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Impact of Work-Life Balance and Stress Management on Job Satisfaction among the Working Women in Higher Educational Institutions in Namakkal District

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ABSTRACT

Purpose: *The study aims to assess the impact of work-life balance and stress management on job satisfaction among women employed in higher educational institutions in Namakkal District. Objectives include enriching understanding of work-life balance and stress management concepts in educational settings, evaluating the conditions of female workers, focusing on their happiness, establishing boundaries, and exploring the quality of relationships between female employees and their colleagues within these institutions.*

Methodology/Approach: *Case studies, books, periodicals, journals, articles, and online searches are all examples of secondary sources used in this investigation.*

Findings/Results: *Effective stress management helps people feel better about themselves and do better in the predictable world. It gave people something to look forward to, which boosted their motivation and confidence. As a woman has to take care of her family, she should know the techniques to manage the family and the professional work she is undergoing. She has to maintain good health because she will be the backbone of her family. She has a sole responsibility to take care of herself by eating a healthy diet, exercising, taking deep sleep, maintaining a friendly social network, listening to music, reading books, having positive thinking ability, etc.*

Outcome: *The concept of work-life balance and stress management is reviewed. The steps to achieve a successful Work-Life Balance are evaluated. The awareness about how to find a perfect Work-Life Balance is discussed and the skills that are required to manage stress are identified.*

Originality/Values: *Irritability, impatience, family pressure, anger, frustration, fear, anxiety, self-doubt, panic, melancholy, feelings of inadequacy, insecurity, hopelessness, dissatisfaction, emotional withdrawal, and depression are some of the symptoms of stress that this study focuses on, particularly as they pertain to women. Every lady needs to understand how to triumph over the obstacles above.*

Type of Paper: *Empirical Research.*

Keywords: Job satisfaction, Family, Work-life balance, Employee satisfaction, Stress management, Working women in HEI, Performance, Productivity, and Rewards.

1. INTRODUCTION :

Women in the workforce can better manage their stress and strike a work-life balance if they are happy and have a secure home life. Everywhere you turn, people are struggling to find a way to combine their work and personal life successfully. If you're not enjoying your job, this is a pressing problem. Finding a means to keep your workload consistent at home and work is essential to strike a

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good work-life balance. Employee production is crucial to the success of any business, and it can be affected by a wide range of factors. There may be a connection between job satisfaction and the following factors. An empirical study was conducted among the working women of public sector banks to examine the impact of work-life balance and stress management on job satisfaction. The data and conclusions in this study were derived from secondary resources. Employees report less stress when their workplaces have positive features such as social support, work that challenges them mentally, reasonable pay, and protections for their rights as workers. Findings suggest that work-life balance and stress management are not issues that can be solved but rather persistent difficulties that require constant attention.

A "work-life balance" exists when one's professional and personal responsibilities are equally important. An imbalance between work and personal life might have several root causes. Both the hours worked, and the amounts of labour required have increased.

The economy of India is on the rise, and most women there are now working outside the home. Therefore, the women who work in the public sector banking industry are the primary focus of this research. The primary goal of this research was to determine if and how stress management and work-life balance affected job satisfaction. One's mental identity and sense of well-being are affected by one's work, which affects one's social worth and status. When we talk about "work," we refer to formal, salaried employment. A job is a great way to become part of the human family. It connects people, furthers cultural goals, and offers individuals a sense of meaning in life. Humans engage in work because it helps them meet basic requirements and pursue personal goals. Having a job that one enjoys doing is essential for a healthy working relationship between an individual and a company.

Work-life balance and stress management are becoming increasingly discussed topics in the Indian setting, particularly as they relate to women's levels of job satisfaction. A work-life balance is achieved when work and personal life demands are roughly equal. When the requirements of one role overlap with those of another, it could be more transparent and more manageable. When people's mental and emotional resources are stretched to the breaking point, when they feel overwhelmed and powerless in the face of the many demands and obstacles, they describe this as stress. Stressors, or the things that produce stress, are plentiful, numbering in the hundreds. People can be stressed out by anything they perceive as dangerous, difficult to deal with, or excessively pressuring. The reality is that work and personal commitments overlap, interact, and contribute to stress. The effects of stress on productivity and morale are well-documented. However, if women aren't happy in their jobs, it can lead to stress and an unbalanced lifestyle. Employers should consider employee dedication as a differentiator between successful and unsuccessful businesses when formulating stress and work-life policies. Women must spread their attention and resources to live a balanced existence.

