



Balancing Acts: How Female Employees Manage Work, Family, and Personal Goals While Sacrificing Hobbies

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Abstract:

Work-life balance has become one of the most frequently discussed issues in modern organizational behavior, gender studies, and psychology. This paper explores how female employees manage the complex interplay between professional responsibilities, family obligations, and personal aspirations — while often sacrificing their hobbies and creative outlets in the process. The study focuses on 25 female employees working in the education and service sectors. A structured questionnaire assessed four major dimensions: work, family, personal goals, and hobbies. Using multiple regression analysis, the study investigates how work, family, and personal factors influence the time women dedicate to hobbies and leisure activities. The findings reveal that both family and work commitments significantly reduce women’s engagement in hobbies, whereas personal goals exert a moderate positive influence. The study concludes that women, while excelling in professional and domestic spheres, often overlook personal rejuvenation. True work-life balance, therefore, must encompass not only efficiency at work and harmony at home but also time for creative and leisure pursuits that contribute to mental well-being and identity fulfillment.

Keywords: Work-life balance, female employees, hobbies, regression analysis, family, personal goals

Introduction:

In contemporary society, women’s roles have evolved dramatically. Today’s woman often performs multiple roles — as a professional, mother, wife, daughter, and homemaker simultaneously. While this multidimensional identity empowers her, it also leads to competing demands on her time, energy, and emotional resources. Women often find themselves at the centre of a delicate balancing act: managing professional performance, fulfilling domestic responsibilities, and pursuing self-development all within the same 24 hours. Unfortunately, in this struggle, one of the first casualties is often personal leisure or creative hobbies. Activities such as reading, painting, dancing, gardening, or writing once pursued for joy and relaxation are now set aside as “non-essential.” While existing studies extensively cover topics such as stress management, burnout, and job satisfaction, relatively few have examined how women’s creative and leisure interests suffer as they strive to fulfil their multiple roles. This study addresses that

gap. By exploring the relationship between work, family, and personal goals in relation to hobby engagement, it seeks to understand the hidden costs of modern women's multitasking lives.

Literature Review:

(Asfahani, 2021) This study shows that there are so many factors that affect the work-life balance of female employees and it creates conflicts that disturb the female employees. The reasons behind the conflict are working hours, work environment, nature of the job, and interpersonal relations. The factors from the family background are marital status, number of children home environment, etc. (Balamurugan & Sreeleka, 2020) the study revealed that work-life balance is influenced by different factors such as demographic variables, and individual variables. Thus, the women employee has to balance both work and personal life, only the women employees should be satisfied with their jobs and develop by themselves may lead to a good work-life balance in the current situation. (Beham et al., 2019) according to this survey the provision of statutory work-family support is considerably lower than in the other three countries, which may explain the comparably high levels of WHI experienced by respondents in the countries above and beyond work demands and work-family resources at the organizational level. (Belwal & Belwal, 2017) The results indicated that employers, in general, are impressed by women workers in Oman. However, they identify several challenges women face. This study synthesized and grouped employers' perceptions of these challenges in the following categories: women's natural and physiological composition, their attitude at work, post-marital challenges, socio-cultural barriers, nature and place of work, organizational preparedness and governance, biases or prejudices of employers, and work-life balance (WLB) issues facing them. (Hashimi, 2021) the study shows that the work-life balance includes maintain balance between work environment stress and routine pressure of family, friends and self. Keeping and maintaining the balance between family and work life has become an important topic in the society. By identifying factors that impact work-life balance and making work-life balance policies and practices can help this category of employees to have high productivity in work-place to be able to support their family financially.

(Hasib et al., 2022) The well-being of women in the workplace affects not just individuals but also their families and communities. Schools are meant to be stress-free zones, but the work-life balance is damaging women in the workforce. So, in order to expand the business, it's necessary to give them a little more consideration. The findings of this study will help businesses re-evaluate their policies on flexible work hours and improve part-time possibilities for women workers, both of which have been demonstrated to increase employee happiness and productivity. (Mayya et al., 2021) As the higher education sector is becoming more demanding, adequate attention has to be paid to the issue of WLB. The study revealed WLB was associated with gender, age, and science discipline, after adjusting for the effect of other demographic variables. Actions at both the organizational and personal level to maintain a WLB are essential. Future studies may be planned to assess the impact of specific measures at the organizational or personal level on WLB, work productivity.

Objectives of the Study:

- To examine the relationship between work responsibilities and the time women devote to hobbies.
- To study how family responsibilities affect women's engagement in leisure and creative activities.
- To analyse whether personal goals influence women's ability to maintain hobbies.

- To identify which factors most significantly affect hobby engagement among female employees.
- To provide practical suggestions for improving work-life balance through the inclusion of personal and creative time.

