Chapter 2
Review of Literature

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Review of relevant literature is a critical step in research. It aids in refining the research problem, articulating the research gap, choosing appropriate research methodologies and interpreting the distinct contribution of previous research work. In this chapter, an effort is made to review a wide spectrum of research carried out by various research scholars in the area of work-life balance. The available studies are carefully reviewed and their contribution is presented with respect to their significance to the present study.

The chapter is divided into two parts, first part includes the literature review and the second part includes the hypotheses that are framed based on the review of literature. Literature review is further organised into various themes and sub-themes. The theoretical frame work in the previous chapter, had reviewed the literature related to the concept and measurement of the directionality and dimensionality of the work-life balance construct to a certain extent. Moving forward, literature review is therefore, classified into five primary research themes namely work-life balance and work antecedents, work-life balance and life antecedents, work-life balance and gender differences, work-life balance and cultural differences and work-life balance in the Indian context.

### 2.1. Work-life Balance and Work Antecedents

Work domain antecedents are theorised as being related to work-life interference and enhancement. The work domain variables like work schedule, work load, role stress, development, reward system, social support and commuting have been studied under this section.

#### 2.1.1. Work Schedule

Previous research has found that work schedule impacts work-life balance. Based on a comparative social survey data of 23 countries of Europe, Steiber (2009) investigated
the factors that cause perception about negative spillover from work to life. The results established that long working hours and unpredictable hours augmented work to life interference. The time based conflict caused by working hours led to strain based conflict i.e., individual felt too drained to accomplish other non-work demands. Further, it has been found that extreme work hours harm individual’s psychological and physiological well-being and disrupted personal life relationships (Cartwright, 2000; Sparks et al., 1997).

2.1.2. Work Load

Work overload is an individual’s perception about having several tasks that need to be completed which are in excess of the available time and resources. A cross-cultural study by Hill et al., (2004) using IBM survey responses from 48 countries having a sample size of 25,380, found job workload to be strongly and positively related to work-life conflict across all the countries. On similar lines, Pocock (2003) established that work intensification exhausted individuals mentally and physically on account of which they were unable to fulfill personal life demands.

2.1.3. Reward System

Reward system includes both monetary and non-monetary compensation received by an individual. Saltzstein et al. (2001) investigated the relationship between work and family demands, family friendly policies and satisfaction with work-life balance. The study based on the data of U.S. federal government employees’ survey found that rewards received at work especially monetary were vital in improving job satisfaction and thus improving work-life balance. According to Hochschild (1997), high incomes facilitate subcontracting of household chores thereby leading to work-life enhancement.
2.1.4. Social Support

Social support in work domain is the extent to which individual receives practical, informational and emotional interpersonal support from superiors and colleagues. Several research studies have established a positive relationship between superior and colleague’s support and work-life enhancement (Frone et al., 1997; Glass & Estes, 1997). An empirical study conducted on 207 health workers, Warner and Hausdorf (2009) examined the direct and indirect relationship between organisation and supervisor’s support for work-life issues. The results of the study proved a complex relationship between the variables and that social support had a significant impact on reducing work-life conflict.

2.1.5. Role Stress

Role stress comprises of stressors like role conflict and ambiguity. Incompatibility between work roles and lack of clarity within a work role intensifies work pressure. Parasuraman et al. (1992) studied 119 dual-career partners to examine the relationship between both work and family role stressors and experience of conflict. The findings of the study depicted that work role stressor had negative impact on job-satisfaction and positive impact on work-family conflict.

2.1.6. Development

Development in work domain consists of the opportunity for growth and advancement and the prospect of using and enhancing skills. Scope for development in the job motivates individuals and results in work to life enhancement. Darcy et al. (2012) studied a sample of 729 employees of 15 organisations in Ireland to explore the work-life balance predictors in relation to various stages of career development. The findings
of the study indicate that irrespective of the stage of career development, development opportunities enhanced work-life balance of employees.

### 2.1.7 Commuting

Commuting refers to the time spent in travelling back and forth between work place and home. Long distances and traffic congestions increase the time spent in commuting. According to Messenger (2004), increasing commuting time is an important factor that has contributed in escalating work-life conflict.

