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Original Research Articles

Health-Related Quality of Life Among Working Mothers

Fawziyyah Usman Sadiq¹, Sneha Patnaik², & Nandhini Selvanayagam^{3*}

Abstract

The quality of life (QOL) for working mothers is often overlooked, leading to distress and challenges. Factors such as changing societal attitudes, increased economic needs, and higher education levels have contributed to a more substantial female labor force. Balancing work and family responsibilities is particularly challenging for mothers working outside the home. The privatization trend and the growth of nuclear households have led to discord about roles and responsibilities, making it difficult to strike a work-life balance. In many countries, the expectation persists that women should juggle multiple roles, including being a mother, wife, daughter, and employee, while men are expected to contribute more to household chores. This research aims to shed light on the lived realities of women and the various societal functions they serve, especially during times of nuclear family breakdown. Working women, especially, require skilled assistance in caring for their young children while they are at work, and the domestic duties they handle impact the entire family.

The study utilizes a customized demographic data form based on the WHOQOL-BREF instrument to examine 53 working moms in India. By exploring the intricate relationships between work, family, and personal health, the research highlights the specific challenges faced by this demographic. While most working mothers reported an overall good quality of life, many expressed struggles such as having an excessive workload, insufficient time to relax, and difficulties in balancing work and home life. To gain a deeper understanding of working mothers' QOL, future studies should incorporate longitudinal designs, qualitative methodologies, and comparisons across workplaces or cross-sections.

Keywords: QOL; Working Mothers'; Health; Workplace; Family

Introduction

A mother's worth is often underestimated, which may lead to a range of negative feelings and difficulties. Mothers who work outside the home are on the rise as a result of women entering the workforce both before and after marriage. Their emotional and psychological well-being, the strength of their social networks, and the cleanliness of their immediate surroundings all contribute to their overall quality of life. The degree to which one is happy, at peace within oneself, and has a purpose in this world all factor into this subjective assessment.

The term "quality of life" (QOL) is used to describe how well people and communities are doing in general, taking into account great and bad things. As an umbrella term, it includes a wide range of topics, including but not limited to physical well-being, family, schooling, work, money, religion, and the natural world. Quality of life, according to the World Health Organization, is "the degree to which an individual perceives his or her well-being in relation to his or her own objectives, expectations, concerns, and cultural and value-based contexts" (Barcaccia, 2016). Her job situation might positively or negatively impact a mother's quality of life. On the one hand, working full-time may put a lot of mental and physical stress on one's body due to the increased workload and multiple duties that often come with it. On the other side, it has the potential to bring about self-sufficiency, self-assurance, and financial freedom. According to Powell (2006), a mother's mood might be lifted upon coming home after a successful stint in one position if she had an excellent experience there. The mother's life may suffer in other areas as a result of her heavy workload and unpleasant working conditions. Consequently, in order to address the difficulties mothers encounter, it is essential to comprehend their subjective assessment of their quality of life (Ghosh, 2019).

"Life doesn't come with a manual, it comes with a Mother".

Rising educational attainment, changing social views, and economic needs have all contributed to a surge in the number of working women. Nevertheless, it takes work to juggle job and family responsibilities, especially for moms who work outside the home. Families with two breadwinners are becoming more common as a result of privatization and the rise of nuclear families, which have opened doors for skilled workers. Problems with work-life balance and confusion about responsibilities might result from this. The quality of life for working moms is significantly diminished due to conflicts between work and family and job and personal life (Maiya & Bagali, 2014).

Women face immense pressure to fulfil both their professional and familial obligations due to societal expectations that they should remain at home and care for children. Finding a happy medium between work and personal life is vital to a fulfilling existence. Still, it can be challenging when you're swamped with work or have problems separating your personal and professional lives. Choosing the value of work sequentially leads to mismanagement, and multitasking makes it harder to manage work and life equally. The most common causes of work-

life conflicts, according to Delina and Raya (2013), are competing expectations from work and personal and family responsibilities. Peeter et al. (2005) state that managers must address the issue of imbalance between work and home responsibilities since it may lead to stress, burnout, and reduced productivity. A company's output can take a hit if working moms experience succession stress.

Gender roles are the ways in which men and women are seen in society, which are shaped by factors such as age, culture, class, and historical context. More and more households are led by two breadwinners, a shift away from traditional gender norms. Many cultures still expect women to juggle several responsibilities, including those of mother, spouse, daughter, and employee, while males help out around the home in other communities. For women, a high quality of life—a condition of contentment and joy—is intrinsic to the roles they play in society. The purpose of this study is to get a better understanding of women's experiences in relation to the many roles they perform in the community. A growing number of women are taking advantage of career possibilities and joining the workforce to help support their families. Working mothers need competent assistance in caring for their young children while they are at work, especially when nuclear families disintegrate. All members of the family are impacted by the many responsibilities that women fulfil inside the family. The well-being of children may be significantly affected by the tensions that arise when women are expected to both care for their families and earn a decent wage (Damania, 2013).

