HUNGARIAN UNIVERSITY OF AGRICULTURE AND LIFE SCIENCES

Work-Life Balance of Professional Women

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Content

1. Introduction

1.1 Background of the selected topic

In modern societies with a highly developed professional division of labor, at least one third of a human being's day is devoted to work, while the rest is reserved for non-work life. The pursuit of happiness and pleasure is the aspiration of most people, and happiness comes mainly from the realization of personal values and a sense of well-being in life. Work is an important way for people to realize their personal values, while a fulfilling, happy and satisfying life is the basis for living a happy life. Therefore, the balance between work and life is the main determinant of a person's quality of life and the degree of happiness in life.

When it comes to balancing work and life, working women obviously face different problems than men. Working women are under pressure from both work and family. While men are also under pressure from both work and family, the challenges they face are clearly very different from those faced by women. In fact, male students are more serious about their future and career choices and suffer less interference, while female students face psychological distress. For men, there is no contradiction between their professional role and their family role, as men often take on the role of "head of the family", a role that gives them the responsibility to "provide for the family" and to provide financial security for the family. It is only natural that the father should work hard at his job.

Women, as wives, have to take on a lot of household chores, and as mothers, they have to raise their children. It is difficult to have both. Work-life imbalance has a negative impact on work motivation, productivity and family harmony. Work-life imbalance can easily lead to a crisis in a working woman's family life or to difficulties in making progress in her career. As work pressure increases, the conflict between the work and family roles of working women becomes more pronounced, and more and more working women want their husbands to share the household chores with them.

However, conflicts around housework have begun to affect family stability. When this imbalance between work and family life worsens, it is likely to lead to the breakdown of the marriage. To sum up, working women are not only under pressure from work and life, but they also bear the special responsibilities that traditional gender roles place on women. As a result, working women are often faced with a dilemma when balancing work-life.

1.2 Research significance

1.2.1 Theoretical significance

At present, related research in China is mainly focused on 'work-family conflict'. In this paper, the topic is not limited to the traditional perspective of 'work-family conflict' but takes a broader perspective of 'work-life balance'. This study is not only based on the literature, but also on the literature. This study not only seeks to collate and summarize the historical evolution of working women's work-life relationship on the basis of literature research, but also explores the factors affecting working women's work-life balance in Beijing, China, through research studies, and constructs a work-life balance relationship model for working women in Beijing. The study also aims to explore the factors affecting the work-life balance of working women in Beijing, and to construct a model of the relationship between the factors affecting work-life balance of working women in Beijing.

1.2.2 Real significance

China has a large number of working women. With the increasing pressure of work, how to balance work and life has become a real problem for the majority of working women in China. This is why it is relevant to study the work-life balance of working women. Beijing is an international metropolis. On the one hand, work pressure is increasing; on the other hand, women's non-work life is gradually becoming richer and not limited to family life. Therefore, a study on work-life balance among working

women in Beijing is not only relevant but also typical.

1.3 Research methods

Literature research method

Through documentary research, historical sources were consulted to analyze the emergence of working women The study also aims to collate and summarize the historical evolution of the work-life relationship of working women since the Industrial Revolution, and to explore the history and roots of the demand for work-life balance among working women. The study also explores the history and roots of the need for work-life balance among working women.

Questionnaire method

A questionnaire survey was conducted to understand the work-life balance situation of working women in Beijing and to explore the factors affecting the work-life balance situation of working women in Beijing, life balance in Beijing, and to explore the factors affecting the work-life balance of working women in Beijing. factors that affect the work-life balance of working women in Beijing.

1.4 Research questions and main objectives of the thesis

Q1: How do work-life conflicts arise?

Q2: How to balance work and life?

The main purpose of this study is to sort out the historical evolution of the work-life relationship of working women, analyse the current situation of working women's work-life in China, and, on this basis, carry out a survey to explore the factors affecting working women's work-life balance.

1.5 Hypotheses

H1: I assume that a person's ability to balance work and life is related to the demands of work and family; Specific demographic characteristics (gender, whether they have

children) Personal coping strategies for work-life conflict; The impact of an employee's work-life conflict on the individual (happiness) and organizational (job satisfaction) effects.

H2: I assume that individuals' evaluations of work and life utility are built over time. An individual's choice of work and life is phased and is closely related to his age group, current job and academic qualifications.

In summary, I will use the method of collecting questionnaires through and using SPSS analysis to test my hypothesis. The 225 respondents will be tested on their age, education, whether they are married or not, whether they have children or not, and the nature of their job to see if these aspects affect women's work-life balance.

2. Literature Review

Early studies on "work-life balance" in Europe and the United States were generally conducted from the perspective of "work-family conflict" (Kanter, 1977). Relevant studies on "work-family conflict" can be traced back to the 1950s and 1960s. Relevant research involves the emergence, the theoretical analysis of "work-family conflict", and the "work-family conflict" perspective, theoretical analyses, empirical studies on the formation and functioning mechanisms of "work-family conflict", demographic differences in "work-family conflict", and the impact of "work-family conflict", as well as the coping strategies of "work-family conflict". The term "work-life balance" was first used as a special term in 1986, but it was not until the late 1990s that Clark (2000) gradually realized that that people's non-work lives are not limited to the domestic sphere but can also include many other forms of activities. Clark (2000) has also begun to expand their perspective from "work-family conflict" to "work-life balance".

2.1 Conceptual study on "work-life balance"

Sirgy and Lee (2018) stated that work-life balance seems to have many definitions. These definitions (and conceptualizations) can be categorized along two key dimensions, namely (1) role involvement in multiple roles in work and non-work life and (2) minimal conflict between work and non-work roles. Within the overall dimension of role engagement in multiple roles in work and non-work life, we can identify at least four different definitions (conceptualizations) of work-life balance.

The first definition involves dedicated participation in multiple roles. Sirgy and Lee (2018) said that this definition is formally stated as work-life balance is the tendency to be fully engaged in the performance of each role in one's overall role system, treating each role and role partner with dedication and care.

The second definition involves equal time and participation in multiple roles. Greenhaus and Collins (2003) stated this definition can be formally stated as follows:

work-life balance is defined as engaging in multiple roles with approximately the same level of attention, time, involvement, or commitment.

The third definition is balance satisfaction across life domains. According to Clark (2000) the concept of work-life balance can be formally defined as participation in both work and non-work roles, resulting in equal satisfaction across work and non-work life domains.

A fourth definition of work-life balance relates to balanced participation and satisfaction in life domains. Specifically, work-life balance is defined as allocating time and mental energy in a balanced way while deriving a great deal of satisfaction from both work and non-work life according to Greenhaus and Collins (2003).

Kelliher et al. (2019) state that the term "work-life balance" refers to the relationship between work and non-work aspects of an individual's life, where achieving a satisfactory work-life balance is usually understood as limiting one side (usually work) in order to have more time for things. in order to have more time to do other things. Although the concept of work-life balance may be intuitively easy to understand, there is some debate in the literature about the appropriate terminology to use, with some authors preferring terms such as work-life interface, like Kelliher (2016).

Bannur and Patil (2015) thought an imbalance between work life and family life can have a negative impact on the personal lives of working people. Therefore, it is important to establish a balance between work and life.

2.2 Factors affecting work-life balance

Suker et al. (2017) pointed out that, generally speaking, factors that affect married women's work-family balance include personal characteristics, work characteristics, and organizational support. Personal characteristics include age, education, health, number of children, and whether parents live together; Job characteristics include job type, workplace type, average salary, employment type, and average working hours; Organizational characteristics include autonomy, maternity protection, children childcare, part-time work, and support from supervisors or colleagues. Occupational

characteristics required for work such as shift work, night work and holiday work may also be factors that negatively impact work-life balance issues.

Haar et al. (2019) assumed that individuals subjectively measure work-life balance. This approach contrasts with the dominant view that WLB amounts to low role conflict or an equal distribution of time and attention among the multiple roles that make up a person's ecosystem. WLB also differs from other related concepts such as work-family conflict (WFC), work-family balance (WFB), or work-family enrichment (WFE). In fact, WLB reflects an individual's experiences in a wider range of personal roles and is therefore closer to the real-life experience of individuals who are typically involved in multiple non-work roles outside the home. To expand the scope of WLB research, eight non-work domains that are susceptible to work-life dynamics were identified: health, home, family, friendships, education, romantic relationships, community, and leisure.

Xiaowei (2019) said there are four reasons why modern professional women have work-family conflicts. 1.The influence of values of Chinese traditional culture. 2. Women's family status continues to improve. Women have higher requirements for themselves, they work harder and pay more, and they hope to take care of their families, so they put in more hard work. 3. Modern working women feel that they are under great pressure and heavy burdens. They have to be busy with their careers and take care of their families. Special stages such as pregnancy, childbirth and lactation often affect their career development. 4. Social reasons. Modern women have to take into account the different requirements of work and family, and balancing the expectations between roles has become an important psychological burden for modern professional women.

According to Fernando and Sareena Umma (2019), there is a significant relationship between work-life balance factors such as childcare, working hours, support system, etc. and work-life balance among married working women. Emotional intelligence, work engagement, technological advancement, and work overload are factors that affect work-life balance (Kumarasamy, 2016).

Social media usage also is a factor that impact on work-life balance (Kumar &

Priyadarshini, 2018). Emotional intelligence, time management, nature of the spouse, awareness, and organizational support have positive impact on work-family balance and work stress has negative impact on work-family balance (Samson & Sareena Umma, 2019). Further childcare responsibility and elderly dependency are in negative association with the work-life balance and partner or spouse support, colleague support and job resources are positive connection with WLB, but number of working hours does not have a significant impact with the work-life balance of Sri Lankan academics (Pathiranage & Pathiranage, 2020).

Dan et al.'s study (2023) showed that depressed mood mediated the relationship between work-family conflict and burnout among medical staff at a maternal and child health center, supporting the mediating role of affective responses between events and attitudes in affective event theory. As a negative event, work-family conflict can easily cause people's emotional fluctuation and plunge them into the dilemma of depressed mood, which in turn increases the risk of burnout. Individuals with depressed moods often show agitation, work delay, social avoidance, emotional instability, etc., and their emotional traits are increasingly mismatched with their occupations, aggravating their occupational discomfort and ultimately leading to increased levels of burnout.

Pinghong (2019) thinks long working hours, serious overtime, heavy work tasks and high pressure, inflexible working hours, and lack of humanistic care for female employees are the main reasons for work-life conflicts.

Qi and Lin. (2018) found that work-family conflicts are more likely to occur among young women with traditional concepts, low education, married, and high fertility groups.

