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## An Exploratory Study on the Work Life Balance of Married Indian Working Women in Bahrain

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## RESEARCH ARTICLE

# An Exploratory Study on the Work life Balance of Married Indian Working Women in Bahrain

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### Abstract

The social requisition and economic stipulations has bought about a phenomenal change in the lives of working women. Working women face enormous pressure to achieve the same level of success in their careers as their male counterparts while maintaining an active personal life. This paper is an attempt to explore the challenges faced by Indian working women in safeguarding equilibrium between their personal and professional life. The major objective of the present study is to examine the effect of Work Life Balance on the quality of life amongst married Indian working women in Bahrain. To achieve this end, data was collected by sending questionnaire to 120 women working in various sectors. The collected data was analyzed using statistical tool. This study revealed that the nature of work, role overload, dependent care issues and lack of proper social support are influencing the Work Life balance of Indian working women. The conclusion highlight that the people's work-life balance has an impact on their quality of life.

*Keywords:* Work Life Balance, Working Women, Personal life

## 1. Introduction

'Work – Life Balance' (WLB) is a befitting issue in this evolving society. With unfolding times women are thronging into the money-making phase of life; this shift is not to surpass or outdo the mastership of their spouses but to collaborate for a splendid future of their families.

It is in the late 1970s, the phrase “work-life balance” (WLB) was first used in the United Kingdom describing the balance between an individual's work and personal life as a plank, in the Women's Liberation Movement. The paramount feature of a successful woman is to imbibe the expertise of managing the roles of being a mother and a wife with minimal conflicts; setting aside time for oneself and charting achievable goals. But this cannot be attained without the love, support and understanding of her own family. Indian women, who relocate themselves in foreign countries leaving behind their near and dear ones, often face challenging situations in their lives. The main objective behind this study is to find out how the Indian married working women succeed in bridging their

career and personal lives. Though many studies have been conducted on the work-life balance, in context to many developing and developed countries, but no study is has been found that addressed the Work – Life balance of Indian married working women in Bahrain.

To accomplish the aim of analyzing the WLB of married Indian women in Bahrain, the research paper incorporates an extensive literature review to identify the gaps in the field of research, followed by a discussion of the research objectives, methodology, involving various statistical analysis, findings and limitations. The paper concludes with ideas for future studies and a brief conclusion.

In general, working women follows a hectic life styles with busy work schedules while juggling work and life. One might think that the women are fretting about this juggling of work and life. But, astonishingly the survey conducted on 120 working women in Bahrain reveals that there is no such clash of work life and personal life. They emphasize that they competently handle both aspects by charting out a smart schedule to avoid unnecessary hassles and stress.

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## 2. Rationale of the study

This study is to present and discuss the prevalence of work-life balance of married working Indian women in Bahrain and the effect of work life balance on the quality of life. The Indian working women in Bahrain engage themselves in almost all work positions, in various sectors like educational institutions, hospitals, government sectors and private sectors like banks, insurance companies etc. These changes in the work culture have added to women's duties and responsibilities towards their families (Mathew & Panchanatham 2009a; 2009b). Research conducted by Rout et al. (1999) mentioned that working women experience considerable pressure in the morning before going for work and after work, to do all the necessary things for their family. It clearly shows that fulfilling simultaneous commitments require a great amount of efforts and positive thinking.

## 3. Objectives

1. To study the work-life balance of married Indian working women in Bahrain, across the demographic characteristics such as age group, no of children and spouse's profession.
2. To study the effect of work-life balance on the quality of life amongst married Indian working women.

## 4. Literature review

Work Life Balance is defined as an employee's perception that multiple domains of personal time, family care, and work are maintained and integrated with a minimum of role conflict (Clark, 2000; Ungerson & Yeandle, 2005). In order to combine both professional and home/family commitments, many women today wear numerous hats. Concerns about family can obstruct work to a significant degree, while worry about work issues might manifest themselves in the family. Guest (2002), views work life balance as a perceived balance between work and the rest of the life. Here we can see that WLB is an equilibrium where an individual will perceive the roles she plays in the major sphere of her life, one compatible with the other Naithani & Jha (2009). This is supported by defining WLB as "satisfaction and good functioning at work and at home, with a minimum of role conflict". This definition is very important because life and work are two different segments that tend to get integrated.