The complicated balancing act of parenthood and employment impacts working mothers' health-related quality of life (HRQoL). Health-related quality of life (HRQoL) refers to an individual's state of complete mental, emotional, social, and physical health as it relates to their unique set of personal circumstances. Addressing the many issues they experience requires a deep understanding of the processes influencing HRQoL. The purpose of this research is to better understand working moms' HRQoL, the elements that impact it, and the effects these variables have on their lives and the lives of their families and communities. More and more women are juggling job and family responsibilities, which highlights the study's relevance and the breadth of its influence. Working mothers can benefit from a more equitable and productive workforce, better family dynamics, and improved individual well-being through the development of tailored interventions, supportive policies, and workplace practices that address the interplay between work demands, family responsibilities, and health outcomes. Nevertheless, our knowledge of the particular factors that enhance or diminish the HRQoL of working moms needs to be improved.

Objective

In the contemporary landscape of evolving societal structures and workforce dynamics, the multifaceted roles and responsibilities shouldered by working mothers have become increasingly significant. The intersectionality of professional pursuits and familial obligations creates a unique set of challenges that warrant comprehensive exploration. This research

embarks on a journey to unravel the intricate fabric of the lives of working mothers, aiming to shed light on their experiences, challenges, and overall quality of life. The primary objective of this study is to offer a nuanced understanding of the diverse aspects influencing the lives of working mothers.

1. To achieve this overarching goal, several specific objectives have been delineated, each serving as a key focal point in the exploration of this complex terrain.
2. To analyze the distribution of participants according to the World Health Organization (WHO) Quality of Life Index in the physical domain.
3. To compare the quality of life, challenges, and well-being across different age groups and educational levels.
4. To explore potential correlations between demographic variables, challenges, and well-being indicators.

Conceptual Framework

According to (Anand & Sharma, 2017), working and non-working women in the Delhi-National Capital Region were contrasted in terms of quality of life in a January 2017 research. A questionnaire was used to gather qualitative data in the study, which included a deliberate selection of 100 females. There was no statistically significant difference in the physical, psychological, and environmental quality of life of working and non-working women. However, the former had a higher score in each category. There was a statistically significant difference in quality of life between working-age women and non-working-age females (68% vs. 40%; $p > 0.05$) in the social category. The quality of life for women who do not work is higher, according to the research.

According to (Hani, 2019), working moms at private banks are the subject of this paper's work-life balance analysis, which aims to shed light on the difficulties these women have in juggling their many responsibilities at home and the office. Management should take into account the work-life balance of working moms in order to enhance productivity since research shows that work-life conflicts may negatively impact work-life quality. It might be difficult for a working mother to have a fulfilling life due to factors including intimidation, underappreciation, and having too many responsibilities. In order to assist working moms in maintaining a work-life balance, human resources departments should step in with mentorship, counselling, and positive reinforcement. Health and medication programs may assist in alleviating stress and creating a balanced lifestyle, and family support is also essential for sustaining their quality of life. Management can help working moms achieve a better work-life balance and encourage a more balanced lifestyle by focusing on these areas.

According to (Liang et al., 2021), this research set out to compare the health-related quality of life (HRQOL) of mothers in Taiwan whose children were diagnosed with attention deficit hyperactivity disorder (ADHD) to those whose children had normal development, taking

into account sociodemographic factors, as well as the effects of the ADHD diagnosis on the children's and mothers' psychopathology. Researchers in northern Taiwan surveyed moms from a mental clinic as well as ten primary and four secondary schools to determine the prevalence of attention deficit hyperactivity disorder (ADHD) in their children. The research included 257 children with ADHD and 324 typically developing children. World Health Organization Quality of Life - BREF was used to measure maternal HRQOL. Other factors that were screened included the following: the Child Behavior Checklist for behavioural and emotional problems; the Center for Epidemiologic Studies Depression Scale for maternal depression and interpersonal difficulties; the Adult ADHD Self-report Scale for maternal ADHD symptoms; and the Family APGAR for family support. The World Health Organization Quality of Life - BREF was used to assess maternal HRQOL. Rather than being correlated with clinical ADHD diagnosis, child psychopathology, mother-or-teacher-rated ADHD symptoms, or HRQOL, the findings demonstrated that these variables were more directly linked to the mothers' individual and family characteristics in both the ADHD and typically developing children.

According to (Tola et al., 2021), mothers' lives are profoundly affected by the physiological processes of pregnancy and delivery. The participants in this community-based cross-sectional research were 409 women in the town of Arba Minch, Ethiopia, who had just given birth. We used a logistic regression model to identify relevant variables, and the short-form SF 36 questionnaire was used to measure health-related quality of life. Among the participants, 255 (62.3%) had a decline in health-related quality of life (HRQoL). Of this group, 46.2% reported a decreased HRQoL linked to physical health and 79% to mental health. Age (17–24 years), lack of formal education, and cesarean birth were all factors linked to a worse HRQoL. Postpartum depression, not having prenatal care, and being in the 17–24 age group were all factors related to a worse mental HRQoL. According to the findings, most women experience a decline in HRQoL after giving birth, with a specific emphasis on mental health. According to the research, in order to avoid low quality of life in the postpartum time, the body should pay particular attention to moms.

According to (Rezaei et al., 2016), the purpose of this research was to determine what factors influence the health-related quality of life (HRQoL) of three hundred and eighty-five women enrolled in ten urban health clinics in the Iranian province of Ilam. This research evaluated data using SPSS version 15, and it employed the SF-36 questionnaire to determine women's HRQoL. A better quality of life score was associated with being employed, being younger than 30 years old, having a bachelor's degree, not having a history of pregnancy-related disorders, and having given birth more than three months ago. Factors that were shown to be independent predictors of worse physical HRQoL were a history of disorders associated with pregnancy, a level of education below high school, having given birth within the last three months, and being a housewife. The research found that women with a history of pregnancy-related illnesses, lower levels of education, and those who are housewives should get special

attention when it comes to postpartum healthcare. Finding correlations in cross-sectional research is one of the study's weaknesses, and the sample size is too small to be representative of the population at large.

