

Work-Life Balance Among Female Occupational Therapists: A Cross-sectional Study



By

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Statement of Authorship

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Dedication

Dedicated to My honorable and beloved parents

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| List of Abbreviations |
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| | |
|-------------|--|
| BHPI | Bangladesh Health Professions Institute |
| BOTA | Bangladesh Occupational Therapy Association |
| CRP | Centre for the Rehabilitation of the Paralysed |
| IRB | Institutional Review Board |
| NGO | Non-Governmental Organization |
| OT | Occupational Therapy |
| OTs | Occupational Therapists |
| SPSS | Statistical Package of Social Science |
| WFOT | World Federation of Occupational Therapists |
| WLB | Work Life Balance |

Abstract

Background: Achieving a work-life balance is a significant challenge for healthcare professionals, especially women. Occupational therapists are no exception, as they often face long working hours, high workloads, and job demands, which can affect their personal lives and well-being. Understanding the factors influencing work-life balance and job satisfaction in this context is crucial for developing effective strategies to support these professionals.

Aim: This cross-sectional study aims to assess the work-life balance among female occupational therapists and identify factors influencing their ability to maintain a healthy balance.

Method: The study employed a cross-sectional design, and data were collected using a structured questionnaire administered to female occupational therapists. The questionnaire assessed various aspects of work-life balance, including workload, job demands, personal responsibilities, support systems, and satisfaction with work and personal life. The purposive sampling procedure was used throughout the process of participant selection. A total of 85 female occupational therapist participants filled out the work-life balance survey questionnaire. Descriptive statistics and inferential analyses were conducted using the Statistical Package for Social Science 20.0 version to examine the data.

Results: The results show that 83.6% of female occupational therapists reported poor work-life balance due to job-related factors. In addition, 40.0% of the participants

reported family issues interfere their work-life balance. Low work-life balance was associated with job-related factors: working hours (.03), working days (.000), leave arrangements (.000), job security (.001), career development prospects (.001), and salary (.000). Poor work-life balance was associated with poor sleep (.001) and a lack of self-care (.001).

Conclusion: This study demonstrated work-life balance among female occupational therapists. According to this study's findings, there is no significant difference between considering a job while looking for a job and their current rating for their job. Only 5 of participants were very satisfied, and this percentage is very poor. The level interferes with job responsibilities more than family responsibilities. These findings underscore the importance of addressing work-life balance issues among female occupational therapists. Healthcare organizations should consider implementing work-life balance strategies, such as flexible work arrangements, workload management, and supportive policies. By addressing these concerns and implementing changes based on the participants' suggestions, organizations can enhance job satisfaction and well-being among female occupational therapists, ultimately improving the quality of care.

Keywords: Work-life Balance, Female Occupational Therapists, Personal life, Professional life, Job-related factors, Job Satisfaction, Working hours

CHAPTER I: INTRODUCTION

1.1 Background

The modern concept of work-life balance has become increasingly important in modern workplaces. It refers to the equilibrium between the time spent on work and personal life, which is essential to maintain physical, emotional, and mental well-being (Sirgy & Lee, 2018). However, achieving work-life balance is often a challenge for female workers, who face unique societal pressures that can affect their ability to balance work and family responsibilities (Tasnim et al., 2017). In the recent years, the issue of work-life balance has become increasingly prominent, particularly for women in developing countries (Tasnim et al., 2017). Women in these countries often face greater challenges in balancing their work and personal lives due to a range of social, cultural, and economic factors (Tasnim et al., 2017). Many employers do not offer flexible working arrangements, such as part-time work or job sharing, which can make it difficult for women to balance their work and family responsibilities (Ashie, 2021; ILO, 2022; Lonska et al., 2021; Nations, 2010; Uddin, 2021). Additionally, women may face discrimination and harassment in the workplace, responsibilities and which can further exacerbate the challenges they face in achieving work-life balance. Another challenge facing female workers in developing countries is the burden of unpaid care work (Sirgy & Lee, 2018). The lack of affordable and accessible childcare options in many developing countries means that women must. Cultural norms and expectations can also play a significant role in the work-life balance of female workers in developing countries (Tasnim et al., 2017; Uddin, 2021). In some cultures, women are expected to prioritize

their family responsibilities over their careers, which can limit their opportunities for advancement and make it difficult to achieve a work-life balance (Lockwood, 2003). Additionally, women may face social and cultural barriers to accessing education and training, which can limit their career options and make it harder to achieve work-life balance (Ashie, 2021; Obligations, 2015).

In Bangladesh, female workers confront a more significant number of obstacles when trying to balance their personal lives and professional responsibilities (Tasnim et al., 2017; Uddin, 2021).

Occupational therapy professionals have given significant thought to striking a healthy balance between their professional and personal lives. Occupational therapists advocate striking a healthy balance between self-care, work, productivity, and leisure activities (Hammell, 2017). But how can a therapist separate her personal and professional life when she works for a significant portion of each day? According to the available evidence, a harmonious combination of one's personal and professional lives is produced by a balanced combination of one's work and personal lives (Ogakwu et al., 2022). An imbalance produces an adverse effect on both personal and professional lives (Ogakwu et al., 2022).

The profession of occupational therapy is still in its early stages in Bangladesh. Only a few qualified occupational therapists work in our country (Ambia 2009); most are female. Occupational therapy is primarily practised by women in Bangladesh, where they play an essential part in the field. In the beginning stages of this industry, there were relatively few women working in it; however, in recent years, the percentage of female students

accepted into this industry has increased to an unprecedented level. The clinical practice is where the majority of female occupational therapists are employed. As a result, it is essential to understand the obstacles female occupational therapists face while working in clinical settings. As a result of the fact that female occupational therapists are members of a family and a society, they must abide by the laws and regulations. As a result of what has been spoken thus far, we know how they balance their personal and professional lives. Therefore, this study aims to assess the work-life balance among female occupational therapists and identify factors influencing their ability to maintain a healthy balance.

1.2 Justification of the Study

Occupational therapy has traditionally been a female-dominated profession, and understanding the gender dynamics at play is crucial for promoting equity and inclusive. Research on female occupational therapists' work-life balance can reveal their particular obstacles compared to men. These problems may include unequal family responsibilities, limited career progression, or balancing personal and professional obligations. Exposing these discrepancies allows for effective interventions and support networks.

Work-life balance boosts work satisfaction and retention. Female occupational therapists have unique challenges that may affect their career choices. Organizations can enhance retention by assessing work-life balance and job satisfaction among female occupational therapists. This may incorporate flexible work arrangements, mentorship programs, or wellness programs geared to female occupational therapists.

Occupational therapists' work-life balance affects patient care. Research shows that healthcare practitioners' well-being affects their ability to offer quality care. The work-life balance of female occupational therapists can help us understand how their personal lives affect their practice. This knowledge can inform occupational therapist well-being interventions and policies that improve patient care and outcomes.

Work-life balance research on female occupational therapists informs workforce planning and policy. Understanding work-life balance issues helps create evidence-based strategies. These may include flexible work practices, mentorship initiatives, and employee well-being. By incorporating these findings into workforce planning and policy development, occupational therapy can build a resilient and sustainable workforce that can meet practitioners' changing demands.

Work-life balance research on female occupational therapists is crucial for addressing gender disparities, improving job satisfaction and retention, improving patient care and quality outcomes, promoting workforce diversity and inclusive, and informing workforce planning and policy. The profession may support female occupational therapists by recognizing and understanding their specific problems. This research could improve the health and performance of female occupational therapists, benefiting both them and the healthcare system.

1.3 Operational Definition

1.3.1 Work-Life Balance

| Year | Author | Definition- Work-Life Balance |
|-------------|-------------------------------|--|
| 1993 | Kafodimos | Work-Life Balance is a satisfying, healthy and productive life that includes work, play and love...(p xiii) |
| 1996 | Marcks & Macdermid | Role balance is, —the tendency to become fully engaged in the performance of every role in one’s total role system, to approach every typical role and role partner with an attitude of attentiveness and care. Put differently; it is the practice of that even-handed alertness known sometimes as mindfulness (p.421) |
| 2000 | Kirschmeyer | Living a balanced life is achieving satisfying experiences in all life domains. It requires personal resources such as energy, time, and commitment to be well distributed across domains. (p.81) |
| 2000 | Clark | Work-Life Balance is —satisfaction and good functioning at work and home with minimum role conflict. (p.349) |
| 2002 | Rapaport et. Al | Work-personal life integration, instead of balancing to encompass different parts of life, and their integration depends on one’s priorities, which do not necessarily need to demand an equal amount of personal resources. |

| | | |
|-------------|--|---|
| 2003 | Greenhaus, Collins & Shaw | The extent to which an individual is equally engaged in and equally satisfied with- their work and family roles. (p.513). Propose three components of work-life balance: 1. Time Balance 2. Involvement Balance 3. Satisfaction Balance |
| 2003 | Frone | Low levels of conflict and high levels of inter-role facilitation represent work-family balance. (p.145) |
| 2006 | Greenhaus & Allen | Define work-life balance: —the effectiveness to which an individual’s effectiveness and satisfaction in work and family roles are compatible with an individual’s life-role priorities at a given time. (p.10) Define work-life balance: —the effectiveness to which an individual’s effectiveness and satisfaction in work and family roles are compatible with an individual’s life-role priorities at a given time. (p.10) |
| 2007 | Grzywacz & Carlson | As an accomplishment of role-related expectations negotiated and shared between individuals and their role partners in the work and family domains. (p.459) |
| 2008 | Kalliath & Brough | “Work-life Balance is the individual perception that work and non-work activities are compatible and promote growth following an individual’s current life priorities.” |

1.3.2 Occupational Therapy

According to the World Federation of Occupational Therapy (2004), "Occupational therapy is a profession concerned with promoting health and well-being through

occupation. The primary goal of Occupational therapy is to enable people to participate in the activities of everyday life. Occupational therapists try to achieve the outcome by able the people to do things that will enhance the people's ability to participate or by modifying the environment to support participation better" (Position statement on "Work and Health,2013:1)

1.3.3 Professional Status of Female Occupational Therapists in Bangladesh

Female Occupational Therapists may currently be employed in the private or provincial sector. These include special needs schools, rehabilitation centers, national and international non-governmental organizations etc. There are only 203 qualified female occupational therapists in Bangladesh. This number is tiny according to the massive need in the country. Most female occupational therapists work at CRP, Special schools, and Pediatric settings. Several female occupational therapists are working abroad.

1.4 Study Question and Aim, Objectives

Overarching Research Question: How do they maintain their professional and personal life?

Aim: To explore about maintenance of professional life and personal life among female occupational therapists.

