When Expectations Collide: Stress Related to Work–Family Conflict in Women's Everyday Lives

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Abstract: A comprehensive study was conducted to highlight relationship among certain variables such as work-family conflict, role overload, perceived stress and perceived social support among working women. They are exposed to multiple psychological and situational demands along with familial responsibilities, hybrid and work from office arrangements and balancing of occupational needs was focused upon. A quantitative research design was employed and the data so collected from 150 cooperate women engaged in hybrid or office-based work using standardised self-report measure in relation to the variables. Descriptive statistics and correlation analysis explored association among study variables, thereby indicating a meaningful relationship with perceived stress highlighting protective psychological role in coping with everyday toilsome pressure. In sheer contrast, work-family conflict and role overload had significant negative relationship with perceived stress suggesting that there was potential influence of cultural or coping related factors. The study provides deeper understanding of psychosocial experiences which working women have to face within both family and work place context. There is need for mental health awareness and organisational sensitivity through future research, which was the matter of discussion. Hence, it can be said that dynamic interaction between role related demands.

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I. INTRODUCTION

Today dual career couples find it difficult to manage time to fulfil their commitment to spouse, children, home and friends. Married employees recognise that work is interfering or infringing their personal lives, which makes them unhappy. Recent studies have brought forth that employees seek jobs that provides them flexibility in their work schedules, which relieves them from work-life conflicts. Even organisations find it difficult to attract and sustain the most capable and deserving employees because they are unable to help their female employees to achieve work life balance. Research studies are being done to identify major causes and remedies for work-life conflict which working women face in current scenario. The main focus is to make the organisations realise the importance of family friendly work arrangements so that the employees do not find working as a tedious job rather they may participate in it as a joyful organisation (Srivastava, 2007).

In India work-family conflict is an inter-role conflict which arises due to conflicting and challenging roles expected from women at work organisations and family. It has impacted social and psychological well-being of women at work. Analysis of research work suggests that a majority of Indian women employees experience high degree of work family conflict, which they carry at work. There is a need to develop relaxing factors which reduces stress generating situations. As an ideal women, various duties have to be performed such as faithful wife, respectful daughter in-law and a highly placed career womens. These contradictory roles on the professional front as well as family expectations have to be committed by her. She is expected to be sweet, unassertive and sensitive at the same time non-sentimental, competitive and professional in her life. If she tries to perfect one, she has to sacrifice for the other. This way it makes it difficult for her to do justice as she is unable to commit roles simultaneously. Psychological pressure, health related problems and declining work efficiency is the web, she is found to be caught. She suffers from strain relations and lower quality of work performance which portrays her as a negative and disenchanted figure. Need of the hour is to interpret such scenario, which provides psychological reliefs to women so that they may develop ability to manage and operate in multiple contexts such as professional life, family life and personal life, without experiencing any sort of conflict (Somashekher, 2018).

A perfect balance between family life and work life is what a women demands. In orthodox communities, she is

expected to play traditional role from her family whereas her modern and futuristic goals demand her professional outlook, which all modern work organisations expect them to do. The responsibility assigned to them at work place multiplies their tensions, which makes them prone to work-family stress and conflict. Sometimes, women have to rearrange, work and family life, which results in domestic violence, negligence towards children's education and declining work efficiency, which further accelerated her stress. Women still engage in nurturing cooking and doing household chores, irrespective of them being employed. They cannot be spared from their traditional role obligations, which brings them to the forefront of being unable to do justice to do either of the roles. Only a small portion of their work hours is free from work-family conflict. Family often complaints that women do not devote enough time, attention and efforts in discharging their family responsibilities, whereas organisations also point out that their professional life experiences their substantially lower grade of performance due to lack of balance between the two. All this apparently, leads to stress and mental strain among women employees. (Lakshman et al.,2023).

The study includes independent variable (IV), which denotes a crucial balance between work and family roles, so as to conceptualise as to what extend work and family responsibilities are compatible or conflicting. The independent variable includes work-family conflict, role overload and perceived social support. It also includes perceived stress as dependent variable, it represents the individual's subjective evaluation of stress arising from perceived imbalance between environmental demands and personal coping resources. Perceived stress is assumed to be influenced by work-family conflict. Hence, it is considered as primary outcome variable. The study seeks to assess the extent to which work-family conflict, role overload and perceived social support predicts perceived stress among women in the cooperate field.

➢ *Variables-1: Work-Family Conflict as Independent Variable*

Work-family conflict is defined as an inter-role conflict in which demands of work and familial expectations are incompatible such that participation in one makes it impossible to balance the participation in other. The inconsistency between the two domains results in psychological tension and stress (Shockley et al., 2017).

The work-family conflict is based on role theory, which lays down that individual's occupy multiple social roles but resources time and energy are limited. Due to excessive role demands, the finite resources cannot meet them thereby leading to conflict and strain. The scarcity theory in this regard states that increased investment in one role, reduces resources available for other roles (Amstad et al.,2011).

It has been found that work-family conflict is largely faced by women in cooperate sector due to competing time demands, emotional strain, persistent societal expectations and domestic responsibilities. Gendered role expectations

intensified this conflict thereby making work-family conflict a centre stressor to women in the cooperate field (Notten, 2017).

➢ *Variable-2: Role Overload as an Independent Variable*

Role overload reflects a subjective perception and a persistent sense of being overwhelmed by multiple responsibilities across work and family domains with limited resources such time, energy or coping strategy (Eatough et al.,2011).

It can be explained through role strain theory, which states that excessive and competing role demands leads to psychological strain because continuous exposure to high demands makes individual unable to meet expectations effectively. The personal resources also get vanquished thereby making the person vulnerable to stress and burnout (Hobfoll et al., 2018).

It has been found that during last decade working women have been particularly vulnerable to dual burden of responsibilities. She has to manage professional demands on one hand and traditionally assigned domestic role on the other. The effort which is required to manage these roles becomes scarce therefore it contributes to chronic stress, emotional exhaustion and burnout among women (Alnazly et al.,2023).

➢ *Variable-3: Perceived Social Support as Independent Variable*

Every individual believes that social support depletes stress that is when one gets instrumental assistance from family members, friends and supervisors then coping capacity is enhanced. The perceived social support prevents the individual from stress (Muñoz-Bermejo et al.,2020)

Social support theory suggests that perceived social support enhances the well-being of an individual thereby reducing harmful stress appraisals. Women have to manage the familial and occupational domains with their respective demands in this case organisational policies and friendly support from the family reduces role overload among working women (Thoit, 2011)

Women therefore need supportive partners, understanding supervisors with greater psychological resilience so as to lower down the intensity of perceived stress as well as psychological resilience (Kossek et al., 2018).