### 2.2. Work-life Balance and Life Antecedents

Life domain antecedents are theorized as being related to life-work interference and enhancement. The life domain variables examined in this study are Household Responsibility, Care Responsibility, Domestic Help, Partner/Parent Support, Extended Family and Leisure Activities.

#### 2.2.1 Household Responsibility

Household responsibility includes both routine tasks of cleaning and cooking and general household maintenance. Bohen and Viveros-Long (1981) conducted an in-depth case study of employees of two diverse federal agencies and found that accountability for household chores was a noteworthy cause of life-work interference.
2.2.2. Care Responsibility

Care responsibility includes both elder care and child care responsibilities in the life domain. Care responsibility has proved to be negatively associated with work-life balance. According to Kinnunen and Mauno (1998), having child care responsibility and that too of young children increased parental overload resulting in life-work interference. The findings of the study were drawn from a sample of 501 men and women employees working in four organisations in Finland. Apart from the presence of children, even the number of children is an important influencer. According to a study by Grandey and Cropanzano (1999) using time-lagged research design with two stages of data collection, it was found that number of children in the household amplified life-work interference.

Furthermore, elder care is another important element of care responsibility. Hoskins (1996) who looked at the responses of the care givers and reviewed elder care policies found that with increased life expectancy, the elder care responsibility had increased thus, adding to the life-work interference of the care-givers who were employed.

2.2.3. Domestic Help

Rise in family income and dual career couples has resulted in outsourcing of routine household tasks of cleaning and cooking. De Ruijter and Van der Lippe (2007) examined a sample of 795 Dutch couples to explore the influence of job features on the decision of outsourcing of domestic tasks. The results depicted that hiring of domestic help reduced the burden of household tasks and hence was a source of life-work enhancement.
2.2.4. Extended Family Support

Extended family is another source of support in life domains, this form of support however, is observed to be culture specific. In a study conducted by Aycan and Eskin (2005) it was found that in collectivist cultures extended family members like grandparents and relatives helped working family members in fulfilling household tasks and care responsibilities. The study was based on 434 dual-earner families with minimum one pre-school child in Turkey. This form of support system was found to be rare in industrial countries drawing on individualist culture. Heymann (2000) who reviewed United States approach to care-giving found that very few working couples were getting infrequent support from extended family while majority reported no such support from their extended families.

2.2.5. Partner /Parent Support

Previous research has found social support received from partner/parent as a vital antecedent of work-life balance (Greenhaus & Parasuraman, 1999; Frone et al., 1997). Grzywacz and Marks (2000) attempted to study multiple dimension of work-life interface based on a national survey of 1,986 employed adults in United States. The findings established that immediate family support lessened negative spillover and increased positive spillover from life to work.

2.2.6. Leisure Activities

Leisure activities encompass pursuing hobbies, general entertainment, physical activities and social interactions. Stone (1987) examined the impact of interpersonal and daily life events on the moods of 79 married men. The results confirmed that there was strong positive association between family-leisure events and positive mood. Leisure
activities are thus, considered useful in reducing life stress and improving work-life balance. Iwasaki and Mannell (2000) in their attempt to reframe leisure stress coping styles, developed new scales measuring dimensions of leisure stress coping. The study established that different means of leisure helped individuals in coping with stress and enhancing overall life satisfaction.

2.3. Work-life Balance and Gender Differences

In the changing world scenario, lot of work-life balance research is directed towards studying how men and women juggle their multiple roles. Though both men and women experience the dilemmas of integrating work and life domains, existing literature has proved asymmetrical gender disparity in the experience of work-life balance. The gender differences are witnessed both in terms of nature and direction of interaction. In contributing to the field of nature of interaction, Higgins et al. (1994) studied the impact of gender and life-cycle stage on work-family conflict. For a large sample of 3,616, significant gender differences were noted in all stages of the life-cycle. Women experienced more conflict in balancing work and home compared to men at all stages of the life cycle. In relation to life-cycle stage, for men the level of conflict lowered at each successive stage whilst for women conflict was high in the early stages and noticeably low in the final stage. Secondly, in terms of direction of interaction, Pleck (1977) established that family to work spillover was stronger for women and work to family spillover was stronger for men.