Objectives

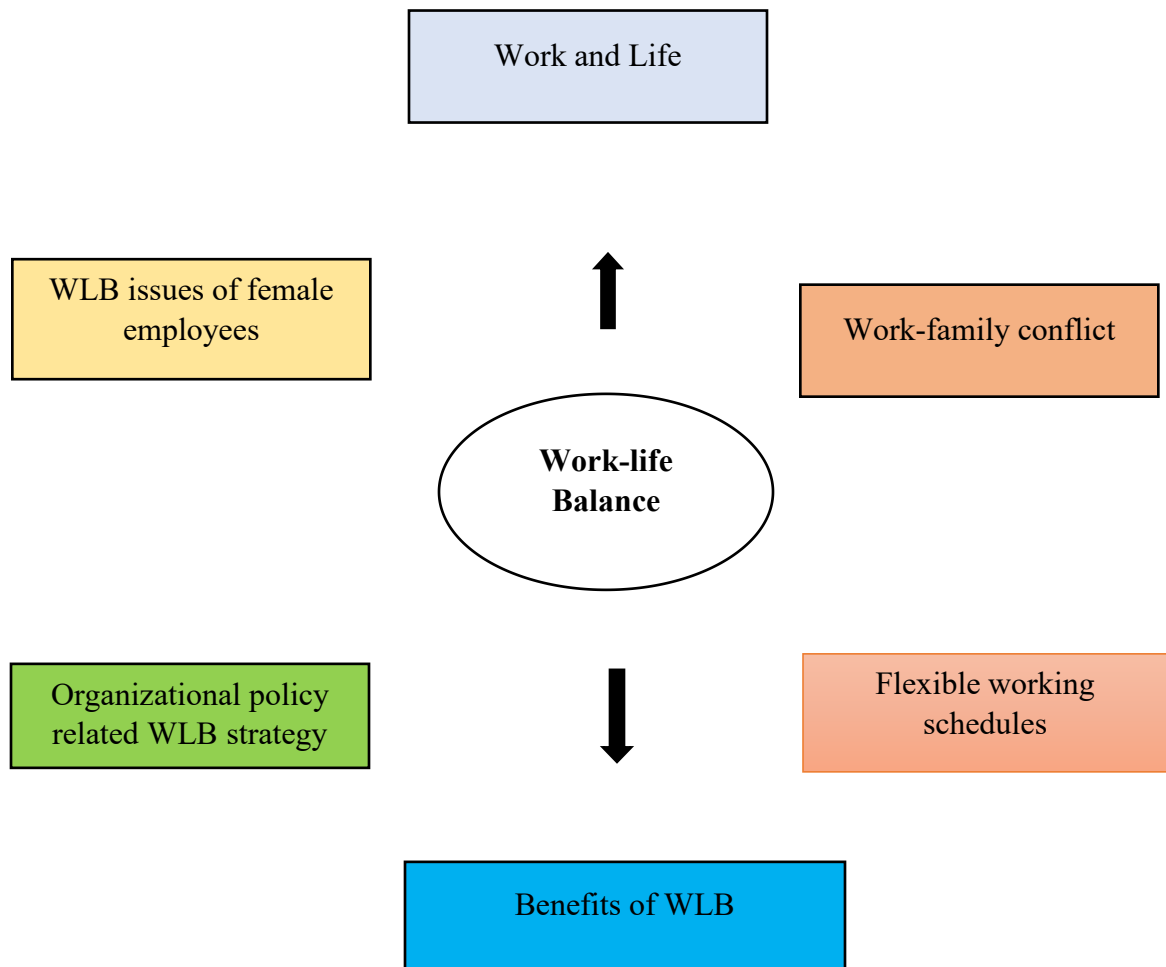
- a) To identify the association between job-related factors and job satisfaction.
- b) Assess female employees' level of interference with family and job.

- c) To identify organizational policies for promoting work-life balance
- d) To describe participants' suggestions for work-life balance

CHAPTER II : LITERATURE REVIEW

In this chapter on literature review, some findings about work-life balance among female workers tried to be demonstrated. There is little literature in Bangladesh about work-life balance among female occupational therapists. This kind of research is significantly less in Bangladesh. So, other countries like Bangalore, Chennai, Mumbai, Vietnam, Delhi etc., have many kinds of literature and contain empirical data relevant to the present study.

Figure 2.1 Overview of Literature Review Findings



2.1 Work

According to Lewis (2003), "Work is often defined in terms of obligated regardless of whether it is paid or unpaid." (p.344). This concept includes various pursuits that individuals could consider connected to their employment. It encompasses everything from the time spent going to a job that pays, to the time spent participating in volunteer activities, to the time spent tending to one's family responsibilities, and even the time spent getting an education. Many activities classified as work do not involve an individual being paid. For this research, the term "work" will be understood to mean paid work because doing so provides a certain amount of clarity when contrasting the various activities that make up a person's life. According to Porter (2004), the interpretation of work has exhibited fluctuations throughout different historical periods and cultural contexts.

2.2 Life

Lewis (2003) The technological revolution is anticipated to yield increased leisure time and provide opportunities for individuals to engage in activities that enhance their quality of life. According to Evans (2000), contemporary humans work longer than their counterparts before the business revolution. This could pertain to engaging in activities such as gambling as recreation, pursuing academic pursuits, or sharing a meal with one's immediate or extended family members. According to Totheyrs et al. (2006), individuals typically engage in leisure activities or spend time with family during the weekend unless they are required to work shifts for their employment. A clear distinction exists between one's professional and personal spheres.

2.3 Work-Life Balance Issues of Female Employees

Hughes and Bonzionelos (2007) define work-life balance as the ability of everyone, regardless of age or gender, to balance their work and personal lives. Unnati et al. (2016) examined work-life balance among State Bank of India female professionals in Aligarh City. The research was published. Descriptive research used random sampling. A self-constructed survey instrument collected data from 100 female workers in this study.

According to the study, many employees complain about job security, flexible working hours, and workload. Most people believe work-life balance boosts productivity. Conversely, work-life imbalances cause disputes that inhibit work-life balance.

Family and coworker support is also important for work-life balance. Most participants were satisfied with their work-life balance rules and considered the organization responsible. "Work-Life Balance: A Reality Check for the Working Woman of Bangladesh" by Tasnim et al. (2017) 40 Bangladeshi working women were studied. Unsupported supervisors, increased work hours, and heavy workloads have made work-life balance more difficult, according to a study. This study examines organizational policy implementation. Organizational, supervisory, family, and colleague support can help. Dr. Saloni Pahuja (2016) describes Delhi-based Axis Bank women's work-life balance. Empirical research achieved the goals. The study polled 100 Axis Bank workers. The study found modest work-life balance among Axis Bank workers. According to the study, work-life balance improves employees' personal and professional lives. Stress prevents some workers from meeting family commitments. Long working hours leave them exhausted after work.

M.N. Murthy et al. (2015) examined work-life balance in the private sector. Work-life balance was examined among 22 employees. Work-life balance issues are revealed in the survey. Five topics dominate this issue. Work-related issues include unstructured work schedules, organizational emphasis on job completion over time management, non-desk work and its challenges, and self-related issues.

Unresolved issues. Environment, workplace location, crises, and stress management
Personal growth can be achieved through implementing methods, developing new interests outside one's own social and familial circles, using proactive adjustment tactics, and taking action. To achieve work-life balance, many employees sacrifice time.

Evans A.E. et al. (2014) examined counselor educators' work-life balance. The study examined how counselors and educators balance work and family. This phenomenological study asked 27 counselor educators to reflect on work-life balance. The study found three main themes: roles, balance, and achievement. Counselor educators conceptualized work-life balance around accomplishment, which accounted for 22 replies. They can handle 89 professional and personal tasks.

Duong et al. (2020) studied Vietnam quantitatively. The study examined Vietnamese women's advantages, gender roles, productivity, and life stresses such as work deadlines, financial obligations, heavy workloads, and family duties. The survey found that women in multinational companies face job stress, a lack of peer support, and conflicting role expectations. Job stress is 53.9, co-worker support is 63.0, and role expectations are 52.5.

2.4 Work-Family Conflict

The study by Reddy et al. (2010) on the work-life balance of married women employees was fascinating. The discussion of the study's findings emphasized the importance of developing treatments for managing work-family conflicts because of its connection to the level of job satisfaction and performance workers achieve. When the duties and responsibilities of work make it more challenging to perform family role obligations, this is an example of work-role conflict. When on the other side, the demands and duties of the family make it more challenging to satisfy the requirements of one's employment function.

2.5 Organizational Policies Related Work Life Balance Strategy

Work-life strategies, such as flexible work alternatives, leave policies, and dependent care benefits, have been developed to assist employees in striking an appropriate balance between their work lives and their lives outside of work. The policies take into account a variety of considerations, such as a Compressed work week. Flexible time. Job sharing. Working from home on the computer. Work-from-home job opportunities, work on a part-time basis. Reduced hours worked per week for parents, Paid time off for bereavement, paid time off for maternity, paid time off to care for sick family members, etc.

2.6 Flexible Working Schedules

Lewis & Humbert (2010) The most significant type of flexible working schedule utilized in the organization is one in which employees work a conventional 38-40 hour work

week, four days a week. The ramifications of this type of schedule are complex and have a double-edged sword. According to the findings (Baltes, Briggs, Huff, Wright, and Neuman, 1999), flexible work schedules benefited employee productivity, job satisfaction, contentment with work schedule, and reduced employee absenteeism. (Baltes, Briggs, Huff, Wright, and Neuman, 1999). According to Galea et al. (2013), flexible working hours, which are supported by management and may be adapted to fit with the culture of the workplace, are highly appreciated for both personal and professional reasons. Conversely, the more family responsibilities respondents have, the more likely they view flexible working hours as a requirement instead of an additional benefit.

2.7 Benefits of Work-Life Balance

Properly balancing one's life makes it possible to finish tasks on time and maintain social engagement, contributing to a lower overall stress level.

Employees' Engagement: Providing individuals with the freedom and autonomy to devote their time and effort where needed and where they wish promotes a more substantial level of engagement from those employees.

Motivation and work commitment: Offer employees motivation, and when they are more driven, they will be able to take pleasure in the task they do.

Productivity will increase if workers can set their hours, making them feel more in control of their work environment. They will work throughout the most productive part of

the time frame, provided that it is compatible with their schedules. Therefore, there will be an increase in overall productivity.

Employees are more motivated and productive and have a better working environment at businesses with a tradition that assists individuals in achieving a healthy balance between their personal and professional lives. It is referred to as employer branding and reputation. That contributes to an improvement in the organization's branding and image.

More significant Manipulation: Individuals have greater control over their work environments, which results in increased levels of employee autonomy. Which contributes to a more effective time and effort management strategy. (Sourabh Munjal 2017)

2.8 Key Gaps in the Evidence

- Based on my examination of the relevant published material, it seems that just a tiny quantity of research is accessible on work-life balance, worldwide.
- Women who work as therapists in Bangladesh have not been the subject of any research about WLB.
- The majority of the research was carried out in private engineering and management institutes in India, as well as by private bankers, councilors, companies, and garment workers. Consequently, the conclusion reached cannot be applied universally across the globe.

CHAPTER III: METHODOS

3.1 Study Design

3.1.1 Method

Work-life balance can be measured quantitatively and objectively. Work-life balance involves time management, mental health, and job and personal fulfilment. Quantitative surveys, questionnaires, and structured observations can quantify and compare work-life balance. This method provides statistical analysis, revealing data patterns, trends, and correlations. Quantitative research with large sample numbers helps academics understand work-life balance and generalize findings. The main feature of survey research is information collected from a group of participants to describe some characteristics or aspects, such as abilities, opinions, attitudes, beliefs, knowledge, etc., of the population of which that group is a part (Wallen and Fraenkel 2000).

Overall, the quantitative method provides a rigorous and systematic approach to measuring work-life balance, yielding valuable insights into the topic.

