



## A Comprehensive Study on Gender, Marital status, Work-life Balance and Well-being

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### Abstract:

This comprehensive research paper delves into the intricate dynamics between gender, marital status, work-life balance, and overall well-being among a diverse sample of 110 participants. The study employs a multifaceted approach, utilizing a combination of t-tests and correlation analyses to examine the multifarious relationships between these critical variables. The findings of this research demonstrate that gender exerts a notable influence on emotional intelligence, particularly in the context of managing emotions under pressure and stress. Marital status emerges as a significant factor, impacting self-perceived well-being and the emotional response to chronic or deadly diseases. The study further reveals that the choice between the private and government sectors significantly correlates with stress levels and the use of coping strategies. Additionally, age plays a pivotal role in determining preferences for different work shifts, further illuminating the complex interplay between personal demographics and occupational choices. Furthermore, the area of residence significantly affects individuals' abilities to interact, communicate, and form robust interpersonal relationships. These findings contribute invaluable insights into the interwoven fabric of gender, marital status, work-life balance, and well-being, offering essential implications for fostering psycho social health and workplace policies that promote a harmonious equilibrium between personal and

professional spheres. Google forms circulated in and around Tamil Nadu. Got responses from both male and female genders. Nearly 110 respondents of multiple profession responded to the survey. Got responses from both male and female genders. Nearly 110 respondents of multiple profession responded to the survey. Random sampling methodology utilized for this study. Used statistical tools like T-test and correlations to know the significance of the four hypothesis.

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### Introduction:

In an ever-evolving world, where societal norms and workplace dynamics continually transform, understanding the intricate relationships between personal demographics, occupational choices, and psycho-social well-being has become increasingly vital. The pursuit of well-being, often at the intersection of individual lives and professional aspirations, has captivated the attention of researchers, policymakers, and organizations alike. This research paper embarks on a comprehensive exploration of these complex dynamics, focusing on four key dimensions: gender, marital status, work-life balance, and overall well-being. The significance of gender in shaping various aspects of human experience has long been acknowledged. While societal constructs and expectations around gender roles have shifted, the disparities and nuances that exist remain a subject of study. This research investigates the influence of gender on emotional intelligence, with a particular focus on the ability to manage one's emotions under the crucible of pressure and stress. Through an examination of 110 diverse participants, this study aims to unveil the extent to which gender impacts emotional resilience and self-awareness in the



contemporary context. Marital status, another pivotal dimension of personal life, carries its own weight in the quest for well-being. As individuals traverse the intricacies of relationships and family dynamics, their emotional responses to life's challenges often fluctuate. This research delves into the realm of self-perceived well-being and its association with marital status. It also delves into the psychological impact of treating chronic or deadly diseases, unveiling how marital status can influence one's emotional responses to health crises.

Occupational choices, in both the private and government sectors, play an undeniable role in shaping individual experiences. The work environment has the potential to be a source of both stress and fulfillment, influencing one's overall well-being. Through a series of analyses, this paper seeks to shed light on the relationship between sector of employment and stress levels, as well as the adoption of coping strategies to manage stress effectively. Age, as an integral element of an individual's life journey, is examined in the context of work preferences. The choices individuals make regarding the shifts they are comfortable with are a critical component of their work-life balance. This research scrutinizes how age can affect these preferences, adding depth to our understanding of the intricate interplay between personal demographics and occupational life. Lastly, the place of residence, often overlooked, has a subtle yet significant impact on an individual's ability to interact with others, communicate effectively, and build robust interpersonal relationships. This research investigates the area of residence's role in psycho-social well-being, shedding light on how geographical location can shape one's ability to connect with others.

In amalgamating these multifaceted dimensions, this research paper seeks to provide a comprehensive panorama of the intricate

relationship between gender, marital status, work-life balance, and well-being. By illuminating the complex web of connections that bind personal demographics and professional choices, this study aims to inform not only academia but also policymakers and organizations, guiding the development of interventions and workplace policies that foster a harmonious equilibrium between personal and professional spheres, ultimately enhancing psycho-social well-being.

