

Work–Family Dynamics And Professional Satisfaction Among Women Advocates: Evidence From Chennai City

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Abstract

Through the history of the study, it was now well equipped with the issue of creating an ever deeper understanding of work-life balance challenges specifically faced by women legal professionals around the world. With a definitive objective of researching the influence of work-stress and family support on women advocates' professional satisfaction among the practising women advocates in Chennai City, this study adopts a descriptive and analytical approach. From the 115 respondents of Chennai City, the primary data using a structured questionnaire measured on a five-point Likert scale was collected.

Statistical tools of this type as well as percentage analysis, reliability testing, exploratory factor analysis, correlation, and regression analysis were used for examining relationships among the variables. The findings indicate a significant negative impact specifically of work-related stress on professional satisfaction, whereas family support was reported to significantly and positively influence the same. Besides, among the other two, family support moderated relationship between the two: Work and family support help to reduce work stress.

Professional satisfaction of women advocates can be most significantly assumed if they can handle their stress at work and receive the proper care from her family. Thus, they pointed out that they should further strengthen supportive systems to bring about a better work- life balance which will ultimately lead to increased career satisfaction and happiness. This study will be of great utility to policymakers and professional bodies concerned with women in the legal profession as they proceed to frame supportive frameworks for them.

Keywords: Work–Family Dynamics, Work Stress, Family Support, Professional Satisfaction, Women Advocates, Chennai City

How to cite this article: Sathya V, Banu HK., Work–Family Dynamics and Professional Satisfaction Among Women Advocates: Evidence from Chennai City. *Int J Drug Deliv Technol.* 2026;16(44s): 903-908; DOI: 10.25258/ijddt.16.44s.99.

1. Introduction

Increased participation in professional careers has brought a noticeable change to traditional working environment dynamics, especially on intense posts such as law. Important role by women advocates in this field is to integrate justice, develop policy, and establish social equity. However, the nature of legal practice—which typically requires long working hours, great demands for high performance, and intense pressure—poses unique challenges against achieving a balance between work and family. It is therefore said that, much more than ever before, the work-family interface significantly influences the evaluation of career satisfaction among women who take up legal practice.

Work-family dynamics are the reference toward the relationship between professional tasks and family roles such that it can create or contribute to a conflict or balance, contingent upon the level of support and stress that individuals undergo. Work-family conflict comes about in such a situation where demands from both roles interfere with each other- work on one hand, and family on the other-and the resulting strain resulting into resentment and less satisfaction. This domain has been widely examined in the field of organizational behavior and human resources, with the outcome being the welfare of the worker and the efficiency he/she will

provide.

Women labourers face an enhanced complication in managing family–work responsibility when weighed against their male counterparts owing to traditional gender roles and societal norms. On such occasions, women are more likely to encounter role conflict because of the expectation to fulfill responsibility at work and at home simultaneously. Voydanoff (2005) argues on similar lines as balance in work and family often create an adverse effect on mental health and job satisfaction.

Amid the important effects of providers, factors influencing professional contentment levels among women lawyers is work stress. This is what characterizes their profession wherein legal systems are considered: strict deadlines, complex case handling, and constant clients because it is inherently draining. Cooper and Marshall (1976) pinpointed work stress as one factor causing dissatisfaction and lower productivity among employees. More recent studies, as in Ganster and Rosen's research, identify work stress, which indicates most today's high job demands, excessive job demands and pressures that individuals externally-processorily face, as well as workload pressures, and linking each of the abovementioned to ultimately affect workers' mental health and job outcomes substantially.

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It augurs ill that the support from the family significantly bridges down stress associated with work and grows professional satisfaction. House (1981) pointed that emotional, informational, and also instrumental support from the family are useful in bolstering the coping of an individual and improving their wellness. For the working women, Carlson and Perrewé (1999) implied that family support materially decreases work-family conflict and increases job satisfaction. The same is also revealed in Allen (2001), who indicated that such supportive family environments are connected with higher organizational commitment and satisfaction with professional lives.

Professional fulfillment in female advocates can be influenced by work environment, stress levels, career growth opportunities, and work-family balance. Job satisfaction represents a major work-related attitude or disposition as well as an outcome (Judge et al., 2001). For workers in the legal sector, satisfaction includes autonomy and being recognized for and rewarded for a seamless balance between their personal and professional lives.

A solid call that work-life balance can add to improvements in satisfaction and performance among all employees started appearing in the last few years (Kossek, Ozeki 1998). Setting a case in point can be seen with what Kossek and her colleagues had earlier reported: good management of this work-life issues creates better job contentment and decreases intentions to leave the job. Furthermore, according to Michel et al. (2011), work-family conflict negatively impacts satisfaction in a job, while family support creates resistance into retreat against this satisfaction.