➢ *Variable-4: Perceived Stress as Dependent Variable*

Perceived stress represents the individual's subjective evaluation of stress arising from perceived imbalance between environmental demands and personal coping resources. It reflects the extent to which one's life is appraised as unpredictable, uncontrolled and overwhelming. It acts as a primary outcome of cumulative psychological, occupational and familial stressors (Harris et al.,2023).

It is based on transactional theory of stress and coping, which conceptualises stress as a result of an individual's

cognitive appraisal of environmental demands relative to available coping resources (Yuan et al.,2024).

Sustained exposure to work-family conflict and role overload significantly increases perceived stress among cooperate women thereby leading to deviation from job performance, family functioning and overall quality of life. She suffers from emotional exhaustion, anxiety, irritability and reduced psychological well-being (Hämmig et al., 2017).

Due to economic and social development, women are experiencing changes in their roles. They are unable to balance both domestic and work front because job responsibilities threaten social role identities and family obligations of females. Labour pressure and regular household positions stay unchanged. Since, women is facing frequent hostilities both at work and at household, there are acting as inflicting causes of distress. Women need time energy and commitment to fulfil the demands of domains and are therefore caught in inter-role conflict. Such conflicts cause overload which researchers considers as major cause of quitting of jobs by women. Traditionally, women and family roles are starting to damage down and women are equal bread earners along with men. Cumulative demands of multiple roles, generate conflicts because women are not able to divide duty for the family due to which it might be difficult for those to pursue with full time career. The turnover of women employees from in the concerns is reported to be showing a downfall because too much stress and job dissatisfaction, stress related injury, chronic and high level of occupational pressure leads to impaired performance and reduction in productivity. In recent years women quitting from jobs is the major concern among corporate markets (Sonam,2025).

Work-family life balance expects women to become primary caregivers despite their substantial contribution to economic growth. Despite, such family obligations ahead of career goals, juggling a family and a work presents significant difficulties and challenges. Some of them can be:

➢ *Expectation of Society and Gender Identity*
Women are expected to perform a majority of caregiving duties and household chores. Despite, there full-time careers. Women have to fulfil a variety of job expectations, at the same time their families discourage them from putting their jobs ahead of their family responsibilities. Orthodox, cultural and traditional attitudes cannot allow them to alter family obligations ahead of career goals.

➢ *Gender Bias in Organizations*
In certain, industries women are discriminated against men because they predominate the later. They have limited prospects for career progression. They often demand double burden or second shift ahead of caregiving duties to the family.

➢ *Lack of Policies Favoring Women and Families*
Some organisations have inadequate maternity and paternity leave policies. Due to which women have to struggle during postpartum issues. Some women have to compromise with their career because families do not allow remote work and companies do not allow flexible work schedules. Organisations which do not provide child care facilities makes it difficult for women workers to concentrate on their professional development.

➢ *Mental and Physical Stress*
The inability of women workers to create a balance between professional and family duties leads to burnout, generalised anxiety and despair. They suffer from lack of sleep and productivity coupled with physical tiredness due to immense workload. Women often face guilt feelings when they have to juggle between social pressure caused by family and professional pressure caused by the work force.

➢ *Financial and Economic Constraints*
Women belonging to low-income groups pressurise women to continue with low price jobs to finance high price child care and household assistance even though they lack resources. Sometimes, they are discouraged from working or earning more than their male counterparts.

• *Strategies to Maintain Work Life Balance can be Enumerated as:*

✓ Organisations should implement, equal pay rules which should be stricter and should provide protection to working women particularly during maternity or paternity leave.
✓ To accommodate an ease to working women's, employers should arrange for flexible work hours, remote work facilities and adjustable schedules. Married women must be offered on-sight childcare services so that attention of women is not diverted or distracted.
✓ Males should be encouraged to actively support women in childcare and household duties. Awareness should be brought about through educational institutions so that gender equality in domestic responsibilities can be taught.
✓ Stress management courses and mental health support can be provided by organisations to both males and females when they begin to raise families. Paid mental health days and physical health programmes can also support work place wellness.
✓ Community support systems and mentorship programmes under female professionals can guide women through advises and can teach them how to overcome obstacles.

II. METHODOLOGY

➢ *Aim*
The aim of the study is to analyse the role of work-family conflict in women's everyday lives. To examine how the effect of work-family conflict, role overload, perceived social support intensifies the adverse effect upon the perceived stress, psychologically among women. The study also elucidates certain psychological processes that may pay protective role in stress removal and coping strategies.

➢ *Objectives*
The objective of the study can be enumerated as under:

- To study relationship between Perceived social support and work-family conflict among working women.
- To examine the correlation between Perceived social support and role overload among working women.
- To analyse how perceived social support and perceived stress are correlated among working women.
- To Study how work-family conflict and role overload are inter-related for women employees.
- To examine how work-family conflict influences the cause of perceived stress faced by working women.
- To assess how role overload creates and effect upon perceived stress, which women employees face.
- To examine the combined association of work-family conflict, role overload and perceived social support with escalating perceived stress among working women.

➢ *Hypothesis*
Following are the hypothesis formulated

- H1: There will be a significant correlation between perceived social support and work-family conflict among adult working women.
- H2: There will be a significantly association between perceived social support and role overload among adult working women.
- H3: There will be a significant correlation between Perceived stress and perceived social support among adult working women.
- H4: There will be a significant correlation between Work-family conflict with role overload among adult working women.
- H5: There will be a significant correlation between Work-family conflict with perceived stress among adult working women.
- H6: There will be a significant correlation between role overload and perceived stress among adult working women.
- H7: The variable such as perceived social support, work-family conflict and role overload will cause perceived stress as a prediction among adult working women, when considered together.

➢ *Variables of the Study*

- *Independent Variable-Work-Family Conflict*
It is defined as a type of inter-role conflict in which general demand of time devoted to, the strain so created by the job, intrudes with performance of family related responsibilities.

When pressure from the work domain arises due to long working hours, lack of flexibility at work then it begins to intrude into personal life of employees. It hinders work performance and also reduces compatibility towards family.

- *Independent Variable-Role Overload*
It is defined as the extend to which an individual perceives that they are overburdened by many responsibilities or activities to perform within the time and resources at their disposal.

Role overload occurs when job expectations demand over-time, exceeded energy due to which high level of stress is perceived by women. These overburdened employees being overwhelmed by excessive responsibilities undergo stress in life.

- *Independent Variable-Perceived Social Support*
It is defined as individual perception of the inadequacy and availability of emotional and instrumental support of family, friends and significant others.

