

## PROFESSIONAL EXPERIENCES AND LIFE SATISFACTION OF MARRIED WOMEN: A QUALITATIVE EXPLORATION

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### ABSTRACT

*This study investigated how employed women manage the demands of home, work, family, and self-care to achieve life satisfaction. The primary focus was on the equilibrium they achieve in their roles as working women, wives, and mothers. Qualitative research method was used to examine the difficulties these women encounter in their professional and personal lives, the support systems they rely on to fulfill their various responsibilities, and the strategies and coping mechanisms they adopt to maintain a balance between work and family life. The study utilized in-depth interviews as the qualitative research approach, employing primarily open-ended questions. The challenges identified by the working women included their work schedules, time constraints, and feelings of exhaustion. To fulfill their multiple roles, the participants relied on support systems such as their husbands, extended family members (particularly grandparents), co-workers, and bosses. Lastly, the strategies adopted by the working women to achieve a balance between work and family life included planning, faith, and accepting limitations.*

**Key Words:** Professional women, Work-life balance, Life satisfaction

### Background

Professional experiences have been found to play a significant role in the life satisfaction of married women. According to a study by Dewilde and colleagues (2013), women who have more job autonomy and control over their work experience greater life satisfaction. Additionally, women who work in fields where they feel their work has a positive impact on society, such as healthcare or education, tend to report higher levels of life satisfaction (Sung & Choi, 2018). These findings suggest that having a fulfilling career can contribute to the overall happiness and well-being of married women.

On the other hand, work-family conflict has been identified as a significant stressor that can negatively affect the life satisfaction of married women (Barnett & Hyde, 2001). Balancing work and family responsibilities can be challenging, and women who struggle to manage these demands may experience higher levels of stress and lower levels of life satisfaction. However, research has also shown that women who receive support from their spouse and employer in managing work-family conflict tend to have higher levels of life satisfaction (Frone, Russell, & Barnes, 1996). Thus, having a supportive work and family environment can help married women maintain their life satisfaction despite the challenges of balancing multiple roles. The relationship between professional experiences and life

satisfaction may vary based on individual factors such as age, income, and educational attainment. For example, Sung and Choi (2018) found that the relationship between job autonomy and life satisfaction was stronger for younger married women than for older women. Similarly, women with higher levels of education and income may place more importance on their career and derive greater satisfaction from professional success (Dewilde et al., 2013).

### **Significance of Education in Marital Satisfaction**

Education plays a crucial role in shaping individuals' cognitive abilities, problem-solving skills, and socialization patterns, all of which can directly influence their marital relationships (Amato & Booth, 1996). Numerous studies have shown a positive correlation between education level and marital satisfaction, highlighting the importance of education as a predictor of relationship quality (Proulx, Helms, & Buehler, 2007).

One-way education influences marital satisfaction is through enhanced communication skills. Individuals with higher levels of education tend to have better communication abilities, enabling them to express their thoughts, feelings, and needs more effectively within the marital context (Birditt & Antonucci, 2008). This improved communication fosters understanding, empathy, and conflict resolution, ultimately leading to higher levels of marital satisfaction (Proulx et al., 2007).

Education equips individuals with problem-solving skills that can positively affect marital dynamics. Research suggests that higher levels of education are associated with a greater ability to analyze problems, generate alternative solutions, and make informed decisions (Proulx et al., 2007). These problem-solving skills can be instrumental in managing conflicts, negotiating compromises, and finding mutually satisfactory resolutions within the marital relationship, contributing to increased satisfaction and relationship longevity (Amato & Booth, 1996).

Additionally, education can facilitate personal growth and self-fulfillment, which in turn influence marital satisfaction. Through education, individuals gain knowledge, acquire new perspectives, and develop a sense of personal identity and purpose (Proulx et al., 2007). This personal growth can lead to a greater sense of fulfillment and self-esteem, positively impacting marital satisfaction by fostering individual well-being and contentment within the relationship (Birditt & Antonucci, 2008).