Apart from gender differences witnessed in negative experience of work and life, gender differences were also evident in positive affiliation. Rothbard (2001) examined enrichment aspect of work-life balance on a sample of 790 employees. Findings of the survey revealed that while both men and women experienced enrichment, the direction from which enrichment was experienced differed. Men experienced enrichment from work to family while women experienced enrichment from family to work. Aryee and Luk (1996) in a survey of 207 dual earner couples in Hong Kong attempted to find how
men and women balanced their work and family identities. The findings revealed that women identified more with their family role and were largely responsible for childcare. In identifying strongly with the family role they traded-off one role for another. Contrary to this, men balanced both roles simultaneously. They defined themselves more in relation to work role and recognised more spousal support when compared to women.

In contrast to the studies that have established gender differences in the experience of work-life balance, few research studies have found work-life balance to be gender neutral. Milkie and Peltola (1999) used a sample of married Americans from General Social Survey of 1996 to examine gender differences. Contrary to expectation the findings reported that both men and women perceived similar work-life balance and also made similar work and family trade-offs. On same lines, Hill et al. (2001) also found that both men and women experienced similar levels of work-life balance indicating no gender difference.

2.4. Work-life Balance and Cultural Differences

On account of the new global economy, the work-life balance discourse having Anglo-American origins has spread across various regions. The concept however, is not found to be cultural neutral and hence cannot have universal applicability. Each nation has distinct socio-cultural, political and economic structure which would give rise to unique work and life interface issues and practices. A study conducted by Clancy and Tata (2005) examined the perspective of women across eight countries namely China, Japan, Israel, Britain, Italy, Norway, Sweden and the United States. The study distinguished that an individual’s work and life interface was subjected to societal and cultural beliefs, national work culture and work and family support systems. Hofstede (2001) in a cross-cultural research in fifty countries for more than 20 years found four basic dimensions on which national cultures differ. The dimensions were power distance (relationship
with authority), individualism-collectivism (relationship between individual and group), masculinity-femininity (emotional implication of gender) and uncertainty avoidance (individual’s sense of being threatened by uncertain situations).

Application of these dimensions in the work-life context established that western culture conferred more importance to personal goals and family time in contrast to eastern societies that give more importance to work. In eastern culture additional work is prevalent and hence work domain is relatively more dominant in promoting life stress in the east than in the west. Similarly, the dimension of masculinity-femininity was also found to have significant influence on an individual’s work-life balance. Countries in the East were found to lend less support to gender equality and equal partnership between men and women. The Global Leadership and Organizational Behavior Effectiveness (GLOBE) study an ongoing research study of national culture and leadership based on a large data base carried out in 62 countries ranked India fifth highest on in-group collectivism (experiences of pride, loyalty and cohesiveness in group) and fifth lowest on gender egalitarianism (minimization of gender role differences and gender discrimination) (House et al., 2004).

In general, research has proved that work-life balance is construed in different ways across cultures. On similar lines, the work and life experiences of Indian men and women in the changing social and workplace interaction is expected to be unique with certain similarities and certain differences compared to other cultures.

### 2.5. Work-life Balance in Indian Context

Greater part of work-life balance research is conducted within the western context while relatively not much has been researched within the non-western countries (Voydanoff, 2004; Duxbury & Higgins, 1991) In the Indian context, economic development is perceived as more urgent than ‘social well-being’ and ‘people’ issues (Lewis et al., 2007). Consequently, considerable empirical research exists that traces the economic
transformation of the country while few studies focused on the work-life balance issues that surfaced on account of this economic transformation. In order to have a clear idea about research in the Indian context the studies are further classified into life and work context.

2.5.1. Life Context

The Indian society is multicultural and complex having a unique social structure with diverse regions, social classes, religions and economic groups. It follows the hierarchical system wherein social groups are ranked on basis of centuries old caste system, social and economic class. Family is the basic unit of the society. Traditionally, joint family and extended family systems were common. Further, it has a patriarchal social system with pronounced gender role distinction. Men are viewed as the chief providers and the role of women is of chief caretakers. Customarily, women of upper caste and upper and middle class are encouraged to bear children and not work outside their homes. During the last three decades, however Indian social system has witnessed several changes. On account of rapid urbanization, equal legal and social status, increased education and employment prospects, growing consumerism and amplified cost of urban living, number of urban women seek work outside home (Ghosh & Roy, 1997; Bharat, 1994). With this, the traditional family systems have also undergone a change.

