



Between Career and Care: Job Involvement and Stress among working women Professionals

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Abstract

Participation of women in the workforce has increased over time, and as a result, more attention is given to job involvement, stress, and work-life balance. The objective of the current research study was to examine the level of job involvement and stress among working women professionals, specifically teachers in the Tirupattur District. Additionally, the research seeks to examine the influence of socio-demographic factors, organizational support, and work-life enrichment on work-life balance. The research design for the current study was descriptive in nature, and the data was collected from 80 working women professionals using a structured questionnaire. The data was analyzed using statistical tools such as frequency distribution, t-test, ANOVA, and Karl Pearson correlation using SPSS software version 21. The research results revealed that a majority of the respondents reported high job involvement and time balance. However, variations in satisfaction suggest that some respondents are facing challenges in maintaining a balance between work and personal life. The research also revealed that the majority of the socio-demographic factors do not influence work-life balance, whereas monthly income has a significant relationship with satisfaction. Overall, the study points to the need for organizational support and work-life enrichment for the betterment of working women professionals.

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Keywords: Job Involvement, Job Stress, Work-Life Balance, Working Women Professionals, Organizational Support, Work-Life Enrichment

Introduction

In recent years, the rate of women's participation in the workforce has increased considerably. This has given rise to a greater need for understanding the importance of job involvement, stress, and work-life balance. Working women professionals have to deal with a variety of roles, i.e., their job, family, and social roles. Managing these roles sometimes results in stress, affecting job involvement. Job involvement is the level of identification of an individual with their work. It is the level of participation of an individual in their job. Working women professionals, especially those in the education sector, often experience stress due to work overload, work-time conflicts, and family pressure. This affects their work-life balance. Job involvement of an individual is an important factor in the workplace. Hence, the present study aims to analyze the level of job involvement and stress among working women professionals, especially teachers in the Tirupattur District, and the influence of socio-demographic factors, organizational support, work-life enrichment on work-life balance.

Review of Literature

Several researchers have conducted studies on job involvement, stress, and work-life balance among working women professionals, especially in the education sector. Past studies have indicated that organizational support, workload, and family obligations have a major role to play in the level of stress and job involvement among working women professionals. Greenhaus & Allen (2015) ^[4] explained that work-life balance is an essential factor for job satisfaction and job involvement among employees. According to the study, employees who are able to balance their work and personal life tend to have low levels of stress and high levels of job satisfaction. In another study, Kaur & Sharma (2017) ^[8] focused on the relationship between job stress and work-life balance among women employees. The study indicated that workload, role conflict, and pressure of time have a major role to play in the level of stress among working women. The study also indicated the importance of organizational support for employees to effectively manage their work. In the same way, a study carried out by Reddy and Kumar in 2019 focused on job involvement among teachers. The study found that organizational support and job security also play a vital role in enhancing employee commitment and job involvement. The study concluded that employees receive encouragement and support from their respective organizations and tend to exhibit a higher level of job involvement. In a study carried out by Sharma and Singh in 2021, the researchers focused on the impact of stress on the work-life balance of working women professionals. The study found that balancing work and family life often leads to stress among women employees. The study recommended that institutions should develop a program to help employees manage stress and maintain a healthy work-life balance. In the same way, Patel and Mehta in 2023 examined the relationship between organizational support and employee well-being among working women professionals. The study concluded that supportive supervisors and employee welfare activities greatly enhance job satisfaction and reduce stress levels among working women professionals.

Methodology

Aim

To study the level of job involvement and stress among working women professionals

Objectives

1. To evaluate work-life balance among professional women.
2. To determine whether there is a relationship between marital status and work-life balance.
3. To compare the differences in work-life balance based on the different types of jobs.
4. To identify if the work-life balance varies according to the designation of a job.
5. To analyse the relationship between monthly income and work-life balance.
6. To measure the relationship between working hours and work-life balance.
7. To evaluate the impact of the number of earning family members on work-life balance.

Hypotheses

1. There is a significant relationship between the marital status of the respondents and work-life balance.
2. There is no significant difference between the employment status of the respondents and Overall work-life balance.
3. There is significance of difference between the job designation of the respondents and Overall work-life balance.
4. There is a significant relationship between the monthly income of the respondents and Overall Work Life Balance.
5. There is a significant relationship between the working hours per day of the respondents and work-life balance.
6. There is a significant relationship between the number of earning persons in the family and Overall work life balance.