2.3 The impact of work-life imbalance

Shi Yu (2021) said that when examining the conflict between work and family faced by contemporary women, the first thing to pay attention to is its consequences or impact. Conflicts often occur due to men's underestimation and lack of understanding

of women's conflict situations and common barriers in gender communication. This can escalate from daily conflicts to personal criticism and resentment, leading to the breakdown of the marriage.

Lakshmi & Prasanth (2018) stated conflicts at work-life balance of working women affects their health who report more stress, headaches, muscle stress, weight gain and depression than their male counterparts.

Xiaowei (2019) thought working women generally have higher requirements for themselves. They are unwilling to be mediocre and backward and believe that a life without hard work is worthless. Therefore, the critical period of career development is coupled with the special stage of childbirth, which further intensifies the inner feelings of modern working women, the tension and pressure of the role.

Jialu (2020) thinks with the progress of society and economic development, professional women in modern society play more and more social roles. In addition to family life, they also pursue social life outside the family, such as gatherings with friends and traveling in their spare time. After giving birth to children, working women usher in new roles. The conflicts between roles will cause women to face life problems such as increased work pressure and complicated family affairs.

Pinghong (2019) agrees that busy work leads to busy work all day long, too much time and energy are consumed at work, husband and wife spend very little time together, there is a lack of care and attention between husband and wife, and the emotional needs of both parties cannot be met. Some couples also suffer from work-related issues. They were required to live separately in two places, and they could not get each other's company and care for a long time, and they began to complain about each other, which had a serious impact on the relationship between husband and wife.

Ziyu (2018) concluded that higher work-family conflict will bring about high absenteeism, high turnover, low productivity, low job satisfaction, low organizational commitment, low organizational loyalty, high medical costs and other negative consequences that are not conducive to organizational development.

2.4 How to solve working women's work-family conflict?

Chung (2020) stated that flexible working is useful for workers, especially women, because it is a positive cross-resource capability that adapts their work to family needs. This ability enables women to maintain work-life balance, thereby increasing women's satisfaction with work-life balance. In this sense, flexible working can be a useful tool to further promote gender equality in society.

Lakshmi & Prasanth (2018) said healthy and wellness programs can, for sure help working women in balancing their personal and professional life.

Xiaowei (2019) believes that in order to solve the problems of women's work and life, we must first create a relaxed environment and respect the choices of professional women. Second, create a flexible working environment and follow the laws of female reproductive development.

Jialu (2020) thinks as a professional woman, one must adjust your mentality, actively make adjustments to career plan and try to minimize the impact of childbirth. At the same time, maintaining a positive and optimistic attitude is not only conducive to physical recovery, but also effectively alleviates the "work stress", the stress caused by life conflicts.

Pinghong (2019) gives the following advice. Carry out publicity and education activities, instill the concept of life balance, care about the physical health of female employees, implement health improvements, provide emotional support, pay attention to the mental health of female employees, and help resolve work-life conflicts.

Xueyong and Meiduo (2019) think it is necessary to strengthen the consideration of "family" and "gender" in public policies and promote family-friendly and women-friendly public policies.

Lihua's 2018 study on female college teachers found that a better integration of female roles and professional identities can weaken the negative impact of obstructive stress on work-family relationships.

Pluut Helen et al. (2018) conducted a survey of 112 employees and found that social support as a precarious resource at work and at home buffered the daily work-family

conflict process in their respective fields. Dual social support from supervisor and spouse can effectively reduce work-family conflict.

Ling (2019) thinks rejecting gender discrimination and caring for the health of female employees is the key to resolving conflicts.

Parul (2018) stated public policy perceptions significantly moderate the relationship between work engagement and work-family conflict. Most women interviewed believed that public policies in the workplace could help them reduce work-family conflict. The results show that public policy perception significantly affects the relationship between work engagement, role stress, management support, family support and work-family conflict.

Ziyu (2018) supports continuing to promote the gender concept of equality between men and women. Although women's political, economic and social status continues to improve, traditional gender concepts are still deeply rooted, and it is still an indisputable fact that women are relied upon for family care responsibilities. Therefore, we should gradually weaken the influence of outdated gender concepts through mass media, publicity and education, and advocate a new trend in which men and women share work and family responsibilities.

Sutong (2019) thinks the role of the individual cannot be ignored, either. In addition to the tripartite advocacy of society, government, and enterprises, individuals should also establish a new concept of work-family balance and establish a new concept of work-family balance. Work and life attitudes influence work-family balance. Individuals with a positive attitude toward life will proactively look for the cause within themselves when encountering problems and take measures to deal with the problems that occur. When the external environment cannot be changed, they will adjust themselves and deal with work-family balance issues.

2.5 The current situation of work and life of professional women in China

China has a large number of professional women. Looking at the labor force

participation rate, China's female labor force participation rate has remained relatively high compared to the world average for a long time. As shown in Table 1, from 1990 to 2022, China's female labor force participation rate has been significantly higher than the world average and the East Asian average. Take 2022 as an example. In this year, my country's female labor force participation rate is about 14 percentage points higher than the world average and 2 percentage points higher than the East Asian average.

	1990	2000	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
East Asia & Pacific (excluding high income)	69.1	66.7	60.9	60.8	60.6	60.3	60.0	59.9	59.8	57.7	59.5	59.5
China	73.1	70.6	63.1	62.9	62.7	62.4	62.1	61.7	61.4	59.1	61.3	61.1
World	50.6	50.6	48.0	47.8	47.6	47.4	47.2	47.0	47.5	46.0	46.9	47.3

Table 1. Female labour force participation rate

Source: The World Bank, 1990-2022

Such a high female labor force participation rate means that there are a large number of working women in China. Moreover, as shown in Figures 2 and 3, from 2010 to 2022, the number of female employees in urban units in my country has once again shown a trend of increasing year by year. On the one hand, with the progress of society, social concepts are changing, and more women are seeking economic independence and thus entering the labor market; on the other hand, the improvement of women's education levels has caused more women to have jobs in the workforce. Desire to realize self-worth at work.
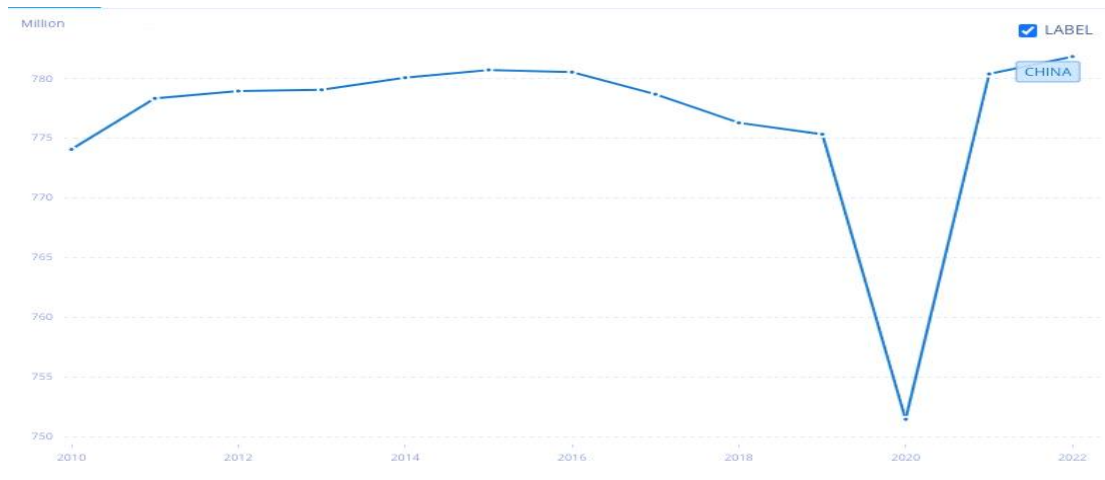
Table 2. Labor force, total - China
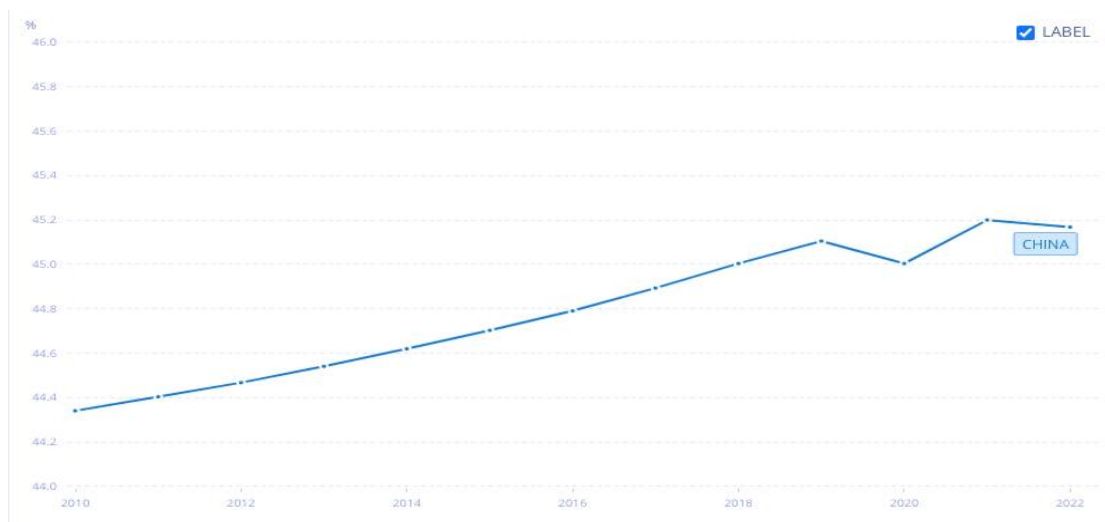
Source: The World Bank, 2010-2022

Table 3. Labor force, female (% of total labor force) - China

Source: The World Bank, 2010-2022

Mao and Xingqiang (2018) calculated that the employment rate of Chinese women is as high as 61%, and women account for 44.7% of the workplace. With the rapid development of the tertiary industry, women now account for the majority of employment in industries such as health care, medical retail, and customer service. However, the survey found that 70% of families have the highest income earner, and

9.7% have the highest income earner. Since women's employment is concentrated in front-line positions, as the employment rate expands, the average salary increase does not exceed that of men.