D’Cruz and Bharat (2001) in a systematic and in-depth perusal of Indian family literature has established that the process of industrialization and urbanization has changed the traditional family system and given rise to multiple family systems like the joint families, extended families, nuclear families, single parent families and dual earner families. On account of increased participation of women in paid employment, there was a general belief that domestic responsibilities would be reworked between the dual-earner couples. To some extent certain adjustments in this regard were observed. In a study comparing husband’s role in single and dual earner families by Ramu (1987),
definite change in the attitude of Indian husbands towards domestic responsibilities was observed. However, in terms of actual amount of time spend on domestic chores there was noticeable inequality between men and women of the dual-earner families.

In a study based on 326 working couples with career and non-career wives belonging to diverse socio-cultural groups, Bharat (1995) found that irrespective of their employment status women invested more time on child care activities, household chores and other family demands. Men on the other hand were found to adopt less time consuming and masculine domestic chores like looking after household repairs and keeping accounts. The continuation of traditional gender roles has dual reasons. First, Indian men are not prepared to alter their domestic roles and secondly even Indian women are not keen to push for these changes. Shukla and Kapoor (1990) in a study of 101 families found that while women in dual earner households had more power compared to women in single-earner households, they continued to identify themselves primarily as homemakers. Their work-role did not change this perception and they continued to bear the dual burden of household and care responsibilities. Tarabadkar and Ghadially (1985) in their research using Thematic Apperception Test (TAT) found that on account of multiple roles and dual burden of work and family, Indian women experience more work-life conflict when compared to men.

In order to overcome work-life conflict caused by the dual burden of work and house, Indian women seek support from outside. Rao and Rao (1985) who studied the impact of improved socioeconomic development on Indian families found that urban working women relied on hired domestic help to discharge household duties. The dependence on hired help continued even when the services were found to be erratic and expensive. Similarly in order to fulfill care responsibilities, support of the extended female family members is sought in India. This form of support is either sought regularly via live-in relatives or at intervals whenever help is needed e.g., when children are young. According to D’Cruz and Bharat (2001), emergence of nuclear family system included positives like independence and more decision making power however it lacked the constant support of the extended family members for household and care
responsibilities. Additionally in a collective culture like India, care responsibility is not restricted to in the early life stages when children are young but it is seen throughout all stages of lifecycle.

Rajadhyaksha and Bhatnagar (2000) in their study on 92 dual couples found that when not tied to childcare, Indian women in the middle adulthood needed to carry out the principal task of elder care. Gender differences are also seen in the economic contribution made in the household. On account of gender stereotyping husbands continued to be the primary providers, while income earned by wife is considered as a supplementary income both by husbands and wives (D’Cruz & Bharat, 2001). According to Parikh (2003), educated professional women are in a transient identity state in which they are trying to realize their aspirations of working and simultaneously holding on to their traditional identity resulting in multiple implications for their work-life interface.

2.5.2. Work Context

Gender orientation in the society directly reflects the structures and processes at workplaces. Given that men are primarily associated with work, the structures and processes at workplaces are developed predominately from the perspective of men. Men at workplace therefore have the principal status, whilst women are accorded the secondary status. In a survey that examined gender stereotypes held by men and women in Indian workplaces, Basu (2008) found that women experienced inequality and exclusion in terms of recruitment, remuneration, evaluation, career progress and welfare provisions. Parikh and Garg (1989) in a study on the experiences and narrations of women across India found that early socialization process influenced the meaning that women attach to paid work and their reaction to the inequalities at the work place.

Enhanced education and aspiration levels have made noticeable changes in career choices. Budhwar et al. (2005) conducted in-depth interviews of women belonging to
diverse organisations with an objective to study the status of Indian women managers. The results revealed that Indian women have ventured in the realm of sectors, careers and positions that were earlier restricted to men. However, the career choice of women is restrained by unwillingness to travel, relocation and separation from their families. These developments though noteworthy are not widespread. Khandelwal (2004) in a study based on GOI (Government of India) Labour Ministry and public and private sector data found that large number of Indian women primarily opt for jobs in HR, PR, administration and teaching while jobs in production, marketing and sales are largely typecast for men.

