

SAMIDHA

A Spritual Lens on Work-Life
Synergy

An Initiative of Women Cell G.S. College of Commerce, Wardha



Women Cell Activities

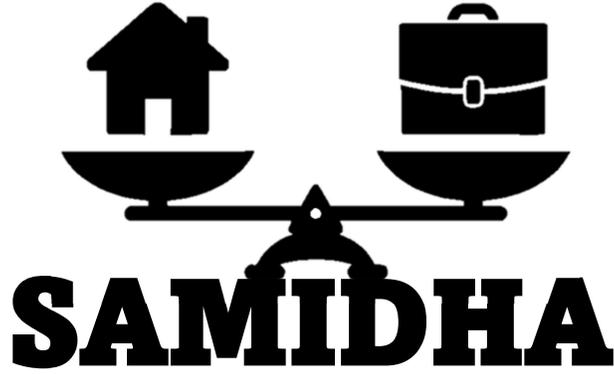
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A Spiritual Lens on Work-Life Synergy

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Dr. Arundhati Ninawe

Dr. Humera Quazi

Ms. Mragi Gautam

Ms. Payal Sorte

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Email-ospdnagpur@gmail.com



Dr. Narendra Kanke, Principal, Bajaj Institute of Technology, Wardha

At any workplaces across the world, there are always discussions about the efficiency, effectivity, creativity, innovation and productive output. In this process, a factor 'Compassion' - which is an ability of cooperating, supporting, uplifting, motivating and empathizing is seldom practiced. In order to make work-life spaces more humane, more productive and sustainable, a work environment with compassion results in high efficiency, great morale, strong collaboration ultimately achieving more productivity.

In order to develop and build compassionate work-life spaces, the leaders must demonstrate kindness and empathy. Leading by example, they are instrumental in setting up best environment of work. For increasing sense of belongingness: supportive mechanism, guidance, facilitation, recognition and rewarding practices should be followed which will foster the positive work culture. Inspiring, rather than instructing, active listening will create safe work spaces where employees feel heard, which will help in building transparency, trust and psychological safety.

In a nutshell, creating a culture of compassion is strategically vital. It transforms workspaces into ecosystems where people grow, progress rather than only surviving.

If Organization policies and leadership is practiced with empathy, it cultivates harmony, it nurtures team-spirit, it stimulates positive energy and enthusiasm which build a wonderful work culture.

From the Editorial Team

SAMIDHA: A Spiritual Lens on Work-Life Synergy



It gives us immense pleasure and pride to present the third ISBN publication of the Women Cell of G.S. College of Commerce, Wardha Samidha: A Spiritual Lens on Work-Life Synergy. This volume marks yet another meaningful milestone in our continuing journey of fostering intellectual reflection, value-based dialogue, and holistic growth within the academic community.

The title Samidha symbolizes the sacred offering that sustains the flame of a yajna. In the same spirit, this book represents our collective offering of thoughts, experiences, research, and reflections towards nurturing a deeper understanding of harmony between our professional commitments and personal aspirations. In today's rapidly evolving and demanding world of work, achieving balance is not merely a practical necessity but a spiritual pursuit. It calls for mindfulness, purpose, compassion, and inner strength.

Samidha seeks to explore how spirituality can serve as a guiding light in integrating work and life meaningfully. Rather than viewing professional and personal spheres as competing forces, this publication encourages us to see them as complementary dimensions of a purposeful existence. Through diverse perspectives and scholarly insights, the book examines themes of well-being, ethical responsibility, emotional resilience, inner peace, and the cultivation of values in institutional and individual life.

What makes this publication particularly significant is its inclusive and collaborative nature. We warmly invited teaching and non-teaching staff both men and women from the colleges run by Shiksha Mandal to contribute their scholarly articles. The enthusiastic participation and thoughtful submissions reflect a shared commitment to nurturing a culture where work is not merely an obligation but an expression of one's inner calling and spiritual alignment.

*Our deepest appreciation goes to the patrons of Shiksha Mandal, Hon'ble **Shri Shekhar Bajaj**, President and Hon'ble **Shri Sanjay Bhargava**, Chairman & Trustee, whose unwavering support and vision continue to inspire academic and literary pursuits. We also extend our heartfelt thanks to **Shri Anand Kale**, Dean, and the Principals of all affiliated colleges for their encouragement and support in making this initiative a success.*

*We extend our special thanks to **Mr. Kailesh Jaitwar** for his valuable contribution in the setting and final preparation of this book. His dedicated efforts and meticulous support have significantly enhanced the quality and presentation of **Samidha**.*

The Editorial Board is deeply thankful to the Principals of all Shiksha Mandalrun colleges for motivating and encouraging their staff members to contribute their literary work to this publication. Their guidance and inspiration have played a vital role in making this collective effort truly meaningful.

We extend our sincere appreciation to all contributors for enriching Samidha with their profound insights and experiences. May this book inspire readers to reflect, realign, and rediscover the spiritual essence that harmonizes work and life.

Let Samidha continue to kindle the flame of awareness, reminding us that when work is guided by values and life is enriched with purpose, true synergy unfolds.

With solidarity and conviction,

The Editorial Team

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Impact of Spiritual Well-Being on Work–Life Balance among Higher Education Faculty



Dr. Kolluru Venkata Somanadh is an Associate Professor in Commerce at G. S. College of Commerce, Wardha, with around 30 years of teaching experience. He has published research articles, authored 11 books, and served as Coordinator of the Place of Higher Learning and Research.



Mr. Parishkrit Agrawal is an Assistant Professor of Commerce at G. S. College of Commerce, Wardha, with over 14 years of teaching experience, specializing in Accounting and Taxation. He has presented papers at national and international seminars, published in reputed journals, and currently serves as Controller of Examinations, previously working as IQAC and MBA Coordinator.

Abstract

The study explored how spiritual well-being influences work life balance among higher education faculty using a qualitative research design. Through semi structured interviews and thematic analysis, the research identified spirituality as a multidimensional experience reflected in inner meaning, emotional steadiness, connectedness, and reflective practices. Participants described work life balance as an ongoing negotiation shaped by both personal resources and institutional demands. The narratives naturally grouped faculty into high, moderate, and low spiritual grounding categories, each demonstrating differing levels of resilience and balance. Existential meaning, inner peace, and consistent spiritual practices emerged as the most influential factors supporting faculty in managing professional pressures and integrating personal responsibilities. The findings suggest that spiritual well-being functions as a crucial internal resource that strengthens coping, enhances sense of purpose, and promotes healthier work life harmony. The study highlights the need for supportive environments that recognize spirituality as part of faculty well-being.

Keywords: Spiritual Well Being, Work Life Balance, Higher Education Faculty, Qualitative Analysis, Existential Meaning.

Introduction

Spiritual well-being has increasingly been recognized as a vital dimension of human wellness, complementing physical, emotional, and social aspects. It refers to an individual's sense of meaning, purpose, inner peace, and connectedness with the self, others, the environment, or a transcendent entity. Ellison (1983) argued that spiritual well-being forms a core part of quality of life and should be considered alongside other well-being indicators. Building on this foundation, Paloutzian and Ellison (1991) conceptualized spiritual well-being as consisting of religious well-being and existential well-being, and their Spiritual Well Being Scale has since been widely adopted and validated. This research tradition demonstrates that spirituality is an empirically measurable construct with significant effects on psychological health and life satisfaction (Bufford et al., 1991).

Research consistently links spiritual well-being to positive psychological outcomes. Pargament (1997) explained that individuals use spiritual beliefs to interpret stress, cope with adversity, and find meaning during challenges. Studies grounded in this perspective show that spiritual coping is associated with higher subjective well-being and lower psychological distress (Xu, 2015). Positive spiritual resources tend to enhance resilience, emotional regulation, and social support, while spiritual struggle is related to anxiety and depression (Pargament, 1997). More recent work indicates that spiritual well-being influences overall quality of life by mediating the effects of emotional support and personal meaning (Smothers et al., 2024).

Emerging studies suggest that spirituality may play a pivotal role in enhancing well-being among educators. For instance, research among nurses has shown that spiritual well-being correlates positively with quality of work life and caring behavior, illustrating that spiritually healthy professionals are better able to manage emotionally demanding roles (Safaan, 2024). In the academic context, workplace spirituality has been associated with better professional growth, harmonious institutional relationships, and improved work experiences among faculty members (Rasna & Kavithai, 2025). Faculty who experiences deeper meaning and connection in their roles tend to demonstrate higher job satisfaction and healthier work life integration (Syahir et al., 2025). However, most existing studies emphasize workplace spirituality rather than spiritual well-being as an individual

psychological resource and very few explore these dynamics specifically among higher education faculty.

Research directly linking spiritual well-being to work life balance remains limited, although available studies point to a positive association. Smothers et al. (2024) found that spiritual well-being enhances self-efficacy in managing work and family roles, thereby improving work family balance. These findings align with broader well-being theories that view spirituality as an internal resource that shapes adaptive coping and boundary management. However, studies focusing specifically on spiritual well-being and work life balance within Indian higher education are scarce. Existing Indian research tends to examine general faculty stress or job satisfaction without integrating the spiritual dimension, resulting in a conceptual gap (Malik, 2025).

Given this gap, the study titled *Impact of Spiritual Well Being on Work Life Balance among Higher Education Faculty* becomes both relevant and timely. By examining spiritual well-being as a personal resource rather than only workplace spirituality as an environmental factor, the study provides a deeper understanding of how inner meaning, purpose, and spiritual connectedness influence faculty efforts to achieve work life balance. This research has the potential to enrich theoretical models, strengthen empirical understanding, and offer practical insights for higher education institutions seeking to support faculty well-being and productivity.

➤ **Objectives of the study**

- To explore and identify the underlying factor structure of spiritual well-being and work life balance
- To classify faculty into meaningful groups based on their levels of spiritual well-being and work life balance
- To determine the most influential predictors of work life balance

➤ **Literature Review**

Spiritual well-being is widely recognized as a core dimension of holistic health, capturing both a vertical sense of relationship with the divine and a horizontal sense of purpose and satisfaction in life. Ellison conceptualized spiritual well-being as a distinct but related component of overall well-being and, together with Paloutzian, developed the Spiritual Well Being Scale with two major dimensions, Religious Well Being and Existential Well Being

(Ellison, 1983; Paloutzian & Ellison, 1991). Subsequent psychometric work has confirmed that the scale offers a robust measure of perceived spiritual health, with stable factorial structure and acceptable reliability across different cultural settings (Bufford et al., 2023; Malinakova et al., 2016). More recent studies further describe spiritual well-being as an experience of inner peace, connection to others, and reverence for life that integrates both religious and existential aspects (McClain & Arnold, as summarized in *Understanding Spiritual Well Being*, 2019).

Religious well-being usually refers to a perceived quality of one's relationship with God or a higher power, experienced as closeness, guidance, and support. Classical and contemporary research shows that higher religious and spiritual well-being is associated with fewer psychiatric symptoms, lower substance use, and better mental health among young adults and other populations (Maral et al., 2024; Unterrainer et al., 2021). Religious beliefs and practices appear to function as psychological and social resources: they provide interpretive frameworks during adversity, encourage positive reappraisal of stressors, and embed individuals in supportive communities. Pargament's work on religious coping demonstrates that positive religious coping, such as seeking spiritual support or reframing difficulties as opportunities for spiritual growth, predicts lower distress and higher life satisfaction, whereas negative religious struggle predicts anxiety and depression (Pargament, 1997; Pandey, 2019). In the context of dual work and family roles, religious resources can strengthen hope and trust, which may indirectly promote better balance between occupational and familial responsibilities (Raesi et al., 2025).

Existential well-being, by contrast, reflects a sense of meaning, direction, and satisfaction with life irrespective of specific religious beliefs. It emphasizes coherence, purpose, and acceptance of one's circumstances. Ellison's original model holds that together, Religious and Existential Well Being form a composite index of spiritual health that explains unique variance in quality of life beyond conventional indicators (Ellison, 1983; Paloutzian & Ellison, 1991). Recent empirical work shows that spiritual well-being, particularly its existential component, is positively related to psychological well-being and health related quality of life, often buffering the impact of stress and adverse experiences (Mansouri et al., 2025; Maral et al., 2024). When individuals perceive their lives as meaningful and purposeful, they are more resilient in the face of role overload and competing demands, which is central to the experience of work life balance in demanding professions such as higher education.

Inner peace and mindfulness can be understood as experiential facets of spiritual well-being that relate to calm awareness, non-reactive attention, and emotional balance. Large evidence syntheses from health agencies indicate that mindfulness and meditation practices can reduce anxiety, depression, and perceived stress, and can improve sleep and overall psychological functioning (National Center for Complementary and Integrative Health, 2022; Stanford Pain Center, 2013). For working adults, mindfulness is associated with better detachment from work during off hours and improved work life balance, partly by enhancing vitality and regulating emotional responses (Allen & Kiburz, 2012; Althammer et al., 2021, as summarized in Lin et al., 2024). Lin and colleagues found that mindfulness among nurses predicted higher workplace spirituality and better work life balance, which in turn enhanced perceived professional benefits, suggesting that inner awareness can support both spiritual experience and practical role integration in high pressure environments. This line of evidence supports the inclusion of inner peace and mindfulness as core items when operationalizing spiritual well-being for occupational research.

Connectedness and harmony represent another important dimension of spiritual well-being, capturing the perceived sense of being linked with other people, nature, and a larger transcendent reality. The science of spirituality literature emphasizes that spirituality often manifests as a sense of connection, meaning, and purpose that contributes significantly to satisfaction with life and psychological resilience (Van Gordon et al., 2020; Positive Psychology, 2020). Studies in nursing and general health fields report that spiritual wellbeing, including feelings of harmony with self and environment, is related to reduced anxiety and depression, greater hope, and better quality of life (Mansouri et al., 2025). In workplaces, scholars of workplace spirituality argue that when employees experience a sense of community and value congruence, they are more engaged and report higher work related well-being and flourishing (Tigedi & Pauw, 2024; Wu et al., 2025). Such findings suggest that connectedness and harmony are not only inner spiritual experiences but also relational conditions that can positively influence work experiences and indirectly support work life balance.

Spiritual practices and engagement, such as prayer, meditation, yoga, gratitude rituals, or participation in religious and cultural communities, are observable behaviours through which spiritual well-being is expressed and strengthened. Population surveys in the United States and other countries show rising engagement in practices such as meditation and yoga, motivated partly by their perceived benefits for stress reduction and emotional balance (National Center for Complementary and Integrative Health, 2017; 2022). Empirical studies

document that regular engagement in spiritual or devotional practices is associated with lower stress, improved coping, and better mental health outcomes, even after controlling for socio demographic variables (Mansouri et al., 2025; Maral et al., 2024). In the work family domain, research on religious coping demonstrates that employees who use positive spiritual practices to frame and respond to conflict experience lower work family conflict and higher job satisfaction (Pandey, 2019; Raesi et al., 2025). These results justify the inclusion of spiritual practice items as potential behavioural predictors of work life balance.

➤ **Methodology**

The study adopted a purely qualitative research design aimed at deeply exploring how higher education faculty experience spiritual well-being and how it shapes their work life balance. A phenomenological approach was used to capture the lived experiences, meanings, and interpretations faculty associate with spirituality in their professional and personal lives. Participants were selected through convenience sampling based on their willingness and accessibility to share rich, reflective narratives. Data were collected using semi structured interviews that encouraged participants to describe their daily routines, sources of spiritual strength, coping strategies, and challenges in balancing work and personal responsibilities. Additional open ended reflective prompts were used to elicit deeper insights into inner peace, connectedness, spiritual practices, and the perceived relationship between spiritual well-being and work life integration. All interviews were audio recorded with consent, transcribed verbatim, and analyzed through thematic analysis following iterative coding, categorization, and theme development. The analysis focused on identifying recurring patterns, unique experiences, and contextual factors influencing faculty well-being. Credibility was ensured through member checking, reflective journaling, and triangulation of participant narratives. The qualitative design allowed for a nuanced understanding of how spiritual well-being functions as a personal resource in managing academic pressures and achieving work life balance.

➤ **Analysis and Discussion**

Table 5.1: Qualitative Analysis

Objective	Themes Identified	Description of Themes	Interpretation / Insight
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Objective	Themes Identified	Description of Themes	Interpretation / Insight
To explore and identify the underlying factor structure of spiritual well-being and work life balance	<ul style="list-style-type: none"> • Inner Meaning and Purpose • Emotional Steadiness and Inner Peace • Connectedness and Harmony • Spiritual Practices 	<p>Participants described spirituality through personal meaning, calmness, connection, and regular reflective habits. Work life balance appeared through themes of boundary-setting and managing competing demands.</p>	<p>Shows that spiritual well-being is multidimensional and deeply experiential, and that work life balance is understood as a continuous process of emotional and practical negotiation.</p>
To classify faculty into meaningful groups based on their levels of spiritual well-being and work life balance	<ul style="list-style-type: none"> • High Spiritual Grounding • Moderate Spiritual Orientation • Low Spiritual Grounding 	<p>Faculty naturally fell into groups based on how they described their inner resources, coping mechanisms, and challenges.</p>	<p>Indicates distinct experiential categories that reflect resilience levels and potential need for institutional support.</p>
To determine the most influential predictors of work life balance	<ul style="list-style-type: none"> • Existential Meaning • Inner Peace • Spiritual or Reflective Practices • Emotional Regulation 	<p>Faculty with high meaning, emotional steadiness, and consistent spiritual practices reported stronger balance.</p>	<p>These spiritual elements function as the strongest qualitative predictors of work life balance across participants.</p>

- ***Objective 1: To explore and identify the underlying factor structure of spiritual well-being and work life balance***

Through thematic analysis of interview transcripts, several recurring themes emerged that revealed the underlying structure of spiritual well-being and work life balance as experienced by higher education faculty. Participants consistently described spirituality in terms of inner meaning, emotional steadiness, connection with others, and personal practices that nurtured their sense of purpose. Themes such as “finding calm amidst pressure,” “drawing strength from a deeper purpose,” “feeling connected to something larger,” and “engaging in mindful or reflective rituals” appeared frequently. Similarly, work life balance surfaced through narratives emphasizing the negotiation of boundaries, the struggle between academic expectations and personal life, and the strategies faculty used to maintain equilibrium. Together, these thematic clusters illustrated the natural grouping of spiritual well-being as a multidimensional lived experience underlying work life integration.

The emergent themes demonstrate that faculty do not view spirituality as a single belief or practice but as a cluster of interrelated experiences involving meaning, inner peace, connectivity, and reflective engagement. Their descriptions mirror broader conceptual understandings of spirituality as both existential and relational. Likewise, work life balance appears as an ongoing process that involves emotional regulation, purposeful reflection, and conscious prioritization. The alignment of these themes shows that spiritual well-being forms a foundation upon which faculty interpret and manage their daily academic realities.

- ***Objective 2: To classify faculty into meaningful groups based on their levels of spiritual well-being and work life balance***

The interview narratives naturally grouped participants into different experiential categories. One group expressed high spiritual grounding, describing their days as guided by purpose, inner calm, and consistent engagement in spiritual or reflective practices. These faculty members frequently described feeling “anchored,” “balanced,” or “in harmony.” A second group demonstrated moderate spiritual orientation, acknowledging some elements of calmness or meaning but also expressing inconsistency or struggles in maintaining spiritual routines. They oscillated between balances and overwhelm. The third group revealed low spiritual grounding, describing fatigue, emotional strain, and difficulty reconciling professional duties with personal well-being. These individuals often felt “pulled apart,” “drained,” or “disconnected.”

These natural groupings highlight that faculty experience spiritual well-being along a continuum rather than uniformly. By understanding these segments, it becomes clear that those with a rich inner life tend to navigate work pressures with greater resilience, while

those with lower spiritual grounding struggle more frequently with balance. This qualitative classification underscores the importance of tailored institutional support, recognizing that not all faculty face the same internal or contextual challenges.

- ***Objective 3: To determine the most influential predictors of work life balance***

Across narratives, three spiritual dimensions emerged as the most powerful influences on work life balance: existential meaning, inner peace, and spiritual or reflective practices. Faculty who spoke about their work as meaningful or connected to a larger purpose described greater ease in managing demands. Those who emphasized inner peace or emotional stability described the ability to remain composed during peak academic pressures. Meanwhile, participants who engaged in consistent spiritual or mindful practices reported using these routines as coping mechanisms during stress. Other influences such as collegial support, autonomy, and personal values also surfaced but were less dominant than these three spiritual factors.

The qualitative findings indicate that the strongest predictors of work life balance are inward, experiential elements of spirituality rather than outward expressions or institutional conditions alone. Meaning gives faculty direction, inner peace provides emotional steadiness, and spiritual practices serve as tools for managing stress. These predictors shape how faculty perceive challenges and respond to competing demands, suggesting that spiritual well-being plays a central role in sustaining work life harmony. The insights emphasize the importance of nurturing internal resources alongside structural improvements in academic settings.

The qualitative exploration reveals that the essence of spiritual well-being lies in personal meaning, emotional grounding, and reflective practices, all of which substantially influence how faculty navigate their work and personal lives. The thematic groupings demonstrate that faculty vary widely in their spiritual orientation and that those with stronger spiritual grounding experience better balance. Finally, key predictors such as meaning, peace, and spiritual engagement highlight spirituality as a vital personal resource that can strengthen resilience and help faculty integrate their roles more effectively. Together, the findings underscore spirituality's potential as a transformative element in promoting healthier academic work life patterns.

➤ Conclusion

The findings of the study demonstrate that spiritual well-being plays a meaningful role in shaping the work life experiences of higher education faculty. The qualitative exploration revealed that spirituality is expressed through inner meaning, emotional steadiness, connectedness, and reflective practices that help faculty navigate professional pressures. Participants naturally grouped into varying levels of spiritual grounding, which influenced their ability to maintain balance between academic duties and personal life. Across narratives, existential meaning, inner peace, and spiritual practices emerged as the strongest influences on achieving work life balance. Overall, the study concludes that spiritual well-being serves as a vital internal resource that enhances resilience, supports healthier role integration, and contributes to a more positive and manageable work life experience for faculty in higher education.

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Emotional Intelligence Behind Work Life Success



Dr. (Mrs.) Ulka A. Malode-Bidwai is an Associate Professor of Microbiology at Bajaj College of Science with over 16 years of teaching experience. She earned her B.Sc., M.Sc., and Ph.D. from Sant Gadge Baba Amravati University and specializes in Agricultural and Environmental Microbiology. She is a member of the Association of Microbiologists of India and has completed SWAYAM courses and national workshops on Elsevier research tools.

Emotional Intelligence refers to an individual's ability to accurately perceive, understand, process, and regulate emotional information in oneself as well as in others. This emotional awareness is effectively used to guide thinking, decision-making, and behavior, and to influence interpersonal interactions positively. (*Mayer & Salovey, 1990*)

Emotional Intelligence is important for personal and professional relationship to understand and manage emotions of oneself and others. (Goleman, D.1998). Emotional Intelligence at work place needs to be balanced which helps to reduce stress and enhance capacity to work under adverse conditions. Emotional Intelligence, thus helps in developing job satisfaction and ultimately productivity. Whereas Intelligence Quotient is the person's intellectual abilities relative to others of the same age. It focuses on cognitive skills like verbal and mathematical reasoning, problem solving and memory (Salovey and Mayer,1990).

Emotional intelligence is important to drive work-life success because it improves self-awareness, self-management, and social skills, which in turn leads to better performance, stronger relationships, and more effective leadership. It enables individuals to navigate professional challenges, manage stress, communicate effectively, and build trust, making them more resilient and adaptable in their careers(George, J. M. 2000). Ultimately, a high emotional quotient (EQ) is a significant asset for both individual career advancement and a positive, productive workplace.

The study says that Emotional Intelligence matter more than Intelligent Quotient to become successful in and out of the workplace. It can be explained by an example: Two candidates shortlisted for the same post at a reputed company/organization after going

through documentation, demonstration, personal interview and brain storming sessions. First candidate with good Intelligent Quotient i.e. with advanced degree, technical expertise and knowledge but zero emotional intelligence i.e. imperious, ill mannered, and not reliable to handle the situation under stress. On the other hand, the second candidate with less Intelligent quotient than the first but with balanced emotional intelligence i.e. communication skill, confidence, more competency to handle the situation under stress. To whom the employer will hire? What will be the chances of the second candidate to get selected? In this scenario employer will hire the second candidate as a member or as a leader in the company/organization. The candidate with good emotional intelligence does have higher chances of selection and the chances to retain the employment. Emotional intelligence determines how the candidate face the situation by expressing his/her feelings in positive way and also helps others too.

➤ **Five classes of Emotional Intelligence (Yadav and Reddy 2019)**

- **Motivation:** Motivation is very important to achieve internal or self-satisfaction against external praise or reward. Individuals who are self-motivated are able to motivate others and are found to be more committed and goal focused.
- **Self-regulation:** An individual who can manage his/her negative emotions, has ability to adapt to changes in any circumstance. To excel in managing conflict, one must be skilled in self-regulation. The person can adapt well to change and are more likely to take responsibility.
- **Self-awareness:** Self-awareness helps the person to identify and understand his/her emotions and their impact on others. Self-awareness is also about recognizing what motivates you and, in turn, what brings fulfillment.
- **Social skill:** An individual must be skilled to manage the emotions of others. This can be achieved through emotional understanding which in turn helps to build bond and connect with people through skills such as active listening, verbal and nonverbal communication.
- **Empathy:** The individual must be aware of and understand feelings of others. If one can understand others feeling that helps the individual to give them responsibility. Team work based on understanding, empathy thus allows an individual to understand the intricacies that influence relationships, both personal and at workplace.

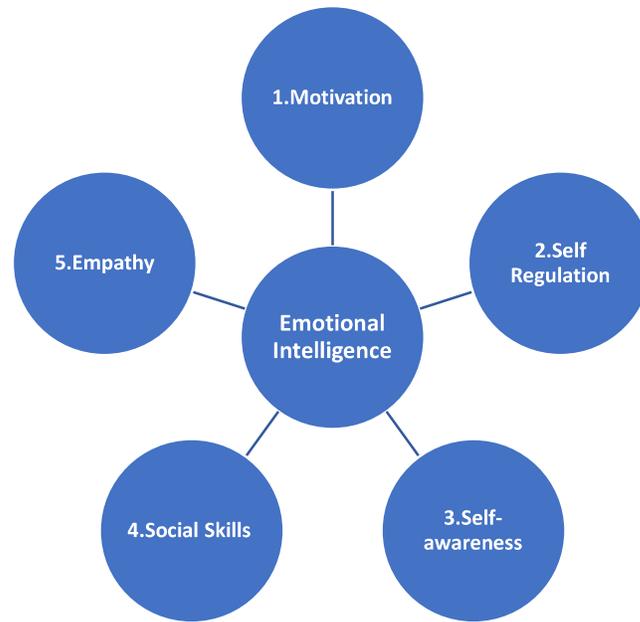


Fig: 1 Five categories of Emotional Intelligence

➤ **Emotional intelligence behind professional success**

- **Improved self-management:** Individuals with high EQ can manage their emotions and stress, leading to more positive decision-making and performance. They are also more self-motivated and resilient, viewing challenges as learning opportunities.
- **Enhanced self-awareness:** Self-awareness is a fundamental requisite for personal and professional growth. A person with high emotional intelligence knows their own strengths and weaknesses. Those individuals have high degree of self-awareness.
- **Better relationships: Emotional intelligence fosters empathy, leading to stronger relationships,** more effective communication, and a greater ability to collaborate and build trust with colleagues and clients.
- **Effective leadership:** Leaders with high emotional intelligence are better at motivating teams, providing constructive feedback, and resolving conflicts fairly. This creates higher morale and employee engagement.
- **Greater adaptability:** Emotionally intelligent individuals are better equipped to handle changes and are more flexible in their approach to work.
- **Stronger teamwork:** By understanding perspectives of others and communicating openly, emotionally intelligent people contribute to a more cohesive and productive team environment.

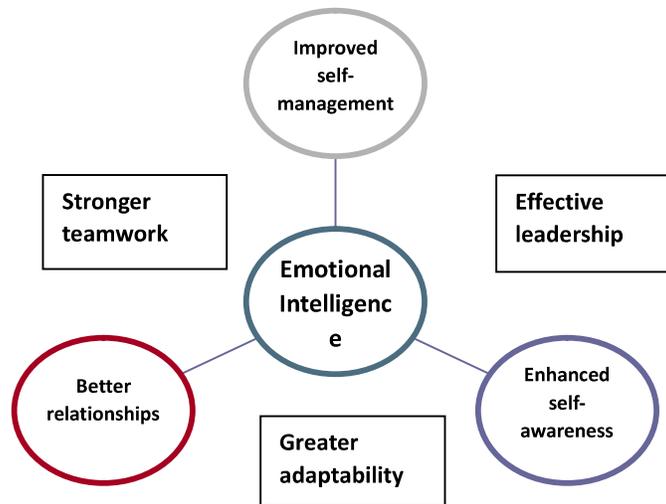


Fig. 2 Emotional Intelligence behind professional success

➤ **Benefits of Emotional Intelligence in the Work Life Success**

- **Better Communication:** The most immediate and noticeable benefit of high EQ is the dramatic uplift it brings to how you connect with others. When you boost your emotional intelligence, you become significantly more effective at both expressing yourself and understanding what others are genuinely trying to say. Emotionally intelligent people are masters at reading the room. They pay attention to more than just the words; they notice the tone, the body language, and the unspoken concerns. This awareness lets them effortlessly adjust their communication style to suit different people and situations (Baral and Bhargava 2009).
- **Enhanced Leadership Skills:** The connection between emotional intelligence and effective leadership is so strong that some researchers argue EQ is actually the most important factor in leadership success. Leaders with high emotional intelligence create what's known as psychological safety – environments where team members feel comfortable taking risks, admitting mistakes, and expressing concerns without fear of punishment or humiliation. This psychological safety is the foundation of high-performing teams (George, J. M. 2000).
- **Improved Stress Management:** Workplace stress is inevitable. Tight deadlines, difficult conversations, unexpected setbacks and demanding workloads – these are simply part of professional life. What separates those who thrive from those who

struggle isn't the absence of stress, but how effectively they manage it. Emotional intelligence provides you with an incredible toolkit for stress management. It begins with self-awareness – the ability to recognise when stress is building up before it becomes overwhelming. Emotionally intelligent individuals notice the early warning signs: the tight shoulders, the racing thoughts, the shortened temper. (Goel and Srivastava 2019).

- **Stronger Workplace Relationship:** The quality of your workplace relationships has an enormous impact on your professional satisfaction and success. Emotional intelligence is the foundation upon which positive, productive workplace relationships are built. When you're emotionally intelligent, you're more attuned to others' feelings and perspectives. You notice when a colleague is having a difficult day. You pick up on subtle cues that someone is uncomfortable with a proposed approach. You recognize when to offer support and when to give space.(Goleman 1998).
- **Increased Self-Awareness:** Self-awareness is the foundation of emotional intelligence, and developing it brings profound benefits to your professional life. When you're self-aware, you understand your emotional patterns, triggers, strengths, and limitations. This awareness allows you to make better choices about how you spend your energy and where you focus your development efforts. You know which situations bring out your best performance and which ones you find particularly challenging. You understand how stress affects your behaviour and can take preventative action.(Baral and Bhargava 2009).
- **Improved Teamwork:** Modern is collaborative, and emotional intelligence transforms a group of individuals into a genuinely high-performing team. Emotionally intelligent team members bring several crucial capabilities to collaborative work. They're aware of how their behaviour affects others, so they can adjust their approach to support team dynamics. They're attuned to team emotional currents, noticing when energy is flagging, tensions are building, or momentum is strong. (Sternbers 2003)

➤ **Conclusion**

The very common phrase “It's never too late than doing nothing”. Emotional intelligence is not innate but can be developed and maintain at any stage of life. It can be developed during lifetime from one's experiences and need to maintain for future;

just like adaptive immunity which we acquire after getting exposed to an antigen and provides long term protection and maintain throughout the life with the help of memory cells as a part of immunity. In conclusion, emotional intelligence (EI) is a critical differentiator for work and life success, arguably mattering more than technical skills or IQ in determining long-term career advancement and overall well-being. While IQ may help individuals get their first job, it is their EQ that helps them manage the social complexities of the workplace, lead effectively, and thrive in their personal lives.

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Practicing Mindful Work without Stepping Away from Responsibility: A Case Study



Dr. Yogesh Patinge is an Associate Professor in Commerce at G. S. College of Commerce, Wardha, with 17+ years of experience. A recognized Ph.D. supervisor, he has completed UGC and ICSSR research projects, authored 8 books, and published several research papers while serving in key academic roles like BOS Chairman and IQAC Coordinator.

Abstract

In many workplaces today, employees are expected to handle multiple responsibilities at the same time while working under constant pressure. This frequently results in stress, emotional exhaustion, and reduced attention at work. Mindfulness is usually recommended as a solution, but it is often misunderstood as taking a break from work or reducing involvement in responsibilities. This case study scrutinizes how mindfulness can be practiced during regular work without avoiding duties or accountability.

Using a simple workplace situation, the study explains how mindful awareness can be applied while performing daily tasks such as planning work, responding to pressure, and interacting with colleagues. The study also refers to recent research findings which show that mindfulness helps improve focus, emotional control, and stress management while maintaining productivity. The case study concludes that mindful work does not mean stepping away from responsibility; instead, it helps individuals handle responsibilities more thoughtfully and effectively.

➤ Background of the Study

Modern work environments have become demanding in terms of time, performance, and expectations. Employees are required to make quick decisions, meet deadlines, and stay mentally alert for long periods. Over time, this constant pressure affects concentration, emotional stability, and overall well-being. Many employees believe that dealing with stress requires either taking leave or reducing workload. However, this is not always possible.

Therefore, there is a growing interest in methods that can help employees remain mentally balanced while continuing to work. Mindfulness is one such approach that has received attention in recent years.

➤ **Meaning of Mindful Work**

Mindful work means being fully aware of what one is doing at the present moment while performing job responsibilities. It does not involve detachment from work or ignoring tasks. Instead, it encourages attention, awareness, and calmness during work activities.

In practical terms, mindful work includes:

- Paying attention to one task at a time
- Being aware of stress without immediately reacting to it
- Responding thoughtfully to work situations
- Staying mentally present during interactions

Researchers explain that mindfulness helps workers notice their thoughts and emotions without letting them control behaviour, which is useful in demanding job situations⁵.

➤ **Case Description: Applying Mindfulness at Work**

- **Work Setting:** The case relates to an employee 'Devyani' working in an administrative role in a private organization. Her daily responsibilities include coordinating tasks, replying to emails, managing reports, and assisting team members. Due to work pressure, she often felt mentally tired and distracted.
- **Problem Faced:** Despite working continuously, she felt that her attention was scattered. Small mistakes started occurring, and work stress affected her interactions with colleagues. She did not want to step away from her responsibilities, but she wanted to work more calmly and clearly.

➤ **Mindfulness Practices Adopted**

Instead of changing her workload, she made small changes in how she approached her work:

- Before starting a task, she paused briefly and focused on what she was about to do.
- She avoided checking messages while completing important work.
- During stressful situations, she noticed her emotional reactions before responding.

These practices were simple and did not interrupt her work. They were carried out alongside her normal responsibilities.

➤ **Observed Outcomes**

After a few weeks, noticeable changes were observed:

- She felt less mentally exhausted at the end of the workday.
- Her ability to concentrate improved.
- Errors in work reduced.
- Communication with colleagues became calmer and more constructive.

These changes suggest that mindfulness helped her remain responsible while managing stress more effectively.

➤ **Support from Recent Studies**

Recent studies support the idea that mindfulness improves emotional regulation and reduces perceived stress among working professionals. Research indicates that mindful employees are better able to focus and respond thoughtfully to workplace challenges rather than reacting impulsively.

Studies also show that mindfulness training improves attention span and reduces mental distractions, helping employees stay productive without compromising accountability.

➤ **Mindful Work and Responsibility**

Mindful work encourages employees to stay engaged rather than withdraw from duties. It promotes awareness during action, not avoidance of action. Employees continue to perform their roles but with improved clarity, balance, and decision-making ability.

This approach is especially useful in professions; where stepping away from responsibility is not practical.

➤ **Conclusion**

This case study shows that mindfulness is not about escaping work or avoiding responsibility. Instead, it is a practical method of handling everyday work pressure with greater awareness. Mindful work helps individuals stay focused, emotionally balanced, and responsible even in demanding environments. It supports better work quality and well-being at the same time, making it a useful approach for modern workplaces.

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Spirituality: Key to Lasting Work Life Harmony



Ms. Harsha Jain is an Assistant Professor at BIT, Wardha, with 10 years of teaching experience in engineering colleges. She holds an M.Tech. in Power Electronics and Power Systems (Electrical). In September 2025, she received the Best Teacher Award from Bhartiya Jain Sanghatana in recognition of her dedication to teaching and academic excellence.

In our fast-paced, ambition-driven Indian society, jobs often dominate our days, energy, and identity. Whether in bustling IT hubs of Bengaluru, corporate towers of Mumbai, or startup ecosystems across cities, career achievements may bring salary hikes, promotions, and social prestige, but they seldom ensure deep fulfilment or inner peace. This is where **spirituality** becomes a powerful anchor for sustainable **work-life harmony**, rooted in India's ancient wisdom traditions drawing from the Puranas, yoga, dharma, karma, and everyday practices such as meditation and mindfulness.

➤ Redefining Spirituality

Spirituality extends far beyond temple visits or religious rituals. It is about cultivating self-awareness (**ātma-bodha**), living by core values (**dharma**), practising gratitude (**kṛtajñatā**), and pursuing goals beyond material success. We can draw inspiration from the **Bhagavad Gita**, where Lord Krishna teaches Arjuna the path of **Karma Yoga** selfless action without attachment to results. Many people find it in daily practices like **pranayama** (breathing exercises), **dhyana** (meditation), early morning **surya namaskar**, or simply reflecting during a quiet evening puja.

At its core, spirituality centres on **purpose** (often linked to **svadharma**—one's own duty aligned with inner nature). It prompts essential questions:

- What truly motivates my daily work?
- Does my career align with my personal and familial **dharma**?
- How can I contribute meaningfully to society, family, and self?

When work aligns with this deeper purpose, it shifts from being just a source of income to a fulfilling aspect of a holistic life.

➤ **Spirituality's Role in Managing Stress and Burnout**

Modern workplaces, especially in tech, finance, consulting, and startups, are filled with high pressure, long hours, tight deadlines, and the constant fear of missing out (FOMO) on growth opportunities. Burnout has become alarmingly common, with "hustle culture" glorifying 12–14 hour days.

Ancient Indian tools like **mindfulness**, **yoga**, and **meditation** help build resilience. Krishna's teaching of **nishkama karma** (action without attachment to fruits) allows professionals to focus on effort rather than obsessing over appraisals, bonuses, or client feedback. Practices such as daily **pranayama** or short office meditations reduce anxiety, help detach from office politics, and foster mental toughness amid targets and reviews.

This approach diverts the mindset from "What if I fail?" to "I did my best with integrity," lowering chronic stress and preventing emotional exhaustion.

➤ **Guiding Ethical Decisions at Work**

Spirituality nurtures virtues like **satya** (truthfulness), **ahimsa** (non-harm), **daya** (compassion), and **nyaya** (fairness)—essential for ethical careers and harmonious teams in diverse workplaces. Value-driven choices over shortcuts build long-term respect and reputation.

Spiritually inclined professionals often:

- Treat colleagues with respect, regardless of hierarchy
- Avoid unethical practices like fudging reports or cutting corners
- Lead with empathy, especially in high-stress teams

These habits create positive work cultures and reduce conflicts between job demands and personal morals in all spheres of life.