Similarly, Kirchmeyer (2000) defines a balanced existence as having fulfilling experiences in all

aspects of one's life, and this necessitates a well-balanced distribution of personal resources such as energy, time, and commitment. Some scholars consider WLB in different angle. They say the attitude of the individual itself is the main determinant of Work Life Balance. Some are workaholic Aziz & Cunningham (2008); there will be a negative reflection of it to WLB. Greenhaus (2002) defined WLB as satisfaction and good functioning at work and at home with a minimum of role conflict. The main core of happiness is that when you are able to distinguish your work and your life.

It's difficult to strike the proper balance between personal and work life. According to research, female respondents in all regions of the world are time-pressed, rarely have time to relax, and are stressed and overworked the majority of the time. According to the study done by Women of tomorrow, 2011 reveals that Indian women are the most stressed in the world. There is real balance only when the individual feels that she has done justice to all her roles and is satisfied about it. Work-life balance problems can be really serious and needs to be addressed in due time (Greenhaus & Beutell, 1985). In the renowned book, 'Work and Family: Allies or Enemies', Friedman and Greenhaus (2011) argue that conflict between work and family has real consequences. It significantly affects the quality of family life and career attainment of women.

It is also emphasized that work -life balance is a subjective phenomenon that changes from person to person Greenhaus et al (2003). In this regards, work-life balance should be regarded as allocating the available resources like time, thought and labour wisely among the elements of life. According to (Peeters et al., 2005), pressures from job and family domains are often incompatible, giving rise to imbalance. In some ways, family balance is concerned with an individual's role balance at home and at work. In a way, deals with the role balance of an individual both at home and work. For every married working woman, the aspiration of striving hard both at work and home front, without considerably taking into account one's own health and wellbeing; only aims at achieving a good quality life. But this quality of life that she craves for is often influenced by work life balance (Poduval & Poduval, 2009).

From the literature review it is clear that creating a WLB is essential for improving the quality of life. Meanwhile, the WLB problems of married Indian working women in Bahrain or outside India has not been highlighted in any previous research papers to the best of researcher's knowledge. So, it is vitally

important to look into the WLB and the problems faced by women and how it affect the quality of their life.

As a result, it goes without saying that married working Indian women in Bahrain can only live a healthy and fulfilling life if they maintain a work-life balance.

## 5. Research methodology

### 5.1. Description of sample

The study was conducted among the married Indian working women in Bahrain. A sample of 120 Indian working women were selected for the research study. The sample chosen is 10% of the total number of Indian Married Working women from different field. The respondents were working with various organizations like educational institutions, healthcare, government sector and private sector. The samples were randomly selected and the researcher used structured questionnaire and unstructured interviews to collect data. The sample consists of 120 Married Indian working women aged between 20 and 50 years, who have been residing in Bahrain for at least 2 years and engaged in work for at least 1 year.

### 5.2. Description of the tool used

The questionnaire had three parts, the first part assess the Demographic characteristics of the respondents, the second part consists of ten statements about the work life balance where the options for answers were either agree, sometimes and disagree. The third part of the questionnaire consists of four closed ended questions with yes or no to answer. The data's collected were subjected to standard statistical procedure using SPSS statistical tool and MS excel. (Appendix no: 1 Sample questionnaire).

## 6. Results and discussion

To begin, the data collected were statistically tested, the collected data of 120 Indian working women were coded and analyzed using SPSS (Statistical Package for the Social Sciences) version 24 for windows, and the percentages of frequency tables were tabulated using the MS–Excel.

**Reliability of Data:** The coded data was subjected to Alpha tests of reliability and they are acceptable (.717) Cronbach's Alpha value which indicates a good level of internal consistency for the scale, with the specific sample used for the study.