The following data are shown from the perspective of GDP contribution, workplace planning, career and family: 1. World ranking GDP contribution: China's female labor force participation rate is approximately 63.3%, which is higher than the Organization for Economic Cooperation and Development (OECD) (57%) and average for Asia-Pacific countries (62%). Compared to women in other parts of the world, Chinese women contribute the largest amount to gross domestic product (GDP) at 41%, ranking first in the world. 2. Workplace planning: Chinese professional women perform better in emotional intelligence, and 78% of women want to enter management in the workplace. 3. Family and career: 61.82% of women and 57.46% of men believe that family and career are equally important. Men (33.95%) think family is more important than career than women (30.67%).

Working women, on the one hand, have to face increasing competition in the workplace and the increasing work pressure that comes with it; on the other hand, they have to face the pressure from life and have to be their children and wives., the responsibility of motherhood. Especially middle-aged women after the age of 30 in cities have already had certain experience at work and mastered certain resources. In addition, they are "young and strong" and they are "working hard in the world" in their careers. a great opportunity to move to a higher career level; however, in terms of family life, they also face a series of "life events" such as having children, raising children, supporting the elderly, and taking care of the housework. Moreover, for married professional women, their husbands are also in the "climbing stage" of their careers at this time. If the wife can help her husband manage the "backyard" and spend more time doing housework, taking care of the elderly and children, it will naturally be a contribution to the husband's career. A great support. Therefore, professional women are faced with a choice, whether to "take care of the family" and be a good housewife, or to seize the opportunity and "work hard" for their own careers. Due to the traditional division of gender roles, most women will put "family"

first and "sacrifice" their careers appropriately. However, even though most working women put "family" first, the vast majority of them have not withdrawn from the labor market but continue to "stick to" their jobs. The inverted U-shaped change in China's female labor force participation rate with age is a clear interpretation of this situation. As the overall work pressure in society continues to increase, professional women who bear the responsibilities conferred by the traditional gender division of labor are more likely to encounter work-life imbalance problems. How to balance work and life will become an increasingly difficult issue for professional women.

2.6 Summary of the chapter

This chapter analyses the literature and finds that research on "work-life balance" started earlier in Europe and the United States. Important research results have been achieved in the fields of influencing factors of work-life balance and consequences of work-life conflict/imbalance. Compared to European and American research, Chinese research is mainly centered on work-family conflict, and not much research has been done on work-life balance. Most of the literature on work-life balance in China belongs to the category of articles on countermeasures and suggestions, and in-depth theoretical and empirical research is still lacking. Moreover, there are even fewer in-depth studies on work-life balance for working women, which need to be further expanded and improved.

On the basis of analyzing and referring to previous researchers' definitions of the concept of "work-life balance", this study identifies two core elements to be clarified in defining the concept of "work-life balance", namely, the "state of balance", the "state of being in balance ". That is, the definition of "balance status" and the selection of "measurement indicators". This study considers that "work-life balance" is directly related to psychological feelings, and therefore defines "work-life balance" as an individual's ability to achieve the same level of psychological satisfaction in both work and life. Therefore, "work-life balance" is defined as an individual's psychological satisfaction in both work and life at the same level.

3. Methodology

Research design

Objectives of investigation

(1) Understand the work-life balance status of Chinese professional women

(2) Explore the factors that affect the work-life balance of Chinese professional women.

Investigation methods

The research uses questionnaire survey method.

The survey targets are professional women working in China.

Specifically defined as full-time female workers engaged in paid labor within China.

According to the research purpose of this chapter, I investigate the work-life balance of Chinese professional women and possible influencing factors.

After completing the questionnaire collection and data entry, SPSS statistical software was used to conduct statistical analysis on the survey data to explain the work-life balance of professional women in China, analyze and verify the factors that have a significant impact on the work-life balance of professional women, and thereby construct the Chinese relationship model of factors influencing work-life balance among professional women.

Questionnaire design

Part 1 : Basic information.

It mainly involves seven demographic variables related to the individual attributes, family attributes and work attributes of the sample, specifically including: age, education level, marital status, whether there are children, length of service, unit nature and industry.

Part 2 : Overall indicators of work-life balance for professional women set in this study.

Indicator I is the degree of work-life balance of professional women. In order to

reflect the work-life balance situation of professional women more comprehensively, two reverse indicators are set up, including: indicator II: difficulty of professional women's work-life balance; indicator III: frequency of work-life conflicts for professional women.

Factors that may have an impact on the overall index of work-life balance of professional women are set up respectively in the work dimension, life dimension and concept dimension.

Work dimension includes three objective factual questions and four subjective evaluation questions. Objective factual questions cover the following variables: working hours, travel time to and from get off work, and overtime. Subjective evaluative questions cover the following variables: employment motivation (including primary employment motivation and secondary employment motivation), work pressure, whether work interferes with life and job satisfaction.

Life dimension includes two objective factual questions and four subjective evaluation questions. Objective factual questions cover the following variables: spare time allocation status (the proportion of time spent doing housework and taking care of family members in spare time and the proportion of personal discretionary time in spare time) and the main bearer of housework. Subjective evaluative questions cover the following variables: excessive time spent doing housework and caring for family members, insufficient personal discretionary time, whether family life interferes with work, and life satisfaction.

Conception dimension includes one objective factual question and four subjective evaluation questions. Objective factual questions cover the following variables: Have you ever given up career development opportunities for family? Subjective evaluation questions cover the following variables: Degree of agreement with the concept of traditional gender division of labor, whether the traditional concept of gender division of labor hinders career development, degree of identification with "when family and career conflict, women should give up their career for the family" and whether they want to become a "housewife" ".

Basic information of the investigation

This survey adopted convenience sampling and distributed questionnaires to professional women of different ages, different types of units, and different industries working in China. A total of 250 questionnaires were distributed, and 232 questionnaires were returned, with a recovery rate of 92.8%. There were 225 valid questionnaires, with an effective rate of 96.98%.

Data preprocessing

In order to reflect the level of the overall index of working-life balance of professional women more intuitively and facilitate statistical analysis, the three general index heading options in the first sub-module of the second part of the questionnaire were assigned values. See Table 4 for specific assignment methods.

title	1	2	3	4	5
Is there a work-life balance? (Questionnaire No. 4)	very unbalanced	relatively in balanced	average	relatively balanced	very balanced
Difficulty level of work and life (Questionnaire No. 5)	very easy	relatively easy	average	relatively difficult	very difficult
Frequency of work-life conflict (Questionnaire No. 6)	hardly ever	occasionally	sometimes	often	Very often

Table 4. Value assignment method for overall indicator options of work-life balance

Source: Author's own research, 2023

4. Results

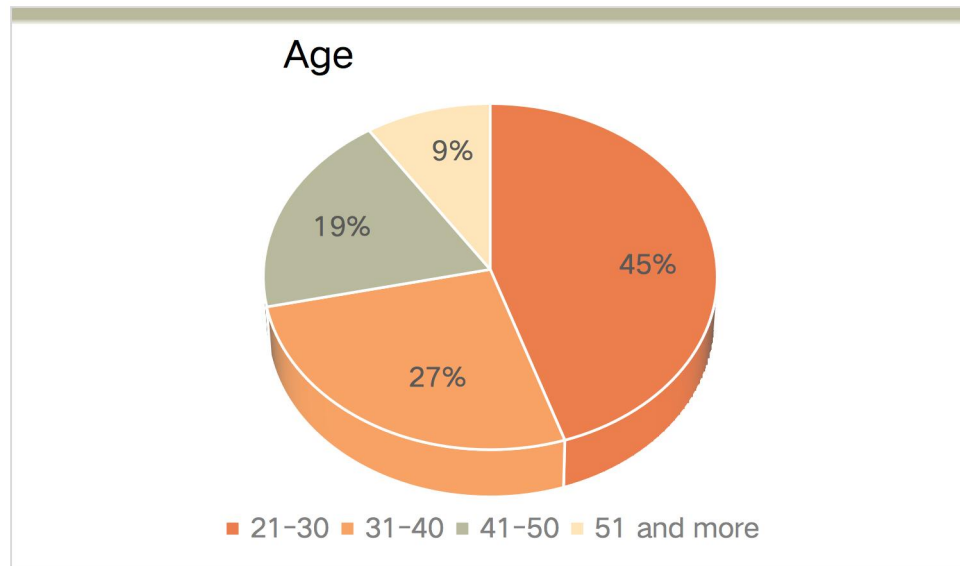## 4.1 The socio-demographic characteristics of the sample

Table 5. Questionnaire data (age)

Source: Author's own research, 2023

As shown in Table 5, the age distribution of the samples in this survey is mainly concentrated in the three age groups of "21-30 years old" (44.9 per cent), "31-40 years old" (26.7 per cent) and "41-50 years old" (19.1 per cent), and the cumulative percentage of the three groups is 90.7 per cent. "(19.1 per cent), with a cumulative percentage of 90.7 per cent.
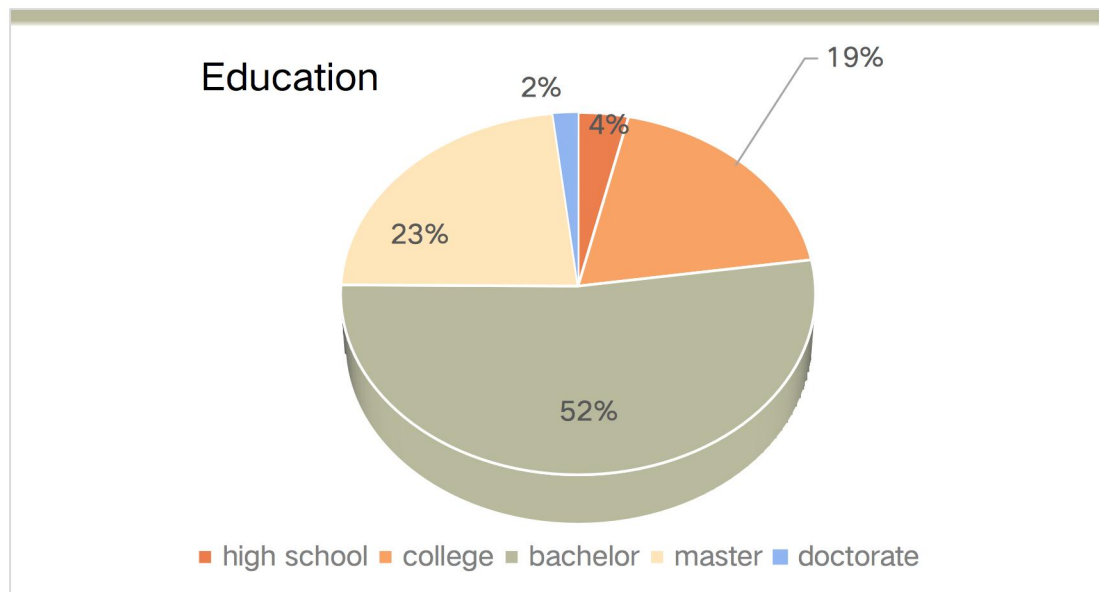
Table 6. Questionnaire data (education)