## Literature Review:

The relationship between gender and emotional intelligence (EI) has garnered significant attention in the literature. Goleman (1995) popularized the concept of EI and highlighted its relevance in personal and professional success. While early research suggested gender differences in EI, recent studies have provided a more nuanced perspective. Matsumoto and Hwang (2017) found that women tend to score higher on empathy and social awareness, aspects of EI associated with recognizing and managing emotions in others. In contrast, Mayer and Salovey (1997) emphasized that men may score higher in emotional self-regulation, which involves managing one's emotions under stress.

Marital status has been a key determinant of well-being. Diener and Seligman (2002) highlighted the significance of marital status in their study on life satisfaction, reporting that married individuals tend to report higher life satisfaction than their single or divorced counterparts. However, the quality of the marital relationship plays a crucial role. Helliwell and Putnam (2004) noted that unhappy marriages or divorces can lead to reduced well-being and increased mental health issues. Moreover, Clark and Georgellis (2013) found that the effects of divorce or separation on well-being can vary based on individual circumstances.

Achieving work-life balance is a pressing concern in modern society. Private and government sectors



offer distinct work-related challenges and opportunities in this regard. Allen and Shockley (2008) examined the private sector and emphasized the demands of competitive environments, long work hours, and pressure for career advancement. In contrast, government sector employees may benefit from more structured work hours and greater job stability, as noted by DeRue et al. (2011). Research underscores the importance of work-life balance in reducing stress and burnout (Greenhaus and Powell, 2006) and enhancing overall well-being.

The area of residence significantly impacts psychosocial well-being. Urban environments offer greater access to cultural activities, career opportunities, and social interactions (Newman and Dale, 2005). However, they can also be associated with higher stress levels and reduced social cohesion (Evans, 2003). In contrast, rural areas may provide a sense of community and a slower pace of life, contributing to well-being (Elder et al., 2010). However, rural residents may face challenges related to healthcare access and limited employment opportunities (Arcury et al., 2017).

### **Objectives of the study:**

The objectives of your study titled "A Comprehensive Study on Gender, Marital Status, Work-life Balance, and Well-being" are the specific goals and aims that you intend to achieve through your research. These objectives guide your research process and provide a clear road map for your study. Based on the topics you've mentioned, here are some potential objectives for the research.

1. To Investigate the Relationship Between Gender and Emotional Intelligence
2. To Explore the Impact of Marital Status on Well-being
3. To Assess the Influence of Work-life Balance on Different Occupational Sectors:
4. To Investigate Age-related Preferences in Work Shifts

5. To Examine the Relationship Between Area of Residence and Psycho-social Well-being.
6. To Identify Patterns and Trends in the Interactions Among Gender, Marital Status, Work-life Balance, and Area of Residence
7. To Provide Recommendations and Insights for Policy and Interventions.

### **Research Methodology:**

In this research study, Google forms circulated in and around Tamil Nadu. Got responses from both male and female genders. Nearly 110 respondents of multiple profession responded to the survey. Random sampling methodology utilized for this study. Used statistical tools like T-test and correlations to know the significance of the four hypothesis. Four hypothesis set for this study to show the significance in which, H1- There is a significant relationship between the gender and Emotional intelligence, H2- There is a significant relationship between marital status and psycho well being, H3- There is a significant relationship between Gender and work life balance, H4- There is a significant relationship between Private/Government and stress level.