It is important to note that the significance of education in marital satisfaction can vary across cultural contexts and individual circumstances. While education is generally associated with positive outcomes in relationships, other factors such as cultural values, socioeconomic status, and personal goals can interact with education to shape marital satisfaction (Amato & Booth, 1996).

### **Relationship with Spouse and working women**

Managing a relationship with a spouse is a significant aspect of a professional woman's life, as it requires balancing personal and professional responsibilities. This delicate balance can be challenging, but research suggests that professional women employ various strategies to effectively manage their relationships. One key strategy is effective communication, as it facilitates understanding and mutual support. According to a study by Barnes and Olson (2018), professional women who communicate openly and honestly with their spouses tend to experience better relationship satisfaction and harmony. Additionally, establishing clear expectations and boundaries is crucial for maintaining a healthy work-life

balance (Rapoza, 2020). This includes discussing each partner's career goals, division of household responsibilities, and sharing childcare duties.

Another important aspect of managing a relationship as a professional woman is maintaining a strong support system. Research by Feldt (2019) indicates that professional women who have a strong network of friends and family to rely on for emotional support and assistance are better equipped to navigate the demands of their careers while nurturing their relationships. Cultivating this support system can involve regular social activities and seeking advice from trusted individuals when facing relationship challenges.

Furthermore, prioritizing self-care is essential for professional women to effectively manage their relationships. According to a study by Neff and Knox (2016), practicing self-care activities such as exercise, mindfulness, and hobbies can reduce stress levels and promote overall well-being. When professional women prioritize their own needs and well-being, they are better equipped to give their spouses the attention and support necessary for a healthy relationship.

Flexibility and adaptability are also crucial in managing relationships as a professional woman. Research conducted by Blair-Loy (2019) highlights the importance of adapting to changing circumstances and being flexible in balancing work and personal life. This can involve adjusting work schedules, seeking opportunities for remote work, or negotiating with employers for more flexible arrangements. By being adaptable, professional women can ensure they have time and energy to invest in their relationships with their spouses.

Finally, regular quality time together is essential for maintaining a strong bond with a spouse. Research conducted by Helliwell and Huang (2019) suggests that spending quality time together, engaging in shared activities and interests, and creating rituals or traditions can enhance relationship satisfaction. This can include date nights, weekend getaways, or simply dedicating uninterrupted time to connect and nurture the relationship.

## **Research Objectives**

1. To explore dynamics of working women's regarding their life satisfaction

## **Methodology**

Broadly speaking researcher applied the qualitative strand of investigation in the current study. The objective of the qualitative strand is to find out in-depth understanding of the topic which is the exact case of the current study. Hence, qualitative strand is the most suited and appropriate strand of inquiry for the current study.

## **Philosophical Foundation of the Study**

The philosophical foundations of qualitative study provide a framework for understanding and conducting research in the social sciences. One key philosophical perspective that underpins qualitative research is constructivism. According to this perspective, reality is not an objective entity that can be discovered or measured, but rather a subjective and socially constructed phenomenon (Lincoln & Guba, 1985). Reality of every social phenomenon varies and depends upon the experiences of the individuals and since in this research, researchers is intending to understand the life experiences of married professional women of Punjab, so researcher adopted a constructivist approach aimed to explore the multiple meanings and interpretations individuals assign to their experiences, emphasizing the importance of context and social interactions.

Interpretivist researches are planned to get detailed information about traits within particular field of research. Their goal is to present an authentic depiction of a situation as it naturally occurs. This study intends to explore the life experiences of married working

women without imposing any limitations on their responses. The researcher will closely examine the phenomenon as it occurs, acknowledging that reality is subjective and influenced by individual perceptions within the social realm. Subjectivity implies that the world gains its reality when an individual engages with it and assigns significance based on their interpretation of that interaction.

