

Balancing Work and Life: Exploring the Link Between Psychological Well-Being and Quality of Life in Working Women

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Abstract

Two ways in which time pressure, role conflicts and other stressors affect the mental health of employed women have clearly become important to understand, not only the impact. Work is a significant part of an individual's life, as it provides purpose, identity, and, most importantly, stability. A woman's experience in the organisation and overall quality of life influence her health and well-being, as well as organisational outcomes. This study explains the link between an individual's quality of life and psychological well-being. The study comprised a sample of 100 women aged 25 to 45 selected through purposive sampling from various organisations in Jaipur. Data were collected using two standardised tools: the Quality of Life Scale (QOLS-SSNN; Sharma & Nasreen, 2014), and Ryff's Psychological Well-Being (Ryff & Singer, 1998). These tools were highly applicable for our population and have high reliability and validity. To interpret the collected data, descriptive statistical methods along with Pearson product-moment correlation were applied with the help of SPSS version 26. The results revealed a significant relationship between an individual's QOL and PWB. The findings provide insight into two aspects of the workplace and working environment that contribute substantially to an employee's overall well-being. Therefore, the study suggests that Human Resource (HR) managers should take into account their employees' QoL while designing organisational strategies and policies.

Keywords: Quality of Life, Psychological Well-Being, Women's Mental Health, Autonomy, Personal Growth

Introduction

In the contemporary world, women's participation in the workplace has increased, transforming traditional gender roles and family dynamics and contributing to economic growth and development. Employment offers economic independence, self-development, personal fulfilment, social engagement and recognition, but it simultaneously exposes women to a wide range of psychological and social challenges such as multiple roles across domains like professional, family, and social; these can influence their overall quality of life. Mental wellness is not just an individual attribute but an important determinant for working women, specifically those in early to middle adulthood, of how they perceive, manage and integrate their life demands into a coherent sense of well-being. So, understanding this becomes an increasingly important concern from the point of view of research studies.

Absence of mental disorders is not only the core determinant of good mental health, but now it also includes the presence of positive mental and emotional functioning and human development. This is captured by the concept of psychological well-being, which emphasises a person's capacity to function normally, maintain emotional balance, control over choices, and experience life as meaningful.

Psychological well-being has been conceptualised by Carol Ryff (1989), who defined it as a multidimensional construct that includes self-acceptance, positive reactions with others, autonomy, environmental mastery, purpose in life and personal growth. It means that just a state of absence of mental illness, feeling positive, and functioning effectively is not considered as being psychologically well, but it is a state of prospering. It's a multidimensional idea that balances hedonic with eudaimonic for overall mental and emotional health. Psychological well-being refers to a state of optimal psychological functioning that emerges from the satisfaction of basic universal and psychological needs for autonomy (freedom and control of choices), competence (need to feel effective), and relatedness (sense of belongingness), enabling individuals to function effectively and experience a sense of fulfilment in life (Deci & Ryan, 2000).

In the context of working women, psychological well-being is highly related to motivation, interpersonal relationships, resilience and the ability to navigate occupational challenges. Psychological well-being in this context emphasises strengths and adaptive functioning because it plays a central role in influencing sense of control, coping strategies, long-term psychological health, life satisfaction and managing the cumulative pressures arising from work.

Quality of life represents a broader construct which reflects an individual's subjective perceptions of their physical and psychological functioning, relationships and overall satisfaction. According to the World Health Organisation (1997), Quality of life refers to an individual's personal lens of perception of their position in life within the positive context of their cultural and value systems, and concerning their aims, anticipation, norms, and concerns. Quality of life represents a holistic appraisal of well-being. According to Ed Diener, quality of life is related to a person's cognitive judgements about their life experiences and satisfaction. This highlights that quality of life is influenced by how an individual thinks and feels about their lives. Components of quality of life include physical health, mental well-being, social relationships, material and economic factors, environment and surroundings and education and work.

In the context of working women, quality of life is influenced by interactions among social support, psychological functioning, work-life balance, professional demands, and psychological well-being, making it a multidimensional variable in research. When organisational environments provide recognition, support, role clarity, psychological balance, and equal work participation, they lead to a sense of purpose and life satisfaction; on the other hand, misalignment between personal and occupational demands and values deteriorates quality of life.

