

Abstract

This study investigates the impact of shift timings on the work-life balance of women employees, focusing on how non-traditional working hours affect their personal and professional lives. The research examines factors such as flexibility in work schedules, family responsibilities, and overall well-being. By collecting data through surveys and interviews with women employees across various industries, the study assesses the challenges faced in balancing work with personal commitments, as well as the support systems in place within organizations. The findings highlight the significant role that shift timings and work-life policies play in improving or hindering work-life balance. Recommendations are provided to help organizations design more flexible work schedules and supportive policies that enhance the well-being and productivity of women employees.