



## Influence of behavioral dimensions on the quality of work life among women professionals

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### Abstract

The modern work environment presents both opportunities and challenges for women professionals. While organizations are becoming more inclusive, women continue to face unique stressors related to work-life balance, emotional demands, and role expectations. This study explores how behavioral dimensions such as emotional regulation, assertiveness, and adaptability influence the quality of work life among women professionals. Based on data collected from 100 women working in various sectors, the study examines key patterns between behavioral traits and workplace experiences. The findings indicate that positive behavioral patterns significantly enhance Quality of Work Life and can serve as a foundation for professional success and satisfaction. The paper offers recommendations for organizations to support women professionals through behavior-focused development programs.

**Keywords:** Quality of Work Life, Working Women, Behavioral patterns

### Introduction

Over the past few decades, women's participation in professional sectors has increased significantly. From education and healthcare to banking and corporate firms, women today contribute to every major area of the economy. However, despite this progress, women professionals often face unique challenges in the workplacesuch as emotional strain, societal role expectations, and difficulty in maintaining work-life balance. One important aspect of understanding women's workplace experiences is the concept of Quality of Work Life, which refers to an individual's satisfaction with their job, the working environment, and their ability to balance work with other areas of life. While several external factors like salary and workload affect Quality of Work Life, internal factors such as behavioral traits also play a crucial role. This research aims to explore how behavioral dimensions such as emotional regulation, assertiveness, and adaptability influence the Quality of Work Life of women professionals. These traits help individuals respond to stress, communicate effectively, and adjust to changing work conditions.

### Review of Literature

Research on Quality of Work Life has primarily focused on external factors such as salary, job security, and work-life balance. However, emerging studies suggest that internal behavioral patterns are equally critical. According to Greenhaus and Powell (2006) [3], personal resources such as resilience and emotional intelligence enhance one's ability to manage work-life demands effectively. Sharma and Kaur (2020) [5] emphasize that assertiveness and self-monitoring behaviors correlate positively with job satisfaction among women employees. Ames, (2008) [1] Assertive professionals can express their views confidently, manage conflicts, and set boundaries, leading to improved professional relationships. Pulakos *et al.*, (2000) [4] Adaptive employees are better at handling pressure and maintaining performance.

### Objectives of the Study

1. To identify key behavioral traits (emotional regulation, assertiveness, adaptability) present among women professionals.
2. To examine the relationship between these behavioral traits and the quality of work life.
3. To provide suggestions for improving Quality of Work Life through behavioral development strategies.

### Hypotheses

1. There is a significant relationship between emotional regulation and quality of work life among women professionals.
2. Assertiveness positively influences the quality of work life among women professionals.
3. Adaptability has a significant effect on the overall quality of work life of women professionals.

### Research Methodology

#### 1. Research Design

The study uses a descriptive survey design to examine the relationship between behavioral traits and Quality of Work Life.

#### 2. Population and Sample

The population consists of 100 women professionals working in sectors such as education, healthcare, banking, and corporate offices. A random sampling method was used to select the participants.

#### 3. Tools for Data Collection

A structured questionnaire, consisting of A Behavioral Dimensions Scale (measuring emotional regulation, assertiveness, adaptability) was developed and A Quality of Work Life Scale (based on Walton's model). Both tools used a 5-point Likert scale ranging from Strongly Disagree [1] to Strongly Agree [5].

#### 4. Data Collection Procedure

Participants were contacted in person and via email/google form. The purpose of the study was explained, and

confidentiality was assured. Completed questionnaires were collected and tabulated for analysis.

### 5. Statistical Techniques Used

Descriptive statistics (mean, percentage), Pearson's correlation, and simple regression were used to analyze the data.

### Results and Discussion

Although based on a relatively small sample of 100 respondents, the findings reflect meaningful trends in the relationship between behavioral traits and quality of work life. Despite the limited size, the sample's diversity across professional sectors lends credibility to the general patterns observed. The demographic profile of the study's participants included 100 women professionals aged between 25 and 50 years. The sample was drawn from four major occupational sectors, with 30 participants from the education sector, 25 from healthcare, 25 from corporate offices, and 20 from the banking sector. In terms of marital status, 60% of the respondents were married, while the remaining 40% were unmarried. This diverse representation allowed the study to capture a broad spectrum of experiences and behavioral patterns across different professional and personal contexts.

### Key Findings

**Emotional Regulation and Quality of Work Life:** A strong positive correlation ( $r = 0.65$ ) was found between emotional regulation and Quality of Work Life. Women who could manage their emotions effectively reported higher satisfaction with their job roles, better relationships with colleagues, and reduced stress.

**Assertiveness and Quality of Work Life:** A moderate positive correlation ( $r = 0.53$ ) indicated that assertive women were more likely to express their opinions, handle responsibilities confidently, and report a better work environment.

**Adaptability and Quality of Work Life:** Adaptability was also positively correlated with Quality of Work Life ( $r = 0.60$ ). Adaptive professionals found it easier to handle workplace changes, adjust to new teams, and manage workloads, leading to higher job satisfaction.

These findings suggest that behavior traits significantly affect how women experience their work life. While external support (like family or flexible hours) matters, personal behavior also plays a major role in shaping positive outcomes.

### Implications of the Study

The study highlights the importance of integrating behavioral skill development in training programs for women professionals. Policies should be designed to encourage a work culture that values emotional balance, open communication, and flexibility traits that not only support women professionals but also improve organizational productivity.

Organizations should:

- Offer emotional intelligence training to help women manage stress.
- Conduct workshops on assertive communication to promote self-confidence.

- Provide support for building adaptability skills, such as time management and problem-solving.

### Conclusion

This study concludes that behavioral traits significantly influence the quality of work life among women professionals. Emotional regulation, assertiveness, and adaptability are positively associated with workplace satisfaction, stress management, and role performance. Organizations must not only focus on structural changes but also invest in behavioral development to create environments where women can thrive. Future research can explore these patterns in specific industries or include comparisons with male professionals to understand gender-specific needs in the workplace.

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