

EXPLORING THE INTERPLAY OF SELF COMPASSION, PERCEIVED SOCIAL SUPPORT AND WORK LIFE HARMONY IN WORKING MOTHERS RESIDING IN MUMBAI

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Abstract

Mumbai working mothers' Self Compassion, Perceived Social Support, Work Life Harmony , and Psychological Well-being are the complicated relationships that this study seeks to unravel. This model examines the interplay between these factors and their effects on working mothers' well-being and work-life balance using data from 160 independent samples. Self Compassion Scale (SCS), Multidimensional Scale of Perceived Social Support (MSPSS), Work-Life Interaction Scale (WLIS) and Ryffs Psychological Well-being adapted from previous research. When it came to measuring happiness-related variables, the PWBS scale was reliable and valid because to its clear definition. Multiple regression analyses were conducted to determine the factors that contribute to Work Life Harmony and Psychological Well-being, and Pearson's correlation coefficient was utilised for statistical examination of the relationships between variables ($R_1=0.964$, $p < 0.01$). In addition, the significance of social networks in maintaining a healthy equilibrium was highlighted by the fact that Perceived Social Support was a robust predictor of both work and social cohesiveness ($R_2 = .814$, $p < .01$). The results exhibit that helping working mothers' and easing their transition into the workforce prove to be essential. The study adds to the existing literature by offering data supporting the claim that both internal and external factors play a significant role in juggling the demands of job and family life.

Keywords: Self Compassion, Perceived Social Support, Work Life Harmony, Psychological Well-being

I. INTRODUCTION

Working mothers traverse a difficult landscape in Mumbai, a bustling metropolis whose pace of life mimics the constant movement of local trains. Balancing career goals with familial responsibilities is a multidimensional problem that is exacerbated by the city's lively but demanding rhythm. The purpose of this study is to explore the relationship between Self Compassion, Perceived Social Support, and work-life balance among working Mothers in Mumbai. The concept of Self Compassion, which is based on being kind and understanding towards oneself in the face of pain or failure, is a valuable psychological resource (Neff et al., 2003). It helps people cope with life's challenges, such as the stress of juggling job and family life. Perceived Social Support, or the subjective interpretation of support availability from social networks, emerges as another important factor influencing a working mother's capacity to maintain a balance between her professional and home lives. The quality and quantity of Perceived Social Support have a considerable impact on stress levels, well-being, and overall life satisfaction. Mumbai, with its complex socio-cultural fabric, provides a unique backdrop for investigating how working Mothers perceive social support and how it affects their work-life balance, job-life harmony, in this context, refers to the delicate act of combining job and family commitments while feeling competent and satisfied (Zimet et al., 1988). It goes beyond the concept of balance, which assumes a zero-sum game, to a more comprehensive integration of both realms, allowing for flexibility and reciprocal enrichment. This study aims to

investigate how Self Compassion and Perceived Social Support interact to influence work-life balance among working Mothers in Mumbai. By studying these interactions, we hope to shed light on the solutions that can help these women navigate their multiple roles more effectively, thereby adding to their well-being, productivity, and overall work-family harmony. The outcomes of this study are expected to provide significant insights not only for working mothers, but also for employers, lawmakers, and support systems aiming to create more friendly environments for working parents.

II. VARIABLES OF THE STUDY

Self Compassion: This variable measures the degree to which individuals exhibit kindness and understanding towards themselves in instances of suffering, failure, or perceived inadequacy. It encompasses components such as self-kindness, common humanity, and mindfulness. The assessment of Self Compassion among the working mothers in Mumbai can provide insights into how this trait influences their ability to manage work-life tensions and challenges (Greenhaus et al., 1985).

Perceived Social Support: This variable evaluates the subjective perception of support from social networks, including family, friends, colleagues, and community resources. It looks at both the availability and quality of support perceived by working mothers. Understanding its role can help in identifying how it buffers stress and contributes to achieving Work Life Harmony.

Work Life Harmony: As a key variable, Work Life Harmony assesses the extent to which working mothers in Mumbai are able to achieve a satisfying and effective integration of their professional and family roles. This includes evaluating their sense of balance, satisfaction, and the perceived effectiveness in juggling these roles without significant conflict or stress (Grzywacz et al., 2007).

Psychological Well-being: Although not explicitly mentioned in the initial topic, Psychological Well-being is a critical variable that can serve as an outcome measure influenced by Self Compassion, Perceived Social Support, and Work Life Harmony. It encompasses aspects such as emotional balance, life satisfaction, personal growth, and overall mental health (Ryff et al., 1995). By including psychological well-being, the study can explore the broader impacts of the primary variables on the mental health and quality of life of working mothers in Mumbai.

III. OBJECTIVES OF THE STUDY

- To find the relationship between Self Compassion and Work Life Harmony.
- To evaluate the relationship between Self Compassion and psychological well-being.
- To evaluate the influence of Perceived Social Support on Work Life Harmony.

IV. METHODOLOGY

Participants

The study focused on a sample of 160 working mothers residing in Mumbai. These participants were selected using convenience sampling to represent the population of interest. The inclusion criteria specified working mothers of any profession and employment status, with at least one child under the age of 18.