Perceived social support means how much access an individual has to emotional, informational and practical support from significant others because that influences the strength and direction of relationship between work-family conflict and stress. It improves coping and emotional well-being whereas low social support intensifies stress.

- *Dependent Variable-Perceived Stress*
It is defined as a degree to which situation in one's life is appraised as stressful, uncontrollable, unpredictable and over-whelming.

Perceived stress means the subjective evaluation of stress by an individual that is how a situation becomes unpredictable and uncontrollable to them. Perceived stress is the outcome variable affected by work-family conflict and role overload.

➢ *Research Design*
The study employed, quantitative, non-experimental and correlational research design to suitably modelled to analyse relationship between work-family conflict, role overload perceived social support and perceived stress among women employees. Variables were not manipulated so that standardised scales could be successfully used to collect numerical data. The research design was appropriate to assess the nature and strength among various study variables.

➢ *Sample*
The study employed the samples that were collected from the adult working women participants who were employed in cooperate and professional settings. The convenient and snowball sampling method was used to approach the participants and select them conveniently.

- *Sample Size*
Number of participants taken were 150 women (from cooperate sector), samples were collected to check feasibility, clarity of tools and initial trends for the study.

✓ *Demographic Details*

MARITAL STATUS	MARRIED-62%	UNMARRIED-38%
FAMILY STATUS	JOINT FAMILY-32.7%	NUCLEAR FAMILY-67.3%
EMPLOYMENT STATUS	FULL TIME-84%	PART TIME-16%
MODE OF WORK	HYBRID-50%	WORK FROM OFFICE-50%

- *Sampling Style*

Convenient and snowball sampling technique was used and the participants were selected on the basis of the research objective that is adult women managing both work related and family related roles and responsibilities. The women who had to manage organisational work for late hours and whose job responsibilities after Covid-19 intruded with household responsibilities were selected.

- *Inclusion Criteria*

✓ Women aged 25-50 years gave informed consent for their eligibility of employment.
✓ Women were either employed full-time or part-time in cooperate sector.
✓ Women who were experiencing work-family conflict due to responsibilities or job related overload were examined.
✓ Women employees who had minimum of six month's work experience could explain their difficulty in adjusting to competing work and family role expectations.
✓ Women who were working from office and had hybrid mode work schedules were examined.
✓ Women who were capable of understanding and responding to self- report questionnaire in the language used for study, were made participant.

- *Exclusion Criteria*

✓ Women who were not engaged in paid employment or who did not experience work-family conflict/role overload.
✓ Women who had no responsibility of household or family that is no interaction between work and family roles.
✓ Women with severe psychiatric disorder under diagnosis.
✓ Women who were suffering from intensive psychological or psychiatric treatment during data collection.
✓ Women who were repetitive in responses to questionnaire or gave incomplete or inconsistent reply.
✓ Women who were uncomfortable or unwilling to sustain participation during study.

➢ *Tools Used*

- *Work-Family Conflict*

Scales used is Work-family Conflict scale by Netmeyer, Boles & McMurrian (1996).

The scale was used to measure how work demands intrude with family life and vice-versa. Higher scores on such scales indicated greater conflict between the two domains and lower score expressed the comparability of the women employees in dealing with two-spheres successfully.

There was high internal consistency reliability. Its conversion validity was well established through association with job stress, role overload and burnout.

- *Role Overload*

Scale used is Reilly Role Overload Scale by Reilly (1982).

The scale was used to measure the extent to which women employees feel overwhelmed by multiple responsibilities and how lack of time and energy makes them incapable to meet role expectations.

There was strong internal consistency reliability. There was positive relationship with work- family conflict, time pressure and psychological strain.

- *Perceived Stress*

Scale used is Perceived Stress Scale by Cohen, Kamarck & Mermelstein (1983).

The tool measures the degree to which individuals find life to be unpredictable, uncontrollable and overwhelming due to unbalanced schedules of work and family expectations.

There was good internal consistency reliability along with satisfactory test-retest result. Predictive validity is demonstrated through association with anxiety, depression and health outcome.

- *Perceived Social Support*

Scale used is Multidimensional Scale of Perceived Social Support (MSPSS) by Zimet et al. (1988).

This tool assesses how far the families, friends and significant others provide emotional and social support to the individual in lessening the burden of workload making them avoid work- family conflict.

There was high internal consistency reliability. Convergent validity is supported by negative relation between work life and perceived stress or distress.

➢ *Procedure*

The participants were informed about purpose of the study after providing them ethical guidelines for psychological research. They were assured that their participation was voluntary and they could withdraw from

the study at any moment without facing any negative consequences. No personal identity such as workplace identity or contact details were collected. With assurance of confidentiality and anonymity. The responses were used solely for academic research purposes and data was stored securely with access limited to the researcher.

The consent so given by the participant emphasised that there were no right or wrong answers, so that responses were honest and independent based on personal experiences of respondent. A structured self-report questionnaire was prepared which consisted of four sections based on standardised psychometric scales that included work-family conflict scale, Reilly role overload scale, perceived stress scale and multidimensional scale of perceived social support. Clear instruction was provided to fill the questionnaires. They were given adequate time to fill the questionnaire at their own pace. They were encouraged to fill the responses that were best reflections of their experiences during work-family balance.

After completion of the questionnaire, the responses were analysed, the finalised data was then coded and then structured statistically for further analysis in the software. The result was therefore proposed for analysing the hypothesis and screening for completeness which would help in further analysing that work-family conflict and role overload are closely linked, how perceived social support helps in reducing stress.

➢ *Data Analysis*
Analysis of data was conducted on the basis of Jamovi statistical software, this provided an overall understanding of the study on work-family conflict, role overload, perceived and perceived social support on women through:

- Descriptive statistics were computed to understand the general distribution and levels of work-family conflict through statistical tools such as mean, standard deviation, minimum and maximum scores. This analysis provided an overall understanding of the variables to assess association between work-family conflict, role overload, perceived stress and perceived social support.

- Normal Curve- The distribution of scores for all study variables was examined to draw normal curve. It indicated that the data was approximately normally distributed and within acceptable limits. Therefore, it satisfied the parametric statistical analysis.

- *Inferential Statistics*

✓ Pearson's Correlation Matrix was used to study variables that link work and family, so that conflict between the two due to their association could be analysed. This analysis directly addressed the bivariate relationships.

✓ Multiple Regression Analysis helped to examine the predictive role of work-family conflict and role overload on perceived stress, where the later was treated as dependent variable and work-family conflict was indicated as independent predictor. This approach allowed the assessment of unique and combined contribution of each predictor to explain the correlation between perceived stress due to work-family demand.

Level of significance-These all statistical test were successfully conducted by choosing appropriate level of significance. The results were interpreted based on standardised coefficient, significance values and variance.