The age 25 to 45 years is a pivotal stage of adulthood which includes amplified role engagement and vital life transitions. During this phase, women are engaged in either establishing or advancing their careers while also working on their personal identities, forming long-term

partnerships, and managing caregiving responsibilities. These overlapping demands associated with these roles lead to substantial strain on well-being, reduced life satisfaction, emotional burden and exhaustion. Understanding the factors that affect psychological well-being and quality of life during this stage is of considerable importance.

In an organisational context, working women frequently encounter challenges such as limited flexibility, role ambiguity, organisational pressures, gender stereotypes and work-family balance. Recognising the role of organisations and institutions helps highlight the importance of examining psychological well-being and quality of life within a broader socio-occupational framework.

Although previous studies have evidenced a meaningful association between psychological well-being and quality of life, studies focusing particularly on working women within the 25 to 45 age group remain limited. The unique challenges and responsibilities associated with this life stage and age group make a clear need for research that examines psychological well-being and quality of life.

Review of Literature

Studying the relationship between an individual's psychological well-being and quality of life is crucial, particularly among working women. The available research in this field is extensive, but limited in the Indian context. Some of the recent research in this field is as follows: -

Amin, S. M., El-Gazar, H. E., Zoromba, M. A., El-Sayed, M. M., Awad, A. G. E., & Atta, M. H. R. (2025). A study was conducted to examine mindfulness for menopausal women: The role of a randomised controlled intervention in promoting quality of life and psychological well-being. The sample size of the study was 60. The variables of the study were quality of life and psychological well-being. The study concluded that MBIS significantly improved menopause-specific QoL. Also pointed out that MBIS enhances mindfulness and reduces anxiety, stress, and depression in menopausal women.

Guerrini Usubini, A., Bottacchi, M., Bondesan, A., Caroli, D., Grugni, G., Castelnovo, G., & Sartorio, A. (2025). A study assessed quality of life and psychological well-being using the Health Survey for the Short Form and the Psychological General Well-Being Index questionnaires in Italian adults with Prader-Willi syndrome. The sample comprised 11 men and 19 women. The study variables were quality of life and psychological well-being. The study concluded that adults with Prader-Willi Syndrome had worse physical health and social functioning but higher vitality as compared to normal-weight individuals, who had better self-control. Both scales measured similar things consistently. Although BMI was unrelated to well-being, there was a small link with general health and vitality.

Ibrahim, F. M., Fadila, D. E., Elshatarat, R. A., Ibrahim, A. M., & Abd Elmawla, D. A. (2024). A study was conducted on Egyptian older adults to investigate the effect of a home-based simplified Tai chi exercise program on sleep quality, daytime sleepiness, quality of life, and psychological well-being. The study sample size was 152. The variables of the study were sleep quality, quality of life and psychological well-being. The findings support that in Egyptian older adults, a simplified Tai Chi exercise program shows good effects on sleep quality, QoL, and psychological well-being.

Goñi-Balentziaga, O., & Azkona, G. (2024) conducted a study in Spain to examine the perceived mental well-being and professional quality of life among animal facility staff. The sample size was 80. The variables of the study were quality of life and mental well-being. The study concluded that animal facility personnel showed low burnout and good mental well-being. Empathy was higher among those working with small carnivorous animals and primates. Mental well-being was directly proportional to empathy and compassion satisfaction, whereas inversely related to burnout and secondary traumatic stress, especially in those working with farm animals.

Sainudheen, S., Arun, R., & Zebukumar, N. (2024). Conducted a study on working and non-working menopausal women to investigate perceived stress and psychological well-being. The sample size was 60. The variables for the study were stress and psychological well-being. According to this study's findings, non-working women show lower psychological well-being as compared to working menopausal women.

Chandra, N., Sinha, A. R., & Ram, J. (2024). Conducted a study in Muzaffarpur district, Bihar, comparing working and non-working women to examine psychological well-being. The sample size of the study was 100. The variable for the study was psychological well-being. The results demonstrate that there is no significant difference between working and non-working women's psychological well-being in Muzaffarpur district of Bihar.

Kim, Y., Bae, S., Chang, H. H., & Kim, S. W. (2023) conducted a study to investigate the prevalence of long COVID and its impact on quality of life 2 years after acute COVID-19. The study sample size was 132. The variables for the study were COVID symptoms and quality of life. The findings of the study concluded that although long COVID usually improves over time, neuropsychiatric symptoms can persist for up to 24 months after an acute infection and occur more frequently than other symptoms. Patients with mild COVID-19 disease may continue to have a poor quality of life.

