



Motherhood and Work-Life Balance of Career Women in Selected Private Organizations in Ogun West Senatorial District

James Ige ORIJA¹ & Oluwatosin Abosede KEHINDE²

Department of Office Technology and Management, School of Communication and Information Technology
 Federal Polytechnic, Ilaro, Ogun State.

¹ james.oriya@federalpolyilaro.edu.ng; ² oluwatosin.kehinde@federalpolyilaro.edu.ng

Abstract

The primary goal of every private or business organization is to make profit. This can only be achieved through the commitment and dedication of the owner(s) and workers. Employees in every organization are made up of both male and female. Female workers, most especially the married ones are often faced with the challenges of coping with matrimonial responsibilities and their duties at workplace. This situation, at times, leads to role conflict which could affect their performance at work if not well managed. This study therefore investigated strategies that could be used by every married woman to balance the motherhood and work-life activities in some selected private organizations in Ogun West Senatorial District. In carrying out the study, three research questions and one hypothesis were raised from which the questionnaire used to gather data was developed. Three hundred (300) respondents were selected through snowball sampling technique. Three hundred copies of the questionnaire were produced and administered on the respondents out of which two hundred and eighty-one (281) were duly filled and returned. Data collected were analyzed using descriptive and inferential analysis involving linear regression at 0.05 level of significance. The study discovered that a lot of married female workers are faced with the challenges of coping with both matrimonial and official responsibilities in private organization. It was recommended that married female workers should develop strategies that could enable them balance the motherhood and work-life activities

Keywords: married women, motherhood, work-life balance, matrimonial and official responsibilities

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Introduction

Work-life balance is a state of equilibrium in which an individual is able to give appropriate attention to both professional responsibilities and personal life. It involves managing work demands while ensuring sufficient time for family, relationships, hobbies, health, and overall well-being. Work-life balance specifically refers to the proportion of time allocated to work relative to time dedicated to meaningful activities outside of work, such as spending time with loved ones or pursuing personal interests (Vibhuti et al., 2016). Achieving work-life balance means having

the ability to manage personal matters during work hours without needing to seek approval or justify actions to others. It emphasizes an equal commitment to both personal and professional pursuits (Kathleen, 2015). Work-life balance describes how individuals prioritize their personal and professional lives and the extent to which job-related activities intrude into their home life.

Motherhood can be described as a state or time of being a mother. It is a state of securing love, support for their children and spouses (Mullings, 2007). Motherhood entails the act of mothering as a

demanding and often challenging endeavor, regardless of the circumstances, available resources, or level of support. As a result of the dwindle in economic situation of the nation most mothers now work in order to support their spouses (Mullings, 2010). Women face several challenges, including child care responsibilities, maternal-child relationships, societal expectations, work-life balance, and family–work-related stress (Zambrana, Hurst & Hite, 1979).

Vibhuti et al. (2016) proposed the concept of the four Primary Ps in a working mother's lifestyle as a framework to identify key factors that can be adjusted to make work more manageable, fulfilling, and less stressful. These Primary Ps are: Place of work, Pace of work, People with whom the working mother interacts, and Profession.

The first Primary P, Place of work, emphasizes the significance of the distance between home and workplace in achieving work-life balance. Factors such as the duration of the commute, the mode of transportation (public or private), and the timing of travel can all impact quality of life. Jobs that require frequent travel add further stress and can be particularly disruptive for working mothers. The second Primary P, Pace of work, also requires careful consideration. The number of working hours can significantly affect work-life balance, as many jobs demand far more than the standard 35-40 hours per week. Vibhuti et al. (2016) noted that it is possible to remain engaged in fulfilling work with fewer hours, though this may require relinquishing some organizational responsibilities. The intensity and demands of the job largely determine how effectively a working mother can balance professional and parental responsibilities, as highly active or high-pressure roles can make parenting especially challenging.

