

Perceived Work-Family Balance Challenges Among Women Employees in the Department of Agrarian Reform Provincial Office

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Abstract

This study examined the perceived work–family balance challenges among women employees in the Department of Agrarian Reform Provincial Office in Masbate. Anchored on Work–Family Conflict Theory, Role Theory, and Work–Family Border Theory, the study explored how competing work and family demands affect women employees in a government workplace setting. A descriptive-quantitative research design was utilized, employing a researcher-made questionnaire validated by experts and tested for reliability through pilot testing and Cronbach’s alpha. The respondents were women employees of the Department of Agrarian Reform in Masbate selected through convenience sampling. Data were analyzed using frequency count, percentage, weighted mean, and Pearson correlation. Findings revealed that most respondents were young married professionals with moderate workloads and regular work schedules. The respondents generally experienced moderate work–family balance challenges, particularly in workload and time management, as well as emotional and physical stress. Women employees reported that work deadlines, time constraints, and overtime work interfered with family responsibilities and contributed to emotional strain and feelings of guilt. However, respondents generally perceived support from family and workplace and did not consider organizational policies and workplace support as major barriers to maintaining work–family harmony. The study also found that demographic characteristics had only a weak and statistically insignificant relationship with perceived work–family balance challenges. Respondents strongly supported measures such as wellness and stress management programs, counseling services, flexible work arrangements, strengthened parental benefits, and gender-sensitive supervisory practices to improve work–family balance. The study concludes that supportive organizational policies and employee wellness initiatives are essential in enhancing the emotional well-being and work–family balance of women employees in government institutions. The findings support Sustainable Development Goal (SDG) 5 on Gender Equality, SDG 8 on Decent Work and Economic Growth, and SDG 3 on Good Health and Well-Being by promoting gender-responsive workplace practices and employee welfare. The study contributes to institutional and social sustainability by encouraging policies that improve employee well-being, organizational effectiveness, and public service delivery within government agencies.

Keywords: Counseling Services, Emotional Stress, Flexible Work Arrangements, Gender-Sensitive Policies, Government Employees, Organizational Support, Work–Family Balance, Work–Family Conflict, Women Employees, Workplace Wellness

1. Introduction

Work–family balance has become a major concern in contemporary workplaces, particularly among women employees in government institutions who must simultaneously fulfill professional and family responsibilities. In public service settings, increasing workloads, organizational demands, and caregiving obligations may contribute to stress, reduced job satisfaction, and work–family conflict. Studies indicate that excessive workload, inflexible schedules, and role overload significantly affect women employees’ well-being and performance (Greenhaus & Beutell, 1985; Allen et al., 2020). Government employees, especially those engaged in fieldwork and administrative functions, are also exposed to time-based and strain-based challenges due to rigid organizational structures and public accountability (Wu et al., 2021). The Department of Agrarian Reform Provincial Office in Masbate presents a relevant context for examining work–family balance challenges among women employees because of its field-oriented and service-driven responsibilities. Employees are required to perform administrative duties, documentation, legal coordination, and field assignments across geographically dispersed communities. These conditions may intensify workload, emotional stress, and difficulties in balancing work and family obligations. Existing literature emphasizes that supportive organizational policies, flexible work arrangements, leadership support, and adaptive coping strategies contribute to better work–family balance outcomes. However, limited localized studies have focused on women employees in provincial government agencies, particularly within the Philippine agrarian reform sector. This study therefore seeks to determine the perceived work–family balance challenges among women employees in the Department of Agrarian Reform Provincial Office in Masbate and identify measures that may enhance employee well-being and organizational support.

1.1 Work–Family Balance Challenges Among Women Employees in the Department of Agrarian Reform Provincial Office

Balancing work and family responsibilities has become increasingly important among women employees, particularly in government agencies where employees are expected to maintain high workplace performance while fulfilling household and caregiving roles. Women often experience pressure due to overlapping responsibilities in professional and domestic settings. According to Greenhaus & Beutell (1985), work–family conflict occurs when work and family demands become mutually incompatible. Studies further show that excessive workload, inflexible schedules, and role overload significantly contribute to work–family imbalance and emotional exhaustion among women employees (Allen et al., 2020). Government employees face additional pressures associated with bureaucratic processes, public accountability, and service-oriented functions. Employees commonly experience time-based and strain-based challenges due to rigid organizational structures and demanding workloads (Wu et al., 2021). In the Philippine public sector, women continue to play essential roles in policy implementation and community engagement; however, limited local studies have examined their work–family experiences in provincial government offices. The Department of Agrarian Reform Provincial Office in Masbate provides a significant setting for investigating these concerns because employees manage field assignments, legal procedures, stakeholder coordination, and documentation responsibilities. The province’s geographic characteristics and dispersed communities may further intensify workload and logistical demands. These conditions make it important to understand how women employees perceive and manage work–family balance challenges.

