

Impact of Work-Life Balance on Entrepreneurial Stress and Mental Wellbeing: A Study of Women-led Enterprises

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ABSTRACT

Given their enormous contribution to the expansion of our economy, women's roles in the Entrepreneurial world and in society are magnificent. Achieving mental wellness and work-life balance has become essential to ensuring sustainable growth because of their many roles in society. The purpose of this study is to investigate women entrepreneurs' emotional intelligence, work-life balance, and mental health.

60 corporate women entrepreneurs from Sitapura industrial area, ages 25 to 40, participated in this cross-sectional social study. Self-reported survey was created and utilized to gather information on mental health, work-life balance, sociodemographic profile, and the emotional intelligence.

KEYWORDS: *Women Entrepreneurs, Work-life balance, Mental wellbeing, Entrepreneurial Stress.*

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INTRODUCTION

In both the corporate sector and society at large, women entrepreneurs are crucial. It is indisputable that they have made a substantial contribution to our economy and growth. They use their abilities to steer families, organizations, and society toward progress. To ensure ongoing growth, it is crucial to attain psychological well-being and work-life balance due to the variety of responsibilities they play in society. These elements significantly affect their everyday lives as well as how well they perform at work. When it comes to helping female employees achieve work-life balance and mental wellness, emotional intelligence is crucial.

Psychological well-being is the state in which a person is able to reach their full potential, manage the typical stressors of daily life, work successfully and productively, and actively contribute to their community.

A person's state of equilibrium between their personal and professional lives is referred to as work-life

balance. According to Greenhaus and HülSELL (1985), it is a condition in which an individual can effectively balance professional and personal obligations without encountering excessive stress or conflict.

For female entrepreneurs, mental health and work-life balance are crucial because they frequently fulfill multiple responsibilities, including spouse, caregiver, and employee. Workers who maintain a healthy work-life balance and are in good mental health are more likely to be engaged, productive, and contented. Additionally, they are less prone to burnout and other health issues.

An explanation of the issue

The connection between entrepreneurial Stress, mental health, and work-life balance is crucial since these elements may have a big impact on dedication, productivity, and contentment of female entrepreneurs in both their personal and professional lives. Stress, worry, and burnout can result from a bad work-life balance. These factors may have a

detrimental effect on mental health. In a similar vein, female entrepreneurs workers may find it challenging to strike a healthy work-life balance if they have low emotional intelligence and mental health.

Therefore, the study is to impact of work-life balance, on entrepreneurial stress and mental wellbeing among female entrepreneurs This could shed light on the significance of these three aspects that can aid in the development of more effective initiatives to assist female entrepreneurs both at work and in society at large.

The study's primary goals are listed below:

- To investigate the sociodemographic status of the chosen female entrepreneurs
- To investigate the work-life balance pattern of the chosen female entrepreneurs
- To assess how work-life balance affects women entrepreneurs' mental health.

REVIEW OF LITERATURE

According to a study by Ravi Kumar, T. (2014) among women IT professionals in Bangalore, emotional intelligence has a major influence on work-life balance.

Work involvement is characterized by vigor, devotion, and absorption, according to Chaufeli et al. (2002). Engagement for female entrepreneurs typically depends on their capacity to balance personal and professional obligations at the same time. In cases where studies show that Policies that promote work-life balance, like flexible scheduling, parental leave, and mental health assistance, are successful in lowering stress levels and boosting output (Ashouri & Mirhosseini, 2024).

According to a study by Balaji, R. (2014), it is crucial to research the challenges that women face in their careers because they will be managing their families at the same time, and they face significantly more stress and pressure from their jobs than males do. job management, child care, and housekeeping.

EI improved women employees' psychological health and work-life balance, according to a different study by Singh and Kaur (2019).

The results of Channar's study. According to Z et al. (2011), women experience more discrimination in the private sector than in the public sector. It shown how gender discrimination lowers the degree of dedication, excitement, drive, and satisfaction of employees and makes them feel more stressed.