The struggle between care responsibilities and career is also found to impact women’s career progression globally and Indian women are not an exception. Kulkarni (2000) in the Canada-India institutional cooperation project on barriers encountered by women found that women made career trade-offs by deliberately enacting barriers to career advancement or by taking career breaks. The advancement barriers are created because promotion would entail increased work demand in terms of time overload and work overload which would not let women fulfill their commitment towards family responsibility. In a study conducted on 271 women executives in service sector organizations, Sandhu and Mehta (2006) established that women in the service sector perceived work-life imbalance largely on account of the importance they need to give to their family life. Moreover, lack of organisational policies that supported women’s’ dual role added to the perception of work-life imbalance.

Indian women were found to bear the dual burden of domestic and work responsibility and hence, experienced more personal life overload than men (Bharat, 1995). In order to overcome the overload women employees are looking forward to organizations to frame gender sensitive organisational policies. Buddhapriya (2009) in a survey of 121 women professionals from diverse organisations like government, public, private and non-government found that women wanted organisations to be more supportive by providing them flexibility in form of flextime, easy leaves and flexible work place.
2.6. Research Problems and Hypotheses

In view of the above review of literature and keeping in mind the research objectives highlighted in the previous chapter the following research problems and hypotheses are framed:

**Problem 1: Do professional men differ from professional women on factors of work-life balance?**

H₀₁: There is no significant difference between professional men and professional women on the factors of Work-life Interference.
H₁: There is significant difference between professional men and professional women on the factors of Work-life Interference.
H₀₂: There is no significant difference between professional men and professional women on the factors of Work-life Enhancement.
H₂: There is significant difference between professional men and professional women on the factors of Work-life Enhancement.
H₀₃: There is no significant difference between professional men and professional women on the factors of Life-work Interference.
H₃: There is significant difference between professional men and professional women on the factors of Life-work Interference.
H₀₄: There is no significant difference between professional men and professional women on the factors of Life-work Enhancement.
H₄: There is significant difference between professional men and professional women on the factors of Life-work Enhancement.

**Problem 2: Do professional men differ from professional women on work specific factors/antecedents of work-life balance?**

H₀₅: There is no significant difference between professional men and professional women on the Development factor of work-life balance.
H5: There is significant difference between professional men and professional women on the Development factor of work-life balance.
H06: There is no significant difference between professional men and professional women on the Superior factor of work-life balance.
H6: There is significant difference between professional men and professional women on the Superior factor of work-life balance.
H07: There is no significant difference between professional men and professional women on the Reward System factor of work-life balance.
H7: There is significant difference between professional men and professional women on the Reward System factor of work-life balance.
H08: There is no significant difference between professional men and professional women on the Colleagues factor of work-life balance.
H8: There is significant difference between professional men and professional women on the Colleagues factor of work-life balance.
H09: There is no significant difference between professional men and professional women on the Commuting factor of work-life balance.
H9: There is significant difference between professional men and professional women on the Commuting factor of work-life balance.
H010: There is no significant difference between professional men and professional women on the Workload factor of work-life balance.
H10: There is significant difference between professional men and professional women on the Workload factor of work-life balance.
H011: There is no significant difference between professional men and professional women on the Work Role factor of work-life balance.
H11: There is significant difference between professional men and professional women on the Work Role factor of work-life balance.
H012: There is no significant difference between professional men and professional women on the Work Schedule factor of work-life balance.
H12: There is significant difference between professional men and professional women on the Work Schedule factor of work-life balance.
Problem 3: Do professional men differ from professional women on life specific factors/antecedents of work-life balance?

$H_{013}$: There is no significant difference between professional men and professional women on the Leisure Activities factor of work-life balance.

$H_{13}$: There is significant difference between professional men and professional women on the Leisure Activities factor of work-life balance.

$H_{014}$: There is no significant difference between professional men and professional women on the Extended Family factor of work-life balance.

$H_{14}$: There is significant difference between professional men and professional women on the Extended Family factor of work-life balance.