III. RESULT

Table 1 Demographic Details in Sample

MARITAL STATUS	MARRIED-62%	UNMARRIED-38%
FAMILY STATUS	JOINT FAMILY-32.7%	NUCLEAR FAMILY-67.3%
EMPLOYMENT STATUS	FULL TIME-84%	PART TIME-16%
MODE OF WORK	HYBRID-50%	WORK FROM OFFICE-50%

With reference to table 1, the demographic data was prepared by taking samples from 150 women from the cooperate sector, so as to verify feasibility, clarity of tools and initial trends. The women belonged to married (62%) and unmarried (38%). Some of them were employed full-time (84%), while some worked for part-time job (16%). The mode of work was either hybrid (50%) or from office (50%). The family status to which they belong included Joint family (32.7%) and nuclear family (67.3%).

Table 2 Trend of Work-Family Conflict in Sample

NORMS/LEVELS	NUMBER OF PARTICIPANTS	PERCENTAGE (%)
HIGH WORK-FAMILY CONFLICT	0	0
MODERATE WORK FAMILY CONFLICT	105	70
LOW WORK-FAMILY CONFLICT	45	30
TOTAL	150	100

As per table 2, around 70% of the participants predominantly experienced moderate level of work-family conflict while 30% of the remaining participants reported that they faced low level of work-family conflict. There was absence of high work-family conflict participants which shows that they do not come across severe work-family

conflict, although sometimes work and family roles may create hurdle but that was still manageable for them. The pattern of response from the participants highlights the chronic and ongoing nature of role strain instead of acute or extreme conflict.

Table 3 Trend of Role Overload in Sample

NORMS/LEVELS	NUMBER OF PARTICIPANTS	PERCENTAGE (%)
HIGH ROLE OVERLOAD	20	13.4
MODERATE ROLE OVERLOAD	92	61.3
LOW ROLE OVERLOAD	38	25.3
TOTAL	150	100

According to table 3, A similar type of distribution was collected for role overload in which, 61.3% experienced moderate role overload, in contrast to 25.3% who reported of low role overload. The percentage of high role overload was 13.4%, which suggests that a subset of women maybe particularly vulnerable to stress due to excessive demands.

The response of the participants indicates that large number of women perceived themselves as managing multiple responsibilities with limited time or energy. It shows that role accumulation is a normative experience for working women.

Table 4 Trend of Perceived Stress in Sample

NORMS/LEVELS	NUMBER OF PARTICIPANTS	PERCENTAGE (%)
HIGH PERCEIVED STRESS	20	13.3
MODERATE PERCEIVED STRESS	98	65.4
LOW PERCEIVED STRESS	32	21.3
TOTAL	150	100

According to table 4, Perceived stress levels were experienced by different participants with different percentage of responses, such that 65.4% of them reported moderate stress, while 21.3% showed of low stress level. The participants who reported high stress level were 13.3%. The variable which came across suggests a meaningful connection between demands of role to be performed in both families and work life coupled with stress experiences. Instead of extreme stress, it was visible that there was sustained, moderate stress that may have long term implications for psychological well-being.

Table 5 Trend of Perceived Social Support in Sample

NORMS/LEVELS	NUMBER OF PARTICIPANTS	PERCENTAGE (%)
HIGH PERCEIVED SOCIAL SUPPORT	35	23.3
MODERATE PERCEIVED SOCIAL SUPPORT	87	58
LOW PERCEIVED SOCIAL SUPPORT	28	18.7
TOTAL	150	100

According to table 5, Perceived social support showed a more balanced distribution with 58% of participants attaining moderate level of support. In contrast to them, the percentage of high social support was 23.3%. Those with low social support had 18.7 percent. This proportion is noteworthy because lack of social support can accelerate the impact of role related stressors.

Table 6 Descriptive Statistics of Study Variables (Work-Family Conflict, Role Overload,
Perceived Stress, Perceived Social Support)

Descriptives				
	WORK-FAMILY CONFLICT	ROLE OVERLOAD	PERCEIVED STRESS	PERCEIVED SOCIAL SUPPORT
N	150	150	150	150
Missing	0	0	0	0
Mean	32.6	45.0	21.2	62.6
Standard deviation	7.31	9.75	4.39	10.4
Minimum	10.0	13.0	0.00	12.0
Maximum	50.0	65.0	34.0	84.0

As per table 6, The descriptive statistics records the central tendency and variability of 150 participants. The mean scores indicate moderate level of work-family conflict (M = 32.6, SD=37.31), role overload (M = 45, SD=9.75). The perceived stress (M = 21.2, SD=4.39). All these variables make it clear that there is noteworthy interference between work and family roles due to multiple role demands which lead to psychological strain among women. In contrast to such variables, perceived social support presented higher and stable mean (M = 62.6, SD=10.4). Such result reflects sufficient support systems. The standard deviation highlights differences in experiences of role strain, stress and support which ultimately justifies relational and inferential analysis.

Table 7 Correlation Matrix Among Work-Family Conflict, Role Overload, Perceived Stress, Perceived Social Support