The people who work for a company are its most valuable asset—success in business hinges on attracting and keeping talented employees. The human environment looks at the factors unique to people that can boost productivity and happiness on the job. Employees are said to be satisfied with their jobs when they feel a positive emotional pull toward their employment. Worker creativity increases when they enjoy their work. People may develop a stronger sense of loyalty to the company. Workers will be happier if their work-life balance and stress reduction needs are met. Multiple studies have examined the correlation between work-life balance, stress levels, and job satisfaction. While there have yet to be many studies on the interplay between these three factors, what has been done provides evidence that public sector bank employees' female counterparts are likelier to be honest and hardworking. There will be a severe lack of intellectuals (both in quantity and quality) if bank administrations cannot effectively manage their female workforce when creating policies. Logic dictates that a contented employee is likelier to exhibit high productivity levels [1, 5, 7, 8].

1.1 The three significant habits for better Work-life balance are:

(1) Putting forth maximum effort.
(2) Please focus on the positive and remember what makes us happy.
(3) Work, play, love, and health all need obligations.

Programs that aim to help employees strike a better work-life balance include those that allow for more time off, help with caring for family members, provide paid time off or vacation, teach new skills, encourage healthy habits, and organize group activities.

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2. OBJECTIVES OF THE PAPER :

(1) To enrich the knowledge of the Work-life balance and stress management concept at educational institutions.
(2) To know the female worker's condition within the educational environment.
(3) To concentrate on happiness among the female workers within the educational institutions.
(4) To set boundaries for women who are working in educational institutions.
(5) To check whether the women employees maintain healthy relationships with the other employees working in the educational institutions.

3. REVIEW OF LITERATURE/RELATED WORKS:

Greenhaus and Kossek, 2014 - Earlier voices of WLB concern came from the UK's working mothers in the 1960s and 1970s. The US government finally gave this matter full attention in the middle of the 1980s. WLB became a primary concern in human resource management worldwide in the 1990s (Bird, 2006). The growing importance of women in the workforce, technological advancements, societal shifts in attitudes regarding the interaction between work and family, and the variety of family arrangements have all contributed to a rise in scholarly publications addressing WLB. Several theoretical work-family models are included in the WLB literature. Even though there has been more study of WLB, we still know relatively little about balancing work and family responsibilities [9].

Kalliath and Brough (2008)- Researchers have defined WLB as "The individual's perception that work and non-work activities are compatible and promote growth by an individual's current life priorities," but this definition and its accompanying measurements vary across studies that investigate WLB and related aspects. For example, the Canadian Department of Labor defines WLB as "a self-defined, self-determined state of well-being that a person can reach, or can set as a goal, that allows them to manage effectively multiple responsibilities at work, at home, and in the community; it supports physical, emotional, family, and community health and does so without grief, stress, or negative impact" (Waters & Bardoel, 2006) [10].

Vijay V. Raghavan, (2010) - The potential stress-relieving effects of telecommuting, staff support and training, and adaptable work schedules. Potential sources of stress for professionals include perceived workload, role uncertainty, work facilitation, and decision latitude. Workplace stress can be mitigated by clarifying employees' roles, increasing work facilitation, and granting them more leeway in setting their schedules [11].

Sahana Charan (2007), - If you already know that working long hours at a computer and living a hectic lifestyle are bad for your health, here's more evidence that you shouldn't do either of them: experts in mental health are increasingly convinced that more and more people in the IT-enabled services sector succumb to depression as a result of the extreme stress they face on the job [12].

