

Women in Combat Boots: The Impact of Work Life Balance on Mental Health of women in Armed Forces

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ABSTRACT

The balance of an individual's personal life and professional life is what we call Work Life Balance. This healthy balance is of great importance for working women especially in today's time as they get a lot of challenge from both the family and the workplace. The work environment has built a pressure on working women as they have to handle two full time jobs – one the office and other the home. Studies have revealed that working women experience more difficulty than men in balancing work and family. And to succeed in one environment, these women have to often make sacrifices in one or the other as each of the environments demands different things from them and have different norms to adhere to. The cognitive, behavioural, and emotional wellbeing of a person constitutes his/her mental health. It includes a person's ability to balance between life activities and efforts to achieve psychological resilience. Poor work-life balance has negative impact an individual's mental health and leads to further imbalances. Excessive work pressure, long working hours, too little time for themselves and the need to fulfil others' expectations create a lot of mental pressure on women. Major consequences of these are high levels of stress and anxiety, disharmony at home and inability to realize full potential. Then they feel resentful due to their inability to balance work and family life. And therefore this study was conducted to investigate the impact of work life balance of working women on their mental health. This study is specific women working in the armed forces. Data was obtained through a structured questionnaire administered to 100 randomly selected working women across Indian army and then the obtained data were statistically analysed.

Keywords: Working women, Work life balance, Work pressure, Mental health.

INTRODUCTION

Twenty first century work is full of changes, uncertainties and excessive pressure to increase productivity. These create imbalance in the lives of employees causing and stress. Extreme levels of competitiveness and growth in the work sphere act as a fuel to the fire. The continuous demands of their time and effort have created enormous stress and pressure harming both the work and family life. These also lead them on compromising on the quality of life they have. Work-life balance does not mean proper balance between professional life and personal life but It is a synchronisation of an individual's pursuits that may be family, work, health, career leisure, social obligations and spirituality. Some of these need greater attention while others may require lesser focus and striking a fine balance by prioritising these human quests results in work-life balance. These are individual specific and keeps changing over time and from person to person. Gender, time spent at work, and

family characteristics are three moderators that are correlated with work–life imbalance. There comes at a time when the work responsibilities of the working women are also increasing that results in a conflict and mismanagement between personal and work commitments that leads to stress in their lives. The poor balance between work and personal life not only affects employees, but the result is also on the organisation that they work for. Maintaining a Work-life balance is a concern for organisations who give importance to quality of life. Balance of work- life also means stability of both mind and body. Work initially meant paid employment, but with changing times it practically includes unpaid hours whether being occupied at work place or travelling time whereas life includes not only professional work but way beyond that. Therefore here we can conclude about work – life balance that it's a challenge to balance and meet the professional and personal commitments at the same time. Mental health is an essential and crucial part of health. WHO states that a good health comprises of good and well mental, physical and social being and not just absence of any disease. Mental health is a state where an individual recognises his or her own abilities, capabilities and can cope with the normal and usual stresses of work and life and can productively work and is in state of making essential contribution to required fields. In simple way mental health or well-being is foundation for individual's well-being and functioning. It is also well defined as ability to make adjustments in social and emotional environment. In simple words it is abilities to adjust, accept and face the realities and different situations of life. There are multiple factors that define and state the mental health like psychological, biological, social, poverty, levels of education, gender discrimination, work culture and environment, lifestyle, physical health and hygiene. One of the major factors of determining mental health is adjustments. The more successfully an individual is able to adjust the higher will be his mental health and stability. Lesser adjustments leads to more mental issues and conflicts. Apart from these there are biological causes such as genetic factors and imbalances of chemicals in the brain that leads to mental disorders. Intentionally or non-intentionally mental stress follows the work pressure, long hours of working, deadly and sudden targets that has to be met, the politics at work and the different types of competitions. It is an extreme count of subject that people have become so engrossed of their professional life's that they're neglecting their mental and intellectual health as a result. Many people facing mental health troubles aren't comfy with being open about it and searching for help. They begin staying away and irritated from friends and colleagues and that is while one ought to take out the time to spend time with them and no longer allow oneself experience loneliness. So that it will ensure that work life doesn't show negative to one's intellectual and mental well-being, it is of maximum significance to preserve and maintain a proper and appropriate lifestyles balances. Few indications of poor or bad mental health conditions are - feelings of dissatisfaction and unhappiness from the time one dedicates to work, ignoring or neglecting the other aspects of life to rush ahead in professional lives, taking the worries of work even after leaving the work places and being mentally occupied by these. Women are more prone to work stress as they have to more closely juggle personal duties along with their work lives. Traditionally, women have assigned all the roles that are related to maintaining and managing a family and have been looked upon as nurturers and care givers whereas Men were perceived as bread earners and society also expected them to perform work, earn and support the family. However, with the changing times the ratio of work-force has been changing and the role of women as housewives has been rapidly changing as well as declining. It is observed that the percentage of dual-earner couples in a family is gradually increasing in urban India and for most women today their family as well the work environment has become the two important institutions of life. This changes in the