3.1.2 Approach

The cross-sectional approach is suitable for measuring work-life balance because it allows for capturing a snapshot of individuals' experiences at a specific point in time. Work-life balance is influenced by various factors, including personal circumstances, job characteristics, and societal contexts. By employing a cross-sectional design, researchers can collect data from a diverse sample of individuals representing different demographics,

occupations, and stages of life. Julia Simkus (2021) states, "A cross-sectional study is a type of observational study, or descriptive research, that involves analyzing information about a population at a specific point in time." This approach enables a broad examination of work-life balance across different groups, providing valuable insights into the prevalence and distribution of work-life balance issues. Additionally, the cross-sectional design allows for efficient data collection and analysis, making it feasible to explore relationships between work-life balance and other variables of interest. While it may not capture changes over time, the cross-sectional approach provides a valuable snapshot of work-life balance experiences, contributing to a comprehensive understanding.

3.2 Study Settings and Period

3.2.1 Study Settings

Bangladeshi female occupational therapists work in diverse settings, including hospitals, rehabilitation centers, schools, mental health facilities, community health centers, private practices, and research/academic institutions. The data was collected in different settings including rehabilitation centers in Savar, Mirpur, Manikganj, Chittagong, Mymensingh, Rajshahi, Non-government organizations, Autism Centre, Academic Institute, Government Hospital, Special School.

3.2.2 Study Period

The time frame for the investigation was from April 2022 to February 2023.

3.3 Study Participants

3.3.1 Study Population

The qualified female occupational therapists in Bangladesh listed in the database maintained by the Bangladesh Occupational Therapy Association (BOTA) comprise the study's population. These professionals practise their profession in various occupational therapy settings, and the BOTA database was used to identify them. The total number of female occupational therapists that are registered in Bangladesh is 203, and they are employed in both Bangladesh and other countries.

3.3.2 Sampling Techniques

Purposive sampling was used to conduct the study, and the inclusion and exclusion criteria were strictly followed. According to Alchemer (2021), the "purposive sampling" method requires the researcher to rely on their judgement while still adhering to specific criteria to select people from the population to participate in the study. As a result, using purposive sampling to identify the individuals who would participate in this research was the most effective method.

3.3.3 Sample Size

$$n = \frac{z^2 \cdot pq}{d^2}$$

$$= \frac{z^2 \times \rho(1 - \rho)}{d^2}$$

$$= \frac{(1.96)^2 \times (0.5 \times 0.5)^2}{d^2}$$

$$= \frac{(1.96)^2 \times (0.5 \times 0.5)}{(0.05 \times 0.05)^2}$$

$$= 384$$

Here,

n= sample size

z= the standard normal deviate usually set at 1.96

p= 0.5; the quantity of participant considered as 50% of the total amount.

q-(1-p) = 0.5; proportion in the target population not having the characteristics.

d= 0.7; degree of accuracy required (level of significance/margin of error)

When, $SS > N$

$$n_c = \frac{384}{1 + \frac{n}{N}}$$

$$= \frac{384}{1 + \frac{384}{130}}$$

$$= \frac{384}{3.96} = 97$$

According to this equation, the sample should be 97 participants.

The sample for a study is based on the characteristics of the dissertation (Bailey 1997).

According to Wallen & Fraenkel (2000), sample should be as large size, the researcher

can obtain with a reasonable expenditure of time and energy. That's why researcher decided to select a sample of female OT's in Bangladesh according to inclusion & exclusion criteria. The number of female OT's is 97 according to inclusion and exclusion criteria. The researcher could collect 85 data from the participants of this study.

3.3.4 Inclusion Criteria

According to the database maintained by the Bangladesh Occupational Therapy Association (BOTA), the following women are registered as occupational therapists with the Bangladesh Occupational Therapy Association (BOTA) and are now working in various occupational therapy settings in Bangladesh as female OTs. A minimum of six months of experience is required. Five days of work experience each week with a five-hour minimum per day are required.

3.3.5 Exclusion Criteria

Discontinued occupational therapy practice as recorded in the BOTA database

3.4 Ethical Considerations

3.4.1 Consent from IRB

Through the Department of Occupational Therapy at the Bangladesh Health Professions Institute (BHPI), an application for ethical clearance has been submitted to the Institutional Review Board (IRB), which includes an explanation of the purpose of the research. CRP/BHPI/IRB/9/22/650 is the form number assigned by the IRB.

3.4.2 Informed Consent

The purpose of the research was elucidated by the student researcher to the prospective participants, and only those who expressed a willingness to participate had their data collected. Participants obtained consent through a participatory explanatory statement, consent form, and withdrawal form, both verbally and in writing.

3.4.3 Right of Refusal to Participate or Withdrawal

In the present study, participants were allowed to exercise their volition in determining their participation status. Participants were granted the liberty to discontinue their involvement in the study within a fortnight from the interview date.

3.4.4 Confidentiality

The current investigation granted participants the freedom to exercise their agency in deciding their level of involvement. The study allowed participants to withdraw their participation within two weeks following the interview date.

3.4.5 Unequal Relationship

The student researcher ensured no unequal power dynamics between themselves and the participants. In cases where such dynamics existed, data collection was carried out by a third-party researcher to maintain confidentiality.

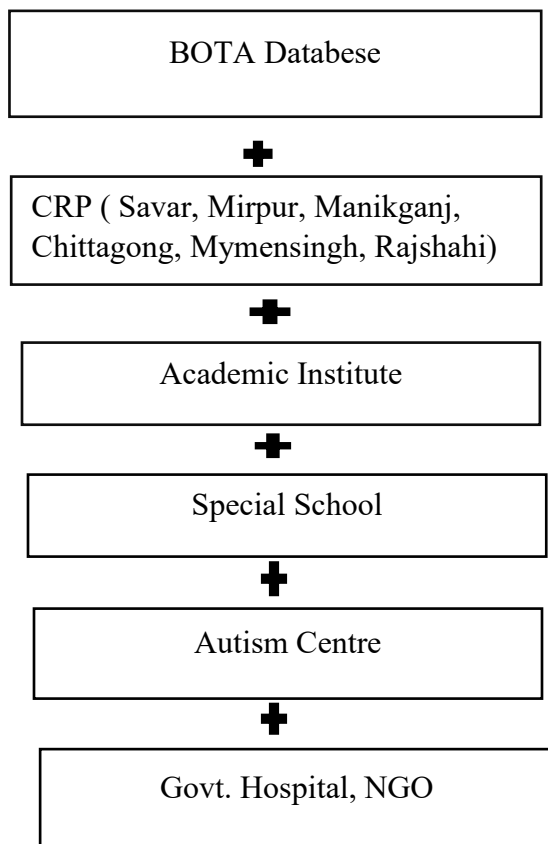
3.4.6 Risk and Beneficence

The interview guide has no sensitive questions and no financial benefit for participants. If there were a power relationship, the student researcher would collect data through a third party and keep it discreet.

3.5 Data Collection Process

3.5.1 Participant Recruitment Process

Figure 3.2 Overview of Participants Recruitment Process



Undergraduate researchers initially compiled the list after consulting the BOTA database. After that, the student researchers went to the rehabilitation centre, project, non-

governmental organization (NGO), particular school, and Centre for the Rehabilitation of the Paralysed (academic institute, indoor, outdoor, pediatric unit) to collect data. Firstly, she gave the participants the information sheet, consent form, and withdrawal form. Face-to-face interviews were used in the collection of the data.

3.5.2 Data Collection Method

The investigator collected data through a face-to-face survey. A structured question and socio-demographic information were used in this study for the data collection. Before commencing data collection, the researcher conducted a field test utilizing a single participant as a preliminary case study. In the phase of concluding data gathering, it is imperative to conduct a field trial to assist the researcher in formulating the data collection strategy. During the interview process, the researcher provided the participants with information regarding the purpose and goals of the study. The field test facilitated the identification of gaps in the questionnaires. Throughout the field test, the participant exhibited no difficulties in comprehending the questionnaire. However, the analysis of the data was not conducted as a result of constraints in time. The researcher focused on the scope of the interview and the participants' responses and assessed the appropriateness of the data collection methods. The field test assisted the researcher in devising a plan for data collection, formulating diverse questioning techniques, and obtaining accurate responses to the inquiries.

3.5.3 Data Collection Instrument

Work-life Balance Survey Questionnaire

Permission was obtained to utilize a standardized survey. The primary aim of the investigation was accomplished through the utilization of a survey questionnaire. This survey investigated the factors influencing and impacting workers' professional and personal lives. The survey instrument comprised inquiries about socio-demographics characteristics as well as 15 items that were categorized as open-ended, close-ended, and Like-rt scale questions. According to Munjal's (2015) study, the instrument is categorized into job-related information, job satisfaction, work-life balance policy, family responsibilities interference with the job, job responsibilities interference with family life, and suggestions regarding work-life balance.

3.6 Data Management and Analysis

The researcher gathered data that was descriptive. The researcher employed descriptive statistical analysis methods due to the implementation of survey methodology in conjunction with descriptive analysis, as Hicks (1999) noted. The utilization of descriptive statistics analysis was employed in educational research to scrutinize the quantitative data of numerical findings, as per the Work of Wallen and Fraenkel (2000).

The student researcher entered data into the Statistical Package for the Social Sciences (SPSS). The data were analyzed using the Statistical Package for Social Science version 20 through the application of descriptive statistics. The researcher analyzed the participant's responses and identified the primary categories and codes. The codes were utilized to represent the participants' descriptions and verbatim statements obtained

during the interviews. The codes preceding these have been categorized based on the responses provided by the participants. Subsequently, the outcomes were sorted based on their respective categories and transcribed onto a separate document. Subsequently, the subject matter was converted into percentages and subjected to descriptive analysis. The document's bar chart, pie chart, and tables were generated using Microsoft Office Word and Microsoft Office Excel. The examination outcome was presented in the section dedicated to results and discussion.

3.7 Quality Control and Quality Assurance

3.7.1 Quality Control

Cross-sectional research design was a reliable approach to achieve study aim and objectives. Quality control and assurance were used during data collection and analysis to ensure study integrity.

This study relied on thorough participant selection and recruitment. The sample had to represent the target population's demographics, occupational sectors, and socioeconomic backgrounds. Though researchers used purposive sampling that may have selection bias and boost generalization.

In addition, the items of the instrument were translated in the local language and field tested with three participants. These strategies helped discover and resolve ambiguities, inconsistencies, and understanding concerns in these instruments. Standardized measurement scales or approved instruments improved data comparability across investigations. Researchers collected data carefully to ensure quality. Regular sessions with supervisor ensured survey consistency and reduced interviewer bias. The research's

credibility was enhanced by strict confidentiality and anonymity protocols. Additionally, proper data management and storage assured data integrity and security.

3.7.2 Quality Assurance

The quality assurance had multiple components. First, researchers set specific research objectives and created study-related research questions. This kept the research on track and ensured the findings met the goals.

Second, ethical research techniques and ethical permissions were followed. Participants were informed of the study's purpose, their voluntary participation, and their responses' anonymity.

For rigor and validity, rigorous data analysis was used. Descriptive and inferential statistics were used to analyze the data. Researchers sought work-life balance patterns, and associations using strong analytical methods.

Finally, quality assurance included transparent research reporting. Documenting research methods, sampling, data collection, and statistical analysis was required. Discussing limitations and biases increased transparency and allowed other researchers to critically evaluate and replicate the study. Researchers sought to improve the credibility and generalization of their findings by using rigorous sampling methods, valid data gathering, and ethical practices.