Research Design

The descriptive research design was used for conducting the study on job involvement and stress among working women professionals. The descriptive research design would be helpful in collecting information regarding the characteristics, stress, and experiences of working women professionals, and it would also be helpful in analysing the relationship between different factors among working women professionals.

Universe and Sampling

The universe for the study was the working women professionals at Tirupattur District, specifically the working women teachers working at schools. For conducting the study, the researcher employed the simple random sampling technique for selecting the sample for the study. A sample of 80 working women professionals, i.e., teachers, was selected for the purpose of the study.

Tools for Data Collection

The main data collection instrument for this study was based on the application of the questionnaire method. In this study, questions asked in the questionnaire were of a close-ended nature, covering various aspects of job involvement and stress among working women professionals, such as:

- Socio-demographic details
- Job involvement
- Stress level
- Work-life balance
- Organizational support
- Work-life enrichment

The responses were measured using a Likert scale to analyse the opinions and perceptions of the respondents

Analysis and Interpretation:

Various statistical tests were applied using SPSS V.21 to analysis the factors affecting job involvement and stress among working women professionals. These include frequency, 't'-Test, One-way ANOVA, and Karl Pearson's Correlation to assess the relationship between socio-demographic variables and the aspects of job involvement, stress, and work-life balance. The findings are as follows:

Table 1: Distribution of respondents based on their overall work life balance

Dimensions	Work Life Balance					
	Low		Moderate		High	
	Freq.	(%)	Freq.	(%)	Freq.	(%)
Time Balance	22	27.5	18	22.5	40	50.0
Involvement	28	35.0	13	16.3	39	48.8
Satisfaction	33	41.3	14	17.5	33	41.3
Organization	22	27.5	22	27.5	36	45.0
Work life Enrichment /Enhancement	26	32.5	19	23.8	35	43.8
Overall Work Life Balance	21	26.3	19	23.8	40	50.0

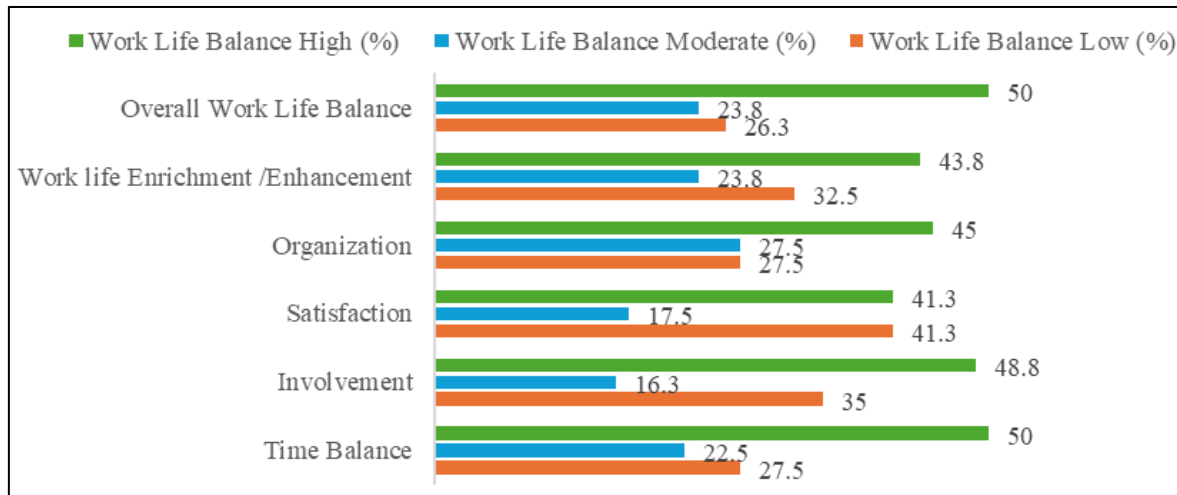


Fig 1: Distribution of Respondents Based on their overall work life balance

From the above table, it can be observed that half of the respondents (50.0%) reported a high level of time balance, while 27.5% reported low and 22.5% reported moderate time balance. In involvement, it was reported that almost half of the respondents (48.8%) reported high time balance, while 35.0% reported low and 16.3% reported moderate time

balance. In satisfaction, it was reported that almost two-fifths of the respondents (41.3%) reported low as well as high time balance, while 17.5% reported moderate time balance. In this study, it was found that half of the respondents (50.0%) reported high time balance, while 26.3% reported low and 23.8% reported moderate time balance

