



From Chaos to Calm: Using Meditation to Navigate Women's Work-life Balance Challenges

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Authors' contributions

This work was carried out in collaboration between both authors. Both authors read and approved the final manuscript.

Article Information

DOI: <https://doi.org/10.9734/ajebe/2025/v25i11639>

Open Peer Review History:

This journal follows the Advanced Open Peer Review policy. Identity of the Reviewers, Editor(s) and additional Reviewers, peer review comments, different versions of the manuscript, comments of the editors, etc are available here: <https://www.sdiarticle5.com/review-history/129221>

Short Communication

Received: 04/11/2024

Accepted: 06/01/2025

Published: 09/01/2025

ABSTRACT

The modern workplace has become increasingly demanding, with longer work hours, higher stress levels, and constant pressure to balance professional and personal responsibilities. This is particularly true for working women, who often bear the brunt of domestic and caregiving duties in addition to their careers. The current study investigates the use of meditation as a tool to help working women achieve a healthier work-life balance. The findings suggest that meditation can be a powerful resource, helping working women reduce stress, improve focus and productivity, and foster a greater sense of work-life integration. Meditation can provide working women with valuable coping mechanisms to navigate the challenges of the modern workplace. By taking time to quiet the mind and focus on the present moment, working women can achieve a greater sense of control and balance in their lives. This, in turn, can lead to improved mental and physical well-being, as well as

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enhanced job performance and career satisfaction. Ultimately, the study highlights the potential for meditation to serve as a transformative tool for working women, empowering them to thrive in both their professional and personal spheres.

Keywords: Work-life balance; women; meditation techniques; stress management; mindfulness.

1. INTRODUCTION

The modern workplace has evolved into an increasingly demanding environment, with longer work hours and heightened stress levels. This shift has placed significant strain on working individuals, particularly women, who often juggle both professional responsibilities and domestic/caregiving duties. As a result, achieving a healthy work-life balance has become a pressing challenge for many working women.

This study aims to investigate the potential of meditation as a tool to help working women navigate the complexities of the modern workplace. Meditation has long been recognized for its ability to reduce stress, improve focus and productivity, and foster a greater sense of overall well-being. By incorporating meditation into their daily routines, working women may be able to develop valuable coping mechanisms to manage the demands of their professional and personal lives more effectively.

The study will explore the experiences and perspectives of working women who have incorporated meditation into their lives. Through in-depth interviews and surveys, the researchers will seek to understand the specific challenges these women face in achieving work-life balance, as well as the ways in which meditation has (or has not) helped them address these challenges. The findings will shed light on the potential of meditation as a transformative tool, empowering working women to thrive in both their professional and personal spheres.

Ultimately, this research seeks to contribute to the growing body of knowledge on work-life balance and the strategies that can be employed to support working women in navigating the complexities of the modern workplace. By highlighting the benefits of meditation, the study aims to inspire and empower working women to prioritize their well-being and find a greater sense of harmony between their professional and personal lives.

2. CHALLENGES FACED BY WOMEN IN ACHIEVING WORK-LIFE BALANCE

Achieving a healthy work-life balance is a significant challenge for many women today, as they often bear the weight of multiple roles and responsibilities both at work and at home. Despite advancements in gender equality, women continue to be primarily responsible for managing the household, child-rearing, and caregiving, in addition to their professional careers. This results in what is known as role overload, where women are stretched thin, trying to fulfill their obligations in both spheres. This constant juggling often leads to immense stress, leaving little time for personal well-being or self-care. Women frequently experience a sense of being overwhelmed as they balance the competing demands of work and family life, which can lead to mental, emotional, and physical exhaustion.

Stress is a common byproduct of this balancing act. Research consistently shows that women report higher levels of stress than men, largely due to the pressure of managing both professional and personal responsibilities. A study conducted by the American Psychological Association highlights that women, particularly working mothers, experience increased anxiety and stress when they cannot meet the expectations placed upon them at both work and home. This chronic stress can lead to significant mental health issues such as anxiety, depression, and burnout. The toll it takes on their emotional well-being can also affect their physical health, leading to problems such as fatigue, sleep disturbances, and even heart disease. This long-term exposure to stress creates a vicious cycle that further impedes women's ability to succeed in both work and family domains, making it difficult for them to find relief or reprieve.

