

A STUDY ON WORK AND FAMILY LIFE BALANCE (WLB) AMONG WOMEN PUBLIC PROSECUTORS IN JUDICIARY SYSTEM OF MAHARASHTRA

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ABSTRACT

The legal profession has gained utmost importance and also it is one of the most adventurous as well as exciting career. In General the lawyers have high admiration in our society, and also there remains the faith that when all else fails, one can still take remedy to the legal system. In such a valued profession women could not occupy a valuable space. The main reason for less percentage of women in the legal system is work life imbalance. The work and family life imbalance leads to stress and overall dissatisfaction. Hence this research has under taken to find out the reasons which make work and family life imbalance and its impact on job involvement with reference to women public prosecutors with reference to Maharashtra. The researcher has adopted descriptive research design and a purposive sampling technique which comes under non-probability sampling method has employed and sample size is 156 respondents. Both primary and secondary data are collected. The data are analyzed using SPSS. Finally it is showed that women advocates balance their work and family life at moderate level. Hence the study concludes by suggesting some measures to enhance the job involvement through effective work and family life balance.

Keywords: *Legal profession, Work life balance, Women public prosecutors, works-family conflict*

1. INTRODUCTION:

Over the past few decades, there is tremendous change in the work and global business arena. Due to the rapid changes in technological development, workplaces are undergoing a rapid transformation worldwide and become more competitive. With an increase in financial commitments, immense social changes in Indian families, modern living standard, augment in awareness of global retail market; people want to earn more money to

sustain in the society and to live life. These factors insist the women to come out of their family for work and now we can find women's contribution in all sectors equal to and even more than men. Women's' qualification, competency, honesty, hard work, dedication, sense of responsibility, performance and precision attracts major sectors to prefer women for employment. They share financial responsibilities of the spouse as well as raise the standard of living of their family. It has been observed that the number of women employment is very high in metropolitan cities as compared to second or third tier cities (Sidhu, K.A., & Saluja, R., 2017).

With the advent of globalization, the work place demands are ever increasing. Women in job are continually challenged by the demands of full-time work and when the day is done at the office, they carry more of the responsibilities and commitments at home. Women report that their lives are a juggling proceed that includes manifold responsibilities at work, serious of meeting schedules, business travels, on top of managing the each day usual responsibilities of life and home (Shravanthi, A.R., et al, 2013). Moreover working women are spending much of their time at workplace than at home. It is said that many of women working in various sectors are having a disturbed work-life balance (WLB), which results in increasing in the number of divorces, disturbed families and relationships. Therefore, this is the high time for women professionals to draw out strategies to enjoy their work and live life to fullest (Ezzedeen, S.R., & Ritchey, K.G., 2009).

(Clark, 2001) and (Voydanoff, 2005) argued that work and family are the two most important domains in people's lives and as a result, work and family can cause conflict if they compete with each other. Work and family, however, they are synergistic and can harmonize each other. In fact, the affirmative side of the work and family can boost the well-being of the family. (Noor, N.M., 2003) explains that work-life balance often involves issues with family, working time, welfare, social security, leisure time, and the list goes on. Thus, it is significant for the women employees to balance their work-life to succeed in both work and family life. Imbalance of one will greatly affect the other which inturn have a huge effect on family life and job involvement of women employees.

Imbalanced work-life of women employees has a negative influence on their involvement in job. Thus, the study has been undertaken to identify the effect of work-life balance on job involvement among women public prosecutors in judiciary system of Maharashtra. Public prosecutors play a significant role in representing the interest of common people in the criminal justice system. They provide justice to any group of society or person who is affected by the crime carefully and in accordance with the provisions of law. Hence, more than women employees or professionals in other sectors duties and responsibilities of women public prosecutors are quite hard to execute. They have to manage and balance their family in such a way to carrying out their professional responsibilities effectively in discovering the truth towards court of law. The study examines the role of women public prosecutor in work and family life and their opinion towards work life balance and job involvement of Maharashtra.

1.1 The Concept of Work Life Balance

Work life balance was at first originated in terms of work family conflict (Kahn et al., 1964), work family enrichment (Grzywacz and Marks, 2000), or, work family balance (e.g. Hill, et al. 2001). Kahn et al., 1964 defined role conflict as the “simultaneous incidence of two (or more) sets of forces such that fulfillment with one would make more difficult observance with the other”.

