

Assessment of the Psychological Well-being of Women at the Workplace

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Abstract

The world balancing work and life can cause anxiety, sorrow, and reduced efficiency, especially for women who juggle the dual responsibilities of home and office. Working women are no longer scarce and are now recognized as an integral part of the workforce. Working women experience specific challenges like bias, stress, and problems at work and home, and they frequently face discrimination and stress physically and mentally. The purpose of this study was to clarify the psychological experiences and challenges that women face in the workplace, highlighting problems such as career stagnation, work-life balance, and bias against gender. Using a quantitative research approach, the authors surveyed and interviewed 500 women from various industries, like manufacturing, hospitality, healthcare, education, and information technology. The results reveal a very high level of gender bias: 78–82% of women experience bias, particularly in male-dominated industries such as manufacturing and hospitality. Among married women with children, work-life balance issues were particularly pronounced, as indicated by 74% expressing significant stress, emphasizing the role of caring duties. Even after achieving higher employment levels, obstacles in career advancement persist, which can be inferred from the most glaring career stagnation at the middle-level (67%) and senior-level (55%) jobs. These results highlight the need for focused interventions to counter gender-based discrimination, improve work-life balance, and advance careers. Ultimately, gender parity and a friendly workplace are needed.

Keywords: Psychological; Women; Workplace; Gender Bias.

1. Introduction

Women have been more successful in sports, business, politics, technology, and other fields in the last few decades. Women now work in nearly every field, yet because of their gender, they still confront several challenges [1]. Working women face numerous challenges at work and at home, and they are abused and biased, stressed, and stagnation. Today, they deal with prejudice, safety, and security concerns, and above. Workplace career stagnation is one of the problems observed more frequently in businesses in recent years. In the past hundred years, women have taken impressive steps in various disciplines as they increasingly have joined the workforce [2]. They occupy leadership positions within the corporate world and have creative professions in previously exclusively masculine industries, such as science, technology, and engineering. However, despite all these developments, gender inequality still exists and shapes women's experiences at work. Some of the challenges that women face includes gender bias, lack of opportunities for career advancement, unequal pay, and a disproportionate share of caregiving responsibilities [3]. These are some of the difficulties that women often face. Expectations and treatment of women in the workplace are usually shaped by traditional gender roles and societal prejudices, which aggravate these difficulties. It is very important to understand how these issues affect a woman's overall work performance and well-being because the psychological effects of these difficulties might lead to feelings of isolation, heightened levels of stress, and lower job satisfaction.

The psychology of women in the workplace is based on individual psychological characteristics and environmental issues such as business culture, policies, and societal standards. These include how women cope with difficulties at work, why they work, and how they see themselves. Using frameworks such as organizational behavior, social cognitive theory, and gender role theory in research in this area often helps investigate how women view and respond to their workplace [4]. For example, women may struggle to juggle work and family obligations if they are responsible for providing care. This can significantly affect their professional choices and opportunities for growth. In addition, factors such as leadership support, networking, and mentoring can be crucial in alleviating such pressures and helping women navigate professional advancement barriers. Through the interaction between gender, psychology, and the workplace, this study aims to enhance work environment inclusion, promote gender equity, and help women unleash their full potential in the workplace.

1.1. Psychological barriers to women's career advancement

The main psychological barriers women face in the workplace include ongoing gender bias that impacts career advancement. Because of gender stereotypes, women are often assumed to have skills, work ethic, and leadership capacity [5]. This bias may lead to unequal access to high-level opportunities, mentorship, and promotions. Internalizing these biases may cause women to underestimate their skills and have lower self-confidence.

2. Materials and methods

- The data-gathering approach, analytical methodology, tool, technique, and information analyses used in this study are described. The research design relates to women's psychology within their respective places of work. This is a quantitative study examining psychological factors in the workplace. The methodology involved finding an outcome measure for career stagnation, issues of work-life balance, and gender prejudice in both working levels and sectors. It was a cross-sectional survey to get an understanding of the situation of women. Whereas the inclusion of industry-specific comparison may provide a focused examination of the conditions of women in different spheres of activity, the design was for offering statistical insights and for unearthing patterns. The study uses a quantitative descriptive design, taking data from structured surveys gathered from diverse industries and job levels. Descriptive statistical methods and graphical tools were employed to analyze gender bias, work-life balance stress, and career stagnation, highlighting trends, disparities, and organizational challenges.