Source: Author's own research, 2023

On the whole, the education level of the respondents is high. Those with a bachelor's degree or above accounted for 77.3 per cent of the sample, with those with a bachelor's degree accounting for 52.4 per cent, those with a master's degree accounting for 23.1 per cent, and those with a doctoral degree accounting for 1.8 per cent of the sample.
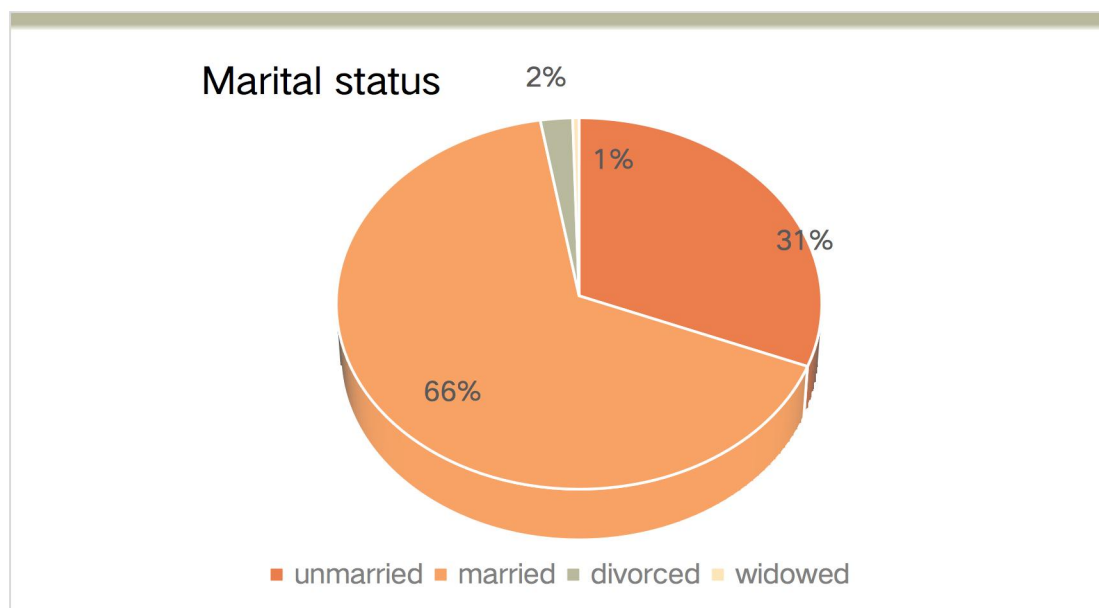

Table 7. Questionnaire data (marital status)

Source: Author's own research, 2023

In terms of marital status, married women accounted for the largest proportion, 66.2 per cent, followed by unmarried women, who accounted for 31.1 per cent of the total sample.
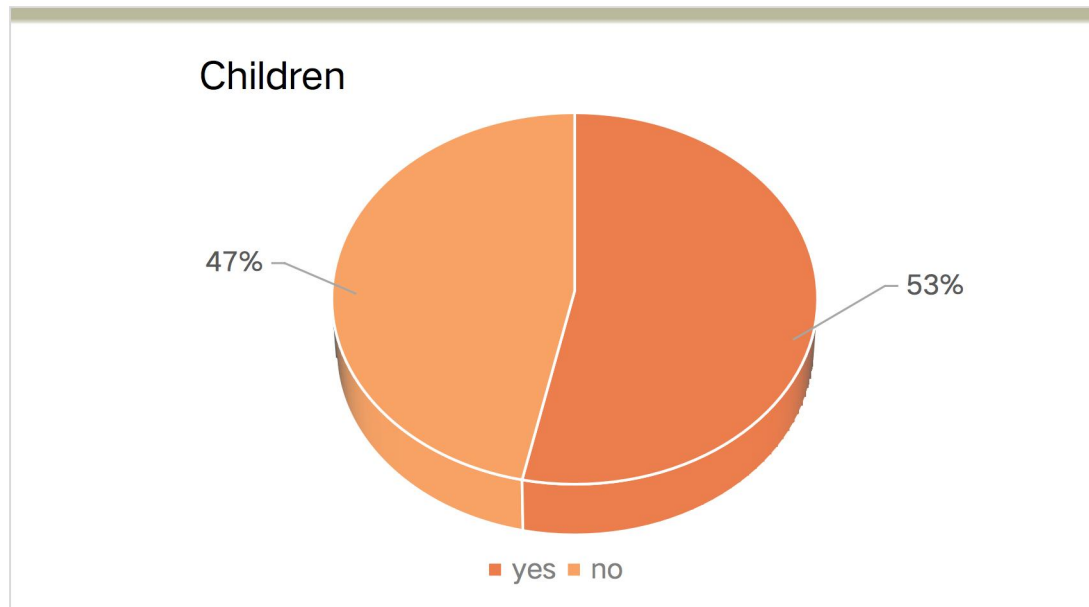

Table 8. Questionnaire data (children)

Source: Author's own research, 2023

Of the working women who participated in this study, 53.3 per cent had children and 46.7 per cent had no children. There is no significant difference in the proportion of these two categories.
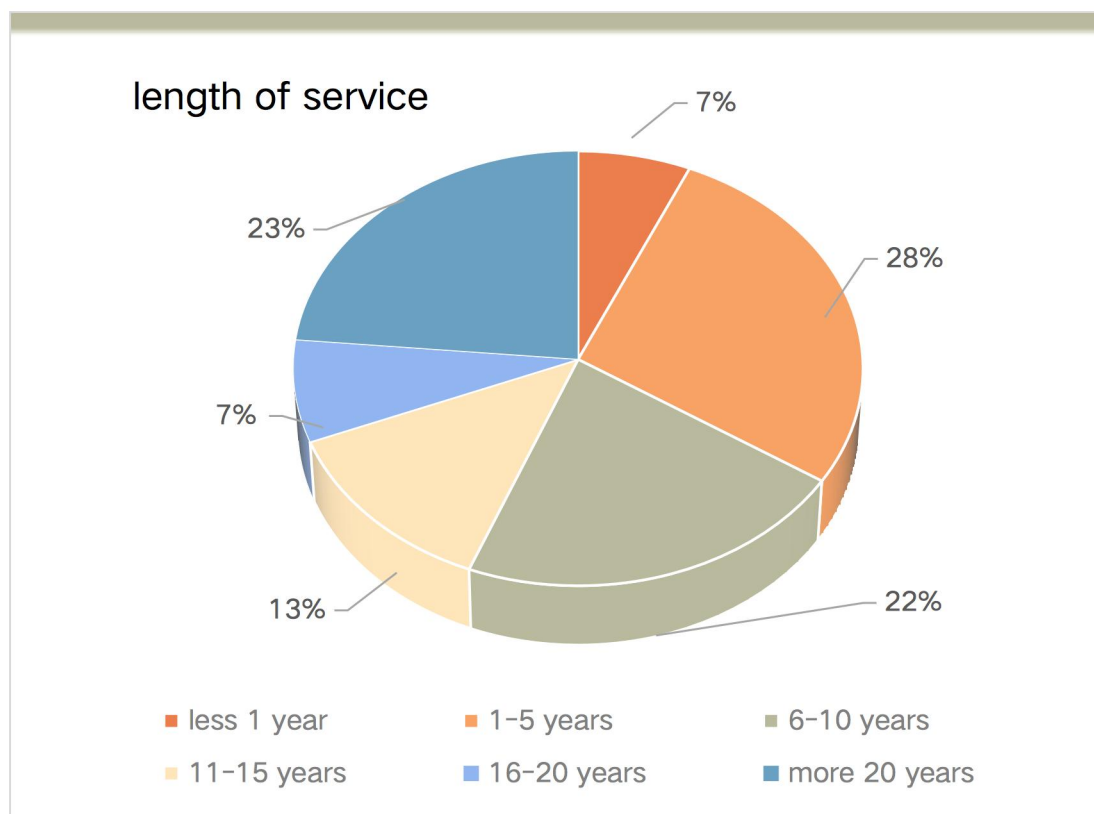
Table 9. Questionnaire data (length of service)

Source: Author's own research, 2023

In terms of length of service, 6.7 per cent of the respondents had less than one year of service, 27.6 per cent had between one and five years of service, and 27.6 per cent had between six and ten years of service. The proportion of respondents with "1-5 years" of service was 27.6 per cent, "6-10 years" of service was 21.8 per cent, "11-15 years" of service was 12.9 per cent, "16-20 years" of service was 7.6 per cent, and "16-20 years" of service was 7.6 per cent. The proportion of respondents with 11-15 years of service was 12.9%, and the proportion of respondents with 16-20 years of service was 7.6%, while the proportion of respondents with more than 20 years of service was 23.6%. In terms of the nature of the work unit, administrative units accounted for the largest share of respondents (58.2 per cent), followed by state-owned enterprises (21.3 per cent) and private enterprises (11.1 per cent).
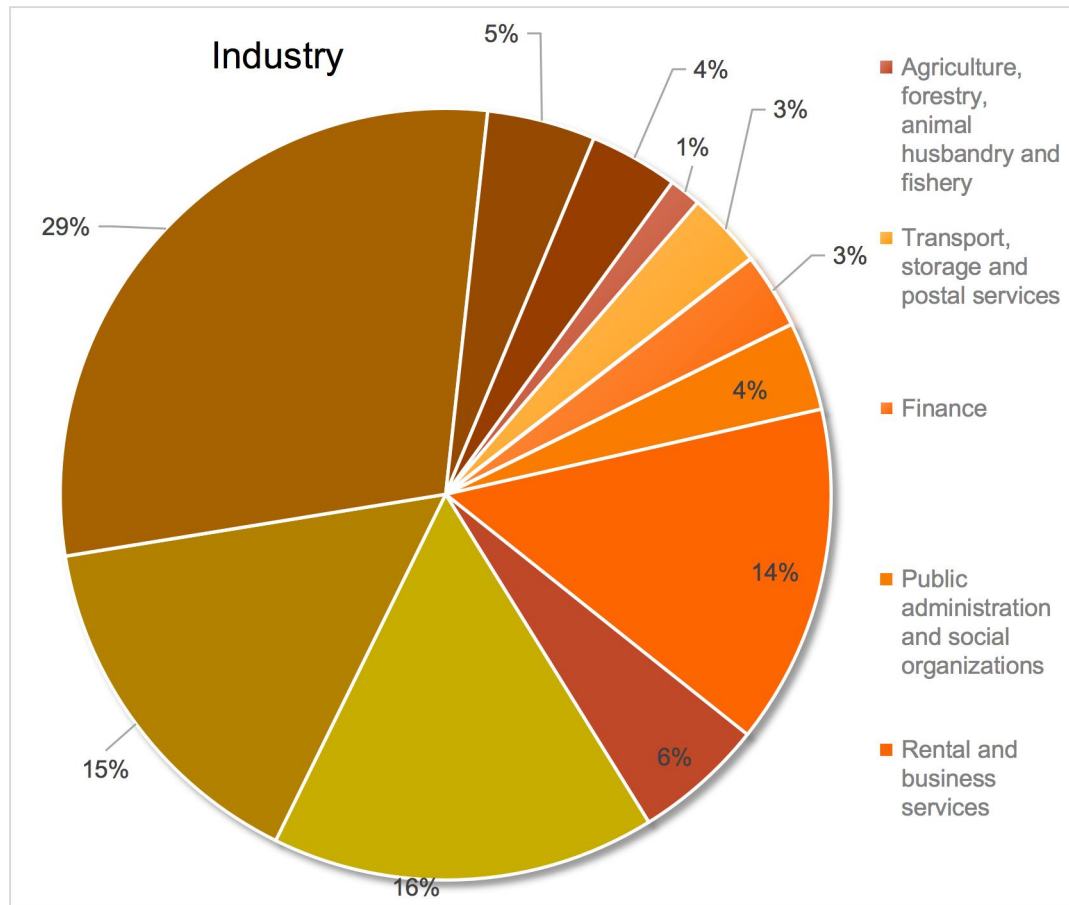
Table 10. Questionnaire data (Industry)