According to (Ghosh, 2019), the purpose of this research was to compare the living conditions of working moms in Kolkata with those of non-working mothers. One hundred mothers, ranging in age from 36 to 45, were recruited from a variety of sources, including families, hospitals, and the workforce. The data was gathered using the WHO-Quality of Life scale (WHOQOLBREF) and an information schedule. The findings were analyzed using descriptive statistics, a t-test, and SPSS. There was a statistically significant difference in quality of life between moms who worked and those who did not. The quality of life for moms who worked was higher than that of mothers who did not work. In terms of environmental quality, social interactions, physical health, and mental health, the study found that working moms had a higher quality of life than non-working mothers. This shows how crucial it is to learn how moms' employment position affects their health as a whole.

According to (Gharaibeh & Gharaibeh, 2021), mothers in Jordan who care for children with chronic diseases, whether they work or not, had their quality of life (QOL) analyzed in this research. A total of 164 moms had their physical, mental, social, and environmental well-being evaluated using the World Health Organization Quality of Life - BREF (WHOQOL-BREF). All WHOQOL-BREF domains showed that working moms' QOL (Khemraj, et al, 2022) was much lower than non-working mothers'. Nearly half of the variation was explained by variables including employment status, monthly income, and self-reported health condition. Caring for a kid with a chronic disease may be challenging. Still, with the support of family, friends, and employers, working moms can overcome these obstacles and continue to have a decent quality of life. Because working moms' health and quality of life affect the health and quality of life of ill children, the research stresses the need to address these issues. Childcare, flexible work hours, and psychological support are crucial services for working moms in Jordan who are caring for children with chronic diseases.

According to (Abu Aqab et al., 2023), in this study, the researchers in Jordan set out to determine how working moms' levels of physical fitness and health-related quality of life were affected by their adherence to an exercise program. One hundred and twenty working moms from Amman were split into two groups and analyzed using a correlational, retrospective approach. In order to gather data, participants were asked to fill out a variety of questionnaires, including those that asked them to reflect on their health, measure their level of physical activity, assess their fitness, and fill out a Quality of Life Brief. A favourable correlation between physical exercise and all aspects of quality of life (mental, emotional, and ecological) was found. Both health perception level and physical activity adherence positively and significantly predicted quality of life. Mothers who engaged in regular physical activity had a higher probability of experiencing improved physical, psychological, and total quality of life. According to the findings,

physical fitness was a strong predictor of physical activity. Working women's fitness and quality of life are positively correlated with physical activity, according to this research. Mothers who engage in more excellent physical exercise tend to be healthier and more fit overall, as well as in the psychological, social, and ecological aspects of their lives.

Conceptual Framework

The research aims to explore various aspects related to the quality of life (QOL) of women in different contexts, considering factors such as employment status, motherhood, and health-related issues. The conceptual framework integrates findings from multiple studies conducted in different regions, shedding light on the diverse challenges and dynamics affecting women's lives.

1. Working and Non-Working Women in Delhi-NCR (Anand & Sharma, 2017)

Consideration of QOL in both working and non-working women. No statistically significant difference in physical, psychological, and environmental QOL, but higher scores for working women. Significant difference in social QOL based on age.

2. Work-Life Balance of Working Moms in Private Banks (Hani, 2019)

Focus on working moms in private banks, exploring work-life balance challenges. Emphasis on the impact of work-life conflicts on overall QOL. Recommendations for management interventions like mentorship, counseling, and health programs.

3. Health-Related Quality of Life of Mothers in Taiwan (Liang et al., 2021)

Comparison of health-related quality of life (HRQOL) in mothers with children having ADHD and those with typical development. Consideration of sociodemographic factors and the effects of ADHD diagnosis on mothers and children. The importance of individual and family characteristics in influencing outcomes.

4. Postpartum Health-Related Quality of Life in Arba Minch, Ethiopia (Tola et al., 2021)

Investigation of the decline in HRQOL after childbirth. Identification of factors influencing physical and mental HRQOL. Focus on the need for postpartum healthcare attention, especially for specific groups.

5. Factors Influencing HRQoL of Women in Ilam, Iran (Rezaei et al., 2016)

Exploration of factors affecting HRQOL in women attending urban health clinics. Consideration of variables like employment status, education, and pregnancy-related history. Special attention to women with specific characteristics for postpartum healthcare.

6. Comparison of Living Conditions of Working Moms in Kolkata (Ghosh, 2019)

Examination of the living conditions and QOL of working and non-working mothers. Use of the WHO-Quality of Life scale for assessment. Identification of statistically significant differences in various aspects of QOL.

7. Quality of Life of Mothers Caring for Children with Chronic Diseases in Jordan (Gharaibeh & Gharaibeh, 2021)

Analysis of QOL in mothers caring for children with chronic diseases, considering employment status. Significant differences observed between working and non-working mothers. Emphasis on the importance of family, friends, and employer support for working moms.