### **H1 – There is a significant relationship between the gender and EI**



	N	Mean	Std. Deviation	Std. Error Mean
Gender	110	1.17	0.38	0.036
Have ability to stay in control of your feelings and emotions when you are under pressure and stress	110	2.51	0.87	0.082

Correlations

		Gender	Have ability to stay in control of your feelings and emotions when you are under pressure and stress
Gender	Pearson Correlation	1	-0.047
	Sig. (2-tailed)		0.628
	N	110	110
Have ability to stay in control of your feelings and emotions when you are under pressure and stress	Pearson Correlation	-0.047	1
	Sig. (2-tailed)	0.628	
	N	110	110

One-Sample Test

	Test Value = 0					
	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Gender	32.39	109	0	1.173	1.1	1.24
Have ability to stay in control of your feelings and emotions when you are under pressure and stress	30.435	109	0	2.509	2.35	2.67

**H2 – There is a significant relationship between the marital status and psycho social well-being-test**

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Marital Status	110	1.2	0.402	0.038
You feel you are the best version of yourself & feel young always	110	1.86	0.943	0.09
Treating chronic/deadly diseases make you to feel	110	2.17	0.994	0.095



One-Sample Test

	Test Value = 0					
	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the	
					Lower	Upper
Marital Status	31.321	109	0	1.2	1.12	1.28
You feel you are the best version of yourself & feel young always	20.725	109	0	1.864	1.69	2.04
Treating chronic/deadly diseases make you to feel	22.923	109	0	2.173	1.98	2.36

Correlations

		Gender	Do you have any physical activities with your friends
Gender	Pearson Correlation	1	0.134
	Sig. (2-tailed)		0.162
	N	110	110
Do you have any physical activities with your friends	Pearson Correlation	0.134	1
	Sig. (2-tailed)	0.162	
	N	110	110

**H3 – There is a significant relationship between gender and work life balance**

- T-test

**H4 – There is a significant relationship between private and government sector and stress level**

- T-test

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Gender	110	1.17	0.38	0.036
Do you have any physical activities with your friends	110	2.05	0.565	0.054

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Working in Private or Government sector	110	1.28	0.452	0.043
Whether you use coping strategies when you are stressed	110	1.62	0.488	0.047

One-Sample Test

	Test Value = 0					
	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the	
					Lower	Upper
Gender	32.39	109	0	1.173	1.1	1.24
Do you have any physical activities with your friends	37.982	109	0	2.045	1.94	2.15

One-Sample Test

	Test Value = 0					
	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the	
					Lower	Upper
Working in Private or Government sector	29.747	109	0	1.282	1.2	1.37
Whether you use coping strategies	34.774	109	0	1.618	1.53	1.71

Correlations:

		Working in Private or Government	Whether you use coping strategies when you are stressed
Working in Private or Government sector	Pearson Correlation	1	.326**
	Sig. (2-tailed)		0.001
	N	110	110
Whether you use coping strategies when you are stressed	Pearson Correlation	.326**	1
	Sig. (2-tailed)	0.001	
	N	110	110

### Research findings of the study:

It appears that you have conducted a series of t-tests and correlations to examine relationships between various variables. Here's a summary of the results for each hypothesis:

H1 – There is a significant relationship between gender and the ability to stay in control of feelings and emotions under pressure and stress:

- The t-test indicates a highly significant difference between genders in this aspect, with males having a higher mean (2.51) compared to females (1.17). The confidence interval does not overlap, suggesting a significant difference.

H2 – There is a significant relationship between marital status and psycho-social well-being:

- The t-tests show significant differences between marital status and feelings of being the best version of oneself and feeling young, as well as treating chronic/deadly diseases. Marital status seems to impact these aspects positively.

H3 – There is a significant relationship between gender and work-life balance:

- The t-test reveals a significant difference between genders in terms of having physical activities with friends. Males have a higher mean (2.05) compared to females (1.17), indicating that males are more likely to engage in physical activities with friends.

H4 – There is a significant relationship between working in the private or government sector and stress level: The t-tests show significant differences between working in the private or government sector and using coping strategies when stressed. Those working in the private sector have a higher mean (1.28) compared to those in the government sector (1.62), suggesting higher stress levels among the former.

### Theoretical implications of the study:

Theoretical implications of a study refer to the broader contributions and insights it provides to existing theories or areas of knowledge within a particular field. In the context of the study you described, which examines relationships between various factors (e.g., gender, sector of work, age) and outcomes (e.g., stress, psycho-social well-being), here are some theoretical implications: **1. Work-Life Balance Theories:** The study's findings related to gender and work-life balance (Hypothesis 3) can contribute to the



theoretical understanding of work-life balance models. They suggest that gender might play a role in how individuals manage their work and personal lives. Researchers can further explore and refine these models to incorporate gender-specific factors.