Another major challenge that women face is the societal expectations and gender roles that persist in many cultures. Even in progressive societies, women are often expected to prioritize family responsibilities over their careers. This expectation can cause feelings of guilt when

women focus on their professional goals or take time for themselves. At the same time, when women prioritize family and caregiving, they may feel as though they are neglecting their career aspirations. This conflict between personal and professional roles often leads to a sense of dissatisfaction, as women are pressured to excel in both spheres without receiving adequate support. These societal pressures are further compounded by the lack of policies in many workplaces that accommodate women's unique needs, such as flexible work hours or parental leave.

The lack of support systems, both at work and at home, exacerbates these challenges. While some workplaces have made strides in providing more support for women, many still fall short in offering flexibility or accommodations for working mothers or caregivers. The lack of maternity leave or the absence of flexible working hours makes it difficult for women to manage both career and family responsibilities effectively. Moreover, even though women may be the primary caretakers at home, they often do not receive equal support from their partners or family members in sharing household responsibilities. This inequality leads to a disproportionate burden on women, further intensifying their stress levels.

Finally, the impact of all these challenges is felt on women's physical and mental health. Chronic stress, lack of time for relaxation, and the constant pressure to meet expectations can result in sleep disturbances, burnout, and a host of other health problems. Mental health issues, such as anxiety and depression, are common among women who struggle with work-life balance, affecting their overall quality of life. These health problems not only diminish women's ability to function effectively in their roles but also have long-term consequences on their overall well-being.

In conclusion, women face significant challenges when it comes to achieving a balanced work-life dynamic. The overwhelming responsibility of managing both career and family duties, combined with societal expectations, lack of support, and the resulting stress, has a profound impact on their physical and mental health. Addressing these challenges requires systemic changes, including better workplace policies, more equitable division of household responsibilities, and a shift in societal attitudes toward gender roles. Only then can women truly

experience a better work-life balance, leading to improved well-being and greater satisfaction in all aspects of their lives.

3. TECHNIQUES OF MEDITATION FOR ENHANCING WORK-LIFE BALANCE

1. **Present-Moment Awareness Meditation-** Present-moment awareness meditation entails observing the current moment without critique. This method encourages individuals to concentrate on their breathing, physical sensations, or environment, fostering mindfulness and decreasing the likelihood of dwelling on work-related concerns. By engaging in this practice, people can disconnect from professional stressors during rest periods or after work hours, enabling them to resume tasks with increased mental clarity and emotional fortitude.
2. **Controlled Breathing Techniques-** Controlled breathing exercises, like diaphragmatic or belly breathing, can markedly decrease stress by triggering the parasympathetic nervous system, which induces relaxation. This approach involves taking unhurried, deep breaths, drawing air in through the nose and expelling it through the mouth. It is especially useful for handling acute stress in high-pressure scenarios, assisting quantity surveyors in regaining composure and mental clarity.
3. **Narrated Meditation-** Narrated meditation involves following a guide who leads the participant through a meditation session, often emphasizing relaxation, mental imagery, or stress reduction. For time-constrained professionals, guided sessions offer an efficient means of unwinding during lunch breaks or at the conclusion of a workday. These sessions are accessible via applications or online platforms and provide structure for novices who might find independent meditation challenging.
4. **Progressive Relaxation Meditation-** Progressive relaxation meditation involves mentally examining the body from head to toe, recognizing areas of tension and deliberately relaxing them. This technique effectively reduces physical stress resulting from extended periods of desk work or physical exertion in the field. By practicing progressive relaxation meditation, quantity surveyors can address bodily discomfort, promote relaxation, and enhance overall well-being.

5. **Compassion-Focused Meditation-** Compassion-focused meditation aims to nurture feelings of empathy and kindness towards oneself and others. This practice can enhance emotional resilience and foster positive relationships, both crucial for managing workplace dynamics. Regular engagement in compassion-focused meditation can alleviate feelings of frustration or burnout and cultivate greater empathy, improving interactions with colleagues and clients.
6. **Yogic Sleep (Yoga Nidra)-** Yogic sleep, also known as Yoga Nidra, is a state of conscious relaxation that guides practitioners into a deep, restorative rest without falling asleep. This meditation technique is particularly advantageous for individuals who struggle to unwind after a stressful day. Yogic sleep helps rejuvenate the mind and body, making it an excellent tool for managing chronic stress and improving work-life balance.