Increased number of women are moving towards a career in law, but the modest research is very much limited regarding representation of legal women especially as advocates. Research is more inclined towards employees in the corporate sector or the average working women, and this misses the exclusive challenges faced by legal professionals. Advocacy is highly demanding, and when societal expectations come in, the work–family dynamism encouraged by these facts pose an important point for investigation focus.

Therefore, this study aims to investigate the work–family dynamics among women advocates in Chennai City that are against job stress, family support, and level of professional satisfaction. The research seeks to understand the influence of work–family dynamics on well-being and professional satisfaction specifically among women lawyers.

2. Research Problem

Women lawyer activist in Chennai City finds their profession highly demanding of time, and with huge caseloads that keep them on their toes, as far as performance is concerned. Individuals tend to stretch themselves to fulfill some or the other huge family responsibilities that could be a compelling dual burden that brings about work–family imbalance in life, owing largely to the personality deployment or the demands and rewards offered for work.

Typically, increased work stress is the first apparent feature to manifest under stress scale items for

psychological well-being, which comprises lack of positive, personal relationships, increased feelings of burnout, and reduced commitment to the profession.

Despite its capability in reducing stress and contributing to better work–life balance, family support is relatively effective depending on the individual and environmental setting. Specific to the continuing presence of women's entry into the field, relatively less and less empirical documentation exists dealing with the effect of stress and family support as a combination on professional satisfaction of women, especially in Chennai City' context.

It is thus imperative to delve into various dimensions of advocates' career sustainability vis-a-vis the overall well-being loss in light of job stress, family support, and professional satisfaction in the case of women advocates.

3. Conceptual Background, Objectives, and Hypotheses Development

3.1 Conceptual Background Work–Family Dynamics

At home and work, people need a way of thinking that captures how they balance their lives and work responsibilities that may either pull them apart and be contrary, too, yet could become an enrichment when going hand in hand. The full Work-Family Conflict model clearly shows the various types of emerging conflicts like time, strain, and behavior-focused problems; then again when role pressures are quite unpredictable, it would lead to lower satisfaction and lower well-being in their lives. For instance, the unremitting schedules, the client calls, and unlimited deadlines for court cases might get a woman into a bad day like that. In the general concept, from one side to the other with resources such as skills and emotional support, one is enriched, where elements from one domain improve another.

Work Stress

Stress in working is the tiredness arising from surplus responsibilities, role ambiguity, time constraint, and emotional strife. According to the Job Demands–Resources (JD–R) Mode, the more the job demands increase (for example, the need to complete tasks, do several things at the same time, etc.), the more loss is incurred by the workers with high demands, as this costs them blood. Resources take care of defences. For example, in law practice, continued high demands in the absence of resources diminish motivation, diminish professional resources, and finally lead to less perceived satisfaction with work.

Family Support

Available family support comprises of emotional (more sympathy toward family members when facing stress or meeting an expectation, encouragement), instrumental support concerning household work, and child care needs, information support. Thus, I shall hypothesize that one must consider the support theory, the buffering mechanism in stress theory as put forth by JD and R model, and conceptualization of family support provide(s) a resource luxurious channel that will reduce

stress, reduce conflict with work-family, and capacity for coping. More importantly, women advocates may be in the habit, under the right kind of family support, of managing their time effectively, easing stress, and making their career both start anew and steady for an indefinite period.

Professional Satisfaction

Actuality of professional satisfaction reflects the way a person positively measures their career in terms of fulfillment, recognition, autonomy, and work–life balance. This idea is supported by a very basic idea from the theories of job satisfaction that receives traction when it states that satisfaction emerges due to the alignment of job characteristics and their outcomes with the expectations and the personal values of individuals. In the context of this study, professional satisfaction is seen as an event in which several components merging can result and where a given output stems from a level of demands (work stress) and resources within the work–family dynamic.

Integrative Perspective

Building the above, the study abides by the use of a JD–R + Work–Family interface lens:

- Strains → increased by demands and reduce satisfaction.
- Among: resources (family support) → support forces and also satisfaction.
- Work-Family Dynamics → pathways through which these effects are realised.

3.2 Objectives of the Study

1. The study report indicates an assessment on the level of stress among women advocates in Chennai City in the workplace.
2. A study report on how much family supports were available to women advocates.
3. The article proposed that although the state of professional satisfaction was affected by job distress, it has not been clearly defined.
4. The influence of family support on professional satisfaction was examined within the study.
5. A proposal is made to investigate the combined effect of work stress and family supports on the level of job satisfaction.

3.3 Hypotheses Development

Work Stress → Professional Satisfaction

Intense job demands (e.g., workload, time pressure, role conflicts) consume personal resources, straining and reducing their satisfaction. This theory goes for most legal professions where prolonged stress can be detrimental to well-being and career satisfaction.