Table 1: Some important related work on work-life balance and Stress management in educational industry*

S. No.	Area	Focus/ Outcome	Reference
1	Attitude	Positive attitude is the key to success in work life balance	https://www.jbcnschool.edu.in/blog/positive-attitude-in-the-classroom/
2	Performance	If the individual has more positive attitude, their performance will be growing up day by day.	https://www.clearpointstrategy.com/blog/key-performance-indicators-in-education
3	Mind	Finding the purpose of their work	https://www.predictiveanalyticstoday.com/what-is-education-industry/
4	Education	The criteria used to select materials, outline content, develop instructional procedures,	https://ipsrsolutions.com/academix/outcomes-based-education-how-industry-academic-collaboration-can-shape-the-future-of-learning

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		and prepare tests and examinations	
5	Medical	Assist the teachers to outline the cause and evaluation with goals in mind to achieve results	https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8413849/
6	Soul	The realization of full potential and abilities to make a prosperous society.	https://www.google.com/search?sca_esv=580797621&cs=0&sxsrf=AM9HkKmWrXq47XfPHNh-efDiYehB3I4cBA:1699526409589&q=What+is+the+sole+purpose+of+education+according+to+John+Dewey%3F&sa=X&ved=2ahUKEwitiq-f3baCAxUtSGwGHRZGBjwQzmd6BAgLEAY&biw=1094&bih=506&dpr=1.25
7	Relationship	One of the essential factors in successfully managing work–life balance is the ability to reduce and control stress.	chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.inspirajournals.com/uploads/Issues/1172018183.pdf
8	Community	Requires attaining equilibrium between professional work and personal work, so that it reduces friction between official and domestic life.	https://www.researchgate.net/publication/350185326_Work-life_balance_in_Higher_Education_a_systematic_review_of_the_impact_on_the_well-being_of_teachers
9	Career	People who perceive balance between their work and life roles tend to be more satisfied of their life and report better physical and mental health.	https://www.researchgate.net/publication/265254448_Outcomes_of_Work-Life_Balance_on_Job_Satisfaction_Life_Satisfaction_and_Mental_Health_A_Study_across_Seven_Cultures
10	Wealth	Maintaining a harmonious relationship between your work and personal life. managing your time and energy to meet both professional and personal commitments while prioritizing self-care and well-being	https://www.betterup.com/blog/how-to-have-good-work-life-balance#:~:text=Healthy%20work%2Dlife%20balance%20refers,%2Dcare%20and%20well%2Dbeing.

4. RESEARCH METHODOLOGY :

In this qualitative study, secondary sources accounted for most of the information. This study is based on a literature review, and information was taken from case studies, books, magazines, journals, articles, and internet searches or articles dealing with the subject matter. The data required for the study was found using Google Scholar, Research Gate, and SSRN.

5. WORTH OF COLLISION OF WORK-LIFE BALANCE AND STRESS WITH JOB SATISFACTION TO THE WOMEN EMPLOYEES :

Dissatisfaction with one's employment is the focus here, specifically as it relates to the interaction of work-life balance and stress with one's performance on the job. Since there isn't a stress-management or work-life balance policy that works for everyone. Stress, work-life balance, and job satisfaction requirements vary with one's age, stage of life, and professional trajectory. It's essential to tailor your commitments and necessities for your business. Discord between one's professional and private lives can lead to emotional distress. Furthermore, it is highly stressful for female workers if they achieve their goals but must be adequately rewarded for their efforts.

Due to factors such as the gradual lowering of trade barriers, cutting-edge technological advancements, an internationally organized marketplace, fierce competition in business, and shifting family and

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population patterns, women's fields of employment in India are rapidly evolving. When both husband and wife have to work to support their increasing family and aging parents, the strain on women's mental health is amplified. Constant stress can disrupt women's mental health by making them feel powerless and giving them the impression that they'll never have enough time to find a healthy work-life balance. Reduced proficiency, increased absenteeism, low employee morale, ineffective teamwork, and health-related issues result from ineffective stress management and work-life policies. Aside from that, several other elements contribute to women's favorable or unfavorable attitudes toward their jobs. In addition, some workers may be pleased with some aspects of their jobs while unhappy with others. There is a relationship between how you feel about your work-life balance and how satisfied you are with your job.

When women experience mental stress, it often manifests physically in the form of ailments like headaches, gastritis, sore muscles, a lack of enthusiasm, low morale, etc., and it can even lead to more severe conditions like high blood pressure, diabetes, depression, and poor job performance. These problems cause anxiety and dissatisfaction in the workplace, especially for women. Banks can differentiate themselves from mediocre organizations by developing healthy work-life management and stress programs effectively detecting pressures, causes for work-life imbalance, and job discontent. The problems we describe here are manageable but require constant work and examination. It's easy to let work consume you. Managing stress and striking a work-life balance is possible if you can identify what is most important to you and work toward achieving it. Applying management skills greatly enhances an individual's ability to deal with stress, professional demands, and family obligations.