1.2 Related Literature on Work–Family Balance Challenges, Organizational Support, and Coping Mechanisms of Women Employees

Related literature consistently identifies work–family balance as a multidimensional issue influenced by organizational, personal, and contextual factors. Research shows that better work–family balance reduces stress, burnout, and turnover intentions while improving job satisfaction and employee performance. Li and Li (2025) found that improved work–family balance among female medical workers reduces perceived stress and turnover intentions, while Matias et al. (2025) emphasized the importance of workplace family support in improving work and family satisfaction. Studies further reveal that work–family conflict negatively affects women employees through increased stress, reduced engagement, and decreased performance (Kim, 2023; Yunusa et al., 2024; Sugiarto et al., 2025). Flexible work arrangements, supportive supervisors, and family-supportive workplace practices have been identified as critical mechanisms for reducing strain and improving balance (Eliyana & Nafilah, 2025; Laia & Palupiningtyas, 2024; Susanto et al., 2022). Research conducted during and after the COVID-19 pandemic also highlighted the role of organizational support, remote work arrangements, and leadership commitment in sustaining employee well-being (Yuan et al., 2021; Liu et al., 2023; Elbaz et al., 2023). Digital work environments provide flexibility but may also blur boundaries between work and family domains (Owusu, 2024; Duan et al., 2023). Philippine studies similarly demonstrate that organizational culture, leadership support, gender-sensitive policies, and flexible work arrangements significantly influence work–life balance among employees (Poquiz et al., 2023; Arendain & Quines, 2023; Aquino et al., 2023). Research among teacher-parents, BPO employees, and telecommuting workers indicates that supportive management practices and adaptive coping strategies improve employee well-being and organizational commitment (Gudelosao & Escote, 2025; Xeng et al., 2024; Soliman, 2023). Overall, the literature confirms that work–family balance is strongly associated with employee well-being, productivity, organizational commitment, and retention. Supportive policies, leadership involvement, and organizational flexibility remain essential in addressing work–family challenges among women employees.

1.3 Local, National, and Global Context of Work–Family Balance Among Women Government Employees

Globally, work–family balance has become a significant organizational issue due to changing workforce participation, technological developments, and evolving gender roles. Studies across various industries and countries demonstrate that women continue to experience work–family conflict because of role overload, insufficient organizational support, and blurred work–family boundaries (Ahmed & Bajaj, 2025; Gerosa et al., 2022; Moukhah & Mirmolaeie, 2022). At the national level, Philippine studies reveal that work–life balance significantly affects employee engagement, job satisfaction, health outcomes, and organizational commitment (Dayrit & Lacap, 2020; Chavez et al., 2023; Padios et al., 2022). The COVID-19 pandemic intensified caregiving responsibilities and work-related pressures among women employees, especially those balancing remote work and household responsibilities (Ducanes & Ramos, 2023). Locally, women employees in the Department of Agrarian Reform Provincial Office in Masbate encounter unique workplace conditions involving field assignments, stakeholder coordination, documentation processing, and public service delivery. Given Masbate’s archipelagic geography, employees frequently travel to remote municipalities and barangays, which may increase workload, stress, and work–family demands. Despite the significance of these conditions, localized studies focusing on women employees in provincial government agencies remain limited.

