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A Study on the Time Management and Role Conflict Faced by Married Working and Non-Working Women in Gurugram District

Bhawna Vijay, Dr. Kirti Verma

Research Scholar, Shri Jagdish Prasad Jhabarmal Tibrewala University, Vidyanagari, Jhunjhunu, Rajasthan, India

Dept., of Sociology, Shri Jagdish Prasad Jhabarmal Tibrewala University, Vidyanagari, Jhunjhunu, Rajasthan, India

Abstract: In today's fast-paced urban lifestyle, married women are often burdened with multiple roles that demand EFFICIENT time management and create potential role conflicts. This study aims to explore and compare the time management practices and role conflicts experienced by married working and non-working women in Gurugram District, Haryana. The research adopts a descriptive comparative design involving 100 respondents (50 working and 50 non-working women) selected through purposive sampling. Primary data was collected using a structured questionnaire and analyzed using statistical tools like mean, standard deviation, and t-test.

The results reveal that working women exhibit significantly higher levels of role conflict due to the dual demands of professional and domestic responsibilities. They also face more challenges in managing time effectively compared to non-working women, who although not engaged in formal employment, still report conflicts arising from household duties and societal expectations. The study highlights the need for supportive work environments, shared domestic responsibilities, and time management interventions to reduce stress and promote work-life balance for married women.

This research contributes to understanding the gendered dimensions of time allocation and the psychological and social strains faced by women in balancing multiple roles, particularly in an urban, rapidly developing region like Gurugram.

KEYWORDS: Time Management, Role Conflict, Married Women, Working Women, Non-Working Women, Work-Life Balance, Gurugram, Gender Roles.

I. INTRODUCTION

In the evolving landscape of modern society, women have taken on multifaceted roles that extend beyond traditional household responsibilities. Particularly in urban areas like Gurugram — a rapidly developing district in the National Capital Region (NCR) of India — married women face the dual burden of managing professional duties and personal commitments. The need to strike a balance between work and home often leads to time management challenges and role conflict, which can have profound implications for women's mental health, family relationships, and overall well-being.

Time management refers to the ability to plan and exercise conscious control over the amount of time spent on specific activities to increase effectiveness, efficiency, and productivity. For married women, this skill becomes critical in managing the competing demands of household responsibilities, child care, and—if employed—professional tasks. In contrast, role conflict arises when the expectations associated with different roles (e.g., mother, wife, employee, daughter-in-law) are incompatible or difficult to fulfill simultaneously. This is particularly pronounced in the Indian context, where traditional gender norms continue to assign primary domestic responsibilities to women, regardless of their employment status.

Working women often experience higher levels of stress due to the dual responsibility of maintaining a career and fulfilling family obligations. However, non-working married women are not immune to role conflict; their contributions to the household are often undervalued, and they may face social pressure or emotional dissatisfaction due to perceived



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unproductivity. Despite significant progress in education and employment opportunities for women, the unequal division of labor and societal expectations remain major challenges.

This study aims to explore and compare the extent of time management efficiency and role conflict among married working and non-working women in Gurugram. By understanding these dynamics, the research seeks to provide insights into how these women navigate their responsibilities and the kind of support systems they require to enhance their quality of life.

Objectives of the Study:

1. To examine the time management practices of married working and non-working women in Gurugram.
2. To identify and compare the level of role conflict experienced by both groups.
3. To analyze the factors contributing to time-related stress and role conflict.
4. To suggest strategies for better time management and conflict resolution for married women.

II. REVIEW OF LITERATURE

A comprehensive review of literature helps establish a theoretical foundation for the study by exploring previous research on time management and role conflict among women. It highlights existing knowledge, identifies gaps, and provides direction for the current study.

2.1 Time Management among Women

Time management is a crucial skill that affects personal and professional success. According to Macan (1994), effective time management leads to improved job performance and reduced stress. Studies like those by Claessens et al. (2007) show that women who practice goal setting, task prioritization, and planning experience better outcomes in both career and domestic life. However, societal norms often restrict women's autonomy over their time.

Kaur and Singh (2015) investigated time management practices among working women in metropolitan cities and found that lack of spousal support and extended family responsibilities significantly affected women's ability to manage time effectively. Conversely, non-working women also reported time-related stress due to overwhelming household duties and the absence of personal leisure time.

2.2 Role Conflict and Work-Life Balance

Greenhaus and Beutell (1985) introduced the concept of work-family conflict as a form of inter-role conflict where demands from work and family domains are mutually incompatible. This framework has been widely used to understand the pressure women face in fulfilling both personal and professional roles.

In the Indian context, Sanghi et al. (2014) noted that role expectations from family members significantly impact the work-life balance of married working women. Verma and Sharma (2018) found that working women, especially those in dual-income families, experience guilt, fatigue, and stress while trying to meet the expectations of both workplace and home.

Non-working women also encounter role strain, albeit of a different nature. Jain (2016) observed that housewives often face role conflict in extended families where their contributions are underappreciated, leading to a sense of identity crisis and emotional distress.