Source: Author's own research, 2023

In terms of the industry to which the work unit belongs, the following industries take up a larger share: education (28.4 per cent), scientific research, technical services and geological survey (15.6 per cent), and leasing and business services (13.8 per cent).

	N	minimum	maximum	average	Standard deviation
Is there a work-life balance?	225	1	5	3.10	0.932
Difficulty level of work and life	225	1	5	3.02	0.858
Frequency of work-life conflict	225	1	5	2.68	0.888

Table 11. Descriptive statistical analysis of overall work-life balance indicators

Source: Author's own research, 2023

As shown in Table 6, firstly, the level of work-life balance of the surveyed working women is slightly better than "average", i.e. in general, the level of work-life balance of working women is neither seriously unbalanced nor highly balanced. In other words, on the whole, the work-life balance of working women is neither seriously unbalanced nor highly balanced. Secondly, the mean level of difficulty in achieving work-life balance among working women is at the "average" level. That is to say, on the whole, the difficulty of working women in achieving work-life balance is moderate. Finally, the average level of the frequency of conflicts between working arrangements and life plans of working women is slightly lower.

	N	Time spent on household chores and caring for family members (%)	N	free time (%)
21-30 year	83	36.87	83	57.11
31-40 year	50	64.08	50	34.72
41-50 year	38	60.92	38	35.13
More 51 year	18	55.56	18	41.11
Total	189	50.68	189	45.24

Table 12. Descriptive statistical analysis of the status of spare time allocation

Source: Author's own research, 2023

As shown in Table 7, there are differences in the allocation of spare time among working women of different age groups. In the youth group (21-30 years old), the proportion of time spent on household chores and caring for family members is

significantly lower than that of the middle-aged group (31-40 years old, 41-50 years old) and the old-aged group (51 years old and above), while the proportion of discretionary time is significantly higher than that of the middle-aged group (31-40 years old, 41-50 years old) and the old-aged group (51 years old and above). There is little difference in the allocation of leisure time between working women aged 31-40 and those aged 41-50. In terms of the allocation of leisure time, the proportion of time spent on household chores and caring for family members is slightly lower among working women in the older age group (51 and above) than in the middle age group (31-40 years old, 41-50 years old), and the proportion of time spent on discretionary time is slightly higher than that among working women in the middle age group (31-40 years old, 41-50 years old).

To sum up, in terms of the distribution of spare time, the proportion of working women's time spent on household chores and caring for family members shows an "inverted U-shaped" distribution as they grow older, while the proportion of their discretionary time shows a "U-shaped" distribution.

4.2 Correlation analysis between degree of work-life balance, difficulty and frequency of conflicts

As shown in Table 8, there is a significant negative correlation between the degree of work-life balance and the difficulty of achieving work-life balance among working women ($r = -0.762$, $p < 0.01$). There is a significant negative correlation between the degree of work-life balance and the frequency of conflicts between work schedules and life plans among working women ($r = -0.554$, $p < 0.01$). Difficulty in achieving work-life balance was significantly and positively correlated with the frequency of conflicts between work and life plans ($r = 0.513$, $p < 0.01$).

The results of the correlation analyses validated the relationships predicted for the three general indicators of work-life balance for working women.

	degree of balance	balance difficulty	Frequency of conflict
degree of balance	1		

25

		balance difficulty	-0.762	1	
Frequency of conflict	-0.554	0.513			1

Table 13. Correlation analysis between overall indicators of work-life balance

Source: Author's own research, 2023

4.3   Descriptive analysis of the degree of work life balance

(1) **Working dimension**

Combined with the descriptive analysis of the data in Table 9, it can be seen that the level of work-life balance of working women decreases significantly with the increase in working hours.

	N	average	Standard deviation	standard error
Less 8 hours	112	3.37	0.838	0.079
9-11 hours	103	2.93	0.899	0.089
More 11 hours	10	1.9	0.994	0.314
TOTAL	225	3.10	0.932	0.062

Table 14. Descriptive analysis of groups at different levels of working time Analysis -

Degree of balance

Source: Author's own research, 2023

Combined with the descriptive analyses of the data in Table 10, it can be seen that with the increase in overtime work, there is a significant decrease in the degree of work-life balance among working women.

	N	average	Standard deviation	standard error
no or little overtime	59	3.44	0.856	0.111
less overtime	97	3.24	0.814	0.083
more overtime	56	2.73	0.944	0.126
overtime A lot	13	2.15	0.987	0.274
TOTAL	225	3.10	0.932	0.062

Table 15. Descriptive analysis of groups at different levels of overtime - Degree of

balance

Combined with the descriptive analysis data in Table 11, it can be seen that the degree of work-life balance of working women decreases significantly with the increase of work pressure. After a certain level of increase in work pressure, the level of work-life balance of working women does not decrease significantly with further increase in work pressure.

	N	average	Standard deviation	standard error
Less little work pressure	11	3.82	1.079	0.325
little work pressure	25	3.68	0.748	0.15
average	92	3.29	0.778	0.081
work pressure	85	2.75	0.898	0.097
Very stressful at work	12	2.25	0.965	0.279
TOTAL	225	3.1	0.932	0.062

Table 16. Descriptive analysis of groups with different levels of work stress - Degree of balance

Source: Author's own research, 2023

Combined with the descriptive analysis of the data in Table 12, it can be seen that the higher the level of recognition of "work interferes with life", the lower the level of work-life balance among working women.

	N	average	Standard deviation	standard error
Strongly disagree	8	4	0.756	0.267
Relatively disagree	52	3.73	0.819	0.114
Neutral	85	3.04	0.794	0.086
Relatively agree	66	2.77	0.819	0.101
Strongly agree	12	2.17	0.937	0.271
TOTAL	223	3.11	0.924	0.062

Table 17. Descriptive analysis of the extent to which "work interferes with life" is recognized by each group - Degree of balance

Source: Author's own research, 2023

Combined with the descriptive analysis of the data in Table 13, it can be seen that as the level of job satisfaction increases, the level of work-life balance of working women also increases significantly.

	N	average	Standard deviation	standard error
Very dissatisfied	3	1.33	0.557	0.333
Relatively dissatisfied	21	2.48	0.928	0.203
Average	110	3.04	0.908	0.087
Relatively satisfied	84	3.37	0.818	0.089
Very satisfied	6	3.83	0.753	0.307
TOTAL	224	3.11	0.931	0.062

Table 18. Descriptive analysis of groups at different levels of job satisfaction - Degree of balance

Source: Author's own research, 2023

(2) Life dimension

Combined with the data from the descriptive analyses in Table 14, it can be seen that the degree of work-life balance of working women with a negative view on "insufficient discretionary time" ("strongly disagree" or "somewhat disagree") is significantly higher than that of those who have a "neutral" or positive view on the issue ("somewhat agree" or "strongly agree").

	N	average	Standard deviation	standard error
Strongly disagree	9	4	0.866	0.289
Relatively disagree	43	3.58	0.823	0.126
Neutral	55	3.04	0.816	0.11
Relatively agree	94	2.95	0.932	0.096
Strongly agree	24	2.67	0.917	0.187
TOTAL	225	3.1	0.932	0.062

Table 19. Descriptive analysis of the level of agreement on "insufficient discretionary time" by group -Degree of balance

Source: Author's own research, 2023

Combined with the descriptive analysis of the data in Table 15, it can be seen that the degree of work-life balance of working women tends to increase as the level of life

satisfaction rises.

	N	average	Standard deviation	standard error
Relatively dissatisfied	19	2.47	0.841	0.193
Average	91	2.73	0.804	0.084
Relatively satisfied	106	3.50	0.808	0.078
Very satisfied	9	3.56	1.424	0.475
TOTAL	225	3.1	0.932	0.062

Table 20. Descriptive analysis of groups at different levels of life satisfaction - Degree

of balance

Source: Author's own research, 2023

(3) Conceptual dimension

Combined with the data from the descriptive analyses in Table 16, it can be seen that
the level of work-life balance is significantly higher for women who did not have the
experience of "giving up career opportunities for the sake of the family" than for those
who did have such an experience.

		N	average	Standard deviation	standard error
Any experience of giving up career opportunities for the sake of family	yes	58	2.88	1.061	0.139
	no	166	3.18	0.876	0.068
	total	224	3.1	0.934	0.062

Table 21. (Any experience of giving up career opportunities for family) - Degree of

balance

Source: Author's own research, 2023

Combined with the data from the descriptive analysis in Table 17, it can be seen that
the degree of work-life balance of working women who want to become
"housewives" is significantly lower than that of working women who do not want to
become "housewives".