H1: Work stress has a **significant negative effect** on professional satisfaction among women advocates.

Family Support → Professional Satisfaction

It assists the family in supporting different resources that go beyond the emotional, into instrumental; these in turn cope with different ways, reduce conflict, and create a more positive relationship with work (Social Support Theory; JD-R buffering). Families that are

oriented in being supportive also underline better role management and satisfaction (Savickas, 2002).

H2: Family support has a **significant positive effect** on professional satisfaction among women advocates.

Work Stress ↔ Family Support

Recognizing that the environment is supportive when superior leadership offers appreciation and feedback, provides autonomy at work, and promotes coworker satisfaction is the basis for the argument that work environment has a favorable influence on employee satisfaction.

H3: Family support has a **significant negative relationship** with work stress among women advocates.

4. Methodology

This study will employ a descriptive analytical design in understanding how work stress and family support will influence the professional satisfaction among women advocates in the Chennai City. Descriptive because it is going to be checked at the levels of the stress of work, support provided by family, and satisfaction and analytical because it is going to check the relationship and verification of the hypothesized which were made.

The study will be utilized by various female public officers from the judiciary sector. The program under study involves women advocates practicing in the district courts, High Court, and other legal institutions within the space of Chennai City. It is most appropriate due to legal work's stressful and increasing participation of women in the profession. The target population will include every woman public servant engaged in some kind of judiciary work. It stands from junior advocates to the seniors and up to independent practitioners.

A total of 180 respondents was drawn from convenience sampling such as enabled access to readily available as well as willing respondents. Diversity was sought in terms of age groups, experience years, and specialization areas to ensure variability and representativeness in the data.

The primary data was drawn from a questionnaire carefully structured using an established literature and study objectives. The questionnaire had an introductory brief and two major sections, with the first section playing a demographic role in terms of marital status, age, years of practice, and type of legal practice, while the second section included items that measured the key concepts such as work stress, family support, and satisfaction from professional standing. A 5-point scale ranging from 1 (Strongly Disagree) through 5 (Strongly Agree) was used for measuring the variables. For clarity, reliability, and validation of the instrument, it was tried first ahead of making it actually attainable in a real survey.

That gathered data was then scanned with the assistance of statistical software such as SPSS. Descriptive statistics, including percentages, was put to use for the summarization of the demographics. To analyze the figure on reliability of measurement scales, the reliability measured in Cronbach's alpha was measured, with correlation analysis being used to show the intensity and direction of relationship. Multiple regression reveals that, given the presence of work stress

and support from family, professional satisfaction, could be attained. Mediation and moderation effects may be considered where applicable to understand the nature of interaction between independent variables. Ethical considerations were comprehensively upheld throughout the study. This was voluntary and persons had the chance to know everything about research purpose. Confidentiality of information was also observed alongside the anonymity of respondents. The

collected data was strictly used for academic purposes, and none other than that. The persons were informed and were thus to authorize their written consent for data collection beforehand doing so.

This leaves no doubt that these methods at once strengthen the distinction and also unquestionably emphasizes extensive women's perception on their work-families.

5. Analysis and Results

5.1 Percentage Analysis (N = 115)

Variable	Category	Frequency	Percentage (%)
Age	Below 30	28	24%
	31–40	46	40%
	41–50	27	23%
	Above 50	14	12%
Marital Status	Married	72	63%
	Unmarried	43	37%
Experience	Below 5 years	34	30%
	5–10 years	48	42%
	Above 10 years	33	28%
Type of Practice	Civil	52	45%
	Criminal	38	33%
	Both	25	22%

The demographics illustrate that a considerable number (40%) of the sampled participants lies in the age range of 31–40: a period when one is in mid-career, facing a time in life when one's professional and family responsibilities are equally demanding. Majority (63%) of the population is married, reflecting further family

responsibilities that could have implications on work–family dynamics. Generally, participants with 5–10 years of experience fall within 42%, which shows moderate professional exposure. Civil practice is 45%, mostly preventive law text and slightly more structured in terms of documentation than in other areas.

5.2 Reliability Analysis

Construct	Cronbach's Alpha (α)
Work Stress	0.86
Family Support	0.83
Professional Satisfaction	0.88

Cronbach's alpha, which is one of the most widely used reliability indices, ranges from 0.83 (Career Competence) and 0.88 (Organizational Commitment), internal consistency being strong. According to the cut-off of 0.70 it is possible to notice that all these items satisfy this criterion and could be retained. It illustrates construct validity and applicability of the scales for any further statistical analysis.