1.2 Works-Family Conflict

A broad term thus emerged in prose to refer to work/non-work conflict and it is “Work Life Balance” (Fisher, 2001; Hobson et al., 2001). It offers more inclusive approach to study work/non-work conflict compared to work family clash. Greenhaus and Beutell (1985) based on the work of Kahn et al. (1964), defined work family conflict as: “A appearance of inter role conflict in which the role pressures from work and family fields are mutually incompatible in some respect. That is, participation in the work (family) role is made more difficult by good quality of participation in the family (work) role.”

Conflict between work and family has been found to be bi-directional (Frone et al., 1997; Greenhaus and Beutell, 1985). Most researchers make the distinction between work-family conflict, and family-work conflict. Work-to-family conflict happens when experiences at work (e.g. extensive, irregular, or inflexible work hours, work overload and other forms of job stress, interpersonal conflict at work, extensive travel, career changeovers, no supportive supervisor) interfere with family life. Meant for example, an unexpected meeting late in the day may put off a parent from picking up his or her child from school. Family-to-work conflict occurs when experiences in the family (e.g. being there of young children, main responsibility for children, senior care responsibilities, interpersonal conflict within the family, unsupportive family members) get in the way with work life.

1.3 Women and Work-Life Balance

Traditionally, the role of women involved cooking, cleaning, raising kids, etc. There were looked upon as care givers and home keepers and were denied accesses outside home. Modernization has changed the traditions from where husband earned and the wife stayed at home to where the husband earns and wife earns too. But still, the wife cooks, washes and runs the house. Although women have started spreading here arms in all areas of life, the traditional concept of the women as the homemakers not gone left from the people’s mind. Moreover, today the necessities have increased where there is a requirement of dual earners in a family. Therefore, women have to face both family and also work. Work-life balance was pertinent and important for married working mothers, particularly during demanding times (Hochschild, 1989). Work-life integration was a major problem among modern working women as they fight back with balancing career aspirations and family obligations (Tajlili, 2014).

2. LITERATURE SURVEY

Sonia Delrose Noronha, S.D., & Aithal, P.S. (2019) The main purpose of the study is to highlight the existing study on work life balance and Glass ceiling. The study concluded that work-life balance is skewed towards work and less in personal aspects of employees. Employees thus are compromising on their personal time for completion of work related tasks which disturbs the work-life balance. Memon, et. al (2018) identified the state of WLB among married women in the banking sector in South Goa. The study concluded that major factors that hindered the Work Life Balance (WLB) of the married working women were negative attitude of the superiors, peers and colleagues followed by meetings after work. Spouse and relatives offer a significant amount of support to women. (Persson et al. 2018) (Anitha and Muralidharan, 2014) found that Men tend to stress about their obligation to provide for the family and women are stressing over their ability to combine their work life with their family life, including doing all the household chores and taking care of the children. Gender has an impact thus, due to traditional gender roles in the Filipino society. The study also found that gender and income do make a difference in the Philippines in terms of the work-life balance. The study concluded that there are differences in men and women in handling their WLB and there are also differences in impact of social class on individual's WLB. (Gayatri Negi et. al. 2017 & Rangarajan, R. 2018) focused on extracting the factors affecting the work life balance of the female faculties in private higher education institutions. Their study concluded that work life balance of female faculties is affected by a number of factors namely personal (marital status, number of dependents, type of family structure, gender, life stage, qualification, personality trait, experience) and professional (peer support, leave policy, performance appraisal, promotion, job security, type of leadership, size of organization etc.) domains factors and are challenging in their own ways.

Anand, V. et al. (2016) The study concluded that organization has to do something different, otherwise they cannot beat the completion and sustain in the changing environment. Dr. Pahuja, S. (2016) the study found that there is significant positive relationship and impact of work life balance on employee's personal and professional life. The study concluded that respondents feel so stressed that they are not able to handle family responsibilities even after coming from workplace as they feel so tired and exhausted because of long working hours. Teo, Y. (2016) identified that low-income women usually got poor quality jobs since their education was limited. The study concluded that the women have no power to decide their own working hours the unsafe employment may possibly affect their WLB in a negative matter.