### **Sampling Technique**

In this research, participants were recruited through "Purposive Sampling". Purposive sampling is a non-probability sampling technique used in sociology to select research participants based on specific characteristics or qualities that align with the research objectives and purpose (Creswell, 2014). It involves deliberately selecting individuals, groups, or organizations who possess the desired attributes or experiences relevant to the study, enabling researchers to gather in-depth and targeted information that can contribute to understanding specific social phenomena or concepts. Researcher selected those professional married women who were actually fulfilling the purpose of the study.

### **Population of the study**

The population of a study refers to the entire group of individuals or elements that the researcher is interested in studying and making inferences about. It encompasses the larger group from which a sample is drawn. According to Johnson and Christensen (2020), "The population is the total set of individuals, objects, or measurements that represents what the investigator wants to study".

Population provides the basis for generalizing the findings of a study to a broader context or target population. For the current, study all the professional women working in public or private sector in the district Lahore. This was because Lahore is the major social and economic hub of the province and researcher was able to find sufficient number of working women.

### **Sample Size**

The sample size refers to the number of individuals or units selected from a population to participate in a research study or survey (Gupta & Vartak, 2017). It is an essential component of research design as it directly influences the validity and generalizability of the findings.

20 married working women were selected who were mothers also from twenty females as sample size because professional married women and mothers were fulfilling the purpose of the study. Participant were recruited through "Purposive Sampling".

### **Method and Tool for Data Collection**

In-depth interviews were used as a method of data collection to know the experiences of married women about their life satisfaction along with their jobs.

In-depth interviews are described as "a research method that involves engaging participants in open-ended, probing conversations to explore their thoughts, feelings, beliefs, and experiences related to a specific topic of study" (Patton, 2015, p. 258).

During the interview, researcher was aware of his body language, voice tone and his attitude because it is the important element of the research and researcher needs to take care of ethical considerations while conducting the research. An interview guide was developed as a tool of data collection to investigate the experiences, views, beliefs and motivations of participants. Based on information collected from literature review an interview guide was developed to conduct in-depth interviews.

### **DATA ANALYSIS AND FINDINGS**

This chapter narrates the experiences of the women who participated in this study. The research question what is the relationship between women's job and their life satisfaction and marital adjustment was investigated in this chapter.

## Thematic Scheme

After conducting an extensive literature review, various concepts were uncovered, which assisted in the development of an interview guide. Theme identification is a crucial aspect of qualitative research. The data collected from interviews with professional married women was analyzed to establish themes. These themes represent significant elements within the dataset that contribute to the understanding of an event and are relevant to the research question. Coding is the initial step in generating themes from raw data by recognizing important occurrences and assigning them appropriate labels. Reading the interview transcripts was a good experience for me. Eight major themes were identified which overlapped considerably. The major themes are: 1) Work schedule 2) Not having enough time 3) Exhaustion 4) Spousal support 5) In-laws support 6) Colleagues Support 7) Planning 8) Faith in Allah Almighty

## Work Schedule

In today's fast-paced world, juggling the demands of a career and maintaining a healthy work-life balance is an ongoing struggle. For working married women, this challenge is magnified as they often find themselves overwhelmed by the demands of their professional lives, household responsibilities, and familial obligations. The incessant busyness of their work schedules poses significant hurdles that can hinder their personal well-being and strain their relationships

When participants were asked to name the challenges and barriers that make balancing work and marital life most challenging, almost every participant answered their work schedule, time constraints and exhaustion are the most important ones. Work schedule surprisingly reported as a major challenge almost by every participant. They explained that how their family life is interrupted by the work schedule, which creates problems and it becomes difficult for them to balance between these two, work life and family life and how they can feel satisfied if their family life is suffering.