METHODOLOGY

Using a snowball sampling technique, 80 women entrepreneurs from various industries in Rajasthan between the ages of 25 and 40 participated in this cross-sectional social study.

Data gathering device

A self-administered questionnaire is one in which the respondent fills it out on their own. Because it is easy to administer and reasonably priced, this kind of questionnaire is frequently utilized in research. A self-administered questionnaire was created specifically for this study in order to gather data on the following variables: i) Sociodemographic profile: This comprised factors including income, marital status, age, and education. ii) Work-life balance model: This included factors like workload, the frequency of missing personal life events, and family obligations; iii) Workplace mental health: This included factors like stress, discomfort at work, gender discrimination, and help-seeking behavior.

Entrepreneurial Stress: A questionnaire modified from the previously validated scale was used to measure this. A 5-point Likert scale (1 = strongly disagree, 5 = strongly agree) is used to score the scale's twenty items. The scale assesses two distinct aspects of emotional intelligence: i) Self-awareness: The capacity to comprehend stress and how it influences our actions. ii) Self-control: The capacity to manage our stress and express ourselves in a constructive manner.

Analysis of data: The core data gathered from the chosen respondents served as the foundation for this investigation. Descriptive and inferential statistics have been used to analyze the study's data.

(Chi Square test) with programs like SPSS and Microsoft Excel. The distribution of sample traits and variables is described using descriptive statistics. Research hypotheses are tested using inferential statistics.

Ethical considerations

Every participant in this study has been informed of the study's purpose, risks, and benefits; they have also been informed that they can withdraw from the study at any time without incurring penalties; all information is collected and kept confidential; and all participants have given their informed consent. This study offers important insights into the relationship between mental well-being, work-life balance, and entrepreneurial stress among Rajasthani women entrepreneurs; the findings can be utilized to create interventions that help women workers to realize their full potential.

RESULTS AND DISCUSSION**Socio-Demographic Details of the Women Entrepreneurs (N = 80)**

Marital Status	Percentage (%)	Number of Samples
Married	56.25	45
Single	43.75	35

Marital status: Of the respondents, 43.75% were single and 56.25% were married. This suggests that most of the study's female entrepreneurs were married and juggling their obligations to their families and their businesses.

Educational Status	Percentage (%)	Number of Samples
Undergraduate	40.00	32
Postgraduate	60.00	48

40% of respondents had undergraduate degrees, while 60% had postgraduate degrees. This demonstrates that the majority of the study's female entrepreneurs have advanced degrees, which may enhance their capacity for making decisions and engaging in entrepreneurial activity.

Family Type	Percentage (%)	Number of Samples
Nuclear Family	47.50	38
Joint Family	52.50	42

Family type: Of the respondents, 52.50% were from joint families and 47.50% were from nuclear families. This shows that the joint family structure is still common and could help female entrepreneurs balance their personal and professional obligations.

Age in years	Percentage (%)	Number of Samples
25 – 30	51.25	41
31 – 40	48.75	39

Age distribution: Of the respondents, 51.25% were between the ages of 25 and 30, and 48.75% were between the ages of 31 and 40. This suggests that the majority of female entrepreneurs are in the young and middle age groups, which are thought to be active and productive stages for entrepreneurial engagement.

Overall, the findings indicate that most respondents are married, educated women business owners in joint families between the ages of 25 and 40, which may have an impact on their capacity to successfully balance work and family obligations.