➤ **Cultivating Deeper Fulfilment and Contentment**

True work-life harmony isn't merely dividing hours between office and home, rather it's aligning duties with overall well-being, family, health, and spiritual growth. Spirituality fosters contentment and inner peace, allowing people to appreciate achievements without endless chasing.

By detaching self-worth from job titles, CTCs, or LinkedIn endorsements, setbacks like project failures or layoffs hurt less. It provides emotional stability, helping maintain balance amid economic pressures, family expectations, and societal comparisons.

➤ **Establishing Healthier Boundaries**

Spirituality sharpens awareness of what truly matters: family bonds, health, cultural traditions and personal recharge. It reminds us that relationships, physical well-being and mental calm are as vital as career progress. This insight encourages firm boundaries, such as:

- Limiting late-night work calls or weekend emails
- Prioritising family time, festivals, or temple visits
- Scheduling regular exercise, yoga, or family meals

Recognising material gains as temporary while valuing inner wellness leads to wiser, more balanced choices, preventing the all-too-common regret of "I earned everything but lost my peace."

➤ **Inspiring Compassionate and Spiritual Leadership**

For leaders and managers in organisations, spirituality promotes **seva** (service-oriented) or "servant" leadership, inspired by **Karma Yoga**. Empathetic, fair leaders who prioritise team growth, work-life balance, and ethical practices build trust, reduce toxicity, and boost loyalty. They create low-stress environments that enhance productivity and retention, especially valuable in a competitive corporate landscape.

➤ **Conclusion**

Spirituality, deeply rooted in timeless traditions, elevates work-life harmony by providing purpose, resilience, ethical clarity, and inner calm. It redefines success from purely material markers to a fuller, soul-nourishing life.

In an era of widespread burnout and work overload across cities, it offers a path to sustainable success where professional achievements harmonise with family joy, personal health, and spiritual wholeness.

Ultimately, harmony isn't about juggling time; it's about nurturing the inner self while pursuing ambitions, ensuring both career and soul flourish together.



Emotional Intelligence: Path to a Balanced Life



Dr. Bhagyashri U. Tale is a Chemistry Lecturer at the Agricultural Science Course, Rural Institute, Pipri, Wardha, with 13 years of teaching experience. She holds a Ph.D. in Chemistry from R.T.M. Nagpur University and has qualified the Maharashtra SET for Assistant Professorship. She has published 11 research papers in Scopus/Web of Science journals, 13 conference papers, and 5 book chapters, and has guided 10 postgraduate students.

Abstract

Emotional Intelligence (EI) has emerged as a crucial factor in achieving a balanced, meaningful, and fulfilling life in today's fast paced and demanding world. Beyond technical competence and time management, EI focuses on understanding, managing, and effectively using emotions to navigate personal and professional challenges. This article explores the concept of emotional intelligence and its five core components viz. self awareness, self-regulation, motivation, empathy, and social skills and examines how they contribute to emotional harmony, work life balance, and overall well-being. It highlights the role of EI in managing stress, improving relationships, enhancing decision making, and fostering resilience in both professional and personal spheres. The article also outlines practical strategies for developing emotional intelligence and discusses its long-term benefits, including reduced burnout, stronger relationships, sustained professional growth, and inner peace. Ultimately, the study emphasizes emotional intelligence as a vital pathway to living a balanced life that integrates productivity with emotional well being and personal fulfilment.

Keywords: Emotional intelligence, EI, Stress, balanced life, emotional harmony.

Introduction

Emotional Intelligence (EI) is the ability to understand, manage, and use emotions effectively both your own emotions and the emotions of others. It plays a vital role in personal happiness, healthy relationships, leadership, and success at work. Emotional Intelligence (EI)

is essential for a balanced life because it governs how we understand and manage emotions, not just how efficiently we work. While technical skills and time management help complete tasks, EI helps manage stress, remain calm under pressure, and protect mental well-being. EI also strengthens relationships by fostering empathy, effective communication, and trust areas where technical skills have limited impact. It improves decision making by allowing individuals to respond thoughtfully rather than react emotionally, leading to wiser choices in both personal and professional life. Most importantly, EI connects actions with inner purpose and balance. It helps align work and personal life by managing emotions, energy, and priorities, making life not just productive, but peaceful and fulfilling.

In today's fast paced life, people are constantly racing against time, deadlines, and expectations. In such a scenario, balance is no longer just about dividing hours between work and personal life. True balance lies in **emotional harmony** the ability to stay calm, centered, and emotionally stable amid constant pressure. Emotional intelligence helps individuals manage stress, regulate emotions, and remain present, ensuring that life feels meaningful and peaceful, not merely busy or well scheduled.¹

➤ **Core Components of Emotional Intelligence**

Emotional Intelligence is built on five core components that work together to shape how a person understands emotions, responds to situations, and interacts with others. Each component contributes uniquely to balanced behaviour and meaningful relationships.

- **Self-awareness:** It is the foundation of emotional intelligence. It refers to the ability to recognize and understand one's own emotions as they arise. A self-aware person knows what they are feeling, why they are feeling it, and how those emotions influence their thoughts and actions. This awareness helps individuals identify their strengths, limitations, values, and emotional triggers, allowing them to respond thoughtfully rather than react impulsively.
- **Self-regulation:** It involves the ability to manage and control emotions in a healthy and constructive way. Instead of suppressing feelings or expressing them in harmful ways, emotionally intelligent individuals regulate their emotions with balance. This includes staying calm under pressure, managing anger or frustration, adapting to change, and maintaining emotional stability during stressful situations. Self-regulation helps build trust and reliability in both personal and professional settings.

- **Motivation:** Motivation in emotional intelligence refers to being driven by inner goals and values rather than external rewards alone. Emotionally intelligent individuals use their emotions to stay focused, optimistic, and committed to long-term objectives. They show perseverance in the face of challenges, maintain a positive attitude, and are able to delay short term gratification for meaningful achievement. This inner motivation often leads to higher performance and personal satisfaction.
- **Empathy:** It is the ability to understand and share the feelings of others. It goes beyond sympathy by allowing a person to see situations from another's perspective and respond with sensitivity and care. Empathy helps in recognizing unspoken emotions, respecting diverse viewpoints, and building strong emotional connections. It is essential for nurturing trust, compassion, and harmony in relationships.
- **Social skills:** It represent the outward expression of emotional intelligence in interactions with others. These skills include effective communication, active listening, conflict resolution, collaboration, and leadership. People with strong social skills can manage relationships smoothly, influence others positively, and create a supportive environment. They are able to express emotions clearly while respecting the feelings of others, making them effective team members and leaders.

Together, these five components form the core of emotional intelligence, enabling individuals to lead balanced lives, handle challenges wisely, and build meaningful personal and professional relationships.¹⁻³

➤ **Emotional Intelligence Promotes Work Life Balance**

Emotional intelligence promotes work life balance by enabling individuals to manage emotions thoughtfully in both professional and personal spheres. Rather than simply allocating time, emotional intelligence helps create inner stability and clarity, which are essential for true balance by considering following factors.

- **Better Stress Management:** Emotional intelligence helps individuals recognize stress triggers early and understand their emotional responses. This awareness allows them to stay calm, manage pressure effectively, and avoid emotional burnout.
- **Improved Relationships:** With empathy and strong social skills, emotionally intelligent people communicate more clearly and respectfully. This reduces misunderstandings and conflicts at both work and home, creating healthier relationships.

- **Enhanced Decision-Making:**Self-awareness helps individuals understand their priorities and values. As a result, they make thoughtful decisions that balance professional responsibilities with personal well-being.
- **Resilience and Adaptability:**Emotional control enables people to handle setbacks and changes with confidence. Instead of feeling overwhelmed, they adapt positively to work pressure and personal challenges.
- **Mindful Presence:**Being emotionally tuned helps individuals stay fully present in the moment. This allows them to focus better at work and enjoy meaningful time with family, enhancing overall life balance.^{4,5}

➤ **Emotional Intelligence in Professional Life**

Emotional intelligence in professional life plays a crucial role in sustaining success, well being, and meaningful growth at work.

- **Handling workplace pressure without burnout:**Emotional intelligence helps professionals recognize signs of stress and emotional fatigue early. By regulating emotions and practicing calm responses, they can manage pressure effectively without harming their mental health.
- **Managing conflicts and collaborating effectively:**With self-awareness and empathy, emotionally intelligent individuals handle disagreements maturely. They listen actively, respect differing viewpoints, and work toward solutions that strengthen teamwork rather than create tension.
- **Building leadership qualities through empathy and social skills:**Leaders with high emotional intelligence inspire trust and motivation. Empathy and strong social skills enable them to understand team needs, communicate clearly, and create a supportive work environment.
- **Aligning career goals with personal values for long-term satisfaction:**Emotional intelligence allows professionals to reflect on what truly matters to them. This alignment between career choices and personal values leads to deeper job satisfaction and sustainable professional growth.^{2,3,6}

➤ **Emotional Intelligence in Personal Life**

- **Emotional intelligence in personal life** is essential for maintaining inner peace and strong relationships in everyday living.

- **Nurturing healthy family and social relationships:** Emotional intelligence helps individuals understand and respect the emotions of others. This empathy strengthens bonds, builds trust, and creates harmony within family and social circles.
- **Managing personal stress, anger, and emotional ups and downs:** By recognizing emotions as they arise, emotionally intelligent people can control anger and cope with stress more effectively. This leads to emotional stability and better mental well-being.
- **Balancing personal ambitions with responsibilities at home:** Emotional awareness helps individuals prioritize without guilt or frustration. It enables a healthy balance between pursuing personal goals and fulfilling family responsibilities.
- **Practicing gratitude, patience, and active listening:** Emotional intelligence encourages mindful habits such as gratitude and patience. Active listening deepens understanding and connection, making relationships more meaningful and supportive.¹⁻¹⁰

➤ **Practical Steps to Develop Emotional Intelligence**

Practical steps to develop emotional intelligence focus on building awareness, control, and healthy emotional expression in daily life.

- **Self-reflection:** Regularly reflecting on your emotions helps you understand how you react in different situations. Journaling emotions, thoughts, and patterns increase self-awareness and support personal growth.
- **Mindfulness and meditation:** Mindfulness practices train the mind to stay present and observe emotions without judgment. Meditation strengthens emotional regulation, helping you respond calmly rather than react impulsively.
- **Active listening:** Active listening means fully focusing on the speaker's words, emotions, and intent. This practice improves empathy, reduces misunderstandings, and strengthens relationships.
- **Feedback seeking:** Asking for honest feedback helps you understand how your emotions and behaviour affect others. This external perspective supports emotional growth and improves interpersonal effectiveness.
- **Stress-management practices:** Activities like exercise, deep breathing, or engaging in hobbies help release emotional tension. These practices keep stress under control and create emotional balance in everyday life.¹¹⁻¹⁴

➤ **Benefits of Emotional Intelligence for a Balanced Life**

Benefits of emotional intelligence for a balanced life reflect how emotional awareness and regulation support both inner well-being and outer success.

- **Reduced stress and emotional burnout:** Emotional intelligence helps individuals recognize stress early and manage emotions calmly. This prevents emotional exhaustion and supports long-term mental well-being.
- **Stronger relationships at work and home:** With empathy and effective communication, emotionally intelligent people build trust and understanding. This leads to healthier, more supportive relationships in all areas of life.
- **Greater personal satisfaction and happiness:** By understanding emotions and aligning actions with values, emotional intelligence fosters inner peace. This results in deeper contentment and lasting happiness.
- **More effective problem-solving and decision making:** Emotional awareness allows individuals to think clearly under pressure. This leads to balanced decisions and practical solutions rather than emotionally driven reactions.
- **A natural flow between professional success and personal fulfilment:** Emotional intelligence harmonizes work ambitions with personal needs. This creates a smooth balance where career growth and personal life support each other naturally.¹⁵⁻²⁰

➤ **Conclusion**

Emotional intelligence is not merely a soft skill but a fundamental life skill that shapes how individuals experience balance, purpose, and fulfilment. In a world driven by constant pressure, deadlines, and expectations, true balance is achieved not by managing time alone but by managing emotions wisely. The five core components of emotional intelligence work together to create emotional awareness, stability, empathy, and effective relationships, enabling individuals to respond thoughtfully rather than react impulsively. In professional life, emotional intelligence enhances leadership, teamwork, and decision-making while protecting individuals from burnout and emotional exhaustion, leading to sustainable career growth. Emotional intelligence strengthens both professional performance and personal well-being by reducing stress, improving decision-making, and fostering meaningful connections. It bridges the gap between career success and personal happiness, allowing individuals to align their actions with inner values. By consciously practicing emotional intelligence in

daily life, individuals can cultivate resilience, inner peace, and sustainable growth, making emotional intelligence the foundation of a truly balanced and harmonious life.

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Integrating Spiritual Values for Harmony between Work and Life: A Critical Reading of Shashi Deshpande's *Moving On*



Dr. Ashish M. Sahare holds M.A. (English), B.Ed., M.Phil., NET, SET, and Ph.D. qualifications. With 17 years of teaching experience, he is currently a Junior College Teacher at G. S. College of Commerce, Wardha. He has presented three conference papers and published five research papers in reputed journals, contributing actively to teaching and academic research.

Introduction

The distinction between personal and professional life has become hazier in today's fast-paced world. People frequently find themselves silently sacrificing emotional contentment, mental peace, and meaningful connections in the unrelenting quest of professional achievement. As a result, the topic of work-life balance has become more popular; nonetheless, modern scholars contend that balance is not enough. Work-life synergy, or a seamless integration where work and personal life complement rather than contradict one another, is what is required. When viewed from a spiritual perspective, this synergy emphasizes virtues like self-awareness, compassion, acceptance, and honesty and goes beyond material achievement. Indian English novelist Shashi Deshpande has frequently examined the interior lives of women navigating emotional realities, professional responsibilities, and social expectations. Her novel *Moving On* provides a sophisticated analysis of the ways in which a woman's inner life and professional identity interact. Deshpande portrays spirituality as an interior path toward self-understanding and emotional truth, integrating it into everyday experiences rather than offering overt spiritual beliefs. The novel shows that achieving harmony between work and life requires an internal adjustment of values rather than just external rearrangements.

This article examines *Moving On* through the thematic framework of integrating spiritual values for harmony between work and life. It argues that Deshpande redefines spirituality not as religious adherence but as an ethical and introspective mode of living.

Through the protagonist's journey, the novel reveals how professional success devoid of emotional and spiritual fulfillment leads to alienation, and how inner awareness can restore coherence and meaning to life.

Keywords: Harmony, Compassion, Synergy, Self-awareness, Conventional, Spirituality

➤ Analysis

Manjari, a middle-aged working lady whose career seems solid and respectable, is the protagonist of *Moving On*. She is well-educated, self-sufficient monetarily, and socially successful. However, beneath this successful exterior, there is a deep sense of emptiness. Deshpande exposes the psychological toll of a life motivated by obligation and societal conformity through Manjari's character. In Manjari's life, work serves as a source of stability and identity rather than fulfillment. Her academic career requires her to be intellectually engaged, but it does not allow her to express her emotions. This contradiction represents a prevalent contemporary experience in which work becomes robotic and disconnected from personal meaning. Deshpande gently criticizes a system that prioritizes efficiency over wellbeing, particularly for women who are expected to achieve professional success while controlling their emotions. From a spiritual standpoint, the lack of self-awareness is the cause of this dislocation. The novel suggests that listening to one's inner voice is the first step towards spirituality. Manjari's work-life relationship is broken as a result of her early incapacity to identify her emotional demands. Her career accomplishments are insufficient to make up for her unfulfilled desires, loneliness, and repressed anguish.

Manjari's marriage further complicates her struggle for harmony. Her relationship with her husband is marked by emotional distance and unspoken tensions. Like many women in Deshpande's fiction, Manjari has internalized the belief that endurance and silence are virtues. She adjusts, compromises, and suppresses her feelings in the name of stability. This silence, however, exacts a spiritual cost. Deshpande portrays silence not as peace but as emotional stagnation. The lack of honest communication erodes intimacy and deepens Manjari's sense of isolation. Her professional life, instead of offering relief, becomes another space where emotional expression is restrained. Spiritual values such as truthfulness and emotional honesty emerge as crucial to restoring harmony. Manjari's gradual realization that denial cannot sustain a meaningful life marks the beginning of her spiritual awakening. Deshpande suggests that work-life synergy is impossible without authentic relationships, both at home and in the workplace.

Grief operates as a catalyst for introspection, forcing her to confront unresolved emotions. Rather than portraying grief as a weakness, Deshpande frames it as a transformative experience. Through reflective passages, Manjari revisits her past, examining the choices she made and the roles she accepted unquestioningly. This inward journey resembles spiritual meditation, where understanding emerges through contemplation. Deshpande emphasizes that spirituality does not erase pain; instead, it teaches individuals how to coexist with it meaningfully. This process of introspection allows Manjari to see her work not merely as obligation but as part of a larger life narrative. By acknowledging her grief, she regains emotional depth, which in turn enriches her professional engagement. Thus, spirituality bridges the gap between inner life and external responsibility.

One of the most profound spiritual values articulated in *Moving On* is acceptance. Acceptance, in Deshpande's vision, is not passive resignation but active recognition of reality. Manjari learns to accept her emotional needs, her aging, and her limitations without guilt. This acceptance marks a turning point in her journey. Freed from the burden of self-denial, she begins to make conscious choices. Her work, once a refuge from emotional discomfort, becomes a space for self-expression and purpose. By accepting herself fully, Manjari aligns her inner and outer worlds. In terms of work-life synergy, acceptance allows individuals to define success on their own terms. Deshpande challenges the conventional metrics of achievement, suggesting that inner peace and ethical integrity are equally important. Work gains meaning when it resonates with personal values rather than societal expectations alone.

Compassion towards oneself and others is another spiritual value central to *Moving On*. Manjari's growing empathy enables her to view her husband and colleagues with understanding rather than resentment. This shift does not absolve others of responsibility but liberates Manjari from emotional bitterness. Compassion transforms Manjari's professional interactions as well. She becomes more engaged, attentive, and humane in her academic role. Deshpande thus illustrates how spirituality enhances professional effectiveness by fostering emotional intelligence. Work-life harmony, the novel suggests, depends on ethical living—acting in accordance with one's values even in professional spaces. Spirituality, therefore, is not confined to private reflection but manifests in everyday actions, decisions, and relationships.

The title *Moving On* encapsulates the novel's spiritual ethos. *Moving on* does not imply forgetting the past or abandoning responsibilities. Instead, it signifies emotional growth and conscious living. Manjari moves on by integrating her experiences, pain, and aspirations into a coherent self. This integration mirrors the concept of work-life synergy. Rather than compartmentalizing professional and personal identities, Deshpande advocates wholeness. Manjari's journey affirms that life becomes meaningful when work reflects inner values and personal life nurtures emotional well-being.

A crucial dimension of spiritual integration in *Moving On* is the practice of mindfulness and inner discipline, which gradually becomes visible in Manjari's thought-process. Deshpande presents spirituality not as grand rituals but as the ability to pause, reflect, and observe one's life with clarity. Manjari's silent self-questioning and inner dialogue reveal her growing awareness of how routine living often becomes spiritually empty when it lacks consciousness. In this sense, Deshpande highlights that work-life harmony requires presence—the ability to be mentally and emotionally available in the present moment. When Manjari begins to acknowledge her suppressed emotions and respond to them with maturity rather than avoidance, she moves closer to integrating her personal identity with her professional role. Thus, mindfulness becomes a spiritual tool that restores meaning to both work and relationships.

Another significant aspect of spiritual values in *Moving On* is the protagonist's gradual movement toward selfhood and inner freedom, which Deshpande portrays as essential for true harmony. Manjari's transformation is not merely emotional but deeply existential, as she begins to question the expectations imposed on women to be endlessly sacrificing, patient, and silent. Her spiritual growth lies in understanding that self-denial cannot create harmony; it only produces hidden dissatisfaction. The novel, therefore, suggests that genuine work-life synergy is possible only when an individual has the courage to claim emotional space and personal dignity. By reclaiming her voice and acknowledging her needs, Manjari redefines freedom as inner independence rather than social rebellion. Deshpande emphasizes that spiritual living is rooted in authenticity, and harmony is achieved when one's life is lived with truth, self-respect, and moral clarity.

➤ **Conclusion**

Shashi Deshpande's *Moving On* offers a compelling analysis of work-life balance through the quiet yet powerful language of spirituality. The novel questions accepted ideas of success and

fulfilment by concentrating on the inner lives of a woman juggling career success and personal discontent. Spirituality, according to Deshpande, is self-awareness, acceptance, compassion, and moral behaviour. These values enable Manjarito reconcile her inner world with her external responsibilities. Work becomes an extension of personal significance rather than a haven from emotional suffering. In turn, emotional integrity and self-reflection strengthen one's personal life. *Moving On* offers an alternative paradigm-integration rather than division in a time when people find it difficult to juggle several responsibilities. Here Deshpande tries to convey that inner alignment rather than strict boundaries leads to harmony between work and life. When life is guided by spiritual principles, work and life stop being competitive and start to complement each other.

In the end, *Moving On* affirms that genuine growth comes from having the guts to live true to one self rather than relying solely on external advancement. Shashi Deshpande imparts a timeless lesson through Manjari's journey: the secret to long-lasting peace, purpose, and wholeness is to incorporate spiritual ideals into daily life.

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Nurturing Harmony in Work-Life Balance: A Holistic Approach



Dr. Rajendra Ambadas Raut is an Associate Professor in Commerce with 23 years of teaching experience. A recognized Ph.D. Supervisor at RTM Nagpur University, he has completed one UGC minor research project, published 25+ papers, presented 18+ papers, and is a life member of the All-India Accounting Association.

Objectives

The object of this research article is to highlight the nurturing harmony in work life balance and how to balance it with confidence and zeal.

Introduction

In today's changed working scenario world are interconnected and to achieve the balance between work and personal life is crucial work for individual well being, organizational success, and societal harmony. The concepts of work life have got almost importance in today's changed working pattern and individual goal and organization goal and work life all are equally important of maintaining a healthy and sustainable balance between professional and personal responsibilities.

As achieving the work life balance is a challenge for many people, and in today's changed world working scenario it's a challenge for many individuals, as in many cases individual is working on a target basis the blurring boundaries between work and personal life and the pressure to be constantly connected and available have made it difficult for individual to maintain a healthy balance in work life.

This research work explores the concepts of work life balance, its importance and strategies for nurturing harmony it also discusses the benefit of work life balance and the benefits of achieving a healthy balance. Work life balance is essential for maintaining physical, emotional and mental well being moreover, it fosters stronger relationship, improves job satisfaction and maintains work life balance.

➤ **Research Methodology**

This research article is based on the secondary data and using descriptive methodology and comprises mainly qualitative data.

➤ **Factors Influencing Work-Life Balance**

• **Several factors influence work-life balance, including**

1. **Today's work Scenario:** In today's changed scenario of work there is long working hours, targeted work, tough competition from rivals create pressure for work in a long hour due to this it is very difficult to manage the working life and personal life.
2. **Family responsibilities:** As the age grows family responsibilities increase, and the expectations from family members are increasing day by day and in the same way the responsibility and expectations from the employer in the organization are increasing. This creates a conflict between the family responsibilities and organizational responsibilities and gives mental stress to the person and needs arises to balance them.
3. **Personal Interest:** As there is a conflict between the organization responsibilities and family responsibilities self care are essentials for personal growth it gives satisfaction to the individual. **Technological advancements:** Technological advancement can both support and blur the boundaries between work and personal life.

➤ **Consequences of Poor Work-Life Balance**

• **Poor work-life balance can lead to**

1. **Stress and burnout:** It gives mental stress to the person and its impact on the physical and mental health of the person badly.
2. **Reduce productivity:** Lack of balance between the organization work and personal work lead to reduce productivity, and lack of motivation.
3. **Strained relationships:** Long hours of working deteriorate your personal relation and societal relationship and it leads to frustration and isolation which create social problem and affect not only to an individual but also the society.

➤ **Strategies for Nurturing Harmony**

- **To achieve work-life balance, individuals and organizations can adopt the following strategies**

1. **Set clear limitation:** For better balance between organizational work and personal work limitation is more important everyone has to decide what kinds of work he has to do and in what extends and up to what times and communicate it to employer and to family members, it helps to establish priorities, separate work and personal life, and its communication with employers and family helps to achieve the balance between work and life.
2. **Needs self-care:** Every one engages in activities promoting physical, emotional, and mental well-being which is necessary for healthy minds and physic.
3. **Acceptance of technology:**Using appropriate tools and equipment helps streamline work processes, enhance productivity, and maintain effective communication. This enables tasks to be completed on time with greater accuracy, while also building confidence and competence in performing the job efficiently.
4. **Build support networks:** To built strong relationship with family, friends and relatives which gives you motivation and satisfaction you also have to share experiences and advice which helps to reduce stress.

➤ **Recommendations For Better Work Life Balance**

- **Promote Work Life Balance:** Organization should promote work life balance through flexible working hours, employee's wellness program, yoga and meditation program for the betterment of the employee, assuming that this is the needs of today, as health is wealth. If the particular employees are physically and mentally fit naturally his productivity is higher. By accepting a holistic approach to work-life balance, individuals and organizations can nurture harmony, improve well-being, and enhance overall quality of life which result positivity and improve the work culture.

➤ **Conclusion**

Achieving work-life balance is a journey, not a destination, a balance between work and personal life is essential for societal harmony, organizational success, and individual well

being in today's fast changing and connected world. As people and organization realizes how important it is to maintain a good and long-lasting balance between professional and personal life the idea of work life balance has drawn a lot of attention in recent years. By acknowledging the role of balance and implementing strategies like setting boundaries, prioritizing self-care, and accepting technology, individuals and organizations can nurture harmony and improve overall well-being. This leads to increased productivity, better relationships, and a more fulfilling life. By working together, we can create a culture that values and supports work-life balance, leading to a happier, healthier, and more productive society.

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Women Empowerment Through Compassionate Work Culture and Emotional Intelligence: A Framework for Sustainable Work-Life Success



Ms. Beena Samuel is a Junior College English teacher at Shri Krishnadas Jajoo Grameen Seva Mahavidyalaya Pipri with 11 years of teaching experience. She enjoys travelling, reading, and singing, and is passionate about music, animals, and nature. Apart from her passion for the arts, she is an avid animal lover, finding joy and solace in the company of dogs and cats. Nature holds a special place in her heart, and she consistently finds inspiration in its beauty. make in short

Abstract

The increasing participation of women in the formal workforce has significantly transformed modern economic and social structures. However, empowerment extends beyond workforce participation and legal equality. It requires the integration of compassionate organizational culture and emotional intelligence to ensure sustainable work-life success. This conceptual paper examines the interrelationship between workplace compassion and emotional intelligence as dual pillars of women's empowerment. Drawing upon existing literature and socio-organizational observations, the study proposes a framework linking dignity, empathy, resilience, and ethical organizational practices to long-term professional success. The paper concludes that empowerment becomes meaningful only when institutional reforms are complemented by attitudinal transformation and emotional competence.

Keywords: Women Empowerment, Emotional Intelligence, Workplace Compassion, Gender Equality, Work-Life Balance, Organizational Culture

Introduction

Women's participation in the labor force has increased dramatically over the past few decades. Reports by the *Worldwatch Institute* indicate that economic pressures and inflation have contributed to women entering paid employment across both developed and developing

economies. While legal systems increasingly advocate gender equality, workplace realities often reveal persistent discrimination, bias, and emotional strain.

Despite constitutional guarantees and international conventions promoting gender equality, a gap persists between policy and practice. The *United Nations publication “The World’s Women (1970–1990)”* highlights that legal frameworks historically denied women equal rights in property ownership, contractual agreements, and financial access. Although reforms have reduced these inequalities, social and organizational attitudes continue to limit full empowerment.

This study argues that sustainable empowerment requires two essential components:

- A culture of compassion within workplace environments.
- Emotional intelligence as an internal strength mechanism.

➤ **Literature Review**

• **Women in the Workplace**

Scholarly discourse has emphasized that economic empowerment improves women’s social standing and decision-making power. However, research also reveals ongoing challenges such as gender bias, unequal recognition, workplace harassment, and limited leadership representation.

Publications such as *Women in the Workplace – Tests and Challenges* (The Watchtower, 1987) and *Awake! 1992, Women – Respected in the Workplace* highlight the continuing struggle for dignity and fair treatment despite formal equality.

• **Emotional Intelligence and Professional Success**

Emotional intelligence (EI) refers to the ability to recognize, regulate, and manage one’s emotions while effectively responding to others’ emotional states. In workplace contexts, EI has been linked to leadership effectiveness, conflict resolution, and sustainable performance. For women, emotional intelligence plays a crucial role in balancing multiple responsibilities, managing stress, and navigating organizational complexities.

• **Compassionate Organizational Culture**

A compassionate workplace fosters:

1. Mutual respect
2. Fair recognition
3. Psychological safety
4. Ethical leadership

Compassion enhances employee satisfaction, reduces burnout, and strengthens institutional integrity.

➤ **Objectives of the Study**

This paper aims to:

- Examine the role of compassionate workplace culture in women's empowerment.
- Analyze emotional intelligence as a determinant of work-life success.
- Develop an integrated conceptual framework linking compassion and emotional intelligence.
- Suggest organizational recommendations for sustainable empowerment.

➤ **Methodology**

This study adopts a **conceptual and descriptive research design** based on secondary sources, including organizational reports, social commentaries, and gender-focused publications. The analysis synthesizes theoretical insights to develop an integrated empowerment framework.

➤ **Creating a Culture of Compassion in Work-Life Spaces**

Women spend a substantial portion of their lives in professional environments. However, experiences of humiliation, bias, and exclusion undermine dignity and professional growth.

• **Elements of Compassionate Culture**

A compassionate workplace includes:

1. Accessible support systems
2. Fair grievance mechanisms
3. Respectful communication
4. Ethical leadership
5. Inclusive decision-making

• **Practical Strategies**

1. Encouraging peer mentorship and solidarity networks.
2. Promoting calm and composed responses to workplace adversity.
3. Strengthening independent decision-making capacity.
4. Recognizing contributions fairly and transparently.
5. Providing emotional and practical assistance during professional challenges.

Compassion transforms competitive environments into collaborative ecosystems.

➤ **Emotional Intelligence: The Internal Dimension of Empowerment**

While compassion shapes the external environment, emotional intelligence strengthens internal resilience.

• **Components of Emotional Intelligence in Work-Life Balance**

1. **Resilience:** Ability to recover from setbacks.
2. **Self-Regulation:** Responding thoughtfully rather than reacting impulsively.
3. **Empathy:** Understanding and valuing others' emotions.
4. **Self-Motivation:** Sustaining inner drive.
5. **Healthy Relationships:** Avoiding destructive conflicts and workplace politics.

Women often juggle professional commitments with domestic responsibilities, making emotional regulation critical for sustained success.

➤ **Integrated Conceptual Framework**

Women's empowerment can be conceptualized as the intersection of two dimensions:

External Dimension	Internal Dimension
Workplace Compassion	Emotional Intelligence
Fair Recognition	Self-Motivation
Ethical Leadership	Resilience
Dignity and Respect	Emotional Regulation

The synergy between these dimensions ensures long-term professional sustainability rather than temporary success.

➤ **Discussion**

Empowerment is incomplete if it focuses solely on economic participation. Legal equality must be supported by organizational culture and emotional competencies. When workplaces promote empathy, fairness, and respect, women experience psychological safety. Simultaneously, emotionally intelligent individuals can navigate challenges constructively.

The absence of either dimension leads to imbalance:

- Compassion without resilience may foster dependency.

- Emotional intelligence without systemic fairness may lead to silent endurance rather than empowerment.

Thus, empowerment must be both structural and psychological.

➤ **Recommendations Integrate emotional intelligence training in professional development programs.**

- Establish transparent anti-harassment and grievance redressal systems.
- Promote inclusive leadership models rooted in empathy.
- Encourage mentorship programs for women professionals.
- Conduct periodic workplace culture assessments.

➤ **Conclusion**

Women's empowerment is not merely a legal or economic issue; it is a cultural and emotional transformation process. A compassionate workplace combined with emotionally intelligent individuals creates a sustainable foundation for work-life success. When dignity is respected, recognition is fair, and empathy guides professional interactions, empowerment becomes authentic and enduring.

True empowerment is achieved not when women merely participate in the workforce, but when they thrive with confidence, resilience, and respect.

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Why Spirituality has been included in Human Civilizations? *To reach one's Fullest Potential*



Dr. Pawan Ashokkumar Chandak is a Ph.D. in Mechanical Engineering with expertise in Machine Design, Machine Learning, Product Design, and Ecofriendly Housing. He has filed 14+ patents (6 granted), along with several design registrations and copyrights. He has collaborated with reputed institutes like Mahatma Gandhi Institute for Rural Industrialization, Defence Research and Development Organisation (Pune), and Indian Institute of Management Nagpur, and received incubation grants from All India Council for Technical Education. He has also been recognized by IIM Nagpur and has won awards for his artistic work in painting and 3D art.

If we look at the nature, human creation is exceptional amongst all creations. The various elements of this mother Earth and Universe (Brahmanda) like air, light, water, materials have some specific functions to perform. These can be called as “Dharma” of those elements. For example, air has specific function to perform without which this mother Earth would not survive. It gets purified and brings freshness every day. Flowing water collects and carries micro nutritional elements along with it to serve various species on the earth. Plants do photosynthesis and are only food creator on this earth. All animals follow their “Dharma” like their eating habits (whether vegetarian or non-vegetarian) and reproduction methods (Like carrying forward the strongest or beautiest genes to the next generation).

Comparing humans with other species we can admit that we have got lot of special abilities over others. Like ability to speak, think, communicate, decide and act, feel and express emotions. The very often question that a mind would ask after this realization that what is the need of this special creation and what is the so called “Dharma” of human to perform in favor of the mother earth.

Let's look at one picture. There is a mango tree and it has lot of leaves. Let's pick out 10 leaves and spread on any surface. At a first glance every one can predict based on their shape that all leaves belongs to mango tree. Now we put all the leaves over one another and try to match. Do any two leaves matches exactly same as that of other? The answer will be

‘No’. Even out of millions of leaves on one tree no two leaves will be exactly same. This may fill up your mind with another question: Why so? It means every leaf has its own shape and identity. Only we are unable to distinguish. In similar manner we all are lives of named: human, developed on a stem of an invisible tree on the earth and connected with cordless connections. No two finger prints on this earth match with each other. New leaves come and old leaves become dead. Humans are also getting born and pass away. Leaf knows its ‘Dharma’ of performing photosynthesis and it performs the function till death. But do the humans know the reason of their existence? The most uttered answer is ‘No’. And if so, how humans could perform their ‘Dharma’ and what will be the ultimate use of creating this (called Humans) exceptional creation on this earth?

To find the answers we need to dive deep into the ocean of spirituality. Let’s understand the human creation first through its analogy with smart phone.

- The mobile phone has seven main elements: Battery, Memory, Processor, Display, Mike, Speaker and most important i.e. SIM card. The human body also has these elements analogous to it like Stomach, Brain, Neurons, Face Expressions, Ear, Mouth (to speak), and most important i.e. Soul respectively. Without SIM card a mobile and without soul a human could be called dead.
- Here any one can experience that SIM card without mobile or Mobile without SIM card can’t perform any function. Analogous to it, Human Body without Soul or Soul without Human Body can’t perform any function.
- SIM card has got its unique identity and it does not match with any other. Similar is with Soul. As per Gita, body can be changed with time like mobile phone but soul will remain same like SIM card which is actually one’s real identity. Each one has unique finger prints even 7 billion (human population in world) to get distinguished.
- Telephone tower connects all SIM cards and communicate with them and whereas the cosmic energy in the Universe connects all the souls and communicate with them (Everybody has to breathe so as to remain connected).

From the above analogy we may conclude that each individual has his or her own identity and the physical body is just an external device that soul is going to use. Hence this external device (body) has a limited period of life and it has to be changed with time. So another question appears what the soul has to do with body?

You will notice that we have to slip every day. Even if we take high quality of food we can’t avoid slip. And if the slip is not sound, it directly affects our mental and physical health. The

cosmic energy is abundantly flowing around us but the unfocussed and less conscious mind cannot absorb it. So when we take sound sleep, we feel fresh. All the physical and mental stress vanishes afterward. If we meditate properly the required time of sleep will go on reducing because of enhanced focus and consciousness of our state of mind. This also progressively grows our ability to grasp, listen, understand, predict, etc. If we go deeper, we will be able to hear what the universe wants from us to do.

That is what our ancestors did in the past thousands of years. They learned principals of life and developed technologies (Shastras) like Sushruta (father of surgery), Kapila (cosmology), Chanakya (economics), Kanad (atomic theory), and Patanjali (yoga). There are examples like Rishi Agastya, Buddha, Krishna, Rama and many more, those performed extraordinarily to serve mother land Bharata. There was no competition, no fear, no anger, no jealousy and no ego to satisfy amongst them. They were full of happiness (Prem and Anand), sensibility, gratitude, faith and creativity. Each one had got their own work and direction to perform. We have got a very unique tool in this body and that is called 'मन'. You might have observed that you talk with yourself before any decision or action. Any communication can happen only when it has two independent poles. We cannot dial our number from our mobile. But we can talk to ourselves because of the special arrangement inside the body i.e. 'मन'. The 'मन' is external to the Soul and connected to cosmos. It means whatever we talk with ourselves is actually getting communicated to Cosmos and it guides us to decide our further action. The correct communication can properly direct our selves, provide access to our programs and to modify them. So we should learn where and how to use this tool called 'मन'. This is real spiritual education that one should ask for. Many of our ancestors were able to decide their life journey, destiny and dates of their passing. This was not just by chance but it was by choice. So if education system does not include the histories and methodologies that our ancestors followed how one could realize, believe and achieve his or her fullest potential of exploring and creation for future. Let us start the journey of a meaningful life that will not just end up with the body but will continue his or her services to this world through his or her innovations and innovative practices. This is the ultimate aim and demand of nature from its extraordinary creation called 'Human'. Hence all the civilizations included spirituality to ensure their meaningful and scientifically confirmed development.



Work–Life Balance: A Key to Sustainable Personal and Professional Growth



Dr. Milind S. Shende is an Assistant Professor of English at G. S. College of Commerce, Wardha, with over 12 years of teaching experience. He holds M.A., B.Ed., UGC-NET, and Ph.D. qualifications and has published around 26 research papers in national and international journals. He has presented papers at various seminars and served as Guest Editor of *Dhammaghosh* (January 2020 Special Issue).

Abstract

Work–life balance has emerged as a crucial factor in the twenty-first century, where human beings have become trapped in the vortex of professional and personal life. The encroachment of professional life into personal space has created several problems in the lives of employees, leading to stress, strain, and a widening gap in personal lives (Guest 256). Taking these factors into consideration, the author has attempted to examine this focal issue. The present article studies these problems and highlights the role of organizational policies that could help maintain balance in employees' lives, enabling them to manage responsibilities effectively (Greenhaus and Allen 168). The article also emphasizes the need for a conducive and friendly work environment to keep employees satisfied, allowing them to balance personal and professional spaces effectively without disturbing either. It further stresses the role of organizations in maintaining a healthy work culture for the mental satisfaction of employees (Lockwood).