Participant 1 effectively exemplified the challenges through her statement:

*The most difficult aspect for me is my work schedule. I often wish for a more flexible schedule that would allow me to dedicate additional time to my children, as they depend on me and I feel their need for my presence. Undoubtedly, I desire to spend more quality time with them.*

Participant 4 also depicted this well by expressing:

*As a teacher, grading is a major obstacle for me. I have to bring my grading work home. I could stay at university until 6:00 in the evening and grade, and when I come home, there is nothing left. I have to cook dinner, and by the time, the girls go to bed at 8:00, I have not spent a time with them. Therefore, the hurdle I face is that I bring my work home, unlike some people who can leave their work behind at the workplace. This becomes a significant barrier in my case.*

Participant 5 shared her experience and stated:

*As am doing an administrative job, so I have so many things to deal Within the department, my work schedule is tough as I have to report at 8:00 in the morning and off time fluctuates depends upon the nature of*

*work I have assigned to do in the morning. I am missing my sons and husband during my work but I cannot leave until I complete my assignment.*

The great challenge of a busy work schedule for working married women cannot be understated. It affects their personal well-being, strains their relationships, perpetuates gender inequality, and limits their career advancement opportunities. It is imperative for society to recognize and address these challenges by implementing policies that promote work-life balance, equal distribution of household responsibilities, and providing support systems that enable these women to thrive in both their personal and professional lives. Only through such measures can we create an environment that empowers working married women to lead fulfilling lives without compromising their well-being,

### **Not Having Enough Time**

The modern era has witnessed a significant increase in the number of married working women, as they strive to pursue their professional aspirations while fulfilling their familial responsibilities. However, the scarcity of time has emerged as a pressing issue, presenting a considerable challenge for these women in effectively balancing their work and family life.

One of the primary consequences of not having enough time is the compromised quality of time spent with family members. Married working women often find themselves torn between work commitments and family responsibilities, resulting in a perpetual juggling act. This leads to rushed interactions and limited opportunities to engage in meaningful conversations or build strong emotional connections with their spouses and children. Consequently, this compromises the overall well-being of the family unit and can contribute to feelings of isolation and detachment.

Many participants mentioned a commonly discussed issue of consistently experiencing a lack of time to fulfill their various obligations. When discussing non-work-related tasks, some participants specifically highlighted the time required for assisting children with homework, taking care of their children's basic needs like feeding and bathing, and ensuring they are ready for the next day. They also mentioned managing their children's extracurricular activities along with other responsibilities not directly related to parenting that they need to make time for.

Participant 5 discussed the challenge of balancing work and family life due to insufficient time to fulfill both responsibilities. She expressed her thoughts as follows:

*The primary obstacles are time constraints. I desire an additional time to dedicate myself beyond the requirements of my job in order to pursue the necessary studies and conduct more research in my field. This has become a top priority in my life, making time a significant barrier. It also affects my family, as I strive to fulfill all their needs, considering I have a husband two children.*

Participant 7 expressed her feeling in this way:

*I have a daughter of 5 years old, I wish I can spend much time with her, I wanted to give her home schooling but due to not having enough time I had to send her in school in early age, although I try my level best to do but cannot get much satisfaction, sometimes my husband's schedule gets disturb sometimes due to me and I really feel guilty.*

The scarcity of time is a formidable challenge for married working women, impacting their ability to effectively balance their work and family lives. The compromised quality of family time, increased stress and burnout, limited self-care and personal growth, inequitable distribution of household chores, and restricted career advancement opportunities all

contribute to the complexities faced by these women. Addressing this issue requires a collective effort from society, employers, and policymakers to implement supportive policies and practices that recognize and accommodate the unique needs and challenges faced by married working women.

## Exhaustion

The constant juggling act between work deadlines, meetings, and domestic responsibilities can lead to chronic physical and mental exhaustion. Long work hours, extensive travel, and the pressure to excel in both spheres often leave these women depleted and lacking the energy required to nurture their relationships and take care of themselves.

A number of women expressed that in order to fulfill all their duties; it comes at the cost of their own fatigue or, at the very least, personal time. The participants also mentioned various aspects of physical strain in their current balancing act between work and home life. A few of them described feeling tired or worn out. Many women in the study frequently mentioned being exhausted and having very limited or no time for themselves.