Work Life Balance, Entrepreneurial Stress and Mental Well-being Assessment (N = 80)

WORK LIFE BALANCE	Percentage (%)	Number of Samples
YES	62.50	50
NO	37.50	30

WORKLOAD (N = 30)	Percentage (%)	Number of Samples
IN OFFICE	80	24
IN HOME	20	6

A pattern of work-life balance

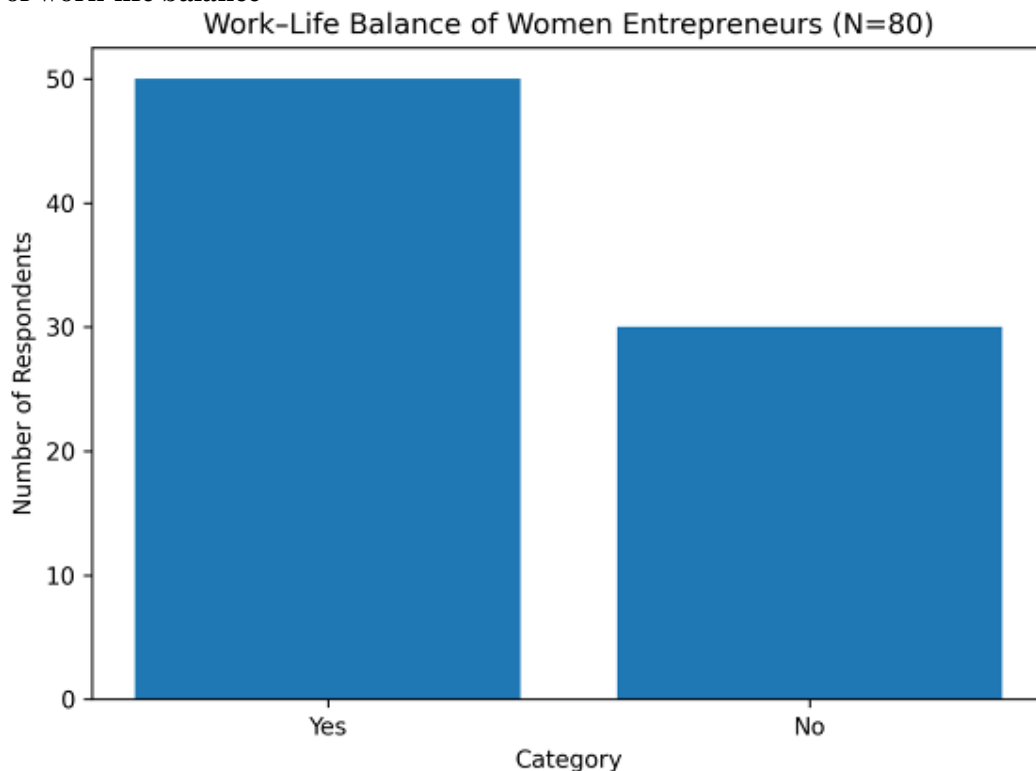


Figure 1: Work-life balance among women entrepreneurs

Work-life balance: 37.50% of respondents said they did not have a work-life balance, compared to 62.50% who said they did. Office work was the most frequent source of workload among those who did not report a work-life balance (80%), followed by work at home (20%).

PERSONAL LIFE EVENTS	Percentage (%)	Number of Samples
MISSED	56.25	45
NOT MISSED	43.75	35



Figure 2: Personal life events missed due to work commitments

Missed personal life events: Of those surveyed, 56.25% said they missed personal life events because of work obligations, while 43.75% said they didn't.

FREQUENCY OF EXPRESSING HARDSHIP IN WORK	Percentage (%)	Number of Samples
MOSTLY	45.00	36
NEVER	10.00	8
SOMETIMES	45.00	36

Workload disclosure: 45% of respondents said they frequently discussed their difficulties at work, 10% said they never did, and 45% said they only occasionally did.

SEEKING ASSISTANCE FOR WORKLOAD	Percentage (%)	Number of Samples
YES	53.75	43
NO	46.25	37

The results show that while most female entrepreneurs claimed to be able to maintain a work-life balance, a sizable percentage still have difficulty juggling their personal and professional obligations. The primary factor influencing work-life balance in women-led businesses seems to be office-related workload.

