

A Study on Work Life Balance on Women Entrepreneur (With Reference to Bengaluru)

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ABSTRACT:

This study explores the work-life balance challenges faced by women entrepreneurs in Bengaluru, focusing on how they manage business responsibilities alongside personal and family obligations. Using a sample of 56 women entrepreneurs, the research examines factors such as time management, family support, business growth, and mental and physical health. The findings indicate that while women entrepreneurs are generally satisfied with their business growth and the support they receive from family, they face significant challenges in balancing work-related stress, marketing, and maintaining personal time. The study highlights the need for targeted interventions, such as stress management, mental health support, and improved leadership training, to enhance the overall well-being and success of women entrepreneurs. The primary data has been obtained through a questionnaire distributed to women entrepreneurs with respect to Bengaluru of Karnataka. The interview method was employed to collect further relevant information. The Secondary data has been use to collect the information needed. Thus, the total sample size for the study comprised fifty-six respondents. The data was organized using percentages and presented in simple analytical tables for ease of analysis. MS excel and SPSS was employed for tabulation and conducting the various tests. ANOVA and Correlation analysis were applied to test the hypotheses.

Keywords: Women entrepreneurs, work-life balance, business growth, family support, mental health, stress management, leadership training, Bengaluru, women in business, entrepreneurship

INTRODUCTION:

The global rise of women venturing into entrepreneurship highlights a growing shift toward gender diversity in leadership roles, bringing attention to the unique challenges women face in balancing professional and personal lives. Achieving work-life balance for women entrepreneurs is complex, influenced by family responsibilities, societal expectations, business demands, and personal aspirations. Women often navigate additional pressures such as caregiving roles and societal norms, which affect their entrepreneurial journey and overall quality of life in ways distinct from their male counterparts. Bangalore, as a dynamic entrepreneurial hub, has seen a surge in women-led startups, reflecting broader societal changes and the empowerment of women. Despite these successes, the issue of work-life balance remains critical. Understanding how women entrepreneurs in Bangalore manage this balance, the strategies they employ, and the challenges they face is essential for informing better policies and support systems. This research aims to shed light on these dynamics, fostering practices that promote the well-being and success of women entrepreneurs on a global scale.

RESEARCH PROBLEM:

The research problem for this study centers on understanding the work-life balance challenges faced by women entrepreneurs in Bangalore. As more women venture into leadership roles in business, they encounter unique pressures related to balancing their professional responsibilities with personal and family demands. This study seeks to explore how women entrepreneurs manage these competing priorities, identify the strategies they use to maintain balance, and examine the specific societal and business-related challenges they face. The research aims to provide insights that could inform policies and support systems designed to enhance the well-being and success of women entrepreneurs, particularly in Bangalore's dynamic and growing entrepreneurial ecosystem.

OBJECTIVES:

- To identify the challenges faced by women entrepreneurs at her professional life and at her personal life
- To identify various factors influencing Work-Life Balance
- To find the relationship between the women entrepreneur and Satisfaction on business

TOOLS AND TECHNIQUES:

The data was organized using percentages and presented in simple analytical tables for ease of analysis. To provide clear visual understanding of specific data, figures were used. MS excel and SPSS was employed for tabulation and conducting the various tests. ANOVA and Correlation analysis were applied to test the hypotheses.

REVIEW OF LITERATURE:

Saurabh Prataprao Barge, et al., (2022)¹: The paper examines the evolving roles of women as they transition from traditional domestic duties to professional careers. With rising literacy and societal progress, women now face the challenge of balancing their personal and professional lives. The study highlights the difficulties they encounter in managing household responsibilities while pursuing career success and offers understanding how women navigate these challenges and set goals to meet their diverse obligations.

Mahi Uddin (2021)²: This study examines the work-family balance challenges faced by Bangladeshi working women, exacerbated by the COVID-19 pandemic. It highlights key supports, such as work flexibility, family and spousal backing, and organizational help, while also addressing obstacles like time constraints, cultural norms, and gender stereotypes in a patriarchal society. Women manage these pressures through time management, stress control, and balancing family and work priorities. The study offers practical strategies to help women better integrate their work and family responsibilities.