Vibhuti et al (2016), stated the kind of People the working mother associate with or her co-workers is the third Primary P, which has effect on her job performance at work. If she doesn't like the members of her team, it can make work a miserable

experience. Working mother should relate well with her co-workers in the discharge of her duties. The fourth Primary P is Profession that exceptionally affects the lifestyle of a working mother (Vibhuti et al, 2016). A working mother should derives satisfaction in the work she is doing. A. Satisfied employee, is a productive employee. Satisfaction can be inform of duties, responsibilities, tasks, remuneration and delegation of authority. Consideration should be given to changing one's profession if altering one's workplace, pace, or people won't increase contentment.

The equilibrium between a person's professional and personal life is known as work-life balance. If a mother is unable to balance the professional and personal life, it can lead to frustration, stress, job burnout, disharmony in the home and place of work, inability to realize ones goals; this is known as poor-life balance. When a person keeps things balanced, no single element of life dominates and overwhelms the others. The decline in the economic situation of the country has affected many homes, mothers are now working in order to bring something to the table so has to provide support for their spouses (Sundaresan, 2014). These mothers have to juggle between being a professional as well as mother.

Work-life balance of motherhood needs a thorough harmonization of individual pursuits, including “family, work, leisure, social obligations, health, career and spirituality”. Each aspect demands varying levels of attention and finding a balance through prioritization is key. This balance is unique to each individual and can shift overtime. A poor balance will yield to an imbalance, stressed and burnout life. This study therefore investigated motherhood and work-life balance of career women in selected private organizations in Ogun West Senatorial District.

The main objective of the study was to investigate how Motherhood can have a work-life balance in selected private organizations in Ogun West Senatorial Districts. The specific objectives are to: determine the factors affecting work-life balance of career mothers in selected private organizations in

Ogun West Senatorial Districts, examine the consequences of poor work-life balance on career women in some selected private organizations in Ogun West Senatorial Districts, identify strategies that could be used by every married women to balance the motherhood and work-life activities in selected private organization in Ogun West Senatorial District and assess the influence of the Primary P's (Place of work, Pace of work, People with whom the working mother interacts, and Profession) on work-life balance of career women in selected private organizations in Ogun West Senatorial Districts.

Methodology

This study was a survey of mothers in Ogun West Senatorial District, Ogun State. The population of the study comprised all career women and working mothers in private organizations in the senatorial

district. Three hundred (300) working mothers were randomly selected from private organizations in this area. The data collection tool was a structured questionnaire with twenty-four (24) items and four-point Likert alternatives adapted from validated existing instrument SWING (Survey Work-Home Interaction NijmeGen). This instruments was use to elicit information from working mothers in selected private organizations in Ogun West Senatorial Districts. The collected data was analyzed descriptively and inferentially using linear regression at the significance level of 0.05. On a four-point Likert scale, respondents were asked to select one of four options: Strongly Agree (4), Agree (3), Disagree (2), and Strongly Disagree (1). Only two hundred and eighty-one (281) of the three hundred (300) copies of the questionnaire that were created and administered to the respondents were properly completed, recovered, and utilized for data analysis.

Findings

Table 1: Factors affecting work life balance of career women in some selected private organizations in Ogun West Senatorial Districts

items	N	Minimum	Maximum	Mean	Std. Deviation
Childcare	281	1	4	3.07	.637
Longer hours of work	281	1	4	2.94	.782
No Time for Oneself	281	1	4	2.80	.678
Interference of work with family life	281	1	4	2.54	.922
Burden of Excessive work	281	1	4	2.73	.904
Fulfilling Others' expectation	281	1	4	3.04	.603
Job Burnout	281	1	4	3.14	.570
Valid N (listwise)	0				

Table 1 shows that the respondents agreed that the factors affecting work-life balance of career women in some selected private organizations in Ogun West Senatorial District are childcare, longer work hours,

no time for oneself, interference of work with family life, burden of excessive work, job burnout. With the mean score of 3.07, 2.94, 2.80, 2.54, 2.73, 3.04 and 3.14