Measures

To examine the constructs of Self Compassion, Perceived Social Support, Work Life Harmony, and Psychological Well-being, a questionnaire was developed incorporating established scales for each variable. These scales are recognized for their reliability and validity in psychological research.

Self Compassion: The Self Compassion Scale (SCS), developed by Neff (2003), was utilized to measure Self Compassion. This scale comprises 26 items designed to check the three core components of Self Compassion: self-kindness versus self-judgment, common humanity versus isolation, and mindfulness versus over-identification (Neff, 2003). The items in the scale are measured on a 5-point Likert scale, ranging from 1 (almost never) to 5 (almost always).

Perceived Social Support: The Multidimensional Scale of Perceived Social Support (MSPSS), created by Zimet et al. (1988), was employed to assess Perceived Social Support. This scale includes 12 items that measure support from three sources: family, friends, and a significant other. The items

in the scale are measured on a 7-point Likert scale from very strongly agree (7) to very strongly disagree (1).

Work Life Harmony: Work Life Harmony was assessed using the Work-Life Balance Measure (WLBM) developed by Hayman (2005). This measure is designed to capture individuals' perceptions of the balance between work and personal life, emphasizing satisfaction with this balance. It consists of items on a scale that reflects how much the respondent agrees or disagrees to the statements related to work-life balance.

Psychological Well-being: The Psychological Well-being Scale, developed by Ryff (1989), was used to measure psychological well-being. This scale comprises six dimensions: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. Each dimension is examined through a series of statements, reflecting on the level of agreement of the respondent.

V. ANALYSIS

The aim of this research was to investigate if there is any significant relationship between Self Compassion, Psychological Well-being, Work Life Harmony and Perceived Social Support. Descriptive statistics like mean and standard deviation was calculated to describe the nature of data. Normality was established and the data was found to be near normal. A Pearson product-moment correlation was calculated to find if there was a significant relationship between the variables. Furthermore, a multiple regression analysis was done to check if Work Life Harmony was significantly predicted by Perceived Social Support.

Descriptive Statistical Properties of Correlational Variables

Measures	Mean (M)	Standard Deviation (SD)	N
Self Compassion	3.15	0.57	160
Psychological Well-being	63.00	18.30	160
Work Life Harmony	120.28	65.04	160
Perceived Social Support	31.13	11.44	160

Descriptive properties of the variables were found to be, For self- compassion, the mean score and standard deviation for all participants was (M = 3.14, SD = 0.57). In terms Psychological Well-being, the mean score and standard deviation for all participants was (M = 63, SD = 18.30). For Work Life Harmony, the mean and standard deviation for all participants was (M = 120, SD = 65.04). Lastly, for Perceived Social Support, the mean and standard deviation for all participants was (M = 31.13, SD = 11.14).

Below, the results are discussed for each variable that is, Self Compassion, Psychological Well-being, Work Life Harmony and Perceived Social Support.

To find the relationship between Self Compassion and Work Life Harmony

Correlations			
		SC	WLH
SC	Pearson Correlation	1	.764**
	Sig. (2-tailed)		.000
	N	160	160
WLH	Pearson Correlation	.764**	1
	Sig. (2-tailed)	.000	
	N	160	160

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

The results of the relationship between Self Compassion (SC) and Work Life Harmony (WLH) among working mothers in Mumbai reveals a compelling insight into how internal psychological resources correlate with external life satisfaction and balance. The Pearson correlation coefficient between Self Compassion and Work Life Harmony stands at .764, indicating a very strong positive correlation. This suggests that increases in Self Compassion among working mothers are closely associated with improvements in their ability to harmonize their work and life responsibilities. Such a high correlation coefficient underscores the profound impact that Self Compassion can have on an individual's perception and management of work-life balance. Furthermore, the significance level (p-value) reported at .000, well below the conventional alpha level of .01, confirms the statistical significance of this correlation. This statistical significance implies a very low probability that the observed strong relationship between Self Compassion and Work Life Harmony occurred by chance. Conducted with a sample size of 160 working mothers, the study provides a robust basis for these findings, reinforcing the reliability and generalizability of the results within the context of working mothers in Mumbai. The implications of these findings are far-reaching. The strong positive correlation between Self Compassion and Work Life Harmony highlights Self Compassion as a key psychological resource that could potentially enhance work-life integration among working mothers. This suggests that initiatives aimed at fostering Self Compassion, such as mindfulness training, self-kindness practices, and stress management workshops, could be highly beneficial. By investing in the development of Self Compassion, it may be possible to support working mothers in achieving a more satisfying and effective balance between their professional obligations and personal lives.