ratio of workforce have accompanied the changes in values and creating a new emphasis on the balance between work-life and family life. Work-life balance is of great importance for women as they are practically in two full time jobs - one home and the other office. Working mothers often have to face the challenges, perceptions and stereotypes that a society put forwards for her. A woman must consider the facets of her life, including hobbies, personal relationships and family when she seeks a position and power within an organisation. It is always noticed that all the executive jobs require a great amount of time and effort and that a working mother may not always be able to devote due to family obligations. In order to carefully handle their personal life balance and skilfully blend their roles, to achieve their potential in all quadrants of life women at times have to compromise on something. Life of a working women across the globe is full of obstacles and barriers and especially if they are aiming for executive jobs. Work life balance of a women is highly affected by the particular environment in which the work and the family domains operate. It is understandable that demands arising from work and family roles differ from place to place and organisations to organisations as the timings, the nature and the location of the work varies from person to person. Despite being educated and employed today the domestic responsibilities still remain a primary role of women irrespective of whether these are working or non-working. The "Indian Military Nursing Service" was formed during the British Raj and from there the entry of the women in the Indian army began. The Army is believed to perform 24x7x365, as an entity. Individuals have to take their own responsibilities for their roles and is critically related to their effectiveness. Because the capabilities and calibre of the officers is such that the other soldiers and the colleagues reposes absolute faith and trust on the officer. The life in the Army demands every individual to disregard and sacrifice personal and comforts and convenience. It demands the capabilities to work in extremely adverse conditions and yet hold spirit and the will to win. And hence it is very essential that all in the Army possess and also maintain the required standards of Fitness, physical strength, stamina and also the mental wellbeing at all times. In 1992 the Army opened its doors for women and since then their numbers are only growing. In 1992, for 50 vacancies only more than 1,803 candidates applied. As discussed the roles and responsibilities of the armed force officers, it becomes more difficult for the women officers to cope up with this expectations and the necessities firstly because physiologically Men and women are different and secondly women also have to look after her family and house. Questions and doubts such as will she be able to work for so long? Will she be able to perform all the responsibilities of a male officers? Will she be fit to perform the physical tasks well? Will she be able to stay at high alert area and will she be able to be away from her family. These duties also lead to her mental health as these will be factor of her work leading to effects on work life balance.

LITERATURE REVIEW

(Frone 2003; Grzywacz and Bass 2003) A relationship between work or family conflict and work or family facilitation is a common definition of work–life balance. From this we can say that balance has two separate factors - conflict (negative) and facilitation (positive), which interact to produce a balance. (Carlson, Kacmar and Williams 2004) developed research models from a number of theoretical perspectives that define types of multiple role demands like behaviour-based, strain-based and time-based demands and the mechanisms by which working and non-working factors influence each other like such as compensation, spill over, interference and conflict . Usually the Work–life balance research is based upon an frameworks of occupational stress that also includes