### Reliability Statistics

Cronbach's Alpha	N of Items
.717	16

Table 1 shows the demographics of the respondents: Among the 120 Indian working women in Bahrain who were selected for the research; the maximum number belonged to the age group of 31–40 (51.67%) years of age. Around (56.67%) of the respondents had two children. Out of the 120 Indian working women, majority are working in hospitals (49.16%). Analyzing the off days in a week, it was noted that (55.83%) had a two day off every week. Majority of the working Indian women work for more than 8 h every day (81.6%). In terms of spouse's profession (23.3%) were engineers, (18.3%) were Accountants and so on respectively.

## 7. Checklist manual on work life balance

The second part of the questionnaire consists of 10 statements with three options - 'agree', 'sometimes', or 'disagree'. The checklist manual is developed by Daniels and McCarragher for the Industrial society (2000) and the guidelines for the interpretation are as follows:-

If the response is agrees, it indicates that you may be under considerable stress, due to lack of work life balance. As a separate person, start to address your own needs so that you become more effective and efficient. Over the time period, your productivity could suffer, along with relationships, health and long term employability.

If the response is sometimes, then you are not entirely happy with your work life balance, but in a good position not to let the situation get out of control.

If the response is disagrees, it indicates that you have set your own priorities in work life balance, making them work for you. This is beneficial for you and for your family. Show leadership by encouraging a culture that respects work life balance for all. When people have a sense of control over their work life balance, they can be more productive and committed to their work and better prepared to manage the demands of today's rapidly changing workplace.

**Percentage Analysis:** Percentage analysis was done to check the response of the respondents to the checklist instrument. Fig. 1 represents the percentage of Agrees, sometimes, and disagrees selected by the 120 respondents in the checklist instrument. It is found that there is a predominant of "Disagrees" which signifies that the work life balance of Indian

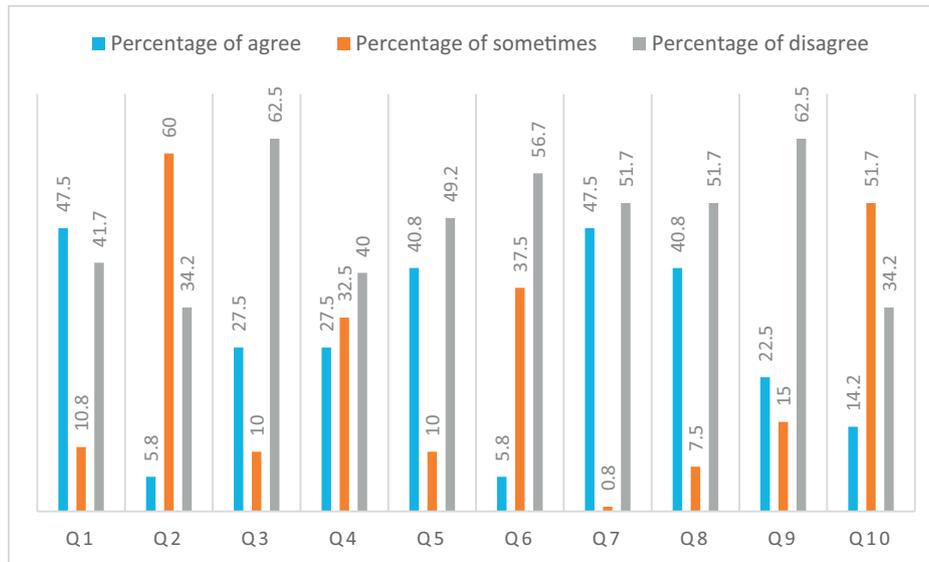


Fig. 1. Percentage analysis of the respondents to the checklist instrument.

Table 1. Demographic of respondents.