Table 2: ‘t’ – Test based on the marital status of the respondents and with the overall Work Life Balance

Variable	Mean	Std. Deviation	Std. Error Mean	Df	Statistical Inference
Time Balance					
Married	31.15	5.628	.668	78	‘t’ = 0.357 P > 0.05 Not Significant
Unmarried	33.00	5.590	1.863		
Involvement					
Married	32.85	4.830	.573	78	‘t’ = 0.928 P > 0.05 Not Significant
Unmarried	33.00	4.717	1.572		
Satisfaction					
Married	33.46	4.433	.526	78	‘t’ = 0.185 P > 0.05 Not Significant
Unmarried	35.56	4.246	1.415		
Organizational /Structural Support					
Married	36.11	7.050	.837	78	‘t’ = 0.529 P > 0.05 Not Significant
Unmarried	37.67	5.916	1.972		
Work Life Enrichment Enhancement					
Married	40.08	4.659	.553	78	‘t’ = 0.097 P > 0.05 Not Significant
Unmarried	42.89	5.159	1.720		
Work Life Balance					
Married	173.66	19.659	2.333	78	‘t’ = 0.223 P > 0.05 Not Significant
Unmarried	182.11	17.172	5.724		

From the study was that married and unmarried individuals did not differ significantly in terms of work-life balance. Although the unmarried individuals reported slightly higher scores on time balance (33.00 vs. 31.15), involvement (33.00 vs. 32.85), satisfaction (35.56 vs. 33.46), organizational support (37.67 vs. 36.11), work-life enhancement (42.89 vs. 40.08), and overall work-life balance (182.11 vs. 173.66),

none of these differences was statistically significant ($P > 0.05$).

H₀: There is no significant relationship between the marital status of the respondents and work-life balance.

H₁: There is a significant relationship between the marital status of the respondents and work-life balance.

Table 3: 't' – Test based on the Nature of Job of the respondents and with the overall Work Life Balance

Variable	Mean	Std. Deviation	Std. Error Mean	Df	Statistical Inference
Time Balance					
Permanent	31.51	5.237	.861	78	't' = 0.825 P > 0.05 Not Significant
Temporary	31.23	5.987	.913		
Involvement					
Permanent	32.89	4.909	.807	78	't' = 0.960 P > 0.05 Not Significant
Temporary	32.84	4.741	.723		
Satisfaction					
Permanent	34.14	4.849	.797	78	't' = 0.419 P > 0.05 Not Significant
Temporary	33.33	4.069	.621		
Organizational /Structural Support					
Permanent	36.78	6.993	1.150	78	't' = 0.555 P > 0.05 Not Significant
Temporary	35.86	6.903	1.053		
Work Life Enrichment Enhancement					
Permanent	40.16	4.413	.725	78	't' = 0.682 P > 0.05 Not Significant
Temporary	40.60	5.095	.777		
Overall Work Life Balance					
Permanent	175.49	18.511	3.043	78	't' = 0.712 P > 0.05 Not Significant
Temporary	173.86	20.468	3.121		

The study found that permanent and temporary workers did not have any significant difference in terms of work-life balance. Permanent workers were found to have a slight edge over temporary workers in terms of time balance (31.51 vs 31.23), involvement (32.89 vs 32.84), satisfaction (34.14 vs 33.33), organizational support (36.78 vs 35.86), and overall work-life balance (175.49 vs 173.86). However, in terms of work-life enrichment, temporary workers were found to have

a slight edge over permanent workers (40.60 vs 40.16), but none of the results were found to be significant at $P > 0.05$.

H₀: There is a significant difference between the employment status of the respondents and Overall work-life balance.

H₁: There is no significant difference between the employment status of the respondents and Overall work-life balance.