2.1. Data collection

A stratified random sampling technique was used to represent women diversified in information technology, manufacturing, healthcare, education, and hospitality to ensure that assurance is reached. Participants would be from different job levels, entry levels, and senior positions to assess the different obstacles hindering career advancement. A standardized questionnaire of multiple-choice and Likert-scale items was used to poll 500 women about stress levels associated with work-life balance, career stagnation, and experiences of gender bias. In addition, 50 participants were interviewed in-depth to provide qualitative information about the obstacles and coping mechanisms women encounter in the workplace (Figure 1). The poll was conducted online for as many people as possible, and interviews were conducted in person or via video chat to understand women's problems better. Data were gathered by online surveys (Google Forms, Qualtrics) and face-to-face questionnaires to make them widely accessible. Random sampling was employed for each stratified group to avoid bias and increase the representativeness of results.



Fig. 1: Flow Chart Representation of the Data Collection.

2.2. Statistical analysis

The data gathered were analyzed using SPSS and Microsoft Excel for statistical purposes. Descriptive statistics were used to calculate percentages on essential aspects such as gender bias, work-life balance stress, and career stagnation, giving general patterns across categories and industries. Graphical visualization tools like bar charts, pie charts, and histograms enabled comparisons across industries and job levels. Patterns and differences were found using cross-tabulation to explore associations among factors such as type of industry and gender bias, marital status, and stress level. The Chi-Square test was used to establish the statistical significance of the variations in gender bias and career stagnation across industries and employment levels.

3. Results

According to the survey and interview data, women face many challenges in the workplace, particularly regarding gender bias, work-life balance, and professional advancement. The prevalence of gender bias in industries that have traditionally been dominated by men, such as hospitality, 82%, and manufacturing, 78%, is still prevalent. Even in more balanced fields, such as education, 60% of women report experiencing bias. The married women with children find it hardest, though 74% expressed highly stressful. For 40%, single women in need of no care have an easier time at work, which demands flexible workplace practices at most. Although even senior-level women, 55%, experience a career standstill, 67% of women who lack mentorship and gender-based hurdles to leadership experience the most significant career stagnation, suggesting that barriers to career advancement are present at all work levels. These results highlight the need for focused interventions to boost career development, enhance work-life balance, and reduce gender bias, particularly at mid- and senior levels (Table 1). Gender bias is prevalent when women enter various businesses (Figure 2). Amongst the most prejudiced, typically male industries are hospitality, with an 82% report, and manufacturing at 78%. This shows the stereotyped and structural problems associated with these. Significant prejudice is also evident in information technology, 65%, and healthcare, 70%, which is a sign of continuous efforts toward

achieving gender equality in these sectors. While the lowest number, 60%, reflects somewhat better gender dynamics, it also shows the ongoing problems women face. This trend indicates the need for sector-specific measures to fight gender-based discrimination and work toward a welcoming work environment.

Table 1: Stereotypes and Gender Bias

Industry	% Experiencing Gender Bias
Information Technology	65%
Manufacturing	78%
Healthcare	70%
Education	60%
Hospitality	82%

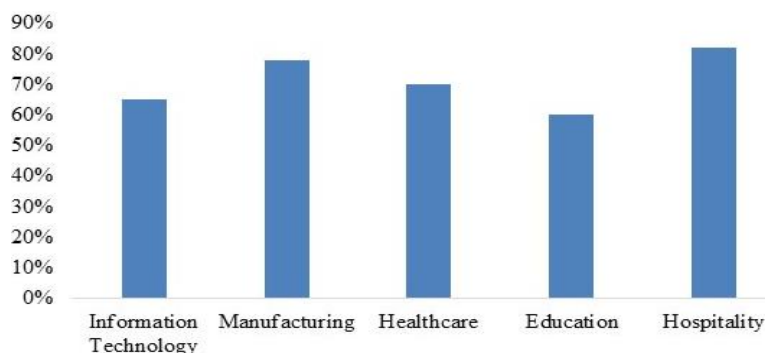


Fig. 2: Graphical Representation of Stereotypes and Gender Bias.