Many things might cause stress at work, and it would be impossible to eliminate them. It could be hazardous as well. However, there are situations when stress can help you. The ability to deal with stress is the determining factor in whether it positively affects motivation and productivity. Organizational methods to manage or lessen some of the critical causes of stress in the banking industry might be helpful to working women. It's safe to say that people's levels of job satisfaction vary from person to person, just as the factors contributing to that happiness shift with time. [3, 13-15].

Employees with a healthy work-life balance report higher levels of job satisfaction, reduced stress, and decreased rates of absenteeism and illness. While the ideal work-life balance may look different for various people, being constantly available at odd hours is only viable in the short term. Maintaining a healthy work-life balance is crucial to your happiness and success at home and in the workplace [16-22].

6. IMPACT OF WORK-LIFE BALANCE AND STRESS ON JOB SATISFACTION :

(1) A significant component of being happy in your career is being appreciated. It's a statement of approval or disapproval made by a higher-up peer, colleague, manager, client, or general public member—stress and discontent at work result from being overlooked for awards too often.

(2) Employees' timeliness, teamwork, customer service, work direction responsibility, group conduct, peer communication, and managerial abilities all suffer when they have a low sense of self-worth and morale due to stress and conflict in their work-life balance.

(3) The promotion is necessary due to the employee's seniority and provides a psychological benefit. Promotion means an actual increase in one's level of employment. Getting a raise in rank means more responsibility and less micro-management.

(4) When employees get disenchanted with their work, it devastates their ability to think creatively, learn new things, and be original.

(5) Employees who struggle to maintain a healthy work-life balance can negatively influence their co-workers' corporate culture, work environment, and morale.

(6) When employees complain, the turnover, operating profit, and the balance sheet all take a hit.

(7) Monthly wage or compensation provides the most financial security for workers, especially women. The role of compensation in these chains of events is crucial. There's no denying that money can be a significant factor in whether or not an employee is happy. Employees may become dissatisfied if their pay is not competitive.

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(8) Female workers' happiness in the workplace is just as dependent on their physical working conditions and the availability of amenities. However, firm administration and policy also significantly affect employees' happiness. These should be shaped with an eye on what the staff wants and needs.

(9) Working primarily with other women, women employees emphasize building solid relationships within the office. Interactions with superiors, reports, and co-workers all figure into this. The employee's morale, job satisfaction, and output will all increase if they feel they have good working relationships with their co-workers.

(10) If left unchecked, stress can lead to serious health problems like high blood pressure, heart disease, obesity, and even diabetes.

(11) Moderate stress can help us focus and get things done, but too much can cloud our judgment. There's a chance that your mind will get all mixed up. The work itself may be satisfying, but it still leads to frustration.

(12) The way people react to pressure might vary considerably. Emotional repercussions include but are not limited to irritability, impatience, rage, irritation, fear, worry, self-doubt, panic, and melancholy, feelings of inadequacy, insecurity, hopelessness, discontent, emotional withdrawal, and depression.

(13) The way people interact with one another can shift when they're under stress. We may become less sociable, less sympathetic, more antagonistic, and less empathetic. We become less tolerant, lose our cool quickly, and start fights when stressed out, all of which lower our job satisfaction.

(14) You may improve your mood, health, and productivity by learning to control your stress and freeing yourself from its grip.

(15) Mental or bodily tension is what we mean when we talk about stress. Anything that causes nervousness, frustration, or anger could set it off—the body's physical reaction to an environmental stressor. Stress can be beneficial in tiny doses, such as when it motivates you to take precautions that keep you safe or pushes you to complete a task on time.

(16) A person's unhappiness with their employment can be significantly affected by their working conditions, co-workers, job security, and duties.

(17) The quality of one's working life improves along with one's level of job satisfaction.

(18) If an employee is happy, he is likelier to perform well.

7. FIVE STEPS TO ACHIEVING A SUCCESSFUL WORK-LIFE BALANCE :

(1) Create must-do lists and find the fun in accomplishing them in the educational sector.