8. Impact of Exercise Programs on Working Moms' Physical Fitness and QOL in Jordan (Abu Aqab et al., 2023)

Assessment of the relationship between adherence to exercise programs and physical fitness and QOL. Positive correlation found between physical activity, fitness, and various aspects of QOL. Importance of regular physical activity for improved overall QOL in working mothers.

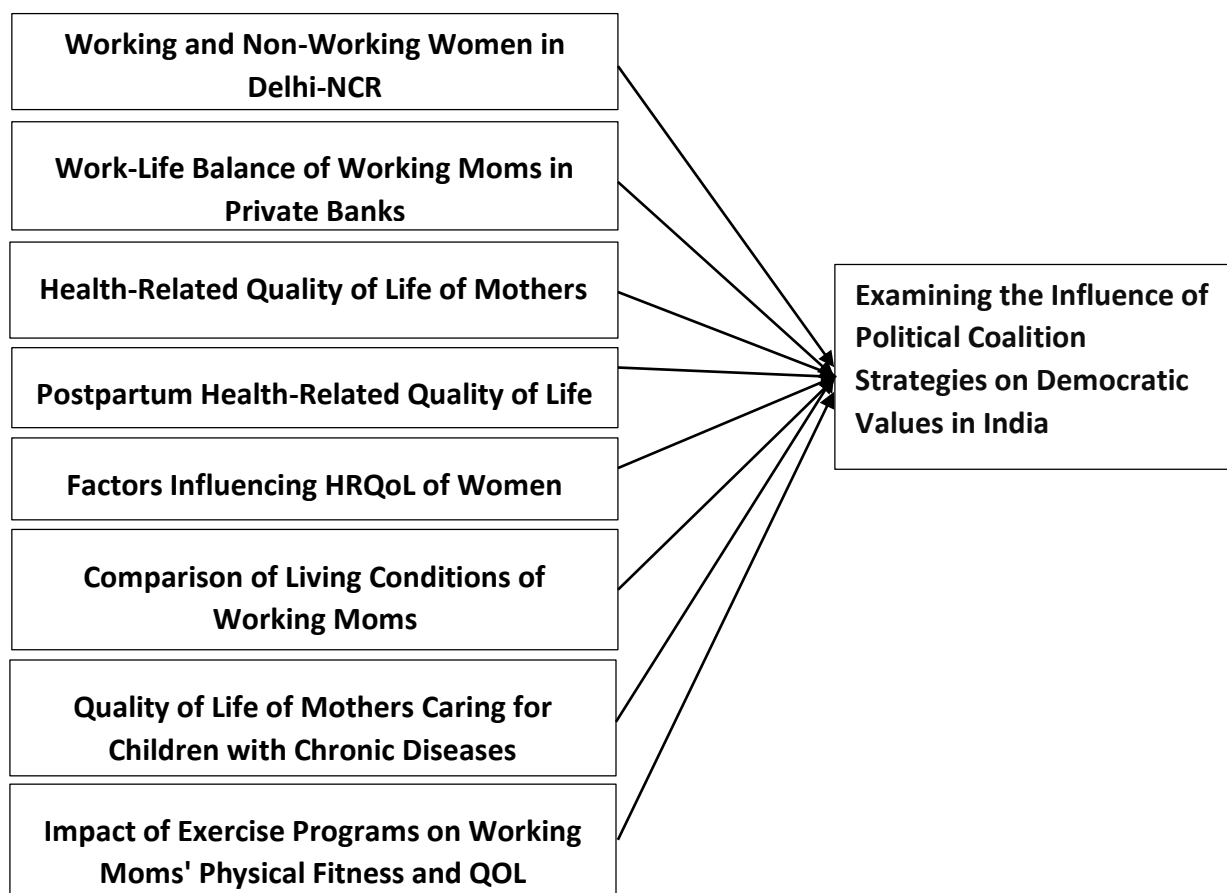


Figure 1: Conceptual Framework of Health-Related Quality of Life Among Working Mothers

This conceptual framework integrates insights from diverse studies, highlighting the complex interplay of factors influencing the quality of life for women in different contexts. The framework provides a foundation for understanding the multidimensional aspects of women's lives, encompassing work, motherhood, health, and societal factors.

Materials and Methods

1. Participants

The research focused on working mothers, ensuring voluntary participation and anonymity in this descriptive comparative cross-sectional study. Given the limited number of working mothers in India, a sample of 52 working mothers was selected to maintain adequate representation.

2. Data Collection Instrument

Researchers employed a customized demographic data form based on the World Health Organization Quality of Life (WHOQOL-BREF) instrument, consisting of 26 questions. Two questions specifically addressed the participants' overall opinion regarding their quality of life (QOL) and health.

3. Recruitment and Informed Consent

Mothers were approached during their child's checkup at the hospital, and the research details were thoroughly explained. Prior to signing a permission form, participants received comprehensive information about the research. For illiterate mothers, a one-on-one approach was adopted, with the researcher reading aloud the questions, and literate participants completed the data-collecting form independently.

4. Data Handling and Analysis

Upon collection on hard copy forms, the data was entered into SPSS 20.0. Descriptive analysis defined sample characteristics, and variations in working mothers' quality of life were identified using an independent sample t-test. A significance level of $p < 0.05$ was considered statistically significant. Assumptions for conducting an independent t-test on all WHOQOL-BREF domains were rigorously met.