Table 2 Consequences of poor work-life balance on Mothers

items	N	Minimum	Maximum	Mean	Std. Deviation
Disharmony at home	281	1	4	3.14	.602
Disharmony in the office	281	1	4	2.98	.684
Job Burnout	281	1	4	3.14	.570
Inability to realize full Potentials	281	1	4	3.15	.662
Anxiety	281	1	4	3.18	.722
High level of stress	281	1	4	3.06	.650
Frustration	281	1	4	2.80	.730
Low productivity	281	1	4	3.19	.723
Valid N (listwise)	281				

Table 2 shows the respondents’ responses on the consequences of poor work-life balance on mothers. They are disharmony at home, disharmony in the office, job burnout, inability to realize full potentials,

anxiety, high level of stress, frustration and low productivity. The mean values are 3.14, 2.98, 3.14, 3.15, 3.18, 3.06, 2.80, 3.19

Table 3: The Strategies that could be used to balance motherhood and work-life balance of mothers in the selected private organizations in Ogun West Senatorial District

	N	Minimum	Maximum	Mean	Std. Deviation
Set boundaries and work hours	281	1	4	3.04	.614
Plan ahead	281	1	4	2.93	.769
Practice time management	281	1	4	2.91	.701
Determine your Priorities	281	1	4	2.90	.917
Set Specific Goals	281	1	4	3.15	.782
Take time off work	281	1	4	3.18	.650
Make schedules flexible	281	1	4	3.04	.723
Valid N (listwise)	281				

Table 3 shows the respondents response on strategies that could be used to balance motherhood and work-life balance of mothers in the selected private organizations in Ogun West Senatorial District. These strategies are set boundaries and work hours,

plan ahead, Practice time management, determine your priorities, set specific goals, take time off work, and make schedules flexible. The mean values are 3.04, 2.93, 2.91, 2.90, 3.15, 3.18 and 3.04.

Table 4. Result of hypothesis testing

Model Summary										
					R Square Change	F Change	df1	df2	Sig. F Change	
1		.091 ^a	.008	.005	.596	.008	2.346	1	279	.127

a. Predictors: (Constant), Work-life Balance

ANOVA ^b						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	.834	1	.834	2.346	.000 ^a
	Residual	99.138	279	.355		
	Total	99.972	280			

a. Predictors: (Constant), Work-life Balance

b. Dependent Variable: Primary P's

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	2.767	.195		14.211	.000
	Work-life Balance	.094	.061	.091	1.532	.000

a. Dependent Variable: Primary Ps

Table 4 presents the results of the hypothesis test which proposed that there is no significant relationship between the Primary Ps and the work-life balance of women in selected private organizations within Ogun West Senatorial District. The findings indicate a weak but positive and statistically significant influence of the Primary Ps on work-life balance. The adjusted R² value shows that approximately 5% of the variance in work-life balance is explained by women's perceptions of the Primary Ps. This reflects a modest yet meaningful contribution of Pace, Profession, People, and Place of Work to the work-life balance of married women. Similarly, the ANOVA results confirm that the

regression model is statistically significant ($p < .005$), demonstrating that the Primary Ps significantly account for variations in the work-life balance of career women in Ogun West Senatorial District.

Discussion of Findings

The result on the findings on table one shows that the factors affecting work-life balance of career women in some selected private organizations in Ogun West Senatorial District. These factors include childcare, longer work hours, no time for oneself, interference of work with family life, burden of excessive work, job burnout. The findings corroborate with Sundaresan's (2014), study found out that the factors

affecting career women in having a good work-life balance include childcare issues, social expectations, maternal-child relationship, family and work related issue. Working women must effectively navigate and harmonize their various roles in order to maintain personal balance and achieve their full potential in all aspects of life. Findings shows that women often face challenges in achieving this balance with one study finding showing that 11 weeks after childbirth women resumed to work (Grice et al., 2011). These women do not have enough time to rest or take care of themselves fully before returning to work. These women will experience job spill-over into the home and job burnout because the women hardly have time for themselves and this will affect their work-life balance. A working mother, who does not have time for herself, or who has excessive load of work to handle is likely to experience job burnout and in turn will not be happy (Netemeyer & McMurrian, 1996).