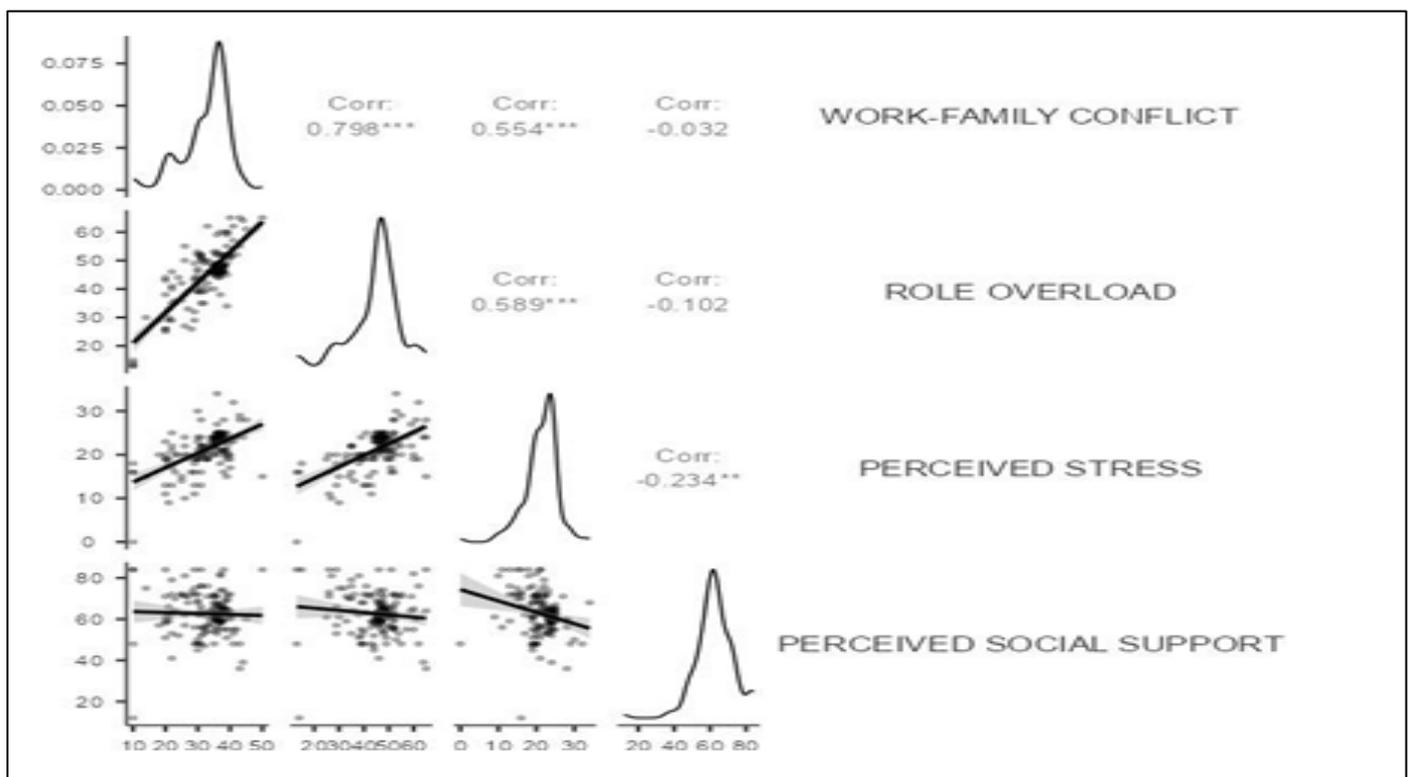| Correlation Matrix		WORK-FAMILY CONFLICT	ROLE OVERLOAD	PERCEIVED STRESS	PERCEIVED SOCIAL SUPPORT
WORK-FAMILY CONFLICT	Pearson's r	—			
	df	—			
	p-value	—			
	95% CI Upper	—			
	95% CI Lower	—			
ROLE OVERLOAD	Pearson's r	0.798***	—		
	df	148	—		
	p-value	< .001	—		
	95% CI Upper	0.849	—		
	95% CI Lower	0.731	—		
PERCEIVED STRESS	Pearson's r	0.554***	0.589***	—	
	df	148	148	—	
	p-value	< .001	< .001	—	
	95% CI Upper	0.656	0.684	—	
	95% CI Lower	0.432	0.473	—	
PERCEIVED SOCIAL SUPPORT	Pearson's r	−0.032	−0.102	−0.234**	—
	df	148	148	148	—
	p-value	0.693	0.216	0.004	—
	95% CI Upper	0.128	0.060	−0.077	—
	95% CI Lower	−0.192	−0.258	−0.380	—

Note. * p < .05, ** p < .01, *** p < .001

Fig 1 Scatterplot Matrix Showing Relationships Among Work-Family Conflict, Role Overload, Perceived Stress, Perceived Social Support

As per table 7 and figure 1, Correlation Matrix is used to examine the relationship among work-family conflict, role overload, perceived stress and perceived social support among participants, Pearson's correlation analysis was conducted. There was a strong and significant positive correlation of work family conflict and role overload (r=0.798, p<0.001), which indicates that increased role demands led to higher level of work-family interference.

There was moderate and positive correlation between work-family conflict and perceived stress (r=0.589, p<0.001). It suggests that due to higher stress levels, greater role burden was considered as intruder. Negative correlation was found between perceived social support and perceived stress (r=-0.234, p=0.004). The figures clearly indicates lower stress among individuals who reported higher social support. There was a negative correlation found between perceived social support, work family conflict (r=-0.032, p=0.693) and role overload (r=-0.102, p=0.216). Therefore, the net findings indicate that increased role-related demands are linked with higher stress, while social support curtails stress level.

Table 8 Model Fit Measure (Overall Regression Model)

Model Fit Measures				Overall Model Test			
Model	R	R²	Adjusted R²	F	df1	df2	p
1	0.633	0.401	0.389	32.6	3	146	< .001

Table 9 Omnibus ANOVA Test for Predictors

Omnibus ANOVA Test	Sum of Squares	df	Mean Square	F	p
WORK-FAMILY CONFLICT	68.4	1	68.4	5.80	0.017
ROLE OVERLOAD	136.9	1	136.9	11.61	< .001
PERCEIVED SOCIAL SUPPORT	100.7	1	100.7	8.54	0.004
Residuals	1721.7	146	11.8		

Table 10 Regression Coefficients Predicting Perceived Stress

Model Coefficients - PERCEIVED STRESS						95% Confidence Interval	
Predictor	Estimate	SE	t	p	Stand. Estimate	Lower	Upper
Intercept	13.7824	2.2775	6.05	< .001			
WORK-FAMILY CONFLICT	0.1543	0.0640	2.41	0.017	0.257	0.0461	0.4674
ROLE OVERLOAD	0.1644	0.0483	3.41	< .001	0.365	0.1532	0.5764
PERCEIVED SOCIAL SUPPORT	−0.0798	0.0273	−2.92	0.004	−0.189	−0.3164	−0.0611

Table 11 Collinearity Statistics (Assumption Check)

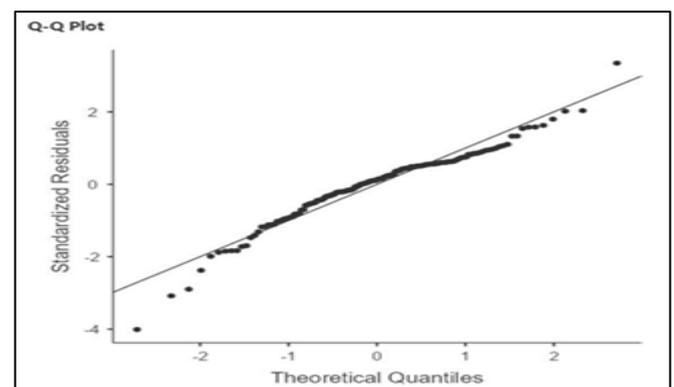| Collinearity Statistics	VIF	Tolerance
WORK-FAMILY CONFLICT	2.77	0.361
ROLE OVERLOAD	2.80	0.358
PERCEIVED SOCIAL SUPPORT	1.02	0.983