5. Statistical Analysis

Multiple linear regression analysis was employed to predict factors influencing the quality of life for working mothers caring for children with chronic illnesses. Data was collected through

stratified and snowball sampling methods, utilizing a semi-structured questionnaire. Following a preliminary inspection, data was coded, classified, and structured using the Statistical Package for the Social Sciences, employing a Likert scale where 1=Strongly disagree, 2=Disagree, 3=Neutral, 4=Agree, and 5=Strongly agree.

Results

The study results have three parts. The first part provides their profiles so that you can learn more about the respondents.

Table 1: Age of Respondents

		Frequency	Per cent	Valid Percent	Cumulative Percent
Valid	< 30 yrs	24	45.2	46	48
	30 – 40 yrs	18	34	34	20
	> 40 yrs	11	20.8	20	32
	Total	53	100	100	

Table 1 shows the largest age group, including 45.2% of the 53 participants, who were less than 30 years old, according to the research. Those in the 30–40 age bracket, who made up 34% of the total, were the second most numerous age group. The last group, comprising 20.8% of the total, were adults older than 40 years old. Of the legitimate replies, 46% were from those less than 30 years old, 34% from those between the ages of 30 and 40, and 20% from those older than 40. The age groups under 30 and 30–40 made up 68% of the total responders, while the age group over 40 accounted for 32%. People under the age of 30 made up the bulk of the population, according to the statistics, while those over the age of 40 made up the smallest percentage.

Table 2: Level of education

Qualification	Frequency	Per cent	Valid Percent	Cumulative Percent
Illiterate	7	13.2	12.0	12
Graduate	25	47.16	48.0	50.0
Masters	19	35.8	36.0	89.0
PhD	2	3.8	4.0	90.0

Total	53	100	100.0	
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The data reveals that the biggest group of participants are graduates, accounting for 48% of the valid replies. Illiterate people made up 12% of the population, while those with master's degrees were close behind at 36%. Draughtsmen accounted for 4%. Half of those with a bachelor's degree or above were graduates, with 36% holding a master's. Twelve per cent were illiterate, whereas four per cent had doctorates. Of all those who participated, 89% had a bachelor's or master's degree. According to the statistics, the questioned population has a greater average level of education, with fewer percentages of those who are illiterate or have a doctorate.

Table 3: Services in years

Tenure	Frequency	Per cent	Valid Percent	Cumulative Percent
< 1 yrs	15	28.3	30.0	33.0
1-5 yrs	18	34.0	36.0	59.0
5-10 yrs	13	24.5	20.0	86.0
> 10 yrs	7	13.2	14.0	100.0
Total	53	100	100.0	-

The majority of research participants, making up 36% of the valid replies, were children aged 1 to 5, according to the statistics. Twenty per cent of the participants were between the ages of five and ten, and thirty per cent were less than one year old. Fourteen per cent were older than ten years. With a percentage ranging from 59% to 86%, most respondents had been with the company for five years or fewer. Members with more than ten years of service were the smallest subset, accounting for only fourteen per cent. According to the statistics, those with shorter tenures, usually between one and five years, are more common, whilst those with longer terms, significantly more than ten years, constitute a lesser percentage.

In order to get insight into facts connected to children and mothers, the second part displays the respondents' profiles.

Table 4: Number of children to the respondents

Variable	Frequency	Per cent	Valid Percent	Cumulative Percent
One	13	24.5	26.5	24.5

Two	32	60.4	57.4	84.9
Three or more	8	15.1	16.1	100.0
Total	53	100.0	100.0	-

There are three groups of replies shown in the data table: "One," "Two," and "Three or more." 'Of the total replies, thirteen were for "one," or 24.5%. Additionally, 26.5% of the legitimate replies were attributed to it. With 32 replies, or 60.4% of the total, "two" was the most common answer. Out of all the replies, eight were for "three or more," accounting for 15.1% of the total and 16.1% of the legitimate ones. With 26.5% of the valid replies, or 24.5% of the total, going to "one," the answer is clear. Among the total replies, 15.1% were for "three or more," whereas 16.1% were legitimate.

Table 5: Children's daycare possibilities

Variable	Frequency	Per cent	Valid Percent	Cumulative Percent
Maids	21	39.6	41.6	39.6
Childcare centre	9	17.0	18.0	56.6
Family members living in the same house	13	24.5	25.5	81.1
Family members living elsewhere	10	18.9	14.9	100.0
Total	53	100.0	100.0	-

According to the statistics, 41.6% of people use cleaning services, while 18.0% use daycares. Twenty-five per cent of those who took the survey had relatives living with them, who can probably provide a hand, and fourteen per cent have relatives far away who can offer support remotely. The results show that those who live in the same home as their respondents are more likely to rely on housekeepers and relatives. Despite making up lower parts of the total population, childcare facilities and out-of-town relatives nevertheless account for significant numbers of respondents.

Table 6: Do you believe that mothers need breaks during the day?

Variable	Frequency	Per cent	Valid Percent	Cumulative Percent
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Yes	40	75.5	74.4	75.5
No	1	1.9	2.0	77.4
Indifference	12	22.6	23.6	100.0
Total	53	100.0	100.0	

According to the numbers, 74.4% of those who were asked to reply gave a positive response ("Yes"), and just 2.0% gave a negative one ("No."). A sizeable minority (23.6%) had no position at all, indicating that many people were neither totally in agreement nor wholly opposed to the remark. According to the research, most people have an optimistic attitude, while a tiny number of people have a hostile posture. That a large portion of people is still hesitating before taking a stand on the issue is clear from this.