Test 4: One Way ANOVA based on the Job Designation of the respondents and with the overall Work Life Balance

Variable		Sum of Squares	Df	Mean Square	F	Statistical Inference
Time Balance	Between Groups	53.584	3	17.861	.556	Sig. =0.646 P<0.05 Not Significant
	Within Groups	2440.904	76	32.117		
Involvement	Between Groups	27.582	3	9.194	.392	Sig. =0.759 P<0.05 Not Significant
	Within Groups	1783.906	76	23.472		
Satisfaction	Between Groups	84.194	3	28.065	1.450	Sig. =0.235 P>0.05 Not Significant
	Within Groups	1470.606	76	19.350		
Organizational /Structural Support	Between Groups	11.732	3	3.911	.079	Sig. =0.971 P>0.05 Not Significant
	Within Groups	3766.656	76	49.561		
Work Life Enrichment Enhancement	Between Groups	8.219	3	2.740	.117	Sig. =0.950 P<0.05 Not Significant
	Within Groups	1786.981	76	23.513		
Overall Work Life Balance	Between Groups	56.892	3	18.964	.048	Sig. =0.986 P<0.05 Not Significant
	Within Groups	29926.095	76	393.764		

G1 = Private School Teacher / Secondary Grade
G3 = P.G. Assistant

G2 = BT/PT Assistant
G4= H.M

From the above table, it is clear that no differences exist among the groups regarding work-life balance with respect to job designation. In the context of time balance ($F = 0.556$; $p = 0.646$), involvement ($F = 0.392$; $p = 0.759$), work-life enhancement ($F = 0.117$; $p = 0.950$), and work-life balance ($F = 0.048$; $p = 0.986$), it is clear that no differences exist among the groups. The same has also been identified with respect to satisfaction ($F = 1.450$; $p = 0.235$) and organizational/structural support ($F = 0.079$; $p = 0.971$), where no differences exist ($p > 0.05$). In conclusion, it can be stated that the most important conclusion that can be derived

from the above study is that no differences exist with respect to job designation regarding the work-life balance of the respondents.

H₀: There is no significance of difference between the job designation of the respondents and Overall work-life balance.

H₁: There is significance of difference between the job designation of the respondents and Overall work-life balance.

Result: The ANOVA test was applied for the variables, and it was clear that the job designation had no significance in the dimensions of work-life balance. Therefore, the null hypothesis (H_0) was accepted by the researcher.

Table 5: Correlation between the monthly income of the respondents and with the overall Work Life Balance

Variable	Correlation Value	Statistical Inference
Time Balance	.053	$P > 0.05$ Not Significant
Involvement	.008	$P < 0.05$ Not Significant
Satisfaction	.315**	$P < 0.01$ Significant
Organizational /Structural Support	.109	$P < 0.05$ Not Significant
Work Life Enrichment Enhancement	.019	$P > 0.05$ Not Significant
Overall Work Life Balance	.123	$P > 0.05$ Not Significant

** . Correlation is significant at the 0.01 level (2-tailed)

* . Correlation is significant at the 0.05 level (2-tailed)

From the above table, it is clear that there is no significant relationship between monthly income and most dimensions of work-life balance. This is because, for time balance, the correlation is just 0.053, involvement is just 0.008, organizational/structural support is just 0.109, work-life enrichment/enhancement is just 0.019, and overall work-life balance is just 0.123, all of which are insignificant since $P > 0.05$. Satisfaction, however, has a correlation of 0.315**, indicating that there is a significant relationship between satisfaction and monthly income, $P < 0.01$. The main conclusion from this study is that there is a significant relationship between satisfaction and monthly income, while

there is no significant relationship between the other dimensions and monthly income.

H₀: There is no significant relationship between the monthly income of the respondents and Overall work Life Balance.

H₁: There is a significant relationship between the monthly income of the respondents and Overall work Life Balance.

Result: The correlation test was conducted using the variables, and it was evident that the monthly income has a significant relationship only with satisfaction, whereas there is no significant relationship with the other aspects of work-life balance. The null hypothesis (H_0) is partially rejected by the researcher.

Table 6: Correlation between the working hours per day of the respondents and with the overall Work Life Balance

Variable	Correlation Value	Statistical Inference
Time Balance	.010	$P > 0.05$ Not Significant
Involvement	.043	$P < 0.05$ Not Significant
Satisfaction	.014	$P < 0.05$ Not Significant
Organizational /Structural Support	.069	$P < 0.05$ Not Significant
Work Life Enrichment Enhancement	.002	$P > 0.05$ Not Significant
Overall Work Life Balance	.042	$P > 0.05$ Not Significant

** . Correlation is significant at the 0.01 level (2-tailed)

* . Correlation is significant at the 0.05 level (2-tailed)

From the table above, it is very clear that the hours worked by an employee each day have little or no impact on work-life balance. This is because the values of the correlations are very small, such as time balance $r = 0.010$, involvement $r = 0.043$, satisfaction $r = 0.014$, organizational/structural support $r = 0.069$, work-life enrichment/enhancement $r = 0.002$, and overall work-life balance $r = 0.042$, with P -values > 0.05 . From this table, it is very clear that the hours worked by an employee each day have little or no impact on work-life balance.