Table two result shows that poor work-life balance causes disharmony in the home, disharmony in the office, job burnout, inability to realize full potentials, anxiety, high level of stress and frustration. most working women experience heavy demands in both their professional and personal spheres. This dual burden often undermines work-life balance and can result in conflict, frustration, burnout, and heightened stress (Grice et al, 2011; Sundaresan, 2014). In a research carried out by Vibhuti (2016), poor work-life balance causes stress. When stress is involve the employee will not be able to perform as expected and this will also affect the activities in the home front.

The result of table three shows the strategies that can be use by working mothers in order to have stable work-life balance. These strategies are set boundaries and work hours, plan ahead, Practice time management, determine your priorities, set specific goals, take time off work, and make schedules flexible. Studies revealed that flexibility is a factor in achieving work-life balance (Clark 2001; Frye & Breaugh 2004; Haddon & Hede, 2009); from the findings of these authors, having flexible schedules

and work arrangement has made it possible for these working mothers to have more time to concentrate on themselves, family and work. Studies carried out by Haworth & Lewis (2005), on strategies to good work-life balance revealed that leisure, taking time off work, vacation, time management are effective coping strategies.

The hypothesis test, which proposed no significant relationship between the Primary P's and the work-life balance of career women in selected private organizations in Ogun West Senatorial District, revealed instead a weak but positively significant influence of the Primary P's on work-life balance. The adjusted R Square (R²) shows that the variance in work-life balance can be explained by the perception of Primary P's which are Pace at which one work, Profession, People one work for/with, Place of work. This implies a weak but positively significant influence of Primary Ps (Pace, Profession, People, Place of work) on work-life balance.

It shows that Place of work, people you work with, pace at which you carried out your work and your Profession have impact on the work-life balance of mothers. This result is in tandem with a study carried out by Vibhuti et al (2016) using working women as samples. The authors stated that the primary P's which are place, people, pace and profession have impact on work career of working mothers. The team members, supervisors, colleagues a career mother relates and work with will also affect work-life balance. A working mother should consider her own abilities and carefully select people who can support her in other areas of life (Walker, 2024; Sundaresan, 2014; Staines, Graham, 1980).

Analysis of variance shows that the regression model is statistically significant in explaining work-life balance. It shows that at every variance in work-life balance, the primary Ps has an influence. It indicates that the primary Ps contributes significantly to explaining the variation in work-life balance of career women in Ogun West Senatorial District of Ogun State. Therefore the hypothesis which states that there is no significant relationship between Primary Ps and work-life balance of women career in selected

private organizations in Ogun West Senatorial District is hereby rejected

Conclusion

Women are disproportionately affected by work-life balance challenges, as they frequently juggle two full-time roles: their professional responsibilities and their duties at home. Working mothers, in particular, often navigate societal expectations and labels associated with being both a career woman and a parent. Attaining a healthy work-life balance is therefore essential for their overall well-being and long-term success. It requires careful consideration of personal capacity, support systems and boundaries. By prioritizing self-care and seeking help when needed, women can navigate the challenges of juggling multiple roles and thrive in both their personal professional lives.

Recommendation

Based on the findings, the following recommendations are proposed:

1. Management of every private organization should provide day care facilities for working mothers.
2. Family members, especially husbands should assist their wives in domestic activities
3. Married female workers should develop strategies that could enable them balance the motherhood and work-life activities.
4. Married female workers should strike a balance by prioritizing human quests.
5. Colleagues/co-workers should give maximum support to the working mothers so as to perform their duties optimally.

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