This was well illustrated by participant 3 she told that she is having health issues:

*I believe my health is the most significant obstacle I face. Due to certain medical conditions, I often experience fatigue and occasional pain. Consequently, on days when I am unable to overcome these challenges mentally or spiritually, it hinders my ability to concentrate on fulfilling my family and workplace's needs. Some days I manage to overcome this barrier successfully, while on other days, I struggle with it. Thus, health stands out as the primary challenge in my life.*

Participant 3 revealed that how she gets tired dealing with multiple things at University being a program coordinator and a professor also:

*This field is high stress too because you are dealing with multiple Students. As i am a program coordinator also and actually dealing with a society, so you have to be on your game a lot. And by the time I get home, I'm exhausted. Just mentally and physically drained. So, it's like you give it all to your work and by the time you get home, you just want to take rest and make mac and cheese because you're too tired to even cook.*

According to the study, one of the primary difficulties identified was exhaustion. This observation aligns with the findings of Aumann, Galinsky, and Matos (2011), who discovered that women experience physical, psychological, and personal distress while attempting to balance the demands of work and family life. Additionally, the research indicated that a lack of sufficient time for family activities contributes significantly to the stress experienced by these women. This conclusion corresponds with Hantrais's study (1990), which found that the lack of personal time and feelings of guilt were the price paid by working mothers, particularly if any available free time was not spent with their husband and children. Most of the women participating in this study stated their willingness to sacrifice personal free time and reduce their sleep hours spend time with their spouse and children and prevent them from suffering adverse consequences due to their mother's employment.

## Spousal Support

Spousal support can play a crucial role in helping married working women balance their work and family life. In many societies, women have historically been expected to shoulder the majority of domestic responsibilities, including childcare and household chores, while also pursuing a career. This situation often creates a significant burden for women, leading to

difficulties in managing their work-life balance. Spousal support can help alleviate some of these challenges by fostering a more equitable distribution of responsibilities within the household. When a spouse actively supports their working partner, it can lead to a more balanced and harmonious division of labor. This support can take various forms, such as sharing household chores, participating in childcare duties, and providing emotional encouragement.

Most of the participants expressed that their spouses served as their main pillar of support, highlighting their involvement in household chores. Participant 1 stood out as the sole individual whose husband assumed primary responsibility for domestic tasks. Furthermore, she mentioned that this arrangement has enabled her to prioritize other obligations, granting her additional quality time with her family upon returning home. She stated:

*My spouse is a tremendous source of support since he does not have job now a days and takes care of numerous household tasks. As a result, when I return home, I can truly concentrate on spending quality time with my family and relishing those moments. It is not solely about work all the time, which is quite pleasant.*

Participant 6 expressed her great experience that how her husband supports her:

*I enjoy a great deal of freedom in my relationship with my husband at home. Unlike many others, I have the liberty to come and go without having to seek permission. However, my husband also provides support when I am unable to fulfill certain responsibilities. He assists me whenever I need it, and his support is invaluable. Many of my friends do not have this level of support in their relationships, but I am grateful to know that my husband will always be there to share life's journey with me in this way.*

Participant 8 shared her experience: "I have a large family at home, but when it comes to mental, emotional, and physical support, it's mainly just my husband and me."

Emotional support from a spouse plays a vital role in helping working women maintain a healthy work-life balance. Juggling the demands of a career and family can be overwhelming at times, and having a supportive partner can alleviate stress and provide a sense of stability. Encouragement, understanding, and being a source of motivation can help the woman navigate the challenges she may face, ensuring she can strike a balance between work and family commitments.

The main findings of this study revealed that husbands played a crucial role in supporting the participants in achieving a balance between their work and personal lives. This outcome aligns with a previous study conducted by Crowley and Kolenikov in 2014, which demonstrated that women with a spouse or partner at home were less likely to face negative career consequences compared to those without a partner. The current study determined that having a supportive partner reduced the risk of negative effects by 50.6 percent. These findings further support the notion that having a spouse provides women with dependable support, enabling them to maintain a positive connection with their careers.

