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2.	Roll No. and Year of Registration	21PHCOF005, 2022
3.	Department	Commerce
4.	Name of the Research Guide	Dr. D. Vennila
5.	Title of the Thesis / Dissertation	Work-Life Balance, Work Satisfaction and Work Performance of Women Commercial Drivers from Road Transport Sector
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File size: 2M  
Page count: 70  
Word count: 19,965  
Character count: 114,270  
Submission date: 06-Dec-2024 05:08PM (UTC+0530)  
Submission ID: 2333625884

### CHAPTER I INTRODUCTION

#### 1.1 Introduction

Work-life balance is the harmony people attain between their personal and professional obligations. This is very important for health, joy in one's job and increased efficiency at work as well as in everyday life. It also helps people to balance work and personal life because it makes it easier to avoid stress and find better ways of living. Nonetheless, the balance that is required to achieve this is especially hard for women to accomplish because they are often faced with work responsibilities and family responsibilities as carers (Eby et al., 2005; Greenhaus & Powell 2006). A World Bank study of 2024 shows that the female workforce participation rate is still low globally and that efforts to reduce the gender gap in workforce participation should be sustained. The employment situation for Indian women is relatively high in the year 2022-23 where the FLEPR is estimated to improve from 23.3 percent in the year 2017-18 to around 37 percent; primarily reflecting the self-employment and agriculture employment rates among women in rural areas for independent earnings. Schemes Like Beti Bachao Beti Padhao And Sukanya Samridhi Yojna Is One Of The Major Factors Helping Women's Footprints In Society Are Growing By Promoting Girl's Education And Financial Independence. Additionally, higher enrollments of girls in secondary and higher education further support this trend (World Bank, 2021). Globally, while women's participation in the labor force reached 47.7 percent in 2020, it still reflects a decline from 50.9 percent in 1990. Employment of women has only slightly risen from 6.7 percent in 2019 to 8.1 percent in 2022 excluding the informal sector notably in sectors such as transport where women also represent only 22 percent of the workforce employers have recognized the need to consider sector-specific challenges.

Traditionally, women have been associated with caregiving and domestic roles. However, higher education and increased career opportunities are empowering them to enter professions historically dominated by men. Today, women drive buses, pilot planes, and manage logistics operations, reshaping industries and enriching talent pools. Despite these advancements, women in non-traditional roles, such as the transportation sector, face unique challenges. High-performance expectations, societal biases, and insufficient workplace support significantly affect their ability to achieve work-life balance. Key barriers include managing long working hours, navigating predominantly male work environments, and

# Work-Life Balance, Work Satisfaction and Work Performance of Women Commercial Drivers from Road Transport Sector

*by Central Library Avinashilingam*

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**Character count:** 114270

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## PRIMARY SOURCES

1	Correia, Rafaela Ferreira. "A Study of Work-Life Balance and Its Relationship with Job Satisfaction, Turnover Intention, and Perceived Organizational Support in a Telecom Company", Universidade de Lisboa (Portugal), 2024 Publication	<1%
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