1.4 Theoretical and Conceptual Foundations of Work–Family Balance Challenges Among Women Employees in DAR Masbate

This study is anchored on Work–Family Conflict Theory (Greenhaus & Beutell, 1985), Role Theory (Kahn et al., 1964), and Work–Family Border Theory (Clark, 2000). Work–Family Conflict Theory explains that conflict occurs when work

and family demands are incompatible, resulting in time-based, strain-based, and behavior-based conflict. This theory is relevant because women employees in the Department of Agrarian Reform Provincial Office may experience pressure from fieldwork, deadlines, and public service responsibilities that interfere with family obligations. Role Theory states that individuals perform multiple social roles with corresponding expectations that may lead to role conflict and overload (Kahn et al., 1964). Women employees simultaneously fulfill responsibilities as government workers, mothers, spouses, and caregivers, which may intensify work–family challenges when demands overlap. Work–Family Border Theory (Clark, 2000) emphasizes that work and family are separate domains divided by physical, temporal, and psychological boundaries. In the context of agrarian reform work, after-office communication, urgent compliance requirements, and field assignments may blur these boundaries, making balance more difficult to achieve. Together, these theories explain how competing demands, multiple responsibilities, and weak work–family boundaries contribute to the work–family balance challenges experienced by women employees in the Department of Agrarian Reform Provincial Office in Masbate.

1.5 Research Gaps on Work–Family Balance Challenges in Provincial Government Agencies and Rationale of the Study

Although numerous international and Philippine studies have examined work–life balance in relation to organizational commitment, engagement, and job satisfaction, most studies focus on private companies, educational institutions, hospitals, and urban workplaces. Limited research has explored women employees in government agencies, particularly those assigned in provincial offices with combined administrative and field responsibilities. Existing studies also tend to focus on organizational outcomes rather than the actual day-to-day work–family challenges experienced by women employees in localized public-sector contexts. In the Department of Agrarian Reform Provincial Office in Masbate, women employees manage field validation, stakeholder coordination, documentation, and compliance requirements while maintaining family responsibilities. These conditions may create distinct challenges compared to urban or corporate settings. This study addresses these gaps by examining the perceived work–family balance challenges among women employees in the Department of Agrarian Reform Provincial Office in Masbate. The findings may contribute localized and context-specific insights that can support the development of gender-responsive organizational policies and workplace support systems.

1.6 Alignment of the Study on Women Employees' Work–Family Balance with Relevant Sustainable Development Goals (SDGs)

This study aligns with several Sustainable Development Goals (SDGs), particularly SDG 5 – Gender Equality, SDG 8 – Decent Work and Economic Growth, and SDG 3 – Good Health and Well-Being. SDG 5 is reflected in the study's focus on women employees and the need for gender-responsive workplace policies that support equal participation, well-being, and work–family balance. SDG 8 is relevant because promoting supportive work environments, flexible policies, and employee well-being contributes to productive employment and sustainable organizational performance. SDG 3 is connected through the study's emphasis on reducing emotional and physical stress among employees and promoting healthier work conditions. The study also supports institutional sustainability by encouraging workplace policies that improve employee welfare, organizational effectiveness, and public service delivery within government agencies.

1.7 Importance of the Study on Work–Family Balance to Multidisciplinary Sustainability and Public Service Development

This study contributes to socio-economic, institutional, gender, and community sustainability by addressing the work–family balance challenges experienced by women employees in public service. From a socio-economic perspective, improved work–family balance may enhance employee productivity, job satisfaction, and organizational commitment. In terms of institutional sustainability, the findings may guide the Department of Agrarian Reform in developing supportive policies, flexible work arrangements, and wellness programs that strengthen workforce effectiveness and employee retention. The study also contributes to gender sustainability by highlighting the experiences and challenges of women employees in government institutions. Understanding these challenges may encourage more inclusive and gender-responsive organizational practices. At the community level, supporting employee well-being may improve the quality of public service delivery provided to agrarian reform beneficiaries and local communities. The study further contributes to academic sustainability by providing localized evidence and reference material for future research on work–family balance, employee well-being, and organizational support systems in the Philippine public sector.

2. Material and methods

2.1 Research Design

This study utilized a descriptive-quantitative research design to determine the perceived work–family balance challenges among women employees in the Department of Agrarian Reform Provincial Office. Quantitative methods were applied using structured questionnaires and diagnostic tools to gather numerical data from the respondents. Statistical analysis was employed to determine the extent of work–family balance challenges experienced by women employees in terms of workload and time management, emotional and physical stress, support from family and workplace, flexibility and organization policies, and personal coping mechanisms. The study also assessed the level of work–family balance attained

by women employees, proposed measures for improvement, and the significant relationship between the respondents' demographic profile and their perceived work–family balance challenges. The descriptive-quantitative design was considered appropriate because it allowed systematic measurement and objective analysis of the respondents' experiences and perceptions regarding work–family balance.