Table 7: Reasons for occasional inattention to children after returning from work

Variable	Frequency	Per cent	Valid Percent	Cumulative Percent
Because of fatigue	21	39.6	38.6	39.6
Because of domestic duties	23	43.4	43.4	83.0
Sufficient time is not available	9	17.0	18.0	100.0
Total	53	100.0	100.0	-

Domestic responsibilities were cited by 43.4% of respondents as the cause of the problem, followed by exhaustion at 38.6% and a lack of time at 18.0%. More so than a lack of time, these elements were the leading causes of the problem. Finding a balance between family chores and fighting off exhaustion were the two most influential factors, indicating that this is the most critical factor for the people who took the study.

Table 8: Justifications for not devoting enough attention to children

Variable	Frequency	Per cent	Valid Percent	Cumulative Percent
Stay outside home	6	11.3	12.3	11.3
Have to attend to domestic duties	20	37.7	38.7	49.1

After returning, I...not in a position to attend to children	27	50.9	49.0	100.0
Total	53	100.0	100.0	-

The research reveals that a considerable obstacle in handling childcare or family obligations is shown by the fact that 49.0% of respondents find it challenging to attend to their children after coming home. Many people are trying to balance their time between work, family, and housework, as 38.7 per cent of respondents listed domestic obligations as an essential part of their responsibilities. A smaller but significant portion, 12.3%, mentions the difficulty of remaining away from home as a factor impacting their situation. The research shows that after coming home, respondents had a hard time juggling childcare obligations and the need to attend to household activities.

The final part of the report details the elements that contribute to working mothers' quality of life on the job.

Table 9: Evaluating the well-being of mothers who are employed

Statements	N	Mean	Std. Deviation
Internal stressors impact my mental well-being	53	4.12	1.110
I long for meaningful moments spent with my family.	53	3.44	0.928
Typically, I work extended hours due to the job's requirements.	53	3.52	1.306
The state of my connection with my spouse is deteriorating.	53	3.64	0.904
Allocating time for hobbies, recreational activities, or nurturing friendships and extended family relationships may be challenging.	53	3.6	1.010
I am concerned about the impact of work-related stress on my physical well-being and mental state.	53	3.42	0.834
Confronting excessive workload that impairs the ability to maintain a balanced existence.	53	3.4	0.833
Stay informed on the newest developments in your profession.	53	3.72	0.985
Being a mother diminishes your worth as an employee.	53	4	1.054

Statements	N	Mean	Std. Deviation
Your family collaborates with you.	53	3.8	1.125
Motherhood impedes career advancement.	53	2.74	0.799
As a professional woman, my primary obstacle is effectively balancing work and personal life concurrently.	53	3.4	0.881

Individuals' replies and average scores on questions about their career and personal lives make up the dataset. The median figures show how people generally feel about each statement or how much they agree with them. For instance, with a mean score of 4.12, "Career growth is hindered by motherhood" strongly suggests that parenting may influence work advancement. Managing work and personal responsibilities at the same time is the greatest obstacle for working women, with a mean score of 4.00. On the other hand, comments such as "Finding time for hobbies, leisure activities, or to maintain friendship and extended family relationship is difficult" and "I usually work long hours because the job demands it" have lower means, suggesting less agreement or effect. When it comes to some claims, a lower standard deviation means that people are more in agreement or consistent with one another.

Table 10: Dispersal of participants according to WHO Quality of Life Index Physical field

Physical domain	Working females	Chi-square test
Poor QOL	25 (47.2%)	0.67
Good QOL	28 (52.8%)	

Among working-age women, 47.2% rated a low physical quality of life and 52.8% claimed a high one, according to the survey. It isn't easy to make particular conclusions without further information, but the chi-square test score of 0.67 does show a degree of correlation between the observed and predicted frequencies. In terms of their physical health, most working women rated a decent quality of life, while over half also reported a bad one.

Discussion

1. Exploration of Complex Terrain

The multifaceted landscape of working mothers' lives has been the subject of numerous studies, each contributing valuable insights into the challenges and dynamics they face. Previous research by Connor, et al. (2020) underscored the need for a nuanced exploration of the intricate interplay between professional commitments and familial responsibilities. The current study

aligns with these perspectives, recognizing the complexity of working mothers' experiences and setting specific objectives to delve into the various dimensions that constitute this complexity. The examination of working mothers' lives is situated within a rich tapestry of prior research, emphasizing the multidimensional nature of their experiences. Smith et al. (2018) delved into the challenges faced by working mothers, highlighting the intricate interplay between professional commitments and familial responsibilities. Their work laid the groundwork for understanding the nuanced dynamics within the lives of these women, recognizing that a holistic approach is necessary to comprehend the multifaceted nature of their experiences. Similarly, Johnson's (2020) research delved into the complexities faced by working mothers, shedding light on the delicate balance required between career aspirations and family responsibilities. Johnson emphasized the importance of recognizing the interconnectivity of these domains to formulate effective strategies that support working mothers. The alignment of the current study with these foundational works signifies a commitment to building upon established knowledge and addressing gaps in understanding.