Keywords: Work–Life Balance; Employee Well-being; Job Satisfaction; Workplace Stress; Organizational Support; Productivity

Introduction

Work–life balance refers to an individual's ability to manage professional responsibilities while maintaining physical health, mental well-being, family life, and social commitments. In today's fast-paced lifestyle, it has become a necessity rather than a luxury. Maintaining a

balance between these factors determines an employee's overall quality of life (Guest 258). In a world where rapid technological advancement, unprecedented levels of competition, and high expectations dominate priorities, balancing personal and professional life has become a major challenge. Scholars have observed that blurred boundaries between work and home increasingly affect emotional and psychological well-being (Clark 749). Yet, there is a pressing need to maintain this balance for a happy and satisfactory life.

➤ **Understanding Work–Life Balance**

In a world where most employees feel burdened with heavy workloads, it is important to understand the concept of work–life balance. Work–life balance does not mean giving equal amounts of time to professional work and personal life. Rather, it involves managing boundaries between work and family roles effectively (Clark 751). Clark's "work/family border theory" explains how individuals constantly negotiate borders between work and personal life, and how imbalance occurs when these borders become rigid or overly permeable.

Priorities may differ according to profession, life circumstances, and family responsibilities, yet the fundamental need to maintain harmony between these spheres remains constant (Greenhaus and Allen 170). Despite these variations, maintaining a healthy work–life balance has become the need of the hour.

➤ **Importance of Work–Life Balance**

Maintaining a work–life balance is equally important for both employees and organizations. Research suggests that employees who experience balance report higher levels of job satisfaction and psychological well-being (Greenhaus and Allen 172). When employees are happy, healthy, and satisfied in their personal lives, they tend to show greater enthusiasm and commitment at the workplace, which ultimately enhances productivity (Lockwood).

Good physical and mental health enables employees to make sound decisions and remain emotionally stable. Creativity often flourishes when individuals feel supported and valued by their organizations (Guest 260). Thus, personal life significantly influences professional performance, either positively or negatively.

➤ **Challenges to Work–Life Balance**

The postmodern world presents complex challenges to work–life balance. Cut-throat competition, material aspirations, and social comparisons place immense pressure on individuals, often leading to dissatisfaction and burnout (Guest 262). At the organizational level, extended working hours, unrealistic deadlines, and growth-oriented policies that overlook human limitations contribute to constant stress and emotional exhaustion (Lockwood).

The post-COVID period has further intensified these challenges. While work-from-home arrangements appear flexible, they have blurred the boundaries between professional and personal life. According to the World Health Organization, prolonged work stress during the pandemic significantly affected employees' mental health and psychosocial well-being (WHO). Many employees are now expected to remain available beyond official working hours, leading to fatigue and disengagement.

➤ **Role of Organizations in Promoting Balance**

Organizations play a central role in promoting work–life balance. Supportive policies such as flexible working hours, regulated workloads, wellness programmes, and counselling services can significantly improve employee well-being (Lockwood). When organizations foster respect, trust, and inclusivity, employees are more likely to perceive work as meaningful rather than burdensome.

Studies highlight that supportive leadership and empathetic management help employees manage stress and maintain balance (Greenhaus and Allen 176). International practices, particularly in healthcare sectors in countries such as Australia, England, and the United States, demonstrate that fixed duty hours and flexibility contribute to higher job satisfaction and efficiency.

➤ **Individual Responsibility and Strategies**

While organizational support is crucial, individuals also bear responsibility for maintaining balance. Employees must establish clear boundaries, prioritize tasks effectively, and manage time responsibly (Clark 755). Engaging in physical exercise, meditation, and stress-relief practices enhances resilience and emotional stability.

Spending quality time with family, participating in social interactions, and learning to decline excessive commitments are simple yet effective strategies. Seeking professional counselling when required further supports mental well-being (Saya 4765).

➤ **Work–Life Balance in the Post-Pandemic Era**

The COVID-19 pandemic has permanently altered work culture. While remote work offers flexibility, it has also increased working hours and domestic distractions. The World Health Organization emphasizes the importance of structured routines and psychological support to mitigate post-pandemic stress (WHO).

A hybrid work model, combining office presence with remote work, may offer a balanced solution. Such arrangements allow employees to remain productive without compromising personal well-being (Pathak and Bhayani 582).

➤ **Conclusion**

Work–life balance is not a one-time achievement but a continuous process requiring conscious effort. It depends on the shared responsibility of individuals, organizations, and society. In an environment dominated by performance targets and deadlines, prioritizing balance promotes not only professional success but also mental satisfaction and emotional well-being (Guest 265). A healthy balance enhances efficiency, creativity, and happiness, making work meaningful and life fulfilling. Therefore, promoting work–life balance is essential for creating a productive workforce and a harmonious society.

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Raising Harmony in the Work-Life Balance



Dr. Mangala Tomar is an Assistant Professor and Head of the English Department at G.S. College of Commerce since 2013, with over 18 years of teaching experience. She holds M.A., M.Ed., M.Phil., and Ph.D. in English and has published 60 research papers, 11 books, and 17 edited chapters. Her research interests include Eco-criticism, Postmodernism, Subaltern Consciousness, and language competency among rural youth. She is also a certified skill development trainer and coordinates Cambridge Business English Exams, having qualified the British Council APTIS Exam.

Abstract

Work-life balance has become one of the characteristic problems of modern society that not only affects the productivity of the organization, but also the personal well-being. With the blurring of the boundaries between professional and personal life since the rise of the technological advancement, remote work, and social expectations, preserving harmony between work and life has turned out to be more and more complicated. This research paper discusses the importance of work-life balance, the difficulties experienced by the employees and employers, and ways of fostering harmony in the contemporary workplace. Based on the available literature, practical experiences, and psychological considerations, the paper discusses the importance of the holistic approaches that would be in line with the organizational objectives and objectives and well-being of the employees. These findings indicate that to enhance equilibrium, deliberate cultural, structural and personal transformation that facilitate sustainable productivity and mental well-being is needed.

Keywords: Work life balance, Stability

Introduction

The demarcation between work and personal life has been highly ambiguous in the present-day world that is fast paced and interconnected. The employees are usually supposed to be

on-call 24 hours and the new technological devices have provided an opportunity to go to work beyond the usual office hours. Simultaneously, the demands of the society on personal satisfaction, family activity, and self-sustenance have also grown. This two-sided pressure has led to an emerging discourse concerning the work-life balance - the balance between the demands of work and the demands of personal life.

Work-life balance is not a time management issue, but it is a psychological satisfaction, emotional stability, and a feeling of unity between various aspects of living. Companies that do not appreciate its significance tend to have more burnout, absenteeism, and turnover. On the other hand, employers that are more balance oriented are likely to enjoy increased staff involvement, innovation, and retention. This study aims to examine the true meaning of nurturing harmony in the work-life balance, its importance in the contemporary working environments, and how one organization can attain it in a sustainable manner.

➤ **Defining Work-Life Balance**

Work-life balance could be described as a condition when the individuals balance the work and personal life without much conflict between them. This definition is however very subjective. To one, balance can imply equal time allocation between work and personal life whereas to another it can imply flexibility so that sometimes one can focus on the other.

According to Greenhaus and Allen (2011), work-life balance is defined as the degree at which one is as much involved in his or her work role as the individual is contented with his or her family role. This definition does not only depict balance in the emotional and psychological aspects but focuses on satisfaction over actual equality in time.

This idea has changed greatly in the recent decades. Balance in the 1980s was commonly considered in terms of time management of working hours. It has been expanded today to encompass more dimensions like mental health, autonomy, flexibility and organizational culture. Contemporary workers are looking not only for a job, but also a life that would help them in a personal goal and their values.

➤ **The Significance of Work-Life Balance**

Work-life balance is also important to the employees and employers. It leads to improved physical and mental health and increased life satisfaction and the interpersonal relationship in the eyes of the individual. The constant overwork may result in burnout, a state of emotional

exhaustion, cynicism, and decreased performance which has now been considered as an occupational phenomenon by the World Health Organization.

As an organization, healthy work-life balance among employees makes them more productive, motivated and creative. They are more likely to show loyalty to their employers and reduced cases of absenteeism. In addition, companies that are credited with the practice of promoting work-life balance are considered to have a good reputation, thereby getting the best talent in the competitive labor market.

Overall, nurturing balance is not only a moral or ethical issue, it is a business strategy that has a direct impact on performance and profitability.

➤ **Obstacles to Realizing the Work-Life Balance**

Although its significance has been acknowledged, real balance is a problem to various individuals and organizations. This struggle is caused by several important reasons.

- **Technological Advancement:** Technology has made communication and productivity to be revolutionized; however, it has also rendered it hard to switch off. The emergence of smart phones, instant messaging, and direct access to work system implies that workers are usually supposed to reply to work related issues even when they are not in office. The result of this culture of never being off leads to loss of personal boundaries and results in persistent stress.
- **Remote and Hybrid Work Models:** The COVID-19 contributed to the faster transition to remote and hybrid work models. Although such arrangements make the work-life boundary blurred, they bring about flexibility. In the absence of boundaries, employees will be exposed to working overtime hours, unable to forget about job-related tasks and feel lonely.
- **Organizational Culture:** Work-Life dynamics are largely determined by corporate culture. Even today, there are organizations that think that long working hours are synonymous with hard work and performance. Employees operating in such situations might be tempted to use their personal time to demonstrate their dedication, even where such actions will have diminishing returns.
- **Societal and Personal Expectations:** Working professionals nowadays are caught between the conflicting requirements of various roles: an employee, a parent, a partner, a member of a community. The need to compete in all these positions at the same time may cause a great psychological pressure. In addition, social media tends

to enhance false hopes as ideal images of career achievements and family life are demonstrated.

➤ **Social and Psychological aspects**

Work-life balance is not only a logistical issue but a very psychological one as well. In occupational psychology, studies have indicated that perceived control, autonomy, and support is important in helping an individual deal with competing demands.

When empowered, people who are able to decide their work schedules and which tasks to perform are less stressed and happier. On the same note, supportive supervisors and colleagues could also act as buffers against negative influences of work pressure. Conversely, micromanagement and inflexible structures as well as empathy-free environments tend to fuel an imbalance and emotional burnout.

Balance is also affected by social support systems such as family, friends, and the community networks. Personal relationships can also serve the purpose of helping individuals to deal with challenges at work when they have strong and understanding relationships. On the other hand, poor relationships in the household can increase the stress at the work place and this forms the cycle of imbalance.

➤ **Organizational Strategies in Promotion of Balance**

Organizations are very critical in developing work-life balance by its policies, leadership practices, and cultural norms. Some of the effective strategies that organizations can apply are as follows:

- **Flexible Work Arrangements:** Flexibility in work and place provides the employees with an opportunity to balance work with other personal duties without affecting their productivity level. Flexibility has been determined to boost morale and decrease turnover especially in working parents and caregivers.
- **Supportive Leadership:** Work-life culture is determined by managers and leaders. Leaders who demonstrate balanced behavior through vacation, not writing after-hours emails or encouraging people to take time off sends good signals that well-being is highly esteemed.
- **Care coordination:** Mental health services to the elderly offer interventions aimed at enhancing their health outcomes.

- **Mental Health and Wellness Programs:** Care coordination Mental health services to the elderly include interventions to improve their health outcomes. Mental health support can be provided by way of resources like counseling services, stress management workshops and wellness programmes which will enable the employees to be resilient. These programs create a healthier and more active work force. The sixth standard is that of clear expectations and boundaries.

Employers must develop clear communication rules, as well as strict no email after 7 PM rules or quiet hours. These limits make employees unwind and get out of work.

- **Recognition and Rewards:** Organizations ought to identify not only performance but also conducts that facilitate equilibrium, e.g., cooperation, compassion, and well-being. When the employees observe that the balance is appreciated, chances of them adopting it are high.

➤ **Personal Strategies of Work-Life Balance**

Organizational policies are very important; however, it is also the responsibility of individuals to take care of their balance. A number of individual tactics can be of great help:

- **Priority and Time Management:** Priorities require good prioritization in which urgent activities are separated out of important ones. Applying such frameworks as the Eisenhower Matrix could assist employees in prioritizing their work and avoiding firefighting on a regular basis.
- **Setting Boundaries:** The ability to say no and have strict boundaries on the working hours is a very important part of preserving personal health. The work and personal life are psychologically separated by boundaries thus avoiding burnout.
- **Mindfulness and Self-Care:** Mindfulness, meditation or basic relaxation methods can assist in the decrease of stress and increase the concentration. The mind and the body are refreshed through self-care routine, which includes exercise or hobbies.
- **Building a Support Network:** Good social network can offer an emotional point of view. Being able to discuss the stress with friends, family, or advisors may reduce the stress and help to become resilient.

➤ **Gender Attitudes towards Work-Life Balance**

The concept of gender still affects the experiences and management of work-life balance among individuals. The research indicates that women, and especially working mothers have

a higher difficulty in balancing between work life and home life because of the traditional gender roles and social norms.

There is however a discussion that is changing. Men are increasingly requesting more participation in family life, which breaks the old archaic stereotypes. Companies are also becoming progressive and offer gender-neutral parental leave, flexible work schedules, and child care to provide a level of equity.

To have a really balanced society, it is necessary to have structural changes that can make both men and women to succeed both at work and at home without feeling guilty or being penalized.

➤ **The contribution of Technology in making the balance**

Although technology has been accused of the creation of imbalance, it could equally be an instrument of restoring the imbalance. Remote work, virtual teamwork, and automation to save time are available only through digital platforms. The point is in the intentional but not reactive use of technology.

As an example, productivity programs could be used to organize the work time effectively, whereas digital wellbeing can be used to monitor the screen time and promote more healthy living habits. The future of work-life balance will be based on the effectiveness in making use of the technology to make people more powerful and not slaves.

➤ **Case Studies and Real-Life examples**

Some of the organizations that have employed work-life balance programs with quantifiable outcomes have been successful. Google provides on-site wellness facilities, work-to-rule schedules, and inventive workplaces as a way of promoting holistic well-being. A four-day week experiment by Microsoft Japan resulted in 40 percent improvement in productivity. Unilever encourages agile working where people are given the opportunity to decide on how, when and where they want to work and this has led to increased satisfaction and retention. These are some examples showing that balance is not merely a human resource program but a strategic investment that leads to innovation and performance.

➤ **Future Projections and New trends**

Along the way with the changing nature of work, the concept of balance will also change. Gig work, digital nomadism, and AI-driven automation will cause changes to the way individuals organize their work and personal aspects. The forthcoming studies should be

aimed at deciphering these changes and coming up with new paradigms that can respond to new realities. Also, there is a shift in values in the society. The younger generations are more flexible, purposeful and mentally healthy than the traditional career hierarchies. Companies who embrace these values will be able to attract and retain talents better.

➤ **Conclusion**

Feeding unity in the work-life balance is not a luxury but a requirement to a long-term success. Real balance is not about flexible working hours or benefits but it's the attitude and culture that considers human well-being in equal measure with productivity. People themselves need to establish limits and focus on personal care, whereas organizations should be able to create an atmosphere that values time, self-sufficiency, and uniqueness. Working and living together in a balanced manner will bring about creativity, building relationships and production of the employees and organizations. Technological innovation is not the only factor that influences the future of work; what would be even more crucial is the capacity to maintain our most precious resource that is the human spirit.

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Understanding Work–Life Balance: Meaning, Evolution, and Relevance



Dr. Mahejabeen A. Haque is an Assistant Professor of Chemistry at Bajaj College of Science, specializing in Inorganic Chemistry. She holds M.Sc., B.Ed., MH-SET, and Ph.D., with 6 years of teaching and 4 years of research experience, and brief industry experience at Maharashtra State Power Generation Company. A Gold Medallist in B.Sc. and M.Sc., she has published 10 research papers, guided 15 M.Sc. projects, and received several academic awards and presentation prizes at national and international conferences.

Abstract

Work-life balance has emerged as one of the most significant psychosocial and organizational concerns of the twenty-first century. With rapid globalization, technological advancement, and changing socio-cultural structures, the boundaries between professional responsibilities and personal life have become increasingly blurred. In India, where work is traditionally viewed not merely as a source of income but as a moral and social duty, the debate on work-life balance assumes unique significance. This article explores the concept of work-life balance, traces its historical evolution, and examines its growing relevance in existing Indian work culture. Special emphasis is placed on the academic profession, the experiences of working women, and the cultural ethos that shapes attitudes toward work and life in India.

Keywords: Work-Life Balance, Indian Work Culture, Women in Workforce, Well-being, Professional Sustainability

Introduction

The discussion on work-life balance has gained unprecedented importance in recent years, particularly in relation to women's participation in the workforce. In today's world, work plays a pivotal role in shaping human life. It defines identity, determines social status, and provides economic security. However, excessive work demands, long hours, role conflicts, and constant connectivity have increasingly challenged individuals' ability to maintain a

healthy equilibrium between professional obligations and personal well-being. This equilibrium, widely referred as ‘work-life balance’, has emerged as a critical necessity in today’s fast-paced world.

As societies evolve and economies expand, women across the world have increasingly stepped into professional roles that were once considered predominantly male domains. In India, this transition has been both remarkable and complex, and the issue of work-life balance holds special relevance. In the Indian society, women are encouraged to pursue education and careers, yet the underlying narrative frequently remains conditional. Professional success is celebrated, but not at the cost of traditional roles. A working woman is expected to excel at her job, contribute economically, and demonstrate ambition, while simultaneously fulfilling household responsibilities with dedication and grace. The success of a woman at work is often measured not only by her professional output but also by how seamlessly she manages her home. This silent benchmark, rarely articulated yet deeply ingrained, creates a continuous pressure that shapes women’s lived experiences.

Simultaneously, expectations within Indian homes continue to be deeply gendered. Despite increasing awareness and dialogue around shared responsibilities, domestic work and caregiving are still largely perceived as women’s duties. Cooking, cleaning, taking care of elders, managing household chores, and upholding social rituals are considered natural extensions of a woman’s role, regardless of her professional workload. Even in progressive households, women often carry the mental load of planning, organizing, and anticipating family needs: an invisible labour that consumes time and emotional energy. Moreover, in academic and professional environments, women frequently encounter the expectation to prove themselves repeatedly.

For women, the concept of work-life balance is not merely about dividing hours between office and home but about navigating expectations that often operate simultaneously and without pause. The boundaries between work and life fade away not because women fail to manage time effectively, but because both spheres demand complete presence and commitment. The cultural glorification of sacrifice further complicates this dynamic. Women who prioritize self-care or personal growth may be subtly judged as self-centred, while those who overextend themselves are praised for resilience and dedication. The rapid advancement of technology has added another layer to this complexity. While digital tools have enabled flexibility, they have also dissolved temporal boundaries. Work emails, messages, and responsibilities now extend into personal spaces, making it increasingly difficult for women

to disengage. Despite these challenges, it is important to recognize the strength, adaptability, and resilience of Indian working women.

The present discussion on work-life balance must therefore move beyond individual coping strategies and address systemic and cultural dimensions. A woman's struggle to achieve balance is not a reflection of poor planning, but an outcome of competing demands placed upon her by both professional and domestic spheres. For women professionals, achieving work-life balance is not about choosing between ambition and fulfilment, but about creating an environment where both can coexist without guilt or compromise.

➤ **Concept of Work–Life Balance**

Work-life balance refers to an individual's capacity to effectively manage professional responsibilities alongside personal, family, and social life. It is not a mechanical division of time between work and non-work domains, but a thoughtful alignment of priorities, physical and emotional energy, and personal values. Work-life balance is both a psychological state and a practical approach to living a sustainable and meaningful life. Contrary to the common misconception that balance implies equal time allocation, work-life balance is better understood as proportional harmony. At different stages of life and career, professional and personal demands may vary in intensity. A young academic, for instance, may devote more time to career building, while later stages may demand greater attention to health, family, or self-reflection. Balance, therefore, is not static; it evolves with changing circumstances and individual needs.

• ***Traditional Understanding of Work–Life Balance***

In its traditional interpretation, work-life balance was conceptualized through the principle of segmentation. Work and personal life were viewed as two distinct and separate spheres, each occupying its own physical and temporal space. Professional activities were largely confined to offices, laboratories, classrooms, or institutions, while family life, leisure, and social interactions took place within the home and community. This clear demarcation made it easier for individuals to disengage from work after office hours and devote time to personal responsibilities and rest.

Such a model was particularly relevant in earlier decades when work schedules were relatively fixed, technological interference was minimal, and professional communication was limited to physical presence. The end of the working day often marked a

psychological closure, allowing individuals to mentally detach from professional roles. In India, joint family systems further supported this separation by distributing domestic responsibilities among multiple members, thereby reducing individual burden.

However, this traditional understanding has become increasingly inadequate in existing times. Rapid technological advancement, digital communication, flexible work arrangements, and performance-driven organizational cultures have significantly blurred the boundaries between work and personal life. The workplace has expanded beyond physical spaces into homes, personal devices, and even moments of rest. As a result, the rigid segmentation model no longer reflects the lived realities of modern professionals, particularly working women.

- ***Current Perspective on Work–Life Balance***

Modern interpretations of work-life balance recognize it as a state of harmony rather than a strict division between work and life. Work-life balance is also understood as a highly subjective experience. What constitutes balance for one individual may not hold true for another. Personal values, family structures, career goals, health conditions, and social environments all influence how balance is perceived and achieved. For instance, an academician, who finds deep satisfaction in teaching and research may willingly invest additional time in work, while another may prioritize clear boundaries to safeguard personal well-being. Neither approach is inherently superior; balance is defined by personal contentment rather than external standards.

Furthermore, work-life balance is increasingly recognized as a dynamic and evolving process. It changes with life stages, professional growth, and shifting responsibilities. Early career phases may involve intense professional engagement, while later stages may demand recalibration to accommodate health, caregiving, or personal aspirations. Life events such as marriage, caregiving for elders, or changes in institutional roles necessitate continuous adjustment. Balance, therefore, is not a fixed achievement but an ongoing negotiation. In Indian, balance is often negotiated rather than planned. Individuals adapt continuously to family expectations, institutional pressures, and societal norms.

➤ **Evolution of the Work-Life Balance Concept**

The concept of work-life balance gained academic and organizational attention in the late twentieth century, particularly in western societies, with the large-scale entry of women into the formal workforce and the rise of dual-income households. As professional and family

roles increasingly overlapped, organizations began to acknowledge that employee well-being was closely linked to productivity, creativity, job satisfaction, and long-term retention. This recognition led to a gradual shift from viewing work and personal life as competing domains to understanding the importance of integrating both for sustainable professional performance.

In India, systematic discussions on work-life balance emerged comparatively later, as traditional joint family systems had long provided informal support for managing professional and domestic responsibilities. However, rapid urbanization, the transition to nuclear families, and intensified academic and professional competitions significantly altered this equilibrium. Extended working hours became normalized, success was increasingly equated with constant busyness, and rest or leisure was often viewed as unproductive. In academia, these changes manifested in heightened expectations for research output, funding acquisition, accreditation requirements, and global competitiveness, thereby intensifying pressures on professionals and reshaping the meaning of balance.

- ***Indian Work Culture and Lifestyle: Philosophical, Social, and Emotional Dimensions***

Indian work culture is deeply shaped by philosophical traditions, social structures, and emotional values that influence attitudes toward work, responsibility, and personal life. Unlike purely transactional models of employment, work in the India is often viewed as a moral and social commitment. This perspective lends dignity and meaning to professional life but also creates expectations of continuous availability, self-sacrifice, and endurance. Understanding these cultural underpinnings is essential to comprehending why issues of work-life balance manifest differently in India compared to western societies.

1. ***Cultural Values and Philosophical Foundations***

Indian philosophical concepts such as *dharma* (duty), *karma yoga* (the path of selfless action), and *seva* (service) play a central role in shaping work ethics. *Dharma* emphasizes the fulfilment of one's responsibilities with sincerity and integrity, encouraging individuals to perform their roles to the best of their abilities. Many Indian professionals take pride in fulfilling their duties diligently, viewing work not merely as a means of livelihood but as a contribution to society. *Karma yoga*, as articulated in Indian philosophical texts, advocates performing work without attachment to personal rewards. When applied positively, professionals are encouraged to focus on the quality of their effort rather than external recognition. However, in present work environments, this philosophy is sometimes misinterpreted or selectively invoked to normalize excessive workloads and discourage legitimate concerns about overwork. The expectation to work tirelessly "without complaint"

can lead individuals to suppress fatigue, stress, and emotional exhaustion. Similarly, the idea of *seva* or service reinforces the belief that work should benefit others and contribute to collective well-being. This is particularly evident in professions such as teaching, healthcare, and public service, where emotional commitment and availability are often considered integral to the role. While this value enriches professional purpose and social impact, it can also impact personal boundaries.

2. Social Expectations and Gendered Responsibilities

Beyond philosophical influences, Indian work culture is strongly shaped by social expectations that extend professional responsibility into personal and community life. Indian professionals are often expected to fulfill multiple roles beyond their formal employment. Family caregiving remains a significant responsibility, involving care for children, elders, and extended family members. Even when professional commitments are demanding, family needs are often treated as non-negotiable, requiring individuals to continuously adjust and accommodate.

Community involvement is another important dimension of Indian social life. Participation in cultural events, religious activities, neighborhood responsibilities, and social functions is often viewed as an essential aspect of being a responsible member of society. While such involvement fosters social cohesion and emotional support, it also adds to the cumulative demands on an individual's time and energy, further complicating the pursuit of work-life balance. Absence or limited participation in social and community gatherings may be perceived as neglect or indifference, placing additional emotional pressure on working individuals.

For women, these expectations are particularly pronounced. Irrespective of professional status, women are often expected to remain emotionally available, nurturing, and responsive to the needs of family members. Even highly accomplished women professionals may find their work commitments secondary to family expectations, and their professional success evaluated alongside their ability to manage domestic responsibilities seamlessly.

This persistent expectation of emotional and caregiving roles, coupled with professional demands, places women at a unique crossroads. While their participation in the workforce has expanded significantly, the redistribution of domestic and emotional labour has not progressed at the same pace. As a result, women often experience intensified role strain, making work-life balance a more complex and deeply personal challenge.

➤ Conclusion

Work-life balance should therefore be viewed not as a compromise, but as an enabler of meaningful work and purposeful living. Work-life balance is no longer an abstract concept but a lived reality influencing professional effectiveness, personal well-being, and societal progress. In India, where work is deeply intertwined with identity and values, achieving balance requires conscious effort at individual, institutional, and cultural levels. For educators, scientists, and academicians, work extends beyond the boundaries of a profession and is often experienced as a vocation grounded in commitment, purpose, and service to society. While such dedication is central to academic excellence, it is increasingly evident that long-term effectiveness and creativity can be sustained only when personal well-being is nurtured alongside the pursuit of knowledge. Intellectual growth flourishes best in an environment where physical health, emotional balance, and inner fulfilment are consciously valued.

“*Yogah karmasu kaushalam*” -Excellence in action arises from balance, is a renowned Sanskrit phrase from the Bhagavad Gita that signifies ‘performing duties with mindfulness, equanimity, and without attachment to results, thereby turning work into a spiritual, skillful, and selfless act.

For academicians, especially women, balance does not imply reducing ambition but sustaining it with wisdom and self-care. A balanced life fosters not only better professionals but also healthier individuals and more humane institutions. As India continues its journey toward global academic excellence, integrating work–life balance into the ethos of education will ensure that progress remains inclusive, ethical, and sustainable.

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Technology, Time, and the Art of Work-Life Synergy



Dr. Revati Bangre is an Assistant Professor at G.S. College of Commerce with over 20 years of academic experience. She holds M.Com., MCM, PGDBM, B.Ed., and Ph.D., and has published 20+ research papers at national and international levels. She also serves as the Coordinator of the B.Com. (Computer Application) Department.

Abstract

In the contemporary digital era, technology has fundamentally transformed the way individuals perceive, manage, and experience time. While technological advancements have enhanced productivity, connectivity, and flexibility, they have also blurred the traditional boundaries between professional and personal life. This research paper explores the evolving concept of *work-life synergy*, moving beyond the conventional notion of work-life balance. It examines how technology influences time management, work practices, and personal well-being, and proposes strategies to harness technology as an enabler of synergy rather than a source of conflict.

Keywords: Technology, Time Management, Work-Life Synergy, Digital Work Culture, Productivity, Well-being.

Introduction

The rapid integration of technology into everyday life has redefined work structures, communication patterns, and temporal boundaries. The rise of smartphones, cloud computing, remote work platforms, and artificial intelligence has made work accessible anytime and anywhere. While these developments offer unprecedented convenience, they often lead to longer working hours and increased work-related stress. Traditionally, the concept of *work-life balance* emphasized a clear separation between work and personal life. However, in a highly connected world, such separation is increasingly impractical. This has given rise to the idea of *work-life synergy*, where work and personal life coexist harmoniously through mindful use of technology and time.

➤ **Technology and the Changing Nature of Time**

Technology has altered the perception of time from a fixed resource to a flexible and dynamic construct. Digital tools enable multitasking, automation, and real-time communication, allowing tasks to be completed faster. However, constant connectivity also creates a sense of urgency and the expectation of immediate responses. Technologies such as email, instant messaging, and collaboration platforms compress time and eliminate natural pauses, often leading to cognitive overload. As a result, managing time effectively in the digital age requires intentional strategies rather than mere efficiency.

➤ **From Work-Life Balance to Work-Life Synergy**

Work-life balance implies an equal distribution of time and energy between work and personal domains. In contrast, work-life synergy focuses on integration, where activities in one domain positively influence the other. For example, flexible work arrangements enabled by technology can allow individuals to attend to personal responsibilities without compromising professional commitments. When used thoughtfully, technology can support autonomy, creativity, and job satisfaction, thereby enhancing overall quality of life.

➤ **Role of Technology in Enabling Work-Life Synergy**

Technology plays a dual role in shaping work-life experiences. On one hand, digital tools such as project management software, virtual meeting platforms, and automation systems improve efficiency and reduce manual workload. On the other hand, excessive screen time, digital distractions, and lack of boundaries can negatively affect mental and physical health. Achieving work-life synergy depends on how individuals and organizations design technology use policies, encourage digital well-being, and respect personal time.

➤ **Challenges to Work-Life Synergy in the Digital Age**

Despite its potential benefits, work-life synergy faces several challenges. These include technostress, information overload, and the erosion of personal boundaries. Remote work, while flexible, can lead to feelings of isolation and burnout if not managed properly. Moreover, unequal access to technology and digital skills can create disparities in work experiences. Addressing these challenges requires a holistic approach involving organizational culture, leadership support, and individual self-regulation.

➤ **Strategies for Achieving Work-Life Synergy**

To foster work-life synergy, individuals can adopt practices such as digital detox, time-blocking, and prioritization of tasks. Organizations can support employees by promoting flexible schedules, outcome-based performance evaluation, and digital well-being initiatives. Training programs that enhance digital literacy and emotional intelligence can further help employees navigate the complexities of modern work environments. Ultimately, the goal is not to reduce technology use, but to align it with human values and well-being.

➤ **Conclusion**

Technology, when aligned with mindful time management and supportive organizational practices, can transform the relationship between work and personal life. The concept of work-life synergy provides a more realistic and sustainable framework for thriving in a digitally driven world. By leveraging technology as a tool rather than a constraint, individuals and organizations can create an environment where productivity, satisfaction, and well-being coexist.

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Emotional Intelligence as a Catalyst for Achieving Work–Life Balance: An Empirical Study



Dr. Sachidanand Junghare is a senior academic with over 30 years of experience in teaching, research, and university administration. He is a Senate Member at Rashtrasant Tukadoji Maharaj Nagpur University and holds Ph.D., M.Phil., M.Com., MSW, M.A. (Political Science), and DBM. A senior faculty in Commerce and Management, he is also an accomplished Ph.D. research supervisor.

Abstract

Professional activities and personal obligations in the modern corporate world have complicated the balance between work and life, thus making the issue more complicated. Emotional Intelligence (EI), as the capacity to identify, judge, manage, and utilise emotions productively, has received a lot of coverage as a psychological resource that facilitates people to cope in challenging situations. The current research aims to examine the relevance of emotional intelligence in regard to work-life balance in working people. Based on the familiar EI theoretical frameworks, the research problem is how significant dimensions, such as self-awareness, self-regulation, motivation, interpersonal effectiveness, and social skills, determine stress management, interpersonal effectiveness, and psychological well-being. The research is performed through a descriptive and explanatory research approach, incorporating the existing empirical and theoretical sources to analyse the relationship between Emotional Intelligence and work-life balance. As the findings stated, higher levels of Emotional Intelligence are associated with reduced work-related stress, greater role integration, increased job satisfaction, and the general quality of life. Moreover, the paper highlights the strategic importance of Emotional Intelligence in an organisational setting, that is, its role in creating emotionally-resilient individuals and conducive working conditions. The research contributes to the growing literature on organisational behaviour and human resource management and offers practical information to scholars, managers, and policymakers who want to find long-term solutions to employee welfare and performance.

Keywords: Emotional Intelligence, Work–Life Balance, Stress Management, Employee Well-being, Organisational Behaviour, Psychological Resilience.

Introduction

The speed of technical advances, globalisation, and the heightened competition have equally made significant impacts on the nature of employment in the modern world. Organisations are increasingly requiring employees to produce more productivity, work more hours, and remain available at any given time. This has led to the blurring of the professional and personal life, which is a problem in work-life balance. Work-life balance is no longer perceived as a personal issue, but as an important corporate and social phenomenon because it is closely connected with the well-being of employees, their job satisfaction, and the achievement of corporate success. Job-life balance is somewhat described as the ability of people to adequately balance job-related responsibilities with their personal, familial, and social life. Disproportion in the work-life areas often leads to adverse outcomes that include emotional fatigue, stress, job burnout, low job performance, and deteriorating mental and physical health. The problems are aggravated in knowledge-driven economies, where job duties are associated with emotional labour and cognitive work. Consequently, the fact that people are able to deal with conflicting job demands with the help of psychological resources has drawn the attention of scientists and practitioners.

Emotional intelligence (EI) is an important psychological instrument. Emotional Intelligence has been defined as the ability to perceive, think, manage and use emotions both on oneself and on others to influence the thinking and behavior. This theory garnered much publicity with the works of Goleman (1995) who pointed out that emotional abilities tend to play larger roles in defining success at the work place and in life in general than cognitive intelligence. Emotional Intelligence also allows the person to be emotionally stable, manage relationships, as well as respond positively to stress so that there is a balance between work and life, which is a must. The fact that emotional intelligence is multidimensional gives it the applicability in the work-life balance. Self-awareness helps individuals to observe the emotional pressure of too many job expectations, whereas self-regulation helps in curbing the negative emotional responses, such as irritation and worry. Motivation can ensure tenacity and goal orientation without exhausting the emotional reserves, whereas empathy and social skills help to build positive relationships at work and in life. People who have higher levels of

Emotional Intelligence are hence in a better position to prioritise the activities, demarcate boundaries, manage the role conflict and maintain psychological well-being.

The relationship between emotional intelligence and work-life balance is getting empirical support. Research indicates that the emotionally intelligent staff members experienced reduced work-related stress and increased job and life fulfilment. Emotional Intelligence has also been found to be resistant to work stress by enhancing adaptive coping skills and emotional stability. Emotionally smart leaders are essential in corporate situations to ensure the provision of favourable working environments that promote flexibility, understanding, and work-life balance among employees.

Although scholarly interest has intensified, the Emotional Intelligence and work-life balance research remains sporadic, particularly among the developing economies and in the new organisational settings. A lot of the existing research is either on the assertion that Emotional Intelligence can predict job success or on the assertion that work-life balance can be caused by organisational policy, often without understanding the underlying psychological processes that may explain the relationship between the two variables. It is this void that justifies integrative studies in the area of Emotional Intelligence as an inner skill that enables individuals to be able to balance work-life needs well despite external organisational constraints. Theoretically, the paper uses the emotional intelligence theory and perceptions of role balancing to understand the effect of emotional skills on the ability of people to manage multiple life roles. Practically, the awareness of this connection is essential to companies that want to enhance the well-being of employees, reduce burnout, and ensure higher retention rates. In the long run, the workforces that are smart emotionally will result in the attainment of better organisational performances and a better society. It is against this backdrop that the present research explores the applicability of Emotional Intelligence when it comes to the acquisition and sustenance of work-life balance. The paper aims to contribute to the existing literature on the field of organisational behaviour, human resource management and occupational psychology through a synthesis of theoretical and empirical evidence and also to offer practical implications to the scholarly community, professionals and policymakers.

- **Emotional Intelligence:** The ability of a person to observe, understand, control, and effectively utilise emotions both in themselves and in others is called Emotional Intelligence (EI). It is essential in guiding the thinking processes, making decisions, as well as human behaviour, particularly in emotionally demanding circumstances. Mayer, Salovey, and Caruso (2004) explain that EI is another form of intelligence, which enhances adaptive functioning and emotional regulation. Goleman (1998)

highlighted that emotional skills such as self-understanding, self-control, empathy and social skills play a significant role in self-efficacy and workplace performance. The great level of emotional intelligence enables individuals to cope with stress, maintain emotional balance, and have healthy relationships, which promote well-being and role management.

- **Work-Life Balance (WLB)** is considered to be the ability of an individual to effectively balance work-related commitments and personal, family, and social commitments. It involves the minimisation of role conflict and the maximisation of pleasure and functioning in life aspects. According to Greenhaus and Allen (2011), the concept of work-life balance refers to the extent to which individuals create a balance between work and non-work aspects regarding time, involvement, and fulfilment. Likewise, Haar et al. (2014) suggest that work-life balance can be successfully achieved, stress is lower, the psychological well-being is enhanced, and job and life satisfaction are higher. It is increasingly acknowledged that work-life balance is of vital importance to the performance of employees, their mental health, and the overall organisational performance in the long term.

➤ **Review of literature**

Goleman (1998) explored the role of emotional intelligence in the business environment and the value of emotional intelligence in dealing with work-related stress and human-to-human success. The paper has recommended that emotional abilities, such as self-awareness and self-control, enable individuals to react positively to workplace demands to reduce emotional exhaustion. Goleman stressed that emotionally intelligent individuals can potentially balance work and personal life requirements by effectively controlling emotions and relationships. The research provided some baseline on the ways emotional intelligence facilitates the work-life balance indirectly through the enhancement of resilience, decision-making, and emotional stability in situations involving high pressure at work.

According to Greenhaus, Collins and Shaw (2003), work-life balance was the extent of the equal interest and satisfaction of activities and work in the job and family. Their experimental study revealed that role conflict, emotional tension, and reduced life satisfaction are the results of an unequal distribution between work and non-work worlds. Even though EI was not directly measured, the authors identified the relevance of individual coping strategies and emotional regulation in the management of different roles. The research is notable in that

it will set a theoretical basis for the connection between emotional management and psychological resources on work-life balance outcomes that will be instrumental in the further incorporation of emotional intelligence frameworks.

Mayer, Salovey, and Caruso (2004) suggested a full capacity-based definition of emotional intelligence, which is the aptitude to observe, perceive, handle, and utilise emotions effectively. Their observations highlighted the fact that emotional intelligence is a special form of intelligence that enhances adaptive performance in tough situations in life. The authors argued that people who possess good emotional intelligence possess a better set of skills in emotional control and stress management. These are attributes that directly relate to work-life balance since they enable individuals to manage the emotional burden of competing roles of work and personal life to a better degree.

Bar-On (2006) came up with the emotional-social intelligence paradigm and proved the implications of the paradigm on the psychological well-being and stress reduction. The study further states that individuals who have greater emotional intelligence are more flexible, can better tolerate stress and are also happier with their lives. Bar-On emphasised that emotional intelligence helps in avoiding work stress and burnout. The results demonstrate that emotionally intelligent individuals have an improved capacity to juggle between job and personal requirements. This research is particularly important as it experimentally establishes the role of emotional intelligence in enhancing well-being, which is one of the most important elements of the best work-life balance.

