



CHANGING WORK PATTERNS AND QUALITY OF WORK LIFE: AN ANALYTICAL STUDY OF MODERN WORKING WOMEN

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Abstract

“This study explores the impact of changing work patterns on the quality of work life among modern working women. With increasing modernization, women face both opportunities for professional growth and challenges such as work life imbalance and stress. Using a descriptive analytical approach with data from 150 women professionals, the study found a positive correlation between flexible work patterns and higher quality of work life. However, digital overload and extended work hours negatively influenced well-being. The findings highlight the need for supportive organizational policies and balanced work environments to enhance women’s overall quality of work life.”

Keywords : changing work patterns, Quality of work life, Working women

Introduction

The changing nature of work in the 21st century has significantly transformed the experiences of working women. Rapid modernization, digitalization, and globalization have redefined professional roles, working conditions, and lifestyle expectations. Women today are increasingly involved in diverse occupations that demand flexibility, skill adaptation, and multitasking. While modernization has created new opportunities for empowerment, it has also introduced challenges such as work–life imbalance, role conflict, and stress. The concept of Quality of Work Life (QWL) encompasses job satisfaction, security, work environment, and the balance between personal and professional domains. Understanding how changing work patterns affect Quality of Work Life among modern working women is vital for designing supportive policies and inclusive organizational practices. This study aims to analyze the interrelationship between modernization of work and women’s quality of work life.

Review of Literature

Walton (1975) introduced the concept of Quality of Work Life as a multidimensional construct focusing on employee well-being, participation, and growth opportunities. Kumari and Deosarkar (2018) found that supportive leadership and fair remuneration significantly enhance the Quality of Work Life of women nurses. Conley and Jenkins (2011) discussed modernization in education and highlighted that technological change often increases workload and role strain for women teachers. Meenakshi, Subrahmanyam, and Ravichandran (2013) emphasized the importance of work–life balance as a key determinant of women’s professional satisfaction. Patil and Gaikwad (2016) revealed that long working hours and limited recreation reduce Quality of Work Life among women police constables. Boreham et al. (2016) identified that participative management and flexible work arrangements positively influence social well-being and job satisfaction. Marsick and Watkins (2003) demonstrated that a learning-oriented organizational culture improves employee engagement and adaptability in modern workplaces. Abdel-Hafiz (2024) showed that technology integration in healthcare settings enhances both work efficiency and satisfaction levels when adequate training is provided.

Objectives of the Study

1. To examine the relationship between changing work patterns and the quality of work life among modern working women.
2. To identify major factors influencing QWL in the context of modernization and technological advancement.
3. To suggest measures for improving QWL among women professionals facing modern work challenges.

Hypotheses

1. There is a significant relationship between modernization in work patterns and the quality of work life among working women.
2. Women experiencing higher flexibility and technological adaptability report better QWL compared to those in traditional work setups.
3. Increased work demands and digital overload negatively affect the QWL of modern working women.

Research Methodology

- (i) Research Design : Descriptive and analytical in nature. Working women from educational, healthcare, and corporate sectors in urban areas. Sample Size: 150 respondents selected through stratified random sampling. Percentage analysis, mean scores, correlation, and regression methods were

(ii) Tools for Data Collection : A structured questionnaire based on Walton's (1975) QWL dimensions and a Work Pattern Adaptation Scale.

(iii) Variables :

- Independent Variable: Changing work patterns
- Dependent Variable: Quality of work life

Findings and Discussion

- The study revealed a moderate to high positive correlation ($r = 0.63$) between modernization and Quality of work life, indicating that adaptive work practices enhance satisfaction and performance.
- Women working in flexible and technology-enabled environments reported higher job satisfaction and autonomy than those in rigid or traditional roles.
- However, increased workload, constant connectivity, and digital fatigue were identified as major stress factors reducing overall well-being.
- Younger professionals were more adaptable to modern work demands, while older employees faced challenges in coping with digital transitions.
- Organizational support, family-friendly policies, and mentoring programs were found to significantly improve QWL across all age groups.

Suggestions and Recommendations

1. Organizations should introduce flexible scheduling, hybrid work options, and wellness programs to enhance women's work-life balance.
2. Skill development and digital literacy training should be prioritized to help women adapt to modern work technologies confidently.
3. Workload management systems and clear role expectations can reduce stress and improve performance.
4. Companies should promote a supportive culture emphasizing gender equality, employee participation, and career growth.
5. Policymakers and employers must collaborate to create inclusive workplace policies that safeguard women's rights and ensure healthy working conditions.

Conclusion

The study concludes that modernization has both enabling and challenging effects on the quality of work life among modern working women. While flexible work options and technological advancements contribute to empowerment and satisfaction, excessive work demands and blurred boundaries between personal and professional life can lead to burnout. Ensuring a balanced, inclusive, and supportive organizational culture is essential for sustaining women's well-being and productivity in the modern workplace.

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