H₀: There is no significant relationship between the working hours per day of the respondents and work-life balance.

H₁: There is a significant relationship between the working hours per day of the respondents and work-life balance.

Result: The correlation test was conducted based on the variables, and it was evident that the working hours per day have no significant relationship with the dimensions of work-life balance. Thus, the null hypothesis (H_0) is accepted by the researcher.

Table 7: Correlation between the No of earning persons of the respondents and with the overall Work Life Balance

Variable	Correlation Value	Statistical Inference
Time Balance	.046	$P > 0.05$ Not Significant
Involvement	.095	$P < 0.05$ Not Significant
Satisfaction	.0179	$P < 0.05$ Not Significant
Organizational /Structural Support	.007	$P < 0.05$ Not Significant

Work Life Enrichment Enhancement	.002	P>0.05 Not Significant
Overall Work Life Balance	.080	P>0.05 Not Significant

** . Correlation is significant at the 0.01 level (2-tailed)

* . Correlation is significant at the 0.05 level (2-tailed)

From the table, the number of people in a family that earn an income is not related to different dimensions of work-life balance, and all the correlations are very weak and insignificant: Time balance $r = 0.046$, involvement $r = 0.095$, satisfaction $r = 0.179$, organizational/structural support $r = 0.007$, work-life enrichment/enhancement $r = 0.002$, and overall work-life balance $r = 0.080$ ($P > 0.05$). In conclusion, the key lesson from the study is that the number of earners in a family has no significant impact on respondents' work-life balance.

H₀: There is no significant relationship between the number of earning persons in the family and Overall work life balance.

H₁: There is a significant relationship between the number of earning persons in the family and Overall work life balance.

Result: The correlation test was applied with the variables, and it was evident that the number of earning persons in the family has no significant relationship with the dimensions of work life balance. Hence, the null hypothesis (H_0) is accepted by the researcher.

Major Findings

The research sought to find the level of job involvement and stress among working women professionals. The research findings show that a high number of respondents experienced a high level of time balance (50%), job involvement (48.8%), and thus the working women professionals are actively engaged in their job and are able to balance their work efficiently. The level of satisfaction experienced by the respondents also shows some variations, as the same number of respondents experienced both high and low levels of satisfaction, implying that some employees are facing difficulties in maintaining a proper balance between work and life. Further, the statistical analysis revealed that most of the socio-demographic factors, such as marital status, nature of jobs, designation of jobs, working hours per day, and the number of earning members of the family, do not have any significant relationship with work-life balance. However, it has been revealed through the analysis that the monthly income has a significant relationship with satisfaction, which means that financial conditions play an important role in determining the level of satisfaction of working women professionals. Overall, it may be concluded that organizational support, work-life enrichment, and job involvement play an important role in maintaining the well-being of working women professionals.

Suggestions

On the basis of the findings of the study, various suggestions are put forward to improve job involvement and reduce stress among working women professionals. Organizations should provide stress management programs and counselling to employees so that they can manage their work-related stress in an effective manner. These programs can help in the emotional well-being of working women, thus increasing their productivity. Educational institutions and organizations should provide flexible work arrangements and work policies that can enable employees to better manage their professional and personal life. These flexible work arrangements can

provide better work-life balance to employees. Furthermore, it is also important for the management to introduce systems of recognition and reward for employees who exhibit high job involvement. It is also important for the management to provide employees with decent salaries because income has also been seen to have an impact on employees' satisfaction. Moreover, training programs on time management and work-life balance would be important in helping women professionals in work handle their duties effectively. A positive work environment would therefore lead to increased employee satisfaction.

Conclusion

The current study focused on the level of job involvement and stress among working women professionals, i.e., the teaching profession in Tirupattur District. The study results revealed that the respondents exhibit a high level of job involvement and are able to maintain a moderate level of work-life balance. However, the varying levels of satisfaction among the respondents also revealed that the working women professionals face challenges in balancing their work and personal life. The statistical study revealed that most socio-demographic variables such as marital status, nature of job, job designation, working hours, and the number of earning members in the family do not significantly affect the work-life balance. However, monthly income levels were found to have a significant impact on the levels of satisfaction. Overall, the study revealed the significance of work-life enrichment in enhancing the job satisfaction and well-being of the working women professionals.

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