(2) Maintain a healthy work-life balance by prioritizing physical activity like games and exercise in the educational sector.

(3) We must put in the time and effort required to complete the tasks without interruption, which may happen in the educational sector, like school and college.

(4) It would help if you learned to assign tasks effectively to the educational sector's staff.

(5) Schedule downtime as and when it's needed.

7.1 Some of the Major Tips to Find Perfect Work-Life Balance:
(1) Analyze your work and personal life in detail:
If you don't prepare, you're intending to fail. To get things done on schedule, you need to examine your daily habits and make a strategy.

Sixty percent of respondents to a poll conducted by Work Front blamed overbearing managers for their inability to strike a healthy work-life balance. However, you can make your supervisor look good by meeting all your deadlines and preparing beforehand.

How long do you typically stay in the office each day? In what ways are you able to spend your free time? Please write down your observations as you make them. Answer the following questions using this paper:

Q. Are you overwhelmed at work? Are you satisfied with your performance?

Q. Can you devote quality time to your family and personal pursuits?

The information you submit here will help you assess your current level of work-life harmony.

If you can't handle your workload, talk to your manager about setting up a more manageable timetable. These days, employees at most organizations have considerable leeway in their schedules. Many other options exist if your current employer is not receptive to your proposal.

Consider if there is room to enhance how you currently operate. Working more innovative rather than more complex is the key.
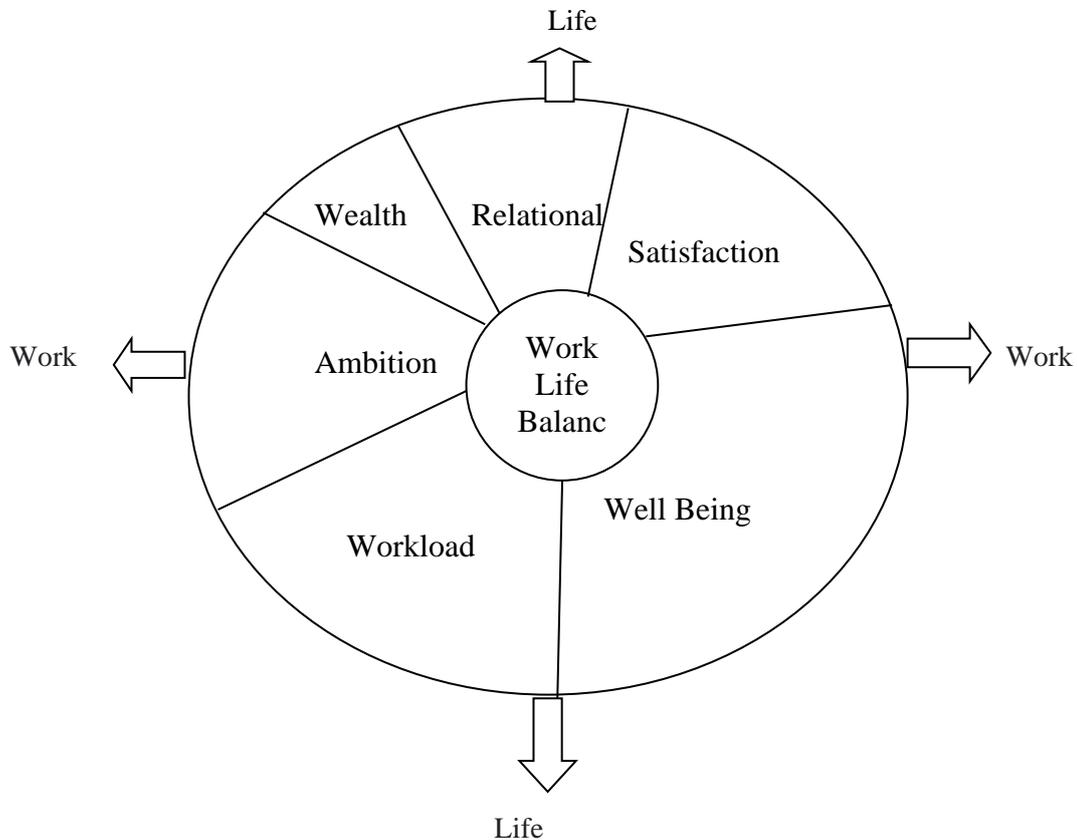

Fig. 1: Work-Life Balance

(2) Find a way to rejuvenate yourself:
A survey of more than 2300 workers found that only 25% took advantage of their vacation days. Sixty-one percent of these people reported working while on vacation. People are sure to feel overwhelmed and exhausted.