various models of person–environment fit, role theories, cognitive theories and resources of job demands. (Voydanoff 2007) Recent studies in the field of work life balance focus on the Positive as well as negative relationships with the factors that enhances or enriches the Work Life and the personal life and the recent works have been successful in establishing such relationships. Evidence is consistent in identifying work and family relationships and responsibilities, key factors of work–life balance, gender, social support satisfaction, levels of physical health and psychological health and performance as the major factors of work–life balance. (O’Driscoll, Brough and Biggs 2009) In his work discussed the effect of sufficient time to meet the roles and responsibilities of work and family demands and said that it is a pertinent issue. Family responsibilities such as caring for children, serious ill spouses and other family members, elderly parents and intense demands like sudden the birth of a new baby or meeting the society’s demands are mainly the reasons that leads to the combination of increased work and reduced time available creating the additional role stress. He found that in cases of emergency family demands there are formal leave provisions from work and are accessible but he also said that such leave provision is insufficient to adequately meet these additional personal demands and hence that also increases role stress and imbalance. (Cooper and Sparrow 2013) he found that the key factors of work–life balance focused on performance results, attitudinal and health in both work and mostly family areas. These family and work results as dissatisfaction and distress, lateness and poor performance, absenteeism. His Research has also showed that if there is a stronger relationship between job satisfaction and balance the relationship between work–life balance and turnover behaviours will be generally strong. (Greenhaus et al.2003) measured work–family balance based on balances that are time i.e equal time to work and family responsibilities, involvement balance i.e equal psychological involvement in work and family responsibilities and satisfaction i.e equal satisfaction with work and family responsibilities. This examine was instrumental in distinguishing the idea of ‘balance’ from work–family conflict and/or facilitation: ‘that people can – and ought to – reveal similarly high quality commitments to distinctive existence roles; that is, they ought to preserve a balanced orientation to multiple roles’. it is pertinent that new measures of labor–lifestyles stability based upon the conflict perspective have lately emerged. The brand new measures purpose to both extend the scope of the work–lifestyles conflict/stability construct, in any other case lessen the wide variety of items from current measures, suggesting that similarly refinement of the paintings–lifestyles stability idea is required. (Hayman 2005) in his work includes factors of work life that has an impact on one’s personal life. The seven items measured were personal life sufferings, personal life difficulty, neglecting personal needs, putting personal life on hold , struggle to juggle and unhappiness all the factors because of work or professional life. It's far crucial from the angle of the personnel that they are capable of combine work and own family subjects in a balanced way so that their overall performance does no longer get hampered. He emphasised in his work that an excellent WLB includes satisfaction and worth performing at work and home with a minimal function battle and also that employment flexibility and accomplishing a good life stability have additionally emerged as critical troubles for present day employers looking for to make first-class use of their diverse personnel. (Bonney 2009) describes work stability as “juggling five components of our lives at any individual point in time: work, friends, family, spirit and Fitness”. The alternative problems which can be essential within the administrative encompass accelerated degrees of stress, opposition and insecurities that disrupt life balance. He examined the function of stability practices with the aid of explaining the anomaly of the contented women worker. In his studies he finds out that A woman reports higher stages of