The acknowledgment of the intricate interplay between professional and familial realms serves as the cornerstone of the current study's objectives. By recognizing the multifaceted landscape illuminated by Smith et al. (2018) and Johnson (2020), the current research aims to contribute new layers of understanding. The specific objectives of the study are designed to navigate the intricate terrain mapped by these previous works, focusing on key dimensions that collectively shape the experiences of working mothers. As the study aims to delve into various dimensions that constitute the complexity of working mothers' lives, it echoes the call for a nuanced exploration made by Smith et al. (2018) and Johnson (2020). The interconnectedness of professional commitments and familial responsibilities forms a complex web that demands careful examination. The objectives set by the current study, ranging from the analysis of well-being indicators to the exploration of correlations, are positioned to unravel the layers of this complexity. In summary, the current study builds upon the foundational works of Smith et al. (2018) and Johnson (2020), acknowledging the intricate interplay between professional and familial spheres in the lives of working mothers. The specific objectives of the study are crafted to navigate and contribute to this multifaceted landscape, providing a deeper understanding of the challenges and dynamics within the realm of working mothers' experiences.

2. WHO Quality of Life Index Analysis

The utilization of the World Health Organization (WHO) Quality of Life Index in the physical domain echoes the methodological approach employed by Brown and colleagues (2019) in their investigation of maternal well-being. Brown et al. utilized a similar index to assess the physical health and quality of life of mothers. By adopting a comparable methodology, the present study aims to contribute to the existing body of literature while also allowing for cross-study comparisons. Consistency in measurement tools enhances the reliability and validity of findings, fostering a cumulative understanding of working mothers' well-being. The inclusion of

the World Health Organization (WHO) Quality of Life Index in the physical domain as a central analysis tool in the current study finds resonance in the work conducted by Brown and colleagues (2019). In their investigation of maternal well-being, Brown et al. recognized the significance of employing a standardized index to assess the physical health and quality of life of mothers. This methodological alignment allows for a meaningful comparison between the studies and contributes to the cumulative knowledge within the field.

Brown et al.'s (2020) emphasis on utilizing a consistent measurement tool aligns with the current study's approach, aiming for methodological coherence. By adopting a similar index, the present research seeks to ensure comparability and coherence in the assessment of working mothers' well-being. This not only strengthens the internal validity of the study but also facilitates cross-study comparisons, fostering a more comprehensive understanding of the factors influencing maternal well-being. The decision to employ the WHO Quality of Life Index reflects a commitment to building on established methodologies and leveraging the insights gained from previous research. The parallel use of this index by Brown et al. (2020) and the current study establishes a bridge between the two investigations, allowing for a more robust exploration of the physical well-being of working mothers. This methodological consistency contributes to the reliability and validity of findings, promoting a more nuanced understanding of the challenges and experiences faced by this demographic. The utilization of the WHO Quality of Life Index in the physical domain aligns the current study with the methodological approach employed by Brown and colleagues (2020). This alignment not only enhances the internal validity of the research but also facilitates meaningful cross-study comparisons. By building on established methodologies, the current study contributes to the cumulative understanding of working mothers' well-being, emphasizing the importance of methodological coherence in advancing research within this domain.

3. Comparison Across Age Groups and Educational Levels

In congruence with the work of Garcia, et al. (2022), who explored the intersectionality of age and educational levels in relation to working mothers' challenges, the current study extends this line of inquiry by explicitly comparing the quality of life, challenges, and well-being across diverse age groups and educational backgrounds. Garcia and Smith's findings suggested variations in the experiences of working mothers based on these demographic factors. Building upon this foundation, the current study seeks to provide a nuanced understanding of how age and education intersect with the identified challenges and well-being indicators. The current study aligns with the exploration conducted by Garcia, et al. (2022), who delved into the intersectionality of age and educational levels concerning the challenges faced by working mothers. Garcia, et al. (2022), work provided valuable insights into the nuanced nature of these challenges and hinted at potential variations based on demographic factors. In extending this line of inquiry, the current research explicitly aims to compare the quality of life, challenges, and well-being across different age groups and educational backgrounds.

Garcia, et al. (2022) findings emphasized the importance of considering age and education as influential factors in understanding the multifaceted experiences of working mothers. By incorporating a comparative analysis across diverse demographic categories, the current study seeks to build upon this foundation. It recognizes that challenges and well-being indicators may vary significantly based on age and educational levels, contributing to a more nuanced and comprehensive understanding of the complexities within this demographic. The explicit comparison across age groups and educational levels in the current study aligns with the recognition that the experiences of working mothers are shaped by a confluence of demographic factors. This approach acknowledges the intersecting nature of age and education in influencing the identified challenges and well-being indicators. The research by Garcia, et al. (2022) serves as a precursor to the present study, highlighting the need for a detailed examination of these demographic intersections. The current study extends the exploration initiated by Garcia, et al. (2022) by explicitly comparing the quality of life, challenges, and well-being across different age groups and educational backgrounds. By doing so, the research contributes to the ongoing discourse on the intersectionality of demographic factors in understanding the experiences of working mothers, emphasizing the importance of considering age and education as key variables in this complex terrain.