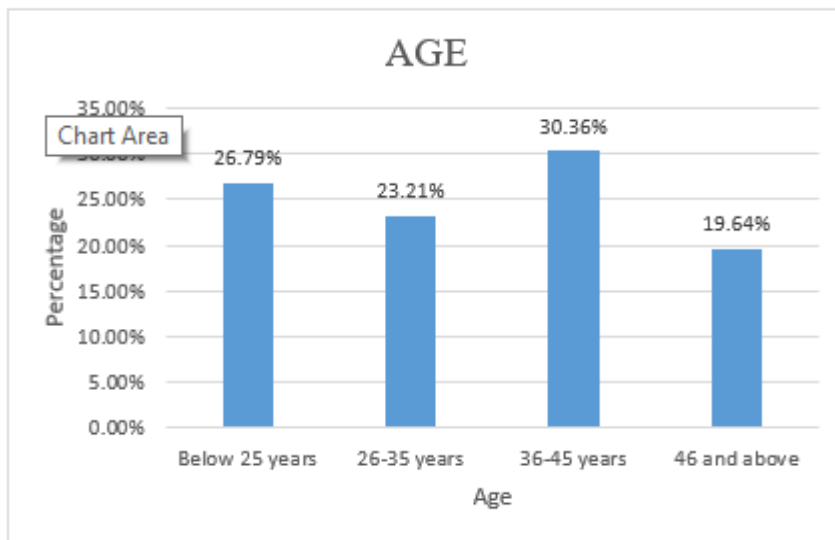
Afshan G, et al., (2021)³: The COVID-19 pandemic brought unforeseen crises that disrupted daily life and the business landscape, putting small businesses, mainly those led by women, at great risk. This paper, grounded in experiential learning theory, explores the entrepreneurial lessons women gained during the pandemic, the challenges they faced, and the strategies they employed to adapt and transform their businesses.

Olsson A K, et al., (2021)⁴: This study seeks to examine how women entrepreneurs in small businesses navigate digitalization and develop social media skills at work. By integrating theoretical insights from research on women entrepreneurs, digitalization, and social media use, the study responds to previous calls for exploring how women entrepreneurs adapt to an increasingly digital world.

Eugenia Rosca, et al., (2020)⁵: This study examines the role of women being social entrepreneurship, focusing on how they navigate uncertain environments in emerging markets like India and Colombia. Using a multiple case study approach, the research highlights that women social entrepreneurs are deeply motivated by social issues and demonstrate a flexible shift between causation and effectuation decision-making during venture development. The study reveals the unique challenges faced by women entrepreneurs in these markets and the inclusive strategies they use to drive socio-economic development.

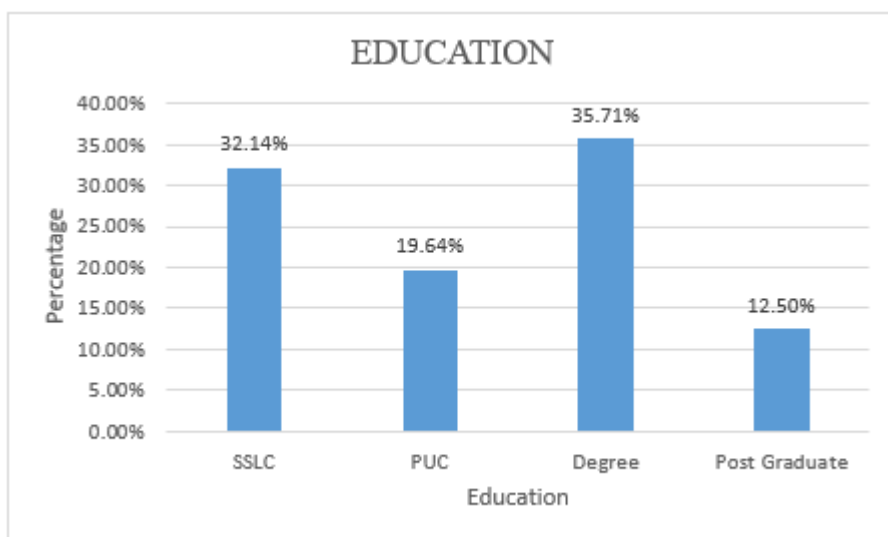
ANALYSIS AND INTERPRETATION

Graph 1:

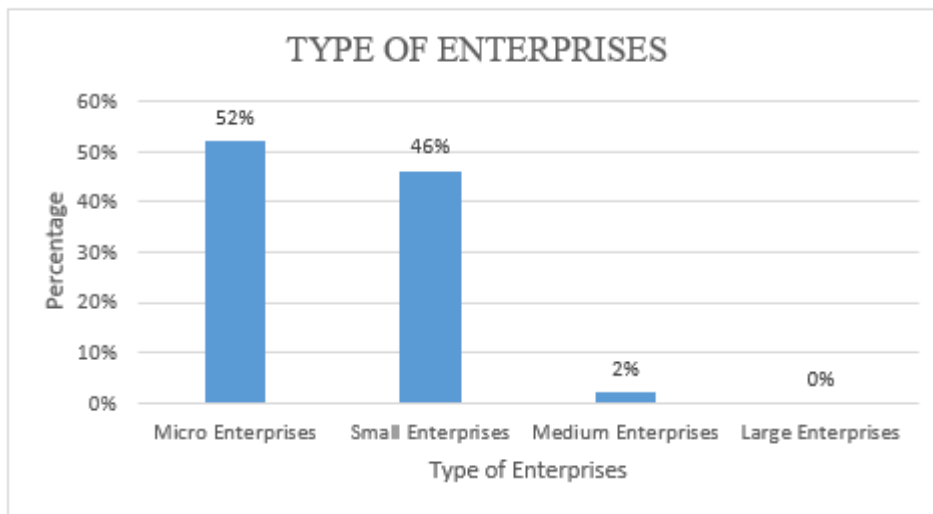


The chart shows that 26.79% respondents tend to age below 25 years, 23.21% respondents tend to age 26-35 years, 30.36% respondents are under the age 36-45 years, 19.64% respondents are under the age Above 46 years. There are more number of respondents under the age group of 36-45 years.

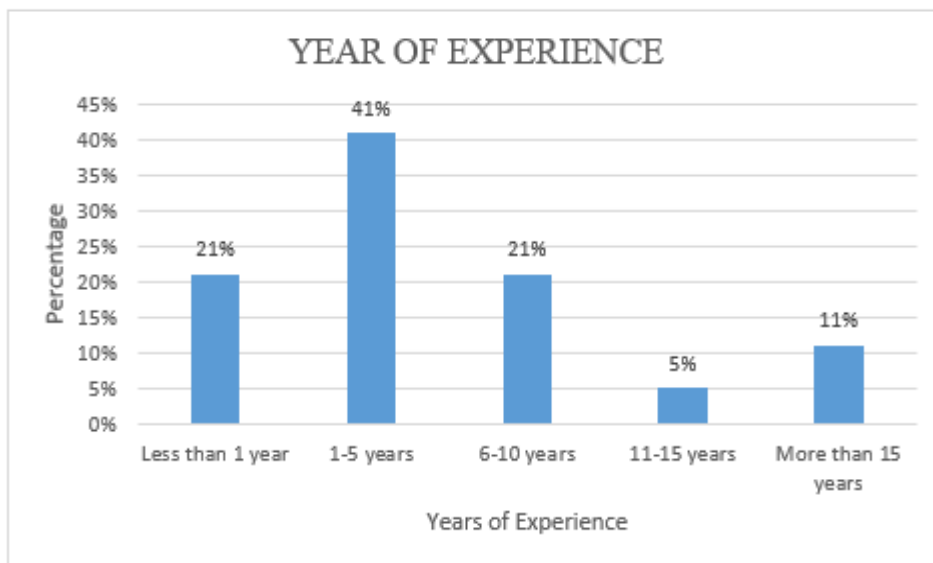
GRAPH 2:



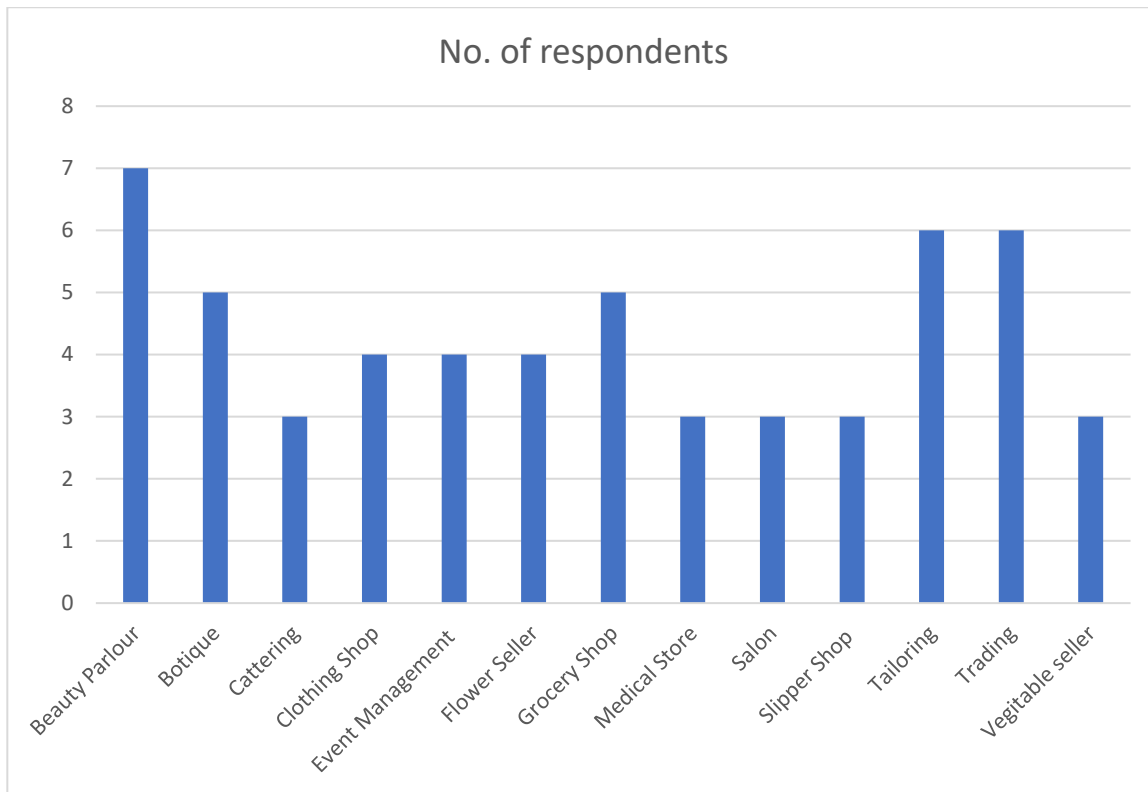
The above chart says that 32.14 % are SSLC respondents, 19.64 % respondents tend to be PUC, 35.71 % respondents are of under Degree and 12.5 % employees tend to be post graduated. The majority of respondents fall under the educational category of Degree.