Research Methodology:

Research Design:

This study follows a quantitative descriptive research design to analyse how professional, familial, and personal variables affect the time women dedicate to hobbies. The design is appropriate as it captures measurable relationships between variables using numerical data analysed through regression analysis.

Sample Size and Sampling Method:

The sample comprises 25 female employees from the education and service sectors in Gujarat. Respondents were chosen through convenience sampling, allowing the inclusion of women from varied professional backgrounds such as teachers, administrators, customer service executives, and office staff. The participants belong to the 25–45 years age group, representing both early-career and mid-career professionals.

Data Collection Tool:

A structured questionnaire was designed with four constructs, each measured on a 10-point Likert scale (1 = strongly disagree, 10 = strongly agree):

- Work: Ability to manage work-related tasks, workload, and professional pressure.
- Family: Extent of family responsibilities, caregiving roles, and perceived support at home.
- Personal Goals: Time and effort devoted to self-improvement, learning, and career growth.
- Hobbies: Frequency and satisfaction derived from pursuing leisure and creative interests.

The questionnaire aimed to capture how women allocate time across these domains and the trade-offs they make between them.

Statistical Technique:

Data were analysed using multiple regression analysis with Hobbies as the dependent variable, and Work, Family, and Personal Goals as independent variables.

Regression Equation:

$$\text{Hobbies} = \beta_0 + \beta_1(\text{Work}) + \beta_2(\text{Family}) + \beta_3(\text{PersonalGoals}) + \epsilon$$

Numerical Data Summary:

Variable	Coefficient (β)	t-value	Significance (p)	Interpretation
Constant	1.42	1.21	0.236	—
Work	-0.38	2.19	0.039*	Negative and significant
Family	-0.41	2.57	0.017*	Negative and significant
Personal Goals	0.29	1.98	0.058†	Moderately positive (marginal significance)

Model Summary:

$R^2 = 0.63$ Adjusted $R^2 = 0.58$ $F = 8.29$ ($p < 0.01$)

Significant at 5% level † Significant at 10% level

Interpretation:

The model explains 63% of the variation in women’s hobby engagement, indicating a strong link between work-life variables and personal leisure time. Work and family responsibilities have significant negative effects, whereas personal goals show a mild positive effect.

Findings:

The study found that work pressure and family responsibilities have a strong negative impact on women’s ability to pursue hobbies. Both variables were statistically significant at the 5% level, indicating that as work and family commitments increase, time for leisure and creative activities decreases substantially.

Personal goals showed a moderate positive effect on hobby engagement, suggesting that women who actively invest in self-development or personal growth are somewhat more likely to continue engaging in hobbies. The regression model explained 63% of the variation in hobby involvement, indicating that the combination of work, family, and personal factors provides a reliable prediction of how much time women dedicate to leisure activities. Among the three predictors, family responsibilities (-0.41) had a slightly stronger negative influence than work (-0.38), showing that

domestic expectations can be as demanding as professional ones. Respondents reported feeling a persistent lack of time for themselves, often prioritizing household duties and job tasks over creative relaxation. Despite these pressures, a small portion of women maintained their hobbies through self-discipline and intrinsic motivation, showing the importance of personal goals in preserving life balance.

Suggestions:

- **Organizational Level:** Companies should adopt flexible working hours, wellness initiatives, and encourage hobby-based employee clubs to promote emotional rejuvenation.
- **Family Level:** Domestic responsibilities should be equitably shared among family members to ensure that women have time for personal pursuits.
- **Personal Level:** Women should consciously prioritize self-care and set aside fixed time for creative or leisure activities.
- **Policy Level:** Government and social organizations should advocate for mental health and holistic wellness campaigns for working women.
- **Academic Level:** Future research should include larger, diverse samples and explore cultural, psychological, and emotional determinants of hobby engagement among women.

Limitations of the Study:

- The study uses a small sample size (25 respondents), which restricts generalization.
- The sample is confined to Gujarat; cultural or regional variations across India remain unexplored.
- Data rely on self-reported measures, which may include personal bias or social desirability effects.
- The research is limited to education and service sectors, excluding corporate, healthcare, or entrepreneurial settings.
- Psychological, emotional, and cultural factors influencing hobby engagement were not studied in depth.

Conclusion:

The analysis clearly demonstrates that increasing professional and family responsibilities negatively affect women's engagement in hobbies. Although women successfully balance professional excellence with family care, this often comes at the expense of personal joy and creative renewal.

Work-life balance cannot be achieved through time management alone; it requires emotional fulfillment and self-care. Encouraging women to reclaim time for leisure and creativity is crucial for mental health, personal identity, and long-term productivity. When women thrive emotionally, both families and workplaces benefit.

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