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## Impact of work-family conflict on burnout in working women: An empirical study

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### Abstract

Burnout among working women in India is a serious issue that requires addressing. Work-family conflict plays a role in this. This tension can cause large amounts of burnout in India, where traditional gender roles frequently place a heavy pressure on women to juggle work and family obligations. Emotional tiredness, lower job satisfaction, and a decline in general well-being can occur when women must balance the demands of their families with those of their employment. These hostilities have a wide range of effects. Reduced productivity, more absenteeism, and even health issues are all consequences of burnout. Additionally, it may encourage women to give up on their job goals in order to better manage their family duties, which could further entrench gender inequities in the workplace. Comprehensive workplace rules and efforts that enable flexibility, fund childcare, and promote a more equitable division of household duties are necessary to address work-family conflict in India. By tackling these issues, we can support working women in India in finding a better work-life balance and lowering the incidence of burnout, which would ultimately be advantageous to both the individual and society at large. 191 participants were considered as the sample size for the study. To find the outcome T test and Mean were applied.

**Keywords:** Burnout, working women, work-family conflict, gender roles, job satisfaction, workplace rules, gender inequities

### Introduction

In modern society, especially for working women in India, the balance between job and family life is crucial. Their wellbeing may be significantly impacted by the tight balance between work obligations and family duties. A challenging environment frequently results from traditional gender roles, cultural norms, and workplace pressures, which raises the risk of burnout. In addition to having an impact on specific women, this phenomena also has broader consequences for gender equality and workplace productivity. In order to promote better work-life integration and empower women in the Indian workforce, it is essential to recognise and address these dynamics. "Work-life conflict" and "burnout" among working women were examined by Gupta and Srivastava (2020) [7]. They displayed a "mediated moderated model" that explored the functions of "support" and "resilience" in lessening the negative consequences of work-life conflict. They emphasized that the effect of such conflicts on "burnout" was greatly decreased when working women received adequate "support" and displayed "resilience" in the face of work-life conflicts. In essence, the negative effects of work-life conflicts on well-being were mitigated by having a support system and the capacity to overcome obstacles. This emphasized how important it is to address the larger environment in which work-life problems occurred in addition to simply acknowledging their existence. It was emphasized that interventions targeted at improving "support" and fostering "resilience" among working women could have a significant role in lowering the likelihood and severity of "burnout," eventually benefiting their general wellbeing.

The "work-family interference" had an impact on women's personal wellbeing as well as the organizational structure of the police sector (Vimala, 2014) [15]. When female workers experience "burnout" as a result of serious work-family problems, it may diminish morale, job satisfaction, and productivity. The efficiency and efficacy of the police force as a whole, which depends on the health and performance of its officers, could therefore be impacted.

This emphasized how important it is to acknowledge and resolve work-family issues in order to sustain the wellbeing of women in the workforce and improve organizational performance.

In light of the COVID-19 pandemic, research was done to determine how "work-family conflict" affects "burnout," with a focus on the brand-new idea of "teleworking overload" (Barriga Medina *et al.*, 2021) <sup>[3]</sup>. Understanding how these changes impacted the well-being of working women was vital because the epidemic required quick modifications in work patterns. They showed that "work-family conflict" significantly impacted "burnout". As remote work became more common, people had to balance their professional and personal commitments more carefully. The chance of "burnout" during the epidemic increased due to this magnified conflict. They emphasized how, in the midst of unprecedented global events, work-family dynamics are changing. It emphasized the necessity for businesses to address the difficulties brought on by "teleworking overload" and remote work in order to reduce the likelihood of "burnout" among working women. Additionally, it emphasized how crucial it is to modify support structures and regulations in order to account for these changing work configurations and protect workers' wellbeing.

### Literature Review

The dynamics between work and home duties for working women can be affected by a child's age, as revealed by Lakshminarayanan & Savarimuthu (2013) <sup>[12]</sup>. They claimed that the age of the dependent child did really affect work-family conflict. Working moms with young children faced particular difficulties juggling the demands of their employment and home responsibilities, perhaps increasing levels of burnout. This emphasized how crucial it is to take into account the developmental stage of children when developing policies and interventions targeted at resolving work-family conflicts among working women. Work-family conflict and family-work conflict are determinants of job success for working mothers (Ajala, 2017) <sup>[2]</sup>. It highlighted the multifaceted relationships between work-family conflict and family-work conflict, as well as their effects on productivity. It has been revealed that working women who have considerable conflicts between their work and family responsibilities are less effective at work.