GRAPH 3:

The data shows the major number of respondents 52% represent micro enterprises, followed by 46% from small enterprises. Medium enterprises make up a small portion 2%, while no large enterprises were represented in the sample.

GRAPH 4:

The graph shows the largest group of respondents 41% have 1-5 years of experience, Respondents with less than 1 year and 6-10 years of experience each account for 21%. A smaller percentage 11% have more than 15 years of experience, while only 5% fall in the 11-15 years category.

GRAPH 5:

The table outlines the division of respondents across various business types, with a total of 56 participants. The beauty parlour sector emerges as the most represented, accounting for 13% of respondents, which suggests a strong inclination towards beauty and personal care services among the surveyed population. Following this, boutiques and grocery shops each comprise 9% of the respondents, indicating a notable interest in retail fashion and everyday consumer goods. The tailoring and trading sectors also feature prominently, each representing 11%, reflecting a balanced mix of service-oriented and trading enterprises. Other business types, such as event management, flower selling, and clothing shops, each make up 7%, showcasing a diversity of entrepreneurial pursuits. Conversely, catering, medical stores, salons, slipper shops, and vegetable selling each represent a smaller segment, at 5% of the respondents.

HYPOTHESIS 1

H₀: There is no significant relationship between age group of women entrepreneur and the challenges faced in Professional Life.

H₁: There is a significant relationship between age group of women entrepreneur and the challenges faced in Professional Life.

Correlation

		Age	Balancing work is difficult	Balancing family is difficult	Managing employees is challenging	Managing team is challenging	Marketing the business is difficult	I experience high level of work-related stress	Obtaining loans or financial support for my business is difficult	Managing the day-to-day operations of my business is challenging	Dealing with legal requirements and paperwork is a challenge	I find it hard to use technology in my business
Age	Pearson Correlation	1	.052	.044	-.174	-.008	-.002	-.021	-.018	-.097	.028	-.137
	Sig. (2-tailed)		.705	.750	.200	.952	.987	.877	.896	.478	.838	.314
	N	56	56	56	56	56	56	56	56	56	56	56
Balancing work is difficult	Pearson Correlation	.052	1	.766**	.152	.186	.555**	.395**	.254	.285*	.263	.212
	Sig. (2-tailed)	.705		.000	.262	.170	.000	.003	.059	.033	.050	.117
	N	56	56	56	56	56	56	56	56	56	56	56
Balancing family is difficult	Pearson Correlation	.044	.766**	1	.029	.074	.495**	.327*	.179	.264*	.273*	.333*
	Sig. (2-tailed)	.750	.000		.832	.589	.000	.014	.186	.050	.042	.012
	N	56	56	56	56	56	56	56	56	56	56	56
Managing employees is challenging	Pearson Correlation	-.174	.152	.029	1	.634**	.409**	.396**	.260	.256	.374**	.166
	Sig. (2-tailed)	.200	.262	.832		.000	.002	.002	.053	.057	.004	.221
	N	56	56	56	56	56	56	56	56	56	56	56
Managing team is challenging	Pearson Correlation	-.008	.186	.074	.634**	1	.349**	.464**	.230	.324*	.310*	.253
	Sig. (2-tailed)	.952	.170	.589	.000		.008	.000	.088	.015	.020	.060
	N	56	56	56	56	56	56	56	56	56	56	56
Marketing the business is difficult	Pearson Correlation	-.002	.555**	.495**	.409**	.349**	1	.485**	.049	.179	.314*	.342**
	Sig. (2-tailed)	.987	.000	.000	.002	.008		.000	.719	.186	.018	.010
	N	56	56	56	56	56	56	56	56	56	56	56
I experience high level of work-related stress	Pearson Correlation	-.021	.395**	.327*	.396**	.464**	.485**	1	.282*	.328*	.311*	.303*
	Sig. (2-tailed)	.877	.003	.014	.002	.000	.000		.035	.014	.019	.023
	N	56	56	56	56	56	56	56	56	56	56	56
Obtaining loans or financial support for my business is difficult	Pearson Correlation	-.018	.254	.179	.260	.230	.049	.282*	1	.532**	.441**	.193
	Sig. (2-tailed)	.896	.059	.186	.053	.088	.719	.035		.000	.001	.153
	N	56	56	56	56	56	56	56	56	56	56	56
Managing the day-to-day operations of my business is challenging	Pearson Correlation	-.097	.285*	.264*	.256	.324*	.179	.328*	.532**	1	.353**	.262
	Sig. (2-tailed)	.478	.033	.050	.057	.015	.186	.014	.000		.008	.051
	N	56	56	56	56	56	56	56	56	56	56	56