CHAPTER IV: RESULTS

4.1 Socio-demographic Information

Table 4.1 Socio-demographic characteristics of the participants (N=85)

| Variable | Category | N=85 | Percentage (%) |
|----------------|---------------------------------|------|----------------|
| Age | Age range (24-34) | 74 | 87.00 |
| | Age range (35-44) | 11 | 12.90 |
| Job Title | Senior Occupational Therapist | 15 | 17.60 |
| | Clinical Occupational Therapist | 56 | 65.90 |
| | Lecturer | 4 | 4.70 |
| | Consultant | 4 | 4.70 |
| | Owner | 4 | 4.70 |
| | Consultant & Incharge | 1 | 1.20 |
| | Project Manager | 1 | 1.20 |
| Working Area | CRP | 45 | 52.90 |
| | Private Therapy Centre | 14 | 16.50 |
| | NGO | 7 | 8.20 |
| | Special School | 6 | 7.10 |
| | Special School & Therapy Centre | 5 | 5.90 |
| | BHPI | 4 | 4.70 |
| | Govt. Hospital | 3 | 3.50 |
| | Project | 1 | 1.20 |
| Marital Status | Married | 61 | 71.00 |
| | Unmarried | 24 | 28.20 |
| Experience | Minimum (8month -5year) | 43 | 50.60 |
| | Median (6year - 10year) | 26 | 30.60 |
| | Maximum (11year- 19year) | 16 | 18.80 |

The data presented in Table 4.1 sheds light on several key socio-demographic variables related to the sample of 85 individuals. In terms of age, the majority of respondents (87.00%) fall within 24-34 years, while a smaller percentage (12.90%) belongs to the of 35-45 years. Looking at job titles, the most common category is Clinical Occupational Therapist, accounting for 65.90% of the sample, followed by Senior Occupational Therapists at 17.60%. Other job titles such as Lecturer, Consultant, Owner, Consultant &

Incharge, and Project Manager are reported by smaller proportions, ranging from 1.20% to 4.70%. The working area distribution reveals that CRP is the largest category at 52.90%, with Private Therapy Centers, NGOs, Special Schools, and Special Schools & Therapy Centers also being notable areas of employment. Marital status indicates that the majority of respondents (71.00%) are married, while 28.20% are unmarried. Finally, the experience levels of the respondents vary, with the largest proportion (50.60%) having a minimum experience of 8 months to 5 years, followed by 30.60% falling within the median experience range of 6 to 10 years. A smaller percentage (18.80%) reported maximum experience levels of 11 to 19 years.

4.2. Characteristics of a Typical Working Days of Female OTs

Table 4.2 Typical working days of female occupational therapists including hours (N=85)

| Variable | Category | N=85 | Percentage (%) |
|------------------------|-----------------|-------------|-----------------------|
| Working Hours (Weekly) | 25-35 hours | 13 | 15.30 |
| | 36-45 hours | 67 | 78.82 |
| | 46-65 hours | 5 | 5.88 |
| Overtime Work (weekly) | >24 hours | 80 | 94.12 |
| | <24 hours | 5 | 5.88 |
| Outside Working | Yes | 29 | 34 |
| | No | 56 | 66 |

The data presented in Table 4.2 provides insights into the distribution of working hours in a week, overtime work, and whether individuals engage in work outside of their regular working hours. The sample size consists of 85 individuals. In terms of weekly working hours, a small percentage of respondents, specifically 15.30%, work between 25-40 hours per week, while the majority, 78.82%, work between 41-50 hours. A smaller proportion of 5.88% reported working 51-63 hours per week. Turning to overtime work, >24 hours 94.12% and <24 hours 5.88%. Additionally, the data reveals that 34% of individuals work outside of their regular working hours, while the remaining 66% do not engage in work outside of their designated hours.

4.3 Importance of Organizational Factors Related with WLB

Table 4.3 Distribution of response regarding importance of organizational factors to ensure work-life balance

| Organization-Related Factors | Percentage of response (%) | | | | |
|------------------------------|----------------------------|-----------------|-----------|----------------|----------------|
| | Not Important | Quite Important | Important | Very Important | Not Applicable |
| Salary | 2.4 | 4.7 | 23.5 | 65.9 | 3.5 |
| Workplace's Location | 2.4 | 1.2 | 24.7 | 70.6 | 1.2 |
| Holidays | 2.4 | 5.9 | 23.5 | 65.9 | 2.4 |
| Interest in Job | 0.0 | 3.5 | 29.4 | 65.9 | 1.2 |
| Career Development | 0.0 | 2.4 | 18.8 | 77.6 | 1.2 |
| Flexible Working Hours | 0.0 | 3.5 | 28.2 | 65.9 | 2.4 |
| Leave Arrangement | 0.0 | 1.2 | 25.9 | 71.8 | 1.2 |
| Training Opportunity | 1.2 | 25.9 | 71.8 | 1.2 | 0.0 |
| Job Security | 1.2 | 15.3 | 82.4 | 1.2 | 0.0 |
| Friendly Environment | 0.0 | 0.0 | 21.2 | 77.6 | 1.2 |

The Table 4.3 presents the respondents' perceptions regarding the importance of various organization-related factors. The findings reveal that salary is a crucial aspect for the majority of individuals, with 65.9% considering it very important. Similarly, workplace location was deemed highly significant, with 70.6% rating it as very important. Holidays also garnered substantial importance, with 65.9% considering them very important. The interest in the job and career development were considered important or very important by a significant proportion of respondents, highlighting their value in professional satisfaction. Flexible working hours, leave arrangement, and a friendly environment were also seen as important factors for many individuals. Training opportunities were highly

valued, as indicated by 71.8% rating them as important. Additionally, job security was of utmost importance to the majority of respondents, with 82.4% considering it vital. These findings underscore the significance of factors such as salary, workplace location, holidays, interest in the job, career development, flexible working hours, leave arrangement, training opportunities, job security, and a friendly environment in individuals' job preferences and satisfaction.

4.4. Level of Satisfaction in Work-Life Balance of Female OTs

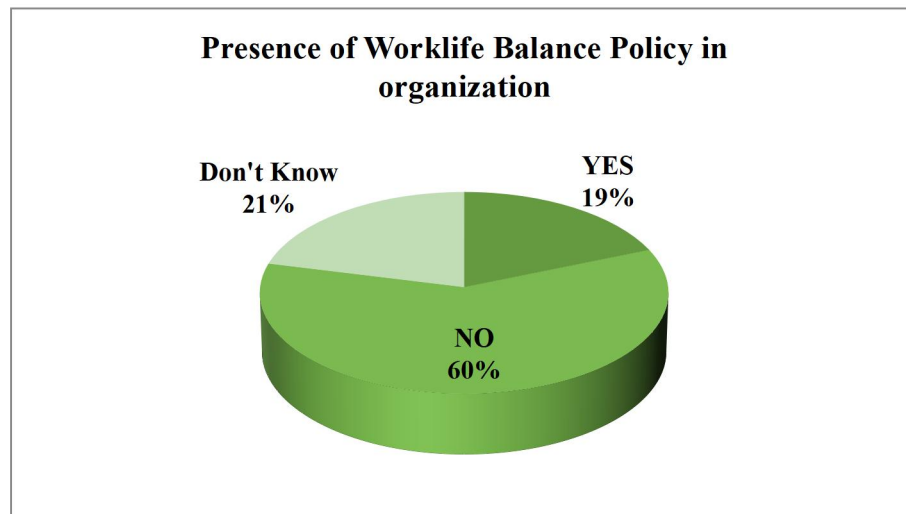
Table 4.4 Level of satisfaction in work-life balance related with organizational factors

| | Percentage of Response (N= 85) | | | | |
|-----------------------------|--------------------------------|--------------|------|-----------|----------------|
| | Poor | Satisfactory | Good | Very Good | Not Applicable |
| Salary | 34.1 | 34.1 | 24.7 | 7.1 | 0.0 |
| Location | 7.1 | 34.1 | 23.5 | 35.3 | 0.0 |
| Holidays | 34.1 | 32.1 | 20.0 | 12.9 | 0.0 |
| Interest in Job | 3.5 | 31.8 | 42.4 | 22.4 | 0.0 |
| Career Development Prospect | 18.8 | 37.6 | 32.9 | 10.6 | 0.0 |
| Flexible Working Hours | 42.4 | 27.1 | 14.1 | 15.3 | 0.0 |
| Leave Arrangement | 29.4 | 37.6 | 23.5 | 9.4 | 0.0 |
| Training Opportunities | 54.1 | 23.5 | 15.3 | 5.9 | 1.2 |
| Job Security | 7.1 | 23.5 | 37.6 | 31.8 | 0.0 |
| Friendly People | 5.9 | 20.0 | 35.3 | 38.8 | 0.0 |

Table 4.4 presents the respondents' level of satisfaction regarding work-life balance in relation to various organizational factors. The findings indicate that satisfaction levels vary across different factors. When it comes to salary, a significant proportion of

respondents (34.1%) rated their satisfaction as poor, while an equal percentage found it satisfactory. Only a small portion (7.1%) rated it as very good. In terms of location, a small percentage (7.1%) expressed dissatisfaction, while the majority (35.3%) reported a high level of satisfaction, rating it as very good. For holidays, the ratings were more evenly distributed, with 34.1% rating it as poor and 32.1% as satisfactory. Interest in the job was generally high, with 42.4% finding it good and 22.4% rating it as very good. Career development prospect received mixed ratings, with 18.8% expressing dissatisfaction and 37.6% finding it satisfactory. Flexible working hours had the highest proportion of dissatisfaction, with 42.4% rating it as poor. Leave arrangement and job opportunities received relatively balanced ratings. Lastly, friendly people in the workplace were highly regarded, with 35.3% rating their satisfaction as very good. These findings illustrate the diverse perspectives on work-life balance, with some factors receiving higher satisfaction ratings than others.

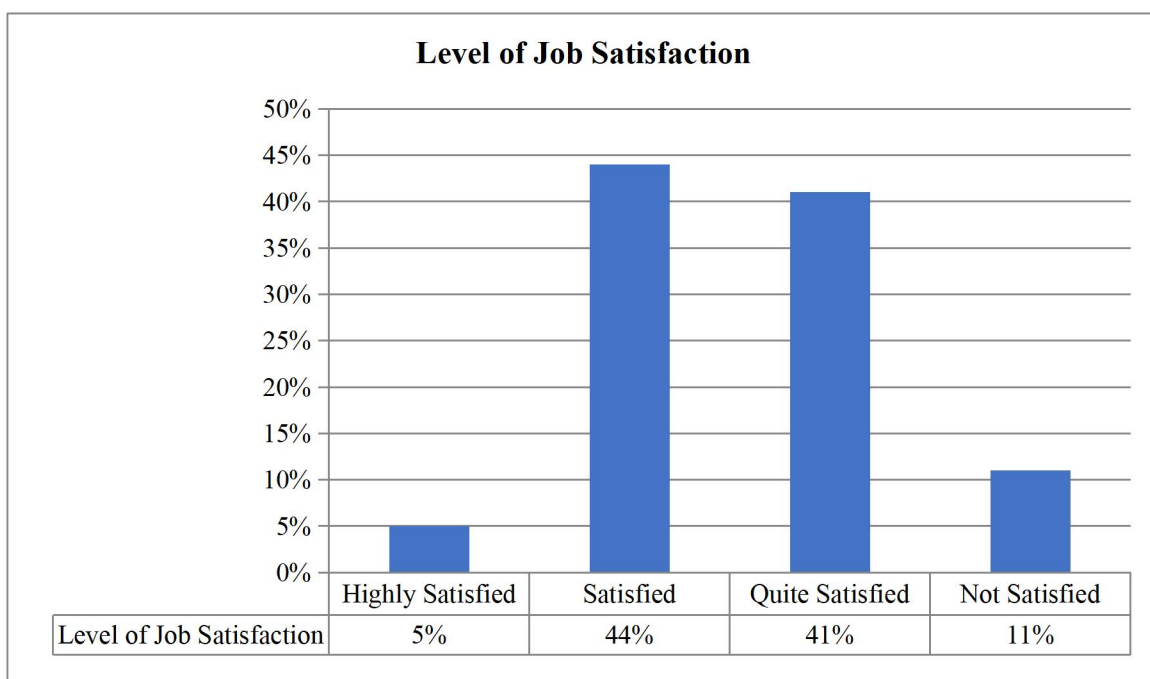
Figure 4.3 Status of work-life balance policy in organization



The present study revealed that 60% of the participants reported the absence of a work-life balance policy in their respective organizations. In comparison, 21% of the participants were uncertain about the existence of such a policy. An intriguing discovery is that 19% of the participants reported having implemented a work-life balance policy yet could not provide documentation to support this claim.