$H_{015}$: There is no significant difference between professional men and professional women on the Household Work factor of work-life balance.

$H_{15}$: There is significant difference between professional men and professional women on the Household Work factor of work-life balance.

$H_{016}$: There is no significant difference between professional men and professional women on the Care Responsibilities factor of work-life balance.

$H_{16}$: There is significant difference between professional men and professional women on the Care Responsibilities factor of work-life balance.

$H_{017}$: There is no significant difference between professional men and professional women on the Domestic Help factor of work-life balance.

$H_{17}$: There is significant difference between professional men and professional women on the Domestic Help factor of work-life balance.

$H_{018}$: There is no significant difference between professional men and professional women on the Partner/ Parent factor of work-life balance.

$H_{18}$: There is significant difference between professional men and professional women on the Partner/ Parent factor of work-life balance.
Problem 4: Do work specific factors/antecedents impact work-life interference of professional men and professional women?

H_{019}: Work specific factor/antecedent Development has no significant impact on work-life interference of professional men and professional women.

H_{19}: Work specific factor/antecedent Development has significant impact on work-life interference of professional men and professional women.

H_{020}: Work specific factor/antecedent Superior has no significant impact on work-life interference of professional men and professional women.

H_{20}: Work specific factor/antecedent Superior has significant impact on work-life interference of professional men and professional women.

H_{021}: Work specific factor/antecedent Reward System has no significant impact on work-life interference of professional men and professional women.

H_{21}: Work specific factor/antecedent Reward System has significant impact on work-life interference of professional men and professional women.

H_{022}: Work specific factor/antecedent Colleagues has no significant impact on work-life interference of professional men and professional women.

H_{22}: Work specific factor/antecedent Colleagues has significant impact on work-life interference of professional men and professional women.

H_{023}: Work specific factor/antecedent Commuting has no significant impact on work-life interference of professional men and professional women.

H_{23}: Work specific factor/antecedent Commuting has significant impact on work-life interference of professional men and professional women.

H_{024}: Work specific factor/antecedent Workload has no significant impact on work-life interference of professional men and professional women.

H_{24}: Work specific factor Workload/antecedent has significant impact on work-life interference of professional men and professional women.

H_{025}: Work specific factor/antecedent Work Role has no significant impact on work-life interference of professional men and professional women.

H_{25}: Work specific factor/antecedent Work Role has significant impact on work-life interference of professional men and professional women.
H₀₂₆: Work specific factor/antecedent Work Schedule has no significant impact on work-life interference of professional men and professional women.
H₂₆: Work specific factor/antecedent Work Schedule has significant impact on work-life interference of professional men and professional women.

Problem 5: Do work specific factors/antecedents impact work-life enhancement of professional men and professional women?

H₀₂₇: Work specific factor/antecedent Development has no significant impact on work-life enhancement of professional men and professional women.
H₂₇: Work specific factor/antecedent Development has significant impact on work-life enhancement of professional men and professional women.
H₀₂₈: Work specific factor/antecedent Superior has no significant impact on work-life enhancement of professional men and professional women.
H₂₈: Work specific factor/antecedent Superior has significant impact on work-life enhancement of professional men and professional women.
H₀₂₉: Work specific factor/antecedent Reward System has no significant impact on work-life enhancement of professional men and professional women.
H₂₉: Work specific factor/antecedent Reward System has significant impact on work-life enhancement of professional men and professional women.
H₀₃₀: Work specific factor/antecedent Colleagues has no significant impact on work-life enhancement of professional men and professional women.
H₃₀: Work specific factor/antecedent Colleagues has significant impact on work-life enhancement of professional men and professional women.
H₀₃₁: Work specific factor/antecedent Commuting has no significant impact on work-life enhancement of professional men and professional women.
H₃₁: Work specific factor/antecedent Commuting has significant impact on work-life enhancement of professional men and professional women.
H₀₃₂: Work specific factor/antecedent Workload has no significant impact on work-life enhancement of professional men and professional women.
H₃₂: Work specific factor/antecedent Workload has significant impact on work-life enhancement of professional men and professional women.

H₀₃₃: Work specific factor/antecedent Work Role has no significant impact on work-life enhancement of professional men and professional women.