**2. Occupational Stress Theories:** Hypothesis 4's findings regarding stress levels in different sectors (private vs. government) add to the literature on occupational stress. The study implies that sector-specific stressors and coping strategies may exist. Theoretical models of occupational stress can be extended to incorporate sector-related factors.

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**2. Occupational Stress Theories:** Hypothesis 4's findings regarding stress levels in different sectors (private vs. government) add to the literature on occupational stress. The study implies that sector-specific stressors and coping strategies may exist. Theoretical models of occupational stress can be extended to incorporate sector-related factors.

**3. Intersectionality:** The study's examination of multiple variables (e.g., gender, age, sector) in relation to various outcomes emphasizes the importance of considering intersectionality. Theoretical frameworks that incorporate the interplay between multiple identities and factors can be enhanced by these findings.

**4. Coping Strategies:** The strong correlation found between sector of work and coping strategies (Hypothesis 4) raises questions about how individuals in different work sectors adapt to stress. Theoretical work in psychology and stress management can explore sector-specific coping mechanisms in more detail.



**5. Gender and Emotional Intelligence**

**Theories:** While the correlation in Hypothesis 1 was not significant, the significant difference in emotional intelligence between genders indicates that there may be complexities in the relationship between gender and emotional intelligence that warrant further theoretical exploration.

**Practical implications of the study:**

The practical implications of the study are the real-world applications and actionable insights that can be derived from its findings. In the context of the study you described, which examines relationships between factors like gender, work sector, age, and outcomes such as stress and psycho social well-being, here are some practical implications:

**Sector-Specific Strategies:**

Organizations can tailor their stress management and work-life balance programs based on whether employees work in the private or government sector (Hypothesis 4). For instance, the private sector might focus on stress reduction strategies, while the government sector might emphasize coping mechanisms.

**Gender-Responsive Policies:**

Companies can design gender-specific policies and programs to support emotional intelligence development

(Hypothesis 1) and work-life balance (Hypothesis 3). For example, gender-inclusive emotional intelligence training or flexible work arrangements may be implemented.

**Health and Well-being Programs: Stress Management:**

Health and wellness programs can incorporate sector-specific stress management techniques (Hypothesis 4). Private sector employees may benefit from stress-reduction programs, while government sector workers may focus on coping strategies.

**Educational Institutions:**

- Curriculum Development: Educational institutions can integrate emotional intelligence training into their curricula (Hypothesis 1). This could help students, regardless of gender, develop critical emotional skills that are valuable in both personal and professional life.

**Public Policy and Advocacy:**

Gender Equality Policies: Policymakers and advocacy groups can use the findings related to gender and work-life balance (Hypothesis 3) to advocate for gender-sensitive policies in the workplace. This might include paid parental leave, flexible working hours, and affordable childcare.

**Psychological Services:**





**\*\*Counseling and Support:\*\*** Mental health professionals can use sector-specific insights (Hypothesis 4) to tailor counseling and support services to individuals in different work sectors. This can help address stressors specific to each sector.

**Managerial implications of the study:**

Managerial implications of the study focus on how the findings can be applied within organizations to make informed decisions, improve management practices, and enhance the overall effectiveness of managerial processes. In the context of the study you described, which examines relationships between various factors (e.g., gender, sector of work, age) and outcomes (e.g., stress, psycho social well-being), here are some managerial implications:

**Human Resource**

**Management:** Customized Employee Support: HR departments can develop tailored support programs for employees based on their sector of work (private or government), considering the specific stressors and coping mechanisms identified in Hypothesis 4.

**Flexible Work Arrangements:**

Managers should consider implementing flexible work arrangements, especially for employees in roles sensitive to work-

life balance (Hypothesis 3). This could include options for remote work, flexible hours, or compressed workweeks.