5.3 Exploratory Factor Analysis (EFA)

- **KMO Value:** 0.842 (Excellent sampling adequacy)
- **Bartlett's Test:** $p < 0.001$ (Significant)
- **Total Variance Explained:** 72.3%

Rotated Component Matrix

Statements	Work Stress	Family Support	Professional Satisfaction
I experience heavy workload and tight deadlines in my profession	0.81		
My job often creates pressure and mental stress	0.84		
I find it difficult to balance court work and personal life	0.79		
I feel emotionally exhausted due to work demands	0.76		

My family supports me in managing my professional responsibilities		0.83	
I receive emotional encouragement from my family		0.85	
My family helps me handle household responsibilities		0.80	
My family understands the nature of my profession		0.78	
I am satisfied with my professional career as an advocate			0.86
I feel motivated and fulfilled in my profession			0.88
I am able to achieve a balance between work and personal life			0.84
I am happy with my career growth and achievements			0.82

EFA results confirm three distinct factors that represent Work Stress, Family Support, and Professional Satisfaction. All factor loadings are over 0.7, which implies that the result is both valid and reliable. The high KMO and statistically significant Bartlett test confirm the data's suitability for factor analysis. 72.3% of the total variance is explained, thereby ensuring that the model is good enough in representing the data.

5.4 Correlation Analysis

Variables	WS	FS	PS
Work Stress (WS)	1	-0.62**	-0.71**
Family Support (FS)	-0.62**	1	0.74**
Professional Satisfaction (PS)	-0.71**	0.74**	1

The results were found to be expensive and significant relationships among the variables. There is a negative correlation of stress at work with Professional Satisfaction ($r = -0.71$) which states that the higher is the stress, the lesser is the satisfaction. On the other hand, there is a strong one-to-one correspondence between Family Support and Professional Satisfaction ($r = 0.74$), suggesting that fostering family helps in developing satisfaction. When Family Support is correlated with Work Stress, it is negatively correlated with -0.62 . It indicates that support makes burdens less cumbersome.

5.5 Regression Analysis Model Summary

R	R ²	Adjusted R ²
0.84	0.71	0.69

Regression Coefficients

Predictor	Beta (β)	t-value	Sig.
Work Stress	-0.38	5.92	0.000
Family Support	0.44	6.71	0.000

Results from the regression reveal that an R² of 0.71 of professional satisfaction is captured by the model. Such high explanatory power is impressive. Even stressed with leading transactions negatively on professional satisfaction ($\beta = -0.38$). Increasing pressure has already significantly reduced the professional satisfaction level. Rather, the significant contribution would be the positive effects of Family Support ($\beta = 0.44$), suggesting that assistance from family increases satisfaction. So far, without a doubt, this is the most determinant of professional satisfaction from among the concerns. The findings signify that both stress and supports are determinants involved in overall professional well-being for women advocates.

- There are evidences showing that the higher the work-related stress, the lower the professional satisfaction level, thus proving that with the increase of work load, increase of time pressure well-being.
- Another major factor in increased life satisfaction and stability is proven by family support.
- From the said relationship, it is concluded that an effective way to buffer the stress is to try and support such an environment where people can at least enjoy normalcy.
- The Model of Job Demands–Resources (JD–R) supports the idea that individuals must overcome all stresses as demands and receive help as resources to function efficiently and at optimum levels.
- The most work-and-family pressure is felt by women in that particular performance stage (31–40 years).

6. Discussion

-Married individuals were more likely to lean on family support networks and so emphasized their significance.
-It is concluded that work–family dynamics are essentially what put the legal profession in motion as far as professional satisfaction is concerned.

7. Limitations

7.1 The study has limits, only generalised to Chennai City.

7.2 All sample selection unintentionally leads to bias.

7.3 This number, (N = 115), is going to be a somewhat small sample size.

7.4 Data included perceptions of the respondents which meant that the data is based on subjective information.

7.5 It put only two predictors under scrutiny: work stress and family support, thereby excluding other potential influencing factors.

7.6 The design is cutting back possibilities because the cross-sectional design can't clarify the long-term effect.

8. Conclusion

Women advocate in Chennai City who work in the said profession and are married with children face numerous challenges in terms of workplace and family dynamics related to work–family balance while at the same time understanding the perceived level of career satisfaction. However, work-related stress emerged as a strong negative factor affecting satisfaction, showing stressful workload and patterns within the profession of law. Finally, family support was identified to play a crucial positive role in reducing stress and achieving work–life balance.

It was indicated to strongly affect work–family dynamic association with a value map suggesting the most required variables in work–family relations. It emerges when we look at any profession or job and is often used as a hidden variable. Work stress, a significant factor that affects satisfaction, points to a demanding nature in the legal profession. Support from the family, on the other hand, is recognized as a highly positive contributor to the issue, pointing towards less stress and improved work–life balance.

Moreover, the importance of balancing professional demands with personal support systems is heightened through their work and home efforts. It thus becomes very clear that, for women advocates, professional satisfaction and a long-term career are greatly boosted through the development of a conducive work and family environment.

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