Entrepreneurial stress and mental well-being at work:

DO YOU FEEL STRESSED IN WORKPLACE	Percentage (%)	Number of Samples
YES	57.50	46
NO	42.50	34

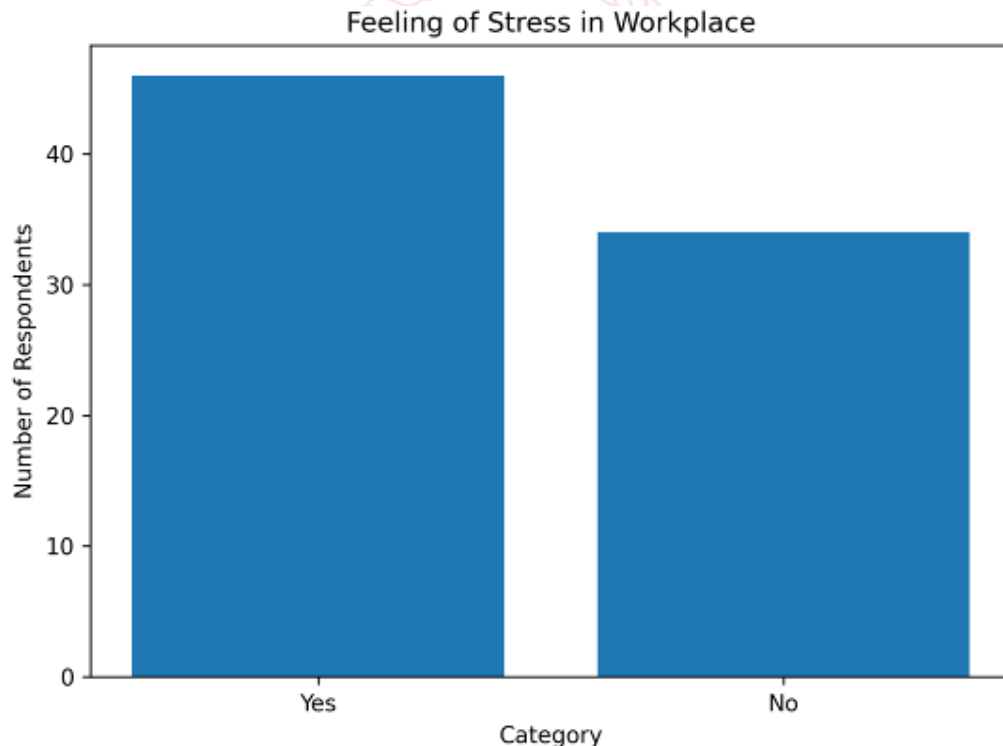


Figure 3: Stress experienced at workplace

Stress at work: Of those surveyed, 57.50% said they experienced stress at work, whereas 42.50% said they did not.

HOW OFTEN YOU FEEL STRESS IN OFFICE	Percentage (%)	Number of Samples
RARELY	72.50	58
MOSTLY	27.50	22

Frequency of stress: 72.50% of respondents reported that they rarely experience stress, whereas 27.50% reported feeling stress frequently.

EXPERIENCE OF DISCOMFORT AT WORK	Percentage (%)	Number of Samples
YES	56.25	45
NO	43.75	35

Discomfort at work: 56.25% of respondents experienced discomfort in the workplace, while 43.75% did not experience such discomfort.

HOW DO YOU TRY TO ALLEVIATE DISCOMFORT	Percentage (%)	Number of Samples
ADJUST	18.75	15
TAKE A BREAK	57.50	46
I WILL EXPRESS TO COLLEAGUES	23.75	19