process satisfaction than that of other fellows. the principle locating is that WLB is the vital determinant of the intrinsic extrinsic, factors of work satisfaction. (Clark 2007) proposed the concept of work-life stability can be relatively deceptive, suggesting that the synergistic effects among work and home that balance implies can be, at maximum, an extraordinary incidence. His study has different forms of conflict based on time, strain and behaviour. This model has hypothesis that any position characteristic that influences character's time involvement, stress or conduct inside a role, can generate struggle between that position and the alternative roles played via the individuals. Conflict based on time takes place when time committed to one role makes it hard to fulfil the needs in any other function. stress based struggle exists while mental stress produced inside one position have an effect on the functioning of person's any other role. The version also indicated that pressure based on family turned into to be the maximum excessive for employees exposed in particular to huge bodily, emotional, or mental work demands. (Parasuraman and Greenhaus 2002) says that Conflict based on Behaviour primarily happens when particular behaviours in one role are not appropriate with behavioural that is expected in other positions. Studied the relationship between the traits of Big Five Personality theory and imbalance between work - family roles. His study found that there is significant negative effect between openness to experience & family-work conflict, while a significant positive effect was found in between work-family conflict and neuroticism. He also observed that people who have proactive personalities can also take steps to gain aid and interact in role Transformation to decrease conflict of work- family warfare and encourage stability in work and family. (Straub 2011) in his work investigated about the contribution of work life stability and balance policies and practices in fourteen countries of Europe related to enhancing of the career of women that leads to senior management positions. This study also concluded that only the payment of emoluments (additional) during maternity leave had a positive effect on work Balance. He focused on the need for organisations and unions to a focus on work-life stability programmes and policies. The study collected the data with reference to the number of working hours, work life satisfaction and balance and capacity to complete the tasks required both at work and at home. The results showed a very strong relation of working hours of each week and an individual's work-life experiences. The conclusions of time series structuring also showed that employees taking a small, short, and temporary break at work can efficiently contribute towards the improvement of work life. (Stanton, et al 2004) Job or task pressure can be defined as one's belief of work surroundings and environment as threatening or stressful, or discomfort by a person within working arena. The balance at work has been linked to the various stages of job or task pressure among individuals in various occupations. In his research he investigated and studied the relationships between stress related to job or task, health, work life stability and work-life imbalance among Australian academia. The output showed that high job stress level to be undoubtedly associated with elevated work - family conflict and ill-being, at the same time as negatively correlated to work stability and well-being. (Singh 2006) conducted a study on 'Assessment of Mental health' for middle age female teachers of school of Varanasi. A random sample consisted of 50 female mid aged government girl's school teachers. He concluded that the mental health situations states that working women are often stuck in a situation where they are finding it difficult to cope up with their work and personal life. (Fapohunda, Tinuke. M 2003) There are various different mechanisms of work life balance such as self- control; time control; strain effect'; exchange management; generation management and leisure control .(Greenhaus and Beutell 2001) has identified factors that are related to family and these have a very important and

vital role in framing work family issues and such factors comprises of the number of children they have, employment of their spouse, quarrels and conflicts in the family and relatives, the amount and kind of support one gets from spouses and their expectations of love, affection, care and acceptance. He also studied the relationships and effects between responsibilities of parents and obligations of time that one gives to his family and work-family issues within self and that of who are employed individuals at an organisation. The outcomes of his study showed that the reasons to work-family issues or conflicts in the different family domains varies depending upon and according to the status of employment. Work and family conflict was positively related to Parental demands conflict among individual who were self-employed, while involvement of the family was negatively related to work and family issues or conflict among the individuals who were employed in some or the other organisations. (Arora, 2003) There are numerous problems that a female encounters when she comes to a decision to adopt a professional role in India. the basic problem is the patriarchal forms and structure of the society, in which women are predicted to offer the best priority to the wants and needs of the circle of relatives and family no matter whether they are employed or not. Looking after the home, children and family is expected to be the primary role whereas then there work and employment should be considered as secondary role. As compared to their male counterparts the leave during pregnancy and maternity of women also at times results in delay in their promotions.

RESEARCH METHODOLOGY

Research objective:

- To understand the effect of work life balance on mental health of women in armed forces.
- To understand what all factors of work life balance effects the factors of mental health of women in armed forces.
- To understand that whether marital status has effect on mental health of women in armed forces.

Research Design:

A systematic study of different variables via statistical tools has been used here. The main aim was to observe the response and develop mathematical expressions to quantitative relationships.

Research Method:

To collect the data a survey method was used that is from a population it noted the responses of part of individual units. This methodology of consisted of instruments or processes that ask one or more questions that individuals or the target sample answers.

Data Collection:

Instrument for Primary Data Collection: Questionnaire

A structured questionnaire was developed taking all the variables of Work life balance and mental health which comprised of sub-variables such as time management, self- management, social life and leisure, family concerns and stress, anxiety and energy level. The first section of the questionnaire collected information such as the age and the gender. The questionnaire has been planned carefully and has tried to include every possible question for the relevant purpose of the study.

Scale

All items were scored on a five-point Likert scale ranging from 1-“Strongly Disagree”, 2-“Disagree”, 3-“Neutral”, 4-“Agree”, 5“Strongly Agree”.

Distribution

The questionnaire was distributed on the basis of suitability mostly done by personal contacts. The respondents were assured of their confidentiality and were asked to respond as per their willingness.