4.5 Job Satisfaction Status of Female OTs

Figure 4.4 Job Satisfaction status of female occupational therapists



According to the above bar chart, The data provided indicates the distribution of satisfaction levels among respondents. Among the respondents, 5% reported being highly satisfied, 44% expressed satisfaction, 41% indicated being quite satisfied, and 11% stated that they were not satisfied. These percentages provide an overview of the overall satisfaction levels among the surveyed individuals, with a significant majority expressing some level of satisfaction with their experiences.

4.6 Family Responsibilities Related with Work-Life Balance

Table 4.5 Distribution of response regarding whether family life and family responsibilities interfere with the job

| | Agree | Strongly Agree | Neutral | Disagree | Strongly disagree | Mean score |
|--|-------|----------------|---------|----------|-------------------|------------|
| Family matters reduce the time you can devote to your job | 2.4 | 28.2 | 24.7 | 36.5 | 8.2 | 2.80 |
| Family problems distract your job | 8.2 | 28.2 | 28.2 | 28.2 | 7.1 | 3.02 |
| Family activities stop you from getting the amount of sleep you need to do your job well | 15.3 | 24.7 | 30.6 | 22.2 | 7.1 | 3.19 |
| Family obligations reduce the time you need to relax or be by yourself | 11.8 | 28.2 | 35.3 | 18.8 | 5.9 | 3.21 |

The findings from the table 4.5 suggest that family-related factors have a notable impact on job performance and well-being. Respondents reported varying levels of agreement with statements regarding the influence of family matters on their ability to fulfill job responsibilities. The majority of respondents agreed or strongly agreed that family problems can be distracting to their work (56.4%), and family obligations can reduce the time needed for relaxation or personal time (40%). Additionally, a significant proportion (39.9%) acknowledged that family activities may interfere with getting sufficient sleep necessary for optimal job performance. However, fewer respondents (30.6%) agreed or strongly agreed that family matters significantly reduce the time they can dedicate to their job. These findings highlight the intricate interplay between family and work-life dynamics, indicating that family-related factors can have an impact on employees' ability to fully engage in their work. It underscores the importance for organizations to consider and provide support for employees' work-life balance and address the challenges posed by family-related obligations and distractions. Furthermore, it was found that 39.4% of the participants reported that their family obligations impede their ability to relax, while

35% participants expressed a neutral stance. The remaining 25% of participants disagreed with this statement, with a mean score of 3.21.

4.7 Job Responsibilities Related with Work-Life Balance

Table 4.6 Distribution of response regarding whether job responsibilities interfere with family life

| | Strongly Agree | Agree | Neutral | Disagree | Strongly disagree | Mean |
|--|----------------|-------|---------|----------|-------------------|------|
| Job reduces the amount of time you can spend with the family | 34.9 | 48.2 | 15.3 | 1.2 | 1.2 | 4.13 |
| Problems at work make you irritable at home | 35.3 | 36.5 | 16.5 | 10.6 | 1.2 | 3.94 |
| Your work involves a lot of time away from home | 40.0 | 42.4 | 9.4 | 8.2 | 0.0 | 4.14 |
| Your job takes up so much energy you don't feel up to doing things that need attention at home | 41.2 | 42.4 | 12.9 | 3.5 | 0.0 | 4.21 |

The findings from the table reveal that a substantial number of respondents perceive their job as having a significant impact on their family life. The majority of respondents, comprising 82.9%, either strongly agreed or agreed that their job reduces the amount of time they can spend with their family. This indicates that work commitments and demands often encroach upon their personal and family time. Furthermore, a notable proportion of respondents (41.2%) strongly agreed and agreed that their job takes up so much energy that they feel unable to attend to important matters at home. This suggests that work-related exhaustion and fatigue can hinder individuals' ability to effectively fulfill their responsibilities and engage in household activities. Similarly, a significant portion of respondents (40%) strongly agreed and agreed that their work involves a considerable amount of time away from home. Consequently, they may face challenges in maintaining a healthy work-life balance and may experience difficulties in managing both their professional and personal obligations. Additionally, a considerable proportion (35.3%) strongly agreed and agreed that problems at work can make them irritable at

home, further underscoring the intricate relationship between work-related stress and family dynamics. These findings highlight the importance of recognizing the potential strain that work can have on individuals' family life and the need for organizations to promote supportive policies and practices that foster a healthy work-life balance for their employees.

4.8 Association Between Factors and Work-Life Balance

Table 4.7 Association between reported satisfaction in work-life balance and its influential factors

| Factors | X-Value | P- Value |
|----------------------------------|----------------|-----------------|
| Socio-Demographic Factors | | |
| Age | 24.47 | .429 |
| Marital Status | 21.30 | .621 |
| Job-Related Factors | | |
| Designation | 21.30 | .621 |
| Job Area | 23.35 | .177 |
| Job Experience | 24.47 | .429 |
| Salary | 36.61 | .000 |
| Location of Job | 11.55 | .482 |
| Working Hours | 35.12 | .000 |
| Working Weeks | 36.61 | .000 |
| Organizational Factors | | |
| Holidays | 30.10 | .000 |
| Job Security | 22.85 | .001 |
| Interest in Job | 30.97 | .000 |
| Career Development Prospect | 28.84 | .001 |
| Flexible Working Hours | 35.12 | .000 |
| Leave Arrangement | 36.61 | .000 |
| Training Opportunities | 36.65 | .000 |
| Job Security | 17.79 | .038 |
| Friendly People | 23.26 | .006 |
| Occupational Factors | | |
| Self-Care | 28.84 | .001 |
| Care for Others | 22.85 | .001 |
| Sleep | 28.84 | .001 |

The provided data of Table presents a range of factors and their corresponding X-values and p-values, reflecting their potential influence on an outcome of interest. Among the socio-demographic factors, age and marital status demonstrate X-values of 24.47 and 21.30, respectively, with relatively higher p-values of 0.429 and 0.621, suggesting limited statistical significance. Job-related factors such as designation, job area, job experience, and location of job exhibit similar X-values and p-values, indicating a lack of strong associations. Conversely, factors such as salary, working hours, and working weeks demonstrate higher X-values (ranging from 35.12 to 36.61) and significantly low p-values ($p \leq 0.001$), indicating a potentially substantial impact on the outcome. Organizational factors, including holidays, job security, interest in the job, career development prospects, flexible working hours, leave arrangement, training opportunities, and friendly people, all exhibit higher X-values (ranging from 22.85 to 36.65) and significantly low p-values ($p \leq 0.001$), indicating a strong relationship with the outcome. Lastly, occupational factors such as self-care, care for others, and sleep also show higher X-values (28.84) and significantly low p-values ($p \leq 0.001$), suggesting their potential influence on the outcome. Overall, this data highlights the importance of certain factors, such as salary, working conditions, organizational support, and occupational well-being, in understanding and potentially predicting the outcome under investigation.

4.9 Suggestion for Work-Life Balance

Table 4.8 Suggestion for work-life balance from the opinion of female occupational therapists

| Category | N=85 | % |
|--|-------------|----------|
| Mental Support | 5 | 5.88 |
| Burnout Prevention | 5 | 5.88 |
| Increase Salary, Holidays, Leave, Flexible Working Hour, Day Care Centre | 20 | 23.52 |
| Decrease Working Hour Workload | 16 | 18.82 |
| Leisure Period | 6 | 7.05 |
| Positive Thinking | 2 | 2.35 |
| Strong WLB Policy | 5 | 5.88 |
| Supportive Environment And Freedom Work | 6 | 7.05 |

The table presents respondents' opinions on different categories of mental support and strategies for improving work-life balance (WLB). In terms of mental support, a small proportion of respondents (5.88%) expressed the need for burnout prevention measures. Additionally, a similar percentage (7.05%) highlighted the importance of fostering positive thinking as a means of promoting mental well-being. When it comes to strategies for enhancing WLB, the majority of respondents (23.52%) suggested that increasing salary, holidays, leave, flexible working hours, and establishing daycare centers would be effective measures. Furthermore, 18.82% of respondents believed that reducing the workload by decreasing working hours would contribute to better work-life balance. Other strategies, such as having a leisure period, implementing a strong WLB policy, and creating a supportive environment with freedom in work, were considered important by smaller proportions of respondents (ranging from 2.35% to 7.05%). These findings indicate the diverse perspectives on the types of support and strategies that individuals perceive as crucial in achieving a healthier work-life balance. Organizations can use these

insights to develop policies and initiatives that address the specific needs and concerns of their employees, ultimately fostering a more supportive and balanced work environment.

The study's results indicate that the organization should establish work-life balance policies for female occupational therapists to facilitate the management of their professional and personal responsibilities. Several recommendations have been proposed to facilitate a proper work-life balance, as outlined below: 50 of the participants responded that they would prefer a flexible working schedule, a salary increase, other holidays and recreational leave, and the establishment of a daycare centre for every organization. Additionally, some participants preferred alternative work hours or a weekly fixed working schedule. The study highlights several factors that contribute to a positive work environment, including a supportive atmosphere, opportunities for independence and satisfaction, adequate time for rest and refreshment, access to leisure activities, effective caseload management, and strategies for preventing burnout and reducing stress. Adopting a positive mindset is recommended. Providing assistance from one's family, spouse, peers, and colleagues and the drive to achieve a goal can contribute to an individual's motivation.

CHAPTER V: DISCUSSION

The present research was conducted on a sample of 85 female occupational therapists employed across various workplaces in Bangladesh. This study aimed to investigate the maintenance of professional and personal life. The study yielded a response rate of 88%. The research gathered information via the administration of a Work-life Balance Survey Questionnaire, as well as the collection of socio-demographic data.

The study reveals a significant socio-demographic feature indicating that 87 of the participants belong to the middle age group, while the remaining 13 belong to the older age group. They held distinct job roles in separate professional settings. Seventeen per cent of the participants reported working in a private therapy centre. The remaining thirty per cent indicated employment in various settings such as non-governmental organizations, educational institutions, government hospitals, projects, special child schools, and pediatric therapy centers. The study revealed that 71 of the participants were married, while 28 were unmarried.