Fig 2 Normal Q-Q Plot of Standardized Residuals for the Regression Model
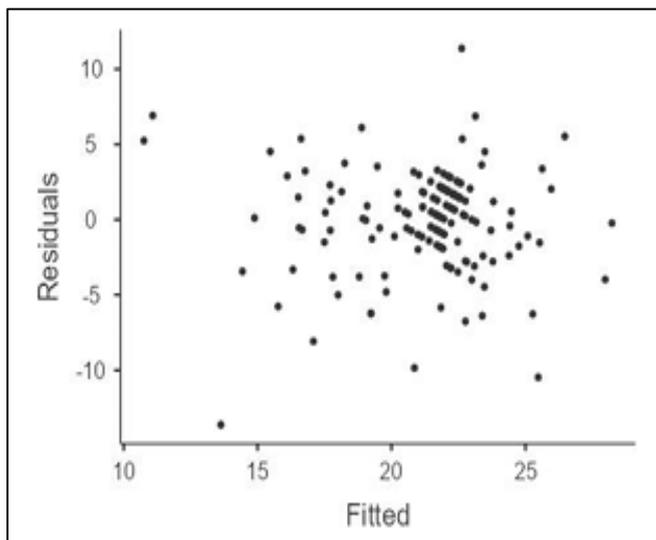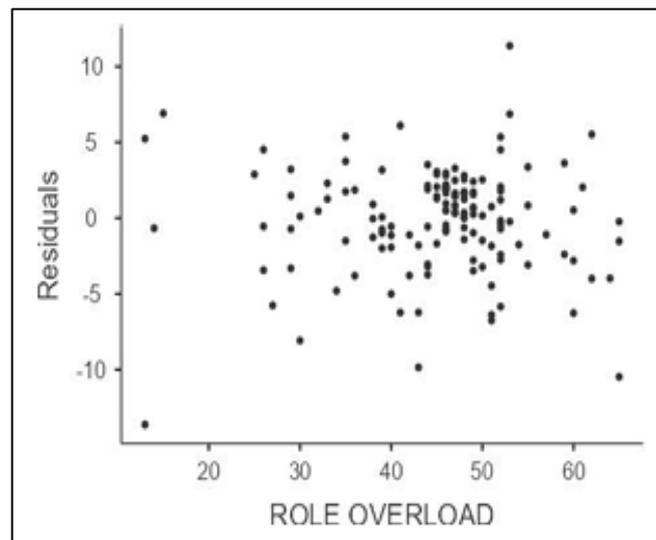
Fig 3 Residuals Versus Fitted Values Plot

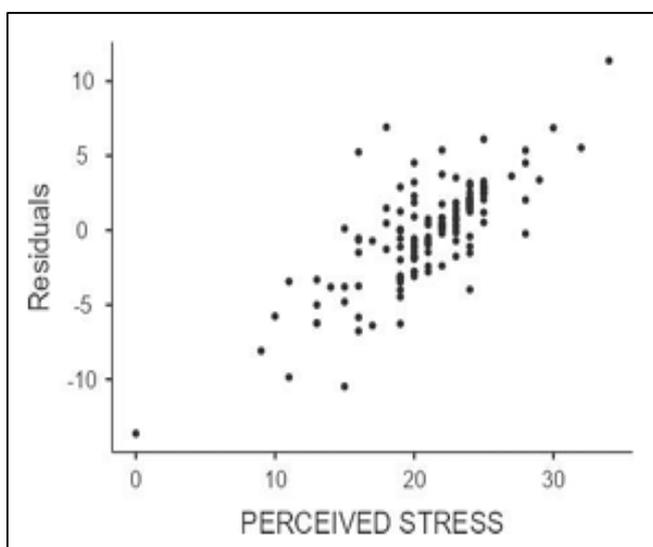Fig 6 Residuals Versus Role Overload

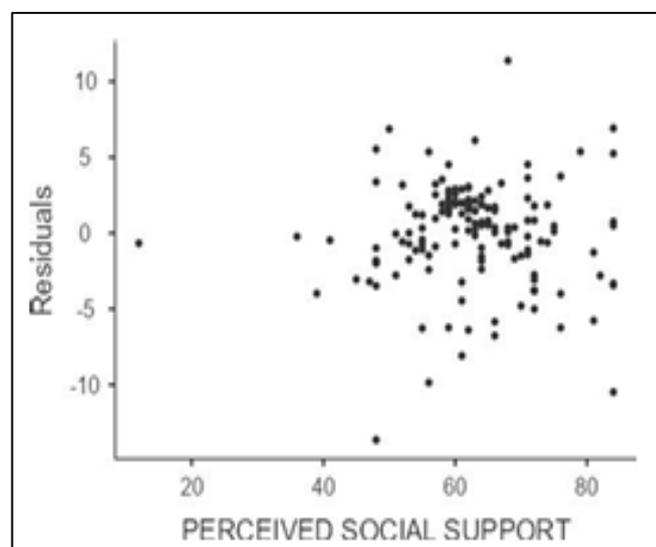

Fig 4 Residuals Versus Perceived Stress

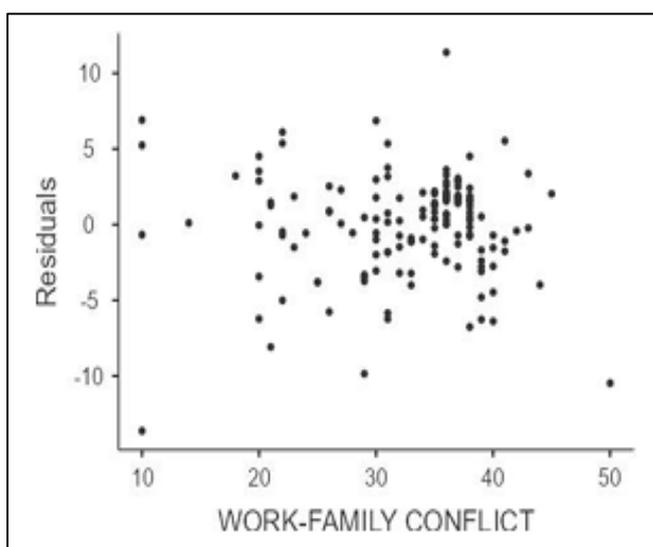Fig 7 Residuals Versus Perceived Social Support

Fig 5 Residuals Versus Work-Family Conflict

As per table 8-11 and figure 2-7, The multiple Regression is used to examine the extent to which work-family conflict, role overload and perceived social support gave rise to perceived stress, Multiple Regression analysis was conducted. The regression model had significant statistical figures $F_{(3, 146)} =32.60$, $p<0.001$ that accounted for 40.1 percent of variance in perceived stress ($R^2=0.401$, Adjusted $R^2=0.389$). Role overload emerged as positive predictor of perceived stress $\beta=0.365$, $t=3.41$, $p<0.001$) which shows higher role demands leading to increased stress levels. Work-family conflict was reported to have perceived stress ($\beta=0.257$, $t=2.41$, $p=0.017$), in contrast to this perceived social support acted as negative predictor indicating lower stress among those who had higher social support ($\beta=-0.189$, $t=-2.92$, $p=0.004$). The collinearity diagnostics expressed acceptable multicollinearity (VIFs ranging from 1.02 to 2.80). The visual inspection of residual plots shows dispersion around zero. It supported the assumption of linearity and homoscedasticity, the normal Q-Q Plot indicated standardised residuals of normal distributions. Hence, the findings of regression model under

examination of relationships among study variables was found to be adequate.