H₃₃: Work specific factor/antecedent Work Role has significant impact on work-life enhancement of professional men and professional women.

H₀₃₄: Work specific factor/antecedent Work Schedule has no significant impact on work-life enhancement of professional men and professional women.

H₃₄: Work specific factor/antecedent Work Schedule has significant impact on work-life enhancement of professional men and professional women.

H₀₃₅: Life specific factor/antecedent Leisure Activities has no significant impact on life-work interference of professional men and professional women.

H₃₅: Life specific factor/antecedent Leisure Activities has significant impact on life-work interference of professional men and professional women.

H₀₃₆: Life specific factor/antecedent Extended Family has no significant impact on life-work interference of professional men and professional women.

H₃₆: Life specific factor/antecedent Extended Family has significant impact on life-work interference of professional men and professional women.

H₀₃₇: Life specific factor/antecedent Household Work has no significant impact on life-work interference of professional men and professional women.

H₃₇: Life specific factor/antecedent Household Work has significant impact on life-work interference of professional men and professional women.

H₀₃₈: Life specific factor/antecedent Care Responsibilities has no significant impact on life-work interference of professional men and professional women.

H₃₈: Life specific factor/antecedent Care Responsibilities has significant impact on life-work interference of professional men and professional women.

Problem 6: Do life specific factors/antecedents impact life-work interference of professional men and professional women?

H₀₃₅: Life specific factor/antecedent Leisure Activities has no significant impact on life-work interference of professional men and professional women.

H₃₅: Life specific factor/antecedent Leisure Activities has significant impact on life-work interference of professional men and professional women.

H₀₃₆: Life specific factor/antecedent Extended Family has no significant impact on life-work interference of professional men and professional women.

H₃₆: Life specific factor/antecedent Extended Family has significant impact on life-work interference of professional men and professional women.

H₀₃₇: Life specific factor/antecedent Household Work has no significant impact on life-work interference of professional men and professional women.

H₃₇: Life specific factor/antecedent Household Work has significant impact on life-work interference of professional men and professional women.

H₀₃₈: Life specific factor/antecedent Care Responsibilities has no significant impact on life-work interference of professional men and professional women.

H₃₈: Life specific factor/antecedent Care Responsibilities has significant impact on life-work interference of professional men and professional women.
H_{039}: Life specific factor/antecedent Domestic Help has no significant impact on life-work interference of professional men and professional women.

H_{39}: Life specific factor/antecedent Domestic Help has significant impact on life-work interference of professional men and professional women.

H_{040}: Life specific factor/antecedent Partner/Parent has no significant impact on life-work interference of professional men and professional women.

H_{40}: Life specific factor/antecedent Partner/Parent has significant impact on life-work interference of professional men and professional women.

Problem 7: Do life specific factors/antecedents impact life-work enhancement of professional men and professional women?

H_{041}: Life specific factor/antecedent Leisure Activities has no significant impact on life-work enhancement of professional men and professional women.

H_{41}: Life specific factor/antecedent Leisure Activities has significant impact on life-work enhancement of professional men and professional women.

H_{042}: Life specific factor/antecedent Extended Family has no significant impact on life-work enhancement of professional men and professional women.

H_{42}: Life specific factor/antecedent Extended Family has significant impact on life-work enhancement of professional men and professional women.

H_{043}: Life specific factor/antecedent Household Work has no significant impact on life-work enhancement of professional men and professional women.

H_{43}: Life specific factor/antecedent Household Work has significant impact on life-work enhancement of professional men and professional women.

H_{044}: Life specific factor/antecedent Care Responsibilities has no significant impact on life-work enhancement of professional men and professional women.

H_{44}: Life specific factor/antecedent Care Responsibilities has significant impact on life-work enhancement of professional men and professional women.

H_{045}: Life specific factor/antecedent Domestic Help has no significant impact on life-work enhancement of professional men and professional women.
$H_{45}$: Life specific factor/antecedent Domestic Help has significant impact on life-work enhancement of professional men and professional women.

$H_{046}$: Life specific factor/antecedent Partner/Parent has no significant impact on life-work enhancement of professional men and professional women.

$H_{46}$: Life specific factor/antecedent Partner/Parent has significant impact on life-work enhancement of professional men and professional women.