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- i. Balancing work is difficult: $r = 0.052$, $\text{Sig.} = 0.705$ ($p > 0.05$), There is a weak positive correlation between age and finding work balance difficult, but it is not statistically significant. The study accept H_0 . There is no significant relation between age and difficulty in balancing work.
 - ii. Balancing family is difficult: $r = 0.044$, $\text{Sig.} = 0.750$ ($p > 0.05$), There is a weak positive correlation between age and difficulty in balancing family, but it is not statistically significant. The study accept H_0 . There is no significant relation between age and difficulty balancing family.
 - iii. Managing employees is challenging: $r = -0.174$, $\text{Sig.} = 0.200$ ($p > 0.05$), There is a negative correlation between age and challenges in managing employees, but it is not statistically significant. The study accept H_0 . There is no significant relation between age and managing employees being challenging.
 - iv. Managing team is challenging: $r = -0.008$, $\text{Sig.} = 0.952$ ($p > 0.05$), There is almost no correlation between age and difficulty in managing teams, and it is not statistically significant. The study accept H_0 . Age does not significantly impact challenges in managing teams.
 - v. Marketing the business is difficult: $r = -0.002$, $\text{Sig.} = 0.987$ ($p > 0.05$), There is no correlation between age and difficulty in marketing the business, and it is not statistically significant. The study accept H_0 . Age is not significantly related to challenges in marketing the business.
 - vi. I experience a high level of work-related stress: $r = -0.021$, $\text{Sig.} = 0.877$ ($p > 0.05$), There is a weak negative correlation between age and work-related stress, but it is not statistically significant. The study accept H_0 . Age does not have a significant impact on work-related stress levels.
 - vii. Obtaining loans or financial support for my business is difficult: $r = -0.018$, $\text{Sig.} = 0.896$ ($p > 0.05$), There is almost no correlation between age and difficulty in obtaining loans or financial support, and it is not statistically significant. The study accept H_0 . Age does not significantly affect challenges in obtaining financial support.
 - viii. Managing the day-to-day operations of my business is challenging: $r = -0.097$, $\text{Sig.} = 0.478$ ($p > 0.05$), There is a weak negative correlation between age and challenges in managing day-to-day business operations, but it is not statistically significant. The study accept H_0 . Age is not significantly related to day-to-day operational challenges.
 - ix. Dealing with legal requirements and paperwork is a challenge: $r = 0.028$, $\text{Sig.} = 0.838$ ($p > 0.05$), There is almost no correlation between age and challenges in dealing with legal requirements and paperwork, and it is not statistically significant. The study accept H_0 . Age does not significantly affect challenges related to legal requirements and paperwork.
 - x. I find it hard to use technology in my business: $r = -0.137$, $\text{Sig.} = 0.314$ ($p > 0.05$), There is a weak negative correlation between age and difficulty using technology, but it is not statistically significant. The study accept H_0 . Age does not significantly affect technology usage challenges.

On the basis of this data, the study do not find evidence to suggest that age significantly impacts the challenges faced by women entrepreneurs in their professional life. Therefore, the study accept the null hypothesis (H_0) and conclude that there is no significant relationship between age and the professional challenges examined.

HYPOTHESIS 2

H₀: There is no statistically significant relationship between the education background and personal life challenges faced by women entrepreneur.

H₁: There is a statistically significant relationship between the education background and personal life challenges faced by women entrepreneur.