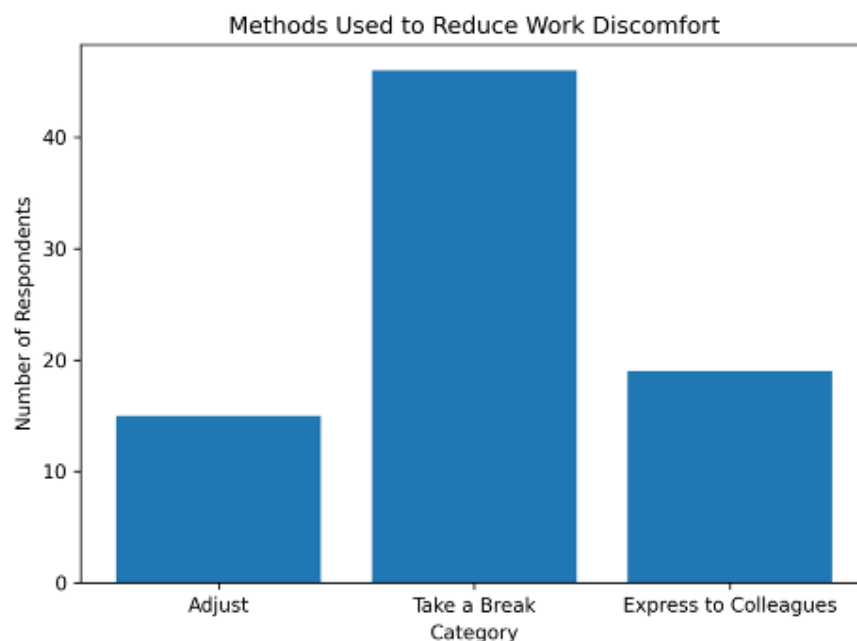


Figure 4: Coping strategies used to reduce work discomfort

Methods for reducing discomfort: 57.50% of respondents said they took a break, 23.75% said they talked to coworkers about their discomfort, and 18.75% said they changed their work schedules to deal with discomfort.

MY WORK ENVIRONMENT IS FRIENDLY	Percentage (%)	Number of Samples
AGREE	55.00	44
DISAGREE	45.00	36

Friendliness of the workplace: 55% of respondents said that their workplace is friendly, while 45% disagreed.

PREFERRED WORK STYLE	Percentage (%)	Number of Samples
OFFICE	65.00	52
WFH	35.00	28

Preferred Work Style of Women Entrepreneurs (N = 80)

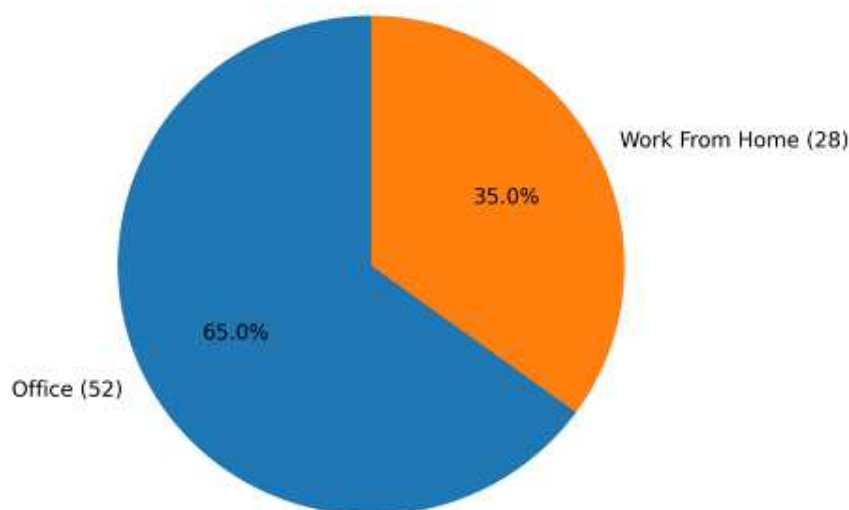


Figure 5: Preferred work style of respondents

Liked work style: 35% of respondents said they liked working from home, while 65% said they preferred working from an office.

HOW DO YOU REACT IN DIFFICULT SITUATION IN OFFICE	Percentage (%)	Number of Samples
PROFESSIONAL	72.50	58
EMOTIONAL	27.50	22

Response to challenging work circumstances: 27.50% of respondents said they reacted emotionally, whilst 72.50% said they responded professionally.