Interestingly, the married participants exhibited a lower work-life balance rate than their unmarried counterparts. Prior research has explored employees' challenges in managing their work-life balance. Murthy et al. (2015) identified various challenges that individuals might encounter in their personal lives, including family-related issues, parenting challenges, role conflicts, feelings of guilt, and marital issues.

The primary aim of this investigation is to examine the correlation between job-related variables and job satisfaction. The discovery of a discrepancy between the factors

considered during the job search and the current situation was intriguing. A significant proportion of the participants expressed dissatisfaction with their current job salary and working hours. The study's findings indicate that the job satisfaction levels of the participants were distributed as follows: 5 reported being very satisfied, 44 reported being satisfied, 41 reported being quite satisfied, and 11 reported not being satisfied. A significant discovery indicates that individuals employed in private organizations exhibit higher levels of job satisfaction than those working in CRP. The compensation package offered by private organizations is often deemed satisfactory by employees. However, they are frequently confronted with an excessive workload. An additional discovery indicates that individuals with greater levels of experience exhibited higher levels of satisfaction with both their personal and professional lives. According to Tasnim et al. (2017), the literature review indicates that most women expressed dissatisfaction with their salary increments, working hours, and workload.

The study's secondary aim was to determine the extent to which female employees experience interference between their family and work responsibilities. The study revealed that job-related duties impede more significantly than familial obligations. Most female employees cannot allocate time to their families due to the demanding nature of their work. A significant proportion of respondents (70) reported that work-related issues contribute to their irritability at home. On the contrary, it was found that 80 of the participants reported that their occupation requires a significant amount of energy, resulting in a lack of focus on their domestic responsibilities. If the findings distinguish between respondents who are married and those who are unmarried, it appears that married individuals encounter challenges in achieving a work-life balance. Nineteen per

cent of the participants who were married concurred that domestic issues served as a distraction to their work.

Additionally, they reported experiencing inadequate sleep due to familial activities and obligations, reducing their opportunities for relaxation. In contrast, the results indicate that 51 of married and 36 of unmarried participants reported that their employment obligations limit the amount of time they can allocate to their familial relationships. Additionally, 55 of married and 16 of unmarried participants reported that workplace issues contribute to their irritability in their domestic environment. Of the participants surveyed, 59 who were married and 16.5 who were unmarried reported that their occupation requires a significant amount of time spent away from their residence. Fifty-six per cent of married and twenty-five per cent of unmarried participants reported that their employment demands significant energy, resulting in a lack of motivation to attend to household tasks. Prior studies have indicated that married workers experience lower satisfaction with their work-life balance, primarily due to reduced opportunities to spend time with their families (Kumari et al., 2015). The obtained outcome is in line with the existing body of literature.

The study's third objective is to ascertain the organizational policies that promote work-life balance. The findings of the investigation indicate that a significant number of organizations do not have a policy in place to promote work-life balance. The study yielded intriguing results, as a subset of respondents indicated that their respective organizations adhere to the work-life balance approach, with most of these individuals being proprietors of said organizations. However, the subordinates disagreed on this issue,

and the proprietor failed to provide any documented evidence. It is recommended that organizations adhere firmly to the work-life balance (WLB) strategy by setting a maximum number of female occupational therapists (OT,s) in their workforce. According to Dex and Smith's (2002) research, a positive and significant correlation exists between Work-Life Balance and Organizational Policies, which hold significant importance in the lives of all employees.

The final aim of the study is to ascertain the recommendations provided by the participants regarding the attainment of work-life balance. The study identified several factors associated with achieving a work-life balance. The participants have provided diverse recommendations regarding maintaining their personal and professional lives. Possible academic rewrite: The factors that employees may consider necessary for their well-being and job satisfaction include various aspects of work arrangements, such as flexible schedules, salary increases, holidays, recreational leave, alternative or fixed work hours, supportive environments, autonomy and fulfillment, opportunities for rest and leisure, workload management, stress reduction, positive thinking, social support from family, spouse, peers, and colleagues, and motivation. A significant number of female occupational therapists suggest the establishment of specialized daycare centers within organizations.

Careful strategist and individual exertion are significant in achieving equilibrium between personal and professional domains. Optimizing work-life balance is primarily the responsibility of employees, who must prioritize and schedule their work and obligations. However, employers can play a crucial role in facilitating this balance by offering

employees attractive schedules and meeting their needs. Conversely, implementing organizational strategies such as flexible working hours, a pleasant work environment, workload reduction, career advancement opportunities, training programme, fair compensation, and on-site childcare facilities can facilitate the achievement of work-life balance for all employees.

CHAPTER VI: CONCLUSION

6.1 Strengths and Limitation

Cross-sectional studies are fast and cheap, allowing researchers to gather data from a broad sample. These studies examine numerous variables simultaneously, offering a comprehensive view of work-life balance and related aspects. Cross-sectional studies can also generate hypotheses by identifying potential links and patterns, leading to future research.

Cross-sectional research has drawbacks. Lack of causality is a crucial issue. Since data is collected at a single point, it's hard to tell if work-life balance affects specific factors or vice versa. Longitudinal studies are superior for temporal links and work-life balance changes.

Cross-sectional research may cause selection bias, which may result in an unrepresentative sample if participants are not tracked over time. Recall and social desirability bias may affect participants' responses, affecting data accuracy and dependability.

Purposive sampling is used to study work-life balance in female occupational therapists. This sampling strategy targets particular criteria to ensure that the sample represents the community of interest.

By selecting people with appropriate work-life balance traits or experiences, purposive sampling gives researchers rich, in-depth data. Purposive sampling provides a

representative and in-depth sample, yet it may skew and limit diversity. If researchers only include predefined people, selection bias can occur.

This may limit the findings' applicability. The researcher's prejudices or preferences can impact participant selection, jeopardizing the study's objectivity. To reduce bias and improve validity, researchers must maintain sample variety.

6.2 Practise Implication

This study represents the initial investigation into Work-life Balance for female Occupational Therapists.

- The study's results suggest that the Occupational Therapy field should consider implementing work-life balance policies for female occupational therapists. Therefore, this research could serve as a valuable resource for Human Resource professionals in developing their work-life balance policies, ultimately promoting the welfare of female occupational therapists.
- Flexible Work: Female occupational therapists need flexible schedules and remote work. Work-life balance and stress can improve.
- Work-life balance-friendly organizational culture. Supervisors and coworkers should help employees communicate work-life needs. Communication promotes work-life balance.
- Time Management and Prioritizing: Female occupational therapists can learn these skills. These skills assist therapists in managing time, priorities, and stress.

- Organizations may offer wellness initiatives for female occupational therapists. These programs may offer stress management, mindfulness, mental health, and exercise. These programs increase work-life balance and well-being.
- Mentoring and Peer Support Networks: Female occupational therapists can learn from one another. Therapists can discuss work-life balance tips on these networks.
- Regular work-life balance assessments or surveys of female occupational therapists may disclose their needs and experiences. This data can help customize work-life balance interventions.

6.3 Recommendations for Future Research

While significant progress has been made in understanding work-life balance among female occupational therapists, there are several areas that warrant further research to enhance our knowledge and inform future practices. Some future research recommendations include the following:

- Measuring work-life balance over time would reveal how it changes for female occupational therapists. This would assist in identifying work-life balance shifts and their long-term impacts on well-being and career paths.
- Evaluating interventions or policies to improve work-life balance for female occupational therapists is vital. This study can examine how flexible work arrangements, wellness programs, mentoring, and organizational policies affect work-life balance, job satisfaction, and retention.

- As occupational therapy uses more technology, studying how it affects female OTs' work-life balance is crucial. Technology use should be studied for work-related stress, personal-work boundaries, and work-life balance.
- More research is needed on how organizational policies and practices promote work-life balance for female occupational therapists. Policies like parental leave, childcare support, flexible work arrangements, and professional growth possibilities can help organizations encourage work-life balance.

By addressing these research recommendations, we can better understand work-life balance among female occupational therapists and develop evidence-based interventions and practices that promote optimal work-life integration, job satisfaction, and well-being of this vital workforce.

6.4 Conclusion

The present study represents the initial investigation into work-life balance among female occupational therapists in Bangladesh. The research examines the impact of an individual's personal and professional life. It is imperative to mitigate the adverse impact by implementing measures at both individual and organizational levels. The implementation of a Work-Life Balance strategy by organizations can aid female Occupational Therapists in achieving a balance between their professional and personal lives. Conversely, enhanced efficiency and morale will yield more significant benefits for the organization. Merely relying on organizational policies is insufficient in addressing the issue of work-life imbalance. It is imperative to strategically manage family responsibilities to minimize their adverse impact on work.

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APPENDIXES

তথ্যপত্র

গবেষণার শিরোনাম: মহিলা অকুপেশনাল থেরাপিস্টদের কর্ম জীবনের ভারসাম্যতা।

আমি আপনাকে একটি গবেষণায় অংশ নিতে আমন্ত্রণ জানাতে চাই। আপনি সিদ্ধান্ত নেওয়ার আগে আপনাকে বুঝতে হবে কেন গবেষণাটি করা হচ্ছে এবং এটি আপনার সাথে কেন জড়িত। অনুগ্রহ করে, নিম্নলিখিত তথ্যগুলি সাবধানে পড়ার জন্য সময় নিন। আপনার পড়া কিছু পরিষ্কার না হলে বা আপনি আরও তথ্য চাইলে প্রশ্ন জিজ্ঞাসা করুন। অংশ নেবেন কি না সিদ্ধান্ত নিতে সময় নিন।

আমি কে এবং এই গবেষণা কি সম্পর্কিত?

আমি ইন্দ্ৰাণী সাহা। আমি পক্ষাঘাতগ্রস্তদের পুনর্বাসন কেন্দ্র (সিআরপি) এর অধিনস্থ বাংলাদেশ হেলথ প্রফেশন্স ইনস্টিটিউটের অকুপেশনাল থেরাপি বিভাগের চতুর্থ বর্ষের একজন ছাত্রী। আমার প্রাতিষ্ঠানিক কার্যের অংশ হিসেবে চলন্ত শিক্ষাবর্ষে একটি গবেষণা মূলক কাজ করতে হবে। আমার গবেষণাটির শিরোনাম "মহিলা অকুপেশনাল থেরাপিস্টদের কর্ম জীবনের ভারসাম্যতা"।

গবেষণার লক্ষ্য:

মহিলা অকুপেশনাল থেরাপিস্টদের ব্যক্তিগত জীবন এবং কর্মজীবনের মধ্যে সম্পর্ক ও ভারসাম্য সম্পর্কে অবহিত করবে সেই সাথে বর্তমানে মহিলা অকুপেশনাল থেরাপিস্টদের জীবনযাত্রার মান এবং কর্মজীবনের সফলতা সম্পর্কে অভিজ্ঞতা অর্জন।

অংশগ্রহণে কি কি বিষয় জড়িত?

আমি প্রায় ৩০ মিনিটের জন্য একটি সাক্ষাৎকারটি পরিচালনা করব। সাক্ষাৎকারটি করা হবে আপনার কর্মজীবন যেমন: চাকরির সময়, চাকরির রেটিং, সন্তুষ্টি, কর্মসংস্থানের সহযোগিতা পারিবারিক দায়িত্ব-কর্তব্য, কর্মজীবন এবং ব্যক্তিগত জীবনের ভারসাম্যতা ইত্যাদি সম্পর্কে।

কেন আপনাকে অংশ নিতে আমন্ত্রণ জানানো হয়েছে?