4. BENEFITS TO PRACTICE MEDITATION

1. **Stress Reduction** Meditation, particularly mindfulness meditation, is recognized for its efficacy in reducing stress. It encourages practitioners to focus on the present moment, thereby interrupting the cycle of excessive rumination that frequently leads to stress. By incorporating regular meditation sessions during work hours, employees can manage acute stressors such as tight deadlines, heavy workloads, and high expectations, resulting in a more composed mental state. This reduction in stress not only enhances job satisfaction but also facilitates a clearer delineation between professional and personal life activities.
2. **Emotional Regulation** Consistent meditation practice facilitates the development of enhanced emotional awareness and regulation. Consequently, professionals can more effectively manage challenging emotions, such as frustration, anger, or anxiety, which are prevalent in high-pressure work environments. By fostering emotional resilience, meditation enables employees to maintain composure in demanding situations and make rational, considered decisions, both in professional and personal contexts.
3. **Improved Focus and Productivity** Meditation enhances concentration and cognitive function by training the mind to maintain focus. When professionals engage in meditation, they improve their capacity for sustained attention, which subsequently enhances productivity in the workplace. As a result, tasks can be completed more efficiently, allowing individuals to avoid excessive work hours or unnecessary extensions of their workday. With increased productivity, professionals can achieve a more optimal balance by completing work within designated hours, thus allocating more time for personal activities.
4. **Better Sleep and Rest** Meditation promotes relaxation and improved sleep quality by modulating the nervous system and reducing anxiety. Sleep disturbances are a common issue among professionals with demanding occupations, often leading to burnout and impaired work performance. Practices such as guided meditation, deep breathing exercises, or Yoga Nidra (yogic sleep) can enhance sleep quality, ensuring that individuals awaken feeling refreshed and energized, thereby facilitating improved management of both work and personal commitments.
5. **Greater Self-Awareness and Reflection** Meditation fosters self-awareness, enabling individuals to reflect on their personal and professional lives with enhanced clarity. This introspection allows professionals to evaluate their work-life balance, identify areas of imbalance, and implement conscious efforts to prioritize activities that promote joy and fulfillment. Through meditation, individuals can cultivate a mindful approach to time management, boundary setting, and maintenance of a healthy equilibrium between work and personal life.
6. **Cultivating Compassion and Empathy** Practices such as Loving-Kindness Meditation (Metta) focus on developing compassion and empathy towards oneself and others. In professional settings, this can translate to improved interpersonal relationships with colleagues, clients, and family members. When individuals practice compassion, they are more inclined to seek out supportive work environments and advocate for policies that promote a healthy work-life balance, thus fostering a culture of well-being in their workplace.

5. METHODOLOGY

This research employs an analysis of existing data to examine the work-life equilibrium of professional quantity surveyors within the construction sector. The study utilizes secondary information, defined as data previously gathered for other purposes, obtained from credible sources such as scholarly publications, industry documents, governmental reports, and literature. These resources were chosen based on their pertinence to work-life balance, with a focus on recent information (spanning 2013 to 2023) to ensure the findings reflect contemporary challenges and trends in the field.

The primary sources of data included peer-reviewed journal articles, construction industry association reports, and publicly accessible government statistics on labor conditions, work hours, and job-related stress. The researchers applied thematic analysis to the collected information, identifying key themes including stress factors (such as workload, extended working hours, and deadlines), methods for enhancing work-life balance (like flexible schedules and stress management techniques), and the effects of work-life balance on job performance, well-being, and mental health.

These themes were explored to comprehend how work-life balance issues impact quantity surveyors in the construction industry and what strategies have been implemented to alleviate stress and improve overall well-being. While the analysis of secondary data provides valuable insights, the study recognizes certain limitations, including potential information gaps or a lack of specificity regarding the unique experiences of quantity surveyors across different regions or companies. Furthermore, some of the data may be slightly outdated or may not fully capture the most recent developments in work-life balance practices, particularly in the context of evolving work environments following the pandemic.