Organizations frequently request time off from their top workers to refresh them before a big project. Similarly, you and the rest of the world can benefit significantly from taking a short break from your duties.

How busy is it where you work? Do you feel the urge for a little break? Take a break from work for a few days or weeks to get your life back on track. Make time for introspection and prioritize your own needs. And please don't take any work calls while you're out!

(3) Prepare a to-do list for the home and office:
People who are self-controlled and well-organized tend to fare best in life. Most of them have made a list of things they want to accomplish and when they want to accomplish them.

While many people keep a to-do list or use some task management software at work, fewer do so at home, which makes it simple to disregard your obligations.

Please keep a personal to-do list as well as a professional one. And it need not be made up entirely of monotonous choral pieces. In your spare time, how do you like to spend it? Play golf or bowl occasionally? Make sure to schedule in time to indulge in your preferred pastimes.

(4) Set boundaries at work:
Eighty-nine percent of workers feel it's essential that their bosses only call or text them during regular business hours.

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Most people often fail to separate their personal lives from their professional ones. It can be challenging to take care of oneself if you're always available to your co-workers, even after hours.

As a result, there may be times when others require you to step in and help out immediately. But that frequency is unacceptable. Having more time on your hands will allow you to improve many aspects of your life.

(5) Master the art of delegation:

Learning to delegate effectively is a crucial skill for every leader.

Caring for every team member's issue can sometimes be enticing and convenient. Since you have been in his shoes before and know what to do, directly assisting him may seem natural.

Although it may appear complicated initially, things would have gone more smoothly if he had outsourced some of his responsibilities to capable staff members.

Training new people and giving them responsibility inside the group is crucial. You may finally relax a little bit at the office. Furthermore, you can inculcate a sense of responsibility in them through delegation.

(6) Get rid of unnecessary tasks:

The first piece of advice is to take stock of your routine. Do any of the items on the list seem superfluous to you? It could be a straightforward procedure that doesn't require participation or a meeting you're not required to attend.

It should only be a priority if it is crucial to your daily life. We must now proceed.

(7) Ignore your smart phone and emails when necessary:

Half of the Work Front poll respondents said that being available 24/7 has cut into their quality time with their families. We need help with our reliance on smart phones, even outside a call center capacity. You could be responding to emails, reading Face book messages, researching the stock market, etc. There is no problem with this at all. However, it becomes problematic if you do this frequently, interfering with your time with loved ones.

If you can wait till tomorrow to respond to any emails, put down your smart phone and do so.

(8) Spend your weekends wisely:

Weekends off are a perk of working a typical 9 to 5. It's the weekend, so kick back, have fun, and recharge to take on the week with renewed vigor.

Take a nap, picnic with the family, play golf with your pals, or do whatever brings you joy. Put down the computer and stop thinking about the office. Your loved ones are counting on you, so don't shortchange them for the sake of your career.

Maintaining their happiness will have a positive effect on your own life.

(9) Learn to say NO when required:

Mastering the art of saying no is essential if you're constantly being bombarded with requests and inquiries at work.

Your boss, co-workers, classmates, or customers could all be potential sources of requests. Whoever is asking should only accept responsibilities that they can handle.

Say no when you have to, but be sure you can back it up by expressing how busy you already are. Please accomplish this and avoid devoting less time to the things that truly matter to you in favor of tasks that seem more urgent but have little bearing on your life.

(10) Avoid multi-tasking often:

We all know that multi-tasking isn't our strong suit. Our team shifts its attention swiftly from one task to the next. Once you lose attention on a task, studies suggest it might take 15 to 20 minutes to get it back.

Think about shifting your attention 10–20 times a day; you'll see why this is a recipe for catastrophe. In addition, there are countless things to consider while seated at a computer.

Mastering focus is challenging, but there are some easy steps you can do to cut down on your distractions. You can take practically instantaneous action, such as moving to a separate conference room, closing the email tab, or switching to Skype or an internal messenger.