Correlation

		Education	Receives adequate support from my family	My work negatively affects my health	Lack of time for friends and social activities	Caring for children while managing a business is challenging	Have little personal time due to business responsibilities	My work creates tension in my personal relationships	Physical health impacts my work-life balance	Mental health impacts my work-life balance
Education	Pearson Correlation	1	-.029	-.139	.077	-.255	.083	-.059	-.004	-.156
	Sig. (2-tailed)		.834	.308	.572	.058	.542	.668	.979	.250
	N	56	56	56	56	56	56	56	56	56
Receives adequate support from my family	Pearson Correlation	-.029	1	.192	.481**	.322*	.540**	-.100	.174	.140
	Sig. (2-tailed)	.834		.156	.000	.016	.000	.463	.200	.302
	N	56	56	56	56	56	56	56	56	56
My work negatively affects my health	Pearson Correlation	-.139	.192	1	.282*	.383**	.213	.397**	.454**	.490**
	Sig. (2-tailed)	.308	.156		.036	.004	.114	.002	.000	.000
	N	56	56	56	56	56	56	56	56	56
Lack of time for friends and social activities	Pearson Correlation	.077	.481**	.282*	1	.434**	.565**	.447**	.166	.247
	Sig. (2-tailed)	.572	.000	.036		.001	.000	.001	.221	.066
	N	56	56	56	56	56	56	56	56	56
Caring for children while managing a business is challenging	Pearson Correlation	-.255	.322*	.383**	.434**	1	.547**	.204	.173	.339*
	Sig. (2-tailed)	.058	.016	.004	.001		.000	.132	.203	.011
	N	56	56	56	56	56	56	56	56	56
Have little personal time due to business responsibilities	Pearson Correlation	.083	.540**	.213	.565**	.547**	1	.222	.227	.144
	Sig. (2-tailed)	.542	.000	.114	.000	.000		.099	.092	.290
	N	56	56	56	56	56	56	56	56	56
My work creates tension in my personal relationships	Pearson Correlation	-.059	-.100	.397**	.447**	.204	.222	1	.441**	.509**
	Sig. (2-tailed)	.668	.463	.002	.001	.132	.099		.001	.000
	N	56	56	56	56	56	56	56	56	56
Physical health impacts my work-life balance	Pearson Correlation	-.004	.174	.454**	.166	.173	.227	.441**	1	.683**
	Sig. (2-tailed)	.979	.200	.000	.221	.203	.092	.001		.000
	N	56	56	56	56	56	56	56	56	56
Mental health impacts my work-life balance	Pearson Correlation	-.156	.140	.490**	.247	.339*	.144	.509**	.683**	1
	Sig. (2-tailed)	.250	.302	.000	.066	.011	.290	.000	.000	
	N	56	56	56	56	56	56	56	56	56

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

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- i. Receives adequate support from my family: $r = -0.029$, $\text{Sig.} = 0.834$ ($p > 0.05$), There is a very weak negative correlation between education and the perception of receiving adequate support from family, but it is not statistically significant. The study accept H_0 . There is no significant relation between education and family support.
 - ii. My work negatively affects my health: $r = -0.139$, $\text{Sig.} = 0.308$ ($p > 0.05$), There is a weak negative correlation between education and work's negative impact on health, but it is not statistically significant. The study accept H_0 . Education is not significantly related to health issues caused by work.
 - iii. Lack of time for friends and social activities: $r = 0.077$, $\text{Sig.} = 0.572$ ($p > 0.05$), There is a weak positive correlation between education and the lack of time for friends and social activities, but it is not statistically significant. The study accept H_0 . Education is not significantly related to the availability of time for social activities.
 - iv. Caring for children while managing a business is challenging: $r = -0.255$, $\text{Sig.} = 0.058$ ($p > 0.05$), There is a weak negative correlation between education and the challenge of caring for children while managing a business, with a p-value of 0.058, which is close to the significance threshold of 0.05. However, it is not statistically significant. The study accept H_0 , but there is an indication that higher education may reduce the challenge of managing children and business.
 - v. Have little personal time due to business responsibilities: $r = 0.083$, $\text{Sig.} = 0.542$ ($p > 0.05$), There is a weak positive correlation between education and having little personal time due to business responsibilities, but it is not statistically significant. The study accept H_0 . Education does not significantly impact personal time constraints caused by business.
 - vi. My work creates tension in my personal relationships: $r = -0.059$, $\text{Sig.} = 0.668$ ($p > 0.05$), There is a very weak negative correlation between education and work creating tension in personal relationships, but it is not statistically significant. The study accept H_0 . Education does not significantly affect the tension between work and personal relationships.
 - vii. Physical health impacts my work-life balance: $r = -0.004$, $\text{Sig.} = 0.979$ ($p > 0.05$), There is virtually no correlation between education and the impact of physical health on work-life balance, and it is not statistically significant. The study accept H_0 . Education does not have a significant relationship with how physical health affects work-life balance.
 - viii. Mental health impacts my work-life balance: $r = -0.156$, $\text{Sig.} = 0.250$ ($p > 0.05$), There is a weak negative correlation between education and the impact of mental health on work-life balance, but it is not statistically significant. The study accept H_0 . Education does not significantly affect the impact of mental health on work-life balance.