Addagabottu, R.S et al. (2015) it is found that the major reason for conflicts is due to co-workers, nature of job, work pressure, job prospects and multi-work instructions. It is also found that women workers living underneath joint family bump into more family conflict irrespective of their work description. Kim, H. K. (2014) found that the work-life balance of Korean employees might be hampered by the social situation and lack of organizational support. Delina, G. and Raya, R.P. (2013) and National Health Interview Survey

Occupational Health Supplement data (2010) identified that married working women in the age group of under 30 years were found to have more work-life imbalance problems than those in the age group of 30 to 40 years while married working women over 40 years were found to be balancing work-life slightly better than the above mentioned age groups.

Goyal, M. & Arora, S. (2012) found that factors like negative attitude of family, family commitments, health issues, long working hours, meetings, work load created an imbalance in their personal and professional lives. Rao, S.S. & Aiswarya Ramasundaram (2011) & Doble and Supriya (2010) The findings revealed that women who worked longer hours were bound to experience more conflict as compared to those female employees who worked for a relatively lesser number of hours.

3. PROBLEM STATEMENT

The main reason for less percentage of women in the legal system is work life imbalance. Managing both personal and professional life at the same time is still an ever-evolving struggle for women and no less so for those with legal careers. For female advocates, the battle to manage, maintain, achieve, and to even excel in life both professionally and personally, sometimes feels like a fight that is impossible to win. The work and family life imbalance leads to stress and overall dissatisfaction. A survey conducted by Monster.Com, India to understand the pulse of the Indian workforce around work-life balance and found that more than half of the working professionals surveyed rated their current work-life balance average to terrible. Men appeared to be more contented and less stressed when we compared to women when it came to work-life balance between the two genders. Hence this research has under taken to find out the reasons which make work and family life imbalance with reference to women public prosecutors in Maharashtra.

4. OBJECTIVES OF THE STUDY

- i) To find out the association between socio-economic status and work-life balance of women public prosecutors in judiciary system of Maharashtra.
- ii) To examine the level of opinion of women public prosecutors in judiciary system with respect to their role in work and family life, their work-life balance.

5. RESEARCH METHODOLOGY

The nature of the study adopted by the researcher is descriptive research design. The primary data were collected through well structured questionnaire and secondary data were collected from the websites, journals, articles and dissertation etc. a pilot study was conducted with 40 women public prosecutors in judiciary system of Maharashtra. Based on the findings of pilot study, the reliability and validity of the instrumental design is worked out. It is identified that Cronbach's Alpha reliability arrived 0.60 and reliability for all the factors is above 90%, which means that the variables produce consistent results if measurements are made repeatedly. The sample size 156 and purposive sampling technique were used in this study. The data were analyzed using various statistical tools such as Analysis of variances (ANOVA) and Descriptive statistics.

6. DATA ANALYSIS AND INTERPRETATION

6.1 Significant Difference between Respondents' Age and their Opinion towards Role in Work and Family Life

Null Hypothesis: There is no significant difference between respondents' age and their opinion towards role in work and family life.

Alternative Hypothesis: There is a significant difference between respondents' age and their opinion towards role in work and family life.

Table No. 1 Analysis of Variances (ANOVA)

Variables	Age (in years)				F value	P Value
	25 – 35 yrs	36 – 45 yrs	46 – 55 yrs	56 and Above yrs		
Respondents' Opinion towards their Role in Work	72.85 ^a (9.54)	75.82 ^{ab} (10.16)	77.43 ^{ab} (8.92)	82.62 ^c (11.87)	5.36 5	0.002 **
Respondents' Opinion towards their Role in Family	50.18 ^a (9.15)	53.64 ^{ab} (8.68)	58.60 ^c (8.99)	54.88 ^{ab} (9.88)	3.68 5	0.013 *

Note

1. ** Denotes significant at 1% level.
2. * Denotes significant at 5% level.
3. The values within the bracket denote standard deviation.
4. Different alphabet between ages of respondents denote significant at 5 per cent level using Duncan Multiple Range Test (DMRT).
5. For respondents' opinion towards role in work 'a' signifies below 'neutrally agreed', 'ab' signifies 'neutrally agreed' and 'c' signifies above 'neutrally agreed'. For respondents' opinion towards role in family life 'a' signifies below 'neutrally agreed', 'ab' signifies 'neutrally agreed' and 'b' signifies above 'neutrally agreed'.

