the following suggestions are proposed to enhance work-life balance for married female employees:

1. **Flexible Work Arrangements**: Implement policies that allow for flexible working hours, remote work options, and job-sharing arrangements to help married women manage their professional and personal responsibilities more effectively.
2. **Mental Health Resources**: Provide access to counselling services, stress management workshops, and other mental health resources to support employees’ emotional well-being.
3. **Supportive Workplace Culture**: Foster a workplace environment that respects the work-life balance needs of married women. This includes training managers to be empathetic and understanding of employees' private commitments.
4. **Regular Feedback Mechanisms**: Establish channels for continuous feedback from female employees to understand their evolving needs and challenges. This can help organizations adjust their policies and practices to better support work-life balance.
5. **Career Development Opportunities**: Ensure that married women have access to professional growth opportunities that do not compromise their work-life balance. This can include mentoring programs, leadership development courses, and opportunities for skill enhancement.

**Conclusion:**

This study concludes that marriage significantly impacts the work-life balance of female employees in Mangalore. The transition from singlehood to married life brings new challenges that can affect job satisfaction, emotional well-being, and overall quality of life. Organizations need to be proactive in addressing these challenges by offering flexible work arrangements, mental health resources, and a supportive workplace culture. By doing so, they can help married women maintain a healthy balance between their professional and personal lives, ultimately contributing to their well-being and job satisfaction.

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