IV. DISCUSSION

Work-family conflict arises when work demands such as long hours, work load and job stress interferes with family responsibilities that is elder care or time to be spend with family gets reduced. Stress or fatigue in one role affects performance in the other. The findings of the study conducted shows, predominance of moderate level of work-family conflict (70%) among cooperate women due to ongoing everyday role overload (61.3%) interference instead of episodic conflict. When unfulfilled responsibilities accumulate overtime, they give rise to psychological strain. Sometimes, sustain impact on well-being is also reported. The manageable level of role interference can gradually intensify the perceived stress (65.4%), which can accumulate overtime and also contribute heightened psychological strain. While, the perceived social support was largely seen at a moderate level (58%). This underscores the notion that stress does not necessarily arise from dramatic or crises like events rather persistent exposure to competing role expectation can gradually intensify stress responses. Importance of examining normative, everyday work-family imbalance is to be reinforced in shaping women's life so that the stress experiences that she undergoes do not go unrecognised in research and organisational policy framework (Allen et al., 2020).

The participants reported moderate levels of overload which show continuous negotiation of multiple role's demands within limited personal and contextual resources. There is a strong association between work-family conflict and role overload, which shows participants being overburdened due to limited emotional resources, time and energy. It further proposes that role conflict often translates into subjective overload. Thereby, increasing vulnerability to stress related outcomes. The studies point to potential risk for burnout and sustained psychological strain. An interference between work and family role increases the role overload (r =0.52, p<0.01) which reduces the performance level and women are more likely to experience a sense of non-accomplishment being stretched beyond their work capability. This relationship validates the theoretical assumption that incompatible role expectations can consume undue substantial time, energy and emotional capacity. Thereby, intensifying the perception of overload. Presence of higher level of overload points to increased vulnerability to prolonged stress (Lapierre et al., 2018). These findings highlight the role of overload as a critical mechanism which plays a vital role in creating external role pressures which translates into internal stress experiences. The overall findings provide significant support for hypothesis-4, highlighting high work-family conflict associated with role overload among working women.

Descriptive statistics demonstrates that average level of work-family conflict, role overload and perceived stress were moderate rather than extreme. It highlights towards everyday stress processes in working women which exerts a cumulative effect on mental health. If they become unmanageable then they gradually erode a women's psychological resilience and well-being. Ongoing role strain is a central causative factor which causes profound effect on well-being of cooperate women who suffer from perceived stress. Such demands gradually erode coping resources leading to feeling of tension, restlessness, fatigue, burnout and reduced level of performance. Working women get embedded in role overburden, which is not short term or acute. There is a need to focus on research and intervention efforts on daily role management challenges faced by women as unless they are addressed, the ongoing stressors may intensify the long–term stress, targeting the circumstances which make women vulnerable to burdened life and disturbed well- being (Ganster et al., 2013).

Correlational analysis shows that role overload (r =0.62, p<0.01) and work-family conflict (r =0.48, p<0.01) have positive association with perceived stress. Working women are closely tied to subjective experience of managing competing demands. Strong link between role overload and stress suggests that women feel overwhelmed which gives rise to stress that is emotional burden of navigating incompatible expectations across life domains. Workload alone is not the only predictor of stress rather perceived overload is more powerful than it. The positive association between work-family conflict and stress are combinable cause of uprooted well-being among women. The workload and intrusion of disbalance between the fields of work and family reduces the coping resources thereby navigating competing expectations across work and family domains. Work-family conflict and role overload do not exist in vacuum or are isolated but they are interconnected processes that jointly contribute to elevated stress level among working women (Kim et al., 2018). The findings work in support of hypothesis-5 and 6, thereby demonstrating that both work-family conflict and role overload have significant positive relationship with perceived stress.

Perceived social support has negative association with perceived stress because it has emerged as an important protective factor. The emotional and instrumental support from family, organisation, friends and significant others can help mitigate the psychological impact of ongoing role demands. The weaker and negative correlation between perceived social support and role overload (r =-0.31, p< 0.01) with work-family conflict (r =-0.27, p<0.01) shows that it plays a critical role in reducing stressful (r =-0.44, p<0.01) consequences although it may not completely eliminate the role pressures. There is a consistent compatibility with stress buffering models which emphasises that social resources attenuate stress responses but do not prevent stressors themselves. Through reassurance, practical assistance, instrumental and emotional support, coping capacity can be enhanced which would foster a sense of shared responsibility. It is a stress reducing resource that enables women to manage competing demands more compatibly and effectively rather than those who experience high level of stress or perceived intensity of role pressure. Hence, social support acts as a stress reducer and

has a strong force to provide reduction in role overload and can reduce perceived intensity of role pressure. Overall findings work in support of hypothesis-1,2 and 3, which confirms perceived social support in significant negative association with work-family conflict, role overload and perceived stress among adult working women.

The Multiple regression analysis highlights the combine influence of role overload and work- family conflict among which role overload is considered to be the strongest predictor ($\beta=0.51$, $p<0.001$) of perceived stress among cooperate women. If the strength of work-family conflict ($\beta=0.33$, $p<0.01$) is reduced then the part of stress associated with work-family interference also gets alleviated. The continued importance of work-family conflict shows that role intrusion itself is the biggest cause of direct stress, independent of overload as a variable which shows that work-family conflict demands household responsibilities to such an intense level that behaviours of the provider become incompatible to perform in both the domains that is emotional exhaustion and reduced job satisfaction lead to poor work-family balance. The consequences that women face are beyond general workload or role quantity. This pattern of findings implies that psychological strain among women is multi-dimensional in nature. Work- family conflict captures the cognitive and emotional strain involved in managing role incompatibility. Stress is shaped by both volume of responsibilities and psychological factors such as internal conflict experienced by working women when role expectations collide. Regression findings emphasise that role overload and work-family conflict both works independently in influencing perceived stress ($R^2=0.55$) among working women. The results have supported hypothesis-7, showing perceived social support, work-family conflict and role overload leading to perceived stress among adult working women.