যেহেতু আপনি বাংলাদেশ অকুপেশনাল থেরাপি অ্যাসোসিয়েশন কর্তৃক নিবন্ধিত পেশাগত একজন মহিলা অকুপেশনাল থেরাপিস্ট হিসেবে কর্মরত, তাই আপনাকে অধ্যয়নে অংশ নিতে আমন্ত্রণ জানানো হয়েছে। আপনি অন্তর্ভুক্তির মানদণ্ড পূরণ করেছেন। আমি নীচে অন্তর্ভুক্তি এবং বর্জনের মানদণ্ড যোগ করেছি:

অন্তর্ভুক্তি মানদণ্ড:

- ✓ বাংলাদেশ অকুপেশনাল থেরাপি অ্যাসোসিয়েশন কর্তৃক নিবন্ধিত পেশাগত মহিলা অকুপেশনাল থেরাপিস্ট।
- ✓ যারা বর্তমানে বিভিন্ন স্থানে কর্মরত আছেন।
- ✓ কমপক্ষে ৬ মাসের অভিজ্ঞতা থাকতে হবে।
- ✓ সপ্তাহে অন্তত ৫দিন এবং দৈনিক ৫ঘন্টা করে কাজের অভিজ্ঞতা থাকতে হবে।

বর্জনের মানদণ্ড:

- বাংলাদেশ অকুপেশনাল থেরাপি অ্যাসোসিয়েশন এর ডাটাবেজ অনুযায়ী বর্তমানে যারা ক্লিনিক্যাল প্র্যাক্টিস করছেন না।

আপনার কি অংশ নিতে হবে?

গবেষণায় আপনার অংশগ্রহণ সম্পূর্ণরূপে সেচ্ছায়। আপনি যেকোনো সময় গবেষণা থেকে আপনার অংশগ্রহণ প্রত্যাহার করতে পারবেন। এই গবেষণায় অংশগ্রহণে গবেষক আপনাকে কোনোপ্রকার আর্থিক সহায়তা প্রদান করবেন না। এই অংশগ্রহণ কখনই আপনার জন্য ক্ষতির কারণ হয়ে দাঁড়াবে না।

অংশ নেওয়া কি গোপনীয় হবে?

তথ্য অন্যদের সাথে শেয়ার করা হবে না। অধ্যয়নের সময় আপনার নাম এবং অন্যান্য তথ্য বেরিয়ে আসবে না। সাক্ষাৎকার থেকে সংগৃহীত সমস্ত তথ্য নিরাপদে রাখা হবে এবং গোপনীয়তা বজায় রাখা হবে। গবেষক এবং গবেষণা তত্ত্বাবধায়ক ব্যাভীত এই তথ্যগুলো

অন্য কোথাও প্রকাশিত হবে না এবং গবেষণার কোথাও অংশগ্রহণকারীর নাম প্রকাশ হবে না।

আরও তথ্যের জন্য আপনার কার সাথে যোগাযোগ করা উচিত?

আপনি আরও তথ্যের জন্য আমার সাথে যোগাযোগ করতে পারেন.

নামঃ ইন্দ্রাণী সাহা

বি.এস.সি ইন অকুপেশনাল থেরাপি (চতুর্থ বর্ষ)

বিএইচপিআই, সিআরপি, সাভার, ঢাকা।

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ধন্যবাদ।

Appendix A: Approval Letter



বাংলাদেশ হেল্থ প্রফেশন্স ইনস্টিটিউট (বিএইচপিআই)
Bangladesh Health Professions Institute (BHPI)
 (The Academic Institute of CRP)

Ref: _____ Date: _____

CRP/BHPI/IRB/09/22/650 28th September, 2022

Indranee Shaha
 4th Year B.Sc. in Occupational Therapy
 Session: 2017-18, Student ID: 122170296
 BHPI, CRP, Savar, Dhaka-1343, Bangladesh

Subject: Approval of the thesis proposal “Work Life Balance among Female Occupational Therapists” by ethics committee.

Dear Indranee Shaha,
 Congratulations.

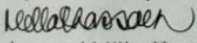
The Institutional Review Board (IRB) of BHPI has reviewed and discussed your application to conduct the above-mentioned dissertation, with yourself, as the principal investigator and Shamima Akter as thesis supervisor. The Following documents have been reviewed and approved:

| Sr. No. | Name of the Documents |
|---------|-----------------------------------|
| 1 | Thesis Proposal |
| 2 | Questionnaire |
| 3 | Information sheet & consent form. |

The purpose of the study is to explore about work life balance among female Occupational Therapists. The study involves use of a Work Life Balance (WLB) Questionnaire that may take to approximately 30 minutes to answer the question and there is no likelihood of any harm to the participants. The members of the Ethics committee have approved the study to be conducted in the presented form at the meeting held at 8.30 AM on 27th August, 2022. at BHPI (32nd IRB Meeting).

The institutional Ethics committee expects to be informed about the progress of the study, any changes occurring in the course of the study, any revision in the protocol and patient information or informed consent and ask to be provided a copy of the final report. This Ethics committee is working accordance to Nuremberg Code 1947, World Medical Association Declaration of Helsinki, 1964 - 2013 and other applicable regulation.

Best regards,



Muhammad Millat Hossain
 Associate Professor, Dept. of Rehabilitation Science
 Member Secretary, Institutional Review Board (IRB)
 BHPI, CRP, Savar, Dhaka-1343, Bangladesh

সিআরপি-চাপাইন, সাভার, ঢাকা-১৩৪৩, বাংলাদেশ। ফোন: +৮৮ ০২ ২২৪৪৪৫৪৬৪-৫, +৮৮ ০২ ২২৪৪৪১৪০৪, মোবাইল: +৮৮ ০১৭৩০ ০৫৯৬৪৭
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 E-mail : principal-bhpi@crp-bangladesh.org, Web: bhpi.edu.bd

Permission Letter

Date: 26.10.2022

To

The Head of the department of Clinical Occupational Therapy

Centre for the Rehabilitation of the Paralysed

Chapain, Savar, Dhaka-1343

Subject: Request for seeking permission to collect data from occupational therapist.

Sir,

I beg most respectfully to state that, I am a student of final year, B.Sc. in Occupational Therapy at Bangladesh Health Professions Institute (BHPI) which is an academic institute of Centre for the Rehabilitation of the Paralysed (CRP), affiliated to Faculty of Medicine, University of Dhaka. I am interested to conduct a quantitative study on female occupational therapist. My thesis title is **“Work Life Balance among Female Occupational Therapists.”** The purpose of the study is to explore about maintains of professional life and personal life among female occupational therapists. Now I am looking for your kind approval to start my data collection from Bangladesh Health Professions Institute (BHPI), Centre for the Rehabilitation of the Paralysed (CRP)-Savar (head office) and all branches of CRP (Mirpur, Ganakbari, Manikganj, Mymensingh, Sylhet, Moulvibazar, Gobindopur, Chattagram, Barishal, Rajshahi, Nawabganj).

I therefore pray and hope that you would be kind enough to give me the permission for collecting the data and oblige thereby.

Your sincerely,

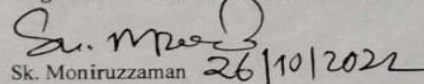


Indranee Shaha

Session: 2017-18

4th year student of B.Sc. in Occupational Therapy

Singnature and comments of head of the department



Sk. Moniruzzaman

26/10/2022

The head of the Department

Dept. of Occupational therapy

Bangladesh Health Professions Institute (BHPI)

CRP, Savar, Dhaka-1343

Appendix B: Information Sheet & Consent Form

Information Sheet

Title of the study: Work Life Balance among Female Occupational Therapists.

I would like to invite you to take part in a research study. Before you decide you need to understand why the research is being done and what it would involve for you. Please, take time to read the following information carefully. Ask questions if anything you read is not clear or if you would like more information. Take time to decide whether or not to take part.

Who I am and what this study is about?

I am Indranee Shaha, 4th year student of Occupational Therapy department of Bangladesh Health Professions Institute (BHPI), who wants to conduct research about “Work Life Balance among Female Occupational Therapists”. The aim of the study to explore about maintains of professional life and personal life among female occupational therapists.

What will be taking in part involve?

I will conduct an interview for about approximately 30 minutes. The interview is about your work-Life such as, Working hours, current job rating, satisfaction level, family life interference with job, job responsibilities interference with family or personal life, suggestion about work life balance etc.

Why have you been invited to take part?

As you are a female OT's, you have been invited to take part in the study. You have met the inclusion criteria. I added the inclusion and exclusion criteria in below:

Inclusion Criteria:

- Female registered Occupational Therapists with the Bangladesh Occupational Therapy Association (BOTA)
- Currently practicing in different Occupational Therapy settings in Bangladesh as a female OT's according to BOTA database.
- Experience must have 6 months
- Working experience required 5 days a week and 5 hours per day

Exclusion Criteria

- Discontinued occupational therapy practice as recorded in the BOTA database.

Do you have to take part?

It's up to you to decide whether or not to take part. If you decide to take part you will be able to keep a copy of this information sheet and you have to give consent through a consent form. You can still withdraw your information at any time through the withdrawal form. Participating in the research is not anticipated to cause you any disturbance or discomfort. There is no financial benefit for you for taking part in the study.

Will taking part be confidential?

The information will not be shared with others. Your name and other information will not come out during the study. All the information that is collected from the interview would be kept safely and maintained confidentiality.

Who should you contact for further information?

You can conduct with me for further information.

Indranee Shaha

4th year student, B.Sc in Occupational Therapy,

BHPI, CRP, Savar, Dhaka.

Phone: 01732379552

ID: 122170296

Email: indraneeshahak@gmail.com

IRB No: CRP/BHPI/IRB/09/22/650

IRB Office Address: BHPI, CRP, Savar, Dhaka-1343, Bangladesh

You can also contact with my supervisor.

Shamima Akhter

Assistant professor, BHPI, CRP.