		N	average	Standard deviation	standard error
Whether you want to be a "housewife" or not.	yes	38	2.63	0.786	0.127
	no	187	3.2	0.932	0.068
	total	225	3.1	0.932	0.062

Table 22. (Desire to be a "housewife" or not) - Degree of balance

Source: Author's own research, 2023

4.4 Descriptive analysis of the difficulty of work-life balance

（1） **Working dimension**

Combined with the descriptive analysis of the data in Table 18, it can be seen that the difficulty of achieving work-life balance for working women increases significantly with the number of hours worked.

	N	average	Standard deviation	standard error
Less 8 hours	112	2.18	0.779	0.074
9-11 hours	103	3.17	0.810	0.080
More 11 hours	10	4.20	0.919	0.291
TOTAL	225	3.02	0.858	0.057

Table 23. Descriptive analysis of groups at different levels of working time Analysis - Balance difficulty

Source: Author's own research, 2023

Combined with the descriptive analyses in Table 19, it can be seen that with the increase in overtime work, it has become significantly more difficult for working women to achieve work-life balance.

	N	average	Standard deviation	standard error
no or little overtime	59	2.73	0.715	0.093

	N	average	Standard deviation	standard error	
less overtime	97	2.90	0.823	0.084	
more overtime	56	3.36	0.862	0.115	
overtime A lot	13	3.85	0.801	0.222	
TOTAL	225	3.02	0.858	0.057	

Table 24. Descriptive analysis of groups at different levels of overtime - Balance

difficulty

Source: Author's own research, 2023

Combined with the descriptive analysis of the data in Table 20, it can be seen that working women with high work stress ("high stress" or "very high stress") have a significantly greater difficulty in achieving work-life balance than those with "average" work stress and those with low work stress ("very low stress" or "low stress").

	N	average	Standard deviation	standard error	
Less little work pressure	11	2.64	0.674	0.203	
little work pressure	25	2.56	0.917	0.183	
average	92	2.79	0.734	0.077	
work pressure	85	3.33	0.793	0.086	
Very stressful at work	12	3.92	0.900	0.260	
TOTAL	225	3.02	0.858	0.057	

Table 25. Descriptive analysis of groups with different levels of work stress - Balance

difficulty

Source: Author's own research, 2023

Combined with the data from the descriptive analysis in Table 21, it can be seen that, in terms of the overall trend, working women with a positive attitude towards "work interferes with life" ("somewhat agree" or "strongly agree") are more difficult to achieve work-life balance than those with a negative attitude ("somewhat disagree" or "strongly disagree").

	N	average	Standard deviation	standard error	
Strongly disagree	8	2.50	0.756	0.267	
Relatively disagree	52	2.46	0.753	0.104	
Neutral	85	3.01	0.681	0.074	

	N	average	Standard deviation	standard error
Relatively agree	66	3.35	0.832	0.102
Strongly agree	12	3.92	0.900	0.260
TOTAL	223	3.01	0.851	0.057

Table 26. Descriptive analysis of the extent to which "work interferes with life" is recognized by each group - Balance difficulty

Source: Author's own research, 2023

Combined with the descriptive analyses in Table 22, it can be seen that the overall trend is that the higher the level of job satisfaction, the less difficult it is for working women to achieve work-life balance. When the level of job satisfaction reaches a high level, the difficulty of achieving work-life balance for working women does not decrease significantly with the further increase of job satisfaction.

	N	average	Standard deviation	standard error
Very dissatisfied	3	4.67	0.577	0.333
Relatively dissatisfied	21	3.43	0.746	0.163
Average	110	3.05	0.783	0.075
Relatively satisfied	84	2.87	0.889	0.097
Very satisfied	6	2.33	0.816	0.333
TOTAL	224	3.02	0.857	0.057

Table 27. Descriptive analysis of groups at different levels of job satisfaction - Balance difficulty

Source: Author's own research, 2023

(2) **Life dimension**

Combining the data from the descriptive analyses in Table 23, it can be seen that the difficulty of achieving work-life balance is significantly higher for those who "strongly agree" that they do not have enough discretionary time than for those who are "neutral" or have a negative attitude towards the issue ("somewhat disagree" or "strongly disagree"), but there is no statistically significant difference in the difficulty of achieving work-life balance compared to those who "somewhat agree".

	N	average	Standard deviation	standard error
Strongly disagree	9	2.56	0.726	0.242

	N	average	Standard deviation	standard error
Relatively disagree	43	2.58	0.794	0.121
Neutral	55	2.87	0.640	0.086
Relatively agree	94	3.20	0.837	0.086
Strongly agree	24	3.63	1.013	0.207
TOTAL	225	3.02	0.858	0.057

Table 28. Descriptive analysis of the level of agreement on "insufficient discretionary time" by group - Balance difficulty

Source: Author's own research, 2023

Combined with the descriptive analysis data in Table 24, it can be seen that, in terms of the overall trend, the difficulty of achieving work-life balance is significantly higher for working women with positive attitudes ("agree somewhat" or "agree strongly") towards "family life interfering with work" than for those with negative attitudes ("disagree somewhat" or "disagree strongly").

	N	average	Standard deviation	standard error
Strongly disagree	31	2.71	0.824	0.148
Relatively disagree	93	2.94	0.832	0.086
Neutral	68	3.13	0.845	0.102
Relatively agree	31	3.29	0.864	0.155
Strongly agree	2	4	1.414	1
TOTAL	225	3.02	0.858	0.057

Table 29. Descriptive analysis of the degree of agreement that "family life interferes with work" by group - Balance difficulty

Source: Author's own research, 2023

Combining the data from the descriptive analyses in Table 25, it can be seen that the difficulty of achieving work-life balance is significantly lower for those who are "fairly satisfied" with their lives than for those who are "moderately satisfied" and dissatisfied but is not statistically significantly different from that of those who are "very satisfied".

	N	average	Standard deviation	standard error
Relatively dissatisfied	19	3.47	0.772	0.177
Average	91	3.37	0.709	0.074

Relatively satisfied	106	2.67	0.789	0.077
Very satisfied	9	2.67	1.323	0.441
TOTAL	225	3.02	0.858	0.057

Table 30. Descriptive analysis of groups at different levels of life satisfaction -

Balance difficulty

Source: Author's own research, 2023

(3) Conceptual dimension

Combined with the descriptive analysis data in Table 26, it can be seen that working women who strongly agree with the statement that "women should give up their careers for their families in case of conflicts between their families and careers" have a significantly higher difficulty in balancing their work and life than those who hold other views.

	N	average	Standard deviation	standard error
Strongly disagree	14	2.64	0.842	0.225
Relatively disagree	62	3.05	0.858	0.109
Neutral	82	3	0.875	0.097
Relatively agree	61	3.02	0.785	0.101
Strongly agree	6	4	0.894	0.365
TOTAL	225	3.02	0.858	0.057

Table 31. Descriptive analysis of the degree of agreement with the statement "Women

should give up their careers for the sake of their families when there is a conflict

between their families and their careers" - Balance difficulty

Source: Author's own research, 2023

Combined with the descriptive analysis of the data in Table 27, it can be seen that the work-life balance difficulty of professional women who did not have the experience of "giving up career opportunities for family" was significantly lower than that of those who did have this experience.

	N	average	Standard deviation	standard error

		N	average	Standard deviation	standard error
Any experience of giving up career opportunities for the sake of family	yes	58	3.33	0.866	0.114
	no	166	2.92	0.834	0.065
	total	224	3.02	0.860	0.057

Table 32. (Any experience of giving up career opportunities for family) - Balance difficulty

Source: Author's own research, 2023

Combined with the descriptive analysis data in Table 28, it can be seen that the work-life balance difficulty of working women who want to become "housewives" is significantly higher than that of working women who do not want to become "housewives".

		N	average	Standard deviation	standard error
Whether you want to be a "housewife" or not.	yes	38	3.50	0.797	0.129
	no	187	2.93	0.839	0.061
	total	225	3.02	0.858	0.057

Table 33. (Desire to be a "housewife" or not) - Balance difficulty

Source: Author's own research, 2023

4.5 Descriptive analysis of the frequency of work-life conflicts

Combined with the descriptive analysis of the data in Table 29, it can be seen that the frequency of work-life conflicts among working women in the older age group ("51 years and older") is significantly lower than the frequency of conflicts among working women in the middle age group ("31-40 years" and "41-50 years"). In the middle-aged group ("31-40 years" and "41-50 years"), the frequency of conflicts is

significantly lower than in the middle-aged group. There is no statistically significant difference between the frequency of work-life conflicts among professional women in the older age group ("51 years and over") and those in the younger age group ("21-30 years").

Age	N	average	Standard deviation	standard error
21-30	101	2.60	0.813	0.081
31-40	60	2.85	0.899	0.116
41-50	43	2.86	0.915	0.14
51 and more	21	2.24	0.995	0.217
TOTAL	225	2.68	0.888	0.059

Table 34. Descriptive analysis of groups at different levels of age - Conflict frequency

Source: Author's own research, 2023

（1）**Working dimension**

Combined with the descriptive analysis of the data in Table 30, it can be seen that the frequency of work-life conflicts among working women increases significantly with the increase in working hours.

	N	average	Standard deviation	standard error
Less 8 hours	112	2.36	0.793	0.075
9-11 hours	103	2.93	0.843	0.083
More 11 hours	10	3.80	0.632	0.200
TOTAL	225	2.68	0.888	0.059

Table 35. Descriptive analysis of groups at different levels of working time Analysis - Conflict frequency

Source: Author's own research, 2023

Combined with the descriptive statistics in Table 31, it can be seen that the frequency of work-life conflicts is significantly higher for women with a commuting time of "more than 2 hours" than for those with a commuting time of "less than 1 hour".

	N	average	Standard deviation	standard error
Less than 1 hour	84	2.51	0.885	0.097
1-2 hours	87	2.72	0.898	0.096

More than 2 hours	54	2.89	0.839	0.114
TOTAL	225	2.68	0.888	0.059

Table 36. Descriptive analysis of groups with different levels of travelling time to and

from work - Frequency of conflicts

Source: Author's own research, 2023

Combined with the descriptive analysis of the data in Table 32, it can be seen that with the increase in overtime work, the frequency of work-life conflicts among working women increases significantly.

	N	average	Standard deviation	standard error
no or little overtime	59	2.03	0.765	0.100
less overtime	97	2.65	0.722	0.073
more overtime	56	3.16	0.757	0.101
overtime A lot	13	3.85	0.689	0.191
TOTAL	225	2.68	0.888	0.059

Table 37. Descriptive analysis of groups at different levels of overtime -Frequency of

conflicts

Source: Author's own research, 2023

Combined with the descriptive analysis of the data in Table 33, it can be seen that the frequency of work-life conflicts among working women increases significantly with the increase in work pressure.