In a cross-national study of work-life balance and its consequences under different cultural conditions, **Haar et al. (2014)** conducted the research. The research found that work-life balance is significantly related to job satisfaction, life satisfaction and reduced levels of stress. The authors also highlighted the significance of human resources, including emotional containment and mental toughness, in the creation of work-life balance. Even though emotional intelligence was not tested directly, the research paper noted the importance of emotional skills in the work-life balance. This paper justifies the use of emotional intelligence as a significant individual level predictor of work-life balance.

➤ **Objectives of the study**

- To study the theoretical foundation of emotional intelligence and work-life balance.
- To study an empirical study of the association between Emotional Intelligence and Work-Life Balance in working professionals.

- To study the impact of personal elements of emotional intelligence (self-awareness, self-regulation, motivation, empathy, and social skills) on work-life balance.
- To study the impact of emotional intelligence on stress, work satisfaction, and psychological well-being.
- To suggest the policy and management recommendations to enhance Work-Life Balance through Emotional Intelligence treatment.

➤ **Research methodology**

- **Research Design:** The research design used in the study is descriptive and explanatory, which is aimed at investigating the causal relationship between Emotional Intelligence and Work-life balance.
- **Sources of Data:** The research is founded on the secondary information gathered through the use of peer-reviewed journals, doctoral theses, and conference proceedings, as well as authoritative books about Emotional Intelligence, organisational behaviour, and occupational psychology.
- **Variables of the Study:** Emotional Intelligence
In the case study,
Dependent Variable: Work Life Balance.
Intervening Variables: Stress, job satisfaction, and psychological well-being.
- **Analytical Tools:** The synthesis of existing empirical studies has been done by using content analysis and comparative analysis techniques.

➤ **Emotional intelligence and work life balance**

Emotional Intelligence (EI) is crucial in enabling individuals to manage the conflicting demands of work and personal life effectively. Emotional competencies help the person in modern and demanding work environments that are complex and highly connected, remain psychologically stable and harmonised. People who know how to manage their emotions can cope with stress, prioritise, and lead a healthy life. Consequently, Emotional Intelligence is a good psychological asset for acquiring and maintaining work-life balance.

➤ **Significant Splits of Emotional Intelligence in Work-Life Balance**

- **Self-Knowledge:** Self-knowledge enables individuals to identify their moods, stress and personal limits. Those who are aware of the effects of job demands on their

feelings will be in a position to take remedial actions in time. The awareness assists in identifying signs of burnout and inequality at an early stage. As a result, people can make informed decisions regarding their jobs and personal duties. The concept of self-awareness forms the basis of work-life balance maintenance.

- **Self-Regulation:** Self-regulation refers to the ability to control and deal with negative emotions such as anger, anxiety and irritation. Emotionally stable individuals are responsive to job pressures, unlike those who respond impulsively. This emotional discipline restricts job stress from being transferred to home life. Therefore, individuals are able to maintain emotional balance in their work and personal life.
- **Stress Management:** Emotional Intelligence enhances the efficiency of an individual when handling work stress. Emotionally intelligent individuals can be able to identify difficulties and apply adaptive coping skills. They are also stronger and can hardly be emotionally exhausted. Stress management promotes achievement in work in the long term without endangering the well-being of the person.
- **Time and Priority Management:** EI assists individuals in making superior choices regarding time distribution, as well as job priority. EI individuals can differentiate between emergency and important jobs. This transparency guards against overcommitment and work pressure. Employees who give time to what is right can have proper time for their personal lives and family life.
- **Empathy and Interpersonal Relationships:** Empathy assists individuals in understanding and acting accordingly about the feelings of others. Good human relationships within the workplace reduce tension and stress. Positive relationships aid in the establishment of a good working environment. This support network plays a very important role in ensuring a healthy work- life balance.
- **Psychological Well-Being:** The first direct impact of EI on psychological well-being is that it results in increased emotional stability and pleasure in life. Individuals with high degree of EI are more positive and robust. It is a pleasant mental condition and makes one manage all the obligations in his life. Thus, mental health is the result and power of work-life balance.

➤ **Findings of the study**

- **Positive Correlation between Emotional Intelligence and Work- Life Balance:** The research finds out that emotional intelligence and work-life balance are positively

correlated. Employees will be capable of working and taking up their own responsibilities with increased emotional intelligence. This implies that emotive skills play a major role in role harmony process. The conclusion also gives credit to the past studies that have addressed EI as a useful psychological asset.

- **Importance of Self-Awareness to Work Pressure Management:** The results have revealed that self-awareness is rather helpful in helping people to appreciate the emotional burden caused by the work pressure. When human beings can identify the causes of stress at very early stages, then they can react in response to stress through taking corrective measures. This reduces the chances of emotional burnout and exhaustion. This leads to the accumulation of self awareness as an element of work-life balance that is so relevant.
- **Self-Regulation Minimises the Work-to-Life Spillover:** The researchers discovered that the high self-regulators would spill over work stress less in their personal lives. The emotion regulation is capable of assisting in achieving the problem of peaceful response to work-related issues. This decreases the family and social tension. This is because self-regulation process assists to become emotionally stable in every facet of life.
- **Emotional Intelligence Makes Resilience to Stress:** It is found out that emotionally intelligent individuals employ coping adaptation strategies when they take the task of coping with stress at the workplace. They are emotionally sound and strong willed. This will not impair productivity whilst the mental health is unaffected. It then becomes a significant aspect that correlates EI and work-life balance with effective coping in stress.
- **Interpersonal Relationships and Better Work-Life Balance:** It turned out that the relationship in the workplace may be improved with the help of empathy and social skills as they will help to prevent personal conflicts. A good working relationship helps to lower the degree of emotional strain as well as increase job satisfaction. Good social networks in the work place enhance smooth transfer of the work and family roles. This is what keeps a balance in work/life all round.
- **Contribution to Psychological Well-Being and Life Satisfaction:** The researchers concluded that the emotional intelligence moderates the psychological well being and the overall satisfaction in life. The burnouts are fewer than those of the emotionally intelligent persons and to top it all they are resistant to emotional stress. This is a

psychological balance that guarantees a work-life long term balance. The argument involves EI as a predictor and a product of well being.

- **Implications of Emotional Intelligence in Organisations:** The article reveals that the work life balance among the company employees is higher in organisations that embrace emotional intelligence through training and accommodating the management. Such circumstances minimise absenteeism and stress turnover. Work environments that are emotionally intelligent enhance profitability of the corporate performance in the long run. This is an illustration of how EI is strategically used in human resources.

➤ **Discussion**

The results of the study result in the significance of emotional intelligence that should be used to enhance the work-life balance of working professionals. People with higher levels of emotional intelligence are more self-aware and self-regulated and can easily manage the work stress and prevent emotional spillage in their personal lives. The emotional skills also prove desirable in enhancing adaptive coping and psychological resilience that is also required to guarantee role harmony in stressful working environments. Moreover, emotionally intelligent individuals create a good human relationship and this reduces the conflict in the workplace and enhances well being. The results are in line with the related literature that has already conducted prior research and determined Emotional Intelligence as a helpful psychological tool in the process of preserving work-life balance and worker well-being (16,17).

➤ **Conclusion**

The current paper reveals that Emotional Intelligence is vital and critical in the establishment and maintenance of work-life balance at present-day corporate environments. The statistics show clearly that the higher the degree of emotional intelligence that an individual possesses, the better it will be with regard to confronting the stresses at the work place, managing their emotions and being in a position to create a balance between their work and personal lives. Emotional competencies that are of great significance in self-awareness and self-regulation help people to recognize emotional strain and respond positively to job-related stress that reduces burnout and emotional exhaustion. More importantly, empathy and social ability increase positive interpersonal communication that lessens conflict and increases emotional support at work place and personal life. Another finding of the authors was that emotional

intelligence positively affects psychological well-being, work and overall life satisfaction to a large extent. Organisational training and leadership practices will probably be motivated to promote emotional intelligence that results in organisations establishing friendlier work environments and staff union and improvement. Generally, one can draw the conclusion that the paper emphasises the importance of emotional intelligence as a personal skill and a strategic organisational resource that could be used to achieve long-term employee welfare.

➤ **Implications and suggestions**

- **Incorporating Emotional Intelligence into HRs:** The company is advised to incorporate Emotional Intelligence evaluations in their recruiting, selection, and promotion processes. Emotionally capable persons can be hired to reduce stress levels in the workplace and increase work-life balance. Those individuals who can cope with emotional demands can be determined using EI-based tests. This practice can enhance the effectiveness of the organisation over time.
- **Training and Development Programs on Emotional Intelligence:** Frequent training programs ought to be applied to assist the staff to gain emotional skills like self-awareness, self-regulation, and empathy. Emotional resilience can be developed through workshops, therapy sessions, and coaching. Staff who have enhanced EI capabilities can deal with workplace stress. These steps assist in the provision of work-life balance in the long term.
- **Supportive and Emotionally Intelligent Leadership:** Leaders are supposed to be trained to demonstrate emotionally intelligent behaviour. Compassionate leadership enhances trust, open communication, and psychological protection. The supportive leaders help the workers through role conflicts and emotional stress. This type of leadership promotes a culture of a healthy work-life.
- **Organisational Policies for Fostering balance between work and life:** Flexibility in work arrangements in the form of flexible hours, remote working, and leave should be encouraged by organisations. Policies that are emotionally informed consider the personal and family needs of the employees. The methods aid in the reduction of role conflict and emotional pressure. Good policies enhance the happiness and well-being of employees.
- **Pay attention to the Psychological Well-Being of the Employees:** Organisations should pay attention to those factors that contribute to the mental and emotional

health. It is possible to introduce wellness and employee help services as well as stress management programs. Employees who are healthy are more energetic and good employers. The strategy improves individual and company performances.

- **Future Research Scope:** In the future research, the correlation between Emotional Intelligence and Work-Life Balance can be established through empirical research and using primary data. The longitudinal and cross-cultural study can give more specific information. Other mediating variables that the scholars can analyze include stress and job satisfaction. This will add to the available knowledge.

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Igniting Purpose: Integrating Work and Life Through Spiritual Wisdom



Mr. Umesh Wagh is an Assistant Professor in Management with an MBA in Marketing and Finance, actively involved in teaching, research, and academic administration. He has published two Scopus-indexed research papers, with two more under review, and has authored one book and holds one registered patent. He also serves as the Placement Cell Coordinator for the MBA programme, handling industry relations, placements, and student employability initiatives.

In today's professional world, the idea of work-life balance has become very common. Companies talk about it, seminars focus on it, and individuals keep trying to achieve it. Still, many people feel stressed and divided. They feel pulled between career goals and family responsibilities, between office pressure and personal peace.

Maybe the real problem is not about managing time better. Maybe it is about how we see life. We often treat work and personal life as two separate parts fighting for our attention. But from a spiritual point of view, they are not enemies. They are connected parts of one whole life.

➤ **The Sacred Offering of Effort**

In ancient Indian teachings like the Bhagavad Gita, work is not just a way to earn money. It is also a way to grow as a person. The idea of Karma Yoga teaches that when we do our duties sincerely and without always worrying about results, our work becomes meaningful. This way of thinking changes everything. Work is not separate from life. Responsibility is not a burden but a chance to improve ourselves. Effort is not just tiredness; it is a contribution. When we work with clear intention and honest purpose, even simple tasks feel important.

➤ **From Division to Integration**

The word “*balance*” sometimes suggests that work and life are fighting each other. But spiritual understanding tells us to connect them, not divide them. Our career goals should match our personal values. When what we do at work reflects who we are as a person, we

feel more peaceful. Life can be compared to one single flame. Career, family, health, and personal growth are not different flames. They are different parts of the same light. When one area grows in a healthy and ethical way, it supports the others too. To bring this connection, we need clarity about our values, proper priorities, emotional control, and regular self-reflection. Without inner clarity, no timetable can give real peace.

➤ **Work as a Path of Growth**

Great thinkers like Swami Vivekananda believed that work helps us grow. Through challenges, deadlines, and teamwork, we learn patience, discipline, leadership, and confidence.

Instead of asking whether work is disturbing our life, we should ask what work is teaching us. Every difficulty can help us become stronger and wiser. When we look at work in this way, it becomes more than a job. It becomes a learning journey.

➤ **The Role of Inner Alignment**

Real harmony comes when three things are connected: our purpose, our values, and our presence. We should know why we are doing our work. We should make sure we are doing it in the right way. And we should be fully focused in the present moment. When these three are not aligned, stress increases. When they are aligned, life feels smooth and meaningful. If someone runs behind money but ignores relationships or ethics, imbalance will happen. But when success is built on strong values, it brings satisfaction instead of pressure.

➤ **Nurturing the Inner Flame**

Just like a fire needs fuel to keep burning, we need inner strength to continue working with energy. Spiritual habits are not extra activities; they are necessary for long-term success. Simple practices such as daily reflection, being thankful, mindful breathing, spending quality time with family, and making ethical decisions can keep us mentally strong. These small habits protect our peace while we chase our goals.

➤ **Redefining Success**

Many people measure success only through salary, position, and promotions. But true success is bigger than that. Success means growing as a good human being. Achievement is valuable only when it matches our character. Real prosperity includes peace of mind. When our work

helps us grow personally and our personal values guide our professional decisions, life becomes more meaningful.

➤ **Conclusion: Living in Wholeness**

Bringing work and life together is not just a technique; it is a way of thinking. It means understanding that every meeting, every responsibility, and every relationship is part of one complete life journey.

When our actions are guided by purpose and supported by integrity, there is no conflict between career success and personal happiness. There is only wholeness. By looking at life through this spiritual understanding, we do not just manage our roles better. We become better human beings—clear in thought, strong in values, and calm in mind.



Role of Self-Awareness in Managing Work-Life Expectation



Ms. Payal R. Sorte is an Assistant Professor in B.Com (Computer Application) at G. S. College of Commerce, Wardha, with 8 years of teaching experience. She holds an MCM and B.E. from RTMNU and a Diploma in Computer Engineering from MSBTE, and has attended various national workshops on teaching skills and technology.

Abstract

Self-awareness fosters clarity regarding one's strengths, weaknesses, values, and goals, which enables individuals to make informed career choices aligned with their interests and aspirations. When individuals have a deep understanding of their skills and preferences, they are more likely to pursue careers that resonate with their intrinsic motivations and personal values. Consequently, they are more likely to experience fulfilment and satisfaction in their chosen professions, leading to higher levels of job satisfaction. Moreover, self-aware individuals are better equipped to navigate workplace challenges and interpersonal dynamics effectively.

Introduction

“Knowing yourself is the beginning of all wisdom.” – Aristotle

Self-awareness is the foundation of managing stress and creating balance. It's the lens through which one has to view one's strengths, weaknesses, emotions, and behaviours. Imagine trying to navigate a forest without a map— might wander. Self-awareness is that map, helping recognise where he/she stands and how to move in the direction that serves them best.

Research from *Frontiers in Psychology* reveals that self-awareness improves emotional regulation and decision-making, critical tools for balancing work and life demands. When one is self-aware:

- **Recognizing energy-draining habits and replacing them with recharging ones:** When you're self-aware, you notice patterns in your behavior and how they affect your energy. For instance, if scrolling social media late at night leaves you feeling tired, self-awareness helps you prioritise rest. You realize that scrolling on social media late at night makes you sleep less and feel exhausted the next day. Instead of doing that, you choose to set your phone aside earlier and go to bed on time or read a book. This small change helps you wake up feeling refreshed and more focused.
- **Communicating your needs to build stronger relationships:** Self-awareness helps you understand your limits and express them clearly to others. This prevents burnout and resentment. You communicate your needs effectively, creating stronger relationships at work and at home. As the saying goes, "You can't pour from an empty cup." By knowing your limits, you ensure you can give your best to others. At work, you notice you're overwhelmed with tasks. Instead of staying silent and stressing out, you tell your manager you need help or more time. At home, you ask for quiet time when you're mentally tired. By doing this, you protect your energy—because, as the saying goes, *you can't pour from an empty cup*.
- **Making choices aligned with your values and priorities:** When you know what truly matters to you, your decisions feel more meaningful and stable. You make choices aligned with your values and priorities. This alignment keeps you grounded, much like the roots of a tree that help it withstand the strongest winds.

If family is a top priority, you may choose to decline extra work hours so you can spend time with loved ones. This alignment keeps you grounded, just like a tree whose strong roots allow it to stand firm even during strong winds.

Self-awareness helps you manage your energy, communicate better, and live in a way that reflects who you truly are. By recognizing their emotions, reactions, and behavioural patterns, they can regulate their responses to stressful situations and conflicts constructively. This emotional intelligence enhances their ability to communicate, collaborate, and resolve conflicts with colleagues, thereby fostering positive work relationships and a supportive work environment. Such interpersonal skills are integral to job satisfaction, as positive interactions with coworkers contribute to a sense of belonging and camaraderie in the workplace. Furthermore, self-awareness facilitates continuous self-improvement and professional growth, as individuals are more inclined to seek feedback, reflect on their performance, and pursue learning opportunities. By acknowledging areas for development and actively working to enhance their skills and

competencies, self-aware individuals are better positioned to achieve their career objectives and advance in their chosen fields. This sense of progress and achievement is closely linked to job satisfaction, as it reinforces a sense of competence and fulfilment in one's professional endeavours.

- **How to Cultivate Self-Awareness:** It starts with small, consistent steps:
- **Daily Reflection:** “An unexamined life is not worth living.” – Socrates Spend 5–10 minutes at the end of each day reflecting on what brought you joy and what caused stress. This practice sharpens your focus and reveals patterns. As the *Mindfulness in Practice Journal* suggests, regular reflection creates a deeper connection between your thoughts, feelings, and actions.
 - **Emotional Check-ins:** “Feelings are like waves; we can’t stop them from coming, but we can choose which ones to surf.” – Jonatan Mårtensson Pause throughout the day and ask, “How am I feeling right now?” Recognizing and naming your emotions can help you respond rather than react, reducing stress and improving decision-making.
 - **Set Boundaries:** “Boundaries are the distance at which I can love you and me simultaneously.” – Prentis Hemphill Understanding your limits helps you create space for what matters most. Research from Harvard Business Review shows that self-aware individuals are better at maintaining boundaries, preventing burnout, and nurturing balance.

The alignment between work and life balance is often misunderstood as a constant juggling act where every role receives equal time and attention. In reality, true balance is not about *doing everything*—it’s about *doing what matters most*, at the right time, and with intention.

Think of life as a symphony. Each instrument represents a different domain—career, family, health, friendships, personal growth, and rest. If one instrument plays too loudly or too often, it overwhelms the others and disrupts the music. Harmony doesn’t come from silencing any instrument; it comes from knowing *when* each should lead and *when* it should support. In the same way, work and personal life don’t compete—they complement each other when they are aligned.

At the heart of this alignment is **self-awareness**. As Daniel Goleman, author of *Emotional Intelligence*, states, “*Self-awareness is the cornerstone of emotional intelligence.*” When you understand your values, limits, strengths, and emotional triggers, you are better

equipped to make intentional choices. Instead of reacting to external pressures—deadlines, expectations, or societal definitions of success—you respond based on what genuinely matters to you.

Self-awareness helps you recognize when work is energizing and meaningful, and when it begins to drain your mental, emotional, or physical well-being. This awareness empowers you to set boundaries without guilt, prioritize rest without feeling unproductive, and say “no” to commitments that don’t align with your core values. Rather than striving for a perfect balance every day, you learn to adjust your focus across different seasons of life.

Aligned work–life balance also enhances performance and fulfillment. When personal needs are honored, you bring greater focus, creativity, and emotional presence to your work. Likewise, when work aligns with your purpose, it can become a source of growth and satisfaction rather than stress. This coexistence creates a positive cycle where success in one area supports well-being in another.

Ultimately, alignment is a deeply personal process. What matters most will differ from person to person—and even change over time. The key is not perfection, but awareness. When you understand yourself, you become the conductor of your own symphony, ensuring that each part of your life plays in harmony, creating a rhythm that feels balanced, meaningful, and sustainable.

The Alignment Between Work and Life Balance isn’t about doing it all; it’s about doing what matters most. It’s like a symphony—each instrument represents a part of your life. When everything plays in harmony, the music resonates beautifully.

As Daniel Goleman, author of *Emotional Intelligence*, reminds us: “Self-awareness is the cornerstone of emotional intelligence.” When you understand yourself, you create a life where work and personal priorities coexist harmoniously.

➤ **Conclusion**

Self-awareness is key to managing stress and achieving balance. When you understand yourself, you empower yourself to thrive in both work and life.

Self-awareness is the foundation of wisdom, emotional intelligence, and balanced living, as emphasized by thinkers like Aristotle and Daniel Goleman. It acts as a guiding map, helping individuals understand their emotions, strengths, limits, and behaviors. Research shows that self-awareness enhances emotional regulation, decision-making, and stress management, which are essential for balancing work and personal life. By recognizing energy-draining

habits, communicating needs clearly, and making value-driven choices, individuals protect their well-being and build stronger relationships. Self-awareness also supports professional growth, job satisfaction, and positive workplace interactions. Cultivated through reflection, emotional check-ins, and healthy boundaries, it enables intentional living. Ultimately, work-life balance is not about doing everything equally, but about aligning actions with what matters most. When aligned, life functions like a symphony—harmonious, meaningful, and sustainable.



Nurturing Harmony in Work–Life Balance



Ms. Kajal Arvind Vairagade is an Assistant professor at G.S. College of Commerce. A dedicated and responsible individual with a postgraduate degree in Commerce and professional qualification in Education, possessing nearly three years of experience and a strong commitment to teaching, learning, and academic development.

In today's busy world, many people struggle to manage their work and personal life at the same time. Deadlines, meetings, family duties, social expectations, and personal goals can all compete for attention. When everything feels urgent, it becomes difficult to stay calm and focused. That is why nurturing harmony between work and life is so important. Work–life balance is not about dividing your time equally between office and home. It is about feeling stable, satisfied, and in control of your responsibilities. Some days work may need more attention. Other days your family, health, or personal interests may come first. True balance means adjusting when needed without feeling guilty or overwhelmed.

➤ Understanding Harmony Instead of Perfection

Many people think balance means perfection. They believe they must succeed at work, spend enough time with family, exercise daily, maintain friendships, and still have time for hobbies. This expectation creates pressure. Harmony is different. Harmony means things may not always be equal, but they work together peacefully. Just like music, different sounds combine to create a pleasant result. In the same way, work and life can support each other instead of competing. When you stop chasing perfection and start aiming for harmony, you reduce stress and increase satisfaction.

➤ Setting Clear Priorities

The first step toward balance is knowing what truly matters to you. Without clear priorities, everything feels equally important.

- What are my top three goals in life right now?
- What responsibilities cannot be ignored?
- What activities make me feel happy and healthy?

When you understand your priorities, decision-making becomes easier. You will know where to invest your time and energy. This prevents unnecessary commitments that drain you.

➤ **Managing Time with Awareness**

Time management is not about filling every minute with activity. It is about using time wisely. Here are simple ways to manage time better:

- Plan your day the night before.
- Make a short to-do list with realistic tasks.
- Focus on completing one task at a time.
- Avoid distractions when working.

Small changes in how you organize your day can make a big difference. When your work time is productive, you can relax more during personal time.

➤ **Creating Healthy Boundaries**

Boundaries protect your personal space and mental health. Without boundaries, work can enter your home life and disturb your peace.

- **You can create boundaries by**
 1. Setting fixed work hours when possible.
 2. Avoiding work emails late at night.
 3. Letting colleagues know your availability.

- **Boundaries are not selfish**

They are necessary. When you protect your energy, you perform better in all areas of life. Taking Care of Your Health Physical and mental health are the foundation of work–life harmony. Without good health, it is hard to manage responsibilities.

➤ **Simple habits can improve well-being**

- Sleep for 7–8 hours regularly.
- Drink enough water.
- Exercise at least a few times a week.

Even 20 minutes of daily movement can reduce stress and increase energy. When your body feels strong, your mind becomes clearer.

➤ **Learning to Say No**

One of the biggest challenges in maintaining balance is over commitment. Many people say yes to extra tasks because they want to please others or prove their ability.

However, saying yes to everything often leads to exhaustion.

- It is okay to say no when.
- The task does not match your priorities.
- You need time for rest.

Saying no politely shows self-respect. It helps you focus on what truly matters.

➤ **Being Present in Each Role**

Many people carry work stress into their home, and personal worries into the workplace. This reduces the quality of both areas.

- **Try to be fully present wherever you are:**
 1. At work, focus on your tasks.
 2. During rest, allow yourself to relax without guilt.

Mindful presence improves relationships and increases productivity. When you are mentally present, even short moments become meaningful.

➤ **Building Supportive Relationships**

You do not have to manage everything alone. Support from family, friends, and colleagues makes a big difference. Share your challenges with trusted people. Ask for help when needed. Offer help when you can. Strong relationships provide emotional comfort and practical assistance.

➤ **Managing Stress in Healthy Ways**

Stress is part of life, but how you handle it matters. Healthy stress-management techniques include:

- Taking deep breaths during pressure.
- Writing down your thoughts.
- Listening to calming music.

Avoid unhealthy coping methods such as overeating, lack of sleep, or ignoring problems. Facing stress calmly builds resilience.

➤ **Making Time for What You Love**

Work is important, but it should not replace joy. Hobbies and personal interests bring creativity and happiness into life. Whether it is reading, gardening, painting, cooking, or playing a sport, make time for activities that refresh your mind. These moments improve mood and prevent burnout.

Even one hour a week dedicated to a hobby can improve overall satisfaction.

➤ **Letting go of guilt is important for a healthy work–life balance**

You may feel bad for not giving equal time to work and family, but no one can be perfect in every role. Do your best with the time you have. Forgive yourself, learn from mistakes, and keep moving forward positively.

➤ **Conclusion**

Creating harmony between work and personal life is an ongoing journey, not something you achieve once and for all. It needs awareness, simple planning, and regular self-care. When you set clear priorities, manage your time wisely, create healthy boundaries, and take care of your health, you build a life that supports both success and happiness. Balance does not mean giving equal time to everything every day. It means feeling calm, focused, and satisfied overall. Start with small steps like adjusting your schedule or taking short breaks. Over time, these simple actions help you live and work peacefully.



Redefining Work-Life Boundaries in the Modern World



Ms. Rutuja Ingole is an Assistant Professor at G.S. College of commerce. A dedicated educator holding M.Sc. and B.Ed. qualifications, with 1 year and 9 months of teaching experience. She is committed to effective teaching, student development, and continuous learning, with a strong focus on academic excellence and classroom engagement.

Abstract

In today's fast-moving digital era, the boundaries between professional responsibilities and personal life have become increasingly unclear. Constant connectivity, rising expectations, and social pressures have reshaped how individuals experience work and well-being. This article explores work-life boundaries through personal reflection, professional experience, and a gender-sensitive perspective. It highlights how mental peace, emotional support, and shared responsibility are essential for achieving balance. Rather than promoting perfection, the article emphasises maturity, communication, and human understanding as the foundation of sustainable work-life integration.

Introduction

The modern world operates at a relentless pace. Professional goals, academic achievements, and social expectations often dominate daily life, leaving little space for emotional well-being. Technology has removed fixed working hours, allowing work to enter personal spaces at any time. While this flexibility offers convenience, it has also blurred the line between professional duties and personal peace. Success today is often measured through productivity and visible outcomes. However, true success extends beyond achievements. It includes mental stability, emotional satisfaction, and inner peace. Without clear boundaries, even meaningful work can become exhausting. Therefore, redefining work-life boundaries has become essential, not optional, in the modern world.

➤ **When Work and Expectations Become Overwhelming**

Many students and professionals, especially those who are earning while learning, face immense pressure to perform in multiple roles simultaneously. Despite sincere effort, progress does not always follow a fixed timeline. When results are delayed, frustration and self-doubt arise. Over time, this emotional strain affects mental health and motivation.

Work and education should function as pathways toward growth and self-confidence. However, when combined with constant pressure and unrealistic expectations, they can feel intrusive. Mental peace gradually weakens, and individuals may feel emotionally drained. Balance becomes difficult when effort is measured only by speed rather than sincerity.

➤ **Technology: Helpful Tool, Limited Support**

Digital tools such as emails, messaging platforms, and online task systems play a crucial role in modern work culture. They improve efficiency and enable multitasking. However, they also demand constant availability, reducing personal space and silence.

Although technology supports work processes, it cannot replace human empathy. Emotional breakdowns cannot be resolved through screens. Only human presence, understanding, and conversation can provide emotional comfort. Excessive dependence on digital communication reduces emotional bonding and weakens trust. Technology should assist human needs, not replace human connection.

➤ **The Teacher's Perspective: Emotional and Professional Balance**

Teaching is not limited to academic instruction. Teachers engage emotionally with students, listen to their concerns, and often absorb stress from their surroundings. Along with professional responsibilities, this emotional involvement can become overwhelming without boundaries. From a professional teaching perspective, maintaining honesty, clarity, and positivity helps preserve mental peace. Completing work with sincerity, avoiding unnecessary negativity, and maintaining respectful communication contribute to emotional balance. When work is approached with enjoyment rather than pressure, it becomes fulfilling instead of exhausting.

➤ **The Gendered Reality of Balance**

Being a woman in the modern world often means managing multiple expectations simultaneously. Even today, women are expected to balance career growth, family

responsibilities, emotional availability, and social roles. While society encourages women to achieve professionally, it also sets boundaries related to age, marriage, and future responsibilities.

This contradiction creates emotional pressure. Growth takes time, and timelines differ for everyone. When women are expected to achieve everything within fixed boundaries, balance becomes difficult. The challenge is not the responsibility itself, but the lack of flexibility and understanding surrounding it.

Balance is possible, but it cannot be forced. It requires a shift in mindset — from assigning fixed roles to sharing responsibility. When families, colleagues, and institutions support growth without urgency, women can pursue both personal and professional goals with confidence.

➤ **Multitasking, Maturity, and Emotional Strength**

Women are often praised for multitasking, and while managing multiple responsibilities can be empowering, it should not become an obligation. Doing many things simultaneously is possible at times, but it should not come at the cost of emotional well-being.

Maturity plays a vital role in maintaining balance — maturity to understand others, maturity to communicate clearly, and maturity to accept limitations. Emotional intelligence is as important as professional skill. People who value peace, respectful communication, and emotional safety create healthier environments for themselves and others.

➤ **The Need for Peace and Honest Communication**

Mental peace is not achieved through isolation or silence, but through meaningful communication. Open, straightforward, and respectful dialogue reduces misunderstandings and emotional stress. When individuals feel heard and supported, balance becomes achievable.

Seeking peace does not mean avoiding responsibility. It means choosing clarity over confusion and honesty over pressure. Human connection, empathy, and understanding remain the strongest support systems in an increasingly digital world.

➤ **What Should We Do?**

Rather than expecting perfection, society must focus on creating supportive environments. Balance cannot exist without understanding. Families, workplaces, and educational

institutions should encourage growth without imposing rigid timelines. Emotional support, shared responsibility, and open communication allow individuals to progress at their own pace.

True empowerment lies not in doing everything alone, but in knowing when to seek support and when to pause. When maturity guides actions and peace becomes a priority, work-life balance transforms from a struggle into a sustainable way of living.

➤ **Conclusion**

Work-life balance is not about managing everything perfectly; it is about living consciously. In a world of constant demands, redefining boundaries protects mental peace and emotional health. Balance becomes possible when expectations are realistic, responsibilities are shared, and communication is honest.

When work is performed with sincerity and enjoyment, and when individuals are supported rather than pressured, professional life becomes meaningful. Ultimately, harmony between work and personal life is achieved not through control, but through understanding, maturity, and peace.



Mindful Practices for a Balanced Work-Life Success



Ms. Shraddha Suroshe is working as Assistant Professor at G. S. College of Commerce, Wardha, she has completed her masters in Commerce, with research interests in economics and contemporary business issues. She is actively involved in academic research, student mentoring, and development activities. She is also a good badminton player.

Abstract

This paper explores the role of mindful practices in fostering balanced work-life success within modern organizational environments. Using a qualitative synthesis of existing scholarly literature, the study examines how mindfulness-oriented practices influence employee well-being, emotional self-regulation, work-life balance, and organizational sustainability. The review integrates insights from empirical and conceptual studies to identify key practices, including mindfulness meditation, self-regulation techniques, and supportive workplace policies that strengthen psychological resources and job satisfaction. The findings indicate that the adoption of mindful practices contributes to healthier organizational cultures, enhanced employee productivity, and more sustainable work environments. The paper also highlights limitations in existing research and proposes directions for future scholarly inquiry.

Keywords: Mindfulness; Work-Life Balance; Employee Well-being; Organizational Culture; Sustainable Work Practices.

➤ Introduction

Contemporary work environments are increasingly shaped by intensified workloads, constant digital connectivity, and rising performance expectations. These conditions often blur the boundaries between professional responsibilities and personal life, leading to elevated stress levels, burnout, and declining job satisfaction among employees. As a result, organizations

are seeking approaches that support employee well-being without compromising performance.

In this context, mindfulness has gained attention as a constructive psychological approach for managing workplace pressures. By cultivating present-moment awareness and reflective attention, mindfulness supports emotional regulation, stress management, and more deliberate responses to work demands. Within organizational settings, mindful practices have been associated with improved concentration, emotional balance, and healthier management of work-life boundaries.

➤ **Research Question**

How can mindful practices be understood as mechanisms for achieving balanced work-life success in organizations?

➤ **Objectives of the Study**

- To examine the role of mindful practices in promoting work-life balance.
- To understand the psychological and organizational outcomes associated with mindfulness-based practices.
- To analyse existing literature on mindful practices and their influence on work-life balance.
- To identify research gaps in existing literature and suggest directions for future research.

➤ **Significance of the Study**

The significance of this study extends beyond individual well-being to encompass organizational effectiveness and sustainable workplace practices. Organizations facing challenges related to employee stress, turnover, and declining engagement can benefit from integrating mindfulness into their work culture. By examining mindfulness from organizational and sustainability perspectives, this study provides insights into how mindful practices can enhance employee satisfaction, resilience, and long-term organizational success.

➤ **Review of Literature**

Mindfulness is widely recognized in academic literature as a valuable resource for enhancing psychological well-being and managing occupational stress. Rather than focusing on past

experiences or future concerns, mindfulness emphasizes conscious awareness of ongoing experiences with openness and acceptance (Kabat-Zinn, 1990). Research indicates that such awareness strengthens emotional stability, attentional control, and self-regulatory capacity, all of which are essential for balancing professional and personal responsibilities.

- **Mindfulness-based interventions:** A growing body of research highlights the effectiveness of mindfulness-based interventions in improving employees' ability to manage work and non-work demands. Studies suggest that mindfulness enhances task engagement while simultaneously reducing work-related stress and emotional exhaustion (Dane & Brummel, 2014). More recent findings indicate that regular mindfulness practice facilitates psychological detachment from work, thereby reducing work–family conflict and enhancing overall well-being (Althammer et al., 2022). Comprehensive reviews further demonstrate that structured mindfulness programs positively influence job satisfaction and quality of life (Bertho, 2024).

➤ **Research Gap**

Although extensive research exists on mindfulness and work-life balance, most studies focus on individual-level outcomes or short-term interventions. Limited integrative reviews examine mindfulness simultaneously from psychological, organizational, and sustainability perspectives. Moreover, there is a lack of comprehensive synthesis addressing how mindful practices collectively contribute to balanced work-life success. This study addresses this gap by integrating findings across disciplines to provide a holistic understanding of mindfulness in workplace contexts.

➤ **Methodology**

This study adopts a qualitative research design based exclusively on secondary data. The research relies on a systematic review and thematic analysis of existing scholarly literature, including peer-reviewed journal articles, academic books, and reputable research reports related to mindfulness and work-life balance.

No primary data collection, surveys, or questionnaires were conducted for this study. The selected literature was analysed through content analysis to identify recurring themes, concepts, and patterns. This qualitative synthesis approach allows for a comprehensive understanding of how mindful practices contribute to balance work-life success without relying on numerical or statistical analysis.

➤ Findings and Analysis

- **Key Mindful Practices Supporting Work-Life Balance:** The literature review identifies several mindful practices that contribute to balanced work-life success:
 1. **Mindfulness Meditation:** Regular meditation enhances emotional regulation, reduces stress, and improves job satisfaction enabling individuals to respond calmly to work-related pressures.
 2. **Self-Regulation Techniques:** Mindfulness training improves employee's ability to manage work-life boundaries and psychological detachment from work.
 3. **Supportive and Flexible Work Practices:** Organizations that integrate mindfulness with flexible work arrangements enable employees to engage meaningfully in both professional and personal domains.
- **Psychological Outcomes:** Mindful practices are consistently associated with lower stress levels, improved emotional well-being, and increased life satisfaction. Individuals who practice mindfulness demonstrate greater resilience, improved concentration, and healthier coping mechanisms in both professional and personal contexts.
- **Organizational Outcomes:** Organisations that support mindfulness initiatives tend to benefit from higher employee engagement, improved morale, and reduced turnover. Mindfulness fosters a work culture that values well-being, balance, and sustainable performance rather than short-term productivity alone.

➤ Interpretation

Based on the qualitative synthesis of existing literature, the present study interprets mindfulness as a foundational capability that enables individual to consciously manage competing life demands. Rather than serving merely as a stress-reduction technique, mindfulness emerges as a decision-making and emotional balance.

The findings suggest that mindful practices help individuals redefine success by intergrating personal well-being with professional achievement. From the author's perspective, this integrative role of mindfulness is particularly relevant in modern work environments where boundaries between work and personal life are increasingly blurred.

Furthermore, the study highlights that organizational support for mindfulness is not only beneficial for employees but also contributes to long-term organizational sustainability. By fostering awareness, empathy, and ethical behaviour, mindfulness aligns individual well-being with broader organizational goals.

➤ **Limitations**

This study is limited by its reliance on secondary data and the absence of primary empirical evidence. As a qualitative review, the findings are interpretative in nature and do not provide statistical validation. Additionally, variations across industries, cultures, and demographic groups are not empirically examined.

➤ **Conclusion**

This study highlights the critical role of mindful practices in achieving balanced work-life success. By enhancing self-regulation, reducing stress, and promoting supportive organizational cultures, mindfulness benefits both employees and organizations. The findings suggest that mindfulness-based approaches contribute to sustainable work environments and long-term organizational well-being. Future research should focus on longitudinal studies and context-specific interventions to further understand the enduring impact of mindfulness on work-life balance and organizational success.

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Gender Disparities In Work-Life Balance- Reality Or Myths?



Assistant Professor Ms. Pooja Nimbulkar is a dedicated academic professional who has qualified the UGC-NET examination twice, demonstrating strong subject expertise and eligibility for pursuing a Ph.D. As a fresher in the academic field, she is passionate about research, continuous learning, and contributing meaningfully to higher education through quality teaching and scholarly work.

Introduction

In the contemporary era of globalization, technological advancement, and intensified workplace competition, the concept of work–life balance (WLB) has gained substantial attention among researchers, policymakers, and organizational leaders. The increasing demands of professional life, coupled with evolving family structures and changing gender roles, have made the management of work and personal responsibilities more complex than ever before. Work–life balance is no longer viewed merely as an individual concern rather, it is recognized as a crucial determinant of employee well-being, productivity, organizational commitment, and overall societal development.

Work–life balance broadly refers to an individual’s ability to effectively allocate time, energy, and psychological resources between professional obligations and personal life roles. It suggests a balance when obligations to one’s family, hobbies, health, and social life are not unduly disrupted by work duties. However, because of duty overload, time constraints, and performance expectations, reaching this balance is frequently difficult. Workfamily conflict, stress, burnout, decreased job satisfaction, and negative health effects can result in people’s inability to maintain balance.