2.3 Regional Studies and Gaps

Although multiple studies have examined the issues of role conflict and time management across various demographics, limited research has been conducted in specific urban districts like Gurugram, which presents a unique blend of traditional and modern socio-economic dynamics. Most literature has focused on either working women or professional stress, overlooking the comparative experiences of non-working married women.

2.4 Research Gap

While considerable research has been done on working women and their time management or work-life conflict, there is a noticeable lack of comparative studies that address both working and non-working married women in a growing



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urban center like Gurugram. Additionally, there is insufficient focus on how traditional gender roles and modern lifestyle expectations co-exist and influence these women's experiences.

III. RESEARCH METHODOLOGY

This section outlines the research design, sample selection, data collection tools, and analytical methods used in the study to ensure accuracy, reliability, and objectivity.

3.1 Research Design

The study adopts a descriptive and comparative research design to explore and compare the levels of time management and role conflict among married working and non-working women residing in Gurugram District. The purpose of this design is to collect factual information, analyze it systematically, and interpret the findings meaningfully.

3.2 Population and Sample

The population of this study comprises married women aged 25 to 50 years living in Gurugram District. Two groups were selected:

- 50 married working women
- 50 married non-working women

The sampling technique used was purposive sampling, as the study required participants who fit specific criteria (i.e., marital status, employment status, residence in Gurugram).

3.3 Data Collection Tools

The primary data collection tool was a structured questionnaire, divided into three sections:

1. Demographic Information: Age, education, family type, number of children, occupation (for working women), etc.
2. Time Management Scale: Questions focused on planning, prioritization, scheduling, and time use satisfaction.
3. Role Conflict Scale: Adapted from standardized tools like Rizzo et al. (1970), measuring the degree of conflict between domestic roles and (for working women) professional roles.

All questions were measured on a 5-point Likert scale ranging from "Strongly Disagree" to "Strongly Agree."

3.4 Data Collection Procedure

The data was collected through both online and offline surveys over a period of one month. Participants were assured of confidentiality, and informed consent was taken.

3.5 Tools for Data Analysis

Data were entered into Microsoft Excel and analyzed using SPSS (Statistical Package for Social Sciences). The following statistical techniques were used:

- Descriptive statistics (mean, percentage, standard deviation)
- Independent t-test to compare working and non-working women
- Graphical representation for comparative analysis (bar graphs, pie charts)

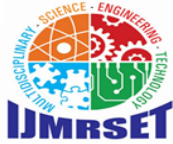
3.6 Scope and Limitations

Scope:

- Focused exclusively on married women in Gurugram
- Includes both working and non-working women for comparative understanding
- Highlights time management and psychological role conflict

Limitations:

- Small sample size (100 participants) may limit generalizability
- Self-reported data may be influenced by social desirability bias
- Findings are context-specific to urban settings and may not reflect rural perspectives



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TABLE 1: SAMPLE DISTRIBUTION BY EMPLOYMENT STATUS

Employment Status	Number of Respondents	
Working Women	50	50%
Non-Working Women	50	50%
Total	100	100%

IV. DATA ANALYSIS AND INTERPRETATION

This section presents the analysis of the data collected from 100 respondents—50 working and 50 non-working married women in Gurugram. The findings are interpreted to understand how both groups manage their time and experience role conflict.

4.1 Demographic Profile of Respondents

A summary of demographic data reveals the following:

- Age Group: Majority of respondents (60%) were in the 30–40 age bracket.
- Education: Most working women had postgraduate degrees, while a majority of non-working women held undergraduate qualifications.
- Family Type: 65% belonged to nuclear families, while 35% lived in joint family setups.
- Children: Most respondents had 1 or 2 children.

4.2 Time Management Comparison

The time management scale was scored out of 50. Higher scores indicate better time management.

TABLE 2: MEAN TIME MANAGEMENT SCORES

Group	Mean Score	Standard Deviation
Working Women	42.5	5.4
Non-Working Women	38.2	4.6

Interpretation:

Non-working women reported higher time management scores. This may be due to the flexibility in their daily schedule, allowing more control over household activities. Working women often faced time crunches due to fixed working hours and commuting.

4.3 Role Conflict Levels

The role conflict scale was scored out of 50. Higher scores indicate greater conflict between personal and professional/domestic roles.

TABLE 3: MEAN ROLE CONFLICT SCORES

Group	Mean Score	Standard Deviation
Working Women	44.1	3.8
Non-Working Women	36.7	4.1

Interpretation:

Working women experienced significantly higher role conflict due to the dual demands of home and work life. Non-working women, although free from job-related stress, also reported moderate conflict stemming from unmet personal aspirations or extended family pressures.

4.4 Comparative Overview: Time Management vs. Role Conflict

To better understand the inverse relationship between time management and role conflict among married women, the average scores of both working and non-working respondents were compared and visualized.