Based on this analysis, that the study conclude education background does not significantly influence personal life challenges such as family support, work-related health issues, time for social activities, or personal relationships for women entrepreneurs. Therefore, the study accept the null hypothesis (H_0) and that conclude there is no statistically significant relationship between the education background of women entrepreneurs and the personal life challenges they face.

HYPOTHESIS 3

H₀: There is no significant difference between income level of women entrepreneur and factors influencing work-life balance of women entrepreneur.

H₁: There is a significant difference between income level of women entrepreneur and factors influencing work-life balance of women entrepreneur.

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Satisfaction with my time management between work and personal life	Between Groups	1.571	4	.393	.792	.536
	Within Groups	25.286	51	.496		
	Total	26.857	55			
Family support helps in balancing work and life	Between Groups	2.243	4	.561	.650	.629
	Within Groups	43.972	51	.862		
	Total	46.214	55			
Satisfied with the flexible work hours available for maintaining my work-life balance	Between Groups	2.692	4	.673	.684	.606
	Within Groups	50.165	51	.984		
	Total	52.857	55			
Contribution of friends and social network to work-life balance	Between Groups	2.008	4	.502	.692	.601
	Within Groups	36.974	51	.725		
	Total	38.982	55			
Overall satisfaction with current work-life balance	Between Groups	4.235	4	1.059	2.193	.083
	Within Groups	24.622	51	.483		
	Total	28.857	55			

i. Satisfaction with my time management between work and personal life: $F = 0.792$, $\text{Sig.} = 0.536$ ($p > 0.05$). The p-value is greater than 0.05, indicating that the differences in satisfaction with time management between different levels of income are not statistically significant. The study accept H_0 . Therefore, there is no significant difference in how women entrepreneurs across different income levels perceive their time management between work and personal life.

ii. Family support helps in balancing work and life: $F = 0.650$, $\text{Sig.} = 0.629$ ($p > 0.05$). The p-value is more than 0.05, suggesting that there is no statistically significant difference in the perception of family support in balancing work and life between different income levels. The study accept H_0 . Family support does not vary significantly based on income levels.

iii. Satisfaction with the flexible work hours available for maintaining work-life balance: $F = 0.684$, $\text{Sig.} = 0.606$ ($p > 0.05$). The p-value is greater than 0.05, which indicates that the differences in satisfaction with flexible work hours among women entrepreneurs across income levels are not statistically significant. The study accept H_0 . There is no significant difference in satisfaction with flexible work hours based on income.

iv. Contribution of friends and social network to work-life balance: $F = 0.692$, $\text{Sig.} = 0.601$ ($p > 0.05$). The p-value is greater than 0.05, indicating that the contribution of friends and social networks to balancing work life does not vary significantly across different income levels. The study accept H_0 . There is no significant difference in the perceived contribution of social networks across income levels.

v. Overall satisfaction with current work-life balance: $F = 2.193$, $\text{Sig.} = 0.083$ ($p > 0.05$). The p-value (0.083) is slightly higher than the 0.05 threshold but close. This indicates that there is no statistically significant difference in overall satisfaction with work-life balance across different income levels, although the difference is approaching significance. The study accept H_0 , but there is a borderline indication that income may play a role in overall satisfaction with work-life balance.

On the basis of this analysis, that the study concluded income level does not significantly influence the factors related to work-life balance for women entrepreneurs. Therefore, the study accept the null hypothesis (H_0) and conclude that income level does not play a important role in determining satisfaction with work-life balance, family support, flexible work hours, or the contribution of social networks.

HYPOTHESIS 4

H_0 : There is no significant correlation between the number of experience of women entrepreneur and their satisfaction of business.

H_1 : There is a significant correlation between the number of experience of women entrepreneur and their satisfaction of business.