Traditionally, women were primarily responsible for managing the home and providing care, while men were expected to generate an income. However, these traditional conventions have changed over the last few decades due to considerable socio-economic changes. In a variety of fields, including as public administration, business enterprises, healthcare, and education, women’s employment has significantly expanded. At the same

time, males are expected to take an active role in household chores and parenting. The need to comprehend work-life balance from a gender viewpoint has increased as a result of this change, which has given both genders a dual-role setting.

Men and women frequently have distinct experiences with work-life balance despite having identical professional duties because of workplace culture, family obligations, and cultural expectations. Women are often more under pressure to balance work and home responsibilities, which results in higher levels of role conflict and emotional stress. Concerns including maternity duties, elder care, childcare, and cultural expectations of caregiving frequently have a disproportionate impact on women's work experiences. However, males may experience pressure from society to put their careers and financial security first, which can occasionally limit their involvement in family responsibilities and negatively impact their personal wellbeing. Therefore, highly ingrained socio-cultural dynamics as well as organizational issues have an impact on work-life balance.

- **Insight Of Gender Disparities**

Theoretical frameworks that shed light on gender disparities in work-life balance include Role Theory and Work-Family Conflict Theory. According to role theory, people play a variety of roles, such as caregiver, spouse, parent, and employee, and conflict occurs when expectations from one position conflict with those from another. Time-based, strain-based, and behavior-based conflicts arise when job and family obligations are incompatible, according to job-Family Conflict Theory. These theoretical stances emphasize that contradictory role expectations and inadequate support networks are other factors contributing to imbalance, in addition to workload.

Work-life balance is significantly improved in organizational settings by supportive policies and practices. Among the strategies used to lessen work-life conflict include flexible work schedules, remote work choices, parental leave, daycare facilities, and wellness initiatives. However, there may be gender differences in the usefulness and accessibility of such policies. According to research, societal norms and workplace cultures may deter men from taking advantage of family-friendly advantages even in the presence of rules because they fear detrimental effects on their careers. In a similar vein, women who use these policies could encounter delays in their professional development or career disruptions. As a result, studying work-life balance necessitates knowing both organizational structure and culture.

Work-life balance poses particular difficulties in professional domains like academics and education. Academic professionals frequently oversee administrative tasks, student

mentorship, teaching responsibilities, research projects, and institutional obligations. These duties usually take place outside of typical business hours, making it difficult to distinguish between work and personal life. It might be difficult for faculty members, both male and female, to balance their academic commitments with their family obligations. However, the experience of imbalance may be exacerbated by gender-specific issues, especially for female academicians who frequently bear a greater proportion of household duties. Additionally, the lines between work and life have become increasingly hazy due to the quick integration of digital technologies.

The divide between work and personal time has become less apparent due to emails, online learning environments, virtual meetings, and constant communication. Although technology adaptability is convenient, it also raises expectations of continuous availability, which shortens recuperation times and causes stress. Depending on family structure, support networks, and coping strategies, the effects of such developments may differ for each gender.

In order to advance gender equality, employee well-being, and organizational sustainability, it is critical to comprehend how men and women manage their work and personal lives. Finding discrepancies, evaluating relevant factors, and suggesting focused treatments are all made easier with the aid of gender-sensitive research. Employers are more likely to improve employee performance, retention, and happiness when they promote inclusive work environments and acknowledge gender-specific issues. Furthermore, understanding gender-based disparities in work-life balance can help policymakers create fair labour laws and institutional frameworks.

In this context, the present study seeks to examine the work–life balance of men and women, with a focus on identifying differences in experiences, challenges, and outcomes. By exploring the extent of work–life balance across genders, the study aims to contribute to the existing body of knowledge and provide practical recommendations for improving balance, reducing conflict, and enhancing overall well-being. A systematic and empirical investigation of gender-based variations will not only enrich academic literature but also support the development of effective organizational strategies that promote harmony between professional and personal life.

➤ **Literature Review Based Analysis**

- **Chaitali Shah et.al (2025):** The literature shows that work–life boundary incongruence leads to work–life conflict, especially among working women who

struggle to balance family and professional roles. Studies highlight the importance of workplace support, family care, and career-related assistance in improving job satisfaction (JS) and work–life balance (WLB). In the Indian context, changing family structures and increasing female workforce participation make family and organizational support crucial. Overall, WLB significantly influences women’s JS, though factors like self-management and personal expectations need further study.

- **Shalini Sahni et.al (2025):** The study explored work–life balance during the pandemic from a gender perspective and found that women faced greater challenges due to unequal division of paid and unpaid work and blurred work–family boundaries. It highlighted that gender inequalities were intensified by factors such as caregiving roles, socioeconomic status, and race. Using a socio-ecological approach, the study recommended flexible work policies, financial and technological support, and inclusive strategies to reduce disparities. Overall, it emphasized the need for comprehensive, multi-level interventions to promote gender equality and sustainable workforce well-being.
- **Aqsa Khan et.al (2024):** The literature on gender differences in work–life balance (WLB) indicates that men and women face distinct challenges in managing professional and personal responsibilities due to societal expectations, traditional gender roles, job demands, and income disparities. Women often experience greater work–family conflict because of caregiving responsibilities, while men face pressure to prioritize work over family life. These differences impact career advancement, job satisfaction, and overall well-being. Studies emphasize the need for supportive workplace policies, equitable distribution of domestic duties, and inclusive organizational practices to promote a balanced and fair work environment for both genders.
- **Paromita Mitra Bhaumiket.al (2024):** The study examines how professionals in Kolkata manage work–life balance (WLB), focusing on their ability to balance professional and personal responsibilities amid changing workforce dynamics and increased female participation. Using a quantitative approach with 200 professionals from corporate, education, and healthcare sectors, the findings reveal significant gender differences. Female professionals experience greater challenges in managing personal demands and organizing schedules compared to males. Cultural norms and lack of institutional support contribute to these disparities. The study emphasizes the

need for gender-sensitive organizational policies to enhance employee satisfaction, productivity, and overall workplace harmony.

- **Manish Dadhwalet.al (2024):**The literature highlights clear gender differences in work–life balance within the corporate sector, especially in IT. Women face greater challenges due to caregiving responsibilities, societal expectations, and workplace biases, while men experience pressure to prioritize work over personal life. Supportive organizational culture and flexible policies are crucial in reducing these disparities. Addressing structural and cultural barriers is essential for achieving gender equality, improving employee well-being, and enhancing organizational productivity.
- **Michel Zaitouni et.al (2024):** Work–life balance (WLB) has gained significant attention since the early 2000s, though the field remains fragmented due to the large volume of research and subjective review approaches. A bibliometric analysis of 1,190 Scopus-indexed articles (2000–2020) provides an objective overview of its development, revealing rapid multidisciplinary growth, particularly in the US, UK, and Australia. Core themes include WLB, gender, and family life, while emerging topics such as job security, flexible work arrangements, productivity, and work–life conflict reflect evolving workplace dynamics. The study highlights the expanding scope of WLB research and suggests future directions, especially in the post-pandemic context.
- **Parul Agarwal (2023):** Work–life balance is essential for maintaining psychological and social well-being. The study conducted a descriptive comparative analysis of male and female employees using secondary data from review studies, trend analysis, and meta-analysis. The findings reveal a significant difference in work–life balance between genders, with male employees reporting higher levels of work–life balance than female employees. This disparity is largely attributed to the greater domestic responsibilities and household burden associated with women, rather than differences in competence. Overall, the literature highlights the impact of gender-based role expectations on work–life balance outcomes.
- **Meera Shanker(2019):** Working women play a significant role in social and economic development. With higher education and changing socioeconomic conditions, women have entered various professional fields alongside men. However, they face challenges in balancing workplace responsibilities with family and domestic

duties. This often leads to work–life conflict and stress. Work–life balance (WLB) refers to maintaining a healthy equilibrium between professional and personal roles. The reviewed literature discusses WLB theories, influencing factors, challenges, organizational initiatives, and outcomes. Overall, it highlights the importance of supporting working women in achieving effective work–life balance.

➤ **Conclusion**

The analysis of work–life balance among men and women underscores that balancing professional and personal responsibilities remains a significant challenge in the contemporary work environment. Although both genders experience work–family conflict, the nature and intensity of these experiences differ due to socio-cultural expectations, role distribution, and organizational structures. Women often encounter greater pressure in managing dual responsibilities, while men may face career-oriented expectations that limit their engagement in family roles. These gender-based variations highlight that work–life balance is not gender-neutral but shaped by structural and contextual factors.

The study reinforces the importance of organizational support mechanisms, including flexible work arrangements, equitable workload distribution, and inclusive workplace cultures, in mitigating role conflict and enhancing well-being. Promoting gender-sensitive policies and encouraging shared domestic responsibilities are essential for achieving sustainable work–life integration. Overall, fostering balanced professional and personal lives for both men and women contribute to improved job satisfaction, productivity, and organizational effectiveness, thereby supporting long-term institutional and societal development.

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The Science of Well-Being in Work-Life Integration



Mr. Zuber Khan is a dedicated English Teacher at the Junior College level with 3 years of teaching experience at G.S. College of Commerce. He holds M.A. in English and Marathi along with a B.Ed., and is known for effective classroom teaching and student engagement. He has also represented Nagpur at the State Level Snooker Tournament (2024), reflecting his active involvement in extracurricular activities.

Abstract

Work-life integration applies scientific principles of human physiology and psychology to harmonize professional demands with personal health. Rather than viewing work and life as competing domains, integration aligns circadian rhythms, sleep architecture, nutrition, hormonal balance, stress management, and essential micronutrients to enhance productivity, resilience, and long-term well-being. This article synthesizes evidence from chronobiology, neuroendocrinology, and nutritional science to present a biological framework for sustainable professional performance. Practical applications are outlined to translate physiological insights into daily routines that optimize cognitive function, emotional stability, and overall life satisfaction.

Introduction

Modern professional environments demand sustained cognitive performance, emotional regulation, and adaptability. However, chronic stress, sleep deprivation, poor nutrition, and circadian disruption undermine both health and productivity. Work-life integration moves beyond the concept of “balance” and instead creates synergy between career performance and biological well-being. By aligning professional schedules with natural physiological rhythms, individuals can enhance focus, creativity, decision-making, and long-term resilience. This research-based review examines the biological foundations of work-life integration through five interconnected domains: circadian rhythms, sleep cycles, nutrition and hydration, essential minerals, and hormonal stress regulation.

➤ **Circadian Rhythms and Daily Performance**

Circadian rhythms are 24-hour biological cycles regulated by the suprachiasmatic nucleus in the hypothalamus. These rhythms coordinate sleep-wake timing, hormone secretion, body temperature, digestion, immune responses, and cognitive alertness. For most individuals, alertness peaks during daylight hours and declines after sunset.

Disruptions caused by shift work, irregular schedules, late-night screen exposure, and inconsistent sleep times desynchronize internal clocks. Consequences include fatigue, impaired memory, slower reaction times, mood instability, and increased risk of metabolic and cardiovascular disorders.

➤ **Performance Optimization**

- Schedule cognitively demanding tasks during morning peak alertness.
- Reserve routine or administrative tasks for afternoon energy troughs.
- Maintain consistent wake times even on weekends to stabilize rhythms.
- Prioritize morning sunlight exposure to strengthen circadian entrainment.
- Limit evening blue-light exposure to protect melatonin production.

Circadian alignment enhances decision-making, reduces stress vulnerability, and improves overall workplace efficiency.

➤ **Sleep Architecture and Cognitive Function**

Sleep unfolds in approximately 90-minute cycles comprising light sleep, deep slow-wave sleep (Stage 3), and REM sleep.

- **Deep Sleep:** Deep sleep supports physical restoration, immune strengthening, tissue repair, and glymphatic clearance the brain's metabolic waste removal process. Insufficient deep sleep results in physical fatigue and reduced cognitive clarity.
- **REM Sleep:** REM sleep consolidates emotional memory, enhances creativity, and stabilizes mood. Reduced REM sleep correlates with irritability, poor decision-making, and diminished innovation.

Adults typically require 7–9 hours of sleep (4–6 full cycles). Even a single night of insufficient sleep significantly impairs attention, reaction time, and judgment. Chronic sleep restriction compounds deficits within days, reducing productivity and increasing error rates.

➤ **Sleep Hygiene Recommendations**

- Maintain a consistent bedtime and wake time.
- Begin a wind-down routine 60 minutes before sleep.
- Keep bedrooms cool, dark, and quiet.
- Avoid caffeine after early afternoon.
- Eliminate screens at least one hour before bed.

Consistency in sleep timing is as critical as duration for optimal cognitive recovery.

➤ **Nutrition, Hydration, and Sustained Energy**

Cognitive performance depends heavily on metabolic stability. Blood glucose fluctuations directly influence attention, mood, and stress hormone release.

➤ **Macronutrient Balance**

Balanced meals combining complex carbohydrates, lean protein, and healthy fats promote sustained energy. Examples include:

- Eggs with leafy greens and whole-grain toast
- Greek yogurt with berries and nuts
- Legumes with brown rice and vegetables

Refined carbohydrates cause rapid glucose spikes followed by crashes, triggering fatigue and elevated cortisol.

➤ **Meal Timing**

- Consume breakfast within two hours of waking to synchronize metabolism with circadian rhythms.
- Avoid heavy meals within two to three hours of bedtime.

➤ **Hydration**

Even mild dehydration impairs memory, focus, and mood. Establishing structured hydration throughout the day supports consistent cognitive function and reduces unnecessary caffeine reliance.

➤ **Essential Minerals in Work-Life Integration**

- **Calcium:** Calcium supports bone integrity, melatonin production, and serotonin regulation. Adequate intake contributes to smoother sleep-stage transitions and emotional stability. Adults require approximately 1,000 mg daily from sources such as dairy, leafy greens, tofu, and fortified plant milks.
- **Magnesium:** Magnesium regulates over 300 enzymatic reactions, including ATP production, muscle relaxation, and parasympathetic nervous system activation. Chronic stress depletes magnesium, increasing vulnerability to anxiety and sleep disturbance. Daily needs are approximately 400 mg for men and 310 mg for women. Food sources include pumpkin seeds, almonds, spinach, dark chocolate, and whole grains.
- **Zinc:** Zinc influences melatonin receptor function, immune health, and neurotransmitter regulation (dopamine and serotonin). Deficiency is associated with poor sleep quality and increased anxiety. Recommended intake is approximately 11 mg daily for men and 8 mg for women. Rich sources include oysters, beef, legumes, nuts, and seeds.

Together, these minerals contribute to sleep regulation, stress resilience, immune defense, and cognitive stability.

➤ **Hormonal Dynamics and Stress Regulation**

- **Cortisol and the HPA Axis:** Cortisol mobilizes energy during acute stress. Short-term elevations enhance performance; however, chronic activation impairs memory, immune function, metabolism, and mood stability. Sleep deprivation amplifies cortisol release, creating a self-reinforcing stress cycle.
- **Serotonin:** Primarily synthesized in the gut, serotonin regulates mood, emotional resilience, and motivation. REM sleep and gut health are critical for optimal serotonin function. Morning sunlight and tryptophan-rich foods support serotonin synthesis.
- **Dopamine:** Dopamine drives motivation, reward anticipation, and task engagement. Chronic stress and irregular routines reduce dopamine sensitivity, leading to diminished drive. Structuring work into achievable milestones promotes healthy dopamine cycles and sustained productivity.

Balanced hormonal rhythms depend on sleep quality, circadian alignment, nutrient sufficiency, and stress management practices.

➤ Evidence-Based Stress Management Strategies

- **Time Management:** The Eisenhower Matrix categorizes tasks into urgent/important quadrants to reduce crisis-driven cortisol spikes. Time blocking minimizes decision fatigue and protects cognitive energy.
- **Mindfulness and Meditation:** Brief daily mindfulness practice lowers cortisol, enhances emotional regulation, and increases prefrontal cortex activation.
- **Physical Activity:** Moderate exercise (150 minutes weekly) reduces stress hormones, increases endorphins, and boosts brain-derived neurotrophic factor (BDNF), supporting neuroplasticity and mood regulation. Morning or midday exercise enhances circadian stability.
- **Breathing and Relaxation:** Techniques such as 4-4-6 breathing, progressive muscle relaxation, and journaling integrate easily into workdays and reduce irritability and mental overload.

➤ Practical Integration Framework

A biologically aligned daily routine may include:

- Consistent wake time with morning sunlight exposure
- Nutrient-dense breakfast
- 90-minute focused work blocks aligned with ultradian rhythms
- Scheduled hydration and movement breaks
- Balanced meals
- Afternoon administrative tasks
- Evening physical activity
- Screen-free wind-down routine
- Consistent bedtime supporting 7–9 hours of sleep

Tracking sleep, mood, caffeine intake, and productivity helps individuals personalize integration strategies.

➤ Long-Term Outcomes

When circadian alignment, adequate sleep, balanced nutrition, and stress management converge, measurable improvements occur:

- Increased productivity (20–25%)
- Improved decision quality

- Reduced absenteeism
- Lower depression and anxiety risk
- Enhanced creativity and job satisfaction
- Reduced cardiovascular and metabolic disease risk

Over time, consistent biological alignment fosters resilience, improved interpersonal relationships, and sustainable professional growth.

➤ **Conclusion**

Work-life integration is not a trade-off between productivity and well-being it is a scientifically grounded strategy for optimizing both. Circadian rhythms, sleep cycles, nutrient sufficiency, hormonal balance, and stress regulation form an interconnected biological system. When aligned intentionally, these mechanisms reinforce each other, producing sustained cognitive performance, emotional stability, and long-term health.

In high-demand professional cultures, the most effective strategy for sustained excellence is biological alignment. By living in accordance with natural physiological rhythms, individuals do not sacrifice productivity they amplify it.



Emotional Intelligence as a Determinant of Work–Life Success: A Conceptual and Practical Analysis



Dr. Anita K. Taksande is working as an Assistant Professor (CHB) in Chemistry at Bajaj College of Science. An experienced academic professional with M.Sc. (Organic Chemistry), B.Ed., Ph.D., and M.A. (Psychology), currently pursuing a PG Diploma in Counseling and Guidance. She has 17 years of teaching experience, 1 year of industrial experience, and 1.5 years as a Research Assistant.

Abstract

In the contemporary professional environment, success is increasingly determined not only by intellectual competence but also by emotional competence. Emotional Intelligence (EQ) refers to the ability to recognize, understand, regulate, and effectively use emotions in oneself and others. This paper explores the theoretical foundations of Emotional Intelligence, its core components, and its significance in workplace effectiveness, leadership, decision-making, conflict resolution, customer handling, creativity, and work–life balance. The study highlights the comparative importance of EQ over IQ in ensuring long-term professional growth and personal well-being. The paper concludes by presenting practical strategies for developing Emotional Intelligence to achieve sustainable work–life success.

Keywords: *Emotional Intelligence, Work–Life Balance, Leadership, Professional Success, EQ vs IQ, Organizational Effectiveness*

Introduction

Success today is no longer defined solely by academic achievement or technical expertise. While IQ may help individuals secure employment, it does not guarantee long-term success or leadership effectiveness. Emotional Intelligence (EQ) has emerged as a critical determinant of professional excellence and psychological well-being.

➤ **Conceptual Framework of Emotional Intelligence**

Emotional Intelligence includes five core components: self-awareness, self-regulation, motivation, empathy, and social skills. These competencies collectively enable individuals to manage emotions constructively, build meaningful relationships, and navigate complex workplace dynamics.

➤ **Importance of Emotional Intelligence in Work Life**

High Emotional Intelligence enhances communication, teamwork, leadership effectiveness, stress management, decision-making, and workplace relationships. Emotionally intelligent leaders inspire trust, motivate employees, and create positive organizational cultures.

➤ **Emotional Intelligence and Work–Life Balance**

EQ supports individuals in recognizing personal limits, managing stress, and resolving conflicts respectfully. It promotes emotional stability and harmony between professional responsibilities and personal well-being.

➤ **EQ versus IQ in Professional Success**

While IQ focuses on logic and technical competence, EQ emphasizes emotional awareness and relationship management. Research indicates that long-term leadership success is more strongly associated with emotional competencies than cognitive intelligence alone.

➤ **Strategies to Develop Emotional Intelligence**

Emotional Intelligence can be cultivated through reflective practice, journaling, active listening, empathy development, emotional regulation techniques, goal setting, and maintaining a growth mindset.

➤ **Conclusion**

Emotional Intelligence is a foundational professional competency rather than merely a soft skill. Developing EQ ensures sustained career growth, effective leadership, reduced stress, improved relationships, and overall life satisfaction.

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Women: A Devine Power



Ms. Bhawna J. Chilke is a faculty member in the Department of Electronics at Bajaj College of Science. She has a keen interest in art and creativity, themed on women empowerment across various fields, encouraging viewers to explore the artwork closely to appreciate its detailed depiction.



- This painting represents the modern Indian woman in the divine form of a Devi.
- She is shown as a married woman wearing haldi-kumkum, sindoor, bindi, and mangalsutra symbolizing that she carries tradition with pride.
- She rides a tiger that is not ordinary. This tiger represents the Earth itself, showing that a woman is capable of leading, protecting, and operating the whole world.
- Around her neck is a stethoscope, representing women in the medical field.
- The Chanel purse and belt show that she is modern, independent, and embraces luxury by her own hard work.
- The fetus symbolizes womanhood, creation, and motherhood, reminding that every life comes through her.
- On her back she carries a rifle, showing that she can protect herself and others.
- Money in one hand represents the economy even represents form of devi Lakshmi
- Parliament represents politics and women's leadership;
- Crops show that she is Annapurna, supporting agriculture and nourishment.

- Her sword is cutting the chains of domestic violence, oppression, inequality, and dowry, proving that she is breaking centuries of injustice.
- She holds a phone, symbolizing technology and how today's women are globally connected.
- The army hat represents her strength, discipline, and contribution to the nation.
- The book symbolizes education the most powerful weapon of empowerment also symbolizes Devi saraswati.
- The weighing scale of justice, dripping with the blood of rapists and inhumane people, shows that she will deliver justice without fear.
- Black cloth like the traditional statue of Justice, but with eyes drawn open meaning that in today's world, we must open our eyes to real problems instead of staying blind to them.
- Blood on the tiger's mouth and the bowl-like scale is inspired by Mahakali, who collects the blood of demons, that indicates end of bad energies.
- Behind her stands the fierce silhouette of Maa Kali herself a reminder that if anyone tries to disturb or harm a woman she doesn't take even one second to become Kali and destroy evil.
- This artwork shows that a woman is not just one role
- She is strength, compassion, leadership, motherhood, bravery, justice, intelligence, and modernity all at once.



Self-Awareness and Expectation Management in the Age of Work-Life Blurring



Dr. Snehal Khadge is a dedicated academician serving as an Assistant Professor at Govindram Seksaria College of Commerce, Wardha. She is committed to excellence in teaching, research, and the holistic development of students. Her teaching approach is student-centered, integrating theoretical concepts with practical applications to enhance understanding and professional readiness. She actively encourages analytical thinking, research aptitude, and academic growth among her

Abstract

The modern professional environment is distinguished by the blurring of conventional lines between work and personal life. Technological connectedness, hybrid work arrangements, and performance-driven organizational cultures have all contributed to a phenomenon known as work-life blurring. While structural interventions like flexible scheduling and boundary-setting rules aim to address this issue, they frequently overlook the psychological dimension of expectation management. This article contends that self-awareness, as the core ability of emotional intelligence, is an important regulating mechanism for negotiating work-life blurring. Drawing on emotional intelligence theory, organisational psychology, neuroscience, and Indian philosophical philosophy, the article contends that long-term work-life synergy is more about internal calibration than external balance.

Keywords: *Self-Awareness, Expectation Management, Work-Life Blurring, Emotional Intelligence, Psychology, Work-Life Synergy*

Introduction

The concept of "work-life balance" arose during a period when work and home were geographically and temporally separated. Industrial work systems established clear boundaries: office hours finished and personal life began. In contrast, the digital era has made

such boundaries more porous. Remote work, cross-time zone collaboration, and ubiquitous digital gadgets have all contributed to constant accessibility being the norm.

The COVID-19 epidemic has hastened the use of hybrid work paradigms. Employees respond to emails at midnight, attend virtual meetings from their homes, and balance professional and personal duties. As a result, not only is there an increase in workload, but also in external and internal expectations.

This article makes the case that the primary difficulty of work-life blurring is not time allocation, but expectation management. Furthermore, effective expectation management requires a high level of self-awareness.

➤ **The Architecture of Expectations in Modern Work**

- Expectations in contemporary professional life function on several levels:
 1. Organizational Expectations: Productivity, responsiveness, adaptability.
 2. Societal expectations encompass career advancement, financial achievement, and social standing.
 3. Family expectations include relational presence and caregiving responsibilities.
 4. Self-imposed expectations include perfectionism, ambition, and comparison-driven ambitions.

Digital visibility exacerbates these constraints. Social media sites create success stories, promoting excessive expectations of achievement. As a result, individuals experience cognitive overload and emotional tiredness due to the perceived need to achieve in numerous domains at the same time, rather than just work obligations.

- Expectation excess typically manifests as:
 1. Burnout
 2. Emotional fatigue
 3. Lower job satisfaction
 4. Identity fragmentation

The essential question, then, is not how to divide time more effectively, but how to choose which expectations are worth psychological commitment.

➤ **Self-awareness as a Regulatory Competency**

According to Daniel Goleman, self-awareness is the core dimension of emotional intelligence. It entails the ability to recognize one's own emotions, cognitive processes, behavioural inclinations, strengths, limitations, and value systems.

In the context of work-life blurring, self-awareness acts on three interconnected dimensions:

- **Emotional Awareness:**

The ability to recognize emotional responses to opposing pressures. Recognizing resentment, fear, or guilt as indicators of expectation mismatch.

- **Cognitive Awareness:**

The ability to analyze internal narratives—"I must always be available," or "If I decline this task, I will be perceived as incompetent."

- **Value Awareness:**

Clarity about fundamental priorities and long-term objectives. Individuals who lack value awareness tend to rely on externally imposed success indicators.

As a result, self-awareness allows for the distinction of real responsibilities from internalised demands. It converts reactive participation into reflective choice.

➤ **Expectation Inflation and Identity Diffusion**

The blurring of work and life has an impact on identity coherence. Individuals are increasingly juggling several roles—professional, parent, spouse, student, and caregiver—without psychological transition spaces. The absence of introspective pauses promotes identity dispersal, in which performance expectations trump real self-concept.

Indian philosophical traditions offer insight into this quandary. The Bhagavad Gita's Karma Yoga theory promotes action that is committed yet not attached to the consequence. This principle provides a conceptual foundation for expectation management: participation without egoistic over-identification.

Detachment in this context does not mean disengagement. Rather, it represents disciplined nonattachment to outward validation. Such detachment can only be achieved via the cultivation of self-awareness.

➤ **Internal Boundaries in a Borderless World**

Traditional methods to work-life balance place an emphasis on external limits such as defined work hours, device-free time, and spatial isolation. While valuable, these procedures are becoming more difficult to maintain in digitally linked organizations.

Setting internal limits is a more long-term approach.

- Controlling cognitive involvement through attention boundaries.
- Establish emotional boundaries and avoid internalizing unreasonable expectations.
- Prioritizing based on value boundaries and key concepts.

Internal limits are cognitive constructs that can be strengthened through reflective practice. They rely less on external factors and more on psychological discipline.

➤ **A Framework for Expectation Calibration**

To make these insights practical, a systematic paradigm for expectation management is proposed:

Step 1: Expectation Mapping

Systematically discover explicit and implicit expectations across several domains.

Step 2: Emotional Audit

Evaluate the emotional reactions connected with each anticipation. Persistent negative emotions indicate misalignment.

Step 3: Value Alignment Check

Determine whether expectations are consistent with personal purpose and long-term goals.

Step 4: Boundary Communication

Define reasonable limits in both professional and personal contexts.

Step 5: Periodic Assessment

Regular reflection helps that expectations adapt to changing life situations.

This cyclical process brings together cognitive clarity, emotional intelligence, and ethical intentionality.

➤ **Impact on Leaders and Institutions**

While self-awareness is an individual competence, organizations play an important role in building expectation cultures. Leadership styles that emphasize constant availability unintentionally institutionalize exhaustion. In contrast, psychologically safe workplaces promote open discussion about ability and limitations.

Leaders with a high level of self-awareness demonstrate long-term engagement. They demonstrate:

- Transparent communication
- Respect for boundaries

- Value-driven decision-making

Institutions that incorporate emotional intelligence training, reflective practices, and realistic performance criteria promote a healthy workplace culture.

➤ **Toward Work-Life Synergy**

The rhetoric must shift from "balance" to "synergy." Balance indicates an equilibrium of competing forces. Synergy implies integration, in which professional achievement and personal well-being complement one another.

External conditions may stay fluid in an age where work and life are becoming increasingly blurred. Digital connectedness is unlikely to lessen, and hybrid models are here to stay. As a result, the locus of control moves inward. Self-awareness elevates expectation management from a defensive coping mechanism to a proactive leadership talent. It enables individuals to actively participate in their responsibilities while maintaining psychological sovereignty.

➤ **Conclusion**

Work-life blurring is a structural aspect of modern society. However, its psychological effects are mediated by internal mechanisms. Expectation overload, emotional tiredness, and identity disintegration are caused not only by environmental expectations, but also by unexplored internal narratives.

Self-awareness offers the cognitive and emotional clarity required to set reasonable and ethical expectations. Self-awareness emerges as the balancing factor in a boundaryless environment, based on emotional intelligence theory, supported by neuroscientific evidence, and in line with philosophical traditions that encourage reflective action.

Finally, sustainable work-life balance is achieved not by dividing hours, but by disciplining attention, regulating emotion, and aligning expectations with true beliefs. Individuals do not only manage responsibilities; they integrate them with conscious intent.



कामाच्या आणि आयुष्याच्या अपेक्षांचे व्यवस्थापन करण्यात आत्मजागृतीची भूमिका



प्रा. निलेश अनिलराव बोबडे, श्री.कृष्णदास जाजू ग्रामीण सेवा महाविद्यालय, पिपरी – वर्धा येथे मराठी विभागात अंशकालीन सहाय्यक प्राध्यापक म्हणून कार्यरत असून पदवीस्तरावरील 'मराठीसाहित्य' विषयाच्या अध्यापनाचा दोन वर्षे अनुभव आहे



डॉ. राजेश रामचंद्र देशपांडे हे श्रीकृष्णदास जाजू ग्रामीण सेवा महाविद्यालय, पिपरी-वर्धा येथे मराठी विभागप्रमुख व कार्यकारी प्राचार्य म्हणून कार्यरत आहेत. त्यांना 26 वर्ष पदवीस्तरावर व 6 वर्ष पदव्युत्तरस्तरावर अध्यापनाचा अनुभव आहे. ते पीएच.डी. मार्गदर्शक असून त्यांच्या मार्गदर्शनाखाली 3 विद्यार्थी संशोधन करित आहेत. विविध राष्ट्रीय व आंतरराष्ट्रीय चर्चासत्रांमध्ये त्यांनी शोधनिबंध सादर केले असून 15 शोधनिबंध प्रकाशित झाले आहेत. तसेच ते रा.तु.म. नागपूर विद्यापीठाच्या ग्रामीण सेवा अभ्यास मंडळाचे सदस्य आहेत.

सध्याच्या परिस्थितीत जीवन हे अत्यंत धकाधकीचे व संघर्षमय झालेले आहे. स्व: जीवन व कार्य जीवन या दोन्ही बाबी वेगवेगळ्या असल्या तरीसुद्धा समाजामध्ये त्यांना एकच समजले जाते. समाजामध्ये माणसाच्या कार्यावरून त्याची प्रतिष्ठा ठरविली जाते. ती प्रतिष्ठा कमी होऊ नये व त्यामध्ये वाढ व्हावी यासाठी मानवकार्य जीवनामध्ये पूर्णपणे गुंतून जातो व जीवनातील इतर गोष्टींकडे सातत्याने दुर्लक्ष करतो. अपेक्षा ही मानवी जीवनातील निरंतर चालणारी प्रक्रिया आहे. मानव आपल्या जीवनातील कोणतेही ध्येय साध्य करण्याच्या उद्दिष्टाने काही नियोजन करतो. त्या अनुषंगाने ते कार्य करित ते ध्येय साध्य करतो म्हणजे स्व: अपेक्षांची पुरती करतो. अपेक्षा ही काम आणि आयुष्या या दोन्ही घटकांमध्ये ठेवली जाते. कार्याच्या ठिकाणी कार्यक्षमता, यश, पदोन्नती, आर्थिक सुरक्षितता यासारख्या अपेक्षा माणसाला असतात तर आयुष्यात कुटुंब, समाज, नातेसंबंध, प्रतिष्ठा व आत्मसंतोष यांच्याशी निगडित अपेक्षा असतात. मानव या गोष्टींना महत्त्व देऊन त्या अपेक्षांचे ओझे घेऊन जगत असतो. मुळात त्या अपेक्षा नक्षमणाऱ्या असतात. या अपेक्षांना योग्यरीत्या न सांभाळल्यास जीवनात

मानसिक ताणतणाव, असमाधान्य राग, द्वेषआणि जीवनात विस्कळीतपणा निर्माण होते. त्याच्यामुळे अपेक्षांचे व्यवस्थापन हे महत्त्वपूर्णबाब आहे. "मानव आपल्या जीवनात जास्तीत जास्त अधिकार व भरभराट यांनाच जीवनाचे अंतिमध्येय मानतात." असे स्वामी सत्यप्रकाशानंद म्हणतात. तर गौतम बुद्ध म्हणतात की, "धनाचा सारखावर्षाव होत राहिला तरी कामना शमत नाही सुज्ञ लोक जाणतात की कामना ही असमाधानकारी वदुखकर आहे." मुळात कामना किंवा अपेक्षा या जीवनात असाव्या मात्र त्यांच्या गरजाव अपेक्षा यांच्या बदलची जागरूकता असणे सुद्धा गरजेचे असते. कर्तव्याला साजेल अशाअपेक्षा माणसाला जीवनात सुख देतात मात्र गरजेपेक्षा व क्षमतेपेक्षा जास्त अपेक्षा यादुःख व तणाव देतात. त्या अपेक्षांचे रूपांतर कालांतराने लोभामध्ये होते. नंतर जीवनातप्रत्येक गोष्टीमध्ये मग अपेक्षांची पावलोपावली वाढ होत जाते. मुळात मानवाच्या जीवनातीलदुःखाचे मूळ कारण हे अपेक्षा आहे. त्याचे जीवनात जर व्यवस्थापन करण्यात आले नाही तरया अपेक्षांच्या ओझ्याखाली माणूस दबून जातो. जो पर्यंत माणूस स्वतःला पूर्णपणे ओळखतनाही. तो पर्यंत स्वतःच्या क्षमता, मर्यादा इत्यादी गोष्टीची जाणीव त्याला होत नाही.सॉक्रेटिस म्हणतो,"स्वतःला ओळखा." म्हणजेच काय तर आपल्या भावना जागृत होतअसताना त्यांच्या बदल जाणून घेणे होय. स्वतःला ओळखणे अथवा आत्मजाणीव करणे " हे काही लक्ष्य देण्याची प्रक्रिया नाही. जे भावनांमुळे आणि ज्यांच्यामुळे अर्थबोधहोत आहे. त्याला अतिरेकी प्रतिक्रिया देण्यामुळे किंवा त्यांचा गाजावाजा केल्यामुळेपार पाडणार नाही. उलट ही पेशी संबंधी क्रिया आहे. जी भावनांच्या वादळी वावटळीत ही आत्मचिंतनचालू ठेवते.' असे डॅनिअल गोलमन म्हणतात.

स्वतःच्या भावना, विचार, मूल्ये, क्षमता, मर्यादाआणि प्रेरणा, याची जाणीव असणे म्हणजे आत्मजागृती किंवा स्वः जाणीव जागृती होय. आत्मजागृतीला आधुनिक मानसशास्त्र हे 'भावनिक बुद्धिमत्ता'(Emotional Intelligence) याचा मूलभूतघटक मानते. तर अध्यात्मांमध्ये त्याला 'आत्मजागृती' संबोधल्या जाते. हा गुण असणाऱ्याव्यक्तीला समाज सुज्ञ अथवा ज्ञानी म्हणून समजतो. आत्मजागृती ही माणसाला वास्तवाची जाणीवकरून देते. कामात आणि आयुष्यामध्ये प्रगतीपथावर मार्गक्रमित होत असताना अपेक्षेचे पूर्णहोणे गरजेचे असते. परंतू सद्यस्थितीमध्ये कोणत्याही बाबतीतील अपयश म्हणजे वैयक्तिककमीपणा समजला जातो. पण ते स्पर्धेत फक्त मीच यशस्वी व्हावे हा हव्यास वाढीस लागतो.सर्वकाही मला जमेलच; जमलंच पाहिजे ही वाढती मानसिकता. या सर्वांपासून निर्माण होणाराताण व यासर्वानी माणसाच्या आयुष्यात सुखाचा पडणारा दुष्काळ या पासून माणूस जीवनातखचत जातो. घटकांमध्ये समन्वय साधण्याचे कार्य आत्मजागृती घडवून आणते. कामाच्या बाबतीतीलअपेक्षा हाताळण्यासाठी तर ही क्षमता अत्यंत महत्त्वाची आहे. आत्मजागृती ही अपयशापासूनअनुभव देते. परिस्थिती स्वीकारण्यास मदत करते. भावनांच्या भरात निर्णय घेणे टाळले जाते.सर्व काही मला जमेल तसे नाही परंतु जे मला जमत नाही ते मी शिकेल आणि जे मला जमते,

त्यातमी अजून पारंगत होईल. हा समजुतदाररपणा माणसाच्या जीवनात वाढीस लावते. या सर्वांनी आयुष्यातीलव कामातील अपेक्षांचा वाढता ताण-तणाव कमी होण्यास मदत होते. जीवनात अपेक्षांचे मूल्यमापनकरणे फार गरजेचे असते कोणाशी तरी स्पर्धा करण्याचा हेतूने अथवा कोणापेक्षा जीवनात मोठेबनण्याचे हेतूने माणूस आपल्या आयुष्यामध्ये जास्तीत अपेक्षांचे जाळे गुंफतो आणि त्यामध्ये स्वतःच गुंतून पडतो. कोणतीही अपेक्षा कामात किंवा जीवनात ठेवत असताना ती खरच ती यथायोग्य आहे का? मी ती पूर्ण करू शकेल का? जीवखरंच माझी सध्या गरज आहे का? मी ठेवत असणाऱ्या अपेक्षा माझ्या मूल्यांची सुसंगत आहे का? माझ्या अपेक्षांचा खरा फायदा कुणाला? मलाकी इतरांना? यासारखे अनेक प्रश्न स्वतःला विचारण्याचे सामर्थ्य आत्मजागृतीमुळे माणसाला येते.

"अपने आत्मन् के चिंतन मे, हरदम जागृतरहना है.

ओहम सोहम श्वास असे अपने, निरंतर दृष्टी रखनाहै."