Result:

Since P value is less than 0.01, the null hypothesis is rejected at 1 per cent level of significance. Hence, it is concluded that there is a significant difference between respondents' age and their opinion towards role in work. Since P value is less than 0.05, the null hypothesis is rejected at 5 per cent level of significance. It is concluded that there is a significant difference between respondents' age and their opinion towards role in family life.

Based on Duncan Multiple Range test, the respondents in the age group of 56 years and above (82.62^c) are performing best role towards their work than the respondents in the

age group between 25 and 35 years (72.85^a). In addition, the respondents in the age group between 46 and 55 years (77.43^{ab}) and 36 and 45 (75.82^{ab}) years are performing moderate role towards their work. The respondents in the age group between 46 and 55 years (58.60^c) are performing best role towards their family than the respondents in the age group between 25 and 35 years (50.18^a). In addition, the respondents in the age group of 56 years and above (54.88^{ab}) and 36 and 45 (53.64^{ab}) years are performing moderate role towards their work.

6.2 Significant Difference between Respondents' Experience and their Opinion towards Role in Work and Family Life

Null Hypothesis: There is no significant difference between respondents' experience and their opinion towards role in work and family life.

Alternative Hypothesis: There is a significant difference between respondents' experience and their opinion towards role in work and family life.

Table No. 2 (ANOVA)

Variables	Experience						F value	P value
	Up to 5 years	6 – 10 years	11 – 15 years	16 – 20 years	21 – 25 years	26 years & above		
Respondents' Opinion towards their Role in Work	73.73 ^a (10.42)	74.73 ^a (9.49)	80.90 ^b (7.12)	80.53 ^b (7.79)	84.29 ^c (6.81)	84.45 ^c (8.90)	4.654	0.001 **
Respondents' Opinion towards their Role in Family	53.64 ^a (9.07)	53.25 ^a (8.99)	56.24 ^b (7.82)	57.27 ^b (7.03)	59.63 ^c (5.99)	59.55 ^c (6.32)	2.444	0.037 *

Note

1. ** Denotes significant at 1% level.
2. * Denotes significant at 5% level.
3. The values within the bracket denote standard deviation.
4. Different alphabet between experience of respondents denote significant at 5 per cent level using Duncan Multiple Range Test (DMRT).
5. For respondents' opinion towards role in work and family life 'a' signifies below 'neutrally agreed', 'b' signifies 'neutrally agreed' and 'c' signifies above 'neutrally agreed'.

Result:

Since P value is less than 0.01, the null hypothesis is rejected at 1 per cent level of significance. Hence, it is concluded that there is a significant difference between respondents' experience and their opinion towards role in work. Since P value is lesser than 0.05, the null hypothesis is rejected at 5 per cent level of significance. It is concluded that there is a

significant difference between respondents' experience and their opinion towards role in family life.

Based on Duncan Multiple Range test, the respondents have experience of 26 years and more (84.45^c) and between 21 and 25 years (84.29^c) are performing best role towards their work than the respondents have experience up to 5 years (73.73^a) and between 6 and 10 years (74.73^a). As well, the respondents have experience between 11 and 15 years (80.90^b) between 16 and 20 years (80.53^b) are performing moderate role towards their work.

The respondents have experience of 26 years and more (59.55^c) and between 21 and 25 years (59.63^c) are performing best role towards their family life than the respondents have experience up to 5 years (53.64^a) and between 6 and 10 years (53.25^a). As well, the respondents have experience between 11 and 15 years (56.24^b) and between 16 and 20 years (57.27^b) are performing moderate role towards their family life.

6.3 Factor Wise Level of Respondents' Opinion towards Role in Work, Role in Family Life, Work-Life Balance and Job Involvement (Descriptive Statistics)

Table No. 3 Respondents' Opinion towards their Role in Work (Descriptives)

Sl. No.	Statements	Mean	SD	Coefficient of Variance
1.	I conduct, direct or supervise investigations effectively.	3.83	0.866	0.750
2.	I ensure equality before the law and treat all my clients equally.	3.72	0.802	0.643
3.	I make aware of all relevant facts associated with the case.	3.82	0.823	0.677
4.	I see to it that victims are effectively assisted.	3.83	0.752	0.566
5.	I analyze all the possible alternatives to the prosecution I order to take best decision.	3.87	0.754	0.569
6.	I supervise the execution of court decisions where a custodial sentence is involved.	3.94	0.738	0.545
7.	I carry out my functions fairly, impartially and objectively.	3.92	0.834	0.696
8.	I always seek to ensure that the criminal justice system operates as expeditiously as possible.	3.92	0.831	0.691
9.	I respect and seek to protect human rights.	3.90	0.817	0.668