SL NO	Demographics Characteristics of respondents	Frequency	Percentage
1.	<u>Age Group of respondents</u>		
	Under 30 years	11	9.17
	31–40 years	62	51.67
	Over 40	47	39.16
	TOTAL	120	100
2.	<u>No: of children</u>		
	1 child	25	20.83
	2 children	68	56.67
	3 children	16	13.33
	More than none 3	8	6.67
		3	2.5
	TOTAL	120	100
3.	<u>Working Sector</u>		
	Schools/universities	11	9.17
	Hospitals	59	49.16
	Government	24	20.00
	Private	26	21.67
	TOTAL	120	100
4.	<u>No of days off</u>		
	One day off	53	44.17
	Two days off	67	55.83
	TOTAL	120	100
5.	<u>No of working hours in a day</u>		
	Less than 8 h	22	18.33
	More than 8 h	98	81.67
	TOTAL	120	100
6.	<u>Spouse's profession</u>		
	Business	17	14.17
	IT professional	21	17.5
	Academic	5	4.18
	Healthcare	7	5.84
	Engineer	28	23.3
	Marketing	20	16.68
	Accountant	22	18.33
	TOTAL	120	100

Table 2. Checklist of the respondent's statements.

Sl No	Statements	N	Mean Score	Standard Deviation
Q1.	As the job demands, I usually work long hours	120	2.00	.946
Q2.	There isn't much time to socialize/relax	120	2.28	.568
Q3.	I have to take work home most of the times	120	2.03	.885
Q4.	Maintain friendship and extended family relationship is difficult	120	2.13	.815
Q5.	My family are missing out on my input either because I don't see enough of them/I am tired	120	2.08	.949
Q6.	My relationship with my partner is suffering because of the work pressure	120	2.05	.608
Q7.	I would like to reduce my working hours	120	2.04	.999
Q8.	I worry about the effect of work stress on my health	120	2.11	.959
Q9.	I often work late to complete my work	120	2.03	.834
Q10.	Relaxing and forgetting about work issues is hard to do	120	2.20	.667

working women in Bahrain is under control. The slight predominance of "Agree" is there for the first question that is related to working for long hours. This percentage analysis shows that the Indian working women in Bahrain are capable of balancing their work without letting it affect their family life.

**Mean and Standard deviation:** The checklist of the respondents statements are tabulated using mean and standard deviation. The table is shown below:

Among all of the statements presented in Table 2, the statements "there isn't much time to socialize and relax", shows the highest mean score of 2.28, which means that the Indian working women in Bahrain are not getting enough time for socializing. The main reason behind this is that the working women are trying to keep a barrier between their work life and family life. The next highest score is for the following statements "relaxing and forgetting about work issues are hard to do" with a mean score of 2.2, these statements are interrelated. The next statement "Maintain friendship and extended family relationship is difficult" is having the next highest mean score with 2.13. This is supportive to the first statement which truly shows that in order to balance their work and family life they are not giving priorities to maintain friendship or they find it difficult to have large friendship groups or extended family relationships. The next mean score is 2.11, this statement "I worry about the effect of work stress on my health" score next highest. This shows that the women working with the hospitals have to work for long hours and the highest score of respondents who participated in the sample were working with the hospitals The indicative causes of stress in this area are-job insecurity, fear of skill redundancy, increasing level of unemployment and the sustaining problems faced by Bahrain in the present scenario. The next mean score of 2.08 and 2.05 were for the statements "My family is missing out on my input because I don't see enough of them/ I am tired" or "My relationship with my partner is suffering because of the work pressure". "I would

like to reduce my working hours" statement scored a mean score of 2.04 which shows that the Indian working women who are working with the schools and Government sector are working for less than eight hours. During the interview some of the Indian married working women mentioned that in some hospitals they have to work for more than 10 h a day to get two days off every week; therefore the people who work in such organizations have to work for long hours. The mean score for the following statements "I have to take work home most of the times" and "I often work late to complete my work" has the same mean score of 2.03. On the other hand the statement "As the job demands, I usually work long hours", scored the lowest mean score, which implies that majority of them are not working for extra hours or they are not working for overtime.

## 8. The third section of the report includes a frequency distribution and a percentage analysis

The third part of the questionnaire consist of four questions which are closed ended, here the respondents are answering as "Yes" or "No". The response of the respondents to the statements "I am able to balance my personal and professional life well" with the options "Yes" or "No" was tabulated and the frequency distribution and percentage analysis was found to be as follows (see Tables 3 and 5).