Sources for the secondary data for this research include

Mainly research papers were used. Articles and journals were also used for this study.

Sampling

Convenience sampling has been used in this study and the sample size was 100 which were all women. Target population for this study were 100.

Participants

The participants for this study were women who are working or retired from any of the armed forces

Hypothesis of the Study

Hypothesis for the study

H₀: There is no significant relationship between work-life balance and mental health of women in the armed forces.

H₁: There is a significant relationship between work-life balance and mental health of women in the armed forces.

Questionnaire's Validity and Reliability

The Cronbach alpha is calculated to measure the internal consistency and reliability of the questionnaire. If the value of Cronbach's alpha is greater than 0.7 then the questionnaire is considered as reliable and adequate if the value is greater than 0.7 but less than 0.8 and if the value of the Cronbach's alpha is above 0.8 then the questionnaire is considered to be optimal. From the result of SPSS the value of Cronbach's alpha value is .740 which clearly states that the reliability of the questionnaire is reliable and adequate at the same time.

Table 1: Reliability Statistics

Cronbach's Alpha	N of Items
.740	25

The test of KMO and Bartlett's measures and determines the sample adequacy for each variable in the model and also for the entire model. This also indicates the suitability of the data for detection of Structure. This value if more than .5 then it's acceptable. The above table shows that the value is

more than 0 .5 that is 0 .606 which is acceptable and the model is valid to move ahead with the future studies and analysis with this data.

Table 2: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.523
Bartlett's Test of Sphericity	Approx. Chi-Square	52.234
	df	10
	Sig.	.000

Limitations:

Few limitations in this research were:

- The Survey in the study consisted of a small sample size from the entire population, hence it shows and puts forward the point of view of the individuals/respondents covered in that sample size, not the entire population that is quite large.
- It consisted of respondents of all age group so the response may vary because of this.
- Some of the Respondents were Resistant of participating in the survey for the study.
- The Respondents from the sample may not give honest responses.
- There may Lack of interest in filling the details by respondents as it was a lengthy questionnaire.
- Here, the collection of data was a time consuming process as I had to approach only the women working in the armed forces.

Hypothesis of the Study

Ho: There is no significant relationship between work-life balance and mental health of women in the armed forces.

H1: There is a significant relationship between work-life balance and mental health of women in the armed forces.

4.1 Correlation Analysis

1. Work life balance and Stress

Table 10: correlation

Items		stress
Time Mgt	Pearson Correlation	.218*
	Sig. (2-tailed)	.029
	N	100
Social life	Pearson Correlation	-.238*
	Sig. (2-tailed)	.017

	N	100
Self- Mgt	Pearson Correlation	-.260**
	Sig. (2-tailed)	.009
	N	100
Family concerns	Pearson Correlation	.222*
	Sig. (2-tailed)	.026
	N	100

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

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

Interpretation

From the above table it was seen that there is a significant relationship of time management, family concerns with stress as the value of Pearson correlation is positive and the significant value is <0.05 . Also there is a negative significant relationship of social life and self -management with stress as the value of Pearson correlation is positive and the significant value is <0.05 and <0.01 .

2. Work life balance and Energy level

Table 11 : Correlation

	Items	energy
Time Mgt	Pearson Correlation	.215*
	Sig. (2-tailed)	.032
	N	100
Social life	Pearson Correlation	-.360**
	Sig. (2-tailed)	.000
	N	100
Self- Mgt	Pearson Correlation	-.563**
	Sig. (2-tailed)	.000
	N	100
Family concerns	Pearson Correlation	.299**
	Sig. (2-tailed)	.003
	N	100

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

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

Interpretation

From the above table it was seen that there is a significant relationship of time management and family concerns with energy level as the value of Pearson correlation is positive and the significant value is <0.05 and <0.01 . Also there is a negative significant relationship of social life and self -

management with energy level as the value of Pearson correlation is positive and the significant value is < 0.01 .