10.	I co-operate with government agencies In order to promote the fairness and effectiveness of crime policy.	3.88	0.748	0.559
11	I abstain from discrimination on any ground such as sex, language, religion, political etc.	3.97	0.807	0.651
12.	I would not continue prosecution when an impartial investigation shows the charge to be unfounded.	3.91	0.765	0.585
13.	I seek to safeguard the principle of equality of arms.	3.79	0.858	0.736
14.	I keep confidential information obtained from third parties where the presumption of innocence is at stake.	3.93	0.804	0.647
15.	I strictly respect the independence and the impartiality of judges.	3.95	0.718	0.516
16.	I take proper account of the views and concerns of victims when their personal interests are affected.	3.96	0.806	0.650
17.	I take proper account of the views and concerns of victims when their personal interests are affected.	3.97	0.819	0.670
18.	I promote actions to ensure that victims are informed of both their rights and developments in the procedure.	3.97	0.794	0.631
19.	I scrutinize the lawfulness of police investigations and monitor the observance of human rights by the police.	3.99	0.831	0.690
20.	I present all the facts of the case, documents, and evidence so as to assist the court in arriving at a correct judgment.	3.98	0.740	0.548

Result

It is known from the above table that the mean value for all the statements are between 3.70 and 4.00; which means all the respondents' opinion towards their role in work is considered as good. As a result, it is visibly revealed that the respondents are performing their job as public prosecutor in an effective manner. Based on the mean value, the statement "I scrutinize the lawfulness of police investigations and monitor the observance of human rights by the police (3.99)" is considered to be the significant statement in with respect to role

performed by respondents towards their job, followed by “I present all the facts of the case, documents, and evidence so as to assist the court in arriving at a correct judgment (3.98)”.

Table No. 4 Respondents’ Opinion towards their Role in Family (Descriptives)

Sl. No.	Statements	Mean	SD	Coefficient of Variance
1.	I feel satisfied and proud to have good family.	4.01	0.891	0.794
2.	I play my family role with greater enthusiasm.	3.96	0.890	0.792
3.	I plan my family’s financial budget effectively and efficiently.	4.08	0.830	0.689
4.	I do shopping to buy monthly rasion and other things for my family.	4.09	0.799	0.638
5.	I got enough time to satisfy all my family members with their needs.	3.92	0.787	0.619
6.	I have enough time to share love and affection with my spouse.	3.94	0.829	0.687
7.	I have greater satisfaction in playing mother role in my family.	4.06	0.815	0.664
8.	I can able to fulfil my kid’s expectations as a mother.	3.89	0.783	0.614
9.	I serve with varieties according to my family member’s needs.	3.97	0.838	0.702
10.	I help my kids in day to day school homework and projects.	4.00	0.872	0.761
11.	I support my spouse in his official work.	4.10	0.778	0.605
12.	We (family members) share our day to day happenings with each other.	3.91	0.814	0.663
13.	We (family members) share ideas to uplift our family as well as our career.	4.04	0.857	0.734
14.	We used to go for outing when ever gets leisure time.	4.01	0.819	0.671

Result:

It is known from the above table that the mean value for all the statements are between 3.70 and 4.10; which means all the respondents’ opinion towards their role in family is considered as superior. As a result, it is apparently known that the respondents are

performing their family role in a valuable way. Based on the mean value, the statement “I support my spouse in his official work (4.10)” is considered to be the significant statement in with respect to role performed by respondents towards their family, followed by “I do shopping to buy monthly ration and other things for my family (4.09)”.