Correlation

		Year of Experience	Satisfaction with business growth	Satisfaction with Financial growth	Accomplishment of business goals	Ability to maintain work-life balance while running the business	Satisfaction with customer relationships	Satisfaction with management of employees	Satisfaction with management of team	Value of independence in running your business
Year of Experience	Pearson Correlation	1	-.255	-.190	-.055	-.084	-.169	-.043	-.308*	-.199
	Sig. (2-tailed)		.058	.162	.688	.537	.214	.755	.021	.142
	N	56	56	56	56	56	56	56	56	56
Satisfaction with business growth	Pearson Correlation	-.255	1	.669**	.460**	.375**	.249	.251	.419**	.252
	Sig. (2-tailed)	.058		.000	.000	.004	.065	.062	.001	.061
	N	56	56	56	56	56	56	56	56	56
Satisfaction with Financial growth	Pearson Correlation	-.190	.669**	1	.393**	.308*	.270*	.448**	.339*	.466**
	Sig. (2-tailed)	.162	.000		.003	.021	.044	.001	.011	.000
	N	56	56	56	56	56	56	56	56	56
Accomplishment of business goals	Pearson Correlation	-.055	.460**	.393**	1	.122	.301*	.210	.339*	.408**
	Sig. (2-tailed)	.688	.000	.003		.372	.024	.120	.010	.002
	N	56	56	56	56	56	56	56	56	56
Ability to maintain work-life balance while running the business	Pearson Correlation	-.084	.375**	.308*	.122	1	.233	.140	.156	.458**
	Sig. (2-tailed)	.537	.004	.021	.372		.085	.303	.251	.000
	N	56	56	56	56	56	56	56	56	56
Satisfaction with customer relationships	Pearson Correlation	-.169	.249	.270*	.301*	.233	1	.352**	.334*	.327*
	Sig. (2-tailed)	.214	.065	.044	.024	.085		.008	.012	.014
	N	56	56	56	56	56	56	56	56	56
Satisfaction with management of employees	Pearson Correlation	-.043	.251	.448**	.210	.140	.352**	1	.508**	.280*
	Sig. (2-tailed)	.755	.062	.001	.120	.303	.008		.000	.037
	N	56	56	56	56	56	56	56	56	56
Satisfaction with management of team	Pearson Correlation	-.308*	.419**	.339*	.339*	.156	.334*	.508**	1	.330*
	Sig. (2-tailed)	.021	.001	.011	.010	.251	.012	.000		.013
	N	56	56	56	56	56	56	56	56	56
Value of independence in running your business	Pearson Correlation	-.199	.252	.466**	.408**	.458**	.327*	.280*	.330*	1
	Sig. (2-tailed)	.142	.061	.000	.002	.000	.014	.037	.013	
	N	56	56	56	56	56	56	56	56	56

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

- i. Satisfaction with Business Growth: $r = -0.255$, $\text{Sig.} = 0.058$ ($p > 0.05$), There is a weak negative correlation between years of experience and satisfaction with business growth. The p-value is slightly above 0.05, meaning the relationship is not statistically significant. The study accept H_0 for this factor. Years of experience do not significantly correlate with satisfaction in business growth.
- ii. Satisfaction with Financial Growth: $r = -0.190$, $\text{Sig.} = 0.162$ ($p > 0.05$), There is a weak negative correlation between years of experience and satisfaction with financial growth, but this relationship is not statistically significant. The study accept H_0 for this factor.
- iii. Accomplishment of Business Goals: $r = -0.055$, $\text{Sig.} = 0.688$ ($p > 0.05$), There is a very weak negative correlation between years of experience and the accomplishment of business goals, and the relationship is not statistically significant. The study accept H_0 . Year of experience are not significantly related to the accomplishment of business goals.
- iv. Ability to Maintain Work-Life Balance While Running the Business: $r = -0.084$, $\text{Sig.} = 0.537$ ($p > 0.05$), There is a weak negative correlation between year of experience and the ability to maintain work-life balance, but it is not statistically significant. The study accept H_0 . Experience does not affect the ability to maintain work-life balance while running a business.
- v. Satisfaction with Customer Relationships: $r = -0.169$, $\text{Sig.} = 0.214$ ($p > 0.05$), There is a weak negative correlation between years of experience and satisfaction with customer relationships, and this relationship is not statistically significant. The study accept H_0 for this factor.
- vi. Satisfaction with Management of Employees: $r = -0.043$, $\text{Sig.} = 0.755$ ($p > 0.05$), There is a very weak negative correlation between years of experience and satisfaction with the management of employees, but this is not statistically significant. The study accept H_0 .
- vii. Satisfaction with Management of Team: $r = -0.308$, $\text{Sig.} = 0.021$ ($p < 0.05$), There is a moderate negative correlation between year of experience and satisfaction with team management, and the relationship is statistically significant. The study reject H_0 and accept H_1 for this factor. This suggests that more years of experience correlate with lower satisfaction with team management.

Value of Independence in Running Your Business: $r = -0.199$, $\text{Sig.} = 0.142$ ($p > 0.05$), There is a weak negative correlation between years of experience and the value of independence in running a business, but this is not statistically significant. The study accept H_0 for this factor.

CONCLUSION:

The study on work-life balance among women entrepreneurs in Bengaluru reveals key challenges, particularly in balancing personal and professional responsibilities, managing stress, and handling business operations. While many feel supported by their families and satisfied with business growth, ongoing issues such as marketing, loan procurement, and technology usage persist. Notably, a negative correlation between years of experience and team management satisfaction suggests leadership challenges even among experienced entrepreneurs, highlighting the need for targeted training. To enhance overall satisfaction and reduce stress, providing resources for marketing, mental health support, and team management is crucial. Additionally, fostering peer networks and flexible work arrangements can further aid women entrepreneurs in effectively managing their responsibilities, ensuring long-term business success and personal well-being.

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