EQUAL OPPORTUNITY FOR WOMEN IN WORKPLACE	Percentage (%)	Number of Samples
YES	62.50	50
NO	37.50	30

Equal opportunity for women: 37.50% of respondents disagreed with the statement, whereas 62.50% of respondents said that women had equal opportunities at work.

HAVE YOU EXPERIENCED GENDER DISCRIMINATION IN WORKPLACE	Percentage (%)	Number of Samples
YES	35.00	28
NO	65.00	52

Gender discrimination: Of those surveyed, 35% said they had encountered gender prejudice at work, while 65% said they had not.

ENTREPRENEURIAL STRESS	Percentage (%)	Number of Samples
HIGH LEVEL	50	40
LOW LEVEL	50	40

The N = 30 are those who responded “No” to work life balance.

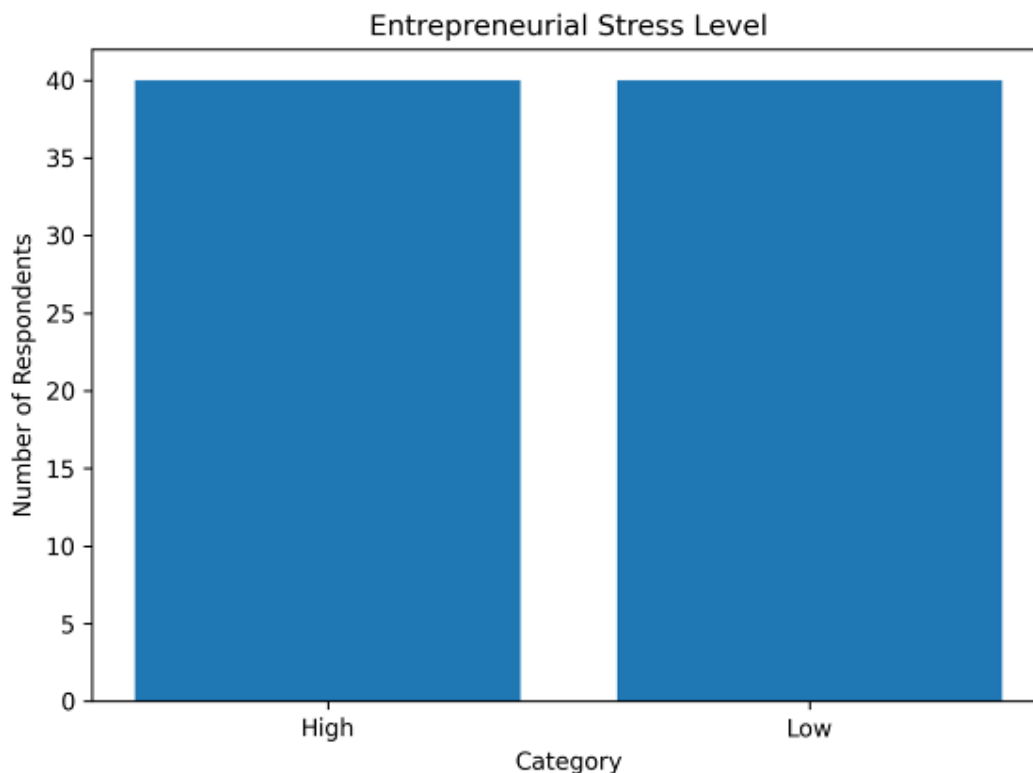


Figure 6: Entrepreneurial stress level among respondents

Entrepreneurial stress: 50% of respondents said they had high levels of stress, and the other 50% said they experienced low levels.