The highest rates of feeling stressed are cited by women who are married with kids at 74%, arguably due to the high pressures of inflexible working schedules and time spent juggling a family. Married women without children experience significant stress 56%, and single women who care for others experience 66% of significant stress (Table 2). This indicates that caregiving is a primary source of psychological strain for women regardless of marital status. On the contrary, women who are unmarried and do not care for children or other dependents have the lowest rates of high stress, 40%, reflecting that combining work and family responsibilities is less stressful (Figure 3). According to this study, there is a need for work environments to be supportive and for flexible rules to govern work, especially in the case of women with caregiving responsibilities.

Table 2: Difficulties in Balancing Work and Life

Category	High Stress (%)	Moderate Stress (%)	Low Stress (%)
Married with Children	74%	20%	6%
Married without Children	56%	30%	14%
Single with Caregiving	66%	28%	6%
Single without Caregiving	40%	45%	15%

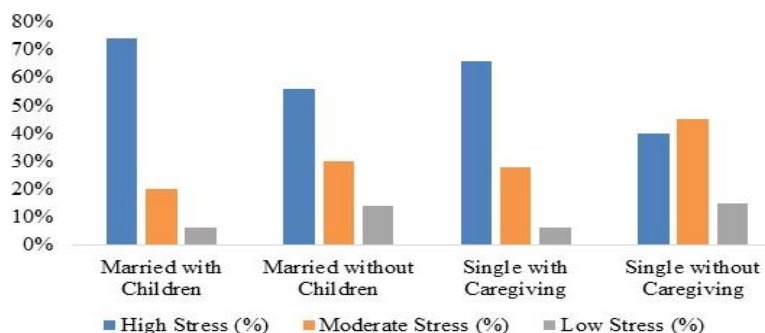


Fig. 3: Difficulties in Balancing Work and Life.

The substantial career stagnation that women at various employment levels suffer. The highest percentage of career stagnation, 67%, reported by mid-level women, indicates that this stage is challenging with few prospects for growth (Table 3). This can be because there are insufficient networking opportunities or mentors, and gender-based hurdles to leadership positions still exist. Significant stagnation is also found among senior-level women, at 55%, which suggests that impediments to future job advancement are present even at higher levels (Figure 4). However, the lowest share of stagnation is found for entry-level women, 42%, which may be due to having more equitable prospects for job growth in the early years. To overcome hindrances to professional advancement, especially at mid and senior levels, the findings thus underscore the need for targeted interventions and networks of support.

Table 3: Fewer Career Possibilities

Job Level	% Facing Career Stagnation
Entry-Level	42%
Mid-Level	67%
Senior-Level	55%

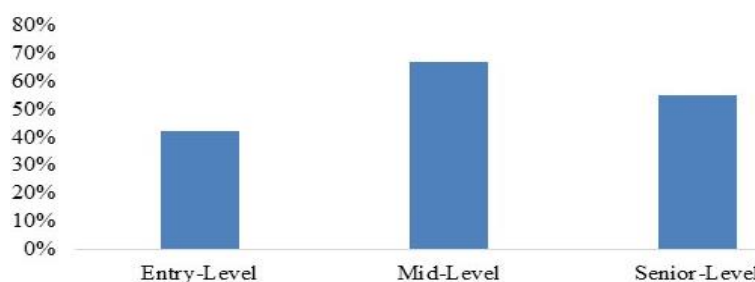


Fig. 4: Distribution of Fewer Career Possibilities.