	N	average	Standard deviation	standard error
Less little work pressure	11	1.45	0.688	0.207
little work pressure	25	2.16	0.746	0.149
average	92	2.58	0.815	0.085
work pressure	85	2.99	0.764	0.083
Very stressful at work	12	3.58	0.793	0.229
TOTAL	225	2.68	0.888	0.059

Table 38. Descriptive analysis of groups with different levels of work stress -

Frequency of conflicts

Source: Author's own research, 2023

Combined with the descriptive data in Table 34, it can be seen that the overall trend is that the higher the degree of recognition of "work interferes with life", the higher the frequency of work-life conflicts among working women.

	N	average	Standard deviation	standard error
Strongly disagree	8	1.88	0.835	0.295
Relatively disagree	52	2.27	0.795	0.110
Neutral	85	2.68	0.876	0.095
Relatively agree	66	2.94	0.742	0.091
Strongly agree	12	3.58	0.900	0.260
TOTAL	223	2.68	0.886	0.059

Table 39. Descriptive analysis of the extent to which "work interferes with life" is

recognized by each group - Frequency of conflicts

Source: Author's own research, 2023

Combining the data from the descriptive analyses in Table 35, it can be seen that the frequency of work-life conflicts is significantly lower among professional women who are "very satisfied" with their jobs than among professional women with other levels of satisfaction.

	N	average	Standard deviation	standard error
Very dissatisfied	3	4.33	0.577	0.333
Relatively dissatisfied	21	2.95	0.865	0.189
Average	110	2.72	0.910	0.087
Relatively satisfied	84	2.56	0.827	0.090
Very satisfied	6	2.00	0.000	0.000
TOTAL	224	2.68	0.890	0.059

Table 40. Descriptive analysis of groups at different levels of job satisfaction -

Frequency of conflicts

Source: Author's own research, 2023

4. **Life dimension**

Combining the descriptive analyses of the data in Table 36, it can be seen that, from the overall trend, the higher the level of agreement with "insufficient discretionary time", the higher the frequency of work-life conflicts among working women.

However, there is no statistically significant difference in the frequency of work-life conflicts between working women who have a positive attitude ("agree somewhat" and "agree strongly") towards "insufficient discretionary time".

	N	average	Standard deviation	standard error
Strongly disagree	9	1.44	0.726	0.242
Relatively disagree	43	2.28	0.766	0.117
Neutral	55	2.64	0.778	0.105
Relatively agree	94	2.93	0.820	0.085
Strongly agree	24	3.04	0.999	0.204
TOTAL	225	2.68	0.888	0.059

Table 41. Descriptive analysis of the level of agreement on "insufficient discretionary time" by group - Frequency of conflicts

Source: Author's own research, 2023

5. __Conceptual dimension__

Combined with the data from the descriptive analyses in Table 37, it can be seen that the frequency of work-life conflicts is significantly lower among working women who do not have the experience of "giving up career opportunities for the sake of the family" than among those who do have such an experience.

		N	average	Standard deviation	standard error
Any experience of giving up career opportunities for the sake of family	yes	58	2.93	0.953	0.125
	no	166	2.60	0.853	0.066
	total	224	2.68	0.890	0.059

Table 42. (Any experience of giving up career opportunities for family) - Frequency of conflicts

Source: Author's own research, 2023

Combined with the data from the descriptive analysis in Table 38, it can be seen that the frequency of work-life conflicts is significantly higher among working women

who want to become "housewives" than among those who do not want to become "housewives".

		N	average	Standard deviation	standard error
Whether you want to be a "housewife" or not.	yes	38	2.97	0.972	0.158
	no	187	2.63	0.861	0.063
	total	225	2.68	0.888	0.059

Table 43. (Desire to be a "housewife" or not) - Frequency of conflicts

Source: Author's own research, 2023

4.6 Discussion

Starting from qualitative research and using the literature research method, this paper analyses the evolution of working women's work-life relationship, describes the current situation of working women's work-life in China, and conducts a survey study on working women's work-life balance in China on the basis of qualitative research. Based on the qualitative research, a survey study on the work-life balance of working women in the Chinese region was conducted:

(1) The results of the sample survey show that the overall work-life balance of professional women in China is at a "moderate" level, and the three indicators reflecting the work-life balance of professional women (degree of balance, difficulty of balance and frequency of conflicts) are all around the moderate level.

(2) There is a significant negative correlation between the degree of work-life balance and the difficulty of balance and the frequency of conflicts among working women in China. There is a significant positive correlation between working women's work-life balance difficulty and conflict frequency.

(3) Factors that have a significant impact on the degree of work-life balance of working women in China include: (work dimension) "working hours", "overtime work", "work pressure", "whether work interferes with life" and "job satisfaction"; (life dimension) "whether free time is insufficient" and "life satisfaction"; (life dimension) "whether free time is insufficient" and "life satisfaction". (work dimension) "working hours", "overtime work", "work pressure", "whether work interferes with life" and "job satisfaction"; (life dimension) "insufficient free time" and "life satisfaction"; (perception) "whether work interferes with life"; and (life balance) "whether work interferes with life" and "life satisfaction". (life dimension) "whether free time is insufficient" and "life satisfaction"; (perception dimension) "whether there is any experience of giving up career development opportunities for the sake of family" and "whether they want to become a 'housewife'".

Specifically, on the work dimension, the increase in working hours, overtime work and work pressure will significantly reduce the degree of work-life balance of

working women. The higher the level of recognition of "work interferes with life", the lower the level of work-life balance of working women. As the level of job satisfaction increases, the level of work-life balance of working women also increases significantly.

However, there is no statistically significant difference in the degree of work-life balance between the two groups of working women who are "relatively satisfied" and "very satisfied" with their jobs. On the life dimension, the degree of work-life balance is significantly higher among working women who have a negative view ("strongly disagree" or "somewhat disagree") than among those who have a "neutral" or positive view ("somewhat agree" or "strongly agree") on the issue of "insufficient discretionary time". As the level of life satisfaction increases, the level of work-life balance of working women tends to increase. However, once the level of life satisfaction reaches a certain level, the level of work-life balance no longer increases significantly with the level of life satisfaction. The level of work-life balance of working women without the experience of "giving up career opportunities for the sake of the family" is significantly higher than the level of balance of working women with this experience. The level of work-life balance of working women who wish to become "housewives" is significantly lower than the level of balance of working women who do not wish to become "housewives".

Factors that have a significant impact on the difficulty of work-life balance for working women in China include: (work dimension) "working hours", "overtime work", "work pressure", "whether work interferes with life", and "job satisfaction"; (life dimension) "lack of discretionary time", "whether family life interferes with work", and "satisfaction with life"; and (conceptual dimension) the degree of recognition that "in the event of a conflict between family and career, a woman should give up her career for the sake of the family", "whether she has had the experience of giving up opportunities to pursue her career for the sake of her family", and "whether she wishes to be a 'housewife'".

Specifically, in the work dimension, the increase in working hours and overtime work will make it significantly more difficult for working women to achieve work-life

balance. Working women with high work stress ("high stress" or "very high stress") had significantly more difficulty in achieving work-life balance than those with "average" work stress and those with low work stress ("very low stress" or "low stress").In terms of the overall trend, working women with a positive attitude ("somewhat agree" or "strongly agree") towards "work interfering with life" are more difficult to achieve work-life balance than those with a negative attitude ("somewhat disagree" or "strongly disagree").The overall trend is that the higher the level of job satisfaction, the less difficult it is for working women to achieve work-life balance. When the level of job satisfaction reaches a high level, the difficulty of achieving work-life balance for working women does not decrease significantly with the further increase in job satisfaction. In the life dimension, the difficulty of achieving work-life balance is significantly higher for those who "strongly agree" that they do not have enough discretionary time than for those who are "neutral" or have a negative attitude ("somewhat disagree" or "strongly disagree"), but there is no statistically significant difference in the difficulty of achieving work-life balance compared to those who "somewhat agree". In terms of the overall trend, the difficulty of achieving work-life balance is significantly higher for working women who have a positive attitude ("somewhat agree" or "strongly agree") than for those who have a negative attitude ("somewhat disagree" or "strongly disagree") towards "family life interfering with work". The difficulty of achieving work-life balance is significantly lower for those who are "fairly satisfied" with their lives than for those who are "moderately satisfied" and dissatisfied but is not statistically significantly different from that of those who are "very satisfied". On the conceptual dimension, the work-life balance difficulty of professional women who strongly agree that "women should give up their careers for the sake of their families when there is a conflict between their families and their careers" is significantly higher than that of professional women who hold other views. Working women who do not have the experience of giving up career development opportunities for the sake of the family have significantly lower work-life balance difficulties than those who do have such experience. Working women who want to be "housewives" have significantly higher difficulty in balancing their work life than

those who do not want to be "housewives".

6. Factors that have a significant impact on the frequency of work-life conflicts among working women in China include: (demographic characteristics) "age", "marital status", "nature of the organization", and "industry"; (work dimensions) "working hours", "travelling time to and from work", "overtime work", "work pressure", "whether work interferes with life", and "job satisfaction"; (life dimensions) "lack of discretionary time"; and (attitudinal dimensions) "whether there is any experience in which they have given up career opportunities for the sake of their families" and "whether they wish to become a 'housewife'".

Specifically, the frequency of work-life conflicts among working women shows an "inverted U-shaped" distribution trend with age. The frequency of work-life conflicts among working women in the older age group ("51 years and over") is significantly lower than the frequency of conflicts among working women in the middle age group ("31-40 years" and "41-50 years").There is no statistically significant difference between the frequency of work-life conflicts among working women in the older age group ("51 years and older") and the frequency of conflicts among working women in the younger age group ("21-30 years").In the work dimension, the increase in working hours, overtime work and work pressure will significantly increase the frequency of work-life conflicts among working women. The frequency of work-life conflicts is significantly higher for working women with longer travelling time to and from work than for working women with shorter travelling time to and from work. The overall trend is that the higher the level of recognition that work interferes with life, the higher the frequency of work-life conflicts among working women. The frequency of work-life conflicts for working women who are "very satisfied" with their jobs is significantly lower than the frequency of conflicts for working women with other levels of satisfaction. With regard to the life dimension, the overall trend is that the higher the level of agreement on "insufficient discretionary time", the higher the frequency of work-life conflicts among working women. However, there is no statistically significant difference in the frequency of work-life conflicts between working women who have a positive attitude ("somewhat agree" or "strongly agree")

towards "insufficient discretionary time". There were no statistically significant differences in the frequency of work-life conflicts among working women who had positive attitudes ("somewhat agree" or "strongly agree") towards the conceptual dimension. On the perception dimension, the frequency of work-life conflicts is significantly lower among working women who do not have the experience of "giving up career development opportunities for the sake of the family" than among those who do have such an experience. The frequency of work-life conflicts is significantly higher for working women who want to be "housewives" than for those who do not.