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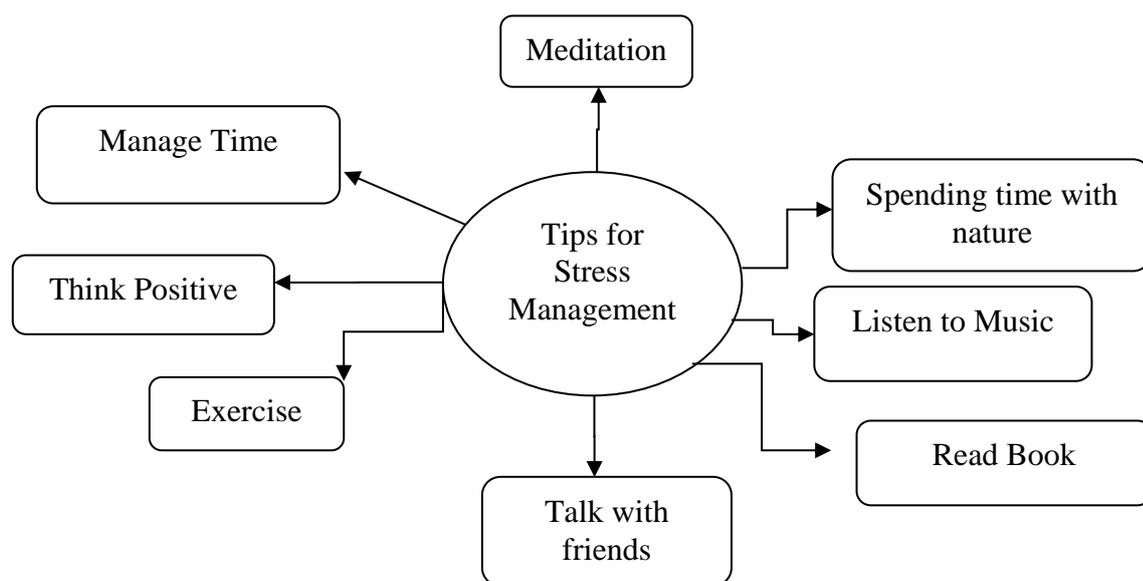**SRINIVAS PUBLICATION**

8. TIPS FOR STRESS MANAGEMENT :

Fig. 2: Tips for Stress Management

- **Meditation**
  Stress is unavoidable in everyone's life. In order to give your mind a break from stress, you should schedule some actual downtime. It could be difficult for you at first if you're the type of person who enjoys setting objectives. But if you persevere, you'll look forward to these times.
- **Manage Time**
  You need to set aside time for things you enjoy. Try to do something every day that makes you feel good, and it will help relieve your stress. It doesn't have to be a ton of time even 15 to 20 minutes will do.
- **Think Positive**
  You have to be always positive while you're managing the stress. You have to believe in yourself while you're managing the stress.
- **Exercise**
  Working out regularly is one of the best ways to relax your body and mind. Exercise will improve your mood. Exercise includes brisk walking, swimming laps, jogging, and other sports, etc.
- **Talk with Friends**
  Talking with your friends, family members, and doctors can help to lower your stress. While you're sharing your problems to them, they will provide with some ideas to come out of your stress.
- **Reading Books**
  Reading good books, especially motivational books can help the individual from managing stress. It provides the knowledge for every individual in managing stress.
- **Listen to Music**
  Sometimes individuals can escape from stress by hearing their favorite songs, and music. This helps them from relaxation and get out of their stress.
- **Spending time with nature**
  Even if sometimes it is advised for an individual to spend time with nature things like trees, seeing beautiful mountains, stars, plantations, etc., to keep their stress out.