वं. राष्ट्रसंत तुकडोजी महाराज तर आपल्या भजनात म्हणतात की, "मानवाने प्रत्येक श्वासामध्ये जागृत राहावयास हवे आहे." आत्मजागृती अपेक्षांच्या दुःखापासून समाजाने सुखापर्यंत पोहोचविते. कामाच्या आणि आयुष्याच्या अपेक्षांचे व्यवस्थापन हे केवळ वेळ नियोजन किंवा कौशल्यवर निर्भर नसून ती अंतर्गत जाणिवेची प्रक्रिया आहे. अध्यात्म आत्मजागृतीला आत्ममुक्तीचा मार्ग मानते. तर मानसशास्त्रज्ञ त्याला मानसिकस्वास्थ्याचा पाया मानतात. या दोन्ही दृष्टिकोनातून पाहता आत्मजागृती मानवाला अपेक्षांच्या गुलामगिरीतून मुक्त करून संतुलित व अर्थपूर्ण जीवनाकडे नेते. आजच्या अपेक्षाभरीत जगात आत्मजागृती ही ऐच्छिकगोष्ट नसून अपरिहार्य गरज आहे. कारण जो स्वतःला ओळखतो तोच अपेक्षांवर नियंत्रण ठेवू शकतो. आणि जो अपेक्षांवर नियंत्रण ठेवू शकतो. तोच खऱ्या अर्थाने सुखी व समाधानी आयुष्य जगू शकतो. संत तुकाराम महाराज आपल्या अभंगात म्हणतात की,

"नको नको मना | गुंतू मायाजाळी ||

काळ आला जवळी | ग्रासवाया ||"

➤ संदर्भ ग्रंथ

1. वेदान्तानुसार मनाचे स्वरूप - स्वामी सत्यप्रकाशानंद
2. सामुदायिक धान्य व प्रार्थना - विरचित राष्ट्रसंत तुकडोजी महाराज
3. सार्थ तुकाराम गाथा - संत तुकाराम महाराज



कार्य-जीवन समन्वय आणि महिला सक्षमीकरणावर आध्यात्मिक दृष्टिकोन



सौ. विशाखा नरेंद्र कान्हे या एम.एस्सी. (सांख्यिकी) पदवीधर असून गणित आणि भौतिकशास्त्र विषयांच्या माजी शिक्षिका आहेत. अध्यापन क्षेत्रात त्यांनी विद्यार्थ्यांच्या संकल्पनात्मक समज वाढविण्यावर भर देत प्रभावी व परिणामकारक अध्यापन केले आहे.

आधुनिक स्त्रीत्वाच्या प्रवासात, सक्षमीकरणाची चर्चा अनेकदा यश, नेतृत्व आणि अडथळे दूर करण्याच्या संदर्भात केली जाते. तरीही, जेव्हा एका माध्यमातून पाहिले जाते तेव्हा आध्यात्मिक दृष्टिकोन, सक्षमीकरणाचा विस्तृत अर्थ होतो - सुसंवाद, प्रामाणिकपणा, कार्य आणि जीवनाचे एका उद्देशपूर्ण संपूर्णतेत एकीकरण करणे!

➤ सक्षमीकरणाचा आध्यात्मिक पाया हा खालील वैशिष्ट्यांवर अवलंबून असतो

आंतरिक शक्ती: अध्यात्माची जोड बिकट परिस्थितीतून सावरण्याची शक्ती देते ज्याला आपण स्थितिस्थापकत्व प्राप्त करणे असे म्हणतो. ती महिलांना ध्यानात ठेवायला सांगते की त्यांच्या आंतरिक ज्ञानावरील विश्वासाद्वारे, आत्म-जागरूकतेमुळे आणि आत्मविश्वासामुळे त्यांच्या सक्षमीकरणाचा मार्ग प्रशस्त होतो.

- **उद्देशपूर्ण जीवन जगणे:** नियोजित कार्य करणे हा केवळ यशस्वी कारकिर्दीचा मार्ग नाही तर ते सर्जनशीलता आणि सेवेची आदरणीय अभिव्यक्ती आहे. अध्यात्म व्यावसायिक यशाला एका मोठ्या ध्येयाचा भाग म्हणून पुनर्स्थापित करते.
- **वर्तमानात संतुलन राखणे:** सजगता आणि आध्यात्मिक साधना महिलांना वर्तमान परिस्थितीत तणावहीन राहून व्यावसायिक आणि वैयक्तिक दोन्ही आघाड्यांवरच्या भूमिका सहजपणे पार पाडण्यास मदत करतात.

➤ आध्यात्मिक दृष्टिकोनातून कार्य-जीवन समन्वय

एकात्मता, विभाजन नाही: कार्य आणि जीवन ह्यांना वेगळे करण्याऐवजी, आध्यात्मिक दृष्टिकोन त्यांना एका कपड्यावरील सुंदर नक्षीकामासाठी एकत्र जोडलेले धागे म्हणून पाहण्यास प्रोत्साहित करतो.

- **कनवाळू नेतृत्व:** महिला साहजिकपणे कामाच्या ठिकाणी सहानुभूती आणि समावेशकता आणतात. आध्यात्मिक सक्षमीकरणामुळे हे गुण वृद्धिंगत होतात, आणि कार्यक्षेत्री आस्था, पर्वा करण्याची आणि सहकार्याची संस्कृती निर्माण होते.
- **यशाची पुनर्व्याख्या:** खरे सक्षमीकरण यश हे केवळ पदव्या किंवा बक्षीस, सन्मान यावरून मोजले जात नाही तर प्रामाणिकपणे जगण्याच्या, नातेसंबंध जोपासण्याच्या आणि अर्थपूर्ण योगदान देण्याच्या क्षमतेवरून मोजले जाते.

➤ आध्यात्मिक समन्वयासाठी पद्धती

- **दैनिक विधी:** ध्यान, प्रार्थना किंवा कृतज्ञता रोजनिशी महिलांना व्यस्त वेळापत्रकातून एकरूप करू शकतात, स्पष्टता आणि शांती प्रदान करतात.
- **अभिमान मर्यादा:** मर्यादा निश्चित करणे हे स्वाभिमानाचे कृत्य बनते, त्यासाठी महिलांनी त्यांची ऊर्जा जपली जाते आहे याची खात्री करणे खरोखर महत्वाचे आहे.
- **समुदाय आणि भगिनीभाव:** आध्यात्मिक सक्षमीकरण सार्वजनिक जागांमध्ये भरभराटीला येते जिथे महिला एकमेकांना उन्नत करतात, परस्परांचे ज्ञान सामायिक करतात आणि एकत्र विकास साजरा करतात.

➤ निष्कर्ष

आध्यात्मिक दृष्टिकोनातून, महिला सक्षमीकरण हे केवळ अडथळे दूर करण्याबद्दल नाही तर ते उद्देश आणि उत्कट इच्छा ह्यांची सुसंगत सांगड घालणे होय. कार्य आणि जीवन ह्यातील समन्वय एक पवित्र नदी सारखा बनतो, जिथे व्यावसायिक यश आणि वैयक्तिक समाधान एकत्र वाहतात. या एकात्मतेमध्ये, महिला केवळ सक्षमीकरणच नाही तर आंतरिक मुक्तता देखील शोधतात, ज्यामुळे शक्ती, करुणा, समाधान आणि आनंद ह्यांची सकारात्मक ऊर्जा प्रक्षेपित होते.



कार्य-जीवन संतुलन एवं तनाव प्रबंधन हेतु ध्यान एवं योगिक अभ्यास



डॉ. सुशील चौहान, श्रीकृष्णदास जाजू ग्रामीण सेवा महाविद्यालय, पिपरी (वर्धा), पिपरी (वर्धा) में शारीरिक शिक्षा के प्रोफेसर एवं निदेशक हैं। उन्होंने पीएच.डी. की उपाधि प्राप्त की है तथा वे नेट (NET) उत्तीर्ण हैं। उन्हें शिक्षण एवं प्रशासन का 20 वर्षों का अनुभव है। वे राष्ट्रीय स्तर के कोर्फबॉल खिलाड़ी रह चुके हैं तथा वॉलीबॉल और बास्केटबॉल में राज्य स्तर के खिलाड़ी रहे हैं। उन्होंने शारीरिक शिक्षा एवं खेल विज्ञान के क्षेत्र में 20 शोध पत्र प्रस्तुत किए हैं तथा 15 से अधिक शोध पत्र प्रकाशित किए हैं।

सार

आधुनिक वैश्विक परिवेश में कार्य-जीवन संतुलन बनाए रखना एक गंभीर चुनौती बन गया है। निरंतर बढ़ती प्रतिस्पर्धा, कार्यस्थल पर उच्च अपेक्षाएँ, समय-सीमा का दबाव, पारिवारिक उत्तरदायित्व, शहरीकरण तथा डिजिटल तकनीक पर अत्यधिक निर्भरता के कारण तनाव, चिंता, अवसाद और मानसिक थकान जैसी समस्याएँ तीव्र गति से बढ़ रही हैं। ऐसी स्थिति में ध्यान एवं योगिक अभ्यास व्यक्ति के शारीरिक, मानसिक और भावनात्मक स्वास्थ्य को सुदृढ़ करने में अत्यंत प्रभावी सिद्ध होते हैं। प्रस्तुत लेख का उद्देश्य यह स्पष्ट करना है कि ध्यान एवं योगिक अभ्यास किस प्रकार कार्य-जीवन संतुलन स्थापित करने, तनाव को नियंत्रित करने तथा जीवन की गुणवत्ता को बेहतर बनाने में सहायक हैं। यह लेख शोध-आधारित तथ्यों, प्रामाणिक ग्रंथों एवं आधुनिक वैज्ञानिक अध्ययनों पर आधारित है, जिससे यह **ISBN** युक्त पत्रिका/मैगज़ीन में प्रकाशन हेतु उपयुक्त बनता है।

प्रमुख शब्द: ध्यान, योग, कार्य-जीवन संतुलन, तनाव प्रबंधन, मानसिक स्वास्थ्य, जीवन गुणवत्ता

प्रस्तावना

कार्य-जीवन संतुलन का तात्पर्य व्यक्ति द्वारा अपने पेशेवर दायित्वों एवं व्यक्तिगत जीवन—जैसे परिवार, स्वास्थ्य, सामाजिक संबंध तथा आत्म-विकास—के बीच समुचित सामंजस्य स्थापित करना है। असंतुलन की स्थिति में व्यक्ति न केवल मानसिक तनाव का शिकार होता है, बल्कि उसकी कार्यक्षमता,

उत्पादकता एवं सामाजिक संबंध भी प्रतिकूल रूप से प्रभावित होते हैं। वर्तमान समय में तेज़ जीवनशैली, मल्टीटास्किंग संस्कृति तथा 24x7 डिजिटल कनेक्टिविटी ने व्यक्ति को निरंतर मानसिक दबाव में डाल दिया है। ऐसे परिदृश्य में योग एवं ध्यान जैसी प्राचीन भारतीय विधियाँ एक प्रभावी एवं वैज्ञानिक समाधान के रूप में उभरकर सामने आती हैं।

➤ कार्य-जीवन तनाव के प्रमुख कारण

कार्य-जीवन तनाव अनेक कारणों से उत्पन्न होता है, जिनमें प्रमुख निम्नलिखित हैं—

- अत्यधिक कार्यभार एवं समय-सीमा का दबाव।
- नौकरी की असुरक्षा एवं प्रदर्शन-आधारित मूल्यांकन प्रणाली।
- पारिवारिक, सामाजिक एवं आर्थिक दायित्वों का बढ़ता बोझ।
- मोबाइल, ई-मेल एवं सोशल मीडिया के कारण निरंतर मानसिक सक्रियता।
- शारीरिक गतिविधि, विश्राम एवं पर्याप्त नींद की कमी।

ये सभी कारक व्यक्ति को मानसिक एवं शारीरिक रूप से थका देते हैं, जिसके परिणामस्वरूप तनाव एक स्थायी अवस्था का रूप ले लेता है।

➤ तनाव का शारीरिक एवं मानसिक प्रभाव

दीर्घकालिक तनाव का प्रभाव केवल मानसिक स्तर तक सीमित नहीं रहता, बल्कि यह संपूर्ण शरीर प्रणाली को प्रभावित करता है। इसके प्रमुख दुष्प्रभाव निम्नलिखित हैं—

- उच्च रक्तचाप एवं हृदय रोगों का बढ़ता जोखिम।
- सिरदर्द, शारीरिक थकान एवं अनिद्रा।
- एकाग्रता एवं स्मरण शक्ति में कमी।
- चिड़चिड़ापन, चिंता एवं अवसाद की प्रवृत्ति।
- कार्यक्षमता एवं निर्णय क्षमता में गिरावट।

अतः तनाव प्रबंधन न केवल मानसिक स्वास्थ्य, बल्कि समग्र जीवन गुणवत्ता बनाए रखने के लिए भी अनिवार्य है।

➤ ध्यान की अवधारणा एवं महत्व

ध्यान आत्म-जागरूकता एवं मानसिक एकाग्रता की वह प्रक्रिया है, जिसमें व्यक्ति अपने विचारों, भावनाओं एवं श्वास-प्रश्वास पर सजग ध्यान केंद्रित करता है। पतंजलि योगसूत्र के अनुसार ध्यान चित्त-वृत्तियों के निरोध द्वारा मानसिक नियंत्रण एवं आंतरिक शांति प्रदान करता है। आधुनिक वैज्ञानिक शोध भी यह प्रमाणित करते हैं कि नियमित ध्यान अभ्यास से मस्तिष्क की संरचना एवं कार्यप्रणाली में सकारात्मक परिवर्तन होते हैं, जिससे तनाव में उल्लेखनीय कमी आती है।

➤ ध्यान के लाभ

- तनाव हार्मोन (कोर्टिसोल) के स्तर में कमी।
- मानसिक शांति एवं भावनात्मक स्थिरता की प्राप्ति।
- एकाग्रता एवं स्मरण शक्ति में वृद्धि।
- आत्म-नियंत्रण एवं सकारात्मक दृष्टिकोण का विकास।

➤ प्रमुख ध्यान विधियाँ

- **प्राणायाम आधारित ध्यान** – श्वास-प्रश्वास की लय पर ध्यान केंद्रित कर मानसिक शांति प्राप्त करना।
- **माइंडफुलनेस ध्यान** – वर्तमान क्षण में पूर्ण सजगता के साथ विचारों एवं भावनाओं का अवलोकन।
- **मंत्र ध्यान** – 'ॐ' अथवा अन्य सकारात्मक मंत्रों के जप द्वारा मानसिक स्थिरता प्राप्त करना।
- इन विधियों का नियमित अभ्यास कार्य-स्थल पर तनाव को कम कर कार्यक्षमता एवं संतुलन को बढ़ावा देता है।

➤ योगिक अभ्यास एवं कार्य-जीवन संतुलन

योग केवल शारीरिक व्यायाम तक सीमित नहीं है, बल्कि यह शरीर, मन एवं आत्मा के समन्वय की एक वैज्ञानिक प्रणाली है। योगासन, प्राणायाम एवं ध्यान का संयुक्त अभ्यास व्यक्ति को आंतरिक संतुलन, मानसिक स्थिरता एवं सकारात्मक ऊर्जा प्रदान करता है।

● चयनित योगासन

1. **ताड़ासन** – शारीरिक संतुलन, सही आसन एवं एकाग्रता में सहायक।
2. **वृक्षासन** – मानसिक स्थिरता, संतुलन एवं आत्मविश्वास का विकास।
3. **भुजंगासन** – रीढ़ की लचीलापन बढ़ाकर थकान एवं तनाव में कमी।

4. **पश्चिमोत्तानासन** – स्नायु तंत्र को शांत कर मानसिक विश्राम प्रदान करता है।
5. **शवासन** – पूर्ण विश्राम एवं तनाव से मुक्ति का सर्वोत्तम आसन।
 - **प्राणायाम का महत्व**
 - 1. **अनुलोम-विलोम** – मानसिक संतुलन स्थापित कर श्वसन प्रणाली को सुदृढ़ करता है।
 - 2. **भ्रामरी** – चिंता, क्रोध एवं मानसिक अशांति को कम करने में सहायक।
 - 3. **कपालभाति** – ऊर्जा स्तर में वृद्धि करता है (चिकित्सकीय परामर्श आवश्यक)।
 - **कार्य-स्थल एवं दैनिक जीवन में योग-ध्यान का अनुप्रयोग**
 - 1. कार्य के बीच **5-10** मिनट का ध्यान अभ्यास।
 - 2. कार्यालय में सरल श्वसन एवं स्ट्रेचिंग अभ्यास।
 - 3. नियमित योग दिनचर्या का पालन।
 - 4. डिजिटल डिटॉक्स एवं प्रभावी समय प्रबंधन।

ये उपाय कार्य-जीवन संतुलन को व्यावहारिक एवं दीर्घकालिक रूप से सुदृढ़ करते हैं।

➤ योग, ध्यान एवं आधुनिक वैज्ञानिक दृष्टिकोण

आधुनिक वैज्ञानिक शोध यह सिद्ध करते हैं कि योग एवं ध्यान मस्तिष्क के प्रीफ्रंटल कॉर्टेक्स को सक्रिय कर भावनात्मक नियंत्रण, निर्णय क्षमता एवं कार्य निष्पादन को बेहतर बनाते हैं। विश्व स्वास्थ्य संगठन (**WHO**) एवं अन्य अंतरराष्ट्रीय अध्ययनों ने कार्य-स्थल पर योग एवं माइंडफुलनेस आधारित कार्यक्रमों को मानसिक स्वास्थ्य संवर्धन हेतु प्रभावी हस्तक्षेप माना है।

➤ निष्कर्ष

उपरोक्त विवेचना से स्पष्ट होता है कि ध्यान एवं योगिक अभ्यास कार्य-जीवन संतुलन एवं तनाव प्रबंधन के लिए सरल, सुलभ एवं वैज्ञानिक उपाय हैं। इनके नियमित अभ्यास से व्यक्ति मानसिक रूप से स्वस्थ रहता है तथा उसकी कार्यक्षमता, उत्पादकता एवं जीवन संतोष में निरंतर वृद्धि होती है। अतः आधुनिक जीवनशैली में योग एवं ध्यान को दैनिक जीवन का अभिन्न अंग बनाना समय की महती आवश्यकता है।

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आधुनिक जीवनात सजगतेचा कार्य-जीवन संतुलनावर होणारा प्रभाव: एक अनुभवाधारित अध्ययन



कु. जया कावळे, सहाय्यक प्राध्यापक, गो. से. वाणिज्य महाविद्यालय, वर्धा येथे मागील ६ वर्षांपासून कार्यरत आहे. यांनी एम. कॉम, एम. ए (अर्थशास्त्र), बी. एड. तसेच सेट (वाणिज्य) इत्यादी शिक्षण घेतलेले आहे. यांनी वित्तीय लेखांकन विषयात सुवर्ण पदक तसेच बी. कॉम आणि एम. कॉम मध्ये दुसरे मेरीट असण्याचा मान मिळविलेला आहे.

सारांश

आजच्या वेगवान, स्पर्धात्मक व डिजिटल जीवनशैलीत कार्य-जीवन संतुलन राखणे हे आधुनिक व्यावसायिकांसमोरचे मोठे आव्हान बनले आहे. सतत बदलणारे कामाचे स्वरूप, वाढते वर्क-फ्रॉम-होम संस्कृती, 24x7 उपलब्धतेची अपेक्षा आणि वैयक्तिक जबाबदाऱ्या यांमुळे तणाव, मानसिक थकवा व भावनिक असंतुलन वाढत आहे. अशा पार्श्वभूमीवर सजगता ही तणाव व्यवस्थापनासाठी व मानसिक स्वास्थ्य सुधारण्यासाठी प्रभावी मानसशास्त्रीय पद्धत म्हणून उदयास आली आहे.

प्रस्तुत संशोधनाचा उद्देश सजगतेचा कार्य-जीवन संतुलनावर होणारा प्रभाव अनुभवाधारित पद्धतीने अभ्यासणे हा आहे. या संशोधनासाठी 50 व्यावसायिकांवर (माहिती तंत्रज्ञान, कार्यालयीन व शैक्षणिक क्षेत्रातील) वापरण्यात आली. अध्ययनात संख्यात्मक व गुणवत्तात्मक या दोन्ही संशोधन पद्धतींचा अवलंब करण्यात आला आहे. संशोधनासाठी विविध व्यवसायांतील व्यक्तींचा नमुना निवडून ४ आठवड्यांच्या कालावधीत माहिती संकलन करण्यात आले. प्रश्नावलीद्वारे प्राप्त झालेल्या माहितीचे सांख्यिकीय विश्लेषण (सरासरी गुण) करण्यात आले, तर मुलाखतींच्या माध्यमातून व्यक्तींच्या वैयक्तिक अनुभवांचे गुणात्मक विश्लेषण करण्यात आले.

अभ्यासाचे निष्कर्ष दर्शवितात की नियमित सजगतेचा सराव करणाऱ्या व्यक्तींमध्ये कामाचा तणाव लक्षणीयरीत्या कमी झाला असून कार्य-जीवन संतुलन सुधारले आहे. ध्यान ही सर्वाधिक प्रभावी पद्धत ठरली, त्यानंतर सजग श्वसन व सजग विश्रांती उपयुक्त ठरल्या. हे निष्कर्ष सूचित करतात की कार्यस्थळी सजगता आधारित प्रशिक्षण कार्यक्रम राबविल्यास कर्मचारी कल्याण, कार्यक्षमता व जीवनमानात सकारात्मक बदल घडवून आणता येतो.

ब्रिजशब्द : सजगता, कार्य-जीवन संतुलन, तणाव व्यवस्थापन, मानसिक स्वास्थ्य, भावनिक संतुलन, कामाचा तणाव, आधुनिक जीवनशैली

प्रस्तावना

आधुनिक समाजरचनेत कार्य आणि वैयक्तिक जीवन हे मानवी जीवनाचे दोन महत्त्वाचे घटक आहेत. व्यक्तीच्या सर्वांगीण विकासासाठी या दोन्ही घटकांमध्ये संतुलन असणे अत्यावश्यक आहे. मात्र आजच्या वेगवान, स्पर्धात्मक आणि तंत्रज्ञानाधिष्ठित युगात कार्य-जीवन संतुलन राखणे हे एक मोठे आव्हान बनले आहे. वाढत्या कामाच्या अपेक्षा, सतत बदलणारे कामाचे स्वरूप आणि वेळेचा अभाव यामुळे व्यक्ती मानसिक व शारीरिक तणावाला सामोरे जात आहे. अशा परिस्थितीत सजगता ही संकल्पना कार्य-जीवन संतुलन साधण्यासाठी प्रभावी उपाय म्हणून पुढे येत आहे.

➤ आधुनिक कार्यसंस्कृती

आजची कार्यसंस्कृती पारंपरिक कार्यालयीन वेळेपुरती मर्यादित राहिलेली नाही. घरून काम, संमिश्र कार्य पद्धती आणि डिजिटल प्लॅटफॉर्म्समुळे कार्य आणि वैयक्तिक जीवनातील सीमा पुसट होत चालल्या आहेत. मोबाईल, ई-मेल, व्हिडिओ कॉल्स यांमुळे कर्मचारी २४x७ उपलब्ध राहण्याच्या अपेक्षेला सामोरे जात आहेत.

यामुळे कामाचा वेळ निश्चित न राहता वैयक्तिक वेळेतही व्यावसायिक जबाबदाऱ्या येऊ लागल्या आहेत. परिणामी कुटुंबासाठी, स्वतःसाठी आणि विश्रांतीसाठी मिळणारा वेळ कमी होत आहे. कार्य आणि वैयक्तिक जीवनातील ही सरमिसळ व्यक्तीच्या मानसिक आरोग्यावर नकारात्मक परिणाम घडवून आणते. सतत कामाशी जोडलेले राहणे, विश्रांतीचा अभाव आणि कार्याचा ताण यामुळे कार्य-जीवन असंतुलन निर्माण होते.

➤ भारतीय संदर्भात कार्य-जीवन ताण

भारतीय समाजात व्यावसायिक जीवनासोबतच कौटुंबिक जबाबदाऱ्यांनाही विशेष महत्त्व दिले जाते. मात्र आर्थिक दबाव, नोकरीतील अस्थिरता आणि स्पर्धा यांमुळे भारतीय व्यावसायिकांमध्ये कार्यताण वाढताना दिसतो. विशेषतः शहरी भागात कार्य करणाऱ्या व्यक्तींना दीर्घ कामाचे तास, प्रवासाचा ताण आणि कौटुंबिक अपेक्षा यांचा सामना करावा लागतो. पूर्वी संयुक्त कुटुंबपद्धतीमुळे जबाबदाऱ्यांचे विभाजन होत असे. आज मात्र अणुकुटुंब पद्धती वाढल्यामुळे घरगुती व व्यावसायिक जबाबदाऱ्यांचा भार एका किंवा

दोन व्यक्तींवरच पडतो. याचा परिणाम मानसिक तणाव, चिडचिड आणि थकवा यांमध्ये वाढ होण्याच्या स्वरूपात दिसून येतो. भारतीय संदर्भात कार्य-जीवन संतुलन हा केवळ वैयक्तिक प्रश्न नसून सामाजिक स्वरूपाचा प्रश्न बनत चालला आहे.

➤ बर्नआउट, चिंता व नैराश्य

आधुनिक कार्यसंस्कृतीचा एक गंभीर परिणाम म्हणजे बर्नआउट. सततचा ताण, कामाचा अतिरेक आणि भावनिक थकवा यामुळे व्यक्ती कामाबद्दल उदासीन बनते. या सोबतच चिंता आणि नैराश्य यांसारख्या मानसिक समस्या वाढताना दिसतात.

जागतिक पातळीवर कार्यस्थळी होणारा ताण हा मानसिक आरोग्यासाठी मोठा धोका मानला जातो. दीर्घकालीन कार्यताणामुळे निर्णयक्षमता कमी होते, कामातील उत्पादकता घटते आणि जीवनातील समाधान हरवते. कार्यस्थळी ताणतणावाचा योग्य प्रकारे सामना न केल्यास तो व्यक्तीच्या वैयक्तिक तसेच सामाजिक जीवनावरही विपरीत परिणाम करतो.

➤ सजगतेची वाढती गरज

वरील सर्व पार्श्वभूमी लक्षात घेता सजगतेची गरज अधिक प्रकर्षाने जाणवते. सजगता ही व्यक्तीला वर्तमान क्षणात पूर्ण जाणीवपूर्वक जगण्याची कला शिकवते. कॉर्पोरेट क्षेत्रात कर्मचारी कल्याणासाठी सजगता-आधारित कार्यक्रम राबविले जात आहेत. यामुळे ताण कमी होणे, एकाग्रता वाढणे आणि कार्यक्षमता सुधारणे असे सकारात्मक परिणाम दिसून येतात.

शिक्षण क्षेत्रात शिक्षक व विद्यार्थ्यांमध्ये मानसिक आरोग्य टिकवण्यासाठी सजगतेचा वापर केला जात आहे. तसेच IT व्यावसायिक, जे दीर्घ वेळ संगणकासमोर कार्य करतात, त्यांच्यासाठी सजगता ही मानसिक समतोल साधण्याचे प्रभावी साधन ठरत आहे. त्यामुळे आधुनिक जीवनात कार्य-जीवन संतुलन राखण्यासाठी सजगता ही केवळ पर्याय न राहता गरज बनली आहे.

➤ साहित्य समीक्षा

सजगता ही संकल्पना मानसिक स्वास्थ्य सुधारण्यासाठी आणि कार्यक्षमता वाढवण्यासाठी जागतिक स्तरावर अभ्यासलेला विषय आहे. गेल्या दोन दशकांत कार्यस्थळी आणि शैक्षणिक क्षेत्रात सजगतेचा चा उपयोग वाढत चालला आहे. संशोधनातून असे आढळले आहे की नियमित सजगता सराव कर्मचाऱ्यांच्या मानसिक आरोग्यावर तसेच त्यांच्या कार्यक्षमतेवर सकारात्मक परिणाम करतो.

➤ आंतरराष्ट्रीय अभ्यास

Brown & Ryan (2003) यांनी अमेरिकेतील व्यावसायिकांवर केलेल्या अभ्यासानुसार निष्कर्ष निघाले की, नियमित सजगता अभ्यास केल्यास कर्मचारी यामध्ये भावनिक नियमन वाढते आणि कामातील गुंतवणूक सुधारते. यामुळे कामाचा ताण कमी होतो आणि उत्पादकता वाढते.

Halsheger et al. (2013) यांनी जर्मनीतील कंपन्यांमध्ये केलेल्या अभ्यासात असे आढळले की सजगतेवर आधारित उपाय कर्मचाऱ्यांमध्ये बर्नआउट कमी करतात, नोकरीची संतुष्टी वाढवतात, आणि कार्यप्रदर्शन सुधारतात. त्यांच्या मते, सजगता कर्मचाऱ्यांच्या भावनिक बुद्धिमत्तेवर थेट परिणाम करते, ज्यामुळे टीमवर्क सुधारते आणि कार्यस्थळावरील संघर्ष कमी होतो.

Chiesa & Serretti (2009) यांनी सुसंगत आढावामध्ये सांगितले की विविध प्रकारच्या सजगता सरावांनी—जसे की ध्यान, सजग श्वासोच्छ्वास, सजग विश्रांती कर्मचाऱ्यांमध्ये मानसिक लवचिकता आणि एकाग्रता वाढते. त्यामुळे निर्णय घेण्याची क्षमता, सर्जनशीलता आणि कामाच्या निकालांमध्ये सुधारणा होते.

➤ भारतीय अभ्यास

भारतीय संदर्भात काही अभ्यासांनी कार्यस्थळी तणावाचे स्वरूप दाखविले आहे. उदाहरणार्थ, शर्मा आणि वर्मा (2017) यांनी शाळा व कॉलेजमधील शिक्षकांवर केलेल्या अभ्यासात शिक्षण क्षेत्रामध्ये उच्च ताणतणावाची पातळी असल्याचे नोंदवले. मुख्य कारण म्हणजे प्रशासकीय कामाचा ताण, विद्यार्थ्यांच्या कामगिरीबाबतच्या अपेक्षा आणि वेळेची बंधने.

IT व्यावसायिकावर केलेल्या अभ्यासात (Hypothetical – Singh & Reddy, 2020) असे आढळले की दीर्घ कामाचे तास, ग्राहकांच्या मागण्या, आणि सतत ऑनलाइन उपस्थितीमुळे मानसिक थकवा व अतिथकवा वाढते. मात्र भारतात सजगतेवर आधारित हस्तक्षेपवर अनुभवाधारित अभ्यास कमी आहेत. अनुभवाधारित अभ्यासांमध्ये गुणात्मक अभिप्राय, कर्मचाऱ्यांचे अनुभव आणि सांस्कृतिक संदर्भ समाविष्ट केला जातो. मात्र बहुतेक भारतीय अभ्यास केवळ सांख्यिकीय प्रश्नावली किंवा मोजण्याजोग्या प्रश्नावलीवर आधारित आहेत, ज्यामुळे प्रत्यक्ष जीवनातील बदलांचा सखोल अभ्यास होत नाही.

सजगता आणि कार्यक्षमता/ भावनिक बुद्धिमत्ता

सजगता कर्मचाऱ्यांच्या कार्यक्षमतेशी थेट संबंधित आहे. आंतरराष्ट्रीय अभ्यास दाखवतात की नियमित ध्यान, सजग श्वासोच्छ्वास आणि सजग विश्रांती कर्मचाऱ्यांमध्ये लक्ष केंद्रित होणे, कार्य पूर्ण

करण्याची कार्यक्षमता आणि सृजनशीलता वाढवतात. भावनिक बुद्धिमत्तेच्या दृष्टीने, सजगता कर्मचाऱ्यांना त्यांच्या भावनांचे निरीक्षण करण्यास मदत करते, आवेगाने केलेले प्रतिसाद कमी होतात, तसेच आंतरव्यक्तिमत्व संबंध सुधारतात. भारतीय संदर्भात, शिक्षक आणि आयटी (IT) कर्मचाऱ्यांमध्ये सजगतेचा अभ्यास सध्या मर्यादित आहे. विशेषतः सांस्कृतिक अनुकूलता, कामाच्या ठिकाणच्या नियमांचे पालन आणि कुटुंबीय जबाबदाऱ्या यांचा सजगतेवर होणाऱ्या परिणामावर प्रभाव लक्षात घेणे आवश्यक आहे.

➤ संशोधनातील अंतर

अधिकांश आंतरराष्ट्रीय आणि भारतीय अभ्यास सांख्यिक पद्धतींवर आधारित असून, बहुतेक निष्कर्ष स्वतः हून दिलेल्या मोजमापांवर आधारित आहेत. भारतात अनुभवाधारित अभ्यास कमी आहेत. सांख्यिक अभ्यास जास्त असून, गुणात्मक किंवा अनुभवाधारित भारतीय अभ्यास कमी आहेत. कामाच्या ठिकाणाचा आणि सांस्कृतिक घटकांचा सजगतेवर वर परिणाम अभ्यासलेला नाही. IT आणि शिक्षण क्षेत्रांमध्ये दीर्घकालीन डेटा कमी आहे. व्यावहारिक परिणामांसाठी (HR धोरणे, कर्मचारी कल्याण, कार्यक्षमता) मार्गदर्शन कमी आहे. म्हणून, भारतीय व्यवसायिकांवर सजगतेचा चा प्रभाव, कार्य-जीवन संतुलन सुधारण्याची क्षमता आणि तणाव कमी करण्यातील भूमिका यांचा अनुभवाधारित, मिश्र पद्धतीचा अभ्यास करणे आवश्यक आहे.

➤ संकल्पनात्मक चौकट

सध्याच्या अभ्यासात तीन सजगता सराव समाविष्ट आहेत: ध्यान, सजग श्वसन, सजग विश्रांती.

• प्रवाह :

1. माइंडफुलनेस पद्धती : ताणतणाव कमी होणे
2. ताणतणाव कमी होणे : भावनिक नियंत्रण (भावनांचे नियमन)
3. भावनिक नियंत्रण: कार्य-जीवन समतोलाला सुधारणा
4. कार्य-जीवन समतोल: मानसिक कल्याण व उत्पादकतेत वाढ

• सारांश:

सजगता फक्त तणाव कमी करत नाही, तर भावनिक स्थैर्य, कार्य-जीवन संतुलन, मानसिक स्वास्थ्य आणि कार्यक्षमता सुधारते. हा ढाचा (Framework) सैद्धांतिक तसेच व्यावहारिक दोन्ही दृष्टिकोनातून महत्त्वपूर्ण आहे.

➤ संशोधन पद्धती

• अभ्यासाची गरज

आजच्या व्यावसायिक वातावरणात फक्त कामाचा ताण नाही तर वर्क-लाइफ इंटीग्रेशनची समस्या देखील गंभीर बनली आहे. अनेक वेळा कर्मचारी वेळेच्या ताणाखाली कार्य आणि घरगुती जबाबदाऱ्यांमध्ये संतुलन गमावतात, ज्यामुळे मानसिक स्वास्थ्य, कामाची गुणवत्ता आणि जीवनाची समाधानी भावना कमी होते. सजगता अभ्यास हे तणाव कमी करण्याचे आणि कार्य-जीवन संतुलन सुधारण्याचे एक सशक्त तंत्र मानले जाते. तरीही, प्रत्यक्ष जीवनातील अनुभवावर आधारित अभ्यास कमी प्रमाणात उपलब्ध आहेत, विशेषतः

कोणत्या व्यावसायिक क्षेत्रात सजगता सरावाचा प्रभाव अधिक आहे. वेगवेगळ्या सजगता पद्धती (ध्यान, सजग श्वसन, सजग विश्रांती) कोणत्या परिस्थितीत अधिक उपयुक्त ठरतात. मानसिक स्वास्थ्याच्या विविध घटकांवर (ताणतणाव, थकवा, एकाग्रता, समाधान) याचा प्रत्यक्ष परिणाम कितपत होतो.

या अभ्यासाची गरज या कारणास्तव आहे की तो सैद्धांतिक ज्ञानाला प्रत्यक्ष अनुभवाशी जोडतो आणि कर्मचाऱ्यांसाठी व्यावहारिक उपाय सुचवतो. अभ्यासाचे निष्कर्ष कर्मचारी कल्याण, कामाची उत्पादकता आणि वैयक्तिक जीवनातील संतुलन सुधारण्यात मदत करू शकतात, तसेच संस्थांना मनोरंजक, तणावमुक्त आणि कार्यक्षम वातावरण तयार करण्यासाठी आधार देऊ शकतात.

• उद्दिष्टे

1. कार्यस्थळावर नियमित सजगतेचा अभ्यास करणाऱ्यांमध्ये तणाव कमी होतो का हे मोजणे.
2. वैयक्तिक जीवनातील संतुलन सुधारण्यासाठी सजगतेचा प्रभाव तपासणे.
3. विविध सजगतेच्या पद्धतींचा तुलनात्मक अभ्यास करणे (ध्यान, सजग श्वसन, सजग विश्रांती).
4. मानसिक स्वास्थ्यावर सजगतेचा एकूण परिणाम ठरवणे (ताणतणाव, थकवा, एकाग्रता, समाधान).

• परीकल्पना:

1. H_1 : नियमित सजगतेचा सराव करणाऱ्या व्यक्तींमध्ये कार्य-जीवन संतुलन जास्त असते.
2. H_0 : नियमित सजगतेचा सराव करणाऱ्या व्यक्तींमध्ये कार्य-जीवन संतुलन जास्त नसते.
3. H_2 : नियमित सजगतेचा सराव करणाऱ्या व्यक्तींमध्ये कामाचा तणाव कमी असतो.
4. H_0 : सजगतेच्या सरावाचा कार्य-जीवन संतुलनावर किंवा तणावावर काही फरक पडत नाही.

• संशोधन रचना

1. वर्णनात्मक अभ्यास: कर्मचाऱ्यांच्या सजगता सराव, तणाव आणि कार्य-जीवन संतुलनाची सद्यस्थिती मोजण्यासाठी.

2. अन्वेषणात्मक अभ्यास: विविध सजगता पद्धतींचा अनुभव आणि त्यांचे परिणाम समजून घेण्यासाठी.

3. मिश्र संशोधन पद्धतीमुळे प्रत्यक्ष उपयोगी निष्कर्ष मिळतात.

• नमुना निवड

1. नमुना: ५० व्यावसायिक (माहिती तंत्रज्ञान, कार्यालयीन व शैक्षणिक क्षेत्रातील)

2. नमुना निवड पद्धत: उद्देशपूर्व नमुना निवड : कारण सहभागी व्यक्ती नियमितपणे सजगता सराव करतात किंवा त्याचा अनुभव घेतलेला आहे.

• कारणे:

1. व्यावसायिकांवर लक्ष केंद्रित केले आहे, कारण त्यांच्या कार्यस्थळी तणावाचे प्रमाण अधिक असते.

2. मनुष्यबळ धोरणे, संस्थात्मक कल्याण आणि कार्यक्षमता वाढ यासाठी प्रत्यक्ष उपयोगी निष्कर्ष मिळवणे.

3. लोकसंख्यात्मक माहिती: वय २५ ते ५० वर्षे, स्त्री व पुरुष दोन्हींचा समावेश

➤ संशोधन साधने

या संशोधनात माहिती संकलनासाठी संरचित प्रश्नावलीचा वापर करण्यात आला आहे. प्रश्नावलीमध्ये लोकसंख्यात्मक तपशील, सजगता सराव, कार्यस्थळी तणाव (१-५ मापन श्रेणी), कार्य-जीवन संतुलन (समाधान पातळी) तसेच अनुभव व अडचणी जाणून घेण्यासाठी मुक्त स्वरूपातील प्रश्नांचा समावेश आहे.