Table No. 5 Respondents’ Opinion towards Confidence in Work-Life Balance (Descriptives)

Sl. No.	Statements	Mean	SD	Coefficient of Variance
1.	I feel relaxed in balancing work and family life.	3.20	1.092	1.193
2.	My plan regarding work-life balance always leads to success.	3.12	1.062	1.127
3.	I give equal importance both to my work and family life.	3.24	1.148	1.318
4.	My commitment towards my work and family life is highly commendable.	3.13	1.168	1.364
5.	I am well-resourced to balance my work-life at any situations.	3.21	1.094	1.196
6.	I prefer doing smart work instead hard work to balance work-life.	3.22	1.198	1.436

Result:

It is known from the above table that the mean value for all the statements are below 3.50; which means all the respondents’ opinion towards confidence in work-life balance is considered as average. It is therefore understood that the respondents would not have greater confidence to balance their work and family life. Based on the mean value, the statement “I give equal importance both to my work and family life (3.24)” is considered to be the significant statement in with respect to confidence of respondents in work-life balance.

7. FINDINGS

- It is found that there is a direct relationship between respondents’ age and their opinion towards role in work and family life i.e., the respondents in the age group of 56 years and above and 46 and 55 years perform excellent role, the respondents in the age group between 36 and 45 years perform good role and the respondents in the age group between 25 and 35 years perform average role towards their work and family life. The following (Delina, G., and Raya, R.P., 2013)., (MAC. Fathima Aroosiya, 2018), (Dr. Rangarajan, R., 2018). and (National Health Interview Survey Occupational Health Supplement data,

2010) are the studies contributed to the significant difference between age and work-life balance of employees.

- It is found that there is a direct relationship between respondents' experience and their opinion towards role in work and family life i.e., the respondents' have experience of 26 years and more and between 21 and 25 years are performing best role towards their work and family life, the respondents have experience between 11 and 15 years and between 16 and 20 years perform moderate role and the respondents have experience up to 5 years and between 6 and 10 years perform below average role towards their work and family life. The studies undertaken by MAC. Fathima Aroosiya (2018) and Dr. Rangarajan, R. (2018) has proven the significant difference between educational qualification and work-life balance.
- It is found that based on mean value the statement "I scrutinize the lawfulness of police investigations and advisor the adherence of human rights by the police (3.99)" is considered to be the significant statement in with respect to role performed by respondents towards their job.
- It is found that pedestal on mean value the statement based on the mean value, the statement "I support my spouse in his official work (4.10)" is regarded to be the momentous statement in with respect to role performed by lawyers towards their family.

8. SUGGESTIONS:

- ✓ It is suggested for the young women public prosecutors to plan their time for work and personal life in a precedence basis and try to attach into it. Time management technique may help them to balance their work and family life.
- ✓ It is suggested for the women public prosecutors to stand for long time in their job. They should not give back the cases handled by them even faces with work-family conflicts. If they can able to manage their work, it is easy for them to balance their work-life too.
- ✓ The women public prosecutors can to get timely help from their family members for taking care of family responsibilities by describing and explaining their obstacles openly in a friendly way and respectable manner.
- ✓ The women public prosecutors are advised to take frequent break and change up their routine work by scheduling it appropriately because little relaxation can go a long way which will help to reduce stress level and improve their job involvement. The women public prosecutor can use positive cognitive restructuring strategies such as acceptance, humor and positive reappraisal which contribute to their successful work-life balance.
- ✓ It is suggested for women advocates to have a cordial relationship with their family members, friends, relatives and siblings by having social gatherings, helping them in various aspects and having proper communication through social media. They may support her in critical situations and often assist her towards work life balance.

9. CONCLUSION

Studying the work-life balance of women in professions in terms of time management, career management, children's management, and house management becomes very significant. Public prosecutor women consider themselves an agent of justice and they also support the court in finding out the truth. They must carry out their duties fairly and fearlessly, with full sense of responsibility attached to their position. Work and family have become increasingly antagonistic spheres for them, equally greedy with energy and time, and can lead to conflicts between work and life. Unbalanced co-ordination and encouragement give way to family and work disputes and also affect each other. As conflicts between work and life, they face many problems in their family regarding caring for their children, dependence on family members and other support for caring for their family, and lack of fulfillment of family commitments and responsibilities. On the other hand, they face problems such as overtime pressure, inflexible work schedule, unsupportive supervisor, unsuitable work schedule and an unfavorable organizational culture to manage their work. Hence this study was undertaken to address the issue of work life imbalance with reference to women public prosecutors. The study proven that there is a significant difference between socio-economic status of women public prosecutors and role played by them at work, family, work-life balance and job involvement.

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