4. Discussion

The research methodology and data analysis results will now be discussed as applied to this section: main trends, disparities, and challenges found based on gender bias, stress about work-life balance, and stagnation at career levels. Gender bias is an old problem facing many industries, but it is most present in the hospitality industry at 82%. This can be attributed to being part of the traditional gender stereotype, where stereotyping is dominant for customer-facing positions, and female workers are often stereotyped. The manufacturing industry also has a high percentage of gender bias, with 78%. The male majority remains stereotypical in the view that women cannot cope in the technical and manual labor fields. The health sector also faces a high level of gender bias, 70%, although it is associated with caregiving roles. This makes it essential to remove the psychological barriers so that women can perform well in their jobs and contribute best to their organization's success. The state of physical, emotional, and mental tiredness brought on by prolonged engagement in emotionally taxing circumstances is known as burnout, and it is well-documented among healthcare personnel, primarily in emergency and critical care specialties [6]. All medical professionals were affected by stress, but women experienced stress at a notably higher rate. Given that female nurses have a greater stress level than other health professionals, this might be because their jobs need constant monitoring and attentiveness [7], [8]. The IT sector has the highest percentage of gender bias, 65%, indicating that women are underrepresented in technical and leadership positions. Education has the lowest level of gender bias, 60%, but still has significant issues with leadership roles and stereotypes associated with subject specialization. This indicates that the industry-specific intervention is to remove gender bias through more inclusive recruitment policies and gender sensitivity training, promoting equal opportunities for both genders in career advancement opportunities [9-11]. The study indicates a strong relationship between personal circumstances and work-life balance-related stress. "Married with Children" and "Single with Caregiving" employees have the highest stress levels, at 74% and 66%, respectively, indicating the challenges of balancing work with childcare responsibilities. Such findings suggest that workplace interventions are needed to support employees managing caregiving responsibilities, such as flexible working hours, remote work options, or onsite childcare facilities [12], [13]. In contrast, "Married without Children" and "Single without Caregiving" have less stress. This shows that the absence of caregiving activities leaves greater flexibility for such employees at work, reducing stress. Organizations would benefit from this by making flexibility at work and supportive cultures that acknowledge all such varieties of employees' lives that may exist at a life stage [14]. Career stagnation among mid-level employees is at a peak of 67%. Possible reasons include limited growth opportunities, bottlenecks due to promotions, or failure to develop skills. More senior-level employees report less career stagnation at 55% since fewer promotions are available at the top level. Entry-level ones have the least at 42%. Organizations must focus on mid-level career development, mentorship programs, skill-building initiatives, and clearer pathways for career advancement [15-17]. For senior-level employees, opportunities for lateral moves, leadership training, or expanded responsibilities can help prevent career plateauing. In addition to highlighting areas where progress has been made and where gender gaps persist in the field, such a deeper understanding of these issues will inspire conversation in our field about how long-lasting change might be affected to reduce the remaining differences between men and women in psychological science.

5. Conclusion

The study's conclusions reveal the continued challenges women face in the workplace, especially concerning gender bias, work-life balance, and career stagnation. The workplace psychology of women addresses the distinct experiences, challenges, and societal pressures influencing their career progress. Despite extensive progress in industries, women remain subject to gender biases, differences in remuneration, and limitations to moving up in organizations. Gender bias remains a significant problem in many businesses, especially in fields that have been controlled by males historically. The study findings also highlight the significant stress that women have to bear due to their care responsibilities and call for more supportive and nurturing work practices. To help women overcome career challenges and realize their true potential, these findings indicate that focused interventions that help solve these problems include advanced gender equality, improved work-life balance, and mentorship and leadership support. Apart from women's job satisfaction and psychological well-being, addressing the above problems is essential in building an even more inclusive and egalitarian workplace. This research examines these problems, emphasizing important results, their consequences, and possible avenues for further research.

Key findings

The research finds that even with rising female labor force participation, women still experience major workplace issues such as gender discrimination, pay disparities, and restricted career progression opportunities. Social expectations and traditional gender roles also add to these problems, shaping workplace dynamics and career paths.

Implications

These results reinforce policy interventions toward achieving gender inclusion. Organizations ought to adopt equitable salary structures, mentoring programs, and leadership training activities to empower the professional advancement of women. Besides, it promotes a culture at work that challenges stereotypes of gender, leading to job satisfaction and enhanced productivity.

Conflict of interest

All authors declare no conflict of interest.

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