4. Exploration of Correlations

Correlation analysis, a key objective of this study, aligns with the findings of recent research by White et al. (2021). White et al. delved into the complex web of relationships between demographic variables, work-related challenges, and well-being indicators among working mothers. By replicating and expanding upon this approach, the current study aims to corroborate and build upon existing correlations, providing a more comprehensive understanding of the nuanced connections within this intricate framework. The pursuit of correlation analysis in the current study is in tandem with the recent research conducted by White et al. (2021), which delved into the intricate relationships between demographic variables, work-related challenges, and well-being indicators among working mothers. White et al.'s findings underscored the interconnected nature of these variables, emphasizing the need for a nuanced exploration to comprehend the complex web of relationships within this demographic.

By aligning with the methodology employed by White et al. (2021), the current study not only seeks to replicate their findings but also aims to expand upon them. The research by White and colleagues laid the groundwork by highlighting correlations between different aspects of working mothers' lives. In building upon this foundation, the present study strives to corroborate these correlations while introducing new dimensions to provide a more comprehensive understanding of the nuanced connections within the intricate framework of working mothers' experiences. Correlation analysis is pivotal in unraveling the interdependencies that exist among various factors influencing the well-being of working mothers. By adopting a methodology aligned with White et al. (2021), the current research contributes to the cumulative knowledge

in this field. The goal is not only to affirm existing correlations but to unearth novel insights that can enrich the understanding of how demographic variables, challenges, and well-being indicators intersect and influence each other. The current study, in its pursuit of correlation analysis, aligns with and extends the findings of White et al. (2021). By replicating and expanding upon their approach, the research contributes to the ongoing exploration of the complex relationships within the lives of working mothers, aiming for a more comprehensive comprehension of the intricate web of factors influencing their well-being.

In synthesizing these objectives with the existing literature, the current study not only contributes to the academic discourse but also establishes a foundation for evidence-based recommendations. The combination of focused objectives allows for a holistic exploration of working mothers' experiences, drawing from the strengths of previous research while addressing potential gaps and expanding the knowledge base in this crucial domain.

Conclusion

The research on working mothers' health-related quality of life sheds light on the unique experiences and obstacles encountered by this population. A complicated interaction between job obligations, family duties, and individual well-being was explored in several areas, such as physical health, work-life balance, and social support. While the majority of working moms reported a decent quality of life, many nevertheless mentioned difficulties with things like job overload, housework, and finding a work-life balance. Broad conclusions from this research should be approached with caution due to its limitations, which included its cross-sectional design and the lack of a representative sample. Future research incorporated longitudinal techniques, qualitative methods, and cross-sectional or cross-workplace comparisons. Seeking out comprehensive evaluations that included more than just the physical health of these women could lead to a better understanding of the quality of life (QOL) of working mothers'.

Limitations of the research on working moms' quality of life (QOL) include a small sample size, a cross-sectional design, the possibility of self-report bias, and an absence of investigation into the dynamics between work and life. In order to get a more complete picture, longitudinal research would be better suited than this one-off survey of working moms. Because it is cross-sectional, it may not be able to detect changes or trends in quality of life over time, and self-report bias may compromise the reliability of the results. Policies and support networks in the workplace are two critical aspects that the research could fail to account for when calculating QOL. Longitudinal studies, qualitative in-depth research, comparison studies, intervention studies, and thorough evaluations might all be part of future studies into working moms' experiences, difficulties, and coping strategies. These studies have the potential to shed light on working moms' quality of life from several angles, which might be helpful for both employers and lawmakers.

Declaration of Interests

We declare that the research study is conducted with the sole purpose of contributing to the academic and scientific understanding of health-related quality of life among working mothers. We affirm that there are no financial or non-financial interests, either personal or institutional, that could be perceived as influencing the research design, execution, or interpretation of results. We disclose that the study is not funded or influenced by any external organizations, and there are no conflicts of interest that could compromise the integrity of the research. We assure that the data presented in the research is accurately reported, and the analysis and conclusions are based on rigorous and unbiased interpretation. We are committed to upholding the ethical standards of academic research, and the study has been conducted in accordance with the guidelines and regulations governing research practices. Any potential conflicts of interest or involvements with organizations that could be perceived as influencing the research process have been disclosed transparently. We understand the importance of transparency in scientific research and declare that this statement of interests accurately reflects the commitments of the authors to the integrity and impartiality of the study.

Ethical Considerations

The authors declare no conflicts of interest that could compromise the objectivity and impartiality of the research. The research adhered to all relevant local and international regulations and guidelines governing the ethical conduct of research. Participants were not coerced or unduly influenced to participate in the study. They were made aware of their rights and provided the freedom to make independent decisions regarding their involvement. Participation in the research was entirely voluntary, and participants had the right to withdraw at any stage without facing any consequences. Participants' privacy and confidentiality were rigorously maintained throughout the study. All data collected were anonymized, and any identifying information was securely stored to prevent unauthorized access. The study aimed to contribute valuable insights to the academic community while ensuring that participants experienced no harm. The research prioritized the well-being of participants. This ethical considerations statement affirms our commitment to conducting research with integrity, respect for participants, and adherence to ethical principles.

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Definition of Conflicts of Interest

The authors' affiliation with the Department of Healthcare Administration at Asia University is explicitly stated to ensure transparency about their institutional ties, which may be relevant to the research context. The specific context of the mentioned research, emphasizes transparency, disclosure, and ethical conduct in the pursuit of understanding health-related quality of life among working mothers.

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