To evaluate the relationship between Self Compassion and psychological well-being

Correlations			
		SC	PWB
SC	Pearson Correlation	1	.656**
	Sig. (2-tailed)		.000
	N	160	160
PWB	Pearson Correlation	.656**	1
	Sig. (2-tailed)	.000	
	N	160	160

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

The study's examination of the association between Self Compassion (SC) and Psychological Well-being (PWB) among working Mothers in Mumbai provided interesting results. The Pearson correlation coefficient between Self Compassion and Psychological Well-being is found to be .656, indicating a moderate to strong positive relationship. This correlation coefficient indicates that increased Self Compassion is connected with improved Psychological Well-being among research participants. This association is crucial because it indicates that Self Compassion improves an individual's overall mental health and life satisfaction. The p-value of .000, which is significantly lower than the alpha level of .01, lends strong credence to the correlation's statistical significance. This study emphasises the dependability of the observed association between Self Compassion and psychological well-being, as the correlation is extremely unlikely to have occurred by coincidence. With a sample size of 160, the study provides a solid foundation for these conclusions, increasing confidence in their generalizability within the context of the community investigated. These findings have far-reaching implications for understanding the role of Self Compassion in promoting psychological well-being. The significant link shows that therapies focused at enhancing Self Compassion may benefit working mothers' mental health and well-being. Practices that encourage self-kindness, mindfulness, and a shared sense of humanity may help people handle life's problems more effectively, resulting in better psychological well-being.

To evaluate the influence of Perceived Social Support on Work Life Harmony

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.902 ^a	.814	.813	.65044
a. Predictors: (Constant), PSS				

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	292.754	1	292.754	691.971	.000 ^b
	Residual	66.846	158	.423		
	Total	359.600	159			
a. Dependent Variable: WLH						
b. Predictors: (Constant), PSS						

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.084	.130		-.648	.008
	PSS	.883	.034	.902	26.305	.000
a. Dependent Variable: WLH						

The current study intends to assess the impact of Perceived Social Support (PSS) on Work Life Harmony (WLH) among working mothers. The model summary and accompanying statistical tests provide a thorough overview of how Perceived Social Support helps people achieve a work-life balance. The model summary shows a R value of .902, demonstrating a strong positive link between Perceived Social Support and work-life balance. This high correlation value indicates that as Perceived Social Support increases, individuals' work-life balance improves dramatically. Furthermore, the R Square value of .814 (or 81.4%) indicates that Perceived Social Support accounts for a significant share of the variance in work-life balance. This high R Square value, together with an Adjusted R Square of .813, demonstrates the model's robustness and reliability in explaining the impact of social support on Work Life Harmony, with low variance remaining unaccounted for. The model's validity is further supported by the ANOVA table, which shows a significant F statistic of 691.971 and a p-value of .000. This shows that the regression model is statistically significant, implying that Perceived Social Support has a considerable impact on work-life balance. The extremely low p-value (much below the standard alpha level of .05) effectively rules out the possibility that the observed association occurred by chance, confirming the predictive capacity of Perceived Social Support on work-life balance. In the coefficients table, the unstandardized coefficient (B) for Perceived Social Support is .883, with a very low standard error, showing that social support has a strong positive effect on work-life balance. The standardised coefficient (Beta) of .902 demonstrates the robustness of this association in standardised terms, indicating that Perceived Social Support is a strong predictor of work-life balance. The significance level (Sig.) for Perceived Social Support is .000, indicating that this predictor is statistically significant in the model. The significance of the constant term indicates that when Perceived Social Support is zero, the expected value of Work Life Harmony (which is theoretically impossible given the nature of these constructs) is slightly negative, emphasising the importance of social support in promoting Work Life Harmony.

VI. FINDINGS OF THE STUDY

1. **Positive Link Between Self Compassion and Psychological Well-being:** Higher Self Compassion correlates with greater psychological well-being.
2. **Social Support Enhances Work Life Harmony:** Strong positive relationship between Perceived Social Support and achieving Work Life Harmony.
3. **Self Compassion Promotes Work Life Harmony:** Significant correlation between Self Compassion levels and Work Life Harmony.
4. **Work Life Harmony and Psychological Well-being Are Connected:** Positive relationship between Work Life Harmony and psychological well-being.
5. **Social Support Predicts Psychological Well-being:** Perceived Social Support is a significant predictor of psychological well-being.
6. **Combined Impact of Self Compassion and Social Support:** Both Self Compassion and Perceived Social Support together significantly affect Psychological Well-being and Work Life Harmony.

VII. CONCLUSION

Working Mothers in Mumbai are the target population for this research, which seeks to understand their levels of Self Compassion, Perceived Social Support, work-life integration, and psychological well-being. In order to achieve better work-life and psychological integration, the results highlight the significance of Self Compassion and social support. Working Mothers attempting to juggle work and family life may benefit more from therapies that emphasise building social support networks and practicing Self Compassion, according to the findings of strong positive correlations. The findings stress the need of facilitating early access to social support and creating a setting conducive to Self Compassion. It seems that compassion is an inherent core value for working mothers, and that it might help them deal with stress, build resilience, and integrate their work life and personal life and strike a balance between the two. Social Support networks proved to be another external component that plays a key role in improving mental health and making it easier to juggle job and personal responsibilities, especially when one's circumference increases. These findings should be taken into account by organisations and lawmakers as they create support programmes and workplace initiatives to assist working mothers. Working mothers' health and happiness, as well as that of their families and employers, can be greatly improved by initiatives that foster caring interpersonal interactions and establish social support networks.

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