The focus on the moderating effect of emotional intelligence in the connection between work/family conflict and burnout among primary school teachers (Chakravorty & Singh, 2020) <sup>[4]</sup>. They emphasized the importance of emotional intelligence in reducing the negative effects of work/family conflicts on burnout among primary school teachers. They emphasized the protective function that emotional intelligence can have in preventing burnout caused by conflict between one's family and career obligations. These relationships is essential for addressing burnout among working women in the education sector and appreciating the importance of emotional intelligence as a potential tool for reducing the effects of work-family conflicts. Jain & Nair (2016) <sup>[10]</sup> highlighted the importance of "work-family conflict" in the lives of "working women" in India. The conflict's relevance was proven through the concept validation process, demonstrating that women frequently struggle to strike a balance between their obligations to their families and their careers. It provided crucial context for comprehending the possible effects of protracted and

unresolved "work-family conflict" on the welfare of "working women" in India.

The interplay of these factors has an impact on the general wellbeing of women in the workforce, as revealed by Darolia *et al.* (2019) <sup>[6]</sup>. They argued that among "working women," "work-family conflict" was a highly significant predictor of psychological distress. This stress therefore had a negative effect on their "mental health." They emphasized the complex web of difficulties women faced balancing their work and familial responsibilities, which frequently resulted in significant degrees of "burnout." It showed how crucial it is to resolve work-family issues in order to protect the mental health of "working women." According to Vimala (2014) <sup>[15]</sup>, "Work-Family Interference" had a negative effect on the life satisfaction of women working in law enforcement. This interference frequently caused increased stress levels and may have contributed to "burnout." It emphasized the importance of resolving work-family issues in high-stress occupations to improve women's general well-being and lower their chance of "burnout."

According to Priyadharshini & Wesley (2014) <sup>[13]</sup>, people with particular personality traits were more likely to experience conflict between their professional and familial roles, potentially making them more susceptible to "burnout," and this conflict increased "work-family conflict" among "working women." This highlighted the fact that managing "work-family conflict" requires taking into account individual characteristics and personality features among "working women" in order to develop efficient interventions for minimizing "burnout." The many "working women"-specific elements that can lead to "work-family conflicts" (Hosseini *et al.* 2023) <sup>[8]</sup>. This highlighted the complex nature of "work-family conflicts" and their possible effects, such as "burnout." They emphasized the wide variety of elements that "working women" must contend with in order to avoid "work-family conflicts." These elements included organizational, family, and societal elements, all of which could raise the risk of "burnout." This emphasized the necessity of an all-encompassing strategy to assist "working women's" well-being and lower the danger of "burnout" in the context of work-family dynamics.

Alok *et al.* (2021) <sup>[1]</sup> focused on the potential negative effects of work-family conflict, such as "burnout," on working women's careers. They showed that career-persistent women's professional self-efficacy could, in fact, be significantly impacted by work-family conflict. Juggling work and family obligations on a constant basis may cause feelings of inadequacy and increased stress, increasing the risk of "burnout. According to Ibrahim *et al.* (2022) <sup>[9]</sup>, there are a number of issues that might affect a working woman's well-being, including the possibility of "burnout" in the context of work-family conflicts. The importance of "work-family conflict" as a factor affecting the wellbeing of female employees was emphasized. There are a number of ways that this conflict could show up, including stress and emotional tiredness, which are closely related to "burnout." They emphasized the significance of comprehending how work-family disputes affect the general wellbeing of female employees and the possibility that resolving these conflicts could lower the risk of "burnout" and foster a more positive workplace culture. For working women to be happy and healthy, Sundaresan (2014) <sup>[14]</sup> emphasized the importance of keeping a balance between job and personal life. Conflicts between work and home, which upset this

equilibrium, can increase stress and tiredness, eventually resulting in "burnout". It highlighted the requirement for institutions and decision-makers to put strategies in place that assist working women's efforts to combine work and family. By doing this, they can lessen the negative consequences of work-family conflicts on wellbeing and encourage healthier and more enduring work conditions for women in the workforce.

According to Yadav (2017) [16], "work-family conflict" was a significant factor in how well female bank employees were able to adjust to their families. This pressure may result in increased levels of stress and tiredness, which are essential elements of "burnout." It emphasised how crucial it is to resolve work-family issues in order to preserve not just family adjustment but also to avoid the harmful effects of "burnout" in the context of working women's lives. The central concept of work-family conflict was directly tied to the challenges working moms confront and the risk of "burnout" in the context of their multifaceted duties (Darbar & Sawane 2019) [5]. They showed that the ongoing demands of work and family commitments and the physical and mental stress experienced by working women. This weariness fits along with the essential elements of "burnout." The confluence of work and family responsibilities can contribute to the "burnout" experienced by working women, underlining the need to address these issues to protect their well-being.

**Objective of the Study**

1. To identify the Impact of Work-Family Conflict on Burnout in Working Women.
2. To ascertain how conflicts of work and family impact

working women.