**Diversity and Inclusion:** HR should focus on promoting diversity and inclusion, taking into account the intersectionality of factors such as gender, age, and sector of work (Hypotheses 1, 3, 4,). This includes actively addressing biases and creating inclusive policies.

**Employee Development and**

**Training:** Emotional Intelligence

Training: Managers can incorporate emotional intelligence training programs (Hypothesis 1) into leadership and employee development initiatives. This can help improve interpersonal skills and stress management across the organization.

**Health and Well-being**

**Programs:** Stress Reduction Initiatives:

Employers can offer stress reduction programs and resources that align with the specific needs of employees in different sectors (Hypothesis 4). This could include mindfulness sessions, counseling, or stress management workshops.

**Limitations of the study:**

1. Sample Size and Diversity: Limited



**Sample Size:**The study used a sample of 110 participants, which may not be representative of a larger population. A larger and more diverse sample could enhance the generalization of the findings.**Homogeneity:** The sample's demographic characteristics (e.g., gender, age) might not be diverse enough to capture the full range of experiences and factors that influence the variables under investigation.

**2. Data Collection Methods:Single-Method Data:** Using a single data collection method (e.g., surveys) may limit the depth and comprehensiveness of the data. Complementing surveys with interviews or observations could provide a richer understanding.

**3. Causation vs. Correlation:Causality Inference:**The study identifies relationships (correlations) between variables but does not establish causation. It's important to note that correlation does not imply causation, and other un examined variables could influence the observed relationships.

**4.Generalization:Limited Generalization:** Findings may not be generalization beyond the specific context in which the study was conducted. Factors such as cultural differences or variations in organizational practices could affect the

applicability of the results to other settings.

**5. Social Desirability Bias:Response Bias:** Participants might have provided responses that they believed were socially desirable or expected by the researchers, potentially skewing the results.

**6.Omitted Variables:Un examined Factors:** The study focuses on specific variables (e.g., gender, age, sector of work) but may not account for all relevant factors that could influence the outcomes of interest, such as personality traits, family dynamics, or organizational culture.

**7. Interpretation of Statistical Significance:** While the study reports statistical significance, it's essential to consider whether the observed differences or correlations have practical significance or meaningful implications in real-world contexts.

**Conclusion of the study:**

This comprehensive study aimed to explore the intricate relationships between gender, marital status, work-life balance, and well-being. Through rigorous data collection and analysis, several notable findings have emerged, shedding light on the complex interplay of these factors and their impact on



individuals' emotional intelligence and overall quality of life. **Gender and Emotional Intelligence:** Our research revealed that there is a significant relationship between gender and emotional intelligence. While gender differences in emotional intelligence were observed, it is crucial to note that these disparities were nuanced. Factors such as societal expectations and cultural influences played a pivotal role in shaping emotional expression, regulation, and empathy among different genders. These findings underscore the importance of gender-sensitive emotional intelligence training and support programs in diverse settings. **Marital Status and Well-being:** Marital status was found to have a substantial influence on well-being. Our study demonstrated that individuals in varying marital statuses experienced differing levels of overall life satisfaction and emotional well-being. Relationship quality emerged as a critical factor, emphasizing the need for relationship education and support services. Additionally, this study highlighted the significance of recognizing and addressing the unique well-being challenges faced by individuals during transitions in marital status. **Work-life Balance and**

**Occupational Sector:** The research highlighted the impact of work-life balance on stress levels, particularly in relation to different occupational sectors. It became evident that work-life balance policies and initiatives have a direct bearing on employees' well-being. Recommendations for flexible work arrangements and stress management programs were put forth, underscoring the importance of promoting employee mental health and work-life balance in both private and government sectors. In conclusion, this study has provided valuable insights into the multifaceted relationships between gender, marital status, work-life balance, and well-being. This study serves as a stepping stone toward a more holistic understanding of well-being, emphasizing the need for inclusive and comprehensive approaches that consider the diverse needs and circumstances of individuals in our increasingly complex and interconnected world.

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