3. Work life balance and Anxiety

Table 12: Correlation

Items		anxiety
Time Mgt	Pearson Correlation	.024
	Sig. (2-tailed)	.810
	N	100
Social life	Pearson Correlation	-.023
	Sig. (2-tailed)	.824
	N	100
Self - mgt	Pearson Correlation	-.359**
	Sig. (2-tailed)	.000
	N	100
Family concerns	Pearson Correlation	.136
	Sig. (2-tailed)	.178
	N	100

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

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

Interpretation

From the above table it was seen that there is a negative significant relationship of self -management with anxiety as the value of Pearson correlation is negative and the significant value is < 0.01 .

3. Marital status and mental health

Table 13: CORRELATION

Items		Married
stress	Pearson Correlation	.170
	Sig. (2-tailed)	.091
	N	100
energy	Pearson Correlation	.171
	Sig. (2-tailed)	.089
	N	100
anxiety	Pearson Correlation	.363**
	Sig. (2-tailed)	.000

N	100
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** . Correlation is significant at the 0.01 level (2-tailed).

Interpretation

From the above table we can conclude that there is a positive significant relationship between marital status and anxiety as the Persons correlation is positive and the significance value is $< .001$

4.2 Regression Analysis

1. Work life balance and stress

Table 14: Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.409 ^a	.167	.132	.60012	.167	4.768	4	95	.002	1.310

a. Predictors: (Constant), self mgt, family, time mgt , social life

b. Dependent Variable: stress

In the above table $R = .409$, $R - \text{square} = 0.167$ and $\text{Adjusted R square} = .132$ which means that 13.2 % of stress is effected by factors of work life balance (self- management, family concerns , time management , social life)

Table 15: ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.868	4	1.717	4.768	.002 ^a
	Residual	34.213	95	.360		
	Total	41.082	99			

a. Predictors: (Constant), self mgt, family, time mgt , social life

b. Dependent Variable: stress

The overall significance of the model is examined by ANNOVA table at 5% confidence interval, whether it is a good fit or not. Since p value = 0.002 which is less than 0.05 so this model is accepted as a good fit.

Table 16: Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.624	.773		4.690	.000
	timetotal	.190	.089	.206	2.123	.036
	selfmgt	-.390	.159	-.240	-2.445	.016
	sociallife	-.084	.095	-.091	-.885	.378
	family	.185	.103	.172	1.789	.077

Table 16: Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.624	.773		4.690	.000
	timetotal	.190	.089	.206	2.123	.036
	selfmgt	-.390	.159	-.240	-2.445	.016
	sociallife	-.084	.095	-.091	-.885	.378
	family	.185	.103	.172	1.789	.077

a. Dependent Variable: stress

B values is estimated from the coefficients table which represent estimates of the model and Beta values define predictive power. So Beta value of 50.7% shows significant impact on stress.

$$Y \text{ stress} = 3.624 + (-0.099) X \text{ WLB}$$

2. Work Life Balance and Anxiety

Table 17: Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					
					R Square Change	F Change	df1	df2	Sig. F Change	Durbin-Watson
1	.397 ^a	.157	.122	.68694	.157	4.434	4	95	.002	1.439

a. Predictors: (Constant), self mgt, family, time mgt , social life

b. Dependent Variable: anxiety

In the above table R = .397, R - square = 0.157 and Adjusted R square = 0.122 which means that 12.2 % of anxiety is effected by factors of work life balance (self- management, family concerns , time management , social life)

Table 18: ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.369	4	2.092	4.434	.002 ^a
	Residual	44.829	95	.472		
	Total	53.199	99			

a. Predictors: (Constant), self mgt, family, time mgt , social life

b. Dependent Variable: anxiety

The overall significance of the model is examined by ANNOVA table at 5% confidence interval, whether it is a good fit or not. Since p value = 0.002 which is less than 0.05 so this model is accepted as a good fit.