**Methodology**

The nature of study is empirical. 191 is the sample size. To collect the data, structured questionnaire was prepared. To find the outcome of study Mean and t-test was applied. Method of sampling was Convenience sampling.

**Demographic Results**

Table 1. Show participant's gender, 62.83% are male participants, and 37.17% are female participants. Looking at the Age of participants, 32.98% are between 26 – 28 years, 40.31% are between 28 to 30 years, and 26.71% are above 30 years. About work experience, Less than 1 year are 30.89%, 1 to 5 years are 35.08%, and More than 5 years are 34.03%.

**Table 1:** Participant's details

Variable	No. of Participants	Percentage %
<b>Gender</b>		
Male	120	62.83
Female	71	37.17
Total	191	100
<b>Age</b>		
26 - 28 year	63	32.98
28 –30 years	77	40.31
Above 30 years	51	26.71
Total	191	100
<b>Work Experience</b>		
Less than 1 year	59	30.89
1 to 5 years	67	35.08
More than 5 years	65	34.03
Total	191	100

**Table 2:** Impact of work-family conflict on burnout in working women

Sr. No.	Statements	Mean	T-Value	Sig.
1.	Double burden of work and family leads to chronic stress and exhaustion	4.23	17.298	0.000
2.	Expectation to meet professional and personal demands, women feel frustrated and helpless	4.12	15.851	0.000
3.	Due to workload and time pressure burnout among working women increases	4.17	16.822	0.000
4.	Working women particularly with small kids are more in trouble and face burnouts	3.17	2.395	0.009
5.	Lack of social support at work and family increase conflict between work and family	4.21	17.326	0.000
6.	Guilt among working women of not able to meet demands of family and work highly impact burnout among working women	4.29	18.160	0.000
7.	Incompatible and overpowering requirements at work and family irritate women increasing workout	3.15	2.132	0.017
8.	Unable to maintain work-life balance increases the rate of burnout among working women	4.19	16.986	0.000
9.	Women facing conflicts between work and family are less effective in professional lives	3.21	2.961	0.002
10.	Impact of work and family conflicts led to declined job satisfaction and tiredness	4.03	14.779	0.000

Table 2. Shows mean value of "Impact of Work-Family Conflict on Burnout in Working Women" the first statement is Double burden of work and family leads to chronic stress and exhaustion with the mean value 4.23, second statement is Expectation to meet professional and personal demands, women feel frustrated and helpless with the mean value of 4.12, third statement is Due to workload and time pressure burnout among working women increases with the mean score of 4.17. Next statement is Working women particularly with small kids are more in trouble and face burnouts with the mean value of 3.17. Lack of social support at work and family increase conflict between work and family is the next statement with the mean score of 4.21, sixth statement is Guilt among working women of not able to meet demands of family and work highly impact burnout among working women that have the mean score of 4.29. Seventh statement is Incompatible and overpowering requirements at work and family irritate women increasing

workout mean value is 3.15, next statement Unable to maintain work-life balance increases the rate of burnout among working women is eighth statement with mean of 4.19. The last two statements are Women facing conflicts between work and family are less effective in professional lives and Impact of work and family conflicts led to declined job satisfaction and tiredness with the mean score of 3.21 and 4.03 respectively. T-value of statements in a survey in context of Impact of Work-Family Conflict on Burnout in Working Women are found to be significant because t-value of each statement is positive and significant because value is less than 0.05

**Conclusion**

In conclusion, the effect of work-family conflict on burnout in working women is a complicated and diverse subject with important ramifications for both people and organizations. Work-family conflict has a negative impact on women's

well-being and mental health. When the demands of work and family life become incompatible or overpowering, working women frequently struggle to juggle various jobs and obligations. This can result in higher rates of burnout. In addition to having an adverse effect on a person's quality of life, burnout, which is characterized by emotional tiredness, depersonalization, and diminished personal accomplishment, can also be detrimental to a person's performance at work and general career satisfaction. Workplace regulations and support structures, as well as individual stress management and responsibility balancing measures, are all necessary components of a comprehensive strategy to address work-family conflict. Employers should think about establishing flexible work schedules, encouraging a work-life balance culture, and offering tools like employee assistance programmes to help working women manage the difficulties they encounter. In conclusion, understanding and treating the effect of work-family conflict on burnout in working women is critical for promoting healthier and more effective workplaces in addition to ensuring their own personal well-being. Organizations can improve the working environment for all staff members and increase productivity by taking proactive measures to reduce work-family conflict. T-value in T test for each statement in Impact of Work-Family Conflict on Burnout in Working Women is significant because t-value is positive and significance value is less than 0.05.

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