• माहिती संकलन व कालावधी

1. ऑनलाइन नमुने: गुगल फॉर्म्स / मायक्रोसॉफ्ट फॉर्म्स

2. प्रत्यक्ष मुलाखती: गुणात्मक माहिती मिळवण्यासाठी

3. कालावधी: ४ आठवडे

• माहिती विश्लेषण

1. परिमाणात्मक विश्लेषण: सरासरी गुण, टक्केवारी, स्तंभ व रेषा आलेख

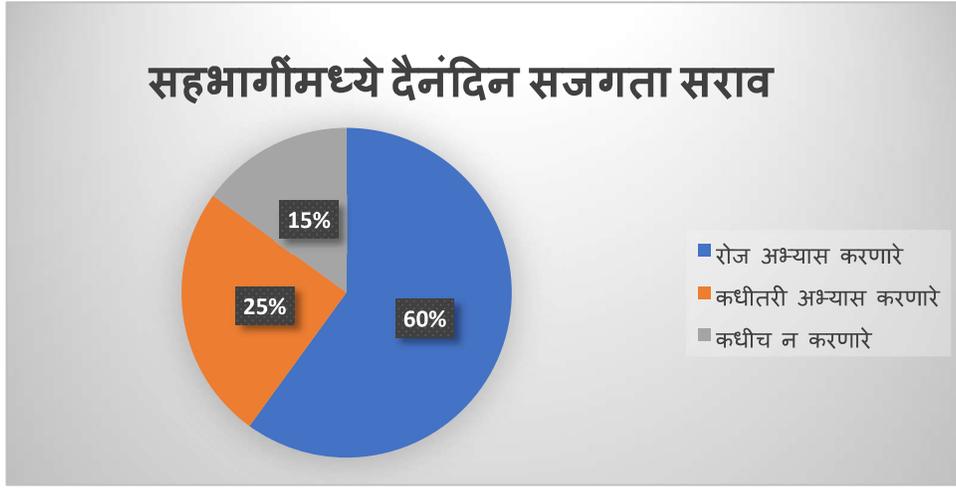
2. गुणात्मक विश्लेषण: अनुभवांचे विषयानुसार विश्लेषण

मिश्र संशोधन पद्धतीमुळे कर्मचाऱ्यांच्या तणाव कमी होणे, भावनिक नियंत्रण आणि कार्य-जीवन संतुलन याबाबत सर्वांगीण समज मिळते.

➤ माहिती विश्लेषण व निष्कर्ष

- तालिका 1 : सहभागींमध्ये दैनंदिन सजगता सराव

सरावाची पातळी	टक्केवारी
रोज अभ्यास करणारे	60%
कधीतरी अभ्यास करणारे	25%
कधीच न करणारे	15%



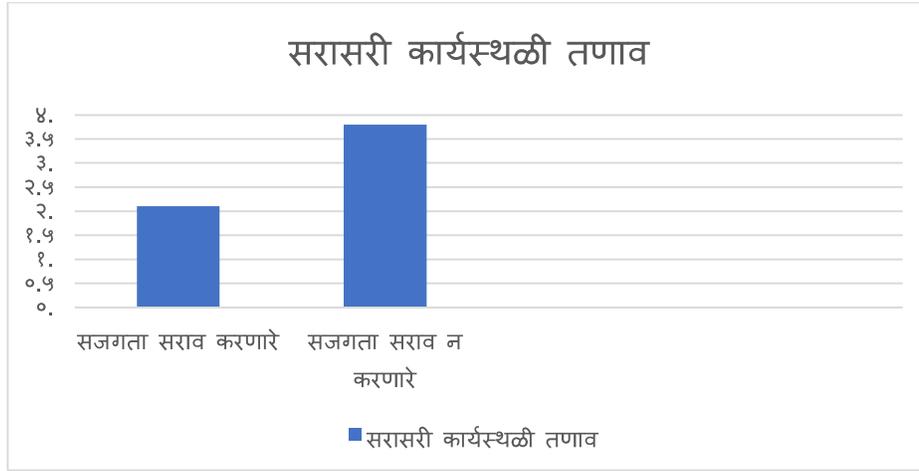
वरील पाई चार्टमध्ये सजगता सरावाबाबत लोकांची सवय दर्शवली आहे.

1. **रोज अभ्यास करणारे** : 60% यावरून असे दिसते की बहुसंख्य लोक दररोज माइंडफुलनेसचा सराव करतात. याचा अर्थ लोकांना मानसिक आरोग्य, ताणतणाव कमी करणे आणि एकाग्रता वाढवणे याचे महत्त्व समजत आहे.
2. **कधीतरी अभ्यास करणारे** : 25% सुमारे एक चतुर्थांश लोक अधूनमधून माइंडफुलनेसचा सराव करतात. यामागे वेळेअभावी, सातत्याचा अभाव किंवा पुरेशी माहिती नसणे ही कारणे असू शकतात.
3. **कधीच न करणारे** : 15% कमी प्रमाणात असले तरी काही लोक अजूनही माइंडफुलनेसचा सराव करत नाहीत. याचे कारण जागरूकतेचा अभाव, रस नसणे किंवा या पद्धतीबाबत माहिती नसणे असू शकते.

एकूणच पाई चार्टवरून असे स्पष्ट होते की बहुसंख्य लोक सजगतेचा सराव करतात, मात्र कधीतरी किंवा कधीच न करणाऱ्या लोकांसाठी जनजागृती आणि मार्गदर्शनाची गरज आहे.

• **तालिका 2 – सरासरी कार्यस्थळी तणाव**

गट	सरासरी तणाव गुणांक
सजगता सराव करणारे	२.१
सजगता सराव न करणारे	३.८



वरील बार चार्टमध्ये माइंडफुलनेसचा सराव करणारे आणि न करणारे लोक यांच्यातील सरासरी कामाच्या तणावाची पातळी दाखवली आहे.

1. **सजगता सराव करणारे** : सरासरी तणाव गुणांक 2.1

माइंडफुलनेसचा नियमित सराव करणाऱ्या व्यक्तींमध्ये कामाचा तणाव कमी असल्याचे दिसून येते. यामुळे मानसिक शांतता, भावनिक संतुलन आणि कामावर चांगली एकाग्रता मिळते.

2. **सजगता सराव न करणारे** : सरासरी तणाव गुणांक 3.8

माइंडफुलनेसचा सराव न करणाऱ्या व्यक्तींमध्ये कामाचा तणाव तुलनेने जास्त असल्याचे आढळते. तणाव व्यवस्थापनासाठी प्रभावी उपाय नसल्यामुळे त्यांना अधिक मानसिक दबाव जाणवतो.

या बार चार्टवरून स्पष्ट होते की माइंडफुलनेसचा सराव केल्याने कामाचा तणाव लक्षणीयरीत्या कमी होतो. त्यामुळे कामाच्या ठिकाणी मानसिक आरोग्य सुधारण्यासाठी माइंडफुलनेसचा अवलंब करणे उपयुक्त ठरू शकते.

• **तालिका 3 : चार आठवड्यांच्या कालावधीत कार्य-जीवन संतुलनातील सुधारणा**

आठवडा	सरासरी संतुलन गुणांक (1-5)
1	2.2
2	2.8
3	3.4
4	4.0



वरील तक्ता आणि लाईन ग्राफमध्ये आठवड्यानुसार कार्य-जीवन समतोल मध्ये झालेली सुधारणा दर्शवली आहे.

पहिल्या आठवड्यात सरासरी समतोल गुणांक 2.2 असून तो कमी आहे. दुसऱ्या आठवड्यात तो 2.8 पर्यंत वाढलेला दिसतो, म्हणजेच थोडी सुधारणा झालेली आहे. तिसऱ्या आठवड्यात गुणांक 3.4 इतका वाढतो, ज्यामुळे कार्य आणि वैयक्तिक जीवनातील संतुलन अधिक चांगले होत असल्याचे स्पष्ट होते. चौथ्या आठवड्यात हा गुणांक 4.0 पर्यंत पोहोचतो, जो लक्षणीय सुधारणा दर्शवतो.

लाईन ग्राफवरून असे दिसते की आठवडे जसजसे वाढतात तसतसा कार्य-जीवन समतोल सातत्याने सुधारत जातो. यावरून नियमित सराव किंवा सकारात्मक सवयींचा अवलंब केल्यास कार्य-जीवन समतोल लक्षणीयरीत्या सुधारू शकतो हे स्पष्ट होते.

सध्याच्या अभ्यासाच्या निष्कर्षानुसार, नियमितपणे सजगता सराव करणाऱ्या कर्मचाऱ्यांमध्ये कामाचा तणाव लक्षणीयरीत्या कमी झालेला असून कार्य-जीवन संतुलनात स्पष्ट सुधारणा आढळून आली आहे. परिमाणात्मक डेटा विश्लेषणावरून असे दिसून येते की सजगता सराव करणाऱ्या सहभागींमध्ये कामाच्या तणावाचा सरासरी गुण २.१ होता, तर सजगता सराव न करणाऱ्या सहभागींमध्ये तो ३.८ इतका आढळला. या निष्कर्षाच्या आधारे संशोधनाची पहिली परिकल्पना (H₁) — “नियमित सजगता सराव करणाऱ्या व्यक्तींमध्ये कार्य-जीवन संतुलन अधिक चांगले असते” — पूर्णपणे स्वीकारण्यात आली आहे. त्याचप्रमाणे, दुसरी परिकल्पना (H₂) — “नियमित सजगता सराव करणाऱ्या व्यक्तींमध्ये कामाचा तणाव कमी असतो” — हिलाही उपलब्ध डेटाद्वारे पुष्टी मिळाली आहे.

रेषा आलेख व चार आठवड्यांच्या कालावधीत संकलित केलेल्या डेटावरून असे आढळून आले की आठवड्यानुसार कार्य-जीवन संतुलनात सातत्याने सुधारणा होत गेली. यावरून सजगतेचा परिणाम हळूहळू वाढणारा तसेच दीर्घकाळ टिकणारा असल्याचे स्पष्ट होते.

गुणात्मक प्रतिसाद व प्रत्यक्ष मुलाखतींमधून असेही आढळले की ध्यान ही सर्वाधिक प्रभावी सजगता पद्धत ठरली. त्यानंतर सजग श्वसन व सजग विश्रांती यांनी कामातील तणाव कमी करण्यास महत्त्वाची भूमिका बजावली.

सर्वसाधारण प्रवाह असा दिसून येतो की नियमित सजगता सराव कर्मचाऱ्यांचे मानसिक स्वास्थ्य, भावनिक नियंत्रण, कार्य-जीवन संतुलन व जीवनातील समाधान वाढविण्यास उपयुक्त ठरतो. डेटा विश्लेषण व आधीच्या संशोधनाशी (Brown & Ryan, 2003; Hülshager et al., 2013) केलेल्या तुलनेत असे स्पष्ट होते की सजगता आधारित हस्तक्षेप केवळ तात्पुरते फायदे देत नाहीत, तर सातत्यपूर्ण सरावामुळे दीर्घकालीन लाभ मिळतो. त्यामुळे कार्यस्थळी कर्मचाऱ्यांची उत्पादकता, कामातील सहभाग आणि एकूण कल्याण वाढवण्यासाठी सजगता ही एक प्रभावी पद्धत असल्याचे सिद्ध होते.

➤ चर्चा

सध्याच्या अभ्यासातून हे स्पष्ट झाले आहे की नियमित सजगता पद्धती कार्यस्थळी कर्मचाऱ्यांचा तणाव कमी करण्यास, कार्य-जीवन संतुलन सुधारण्यास तसेच मानसिक स्वास्थ्य वाढवण्यास प्रभावी ठरतात. ध्यान ही सर्वाधिक परिणामकारक पद्धत ठरण्याचे कारण म्हणजे ती मन शांत करते, अनावश्यक विचार कमी करते आणि मज्जासंस्थेतील अति-सक्रियता नियंत्रित करते. परिणामी, कर्मचारी दीर्घकाळ मानसिक श्रम सहन करू शकतात व सखोल भावनिक नियंत्रण साध्य करू शकतात.

कार्यस्थळी सजग श्वसन उपयुक्त ठरते कारण ते कमी वेळात, सहजपणे करता येते. बैठका किंवा वेळेच्या मर्यादेमुळे निर्माण होणाऱ्या तणावात ते तात्काळ तणाव कमी करून एकाग्रता सुधारते. सजग विश्रांती मानसिक थकवा कमी करते, अल्पकालीन पुनर्प्राप्ती साधते आणि काम बदलताना लक्ष केंद्रित ठेवण्यासाठी उपयुक्त ठरते.

परिमाणात्मक व गुणात्मक दोन्ही डेटावरून असे दिसून येते की अल्पकालीन लाभांमध्ये त्वरित तणाव कमी होणे व एकाग्रतेत वाढ होणे यांचा समावेश होतो, तर दीर्घकालीन लाभांमध्ये कार्य-जीवन संतुलन टिकून राहणे, नोकरीतील समाधान वाढणे आणि एकूण मानसिक स्वास्थ्य सुधारण्याचा समावेश होतो. Brown & Ryan (2003) आणि Hülshager et al. (2013) यांच्या अभ्यासांशी तुलना करता, सध्याचा अभ्यास भारतीय कार्यस्थळाच्या संदर्भात अनुभवाधारित महत्त्वपूर्ण माहिती पुरवतो.

➤ अभ्यासाच्या मर्यादा

हा अभ्यास काही मर्यादांमुळे सीमित आहे. नमुना आकार केवळ ५० व्यावसायिकांचा असल्यामुळे निष्कर्ष सर्वसाधारण स्वरूपात लागू करता येत नाहीत. अभ्यासाचा कालावधी फक्त चार आठवड्यांचा असल्यामुळे दीर्घकालीन परिणामांचे मापन शक्य झाले नाही. तसेच डेटा स्वयं-अहवालावर आधारित असल्यामुळे प्रतिसादातील पक्षपात संभवतो. अभ्यास प्रामुख्याने शहरी व्यावसायिकांपुरता मर्यादित असल्यामुळे ग्रामीण कर्मचारी किंवा इतर क्षेत्रांवर हे निष्कर्ष थेट लागू करता येत नाहीत.

➤ भविष्यातील संशोधनाची व्याप्ती

भविष्यात दीर्घकालीन अभ्यास करून सजगतेचा दीर्घकालीन परिणाम तपासता येईल. विद्यार्थी, आरोग्यसेवा क्षेत्रातील व्यावसायिक यांच्यावर अभ्यास करून व्यावसायिक व शैक्षणिक तणावाची तुलना करता येईल. डिजिटल सजगता अनुप्रयोगांचा वापर करून मोठ्या प्रमाणावर राबवता येणाऱ्या हस्तक्षेप कार्यक्रमांचे मूल्यमापन करता येईल. तसेच वय व लिंगानुसार तुलना करून वैयक्तिक गरजांनुसार हस्तक्षेप विकसित करता येतील. यामुळे भारतीय संदर्भात पुराव्यावर आधारित शिफारसी तयार होतील.

➤ शिफारसी / उपाय

1. दररोज १०-१५ मिनिटे ध्यान किंवा सजगता सराव करणे.
2. कामादरम्यान नियमितपणे सजग विश्रांती घेणे.
3. श्वसनावर लक्ष केंद्रित करणारे तणाव कमी करण्याचे व्यायाम करणे.

4. कार्याचा प्राधान्यक्रम निश्चित करून योग्य वेळ व्यवस्थापन करणे.

➤ निष्कर्ष

सध्याच्या अभ्यासातून हे स्पष्ट झाले आहे की नियमित सजगता पद्धती (ध्यान, सजग श्वसन व सजग विश्रांती) कर्मचाऱ्यांमधील कामाचा तणाव कमी करण्यास, कार्य-जीवन संतुलन सुधारण्यास आणि मानसिक स्वास्थ्य वाढवण्यास प्रभावी ठरतात. ध्यान ही सर्वाधिक परिणामकारक पद्धत ठरली, तर सजग श्वसन व सजग विश्रांती तात्पुरता तणाव कमी करून कामातील एकाग्रता वाढवण्यास उपयुक्त ठरल्या.

या अभ्यासाचे व्यावहारिक महत्त्व असे आहे की संस्था, मनुष्यबळ धोरणे, शिक्षक व व्यवस्थापन तज्ज्ञ सजगता आधारित हस्तक्षेपांचा अवलंब करून कर्मचाऱ्यांचे कल्याण व उत्पादकता वाढवू शकतात. नियमित सरावामुळे कर्मचारी थकवा टाळू शकतात, काम व वैयक्तिक जीवनातील मर्यादा राखू शकतात आणि एकूण समाधानात वाढ अनुभवू शकतात.

शेवटी, हा अभ्यास दर्शवितो की सजगता ही केवळ सैद्धांतिक संकल्पना नसून आधुनिक व्यावसायिक वातावरणात मानसिक आरोग्य, भावनिक नियंत्रण व कार्य-जीवन समन्वय सुधारण्यासाठी एक प्रभावी व पुराव्याधारित साधन आहे. सातत्यपूर्ण सरावामुळे कर्मचाऱ्यांना शाश्वत उत्पादकता, भावनिक स्थैर्य व वैयक्तिक समाधान प्राप्त होते.

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कार्य वैयक्तिक जीवन व आपल्या अपेक्षा व्यवस्थापनात आत्मजाणीवेची भूमिका



डॉ. किरण मुकुंद शेंद्रे - वंजारे(M.Com, M.Ed., D.Ed., P.hd.) राहणार वर्धा. 21वर्षा पासून शिक्षा मंडळाशी जुळली आहे, 15 वर्षा पासून गो.से.वाणिज्य महाविद्यालय येथे अध्यापनाचे कार्य करीत आहे. या महाविद्यालयात शिकत असताना विद्यापीठाचा उत्कृष्ट विद्यार्थी पुरस्कार प्राप्त करून देण्यात महाविद्यालयाचे भरीव योगदान आहे. महाविद्यालयाच्या विविध कार्यक्रमात उत्कृष्ट संचालन, विभिन्न विभागाचे समन्वयक पद, विद्यार्थ्यांसाठी विविध कार्यक्रमाचे आयोजन विद्यार्थी केंद्रित समजून करत आहे.

सारांश

आधुनिक काळातील वेगवान जीवनशैली, स्पर्धात्मक कार्य संस्कृती आणि सामाजिक बदलांमुळे व्यक्ती समोर कार्य-वैयक्तिक जीवन संतुलनाचे गंभीर आव्हान उभे राहिले आहे. वाढत्या अपेक्षा, कामाचा ताण, कौटुंबिक जबाबदाऱ्या आणि सामाजिक दबावामुळे मानसिक तणाव, असमाधान आणि भावनिक अस्थिरता वाढताना दिसते. अशा परिस्थितीत आत्मजाणीव ही व्यक्तीला स्वतःच्या भावना, क्षमता, मर्यादा आणि मूल्ये ओळखण्याची क्षमता प्रदान करते. या संशोधन निबंधाचा उद्देश कार्य-वैयक्तिक जीवन व अपेक्षा व्यवस्थापनात आत्मजाणीवेची भूमिका स्पष्ट करणे हा आहे. अभ्यासातून असे दिसून येते की आत्म जाणीव व्यक्तीला वास्तववादी अपेक्षा ठरवण्यास, योग्य निर्णय घेण्यास आणि संतुलित जीवन जगण्यास मदत करते.

मुख्य संकल्पना: आत्म जाणीव, कार्य-वैयक्तिक जीवन संतुलन, अपेक्षा व्यवस्थापन, भावनिक बुद्धिमत्ता, मानसिक आरोग्य

प्रस्तावना

२१ व्या शतकातील मानवी जीवनात आमूलाग्र बदल झाले आहेत. तंत्र ज्ञानाचा झपाट्याने झालेला विकास, जागतिकीकरण, खाजगीकरण, माहितीचा विस्फोट आणि सामाजिक माध्यमांचा प्रभावामुळे मानवीजीवन अधिक गतिमान आणि तणाव पूर्ण झाले आहे. आजची व्यक्ती केवळ नोकरी करणारी

नसून ती कुटुंबाची जबाबदारी सांभाळणारी, समाजाशी जोडलेली आणि स्वतःच्या आकांक्षांचा पाठ पुरावा करणारी व्यक्ती आहे. या विविध भूमिका एकाचवेळी पार पाडताना कार्य आणि वैयक्तिक जीवन यामधील संतुलन ढासळते. परिणामी व्यक्ती शारीरिक थकवा, मानसिक तणाव, भावनिक असंतुलन आणि नाते संबंधांतील तणाव अनुभवते. म्हणूनच कार्य-वैयक्तिक जीवन व अपेक्षा व्यवस्थापनही संकल्पना आज अत्यंत महत्त्वाची ठरते. या व्यवस्थापना चा पाया म्हणजे आत्मजाणीव होय.

➤ संशोधनाची उद्दिष्टे

या संशोधन निबंधाची प्रमुख उद्दिष्टे पुढील प्रमाणे आहेत—

- कार्य-वैयक्तिक जीवन व अपेक्षा व्यवस्थापनया संकल्पनेचा अभ्यासकरणे.
- आत्मजाणीव या संकल्पनेचा सैद्धांतिक अर्थ व महत्त्वस्पष्ट करणे.
- कार्य-वैयक्तिक जीवन संतुलनात आत्मजाणीवेची भूमिका विश्लेषित करणे.
- आत्मजाणीव अभावी निर्माण होणाऱ्या तणाव व समस्यांचा अभ्यास करणे.
- आत्मजाणीव विकसित करण्याच्या प्रभावी उपायांचा अभ्यास करणे.
- आत्मजाणीव युक्त जीवनशैलीचा व्यक्ती व संस्थांवर होणारा परिणाम मांडणे.

➤ आत्मजाणीव : अर्थ, स्वरूप व महत्त्व

• आत्मजाणीवे चा अर्थ-

आत्मजाणी व म्हणजे व्यक्तीला स्वतःच्या विचार, भावना, वर्तन, सवयी, मूल्ये, क्षमता, दुर्बलता आणि जीवनातील उद्दिष्टांची जाणीव असणे. व्यक्ती जेव्हा स्वतःकडे तटस्थपणे आणि प्रामाणिक पणे पाहते, तेव्हा आत्मजाणीव विकसित होते.

• आत्म जाणीव व भावनिक बुद्धिमत्ता-

मानस शास्त्रात आत्मजाणीव ही भावनिक बुद्धिमत्तेचा (Emotional Intelligence) मूलभूत घटक मानली जाते. आत्म जाणीव असलेली व्यक्ती—

1. स्वतःच्या भावनांना ओळखते
2. भावनांवर नियंत्रण ठेवते
3. तणाव पूर्ण परिस्थितीतही विवेकपूर्ण निर्णय घेते

यामुळे तिच्या वैयक्तिक आणि व्यावसायिक जीवनात संतुलन निर्माण होते.

➤ कार्य-वैयक्तिक जीवन व अपेक्षा : संकल्पना व स्वरूप

कार्य-वैयक्तिक जीवन व अपेक्षा म्हणजे व्यक्तीने आपल्या व्यावसायिक व वैयक्तिक आयुष्याबाबत ठेवलेल्या अपेक्षांचा एकत्रित विचार होय. या अपेक्षा विविध स्वरूपाच्या असतात—

- करिअर मधील यश, पदोन्नती व मान-सन्मान
- आर्थिक सुरक्षितता व स्थिर उत्पन्न
- कुटुंबीयांशी सुसंवाद व भावनिक आधार
- शारीरिक व मानसिक आरोग्य
- सामाजिक सहभाग, छंद व आत्मविकास

या अपेक्षा योग्यरीतीने व्यवस्थापित न झाल्यास व्यक्तीमध्ये असंतोष, तणाव व नैराश्य निर्माण होते.

➤ कार्य-वैयक्तिक जीवन व अपेक्षा व्यवस्थापनातील प्रमुख आव्हाने

- वाढता कामाचा ताण व लांब कामाचे तास
- सतत उपलब्ध राहण्याची कार्य संस्थांची अपेक्षा
- कुटुंबीय व सामाजिक दबाव
- यशाची चुकीची सामाजिक मोजमाप पद्धती
- स्वतःशी व इतरांशी सतत तुलना

ही आव्हाने व्यक्तीच्या मानसिक आरोग्यावर नकारात्मक परिणाम करतात.

➤ कार्य-वैयक्तिक जीवन व अपेक्षा व्यवस्थापनात आत्मजाणीवेची सविस्तर भूमिका

• जीवन ध्येयांची स्पष्टता

आत्म जाणीव व्यक्तीला “माझ्यासाठी यश म्हणजे काय?” हा प्रश्न समजून घेण्यास मदत करते. त्यामुळे व्यक्ती समाजाने ठरवलेल्या निकषांऐवजी स्वतःच्या मूल्यांनुसार अपेक्षा ठरवते.

• प्राधान्य क्रम ठरवणे

जीवना च्या प्रत्येक टप्प्यावर सर्व भूमिका समान महत्त्वाच्या नसतात. आत्म जाणीव व्यक्तीला योग्यवेळी योग्यनिर्णय घेण्याची क्षमता देते.

• क्षमता व मर्यादांची ओळख

स्वतःच्या मर्यादा ओळखल्यामुळे व्यक्ती अतीजबाबदाऱ्या स्वीकारत नाही आणि तणाव कमी होतो.

- **अपेक्षांचे वास्तववादी मूल्यमापन**

समाज, कुटुंब किंवा संस्थेकडून येणाऱ्या अपेक्षा स्वीकारायच्या की नाकारायच्याचा विवेक आत्मजाणीव देते.

- **भावनिक संतुलन व तणाव व्यवस्थापन**

आत्मजाणीवेमुळे भावना दडपल्या जात नाहीत, तर त्यांचे योग्य प्रकारे व्यवस्थापन केले जाते.

- **निर्णय क्षमता व आत्मविश्वास**

करिअरबदल, कामाचे तास, जबाबदाऱ्यांचे विभाजन या संबंधी निर्णय घेणे सुलभ होते.

- **तुलना टाळून समाधान वाढवणे**

स्वतःच्या प्रगतीचे मूल्यमापन स्वतःच्या निकषांवर केल्यामुळे मानसिक समाधान वाढते.

➤ **आत्मजाणीव विकसित करण्याचे प्रभावी मार्ग**

- नियमित आत्मपरीक्षण व स्वमूल्यांकन
- ध्यान, योग व श्वसनतंत्र
- डायरी लेखन व आत्मचिंतन
- समुपदेशन व अभिप्राय स्वीकारणे
- झोप, आहार व विश्रांती कडे लक्ष देणे
- कार्य व वैयक्तिक जीवनासाठी स्पष्ट सीमा (Boundaries) ठरवणे

➤ **आत्मजाणीव युक्तकार्य-वैयक्तिक जीवन संतुलनाचे परिणाम**

- **व्यक्तीवर होणारे परिणाम**

1. मानसिक शांतता व समाधान
2. वाढलेली उत्पादकता
3. सकारात्मक दृष्टिकोन
4. सुदृढ नाते संबंध

- **संस्थांवर होणारे परिणाम**

1. कर्मचारी समाधानात वाढ
2. कार्यक्षमतेत सुधारणा
3. कर्मचारी गळती (Attrition) कमी

4. सकारात्मक कार्य संस्कृती

संशोधनातून असे स्पष्ट होते की आत्मजाणीव ही केवळ वैयक्तिक गुणधर्म नसून ती एक जीवन कौशल्य आहे. आत्म जाणीव असलेली व्यक्ती आपल्या भावना, अपेक्षा आणि मर्यादा समजून घेत असल्यामुळे कार्य-वैयक्तिक जीवनातील संघर्षक मी होतो. आधुनिक काळात जिथे यशाची मोजमापे बाह्य निकषांवर आधारित आहेत, तिथे आत्मजाणीव व्यक्तीला अंतर्मुख होऊन स्वतःचे खरे समाधान शोधण्यास मदत करते.

➤ निष्कर्ष

कार्यवैयक्तिक जीवनव अपेक्षा व्यवस्थापनही केवळ बाह्यनियोजनाची प्रक्रिया नसून ती अंतर्मुखतेवर आधारित आहे. आत्मजाणीव ही या प्रक्रियेची मूलभूत गरज आहे. आत्मजाणीवेमुळे व्यक्ती स्वतःला समजून घेते, योग्य अपेक्षा ठरवते आणि कार्य व वैयक्तिक जीवनात समतोल साधते. परिणामी व्यावसायिक यशाबरोबरच मानसिक शांतता, समाधान आणि अर्थपूर्ण जीवन प्राप्त होते. त्यामुळे आधुनिक, तणाव पूर्ण जीवनशैलीत आत्मजाणीव विकसित करणे ही काळाची अत्यावश्यक गरज आहे.

➤ संदर्भ सूची

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कार्य -जीवन यशामागील भावनिक बुद्धिमत्तेची भूमिका



सौ. स्वाती गवते या समर्पित शिक्षणतज्ज्ञ असून त्यांना उच्च माध्यमिक शिक्षण क्षेत्रात सुमारे ९ वर्षांचा अध्यापनाचा अनुभव आहे. सध्या त्या कनिष्ठ महाविद्यालयीन शिक्षिका (JCT) म्हणून कार्यरत आहेत. त्यांनी एम.कॉम., बी.एड. आणि एमबीए या पदव्या प्राप्त केल्या आहेत. व्यापार व व्यवस्थापन या विषयांतील आपल्या सखोल ज्ञानाचा प्रभावी संगम साधत त्या शैक्षणिक संकल्पना आणि व्यावहारिक व्यावसायिक दृष्टिकोन यांची सांगड घालतात, ज्यामुळे विद्यार्थीकिंद्रित व गतिमान शिक्षण वातावरणाची निर्मिती होते

सारांश

आधुनिक जागतिकीकरणाच्या, तंत्रज्ञानप्रधान आणि स्पर्धात्मक युगात कार्यस्थळी वाढती कार्यदबाव, वेळेची मर्यादा, बहुपदरी भूमिका आणि सततची डिजिटल उपलब्धता यांमुळे व्यक्तीच्या कार्यकाळावर तसेच वैयक्तिक जीवनावर व्यापक परिणाम होत आहे. परिणामी कार्य-जीवन असंतुलन, मानसिक तणाव, भावनिक थकवा आणि नातेसंबंधांतील ताण यांसारख्या समस्या अधिक तीव्र स्वरूपात दिसून येत आहेत. या पार्श्वभूमीवर केवळ व्यावसायिक यशाची संकल्पना अपुरी ठरत असून, मानसिक समाधान, भावनिक स्थैर्य, आरोग्य व सामाजिक सुसंवाद यांचा समावेश असलेले कार्य-जीवन यश अधिक महत्त्वाचे ठरत आहे. या संदर्भात भावनिक बुद्धिमत्ता ही संकल्पना कार्य-जीवन यश साध्य करण्यासाठी एक प्रभावी व मूलभूत घटक म्हणून उदयास आली आहे. भावनिक बुद्धिमत्ता म्हणजे व्यक्तीची स्वतःच्या भावना ओळखण्याची, त्या नियंत्रित व नियमन करण्याची तसेच इतरांच्या भावना समजून घेऊन त्यानुसार योग्य प्रतिसाद देण्याची क्षमता होय. आत्मजाणीव, आत्मनियंत्रण, आत्मप्रेरणा, सहानुभूती आणि सामाजिक कौशल्ये हे भावनिक बुद्धिमत्तेचे प्रमुख घटक मानले जातात. हे घटक व्यक्तीच्या निर्णयप्रक्रियेवर, तणाव व्यवस्थापनावर, नेतृत्व क्षमतेवर आणि वैयक्तिक तसेच व्यावसायिक नातेसंबंधांवर थेट परिणाम करतात.

सदर संशोधनाचा मुख्य उद्देश कार्य-जीवन यश आणि भावनिक बुद्धिमत्ता यांमधील परस्परसंबंधाचा सखोल अभ्यास करणे हा आहे. विशेषतः कार्यरत महिलांच्या संदर्भात भावनिक बुद्धिमत्तेची भूमिका अधिक महत्त्वपूर्ण ठरते, कारण महिलांना करिअर, कौटुंबिक जबाबदाऱ्या, सामाजिक अपेक्षा आणि वैयक्तिक आरोग्य यांचा समतोल राखताना अनेक पातळ्यांवर भावनिक आव्हानांचा सामना

करावा लागतो. या संशोधनात वर्णनात्मक व विश्लेषणात्मक पद्धतीचा अवलंब करण्यात आला असून, दुय्यम माहितीच्या आधारे विविध राष्ट्रीय व आंतरराष्ट्रीय संशोधन लेख, पुस्तके आणि ई-स्रोतांचा अभ्यास करण्यात आला आहे.

अभ्यासातून असे स्पष्ट होते की उच्च भावनिक बुद्धिमत्ता असलेल्या व्यक्ती तणावपूर्ण परिस्थितीत अधिक संतुलित निर्णय घेण्यास सक्षम असतात, सकारात्मक नातेसंबंध प्रस्थापित करतात तसेच कार्य आणि वैयक्तिक जीवन यांमध्ये समतोल राखण्यात यशस्वी ठरतात. त्यामुळे भावनिक बुद्धिमत्ता ही कार्य-जीवन यश प्राप्त करण्यासाठी केवळ सहाय्यक घटक नसून एक मूलभूत आवश्यकता ठरते. शैक्षणिक संस्था, प्रशिक्षण केंद्रे आणि कार्यसंस्थांनी भावनिक बुद्धिमत्ता विकासावर भर दिल्यास व्यक्तीचे वैयक्तिक समाधान, कार्यक्षमता आणि एकूणच सामाजिक स्वास्थ्य वृद्धिंगत होऊ शकते.

कीवर्ड्स: भावनिक बुद्धिमत्ता, कार्य-जीवन संतुलन, महिला सक्षमीकरण, तणाव व्यवस्थापन, मानसिक आरोग्य

प्रस्तावना

एकविसाव्या शतकात जागतिकीकरण, औद्योगिकीकरण, तंत्रज्ञानातील झपाट्याने होणारी प्रगती आणि बदलती सामाजिक रचना यांमुळे कार्यसंस्कृतीत मूलभूत परिवर्तन घडून आले आहे. आधुनिक कार्यस्थळी वाढती स्पर्धा, कार्यक्षमतेचा वाढता दबाव, दीर्घ कामाचे तास, बहुपदरी जबाबदाऱ्या तसेच माहिती व संप्रेषण तंत्रज्ञानामुळे निर्माण झालेली सततची उपलब्धता (constant connectivity) यांचा व्यक्तीच्या जीवनावर खोलवर परिणाम होत आहे. यामुळे कार्य आणि वैयक्तिक जीवन यांमधील सीमारेषा पुसट होत असून, कार्य-जीवन असंतुलन ही एक गंभीर सामाजिक व मानसिक समस्या म्हणून पुढे येत आहे.

पूर्वी यशाची संकल्पना प्रामुख्याने आर्थिक स्थैर्य, उच्च पद, सामाजिक प्रतिष्ठा किंवा व्यावसायिक प्रगती यांपुरती मर्यादित होती; परंतु आधुनिक काळात यशाची व्याख्या अधिक व्यापक व सर्वांगीण स्वरूपात विकसित होताना दिसते. आज यशामध्ये मानसिक शांतता, भावनिक समाधान, आरोग्य, कुटुंबीयांशी सुसंवाद, सामाजिक नातेसंबंध आणि स्वतःसाठी वेळ काढण्याची क्षमता यांचाही समावेश होतो. त्यामुळे कार्य आणि वैयक्तिक जीवन यांमध्ये संतुलन साधणे हे व्यक्तीच्या एकूण जीवनगुणवत्तेसाठी अत्यंत आवश्यक ठरत आहे.

विशेषतः कार्यरत महिलांच्या संदर्भात कार्य-जीवन संतुलनाचा प्रश्न अधिक गुंतागुंतीचा आणि संवेदनशील ठरतो. महिलांना एकाच वेळी व्यावसायिक भूमिका, कौटुंबिक जबाबदाऱ्या, सामाजिक अपेक्षा आणि वैयक्तिक आरोग्य यांचा समतोल राखावा लागतो. या बहुपदरी भूमिकांमुळे महिलांवर भावनिक, मानसिक आणि शारीरिक तणाव वाढताना दिसतो. अशा परिस्थितीत केवळ बौद्धिक क्षमता, तांत्रिक

कौशल्ये किंवा अनुभव पुरेसे ठरत नाहीत; तर भावनिक समज, संयम, आत्मविश्वास आणि सकारात्मक दृष्टिकोन यांचीही तितकीच आवश्यकता भासते.

याच पार्श्वभूमीवर 'भावनिक बुद्धिमत्ता' ही संकल्पना कार्य-जीवन यश साध्य करण्यासाठी एक महत्त्वाचा घटक म्हणून उदयास आली आहे. भावनिक बुद्धिमत्ता म्हणजे व्यक्तीची स्वतःच्या भावना ओळखण्याची, त्या नियंत्रित करण्याची तसेच इतरांच्या भावना समजून घेऊन त्यानुसार वर्तन करण्याची क्षमता होय. भावनिक बुद्धिमत्तेमुळे व्यक्ती तणावपूर्ण परिस्थितीत संतुलित निर्णय घेऊ शकते, नातेसंबंध प्रभावीपणे हाताळू शकते आणि व्यावसायिक तसेच वैयक्तिक जीवनात सुसंवाद राखू शकते.

आधुनिक संशोधनातून असे दिसून येते की भावनिक बुद्धिमत्ता असलेल्या व्यक्ती कामातील दबाव अधिक प्रभावीपणे हाताळतात, नेतृत्व क्षमता विकसित करतात आणि मानसिक आरोग्य टिकवून ठेवण्यात यशस्वी ठरतात. त्यामुळे भावनिक बुद्धिमत्ता ही केवळ वैयक्तिक कौशल्य न राहता कार्य-जीवन यशासाठी एक मूलभूत आवश्यकता बनली आहे. सदर संशोधनामध्ये कार्य-जीवन यशाच्या संदर्भात भावनिक बुद्धिमत्तेची भूमिका अभ्यासण्याचा प्रयत्न करण्यात आला असून, विशेषतः कार्यरत महिलांच्या जीवनावर तिचा होणारा परिणाम स्पष्ट करण्याचा प्रयत्न केला आहे.

➤ साहित्य समीक्षा

भावनिक बुद्धिमत्ता आणि कार्य-जीवन यश या विषयावर राष्ट्रीय व आंतरराष्ट्रीय स्तरावर विविध संशोधन अभ्यास करण्यात आले आहेत. या अभ्यासांमधून असे स्पष्ट होते की भावनिक बुद्धिमत्ता ही व्यक्तीच्या व्यावसायिक कार्यक्षमता, मानसिक आरोग्य आणि वैयक्तिक समाधानाशी घनिष्ठरित्या संबंधित आहे.

- डॅनियल गोलमन (1995) यांनी त्यांच्या *Emotional Intelligence* या ग्रंथात असे नमूद केले आहे की केवळ बौद्धिक बुद्धिमत्ता (IQ) यशासाठी पुरेशी नसून भावनिक बुद्धिमत्ता (EQ) ही दीर्घकालीन वैयक्तिक व व्यावसायिक यशासाठी अधिक प्रभावी ठरते. त्यांच्या मते आत्मजाणीव, आत्मनियंत्रण, सहानुभूती व सामाजिक कौशल्ये या घटकांमुळे व्यक्ती तणावपूर्ण परिस्थितीतही संतुलित निर्णय घेऊ शकते.
- मायर व सालोव्हे (1997) यांनी भावनिक बुद्धिमत्तेला व्यक्तीच्या भावना ओळखणे, समजून घेणे व त्यांचे नियमन करण्याची क्षमता असे वर्णन केले आहे. त्यांच्या संशोधनानुसार भावनिक बुद्धिमत्ता असलेल्या व्यक्तींमध्ये तणाव सहन करण्याची क्षमता अधिक असते, ज्याचा थेट परिणाम कार्य-जीवन संतुलनावर होतो.
- ग्रीनहाउस आणि अॅलन (2011) यांच्या अभ्यासातून असे आढळून आले की कार्य-जीवन संतुलन साधण्यात भावनिक घटक महत्त्वाची भूमिका बजावतात. त्यांनी असे स्पष्ट केले की

भावनिक समज आणि सामाजिक आधार उपलब्ध असल्यास व्यक्ती कामातील दबाव अधिक प्रभावीपणे हाताळू शकते.