Phone: 01716806864

Email: shamimaakterot@gmail.com

সম্মতিপত্র

এই গবেষণাটি অকুপেশনাল থেরাপি কোর্সের একটি অংশ এবং গবেষণাকারীর নাম ইন্দ্রাণী সাহা। সে সিআরপির অধিনস্থ বাংলাদেশ হেলথ প্রফেশনাল ইনস্টিটিউটের অকুপেশনাল থেরাপি বিভাগের চতুর্থ বর্ষের ছাত্রী। এই গবেষণাটির শিরোনাম "মহিলা অকুপেশনাল থেরাপিস্টদের কর্ম জীবনের ভারসাম্যতা"।

এই গবেষণায়, আমি..... একজন অংশগ্রহণকারী এবং আমাকে অধ্যয়নের উদ্দেশ্য সম্পর্কে স্পষ্টভাবে জানানো হয়েছে। অধ্যয়নের যে কোন সময় এবং যে কোন পর্যায়ে অংশগ্রহণ প্রত্যাখ্যান করার অধিকার আছে।

আমি কাউকে জবাব দিতে বাধ্য হব না। এই অধ্যয়নের সাথে আমার কোন সম্পর্ক নেই এবং আমার উপর কোন প্রভাব পড়বে না। আমি আরও জানাচ্ছি যে ইন্টারভিউ থেকে সংগৃহীত সমস্ত তথ্য যা গবেষণায় ব্যবহার করা হবে সেগুলি সুরক্ষিত থাকবে এবং গোপনীয়তা বজায় রাখা হবে। আমার নাম কোথাও প্রকাশ করা হবে না। শুধুমাত্র গবেষক এবং তত্ত্বাবধায়ক তার ফলাফল প্রকাশের জন্য তথ্য ব্যবহার করতে পারবেন। আমি গবেষণা প্রক্রিয়া সম্পর্কে গবেষক এবং গবেষণা তত্ত্বাবধায়কের সাথে পরামর্শ করতে পারি বা গবেষণা সম্পর্কিত যেকোনো প্রশ্নের উত্তর পেতে পারি। আমাকে উপরে উল্লিখিত বিষয়ে অবহিত করা হয়েছে এবং আমি সম্মতি দিয়ে গবেষণায় অংশগ্রহণ করতে ইচ্ছুক।

| | |
|------------------------------|-------|
| অংশগ্রহণকারীর স্বাক্ষর | তারিখ |
| গবেষণাকারীর স্বাক্ষর | তারিখ |
| সাক্ষ্য প্রদানকারীর স্বাক্ষর | তারিখ |

প্রত্যাহার পত্র

আমি.....এই গবেষণার তথ্য থেকে পরিস্কারভাবে জানতে পেরেছি যে আমি গবেষণার এক মাসের মধ্যে আমার অংশগ্রহণ প্রত্যাহার করতে পারব। এজন্য আমি কারো কাছে জবাবদিহি ও ক্ষতিপূরণ দিতে বাধ্য নই। এমতাবস্থায় আমি তথ্য বিশ্লেষণ সম্পন্ন হওয়ার আগে আমি আমার সমস্ত তথ্য এই গবেষণা থেকে প্রত্যাহার করতে চাই এবং আমার কোনো তথ্য গবেষণায় অন্তর্ভুক্ত করা হবে না।

প্রত্যাহারের কারণঃ

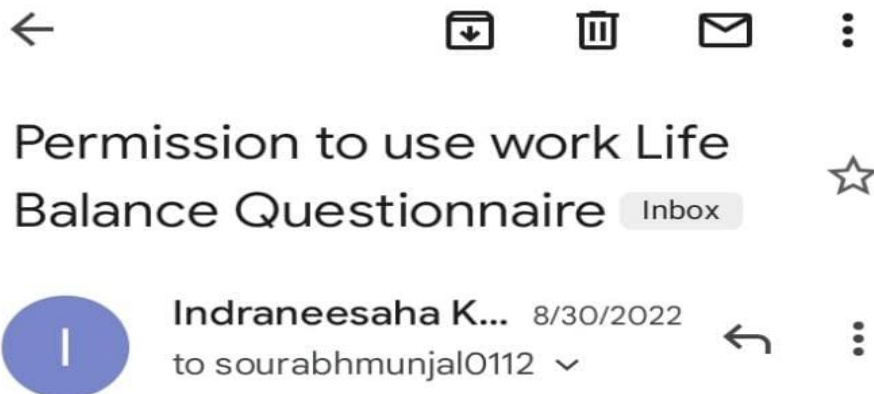
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অংশগ্রহণকারীর স্বাক্ষর.....

তারিখ:

Appendix C: Questionnaire

Author Permission to Use Questionnaire



Respected sir,
Hope that you are well.I am Indranee Shaha, final year student of Bangladesh Health Professions Institute, academic Institute of Centre for the Rehabilitation of the Paralysed, Savar, Dhaka, Bangladesh. Work Life Balance survey questionnaire is very useful for the thesis included in my curriculum. I am not able to afford any financial benefit as I am a student. Please grant me permission to apply for Work Life Balance Questionnaire in my thesis. I look forward to further feedback.
Best Regards,
Indranee Shaha



Best wishes for your research.
You may use the questionnaire

[Show quoted text](#)

Work Life Balance Survey Questionnaire

Dear Participant

You are invited to participate in this **WORK LIFE BALANCE** survey. Aim of this questionnaire is to study determinants and their effects on work and personal life of employees. The information provided by you will be kept confidential and used for the research purpose.

Organization's Code:

Job Title:

Age:

Working area:

Job Experience:

Marital Status:

- 1. How many hours in a week do you normally work?**(Please write in space provided against each category)

| Standard hours | Paid overtime | Extra hours without pay |
|----------------|---------------|-------------------------|
| | | |

- 2. Do you normally work any hours outside the 'usual' working week?**
(Early mornings before 8am, evenings after 5pm or weekend work)

Yes

No

- 3. What factors do you consider while looking for a job?**

| | Not Important | Quite Important | Important | Very Important | N/A |
|-----------------------------|---------------|-----------------|-----------|----------------|-----|
| Salary/Wages | | | | | |
| Location of workplace | | | | | |
| Holidays | | | | | |
| Interest in job | | | | | |
| Career development prospect | | | | | |
| Flexible working Hours | | | | | |
| Leave Arrangement | | | | | |
| Training opportunities | | | | | |
| Job security | | | | | |
| Friendly Environment | | | | | |

- 4. How do you rate your current job in following parameters?**

| | Poor | Satisfactory | Good | Very Good | Not Applicable |
|----------------|------|--------------|------|-----------|----------------|
| Salary / Wages | | | | | |

| | | | | | |
|-----------------------------|--|--|--|--|--|
| Location of workplace | | | | | |
| Holidays | | | | | |
| Interest in job | | | | | |
| Career development prospect | | | | | |
| Flexible working Hours | | | | | |
| Leave Arrangement | | | | | |
| Training opportunities | | | | | |
| Job security | | | | | |
| Friendly People | | | | | |

5. Overall, how satisfied would you say you are with your job?

| | | | |
|----------------|-----------|-----------------|---------------|
| Very Satisfied | Satisfied | Quite Satisfied | Not Satisfied |
|----------------|-----------|-----------------|---------------|

6. Are you currently living with a spouse or partner?

| | |
|-----|----|
| Yes | No |
|-----|----|

7. Do you have any children living at home with you? If yes how many.

| | |
|-----|----|
| Yes | No |
|-----|----|

8. Do you look after, or provide any regular care or help for any sick, elderly or disabled adults?

| | |
|-----|----|
| Yes | No |
|-----|----|

9. To what extent does your family life and family responsibilities interfere with your performance on your job in any of the following ways?

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|---|----------------|-------|---------|----------|-------------------|
| Family matters reduce the time you can devote to your job | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| Family worries or problems distract you from your work | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| Family activities stop you getting the amount of sleep you need to do your job well | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| Family obligations reduce the time you need to relax or be by yourself | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |

10. To what extent do your job responsibilities interfere with your family life in the following ways?

| | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|--|-----------------------|--------------|----------------|-----------------|--------------------------|
| Your job reduces the amount of time you can spend with the family | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| Problems at work make you irritable at home. | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| Your work involves a lot of time away from home | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
| Your job takes up so much energy you don't feel up to doing things that need attention at home | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |

11. Does your organization have policy for “work life balance?”

| Yes | No | Don't Know |
|-----|----|------------|
|-----|----|------------|

12. Work life balance policies applied in same way at all levels of management in your organization or it covers all levels in hierarchy.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|----------|-------------------|
|----------------|-------|---------|----------|-------------------|

13. Your organization encourages involvements of employee's family members in work/organization's celebrations or organization arrange occasions/functions where employee's family members can participate.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|----------|-------------------|
|----------------|-------|---------|----------|-------------------|

14. Employees are expected to put their jobs before family and personal matter.

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|-------|---------|----------|-------------------|
|----------------|-------|---------|----------|-------------------|

15. Do you have any suggestion about ‘work life balance’? In other words, how happy you are with the way you divide your life up between work, family, caring for others and leisure?

Thank You for Your valuable time and Patience
 “Wish you happy work life!!”

Appendix D: Supervision Schedule Sheet







Bangladesh Health Professions Institute
 Department of Occupational Therapy
 4th Year B. Sc in Occupational Therapy
 OT 401 Research Project

Thesis Supervisor- Student Contact; face to face or electronic and guidance record

Title of thesis: Work Life Balance among Female Occupational Therapists.
 Name of student: Indraneel Shaha
 Name and designation of thesis supervisor: Shamima Akter
 Assistant Professor, Department of Occupation Therapy, BHPI, CRP, Savar, Dhaka-1343

| Appointment No | Date | Place | Topic of discussion | Duration (Minutes/Hours) | Comments of student | Student's signature | Thesis supervisor signature |
|----------------|---------|----------------|-----------------------|--------------------------|---|---------------------|-----------------------------|
| 1 | 20.8.22 | Teacher's room | Proposal presentation | 30 min | 1. Literature matrix 2. Background | Indraneel | |
| 2 | 21.8.22 | Teacher's room | Proposal (Method) | 30 min | 1. Study design & approach 2. Population | Indraneel | |
| 3 | 22.8.22 | Teacher's room | Proposal (Questions) | 30 min | 1. Scales 2. Data collection method | Indraneel | |

| | | | | | | | |
|----|----------|----------------|---|--------|---|-----------|--|
| 4 | 30.09.22 | Teacher's room | Data Collection Procedure, Questionnaire | 1 hour | Got structured guideline. | Indraneel | |
| 5 | 05.10.22 | Teacher's room | Participant list, Author contact, Lit. review | 1 hour | I got excellent guidelines about all topic. | Indraneel | |
| 6 | 06.10.22 | Teacher's room | Participant's database, Author communication | 1 hour | got structured guideline. | Indraneel | |
| 7 | 29.10.22 | Teacher's room | Population response, overall guideline | 1 hour | Problem solved. | Indraneel | |
| 8 | 30.10.22 | Teacher's room | Data collection guideline, questionnaire discussion | 1 hour | Cleared the problem. | Indraneel | |
| 9 | 02.01.23 | Teacher's room | Data management | 1 hour | Got structured guideline | Indraneel | |
| 10 | 05.02.23 | library | SPSS, Data input | 1 hour | got work timeline ahead. | Indraneel | |
| 11 | 20.02.23 | library | Data input and variable | 1 hour | Cleared the problem | Indraneel | |
| 12 | 23.02.23 | library | Data analysis | 1 hour | Analysis, Securing discussion. | Indraneel | |
| 13 | 04.04.23 | library | Chart analysis | 1 hour | chart analysis clear. | Indraneel | |
| 14 | 11.04.23 | Teacher's room | Result and discussion | 1 hour | How to write result and analysis | Indraneel | |

| | | | | | | | |
|----|----------|----------------|---|---------|----------------------------------|----------|---|
| 15 | 08.05.23 | Teacher's room | Discussion about 1st draft and feedback | 1 hour | To correct the problems on draft | Guidance |  |
| 16 | 10.05.23 | Teacher's room | Abstract feedback | 1 hour | Have to correct abstract | Guidance |  |
| 17 | 17.05.23 | Teacher's room | Presentation check and feedback | 1 hour | Corrected the problem | Guidance |  |
| 18 | 15.05.23 | Teacher's room | Research draft final checking | 1 hour | further connection | Guidance |  |
| 19 | 20.05.23 | Teacher's room | Correction | 2 hours | To correct the problems on draft | Guidance |  |
| 20 | 04.06.23 | Teacher's room | final feedback and research connection | 2 hours | final check | Guidance |  |

Note:

1. Appointment number will cover at least a total of 40 hours; applicable only for face-to-face contact with the supervisors.
2. Students will require submitting this completed record during submission your final thesis.