## **In-laws Support**

In-laws support can indeed play a significant role in helping working women balance their work and family life, but it is important to approach this topic critically. While some women may benefit from the assistance provided by their in-laws, it is crucial to acknowledge that not all in-law relationships are positive or conducive to achieving work-life balance. One potential advantage of in-law support is the convenience it offers. Having grandparents or other relatives readily available to care for children can alleviate the stress



and financial burden associated with finding external childcare options. It can provide working women with peace of mind, knowing that their children are in the care of trusted family members.

The participants mentioned that the best babysitters for them were their in-laws and grandparents, allowing them to go to work every day without worrying about their children's safety and well-being.

Participant 2 shared: "My mother-in-law takes care of the kids at home, and she also have other family members nearby whom she can rely on."

Participant 1 shared her experience of living with in-laws:

*Once my husband said me harsh words on some matter, it was so hurting for me, when my mother and father-in-law came to know about this dispute they asked my husband to say sorry to me and they both settled this matter beautifully, and my mother-in-law is so nice she really gets happy to see me as a lecturer in university, so this thing gives me more confidence and motivation to do my work*

Participant 3 mentioned that: "I have my husband, daughter's grandparents, aunts, and four sisters as a strong support system at home."

Participant 8 told that: "My social support system had recently changed due to moving closer to work, where the rest of my family resides. I have the support of my mother-in-law to look after my twin sons, who are almost two years old."

Participant 2 shared her experience living with mother-in-law: "I have an amazing company at home and she is my mother-in-law, she is so nice we talk a lot whenever we get time and my husband often gets jealous of our chit chat and said you both talk much."

## Colleagues Support

The quest for achieving work-life balance is an ongoing challenge faced by countless working women. In an ideal world, colleagues and bosses would play a crucial role in supporting women as they strive to balance their professional and personal lives.

Colleagues and bosses have a significant influence over the work environment. Unfortunately, many workplaces fail to adapt to the evolving needs of working women. Rigid schedules, lack of flexible work arrangements, and inadequate support for remote work make it arduous for women to fulfill their family responsibilities without compromising their professional growth. This lack of flexibility further exacerbates the struggle for work-life balance.

Participant 2 stated that:

*Do you have any work colleagues or family members who can provide assistance or comfort during times of need? In my current workplace, I am fortunate to have a strong support system. The atmosphere is akin to a close-knit family, and my colleagues understand when it comes to accommodating my parental responsibilities, such as picking up my children or taking time off.*

Participant 8 expressed her feelings:

*I am fortunate to receive ample support, which greatly facilitates my work. In my workplace, supportive colleagues, including other mothers, surround me. This is particularly helpful for me as a parent with twin children. Whenever I find myself in a meeting or occupied with work, I can always count on someone trustworthy to look after my child.*

## Planning

Balancing work and family life can be challenging, but with effective planning, working women can find harmony and fulfillment in both areas. Planning plays a vital role in helping working women manage their time efficiently. By setting clear goals and priorities, women can allocate specific time slots for work-related tasks, family responsibilities, personal activities, and self-care. Effective time management allows them to avoid the stress of last-minute deadlines, enables them to be present with their families, and ensures they have time for personal well-being. Planning also allows working women to prioritize self-care and well-being. It enables them to schedule regular breaks, exercise, and engage in activities that promote their physical and mental health. By incorporating self-care into their daily routine, they can recharge, maintain a positive mindset, and bring their best selves to both their work and family life.

Participant 7 shared her experience that how good planning saves her from troubles and helps to balance between job and household responsibilities:

*Well, I make a schedule for a whole week that contains what to do in this week, I have to go to dinner with my husband and children, what to cook for kids and need to clean my house, so all these things are decided prior a week before, and believe me this thing works for me.*

The research identified that the participants' primary approaches to overcoming obstacles were planning and acknowledging their limitations. This outcome aligns with the findings of Marshall's study in 2009, which revealed that despite the absence of a definitive formula for achieving balance, the women in that study managed to successfully fulfill their responsibilities as both professionals and mothers. They accomplished this by prioritizing, making sacrifices, and finding compromises. Additionally, a crucial factor was their capacity to embrace their passion for their careers and families by having self-belief and recognizing their own strengths and capabilities.