Pereira, I. N., & Hassan, H. (2022). conducted a study to investigate the impact of botulinum toxin for facial aesthetics on psychological well-being and quality of life. The sample size of the study was 3016. The variables of the study were botulinum toxin, psychological well-being and quality of life. The study showed statistically significant improvement in psychological well-being and quality of life, but a multimodal treatment approach targeting several upper facial regions produced the important results.

Bagheri, M. J., Farid, A. A., & Nasrolahi, B. (2022). Conducted a study on the elderly to examine the mediating role of psychological well-being between self-efficacy and quality of life. The sample size of the study was 200. The variables of the study were self-efficacy, quality of life and psychological well-being. The study concluded that self-efficacy had a direct positive relationship with PWB and also with QOL. It was also found that PWB is indirectly related to QOL through self-efficacy.

Mascia, M. L., Agus, M., & Penna, M. P. (2020). conducted a study on student well-being and quality of life to investigate the relationship between emotional intelligence, self-regulation, and smartphone addiction. The sample size of the study was 215. The variables of the study were emotional intelligence, self-regulation, well-being and quality of life. The findings emphasise that the relationship between self-regulation and well-being becomes

weaker in the presence of greater smartphone addiction. No confirmed moderation effect was found on the relationship between emotional intelligence and well-being.

Hanna, M., & Strober, L. B. (2020). Conducted a study to investigate anxiety and depression in multiple sclerosis's antecedents, consequences, and differential effects on well-being and quality of life. The sample size of the study was 183. The variables of the study were well-being and quality of life. Findings suggest that both depression and anxiety are common among individuals with MS and are related to many outcomes. With a few exceptions, anxiety proved to be more impactful than depression when examining these outcomes. When evaluating the risk contributors for anxiety, social support and for depression, lower education, social support and substance abuse were consistent predictors. Additionally, younger age and shorter duration of illness were linked with higher levels of anxiety.

Objective

The objective of the present research is to explore the link between Psychological Well-Being and Quality of Life in Working Women.

Hypothesis

There will be a significant positive correlation between quality of life and psychological well-being among working women.

Sample and Sampling Techniques

The sample of the study encompasses 100 working women (N = 100) between the age range of 25-45 years, using purposive sampling from different organisations in Jaipur. The reason for selecting individuals (working women) in the age range of 25-45 years in the sample is that this developmental and crucial phase includes personal responsibilities and psychological concerns, in addition to the multiple role demands of society. So, exploring the association between PWB and QOL becomes vital to understand how women who have stronger social as well as workplace support and connections report higher levels of life satisfaction, mental and emotional well-being and better quality of life, whereas women experiencing lower psychological well-being may struggle with role ambiguity, overload, time pressure, and exhaustion, which negatively impact the quality of life.

Tools

1. **Quality of Life:** - The Quality of Life scale was used to identify the level of quality of life. This scale was developed by Sarika Sharma & Dr Nakhat Nasreen (2014). The quality of life scale includes 42 items and 3 points. The internal consistency reliability of the quality of life scale was assessed using Cronbach's alpha, which yielded a coefficient of .806 for the total scale, indicating great overall reliability. The tools have satisfactory face and construct validity.
2. **Ryff's Psychological Well-Being:** - This tool was used to identify the level of psychological well-being. This scale was developed by Carol Ryff (Ryff & Singer, 1998). A total of 18 items are included in the tool. The RSPWB has a test-retest reliability of .82. The tool has high validity.

3. **Demographic information form:** - A Self-constructed Demographic information online form was used to collect personal information of the subjects, which includes personal details like age, type of job and others.

Result

This section summarises the statistical analysis used to evaluate the hypothesis of this research. Table 1 below describes the Descriptive Statistics.

Table 1: Descriptive Statistics

	Total Population	Mean	SD
Psychological Well-Being	100	99.61	8.064
Quality of Life	100	104.73	10.477

Table 1 shows that the values of SD and Mean for Psychological well-being are 8.064 and 99.61, respectively; the values of SD and Mean for Quality of Life are 10.477 and 104.73, respectively.

The relationship between psychological well-being and Quality of Life is analysed by using the correlation method.

Table 2 below describes the correlation.