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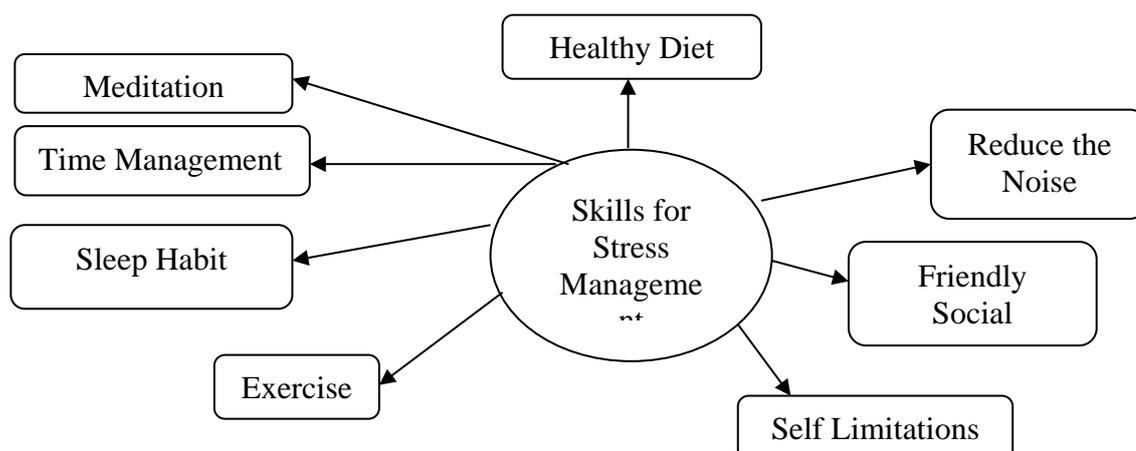**SRINIVAS PUBLICATION**

9. STRESS MANAGEMENT SKILLS :

Fig. 3: Skills for Stress Management

- **Healthy Diet**
  Eating fresh fruit and vegetables, avoiding junk foods.
- **Meditation**
  Doing Regular meditation leads to reduced stress.
- **Time Management**
  It helps you decide which things are urgent and which can be done afterward.
- **Sleep Habit**
  Specifically, a good night's sleep can boost your mood, outlook, and temperament.
- **Exercise**
  Almost any type of physical activity can improve your health and reduce stress levels. Choosing an activity, you enjoy is what matters most. Walking, stair climbing, running, dancing, biking, yoga, tai chi, gardening, weightlifting, and swimming are a few examples.
- **Self-Limitations**
  Recognize your boundaries and respect them. Taking on more than you can manage, whether in your personal or professional life, is a definite way to become stressed. Avert those who cause you anxiety. Reducing the amount of time, you spend with someone who regularly causes you stress is a good idea, as is ending the relationship.
- **Friendly Social Network**
  Having a network of encouraging pals can help you feel less stressed. Develop existing friendships and develop new ones.
- **Reduce the Noise**
  Using a white noise machine to minimize the impact of outside noise can reduce stress.

10. SUGGESTIONS :

(1) Allow for Telecommuting and Flex Time.
(2) Get your staff to concentrate on getting work done.
(3) Activate the rest periods.
(4) Check in on the staff's workload regularly.
(5) Lead the employees by example.
(6) Give employees time to volunteer.
(7) Reconsider time off.

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11. CONCLUSION :

The term "work-life balance" refers to the harmony between work and other essential aspects of one's life, such as family and hobbies. Meanwhile, stress management provides numerous methods for coping with pressure and hardship (adversity).

Women's participation in the labor force now demonstrates no inherent distinction between the sexes. Some businesses even claim that their success is mainly due to the contributions of their female employees. It's encouraging to see more women actively participating in public life. However, every woman also has her own home and personal life to keep track of.

The importance of the boundary between one's professional and private life has grown in recent years, along with the pressures of the modern workplace. Research has shown that such a circumstance can negatively affect a person's physical and mental health. Workers must maintain their work-life balance by minimizing stress and enjoying their employment.

Employers will want to consider issues like work-life balance and rising employee stress when formulating policies for their staff. The secret to success is a positive attitude; master your tension and anxiety by learning efficient coping mechanisms.

Those who have chosen a line of employment that is both physically and mentally taxing often feel dissatisfied with their jobs. Many things might go wrong on the job, and it's hard to eliminate them all. The results of being dissatisfied can be beneficial at times. Depending on the person, this can invigorate and inspire them to push themselves to greater heights of productivity. In conclusion, the level of job satisfaction varies as the satisfaction factors change.

Burnout, stress, and absences all hurt productivity, starting with a lack of work-life balance. Meanwhile, those who can maintain a healthy equilibrium between their professional and personal lives are more likely to believe they have control over both.

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