Table 19: Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.048	.885		4.576	.000
	timetotal	.077	.102	.073	.749	.456
	selfmgt	-.721	.182	-.390	-3.952	.000
	sociallife	.135	.109	.128	1.242	.217
	family	.163	.118	.133	1.378	.171

a. Dependent Variable: anxiety

B values is estimated from the coefficients table which represent estimates of the model and Beta values define predictive power. So Beta value of 84.4% shows significant impact on anxiety.

$$Y \text{ anxiety} = 4.048 + (-0.346) X \text{ WLB}$$

3. Work Life Balance and Energy Level

Table 20: Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.675 ^a	.455	.433	.76181	.455	19.865	4	95	.000	.868

a. Predictors: (Constant), self mgt, family, time mgt , social life

b. Dependent Variable: energy

In the above table R = .675 , R - square= 0.455 and Adjusted R square = 0.433 which means that 43.3 % of energy is effected by factors of work life balance (self- management, family concerns , time management , social life)

Table 21: ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	46.116	4	11.529	19.865	.000 ^a
	Residual	55.134	95	.580		
	Total	101.250	99			

a. Predictors: (Constant), self mgt, family, time mgt , social life

b. Dependent Variable: energy

The overall significance of the model is examined by ANNOVA table at 5% confidence interval, whether it is a good fit or not. Since p value = 0.000 which is less than 0.05 so this model is accepted as a good fit.

Table 22: Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6.333	.981		6.456	.000
timetotal	.311	.113	.215	2.741	.007
selfmgt	-1.355	.202	-.532	-6.698	.000
sociallife	-.177	.121	-.122	-1.468	.145
family	.373	.131	.221	2.846	.005

a. Dependent Variable: energy

B values is estimated from the coefficients table which represent estimates of the model and Beta values define predictive power. So Beta value of 25.7% shows significant impact on energy.

$$Y \text{ Energy} = 6.333 + (-0.848) X \text{ WLB}$$

FINDINGS AND RECOMENDATIONS

By the help of statistical analysis, the study has the findings- The questionnaire and the data was valid and reliable. Time management has a significant relationship with stress and energy. Social life and leisure have a significant relationship with stress and energy. Self- management has a significant relationship with stress, energy and anxiety. Family concerns have a significant relationship with stress and energy. Time management, Social life and family concerns don't have any relationship with anxiety. By the model fit test, it was also found that the grouping of variables of mental health stress, anxiety and energy and work life balance i.e Time management, family concerns, social life & leisure and self - management is a good fit. It is also seen that the individual who are single believe that they have a good work life balance and they enjoy this profession because marital status has effects on anxiety level. On the other hand women who are of older age and are married feel that their work creates work pressure leading to poor mental health. In this study the analysis, conclusions and interpretations of work life balance is done to understand the factors that affect the professional and personal life -balance of employed women in the field of armed forces and consequences of this on mental health. In our country and region, women are primarily and majorly responsible for their spouses, children and family whereas their career is given last priority. Even if a women is allowed to work she is mentally occupied with these issues. Armed forces has long back opened its doors for our women and they enter well prepared but mental pressures are something that comes unexpectedly. This is faced Specially by the married women of little older age as compared to the young unmarried women in these forces. Apart from this there are many societal pressures also that leads to mental pressure. This study has revealed that time management of individuals effects the stress and energy levels in the individuals. Here it is also seen that leisure activities .social

relationships and commitments effects the stree and energy level of people. But here it is observed that in this profession when one is not able to manage oneself well then it effect all the factors of mental health i.e anxiety, stress and energy level as they may not be able to do much for self growth and development. family concerns effects on the mental health and mostly creates stress and handling work and family responsibilities lowers their energy level. The findings from the research undertaken have implications for employed women with respect to a deeper understanding of affecting factors of work and professional life balance and what can be the outcomes of poor work life and mental balance. It also gives a challenge to find the solutions to maintain and make a healthy work - life and mental balance. This study was confined only to one nation but it can be done to cover another regions of the globe as well. Also here it was specific to women in the forces but it can be done for both men and women health and also a study it can be done that who is effected more in this field in terms of their work and mental health and pressures. Here as I took only few factors, but more factors such as promotions, compensations, equal opportunities can be taken into considerations. Here I took a very small sample as compared to the population so much more population can be included here. To attain a good professional and personal balances so that it will have a good effect on mental health one should start prioritising goals and targets for everything be it professional, personal, friends or personal. And not be in a rush to come first in the race because if health is not there then we don't have anything. One should always side by side take out something for self-betterment and development. Organisations should also have Creech facilities so that women can leave their children safely there and work mentally free. So these are the small things that can make a huge differences.

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