## Faith in Allah

Faith in Allah, or any religious belief, can indeed provide comfort, solace, and support to individuals facing various challenges, including working women trying to balance their professional and household responsibilities. Faith in Allah can offer a sense of purpose and meaning to individuals, including working women. It can provide a framework for guiding their actions, making decisions, and finding inner strength during difficult times. The belief in a higher power can foster hope, resilience, and a belief that challenges are part of a greater plan. This perspective can help working women navigate the pressures of work and household responsibilities with a sense of purpose and determination.

Participant 3 told about her experience:

*Prayer serves as a source of personal support for me. Therefore, the moments when I find myself alone or in the car, allowing me to express gratitude to God and engage in intimate conversations with Him, hold significant value in my daily life. These moments are essential to me, as they provide a space for personal reflection and connection. Regarding my health, since I am currently unable to be physically active, there are limited actions I can take. Instead, I rely on my faith in God for healing. Consequently, I find myself with little time dedicated solely to my own needs.*

Findings revealed that how strong faith and believe in Allah Almighty helped working women to reduce their stress and balance their professional and family life. While the belief in God and the recognition of His existence form the fundamental basis of faith, Islam encourages us to surpass mere acknowledgment. It prompts us to establish a profound and conscious bond with Him, emphasizing the importance of our intentions and committing all our actions to His service. This encompasses more than just religious rituals; it extends to every facet of our lives, encompassing our professional conduct in the corporate world.

Faith in Allah can provide invaluable guidance and support for working women as they strive to balance their professional and personal lives. With a deep-rooted belief in the wisdom and mercy of Allah, these women find solace and strength in their faith, which empowers them to navigate the challenges of the modern world. They understand that their careers are not separate from their spiritual journey but rather an opportunity to serve and fulfill their purpose as Allah's creation. Through prayer and seeking guidance from the Quran, they find the resilience, patience, and wisdom needed to prioritize their responsibilities, manage time efficiently, and make choices that align with their values and beliefs. Faith in Allah reminds working women to embrace self-care, seek balance, and trust in divine provisions, alleviating the stress and guilt that often accompany the juggling act. Moreover, their belief in Allah's ultimate plan grants them a sense of peace, knowing that they are doing their best and that success is not solely defined by worldly achievements but by their sincerity, integrity, and devotion to Allah's commandments. Ultimately, faith in Allah becomes the anchor that enables working women to find harmony between their professional pursuits and their spiritual journey, fostering a sense of purpose, contentment, and fulfillment in all aspects of their lives.

## Conclusion

The central focus of this research was to investigate how working married women achieve life satisfaction through the delicate balance of their professional and family lives, along with the challenges they encounter in maintaining this equilibrium. The study revealed that women who pursue fulfilling careers and experience a sense of professional and personal fulfillment tend to report higher levels of life satisfaction. Supportive spouses, a healthy work-life balance, and access to flexible work arrangements were identified as crucial factors contributing to increased life satisfaction among married women. Additionally, job satisfaction played a pivotal role, emphasizing the need for inclusive work environments that offer equal opportunities for career development and recognition.

Furthermore, the research emphasized the negative impact of work-family conflict on the life satisfaction of married women, highlighting the importance of family-friendly policies such as parental leave, affordable childcare, and flexible work options. Social support networks, both within and outside the workplace, were found to positively influence life satisfaction, underscoring the significance of strong connections with colleagues, mentors, friends, and family. The study concluded by recognizing the role of effective planning and strong faith in helping married working women achieve their goals and maintain a balance between work and family life. It also stressed the need for future research to explore intersectional dynamics, considering factors like age, socioeconomic status, cultural background, and marital duration in understanding and addressing the diverse needs and challenges faced by married women in different demographic groups.

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