From the above table, we find that, out of the total 120 Indian married working women in Bahrain, 88 (73%) of them felt that they were able to balance their personal and professional life, while 32 (27%) of

Table 3. "I am able to balance my personal and professional life well".

Responses	No Of Respondents	Percentage
YES	88	73
NO	32	27

Table 4. "As an expatriate working women my major challenge is balancing the Work Life Balance".

Responses	No Of Respondents	Percentage
YES	58	48
NO	62	52

Table 5. "Strong relationship between Work – life Balance and quality of life".

Responses	No Of Respondents	Percentage
YES	85	71
NO	35	29

them felt that they were not able to balance their personal and professional life.

The response of the respondents to the statements, "As an expatriate working women my major challenge is balancing the Work Life Balance" with the option "Yes" or "No" was tabulated and the frequency distribution and percentage analysis was found to be as follows.

From the above table, we find that, out of the total 120 Indian married working women respondents of Bahrain, 62 (52%) felt that the work life balance was not their major challenge while 58 (48%) felt that work life balance was their biggest challenge.

The response of the respondents to the statement "there is a strong relationship between work – life balance and quality of life" with the option "Yes" or "No" was tabulated and the frequency distribution and percentage analysis was found to be as follows.

From the above table, we find that, out of the total 120 Indian married working women respondents of Bahrain, 85 (71%) felt that there is a strong relationship between work life balance and quality of life while accordingly 35 (29%) felt that there is no strong relationship between work life balance and quality of life.

The response of the respondents to the last statement "my level of satisfaction towards to the quality of life is good" with the options "Yes" or "No" was tabulated and the frequency distribution and percentage analysis was found to be as follows.

From the above table, we find that, out of the total 120 Indian married working women respondents of Bahrain, 77 (64%) felt that their level of satisfaction towards to the quality of life is good" while 43 (36%) felt that the level of satisfaction towards to the quality of life is not good.

Through the tabulated results, it is established that majority of the respondents are successful in striking a balance between their personal and professional life. This shows that the majority of the Indian working women in Bahrain are very adjustable to the remodeled scenario and are conforming

Table 6. "My level of satisfaction towards to the quality of life is good".

Responses	No Of Respondents	Percentage
YES	77	64
NO	43	36

themselves to ensure a perfect balance between their personal and professional life. From the respondents response we can see that the majority of the Indian working women agree that there is a strong relationship between work life balance and quality of life. Majority of the Indian working women respondents are satisfied with their quality of life which shows that the married working women are well pleased with the course of their life (see Table 6).

## 9. Comparison of mean scores

Table 7 represents the comparison of mean scores, of the ten Work Life balance related statements from the checklist manual, and the Industry/sector in which the 120 respondents were employed.

From the table, it is evident that private sector women employees have the highest mean score of 2.84 for the statement "as the job demands, I usually work long hours (Q1). The mean score of 2.38 is the highest for the statement "there isn't much time to socialize or relax" (Q2). The third statement I have to take work home most of the times (Q3) is found to have a highest score of 2.81 for women working with schools and universities. The fourth statement "maintain friendship and extended family relationship is difficult" (Q4) is found to have a highest score of 2.46 for the women working in the private sector. The statement my family is missing out on my input either because I don't see enough of them/I am too tired (Q5) is to have a highest score of 2.55 for women working with hospitals. This is mainly because of the nature of their job. Majority of the women employed in hospitals work in night shifts. In the morning when they return home tired, their family members would be proceeding with their daily routine or work. The statement "my relationship with my partner is suffering because of the work pressure" (Q6) is found to have a highest score of 2.45 for women in hospital sector. The statement "I would like to reduce my working hours" (Q7) has a highest score of 2.84 for the women working with private sector, in Bahrain the minimum hours for employees to work in a day is eight hours and it also extends up to ten hours. The eighth statement "I worry about the effect of work stress on my health" (Q8) is found to have a highest score of 2.76 with the women employees working with hospital sector. The main reason is the nature of their jobs. The

Table 7. Mean scores.