2.2 Locale of the Study

The study was conducted at the Department of Agrarian Reform in Masbate. The office served as the setting for data gathering because it provided accessible respondents relevant to the study objectives. The conduct of the study in this office enabled the researcher to gather information regarding the perceived work–family balance challenges experienced by women employees within the agency.

2.3 Respondents of the Study

The respondents of the study were women employees assigned at the Department of Agrarian Reform in Masbate. The participants voluntarily took part in the study and provided information regarding their demographic profile, work responsibilities, and perceived work–family balance challenges. Their responses served as the primary source of data in determining the extent of work–family balance challenges and the level of work–family balance attained by women employees in the office.

2.4 Sample and Sampling Procedure

Convenience sampling was employed in selecting the respondents. This non-probability sampling technique involved selecting participants based on their availability, accessibility, and willingness to participate in the study. The respondents were chosen because they were easily reachable by the researcher and met the specific criteria of being women employees currently assigned at the Department of Agrarian Reform in Masbate City. The use of convenience sampling allowed efficient data gathering within the limited timeframe and available resources. Although the method did not provide equal chances for all members of the population to be selected, it was considered appropriate due to accessibility and administrative considerations. Respondents were assured that their responses would remain confidential and would be used solely for academic purposes.

2.5 Research Instrument

The primary instrument used in the study was a researcher-made questionnaire designed to gather relevant data regarding the perceived work–family balance challenges among women employees in the Department of Agrarian Reform Provincial Office. The questionnaire included demographic information such as age, civil status, position, years of service, work schedule, and workload. It also contained items measuring workload and time management, emotional and physical stress, support from family and workplace, flexibility and organization policies, and personal coping mechanisms. The instrument further assessed the level of work–family balance attained by women employees, proposed measures to enhance work–family balance, and the significant relationship between the respondents' demographic profile and their perceived work–family balance challenges. Likert-scale items were utilized to quantify the respondents' perceptions and experiences for consistency and ease of analysis. To ensure validity, the questionnaire was reviewed and evaluated by experts in educational research to determine the clarity, relevance, and appropriateness of the items. Reliability testing was also conducted through a pilot test involving women employees and individuals similar to the target respondents. Statistical measures such as Cronbach's alpha were used to determine the internal consistency of the instrument, ensuring the accuracy and dependability of the collected data.

2.6 Data Gathering Procedure

Upon approval of the thesis proposal by the school thesis committee, the researcher secured permission to conduct the study. The request was noted by the researcher's adviser and submitted to the Officer in Charge of the Department of Agrarian Reform for approval before the distribution of survey questionnaires to the respondents. The survey instrument was prepared and approved by the thesis adviser and subsequently validated by women employees and significant individuals in education. After validation, the questionnaire was revised and finalized. Thirty copies of the survey instrument were reproduced and distributed to the respondents upon approval. The retrieval of the questionnaires extended beyond the one-month timeframe, which contributed to delays in data processing. Administrative activities and other concerns within the office also affected the pace of manuscript preparation. The gathered responses were tallied, statistically treated with the assistance of an expert statistician, and interpreted accordingly. The findings were analyzed and discussed to derive implications relevant to the study objectives.

2.7 Data Analysis Techniques

Frequency count and percentage were utilized to describe the demographic profile of the respondents. Frequency count determined the number of respondents under each category, while percentage was computed by dividing the frequency of responses by the total number of respondents and multiplying the result by 100. Weighted mean was used to determine the numerical representation of the work–family balance challenges experienced by women employees. This statistical tool

measured the average responses of the participants regarding workload and time management, emotional and physical stress, support from family and workplace, flexibility and organization policies, and personal coping mechanisms. Pearson Correlation was utilized to determine the significant relationship between the respondents' demographic profile and their perceived work–family balance challenges. The statistical analysis measured the degree and direction of the relationship between variables using the Pearson correlation coefficient.

3. Results and Discussion

3.1 Demographic Profile of Women Employees in the Department of Agrarian Reform Provincial Office

3.1.1 Age Profile of the Respondents

The findings revealed that the majority of the respondents were aged 26–30 years old, comprising 36.67% of the participants. This was followed by employees aged 51 years old and above at 16.67%, while respondents aged 31–35 and 41–45 years old each accounted for 13.33%. Employees aged 36–40 years old represented 10.00%, those aged 46–50 years old accounted for 6.67%, and only 3.33% belonged to the 21–25 age bracket. No respondent was aged 20 years old and below. The results indicate that the Department of Agrarian Reform Provincial Office has a relatively young workforce dominated by early-career professionals. This suggests the presence of employees with potential for long-term service, adaptability, and career growth within the agency.