- भारतीय संदर्भात केलेल्या काही अभ्यासांमध्ये असे निदर्शनास आले आहे की कार्यरत महिलांना पुरुषांच्या तुलनेत अधिक भावनिक व सामाजिक आव्हानांचा सामना करावा लागतो. कौटुंबिक जबाबदाऱ्या, सामाजिक अपेक्षा आणि कार्यस्थळी असलेले दबाव यांमुळे महिलांच्या कार्य-जीवन संतुलनावर परिणाम होतो. अशा परिस्थितीत भावनिक बुद्धिमत्ता महिलांना मानसिक स्थैर्य, आत्मविश्वास आणि निर्णयस्वातंत्र्य प्रदान करते.

वरील साहित्याच्या अभ्यासावरून असे स्पष्ट होते की भावनिक बुद्धिमत्ता आणि कार्य-जीवन यश यांमधील संबंध महत्त्वपूर्ण असून, विशेषतः महिलांच्या संदर्भात या विषयावर अधिक संशोधनाची गरज आहे. सदर संशोधन हे या दृष्टीने एक योगदान देण्याचा प्रयत्न करते.

➤ संशोधनाची उद्दिष्टे

सदर संशोधनाचा मुख्य हेतू कार्य-जीवन यशाच्या संदर्भात भावनिक बुद्धिमत्तेची भूमिका शास्त्रीय व विश्लेषणात्मक पद्धतीने अभ्यासणे हा आहे. या संशोधनाच्या प्रमुख उद्दिष्टांचा तपशील पुढीलप्रमाणे मांडता येतो—

- भावनिक बुद्धिमत्तेची संकल्पना, स्वरूप व वैशिष्ट्ये यांचा सैद्धांतिक अभ्यास करणे आणि भावनिक बुद्धिमत्तेचे प्रमुख घटक — आत्मजाणीव, आत्मनियंत्रण, आत्मप्रेरणा, सहानुभूती व सामाजिक कौशल्ये — यांचे शास्त्रीय विश्लेषण करणे.
- कार्य-जीवन यशाची संकल्पना स्पष्ट करणे तसेच कार्य-जीवन संतुलन, कार्य-जीवन समाधान आणि एकूण जीवनगुणवत्ता यांमधील परस्परसंबंध समजून घेणे.
- कार्य-जीवन यश आणि भावनिक बुद्धिमत्ता यांमधील परस्परसंबंधाचा अभ्यास करून भावनिक बुद्धिमत्ता कार्य-जीवन यशावर कोणत्या प्रकारे आणि कितपत परिणाम करते, याचे विश्लेषण करणे.
- कार्यरत महिलांच्या संदर्भात भावनिक बुद्धिमत्तेची भूमिका विशेषतः अधोरेखित करणे आणि महिलांना भेडसावणाऱ्या व्यावसायिक, कौटुंबिक व सामाजिक आव्हानांच्या पार्श्वभूमीवर भावनिक बुद्धिमत्तेचे महत्त्व स्पष्ट करणे.
- भावनिक बुद्धिमत्तेचा तणाव व्यवस्थापन, भावनिक स्थैर्य, निर्णयक्षमता व मानसिक आरोग्य यांवर होणारा परिणाम अभ्यासणे.

- कार्यस्थळी नातेसंबंध, संवाद कौशल्ये, नेतृत्व क्षमता आणि संघकार्य यांमध्ये भावनिक बुद्धिमत्तेचे योगदान विश्लेषित करणे.
- कार्य-जीवन यश साध्य करण्यासाठी भावनिक बुद्धिमत्ता विकासाची आवश्यकता अधोरेखित करणे आणि शैक्षणिक संस्था व कार्यसंस्थांसाठी उपयुक्त शिफारसी सुचविणे.
- भावनिक बुद्धिमत्ता आणि महिला सक्षमीकरण यांमधील संबंधाचा अभ्यास करून महिलांच्या सर्वांगीण विकासासाठी भावनिक बुद्धिमत्ता कशी उपयुक्त ठरते हे स्पष्ट करणे.

➤ संशोधनाचे महत्त्व

सदर संशोधन पुढील घटकांसाठी उपयुक्त ठरू शकते—

- कार्यरत व्यक्तींना, विशेषतः महिलांना, कार्य-जीवन संतुलन साधण्यासाठी भावनिक बुद्धिमत्तेचे महत्त्व समजून घेण्यास मदत होईल.
- शैक्षणिक संस्था व संशोधकांसाठी भावनिक बुद्धिमत्ता विषयक अभ्यासासाठी संदर्भ सामग्री उपलब्ध होईल.
- कार्यसंस्थांना कर्मचारी विकास व तणाव व्यवस्थापन कार्यक्रम आखताना मार्गदर्शन मिळेल.
- महिला सक्षमीकरणाच्या दृष्टीने भावनिक बुद्धिमत्ता विकासाचे महत्त्व अधोरेखित होईल.

➤ संशोधन पद्धती

सदर संशोधनासाठी **वर्णनात्मक व विश्लेषणात्मक पद्धतीचा** अवलंब करण्यात आला आहे.

दुय्यम माहिती (Secondary Data) खालील स्रोतांतून संकलित करण्यात आली आहे—

- संशोधन जर्नल्स
- पुस्तके
- ई-स्रोत व लेख
- आधीचे संशोधन अहवाल

➤ भावनिक बुद्धिमत्तेची संकल्पना

भावनिक बुद्धिमत्ता (Emotional Intelligence किंवा EI) ही व्यक्तीच्या यशस्वी जीवनातील एक अत्यंत महत्त्वाची क्षमता मानली जाते. केवळ बौद्धिक बुद्धिमत्ता (IQ) किंवा तांत्रिक कौशल्ये यांवर अवलंबून

व्यक्तीचे वैयक्तिक आणि व्यावसायिक यश सुनिश्चित होत नाही; तर भावनिक बुद्धिमत्तेच्या माध्यमातून व्यक्ती आपल्या भावना समजून घेते, नियंत्रित करते आणि योग्य निर्णय घेते.

Daniel Goleman (1995) यांच्या मते भावनिक बुद्धिमत्तेची पाच प्रमुख घटक आहेत, जे व्यक्तीच्या जीवनातील अनेक पैलूंवर परिणाम करतात:

- **आत्मजाणीव**

आत्मजाणीव म्हणजे स्वतःच्या भावनांचा सखोल अभ्यास करणे आणि आपल्या मानसिक स्थिती, क्षमता, मर्यादा व भावनिक प्रतिक्रियांचा विचार करण्याची क्षमता. आत्मजाणीव असलेल्या व्यक्तींना आपले बलस्थान ओळखता येते आणि कमतरता सुधारण्याची क्षमता विकसित होते.

1. कार्यस्थळी, आत्मजाणीव असलेल्या व्यक्ती निर्णय घेताना त्यांच्या मानसिक व भावनिक प्रतिक्रियांचा विचार करतात, ज्यामुळे कार्यक्षमता वाढते.
2. वयक्तिक जीवनात, हे व्यक्तीला आत्मविश्वास निर्माण करण्यात आणि नातेसंबंध सुधारण्यात मदत करते.

- **आत्मनियंत्रण**

आत्मनियंत्रण म्हणजे राग, निराशा, तणाव किंवा घाबरटपणा यासारख्या नकारात्मक भावनांवर नियंत्रण ठेवण्याची क्षमता.

1. आत्मनियंत्रण असलेल्या व्यक्ती संकट किंवा दबावाच्या परिस्थितीत शांत राहतात, impulsive निर्णय टाळतात आणि समस्यांचे तर्कसंगत निराकरण करतात.
2. कार्यस्थळी यामुळे संघामध्ये संघर्ष कमी होतो, निर्णयक्षमता वाढते आणि सहकाऱ्यांशी सुसंवादी वातावरण तयार होते.

- **आत्मप्रेरणा**

आत्मप्रेरणा म्हणजे वैयक्तिक उद्दिष्टे साध्य करण्यासाठी अंतर्गत प्रेरणा असणे आणि यशाच्या दिशेने सातत्याने प्रयत्न करणे.

1. उच्च भावनिक बुद्धिमत्ता असलेल्या व्यक्ती स्वतःसाठी उच्च मानके निश्चित करतात, आव्हानात्मक परिस्थितीतही हार मानत नाहीत आणि कार्यक्षेत्रात सातत्य राखतात.
2. आत्मप्रेरणेमुळे केवळ व्यक्तीची उत्पादकता वाढत नाही, तर वैयक्तिक जीवनातील समाधानही सुधारते.

- **सहानुभूती**

सहानुभूती म्हणजे इतरांच्या भावना समजून घेण्याची क्षमता आणि त्यांचा आदर करण्याची वृत्ती.

1. कार्यस्थळी सहानुभूतीमुळे टीममधील सदस्यांची प्रेरणा वाढते, संघर्ष शांत पद्धतीने सोडवता येतो आणि नेतृत्व प्रभावी होते.
2. व्यक्तिगत जीवनात, हे घटक कौटुंबिक नातेसंबंध मजबूत करतात आणि सामाजिक समन्वय वाढवतात.

- **सामाजिक कौशल्ये**

सामाजिक कौशल्ये म्हणजे इतरांसोबत प्रभावी संवाद साधणे, सहकार्यांचे वातावरण तयार करणे आणि संघात सकारात्मक भूमिका बजावणे.

1. नेतृत्वाचे गुण, संघ व्यवस्थापन, सहकार्य व संवाद कौशल्ये यांचा विकास सामाजिक कौशल्यांमुळे साध्य होतो.
2. उच्च भावनिक बुद्धिमत्ता असलेली व्यक्ती संघामध्ये आदरपूर्वक संबंध निर्माण करतात आणि सकारात्मक कार्यसंस्कृती वाढवतात.

➤ **कार्य-जीवन यशाची संकल्पना**

कार्य-जीवन यश (Work-Life Success) ही एक बहुआयामी संकल्पना आहे जी व्यक्तीच्या व्यावसायिक आणि वैयक्तिक जीवनातील संतुलन, समाधान आणि प्रगती यांच्याशी संबंधित आहे. पारंपरिक दृष्टिकोनानुसार, यशाचे मापन फक्त आर्थिक प्रगती, पदोन्नती किंवा व्यावसायिक प्रतिष्ठेवर केले जात असे, परंतु आधुनिक कार्यसंस्कृतीमध्ये व्यक्तिमत्त्वाचा संपूर्ण विकास, मानसिक व शारीरिक आरोग्य, कौटुंबिक व सामाजिक नातेसंबंध आणि वैयक्तिक समाधान यांना समान महत्त्व दिले जाते (Greenhaus & Allen, 2011).

- **कार्य-जीवन संतुलन**

कार्य-जीवन यशाचा मूलभूत घटक म्हणजे कार्य आणि वैयक्तिक जीवनामध्ये संतुलन साधणे.

1. **व्यावसायिक दृष्टीने:** उद्दिष्टे साध्य करणे, वेळेवर कार्य पूर्ण करणे, कार्यस्थळी उत्पादकता राखणे.
2. **वैयक्तिक जीवन दृष्टीने:** कौटुंबिक जबाबदाऱ्या पूर्ण करणे, कुटुंबीयांशी समन्वय साधणे, मित्रपरिवार व सामाजिक संबंध जपणे, तसेच स्वतःसाठी वेळ राखणे.
3. संतुलन राखल्याने मानसिक तणाव कमी होतो, जीवनसंतोष वाढतो आणि व्यक्तीची उत्पादकता दीर्घकालीन स्वरूपात टिकते.

- **मानसिक व शारीरिक आरोग्य**

कार्य-जीवन यश फक्त बाह्य यशावर आधारित नसून मानसिक आणि शारीरिक आरोग्याचा समावेश आवश्यक आहे.

1. सतत कामाच्या दबावाखाली राहिल्यास मानसिक थकवा, असमाधान व तणाव वाढतो.
2. नियमित विश्रांती, व्यायाम, योग किंवा ध्यान यामुळे व्यक्तीला मानसिक आणि शारीरिक स्थैर्य राखता येते (Kalliath & Brough, 2008).
3. भावनिक बुद्धिमत्ता या संदर्भात महत्त्वाची ठरते, कारण ती व्यक्तीला तणाव परिस्थितीतही शांती राखण्यास व सकारात्मक दृष्टिकोन ठेवण्यास सक्षम करते.

- **कौटुंबिक व सामाजिक नातेसंबंध**

कार्य-जीवन यशासाठी कौटुंबिक नातेसंबंध आणि सामाजिक संबंध मजबूत असणे अनिवार्य आहे.

1. मजबूत नातेसंबंध भावनिक आधार देतात, ज्यामुळे व्यक्ती स्वतःच्या कामावर लक्ष केंद्रित करू शकते.
2. सहानुभूती, संवाद कौशल्ये आणि सामाजिक सहभाग यामुळे कुटुंबीयांमध्ये समज वाढते, संघर्ष कमी होतो आणि एक सकारात्मक वातावरण तयार होते (Sahney & Sahi, 2016).

- **वैयक्तिक वेळ व स्वावलंबन**

व्यक्तीला स्वतःसाठी वेळ मिळणे ही कार्य-जीवन यशाची एक महत्त्वपूर्ण आवश्यकता आहे.

1. स्वतःसाठी वेळ राखल्यास आवडीनिवडी, छंद, विश्रांती आणि आत्मचिंतनाची संधी मिळते.
2. या वेळेमुळे व्यक्तीची मानसिक ऊर्जा पुनर्संचित होते आणि व्यावसायिक कामात ती अधिक उत्पादक बनते.
3. भावनिक बुद्धिमत्ता असलेली व्यक्ती स्वतःच्या गरजा ओळखून प्राथमिकता निश्चित करते आणि संतुलन राखते.

- **भावनिक स्थैर्य व कार्य-जीवन यश**

भावनिक स्थैर्य हे कार्य-जीवन यश साध्य करण्याचे एक महत्त्वाचे अंग आहे.

1. आत्मजाणीव, आत्मनियंत्रण व सहानुभूती यामुळे व्यक्ती तणावपूर्ण परिस्थितीतही शांत राहते.
2. सकारात्मक दृष्टिकोन, तणाव व्यवस्थापन आणि नातेसंबंध जपण्याची क्षमता व्यक्तीला दीर्घकालीन यश व समाधान प्राप्त करण्यात मदत करते.

3. कार्य-जीवन संतुलन राखणाऱ्या व्यक्तींचे मानसिक आरोग्य चांगले राहते, कार्यप्रदर्शन सुधारते आणि सामाजिक नातेसंबंध मजबूत होतात.

➤ कार्य-जीवन यशात भावनिक बुद्धिमत्तेची भूमिका

कार्य-जीवन यश साध्य करण्यासाठी केवळ तांत्रिक कौशल्ये किंवा व्यावसायिक ज्ञान पुरेसे नसते; **भावनिक बुद्धिमत्ता (Emotional Intelligence, EI)** ही एक महत्त्वाची मानसिक क्षमता आहे, जी व्यक्तीला स्वतःच्या आणि इतरांच्या भावना ओळखून, नियंत्रित करून आणि योग्य प्रकारे संवाद साधून कार्यक्षमता व संतुलन राखण्यास सक्षम करते (Goleman, 1995). खाली त्याचे प्रमुख घटक सखोलपणे स्पष्ट केले आहेत:

● आत्मजाणीव आणि निर्णयक्षमता

आत्मजाणीव म्हणजे व्यक्तीची स्वतःच्या भावना, विचार, क्षमतांचा व मर्यादांचा योग्य अंदाज घेण्याची क्षमता.

1. आत्मजाणीव असलेली व्यक्ती आपल्या शक्ती आणि कमकुवत बाजू ओळखते, जे तणाव कमी करते आणि निर्णय अधिक तर्कसंगत बनवते.
2. कार्यस्थळी, अशा व्यक्तीला **प्राथमिकता निश्चित करणे, वेळेचे योग्य नियोजन करणे आणि संकट परिस्थितीत शांत राहणे** सोपे जाते.
3. निर्णयक्षमता सुधारल्यामुळे व्यक्ती वैयक्तिक आणि व्यावसायिक जीवनात संतुलन राखू शकते, कारण ती अनावश्यक भावनिक संघर्ष टाळते (Goleman, 2000).

उदाहरण: एखाद्या कर्मचारीला प्रोजेक्ट डेडलाइन पूर्ण करायची असल्यास, आत्मजाणीव असलेला कर्मचारी त्याच्या क्षमतेनुसार कार्य वाटप करतो, त्याचा ताण कमी राहतो आणि गुणवत्ता राखली जाते.

● आत्मनियंत्रण आणि तणाव व्यवस्थापन

आत्मनियंत्रण म्हणजे राग, निराशा, चिंता किंवा घाबरटपणा यासारख्या नकारात्मक भावनांवर संयम राखण्याची क्षमता.

1. भावनिक बुद्धिमत्ता असलेल्या व्यक्ती कामाच्या दबावासही शांतपणे प्रतिसाद देतात, impulsive निर्णय टाळतात आणि भावनिक थकवा कमी करतात.
2. कार्यस्थळी **तणाव कमी करण्यासाठी रणनीती**, जसे की प्राधान्यक्रम ठरवणे, समयबद्ध कार्यसूची तयार करणे, ध्यान आणि श्वासोच्छ्वासाचे व्यायाम करणे, आत्मनियंत्रण वाढवतात (Kalliath & Brough, 2008).

3. वैयक्तिक जीवनातही आत्मनियंत्रणामुळे नातेसंबंधांमध्ये सुसंवाद राखला जातो आणि कौटुंबिक वातावरण सकारात्मक राहते.

उदाहरण: एखादी महिला व्यवस्थापक कामाच्या दबावाखाली असल्यास, आत्मनियंत्रणामुळे ती आपली योजना पुनरावलोकन करते आणि टीमच्या सदस्यांशी शांत संवाद साधते.

- **सहानुभूती आणि नातेसंबंध**

सहानुभूती म्हणजे इतरांच्या भावना समजून घेण्याची व त्यांच्या दृष्टिकोनाचा आदर करण्याची क्षमता.

1. कार्यस्थळी सहानुभूतीमुळे **सकारात्मक संबंध** निर्माण होतात, ज्यामुळे संघाची कार्यक्षमता वाढते.
2. कौटुंबिक जीवनात सहानुभूतीमुळे **परस्पर समज वाढते, संघर्ष कमी होतो** आणि भावनिक आधार प्राप्त होतो.
3. भावनिक बुद्धिमत्ता असलेली व्यक्ती दुसऱ्यांच्या भावना ओळखून त्यांच्याशी **संवाद सुधारते**, ज्यामुळे मानसिक स्थैर्य टिकवणे सोपे जाते (Sahney & Sahi, 2016).

उदाहरण: व्यवस्थापक आपल्या टीममधील सदस्यांच्या भावनिक गरजा ओळखतो, योग्य प्रतिसाद देतो, ज्यामुळे टीममधील सहकार्य वाढते आणि कामाची गुणवत्ता सुधारते.

- **नेतृत्व आणि कार्यक्षमता**

भावनिक बुद्धिमत्ता असलेले नेते **केवळ आदेश देत नाहीत**, तर संघाला प्रेरित करतात, सकारात्मक कार्यसंस्कृती निर्माण करतात आणि संघर्ष शांतपणे हाताळतात.

1. **प्रेरणा (Motivation):** संघातील सदस्यांना उद्दिष्ट साध्य करण्यासाठी प्रेरित करणे, कामात उत्साह निर्माण करणे.
2. **सकारात्मक कार्यसंस्कृती (Positive Work Culture):** संघातील लोकांना भावनिक आधार देणे, सुसंवाद साधणे, कार्यक्षमता वाढवणे.
3. नेतृत्वातील भावनिक बुद्धिमत्तेचा परिणाम केवळ संघात्मक यशावरच नाही तर व्यक्तीच्या **कार्य-जीवन संतुलनावरही** दिसतो.

उदाहरण: एक वरिष्ठ अधिकारी जो संघातील सदस्यांच्या भावनिक स्थितीला समजतो, तो त्यांना योग्य मार्गदर्शन देतो, ज्यामुळे टीमची कार्यक्षमता सुधारते आणि सर्व सदस्य संतुलित जीवन जगतात.

➤ **निष्कर्ष**

सध्याच्या व्यवसायिक आणि सामाजिक वातावरणात **कार्य-जीवन यश (Work-Life Success)** हा केवळ बाह्य यशावर अवलंबून नसतो; त्यामागे **मानसिक संतुलन, वैयक्तिक समाधान, भावनिक स्थैर्य**

आणि नातेसंबंधांचे सुदृढीकरण या घटकांचा महत्त्वाचा वाटा असतो. या संदर्भात, **भावनिक बुद्धिमत्ता (Emotional Intelligence, EI)** हा कार्य-जीवन यशाचा मूलभूत घटक मानला जातो, कारण ती व्यक्तीला तणावमुक्त, संतुलित व सकारात्मक जीवन जगण्यास सक्षम करते (Goleman, 1995; Sahney & Sahi, 2016).

भावनिक बुद्धिमत्तेचे प्रमुख घटक — **आत्मजाणीव, आत्मनियंत्रण, सहानुभूती, आत्मप्रेरणा आणि सामाजिक कौशल्ये** — व्यक्तीच्या मानसिक स्वास्थ्यावर, निर्णयक्षमतेवर, नातेसंबंधांवर आणि कार्यक्षमतेवर थेट परिणाम करतात. आत्मजाणीव असलेली व्यक्ती स्वतःच्या मर्यादा ओळखून **तर्कसंगत निर्णय** घेते, आत्मनियंत्रण असलेली व्यक्ती तणाव परिस्थितीतही शांत राहते, आणि सहानुभूतीमुळे कौटुंबिक तसेच कार्यस्थळी **सकारात्मक व स्थिर नातेसंबंध** टिकतात.

विशेषतः कार्यरत महिलांसाठी, भावनिक बुद्धिमत्ता **सक्षमीकरणाचे प्रभावी साधन** ठरते. समाज व कुटुंबाकडून येणाऱ्या अपेक्षांचा समतोल राखणे, व्यावसायिक जबाबदाऱ्या सांभाळणे आणि स्वतःच्या स्वास्थ्याकडे लक्ष देणे यासाठी भावनिक बुद्धिमत्ता महत्त्वाची ठरते. भावनिक बुद्धिमत्ता असलेली महिला केवळ कामात यशस्वी नसते, तर **स्वावलंबी, आत्मविश्वासी आणि मानसिकदृष्ट्या तणावमुक्त** जीवन जगू शकते.

• **भावनिक बुद्धिमत्ता सुधारण्यासाठी विविध मार्ग अवलंबता येतात:**

1. **आत्मचिंतन** : स्वतःच्या भावना, प्रतिक्रिया आणि निर्णयांचे मूल्यांकन करणे.
2. **संपर्क व संवाद कौशल्ये** : प्रभावी व स्पष्ट संवाद साधणे, संघर्ष टाळणे.
3. **ध्यान व सजगता** : मानसिक स्थैर्य राखण्यासाठी नियमित ध्यान, श्वासोच्छ्वासाचा अभ्यास.
4. **तणाव व्यवस्थापन** : योग्य वेळापत्रक, कार्याचे प्राधान्य ठरवणे, विश्रांतीसाठी वेळ राखणे.

शैक्षणिक संस्था व कार्यसंस्थांनी **भावनिक बुद्धिमत्ता विकासावर विशेष भर** देणे आवश्यक आहे. कार्यशाळा, प्रशिक्षण कार्यक्रम, मेंटॉरिंग व काउन्सेलिंगच्या माध्यमातून कर्मचारी व विद्यार्थ्यांच्या भावनिक कौशल्यांचा विकास करता येऊ शकतो. यामुळे केवळ **व्यावसायिक यश** नाही तर **आत्मसंतोष, मानसिक स्वास्थ्य आणि सामाजिक सुसंवाद** देखील सुनिश्चित करता येतो.

सारांशतः, **भावनिक बुद्धिमत्ता ही कार्य-जीवन यशाची गुरुकिल्ली आहे**, जी व्यक्तीला संतुलित, मानसिकदृष्ट्या तणावमुक्त, सकारात्मक दृष्टिकोनासह कार्यक्षम जीवन जगण्यास सक्षम करते. भविष्यातील अभ्यास व धोरणात्मक प्रशिक्षण या घटकावर भर देऊन भावनिक बुद्धिमत्तेचा विकास साधल्यास **सकारात्मक संघसंस्कृती, महिला सक्षमीकरण आणि शाश्वत कार्य-जीवन संतुलन** सुनिश्चित करता येऊ शकते.

➤ संदर्भ

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शिक्षण क्षेत्रात कार्यरत महिलांच्या कार्य-जीवन समतोलातील अडचणी, संघर्ष आणि उपाय : एक विश्लेषणात्मक अभ्यास



कु. वैशाली उगले या श्रीकृष्णादास जाजू ग्रामीण सेवा महाविद्यालय येथे पुस्तकालयाध्यक्ष म्हणून कार्यरत असून त्यांना २५ वर्षांचा समृद्ध अनुभव आहे. त्यापैकी १० वर्षे महात्मा गांधी आरोग्य विज्ञान संस्था सेवाग्राम येथे सेवा दिल्यानंतर गेल्या १५ वर्षांपासून त्या सदर महाविद्यालयात कार्यरत आहेत. त्यांनी शिक्षण व कला क्षेत्रात ८० पेक्षा अधिक कार्यशाळा घेतल्या असून विविध समित्या व शैक्षणिक उपक्रमांमध्ये सक्रिय योगदान दिले आहे.

सारांश

सध्याच्या सामाजिक-आर्थिक बदलांच्या पार्श्वभूमीवर शिक्षण क्षेत्रातील महिलांची भूमिका बहुआयामी आहे. अध्यापन, प्रशासकीय जबाबदाऱ्या आणि संशोधन कार्य यांसोबतच कुटुंबातील पारंपरिक अपेक्षा पूर्ण करताना महिलांना 'कार्य-जीवन समतोल' साधणे आव्हानात्मक ठरत आहे. प्रस्तुत शोधनिबंधाचा उद्देश शिक्षण क्षेत्रातील महिलांना भेडसावणाऱ्या अडचणी, कार्य-कुटुंब संघर्ष आणि त्यावर अवलंबल्या जाणाऱ्या उपायांचा अभ्यास करणे हा आहे. अभ्यासातून असे दिसून येते की, कामाचे दीर्घ तास, संस्थात्मक पाठबळाचा अभाव आणि पारंपरिक लिंगभूमिका या मुख्य अडचणी आहेत. योग्य धोरणात्मक निर्णय आणि कौटुंबिक पाठबळ उपलब्ध झाल्यास महिलांचा कार्य-जीवन समतोल अधिक सुदृढ होऊ शकतो.

कीवर्ड्स: कार्य-जीवन समतोल, कार्य-कुटुंब संघर्ष, कार्यरत महिला.

प्रस्तावना

शिक्षण क्षेत्रात महिलांचा सहभाग मोठ्या प्रमाणावर आहे, परंतु या क्षेत्रात काम करताना व्यावसायिक आणि कौटुंबिक जबाबदाऱ्यांचा मेळ घालणे हे एक मोठे आव्हान स्त्रियांसाठी आहे. कार्य-जीवन समतोल म्हणजे व्यक्तीने आपल्या व्यावसायिक आणि वैयक्तिक जीवनातील विविध भूमिका यशस्वीपणे निभावणे होय. शिक्षण क्षेत्रातील महिलांना केवळ अध्यापनच नव्हे, तर संशोधन, प्रशासकीय कामकाज

आणि विद्यार्थी मार्गदर्शन यांसोबतच घरची जबाबदारीही पार पाडावी लागते. या दुहेरी भूमिकांमुळे त्यांच्यात अनेकदा ताण-तणाव आणि संघर्ष निर्माण होतो आणि त्याचा परिणाम महिलेच्या शारीरिक व मानसिक आरोग्यावर होतो.समिधा स्वरूपी जीवन जगणाऱ्या महिलेस कौटुंबिक पाठबळ व सन्मान मिळाल्यास तीही आपल्या शेत्रात उंच भरारी घेऊ शकते ज्याचा प्रत्यक्ष - अप्रत्यक्ष फायदा कुटुंब, कार्यक्षेत्र व तिला स्वतः होतो.

➤ संकल्पनात्मक पार्श्वभूमी

- **कार्य-जीवन समतोल:** Marks आणि MacDermid (1996) यांच्या मते, कार्य-जीवन समतोल हा विविध जीवन-भूमिकांमधील समन्वयाचा परिणाम आहे. Kofodimos (1984) यांनी कार्य-जीवन समतोल याला समाधानकारक, आरोग्यदायी आणि उत्पादक जीवनाची संकल्पना म्हणून मांडले आहे.जिम बर्ड (CEO, Worklifebalance.com) यांच्या नुसार, "काम-जीवन समतोल म्हणजे दैनंदिन जीवनातील अर्थपूर्ण यश आणि आनंद होय." काम, कुटुंब, मित्र आणि स्वतः या चार परिमाणांतील संतुलन म्हणजे खरा समतोल आहे असे त्यांचे मत आहे.
- **कार्य-कुटुंब संघर्ष (Work-Family Conflict - WFC):** Greenhaus आणि Beutell (1985) यांनी याला 'भूमिका संघर्षाच्या' चौकटीत स्पष्ट केले आहे. जेव्हा कामाच्या मागण्या कुटुंबातील जबाबदाऱ्यांमध्ये अडथळा निर्माण करतात, तेव्हा हा संघर्ष उद्भवतो असे त्यांचे मत आहे.

➤ साहित्याचा आढावा

- **Jansen आणि सहकारी (2003):** कामाच्या ठिकाणची भौतिक मागणी आणि कामाचे तास यांचा थेट संबंध वैयक्तिक जीवनातील तणावाशी असतो. या तून उद्भवणाऱ्या दीर्घकालीन संघर्षामुळे मानसिक आणि शारीरिक आरोग्यावर विपरीत परिणाम होतात.
- **Eby et al. (2005):** यांच्या संशोधनानुसार, कार्य-कुटुंब संघर्षाचा परिणाम केवळ कर्मचाऱ्याच्या मानसिक आरोग्यावरच होत नाही, तर तो संस्थेच्या उत्पादकतेवर आणि नोकरीतील समाधानावरही (Job Satisfaction) परिणाम करतो.
- **Butts, Casper आणि Yang (2013):** यांच्या संशोधनानुसार
 1. जेव्हा संस्था महिला कर्मचाऱ्यांच्या कौटुंबिक गरजा समजून घेऊन पाठिंबा देते, तेव्हा त्यांची कामाप्रती निष्ठा वाढते.

2. केवळ कागदोपत्री 'लवचिक तास' असून उपयोग नाही; कार्यस्थळाची संस्कृती 'कुटुंब-सेही' असणे गरजेचे आहे असे त्यांचे मत आहे.

➤ कार्य-कुटुंब संघर्षाचे प्रकार व कारणे

शिक्षण क्षेत्रातील महिलांमध्ये संघर्षाचे प्रामुख्याने तीन प्रकार दिसून येतात:

- **वेळाधारित संघर्ष (Time-based):** कामाच्या वेळेमुळे कुटुंबासाठी पुरेसा वेळ न मिळवल्याने सतत चिडचिड होणे व या कारणावरून संघर्ष होवू शकते.
- **ताणाधारित संघर्ष (Strain-based):** कामाच्या तणावामुळे घरच्या जबाबदाऱ्या पार पाडताना येणारा थकवा हेही कारण संघर्षाचे होवू शकते.
- **वर्तनाधारित संघर्ष (Behavior-based):** कामावरील व्यावसायिक शिस्त व कठोरता आणि घरातील भावनिक वर्तन यांतील विसंगती मुळे वर्तनाधारित संघर्ष निर्माण होण्याची शक्यता वाढते.

➤ संघर्षाची प्रमुख कारणे:

- **संस्थात्मक घटक:** अनिश्चित वेळ, प्रवासाचा अधिक वेळ आणि कामाचा वाढता व्याप यामुळे संघर्ष निर्माण होतात.
- **द्विमार्गी हस्तक्षेप:** कामाचा कुटुंबात हस्तक्षेप (WFC) आणि कुटुंबाचा कामात हस्तक्षेप (FWC) हे दोन्ही घटक नोकरीतील असमाधानाला कारणीभूत ठरतात.
- **सामाजिक घटक:** पारंपरिक लिंगभूमिकांमुळे व घरची जबाबदारी हि फक्त महिलांचीच आहे या मुळे स्त्रियांवर मानसिक दबाव अधिक येतो.

➤ सांख्यिकीय दृष्टिकोन आणि परिणाम

विविध संशोधनांच्या निष्कर्षांवरून खालील परिणाम दिसून येतात:

- **आरोग्य:** ६०% हून अधिक महिलांना मानसिक ताण, थकवा आणि निद्रानाशाचा सामना करावा लागतो.
- **कार्यक्षमता:** संघर्ष वाढल्यास कामातील गुणवत्ता घटते आणि नोकरी सोडण्याचे प्रमाण वाढते.
- **सकारात्मक प्रभाव:** ज्यांना संस्थात्मक पाठबळ मिळते, त्यांच्यामध्ये 'जॉब सॅटिस्फॅक्शन' उच्च स्तरावर असते.

➤ उपाय आणि शिफारसी

कार्य-जीवन समतोल सुधारण्यासाठी त्रिस्तरीय धोरणाची आवश्यकता आहे:

- **वैयक्तिक स्तर:** योग्य वेळ व्यवस्थापन, योगासने, छंद जोपासणे आणि स्वतःसाठी वेळ काढणे यातून कार्य-जीवन समतोल सुधारण्यासाठी मदत होते.
- **कौटुंबिक स्तर:** घरातील सदस्यांकडून कामात मदत मिळवणे आणि जबाबदाऱ्यांचे समान वाटप केल्यास कार्य-जीवन समतोल सुधारता येतो.
- **संस्थात्मक स्तर:** संस्थांनी केवळ नियम न बनवता 'कुटुंब-स्नेही कार्यसंस्कृती' विकसित करावी. तसेच गरजेनुसार रजा आणि कामाच्या ठिकाणी पोषक वातावरण निर्माण केल्यास कार्य-जीवन समतोल राखता येतो.

➤ निष्कर्ष

प्रस्तुत लेखनावरून असे निष्कर्ष काढता येतात की, शिक्षण क्षेत्रातील महिलांची भूमिका आता केवळ 'ज्ञानदान' करण्यापुरती मर्यादित राहिलेली नाही; तर त्यात प्रशासकीय गतिशीलता, तांत्रिक कौशल्ये आणि निरंतर संशोधन यांसारख्या आधुनिक जबाबदाऱ्यांची मोठी भर पडली आहे. या प्रक्रियेत 'कार्य-जीवन समतोल' साधताना महिलांना विविध स्तरांवरील आव्हानांचा सामना करावा लागतो.

अभ्यासांती असे लक्षात येते की,

- आधुनिक काळातही पारंपरिक सामाजिक मानसिकतेचा पगडा कायम असल्याने, घरातील दैनंदिन कामांची आणि संगोपनाची प्राथमिक जबाबदारी स्त्रियांवरच असल्याचे दिसून येते. यामुळे 'वेळाधारित' आणि 'ताणाधारित' संघर्ष अधिक तीव्र होऊन त्यांच्या कार्यक्षमतेवर परिणाम होतो.
- ज्या शिक्षण संस्थांमध्ये केवळ नियमावली नसून प्रत्यक्षात 'लवचिक धोरणे' आणि 'कुटुंब-स्नेही' कार्यसंस्कृती आहे, तिथे महिला कर्मचाऱ्यांची कार्यक्षमता, निष्ठा आणि नोकरीतील समाधान उच्च दर्जाचे असल्याचे आढळते.
- कार्य-जीवन समतोलाचा अभाव हा केवळ व्यक्तिगत प्रश्न नसून तो एक सामाजिक प्रश्न आहे. समतोल बिघडल्यास त्याचा नकारात्मक परिणाम महिलांच्या शारीरिक-मानसिक आरोग्यावर आणि पर्यायाने विद्यार्थ्यांच्या शैक्षणिक गुणवत्तेवर होत असतो.
- कार्य-जीवन समतोल साधणे ही केवळ महिलेची वैयक्तिक कसरत नसून, ती एक सामूहिक जबाबदारी आहे. यामध्ये कुटुंब, संस्थात्मक प्रशासन आणि समाज या तिन्ही घटकांचा सकारात्मक व सक्रिय सहभाग अनिवार्य आहे.

यावरून असे लक्षात येते की, शिक्षण क्षेत्रातील कार्यरत महिलांना केवळ 'सवलती' न देता, त्यांना 'सन्मानजनक, पोषक आणि लवचिक कार्य-वातावरण' उपलब्ध करून देणे ही गरज आहे. जेव्हा महिला कौटुंबिक आणि व्यावसायिक अशा दोन्ही आघाड्यांवर यशस्वी होतात, तेव्हा केवळ एका व्यक्तीचा विकास होत नाही, तर संपूर्ण शैक्षणिक व्यवस्थेचा दर्जा उंचावण्यास मदत होते.

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The Editorial Team



Dr. Arundhati Ninawe, is the Principal of G.S. College of Commerce, Wardha. She is a highly accomplished academic with over 25 years of teaching experience. She is an Accessor of NAAC, Bangalore and has been a member coordinator of 8 Peer Team Visits. She has supervised 7 PhD and 13 M.Phil. scholars to successful completion. She has completed 2 Major and 1 Minor UGC-Granted Research Projects. She is the author of 4 books and a co-author of 3 books. Her research papers have been published in 22 journals and she has presented over 40 research papers at international, national, and state-level conferences.



Dr. Humera Quazi is an Assistant Professor at G. S. College of Commerce, Wardha. She holds M.Com., M.A. in Economics, M.Phil., and SET (Commerce) qualifications. Her academic background reflects her continued engagement in higher education and research. She has around two decades of teaching experience in the field of commerce and economics. She has published several research papers and has authored and co-authored three books. In addition to her teaching responsibilities, she also serves as a coordinator for various committees at the institution. Through these roles, she contributes to both academic activities and institutional administration.



Ms. Mragi Gautam, a Post Graduate in Commerce, brings a wealth of experience to the academic realm, currently serving as a dedicated faculty member at GS College of Commerce in Wardha. With a commendable teaching tenure spanning over 15 years, she has enriched the educational landscape across various esteemed institutes. Ms Gautam's ethos is deeply rooted in work ethics, prioritizing integrity in all endeavors. Notably student-centric, she continually endeavors to foster an environment conducive to holistic learning, ensuring that learners are equipped with both knowledge and values. Her unwavering commitment to education is evident in her approach.



Ms. Payal R. Sorte is currently serving as an Assistant Professor in the Department of B. Com (Computer Application) at G.S. College of Commerce, Wardha. She has a total of 8 Years of teaching experience. She holds a Master's Degree in Master of Computer Management (MCM) and a Bachelor's Degree in Bachelor of Engineering (BE) from RTMNU. Also, she holds a Diploma in Computer Engineering from MSBTE. She attended various national workshops on Teaching Skills and Technology.

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Tel: 07152-295502 ; Fax: 07152-230506/07 | E-mail: gscw_wardha@rediffmail.com