Sector/Industry		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10
schools/universities	Mean	2.00	2.00	2.81	2.00	2.00	1.50	1.70	2.00	1.18	2.00
	N	11	11	11	11	11	11	11	11	11	11
	Std. Deviation	.071	.071	.69	.071	.071	.82	.78	.071	.89	.071
hospital	Mean	1.54	2.16	2.08	1.79	2.55	2.45	1.57	2.76	2.00	2.05
	N	59	59	59	59	59	59	59	59	59	59
	Std. Deviation	.877	.378	.130	.804	.895	.502	.913	.913	.091	.797
government sector	Mean	1.54	2.12	1.87	2.16	2.04	2.05	1.95	2.62	2.16	2.05
	N	24	24	24	24	24	24	24	24	24	24
	Std. Deviation	.508	.337	.740	.380	.508	.503	.204	.494	.481	.508
private sector	Mean	2.84	2.38	1.84	2.46	2.46	2.34	2.84	2.46	2.76	2.30
	N	26	26	26	26	26	26	26	26	26	26
	Std. Deviation	.997	.896	.907	.904	.904	.891	.997	.904	.992	.470
Total	Mean	2.00	2.28	2.03	2.13	2.08	2.50	2.04	2.11	2.03	2.20
	N	120	120	120	120	120	120	120	120	120	120
	Std. Deviation	.946	.568	.885	.815	.949	.608	.999	.956	.834	.667

Table 8. Cross Tabulation of Responses to Question “I am able to balance my personal and professional life well” with their age groups.

Age group: “I am able to balance my personal and professional life well”					
Age group	Under 30 years		YES	NO	Total
		No: of respondents	8	3	11
		% within age group	72.7%	27.3%	100%
	31–40 years	No: of respondents	47	15	62
		% within age group	75.8%	24.2%	100%
	Over 40 yeas	No: of respondents	33	14	47
		% within age group	70.2%	29.8%	100%
	Total	No: of respondents	88	32	120
		% within age group	73.3%	26.7%	100%

majority of the respondents who are working with the hospitals sectors are nurses. The statement of “Often work late to complete my work” (Q9) found a highest score of 2.76 with those working in private sector. The statement “relaxing and forgetting about work issues is hard to do” (Q10) found a highest score of 2.30 with those who work in the private sector. Through the comparison of means score it is useful to know how the industry sector helps the working women to balance their work and life that the respondents are employed in.

## 10. Cross tabulation

Table 8 represents the cross tabulation of the responses of the respondents to the statement “I am able to balance my personal and professional work life well” with their age groups.

From the above table, we find that out of the total 11 respondents under the age of 30 years, 72.7% of them feel that they are able to balance their work and family life, while 27.3% feel that they are not able to balance their work and family life. It is indicated that out of the 62 respondents in the age

Table 9. Cross Tabulation of Responses to Question “I am able to balance my personal and professional life well” according to the sector they work in.

Sector: “I am able to balance my personal and professional life well”					
Working sector	Schools/Universities		YES	NO	Total
		No: of respondents	10	1	11
		% within the sector	90%	10%	100%
	Hospitals	No: of respondents	39	20	59
		% within the sector	66.10%	33.9%	100%
	Government sector	No: of respondents	22	2	24
		% within the sector	91.6%	8.4%	100%
	Private sector	No: of respondents	17	9	26
		% within the sector	65.4%	34.6%	100%
	Total	No: of respondents	88	32	120
		% within the sector			100%

group of 31–40 years, 75.8% feel that they are able to balance their work and family life while 24.2% feel that they are not able to balance their work and family life. Out of the 47 respondents of age group over 40 years, 70.2% feel that they are able to balance their work and family life while 29.8% feel that they are not able to balance their work and family life.

The age group suggests having a slight impact on the respondent's perception towards work life balance. It indicates a high percentage among married women between the age group of 31–40 years; the cause is apparently their mental and physical capacity, the ability to multitask and ensure value for family life.

Table 9 represents the cross tabulation of the responses of the respondents to the statement “I am able to balance my personal and professional work life well” according to sector they work in.