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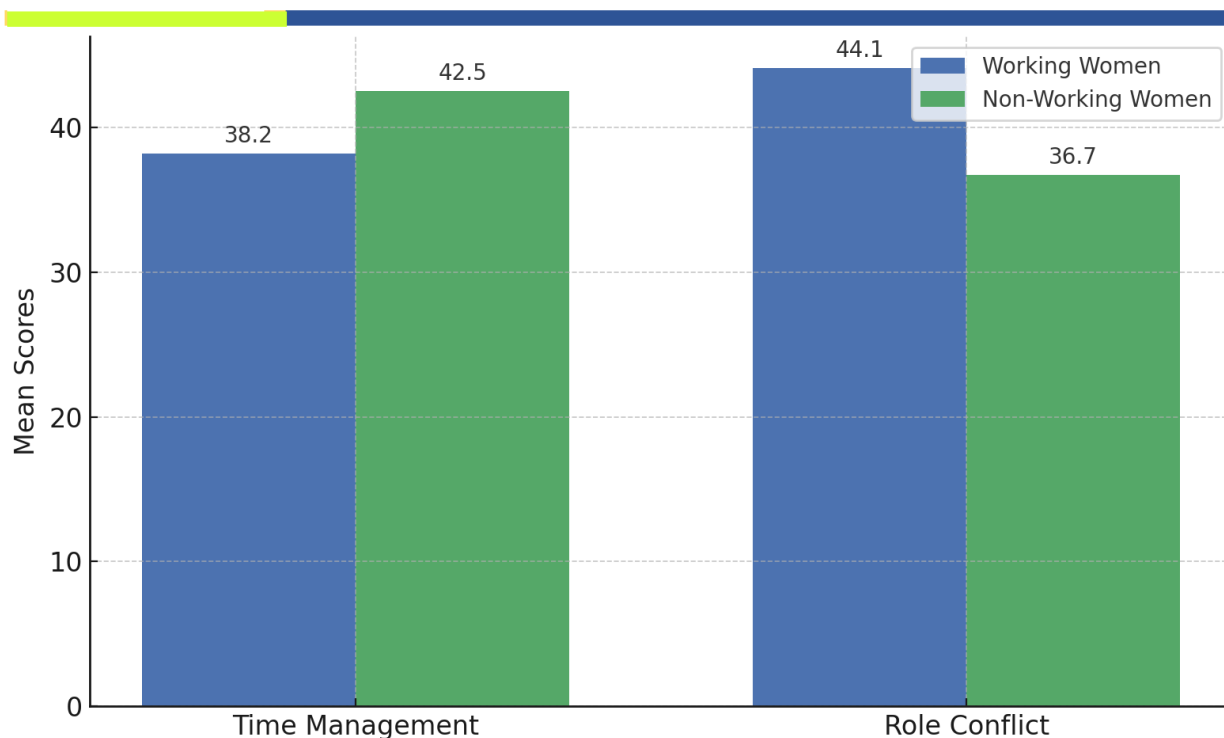


FIGURE 1: TIME MANAGEMENT AND ROLE CONFLICT SCORES

4.5 Statistical Test (t-Test Result)

A t-test was applied to check the statistical significance of differences between working and non-working women.

- Time Management: $p\text{-value} = 0.031 < 0.05 \rightarrow$ Significant difference
- Role Conflict: $p\text{-value} = 0.004 < 0.05 \rightarrow$ Highly significant difference

Interpretation:

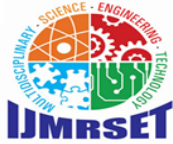
There is a statistically significant difference between the two groups in both time management and role conflict, confirming the hypothesis that working status affects both aspects.

V. DISCUSSION

The study highlights a significant contrast in time management and role conflict between married working and non-working women in Gurugram. Working women exhibited lower time management scores and higher role conflict due to the pressure of balancing job responsibilities with domestic roles. Long working hours, limited family support, and societal expectations intensified their stress levels. Non-working women, although better at managing time, were not immune to role conflict. Emotional strain from lack of recognition, overburden of household tasks, and limited personal space contributed to their stress. The findings align with prior research that emphasizes the dual burden carried by women and the need for family, institutional, and societal support systems. The results underscore the importance of promoting gender equity in domestic responsibilities, offering flexible work environments, and enhancing awareness of self-care and time prioritization practices among married women—irrespective of employment status.

VI. CONCLUSION

This study concludes that marital responsibilities significantly impact the time management and role experiences of women in Gurugram, with notable differences between working and non-working women. Working women face greater role conflict and time constraints due to the dual pressure of professional and domestic obligations. In contrast, non-working women enjoy more flexibility in managing time but still encounter role-related stress stemming from household expectations and social norms.



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The findings emphasize the need for family support, workplace flexibility, and societal recognition of unpaid domestic labor. Addressing role conflict through time management training, shared responsibilities, and policy-level interventions can enhance the well-being of married women—regardless of their employment status. The study provides valuable insights for policymakers, employers, and families to create more supportive environments that empower women to manage their roles effectively and maintain a healthy work-life balance.

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