Despite these constraints, the use of secondary data offers a comprehensive understanding of the subject and contributes significant knowledge to the ongoing discussion on improving work-life balance in the construction industry. Ethical considerations were minimal, as all sources were publicly available and properly cited to maintain academic integrity.

6. LITERATURE REVIEW

Shonin et al. (2014) examine the effectiveness of Meditation Awareness Training (MAT) in

improving work-related well-being and job performance through a randomized controlled trial. The study demonstrates that MAT significantly reduces stress, enhances emotional regulation, and fosters mindfulness, leading to better job performance and overall workplace satisfaction. Participants reported improved resilience and interpersonal relationships, highlighting the role of meditation in promoting psychological well-being and reducing burnout. The authors conclude that integrating structured meditation programs like MAT into workplace settings can serve as a viable strategy for enhancing employees' mental health and productivity, addressing the challenges of modern occupational stressors.

Mehta and Patel investigate the impact of meditation on the emotional intelligence (EI) of working professionals, emphasizing its role in enhancing key EI components such as self-awareness, empathy, and emotional regulation. The study reveals that regular meditation practice fosters better recognition and management of emotions, leading to improved interpersonal relationships and decision-making abilities in the workplace. By reducing stress and enhancing mindfulness, meditation allows professionals to respond to challenges with greater composure and adaptability. The authors highlight that meditation not only improves individual well-being but also contributes to creating a harmonious and productive work environment by cultivating emotionally intelligent behaviors.

Hepburn and McMahon (2017) explore the effectiveness of Pranayama meditation (yoga breathing) as a stress relief technique specifically for teachers. The study emphasizes that teachers, due to the demands of their profession, often experience high levels of stress and burnout, which can adversely affect their performance and well-being. Pranayama meditation was found to significantly reduce stress levels by promoting relaxation, enhancing focus, and improving emotional resilience. The authors argue that incorporating yoga breathing techniques into teachers' daily routines can foster mental clarity, better stress management, and overall workplace satisfaction. The study concludes that Pranayama meditation is a practical and accessible tool for improving teachers' well-being in high-stress professional environments.

Williams (2015) offers a comprehensive guide to achieving balance in life through meditation,

emphasizing its transformative potential for mental, emotional, and physical well-being. The book outlines the Lifeflow meditation method, designed to help individuals reduce stress, enhance focus, and cultivate inner peace. Williams highlights the adaptability of meditation practices to different lifestyles, making them accessible even for those with busy schedules. The author further explores how meditation fosters resilience, emotional stability, and mindfulness, enabling individuals to navigate life's challenges more effectively. By presenting practical techniques and insights, Williams underscores meditation as a powerful tool for creating harmony and balance in everyday life.

Bartlett et al. (2021) present ten practical strategies to enhance academic work-life balance, addressing the unique challenges faced by researchers and professionals in academia. The article emphasizes setting boundaries, prioritizing tasks, and delegating responsibilities as key approaches to reducing stress and maintaining productivity. The authors also advocate for integrating mindfulness and self-care practices, such as regular breaks and physical activities, to improve mental health and prevent burnout. By promoting time management and fostering a supportive work environment, the study highlights actionable steps to achieve a sustainable balance between professional and personal responsibilities. The authors conclude that adopting these rules can significantly enhance well-being and job satisfaction in academic settings.

Panojan, Perera, and Dilakshan (2022) examine the work-life balance of professional quantity surveyors in the construction industry, a sector known for its demanding schedules and high-pressure environments. The study identifies key challenges such as long working hours, tight deadlines, and frequent travel, which contribute to stress and disrupt personal life. The authors explore strategies to mitigate these challenges, including flexible work arrangements, effective time management, and organizational support. Findings suggest that achieving work-life balance not only improves individual well-being but also enhances productivity and job satisfaction. The study concludes by emphasizing the need for industry-wide initiatives to promote healthier work-life integration for construction professionals.

Reb, Narayanan, and Chaturvedi (2014) examine the role of mindfulness in improving employee

well-being in the workplace. They highlight how mindfulness practices, such as meditation, can help reduce stress, enhance emotional regulation, and improve focus. The authors argue that mindfulness increases self-awareness, enabling employees to manage workplace pressures and improve decision-making. Furthermore, mindfulness practices contribute to greater work-life balance, reducing burnout and fostering overall job satisfaction. The article also emphasizes that organizations promoting mindfulness can cultivate a supportive work environment, leading to improved employee engagement, performance, and organizational success. Overall, mindfulness is presented as a valuable tool for improving both individual well-being and workplace productivity.