Table 2: Correlation between Psychological Well-Being and Quality of Life

Correlation Matrix:

		PWB	QOL
PWB	Pearson's r	-	
	df	-	
	p-value	-	
	N	-	
QOL	Pearson's r	0.349	-
	df	98	-
	p-value	<.001	-
	N	100	-

(2-tailed)

Table 2 represents the correlation value. The result indicates a statistically significant moderately positive correlation ($r = 0.349$) between Psychological Well-Being and Quality of Life. Where the df value is 98. p-value is less than 0.001.

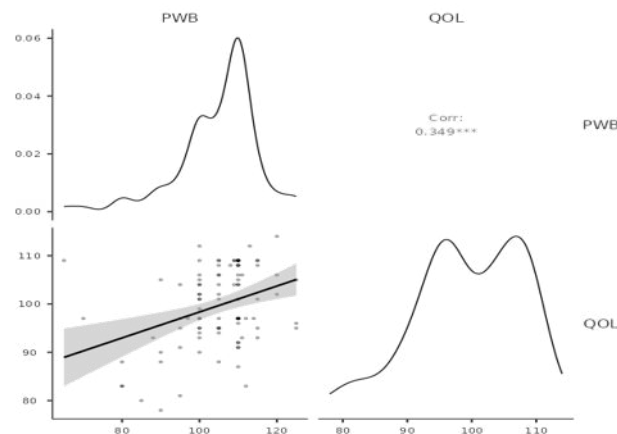


Figure 1: Shows the relationship between Psychological Well-Being and Quality of Life

Discussion & Conclusion

Working women are another unique group of the population that is exposed to various psychological, social, and occupational demands, making them a particularly relevant population for investigating the relationship between psychological well-being and quality of life. Employment offers economic growth that allows women to pursue their dreams and talents, work toward their life goals, and engage socially. However, it also introduces role-related stressors and challenges, such as insufficient time for their families, conflicts of interest, job insecurity, workload, and work-life imbalance. Many working women face work-family conflict, resulting in cumulative role strain that significantly impacts mental and psychological health, life satisfaction, and overall life quality.

This particular age interval for women, especially working women, is considered crucial because it includes minor as well as major life transitions, including career establishment and development, relationship formation, marriage, and childbearing, all of which demand psychosocial responsibilities. As these factors are somewhat overlapping and put considerable pressure on psychological resources, it is crucial to study the association between psychological well-being and quality of life.

The study aims to examine the relationship between psychological well-being and quality of life in working women aged between 25 and 45 years. A total of 100 individuals (working women) were selected through purposive sampling. Data were collected using an online demographic form, which included demographic variables such as age, job title, and others, to measure psychological well-being; Ryff's Psychological Well-Being Scale (1998) was used. To measure Quality of Life, the Quality of Life Scale (2014) was used, which has been effectively used in numerous Indian studies.

This research explored the link between psychological well-being and quality of life in working women aged 25 to 45 years. The research hypotheses were that there would be a significant positive correlation between psychological well-being and quality of life in working women; this was supported by the results, which showed a moderate positive correlation between PWB and QOL. This study was conducted on 100 individuals.

Results of this study were consistent in demonstrating a moderate association between psychological well-being and quality of life in adult women and working women, although the strength of this relationship may change depending on socio-cultural factors, mental health

state, working conditions and access to social support. Some previous studies, such as (Bagheri, M. J., Farid, A. A., & Nasrolahi, B., 2022), show that psychological well-being had a direct positive relationship with quality of life. The present study reinforced this literature by associating this relationship particularly with the 25-45 age group.

In conclusion, the present study provides robust evidence of a significant positive correlation between psychological well-being and quality of life among working women aged 25-45 years, the findings emphasize psychological well-being as a critical determinant of quality of life and provide a deep understanding of two aspects that are, work and working environment that contributes significantly towards a female employee's well-being.

Limitations and Suggestions

This study focuses only on the relationship between these two factors and does not put forward effective and efficient methods or measures to improve them, because it maintains its focus on the problem over the solution for now. Besides, the location of sample collection and the sample size were limited in the study. So future research studies should explore the link between psychological well-being and quality of life in working women on a large sample size, and also data from various locations and sources. The study also relies on self-report inventories, which may be influenced by socially desired responses or participants' current mood states; also, this study did not control for variables such as marital status, number of children, working conditions, and pay level that can impact the accuracy of the reported link.

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