Nevertheless, some earlier investigations find weaker on non-significant association between social support and work-family stress results. It suggests that contextual conditions such as cultural role expectations, policies of organisations and limited supportive resources can moderate the association. The contrast also highlights protective influence of perceived social support across occupational and socio-cultural environments. Interpersonal resources are of great significance in managing stress. Perceived social support can reduce stress to great extent even though role demands are much more than what one can perform. Supportive environments can reduce psychological cost of overload. Social support acts as a buffer and key resilient factor which provides coping strength to women to become more effective in dealing with sustained role pressures. Social support mitigates the negative impact of role overload by bringing down emotional and cognitive cost enabling women to manage competing responsibilities more effectively. Supportive relationships provide emotional reassurance practical assistance and cognitive coping resources, which help in reducing psychological strain. The results highlight the critical role of perceived social support which eliminates role overload itself so that women may continue to experience high expectations and responsibilities

across work and family domains (French et al., 2018).

However, it can be said that perceived stress among working women is shaped by dynamic interplay between role demands and available interpersonal resources. Role overload and work- family conflict are stress inducing factors, whereas perceived social support functions as protective mechanism that diminishes or reduces the impact. By establishing such relationships, the study proposes conceptual framework and elaborates upon the importance of addressing both structural role demands and psychosocial resources to reduce stress in working women's everyday life. Perceived stress among working women is a result of dynamic interaction between role related demands and availability of psychosocial resources. The conceptual framework integrates both stress inducing factors and stress buffering mechanism. Taken together there is a need for strengthening psychosocial resources like social support system which should aim at reducing stress and promoting psychological well-being.

In nutshell, the present study subsumes that there would be perceived stress among working women due to dynamic interplay between psychosocial demands and supportive resources. Work-family conflict leads to excessive role overload, which directly increases stress. On the other hand, perceived social support reduces vulnerability to psychological strain. The integration of the relationships under explanatory framework highlights the practical importance of reducing role related pressures and strengthening social support systems to promote psychological well-being among working women in contemporary socio-occupational context.

V. CONCLUSION

The study aimed to understand how everyday role demand and available resources shape women's psychological well-being. It also examines the interaction between work-family conflict, role overload, perceived social support and perceived stress among working women. Extreme stress conditions are not highlighted, instead normative experiences are focused upon. The study provides insight into the context of routine work and family responsibilities that characterise women's daily lives. The sustained role related demands of both work and family domains put women at the threshold of persistent role interference and making her vulnerable to overextended demands from both domains. Hence, importance of understanding stress as a result of repeated exposure manageable yet continuous demands.

Role overload is considered to be experiential pathway through which work-family conflict influences stress. This conflict often translates into role pressure in severe cases. Distribution of role overload strengthens this interpretation. Majority of participants reported moderate level of overload reflecting continuous engagement with multiple and competing responsibilities. Interference between work and family role increases the vulnerability of women to perceived themselves as overextended. The incompatible

role demands time consumption, energy and emotional resources, thereby heightening the feelings of overload. The presence of higher overload levels suggests increased vulnerability to prolonged stress and exhaustion indicating that role overload functions as a critical link between external role demands and internal stress experiences.

Stress among working women is embedded in everyday functioning because available resources are in scarcity. They have cumulative impact upon women's well-being. Emotional tensions associated with incompatible role expectations carries psychological cost, the brunt of which is suffered by the women. By integrating various variables, a more holistic understanding of women's stress experiences which addresses both structural role expectations and psychosocial support systems. The present research offers valuable insights into everyday stress processes affecting the well-being of working women and expecting social support for her to promote psychological well-being.

Therefore, it can be said that work-family conflict is not merely a time management issue but a multidimensional problem involving emotional, cognitive and social pressures. Adequate social support can enhance an individual's ability to fulfil role expectations effectively, otherwise work responsibilities encroach upon family and family obligations disrupt work performance. Addressing work-family conflict becomes essential for promoting overall well-being and healthier family relationships.

VI. LIMITATIONS OF THE STUDY

➢ *Use of Self-Report Measure*
The study utilises self-report questionnaires to assess work-family conflict, role overload, perceived social support and perceived stress during which responses may have been influenced personal interpretation or response tendencies. However, self-report measure was essential in order to understand perceived stress and role experiences which are inherently subjective in nature.

➢ *Cross-Sectional Design*
This measure was used to capture participants experiences which limits the ability to draw conclusions among the variables. Nevertheless, the design was effective in identifying meaningful relationships and patterns among work-family conflict, social support and stress.

➢ *Limited Range of Variables*
The study only focused on key role related variables to maintain conceptual clarity. Other factor such as coping strategies, family structures or personality traits were not examined, which may also influence stress experiences. While the study does not attempt to capture every possible factor influencing stress, its focused approach allows for a clearer understanding of key role related experiences.

➢ *Limited Research Concentration*
The research concentrated on work-family conflict, perceived social support, perceived stress and role overload; to maintain clarity and depth in analysis. Other relevant

aspects such as work place policies or personal coping styles were not examined in detail. However, inclusion of such factors in future research could further enhance understanding of broader environment in which women experience stress.

FUTURE IMPLICATIONS OF THE STUDY

➢ *Focus on Meaningful Insight*
The everyday experiences of working women were focused upon to understand stress as it is experienced by the working women in relation to work-family conflict, role overload, perceived stress and perceived social support. The focus on these core aspects provides meaningful insight into how women manages multiple responsibilities in real life settings. It allows for clearer understanding of core concepts.

➢ *Context Sensitive Approach Provides Strength*
Experiences of working women in social and cultural context strengthens the relevance of the findings for similar populations. At the same time, women's experiences may vary across different cultural occupational or family settings. So that, future study may explore how these contexts influence role expectations and stress in different ways.

➢ *The Approach Values Participant's Voice*
The study puts emphasis on women's own perception of stress, which are deeply personal and subjective. The approach values participants voice and provides insight into how women interpret's and responds to competing role demands. Future research may combine perceived and contextual factors to gain a more comprehensive understanding.

➢ *Supports Women in Everyday Settings*
The findings have created supportive environment for working women. Future research can explore how work place flexibility, supportive leadership, shared family responsibilities and community support systems can help improving women's well-being.

➢ *Highlighting Personal and Social Strength*
Future studies may examine positive resources such as resilience, coping strategies and emotional support that help women manages multiple responsibilities effectively. Understanding of these strengths can contribute to development of women rather than focusing on stress and difficulty only.

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