Work-Life Balance and Entrepreneurial Stress Among Women Entrepreneurs (

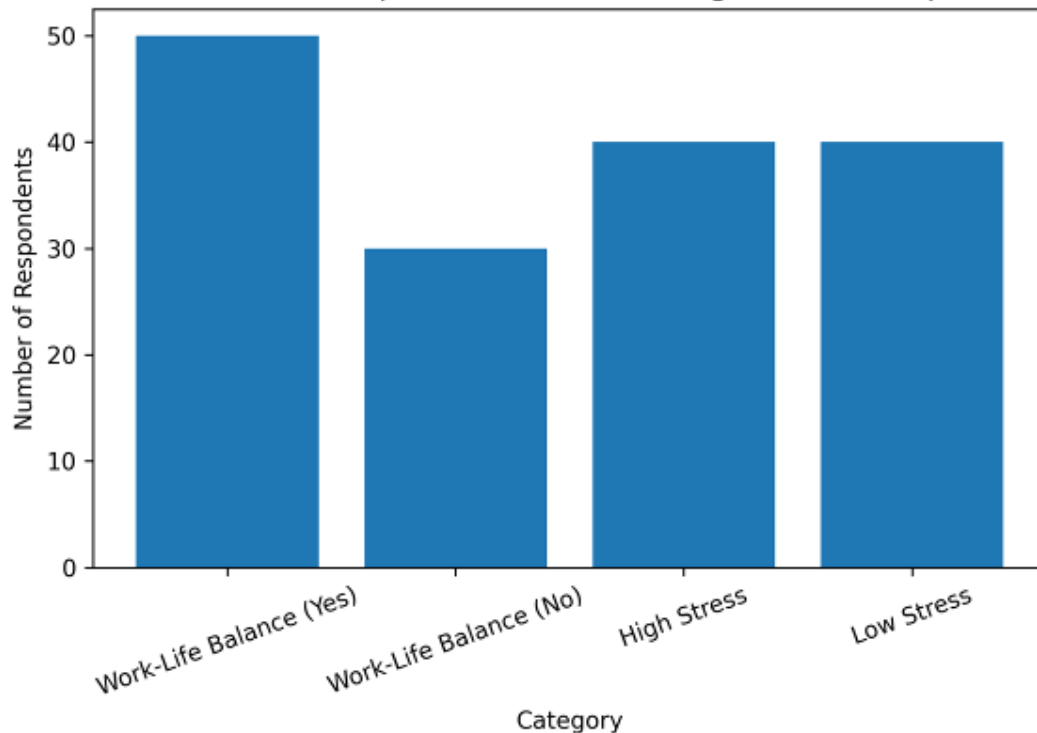


Figure 7: Relationship between work-life balance and entrepreneurial stress

Overall, the findings indicate that a sizable percentage of respondents are nevertheless impacted by workplace difficulties and entrepreneurial stress, even though the majority of female entrepreneurs maintain a respectable degree of work-life balance. The results emphasize how crucial it is for women entrepreneurs to have supportive work settings and useful coping strategies in order to improve their mental health.

Conclusion

The current study looked at how work-life balance affected women-led businesses' mental health and entrepreneurial stress. The results show that most female entrepreneurs make an effort to manage their personal and professional obligations, yet a sizable percentage still face difficulties with workload, stress, and discomfort at work.

The findings show that although many respondents claimed to have a work-life balance, a sizable portion also reported experiencing entrepreneurial stress as a result of obligations and demands at work. Work obligations were found to have an impact on personal life events, highlighting the difficult task faced by female entrepreneurs in juggling their obligations to their families and businesses.

Additionally, a number of respondents reported experiencing stress and discomfort at work, underscoring the importance of supportive work environments and practical coping mechanisms. The study also discovered that a large number of respondents favor an organized workplace and use professional methods to deal with challenging circumstances, which improves stress management and general wellbeing.

Overall, the results point to the importance of preserving a good work-life balance in lowering entrepreneurial stress and enhancing women entrepreneurs' mental health. Encouraging flexible work schedules, supportive company policies, and stress-reduction techniques can help female entrepreneurs perform better professionally and be happier.

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