5. Conclusion and recommendation

Regarding my hypothesis H1: I accept it as the questionnaire survey concluded that a woman's age, job, and whether or not she has children have a significant impact on her family happiness and job satisfaction.

I also accept my hypothesis H2. . A questionnaire of 225 Chinese women concluded that the higher the educational level, the heavier the job, and the older the age, the greater the impact on work-life conflict and frequency.

China has a large number of working women. Nowadays, with the increasing pressure of work, how to balance work and life has become a real problem for the majority of working women in China. However, in-depth theoretical and empirical research on the work-life balance of working women in China is still relatively scarce and needs to be further expanded and improved.

Based on the conclusions of this study, we believe that improving the work-life balance of working women and raising the level of work-life balance requires the joint efforts of the government, enterprises, families and individuals.

First of all, the government needs to strictly supervise the implementation of labor laws and regulations, guarantee the equal employment rights of female workers, and do its best to eliminate illegal practices such as overtime work, so as to create a good institutional environment for working women to improve their work-life balance. At the same time, the government needs to rationally plan the layout of cities, moderately develop the scale of cities, strengthen infrastructure construction, and continuously improve the road traffic environment, so as to create a favorable living environment for working women and help them improve their work-life balance.

Secondly, enterprises need to comply strictly with labor laws and regulations on working hours and overtime. In addition to this, enterprises may implement a flextime system. Flextime increases the flexibility of working women's schedules. Not only can working women adjust their starting and ending times according to their actual situation, but they can also organize their work at the most efficient time, thus

improving their work efficiency. At the same time, the flexible working hours system can also reduce the frequency of conflicts between working arrangements and life plans of working women, thus improving their work-life balance. In addition, in terms of time, the flexible working hours system can enable working women to avoid the daily rush of commuting to and from work and save the time spent on travelling to and from work, thus increasing working women's free time and improving their work-life balance.

Thirdly, in the family, the support of family members can effectively promote the improvement of working women's work-life balance. Family members (e.g. husbands, parents, etc.) help working women to share part of the family labor and reduce the burden of family labor on them, which not only ensures that they have enough energy to devote to their work, but also enables them to have more discretionary time to enrich their lives and improve their work-life balance. Moreover, family life as the core component of working women's life, the understanding and support of family members can not only prevent working women from giving up career development opportunities due to family pressure, but also promote the satisfaction of working women's life, thus improving their work-life balance.

Fourthly, professional women should reasonably allocate their own time, according to their own time situation, rationally decide the position of the balance point of their personal work-life balance and avoid blind "one side down". Moreover, professional women also need to take the initiative to strive for their family's understanding and support for their own work pursuits, so as to promote the improvement of their work-life balance.

6. Summary

The main purpose of this study is to sort out the historical evolution of the work-life relationship of working women, analyze the current situation of working women's work-life balance in China, and, on this basis, carry out a survey to explore the factors affecting working women's work-life balance and construct a theoretical model of the factors affecting working women's work-life balance.

This study adopts a combination of qualitative and quantitative research methods. Through literature research, the study analyses the emergence of working women, and collates and analyses the evolution of working women's work-life relationship. A questionnaire survey was used to find out the situation of working women's work-life balance and to analyze and test the factors that have a significant impact on working women's work-life balance.

The main conclusions of this study are: (1) The overall work-life balance of working women in China is at a "moderate" level. (2) There is a significant negative correlation between the degree of work-life balance of working women and the difficulty of balance and the frequency of conflicts; there is a significant positive correlation between the difficulty of work-life balance of working women and the frequency of conflicts. (3) According to this study, the factors that have a significant effect on the degree of work-life balance, balance difficulty and conflict frequency of working women include: (demographic characteristics) "nature of the organisation"; (work dimensions) "working hours", (demographic characteristics) "nature of the organisation"; (work dimensions) "hours of work", "overtime", "work stress", "work interference with life" and "job satisfaction"; (life dimensions) "freedom to work"; (job satisfaction); (job satisfaction); (job satisfaction); and (job satisfaction). (life dimension) "whether there is insufficient discretionary time"; (perception dimension) "whether there is any experience of giving up career development opportunities for the sake of the family" and "whether there is any desire to become a 'housewife'". ". In addition, "life satisfaction" has a significant impact on the degree and difficulty of

work-life balance for working women. "Age", "marital status" and "industry", as well as "travelling time to and from work" have significant effects on the frequency of work-life conflicts among working women. The frequency of work-life conflicts is significantly affected. The degree of agreement on "whether family life interferes with work" and "when family and career conflict, women should give up career for family" significantly affect the difficulty of work-life balance for working women. There is a significant effect on the difficulty of work-life balance among working women.

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8. Appendix

Work-Life Balance Questionnaire for Working Women

1. Your length of service:

A. Less than 1 year B. 1-5 years C. 6-10 years D. 11-15 years E. 16-20 years F. More than 20 years

2. Nature of your organization:

A. Administrative body

B. State-owned enterprise

C. Private enterprise

D. Foreign-funded enterprise

3. The industry in which you work belongs to:

A. Agriculture, forestry, animal husbandry and fishery

B. Mining

C. Manufacturing

D. Accommodation and catering

E. Finance

F. Real estate

G. Rental and business services

H. Information transmission, computer services and software

I. Scientific research, technical services and geological surveys

J. Health, social security and social welfare

K. Education

L. Culture, sports and recreation

M. Water, environment and public facilities management

N. International organizations

O. Transport, storage and postal services

P. Electricity, gas and water production and supply

Q. Construction

R. Wholesale and retail trade

S. Public administration and social organizations

T. Others

4. How balanced would you say your current work-life balance is?

A. very unbalanced

B. relatively in balance

C. average

D. relatively balanced

E. very balanced

5. The difficulty for you in achieving a work-life balance is

A. very difficult B. relatively difficult C. average D. relatively easy E. very easy

6. How often does your work schedule conflict with your life plan:

A. hardly ever B. occasionally C. sometimes D. often E. very often

7. Your main motivation for employment is

A. to achieve economic independence for women

B. to make use of their talents and reflect their social value

C. to maintain a family and personal life

D. because all the women you know are working

E. Other

8. the length of your working day (including overtime) is

A. 8 hours or less B. 9-11 hours C. 11 hours or more

9. The total time you spend travelling to and from work each day is

A. less than 1 hour B. 1-2 hours C. 2 hours or more

10. How often do you work overtime?

A. no or little overtime B. less overtime C. more overtime D. overtime A lot

11. The intensity of work stress you feel:

A. little work pressure B. little work pressure C. average D. work pressure E. Very stressful at work

12. Do you think that "the pressures of work make it difficult for you to achieve

full satisfaction in your life (including family and social life)?

A. Strongly disagree B. Relatively disagree C. Neutral D. Relatively agree

13. Your level of satisfaction with your job:

A. Very dissatisfied

B. Relatively dissatisfied

C. Average

D. Relatively satisfied

E. Very satisfied

14. The main person responsible for the household work in your household is

A. myself B. my husband C. my parents D. my children E. other relatives F. hiring domestic help G. Other

15. Do you feel that "the amount of time you spend on housework and caring for family members prevents you from other needs of life"?

A. Strongly disagree B. Relatively disagree C. Neutral D. Relatively agree E. Strongly agree

16. Do you think that "currently you do not have enough personal discretionary time (e.g. for study, socializing, recreation) is insufficient"?

A. Strongly disagree B. Relatively disagree C. Neutral D. Relatively agree E. Strongly agree

17. Do you feel that "the pressures of family life affect your commitment to work and your ability to and prevent you from gaining a full sense of achievement and satisfaction at work"?

A. Strongly disagree B. Relatively disagree C. Neutral D. Relatively agree E. Strongly agree

18. How satisfied are you with the current state of your life?

A. Very dissatisfied B. Relatively dissatisfied C. Average D. Relatively satisfied E. Very satisfied

Personal Information Questions

19. Your age:

A. 20 years and under B. 21-30 years C. 31-40 years D. 41-50 years E. 51 years and

above

20. Your education level:

A. Junior high school or below

B. High school or secondary school

C. College

D. Bachelor's degree

E. Master's degree

F. Doctorate

21. Your marital status:

A. Unmarried B. Married C. Divorced D. Widowed

22. Do you have any children:

A. Yes B. No

Questionnaire results

AGE	Number	Per cent	Industry	Number	Per cent
21-30	101	44.9	Agriculture, forestry, animal husbandry and fishery	3	1.3
31-40	60	26.7	Mining	2	0.9
41-50	43	19.1	Manufacturing	1	0.4
51 and more	21	9.3	Transport, storage and postal services	7	3.1
			Finance	7	3.1
Education level	**Number**	**Per cent**	Public administration and social organizations	8	3.6
high school	8	3.6	Rental and business services	31	13.8
college	43	19.1	Information transmission, computer services and software	12	5.3
bachelor	118	52.4	Scientific research, technical services and geological surveys	35	15.6

	Number	Per cent		Number	Per cent
master	52	23.1	Health, social security and social welfare	33	14.7
doctorate	4	1.8	Education	64	28.4
			Culture, sports and recreation	10	4.4

Marital status	Number	Per cent		Number	Per cent
unmarried	70	31.1	Construction	1	0.4
married	149	66.2	International organizations	1	0.4
divorced	5	2.2	Wholesale and retail trade	8	3.6
widowed	1	0.4	Others	2	0.9

length of service	Number	Per cent
less 1 year	15	6.7

Children	Number	Per cent	length of service	Number	Per cent
yes	120	53.3	1-5 years	62	27.6
no	105	46.7	6-10 years	49	21.8
			11-15 years	29	12.9

Nature of the organization	Number	Per cent		Number	Per cent
Administrative body	138	61.3	16-20 years	17	7.6
State-owned enterprise	48	21.3			
Private enterprise	25	11.1			
Foreign-funded enterprise	12	5.3	more 20 years	53	23.6
Other	2	0.9			

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As a supervisor of ____Zhou Meilin__ (Student's name) ____L9O1RW____(Student's NEPTUN ID), I here declare that the final essay/thesis/master's thesis/portfolio   has been reviewed by me, the student was informed about the requirements of literary sources management and its legal and ethical rules.

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