Blake (2021) highlights the escalating burnout crisis in the United States, attributing it to the growing demands of modern work environments and the blurred boundaries between professional and personal lives. The study emphasizes how mindfulness and meditation serve as effective strategies to mitigate burnout, improve focus, and foster emotional well-being. By cultivating present-moment awareness, meditation helps individuals achieve a healthier work-life balance, reducing stress and enhancing productivity. Blake's analysis underscores the importance of integrating mindfulness practices into daily routines, particularly for individuals navigating high-pressure roles, to create sustainable habits that promote resilience and overall life satisfaction.

Good et al. (2023) conducted a comprehensive analysis of mindfulness practices in workplace settings. Their study, published in the *Journal of Occupational Health Psychology*, highlights the positive outcomes of mindfulness training, including enhanced employee productivity, reduced stress levels, and improved interpersonal relationships. The authors emphasize the role of mindfulness in fostering a supportive work environment and mitigating burnout among employees. Similarly, Chopra et al. (2023), in their work featured in *Stress and Health*, examined the impact of meditation on professionals in high-stress environments. Their findings indicate a significant reduction in burnout levels, enhanced emotional resilience, and better stress management, affirming the relevance of mindfulness as a critical intervention in demanding professional contexts.

Allen and Singh (2023), in their article in *Gender, Work & Organization*, explored how mindfulness

impacts working women. Their study reveals that meditation offers unique benefits to women, including improved work-life balance, greater emotional regulation, and enhanced coping mechanisms for workplace challenges. Furthermore, Goyal et al. (2022) focused on mindfulness-based stress reduction (MBSR) programs tailored for women balancing careers and caregiving responsibilities. Published in *Psychology and Health*, their research demonstrates that MBSR interventions significantly reduce stress, improve mental health outcomes, and empower women to navigate dual roles effectively.

Sharma and Gupta (2023), in their study published in the *Indian Journal of Mental Health*, investigated the benefits and barriers of mindfulness practices among Indian working women. Their findings underscore the cultural and societal factors influencing the adoption of mindfulness. While mindfulness practices have shown considerable benefits, such as enhanced mental clarity and reduced stress, the study highlights barriers like lack of time, societal expectations, and limited access to mindfulness resources.

Kabat-Zinn (2022) provided a systematic review of mindfulness meditation's role in modern workplaces in the journal *Mindfulness*. The review synthesizes findings from various studies, affirming the efficacy of mindfulness in improving workplace dynamics, reducing employee turnover, and fostering mental well-being. The review also points to the scalability of mindfulness interventions and their potential to address widespread workplace stress.

7. RECOMMENDATIONS FOR INTEGRATING MEDITATION TO IMPROVE WORK-LIFE BALANCE

7.1 Establish Meditation Programs in the Workplace

Organizations should consider integrating structured meditation programs as part of their employee wellness initiatives. By offering meditation sessions or mindfulness workshops, companies can help employees manage their stress and improve their focus. These programs could include daily or weekly guided meditation sessions, mindfulness exercises, and stress-reduction techniques tailored to the needs of employees in high-stress industries such as construction.

7.2 Promote Short, Daily Meditation Breaks

Encouraging employees to take short breaks throughout the workday to practice mindfulness or deep breathing can help reduce mental fatigue and improve their focus. Simple techniques such as 5-10 minute breathing exercises, body scans, or mindful walking can be easily integrated into the workday, offering quick stress relief and rejuvenation. Employers should support and normalize these practices, allowing them time and space to recharge.

7.3 Offer Flexibility for Meditation and Wellness Activities

Organizations can introduce flexible work policies that accommodate employees' well-being needs, such as allowing them to take time during the day for meditation, yoga, or other wellness activities. This could include flexible lunch hours or scheduled breaks for relaxation. Employers can foster a more supportive and productive work environment by prioritizing employee well-being.