Table 9 indicates, that out of the 11 respondents from schools/universities, 10 (90%) of them feel that they are able to balance their work and life; while only 1 (10%) feel that they are unable to balance their work and life. We find that out of 59 respondents from the hospital sector, 39 (66.1%) feel that they are able to balance their work and life while 20 (33.9%) feel that they are not able to balance their work and life. We find that out of 24 respondents from the Government sector 22, (91.6%) feel that they are able to balance their work and life while 2 (8.4%) feel that they are not able to balance their work and life. Finally, it is noted that out of 26 respondents from the private sector, 17 (65.4%) feel that they are able to balance their work and life while 9 (34.6%) feel that they are not able to balance their work and life.

Majority of professionals employed in various sectors identify that they have a well-balanced personal and professional lives. Also, the group respondents employed in schools, universities and government sectors indicate a high percentage in work and family life balance. During their interviews they mentioned, that one of the basic reasons behind this is the less number of working hours and the holidays they get throughout their Academic year and the compensatory offs. One of the respondents working with a reputed School mentioned at the time of interview, that they have lots of preparatory work for classes, paper work in terms of writing notes and doing corrections. In spite of all this work, the flexible working hours ensure that they are able to balance work and life perfectly, since they are able to reach home by 2.00 pm. Comparatively the women working with hospitals and private sector find it difficult to balance

their work life due to their shift duties, on call duties, long hours of working and fatigue after hectic work.

## 11. Discussions

The research findings identify and summarize the conflicts faced by Indian working women in Bahrain, and the solutions they figure out to maintain equilibrium between family and work life. Based on the study, it is noted that women working in hospitals and private sectors face hurdles while trying to balance their respective roles, the main cause being the nature of the workload. In contrast, the women employed in schools and public sectors found themselves much more at ease and comfort. Another common problem observed is the constant struggle these women face to spend quality time with their children or spouses. They find themselves failing in their prime responsibility of guiding and counselling their children or providing emotional support to their spouses during tough times at work. The hectic work schedules act as a barrier to their social life with friends or relatives, except for a few occasions. In a quest to balance these roles many working women hire household helpers to tend to house chores or nannies who could care for their children, while they are at work. This provides a relief to the working women ensuring that they are perfecting their roles as a family person and an employee simultaneously. Out of the 120 respondents, majority of them recognize that the formula to personal happiness and satisfaction was in giving due importance to work life balance.

## 12. Conclusion

Based on this research, I hereby conclude that working women commonly are great at multi-tasking work and home in comparison to their spouses. In today's demanding world one needs to be talented, tactful, and skillful while acting with caution. Women face a humungous task of accomplishing strenuous work targets, office commitments, and hectic meeting schedules while being home-makers too. The resilience and instincts of a woman brings about the best in her, while she performs her roles as a mother, wife and employee. She ensures a smooth sailing, while balancing her diverse roles; this is the main essence of the Indian Married Working Women in Bahrain. The research confirms the fact with its findings that the Indian Married Working Women in Bahrain have the expertise and technique to balance their work and family life.

The data was collected during the time period of 2 months and the scope of the study was limited to the Indian married working women In Bahrain working with various organizations. With dual career couples widely in this modern era, there is a need for systematic research into the nature of work life conflict and further insight is required. This study is limited to one of the Middle East countries and considerably more research is imperative to gain additional insight into the meaning and consequences of Work- Life balance.

#### ANNEX NO: 1

	Agree	Sometimes	Disagree
Q1. As the job demands, I usually work long hours			
Q2. There isn't much time to socialize/relax			
Q3. I have to take work home most of the times			
Q4. Maintain friendship and extended family relationship is difficult			
Q5. My family are missing out on my input either because I don't see them/ I am too tired.			
Q6. My relationship with my partner is suffering because of the work pressure			
Q7. I would like to reduce my working hours			
Q8. I worry about the effect of work stress on my health			
Q9. O often work late to complete my work			
Q10. Relaxing and forgetting about work issues is hard to do			

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