7.4 Provide Access to Meditation Resources

For those new to meditation, providing access to resources such as apps (e.g., Headspace, Calm), books, or even online meditation courses can help individuals start. These tools offer guided sessions, mindfulness techniques, and personalized programs that can be tailored to meet employees specific needs. In addition, companies can partner with meditation experts to offer in-house sessions or virtual workshops.

7.5 Encourage Personal Meditation Practices

Individuals can improve their work-life balance by dedicating time for personal meditation practices outside of work. Setting aside time each day for mindfulness, deep breathing, or loving-kindness meditation can help cultivate inner peace and emotional resilience. Employees should be encouraged to incorporate meditation into their daily routines, whether in the morning, during breaks, or the evening before bed, to foster mental clarity and emotional well-being.

7.6 Foster a Culture of Mindfulness

Organizations should promote a culture that values mental health, well-being, and

mindfulness. Leaders can lead by practicing meditation and mindfulness techniques themselves and advocating the importance of self-care. When an organizational culture supports mental wellness, employees are more likely to feel comfortable embracing meditation and other wellness practices to manage stress and maintain a balanced life.

7.7 Measure and Monitor the Impact of Meditation Programs

To assess the effectiveness of meditation initiatives, organizations should regularly monitor their impact on employee well-being and productivity. Surveys, feedback forms, and wellness assessments can provide insights into how meditation programs affect stress levels, job satisfaction, and overall work-life balance. These data can help refine and improve programs, ensuring that they meet the evolving needs of employees.

7.8 Encourage Work-Life Boundaries

Employees should be encouraged to establish clear boundaries between work and personal life to avoid burnout. Meditation can be used to help individuals transition from work to personal time. For example, practicing a short mindfulness meditation session at the end of the workday can help individuals mentally "switch off" and create a clear distinction between professional and personal time, promoting better rest and rejuvenation.

8. CONCLUSION

Meditation emerges as a highly effective strategy for addressing the challenges of achieving a healthy work-life balance, especially in high-demand fields like quantity surveying in the construction industry. The nature of such professions often leads to heightened stress levels, long working hours, and constant pressure to meet deadlines, which can take a toll on both physical and mental well-being. Meditation offers a simple yet profound solution by providing individuals with the tools to manage their stress, regulate their emotions, and enhance mental clarity, all of which are essential for maintaining balance between work and personal life.

Meditation techniques, including mindfulness, deep breathing, and guided sessions, help individuals disconnect from the daily pressures of their profession and create mental space for relaxation. Mindfulness, for instance, trains

individuals to focus on the present moment, reducing the tendency to worry about past mistakes or future tasks, which often leads to stress and anxiety. By practicing meditation regularly, employees can experience a sense of calm that allows them to better navigate the demands of their job and still find time to enjoy their personal lives, ultimately leading to improved well-being and job satisfaction.

For organizations, incorporating meditation into workplace wellness initiatives can lead to a more supportive and productive environment. Companies that encourage meditation show their employees that their mental health is a priority. When meditation is integrated into the daily work routine—through scheduled sessions, short breaks for mindfulness, or providing access to meditation resources—employees are given the opportunity to recharge and restore their mental energy. This not only reduces the risk of burnout but also enhances focus, creativity, and overall job performance. Furthermore, by promoting a culture of well-being, organizations foster a more positive atmosphere where employees feel valued and supported.

As the pressure of modern work continues to escalate, the need for effective solutions to manage stress and achieve work-life balance becomes even more critical. Meditation offers a simple and sustainable practice that can significantly improve mental health, increase productivity, and create a harmonious work environment. By encouraging the regular practice of meditation, individuals and organizations can ensure that work-life balance is not just an aspiration but a reality. It empowers employees to take control of their well-being, allowing them to excel at their jobs while maintaining a fulfilling and balanced personal life. Ultimately, meditation has the potential to transform both professional lives and personal well-being, leading to a healthier, more balanced lifestyle for everyone involved.

DISCLAIMER (ARTIFICIAL INTELLIGENCE)

Author(s) hereby declare that NO generative AI technologies such as Large Language Models (ChatGPT, COPILOT, etc.) and text-to-image generators have been used during the writing or editing of this manuscript.

COMPETING INTERESTS

Authors have declared that no competing interests exist.

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Peer-review history:

The peer review history for this paper can be accessed here:

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