3.1.2 Civil Status of the Respondents

The findings showed that most respondents were married, representing 63.33% of the total participants, while 36.67% were single. No respondent was widowed. The dominance of married employees suggests that many respondents likely carry family responsibilities alongside their professional obligations. This condition may influence how employees experience and manage work–family balance challenges in the workplace.

3.1.3 Position of the Respondents

The majority of respondents, or 50.00%, occupied the position of Agrarian Reform Program Technologist. ARPO I employees accounted for 20.00%, while Senior Agrarian Reform Program Technologists represented 16.67%. Municipal Agrarian Reform Program Officers and Agrarian Reform Program II employees each comprised 6.67%. The findings indicate that Agrarian Reform Program Technologists constitute the core workforce of the agency, while the remaining positions represent supervisory and specialized functions. This organizational structure may affect workload distribution and work-related responsibilities among employees.

3.1.4 Years of Service of the Respondents

Most respondents had served for 0–5 years, accounting for 40.00% of the participants, while 36.67% had rendered service for 6–10 years. Employees with 21 years and above of service represented 20.00%, whereas only 3.33% had served for 11–15 years. No respondent belonged to the 16–20 years category. The results suggest that the workforce is largely composed of early to mid-career professionals, with a smaller number of long-serving employees contributing institutional experience and continuity within the agency.

3.1.5 Work Schedule of the Respondents

All respondents followed a regular work schedule of eight hours per day and five days per week. No employee reported compressed, shift-based, flexible, or irregular schedules. The findings indicate that the agency maintains a uniform and standardized work arrangement. Such a schedule may contribute to consistency in coordination and task management, although it may also limit flexibility in addressing family-related responsibilities.

3.1.6 Workload of the Respondents

The majority of respondents, or 70.00%, reported experiencing a moderate workload. Meanwhile, 23.33% indicated a heavy workload, and 6.67% experienced a light workload. No respondent reported a very heavy workload. The results imply that most employees perceive their workload as manageable, although a considerable number still experience heavy responsibilities that may affect their work–family balance and require additional organizational support.

3.2 Extent of Work–Family Balance Challenges Experienced by Women Employees

3.2.1 Workload and Time Management Challenges

The respondents generally agreed that they experience workload and time management challenges, with an overall weighted mean of 2.77. The highest-rated concern was that work deadlines often interfere with family commitments, followed by struggles in meeting both work and family responsibilities due to time constraints, overtime work reducing family time, and inadequate rest between work and family roles. The findings indicate that women employees experience moderate difficulties in balancing professional and family obligations. This supports the findings of Gerosa et al. (2022), who emphasized that demanding workloads and cultural expectations affect women's work–family balance. Xeng et al. (2024) similarly reported that employees develop personal strategies to manage workloads and work boundaries, while

Kamboj et al. (2025) noted that workload and work–family boundaries significantly influence employee well-being. Abdulaziz et al. (2022) further highlighted that manageable workloads and organizational support improve employee commitment and balance.

3.2.2 Emotional and Physical Stress Challenges

The respondents agreed that they experience emotional and physical stress related to work–family balance, with an overall weighted mean of 2.68. The highest-rated indicators involved feelings of guilt about neglecting family responsibilities due to work, lack of rest affecting productivity, emotional exhaustion, and stress from managing multiple roles. The results suggest that balancing professional and family duties contributes to emotional strain and physical fatigue among women employees. Chavez et al. (2023) found that work–life balance is strongly connected to employee health and well-being, while Besagas & Branzuela (2023) emphasized the importance of supportive work structures and stress management in reducing occupational stress.

3.2.3 Support from Family and Workplace

The respondents generally disagreed that they lacked support from family and workplace, with an overall weighted mean of 2.26. Employees disagreed that supervisors showed little understanding, that workplace policies were unsupportive, and that colleagues were unhelpful during family emergencies. The findings imply that women employees perceive some level of support from both family and workplace. Li and Li (2025) emphasized that organizational support contributes to reduced stress and lower turnover intentions among female workers. Matias et al. (2025) similarly found that workplace family support improves both job and family satisfaction. Ahmed & Bajaj (2025) and Eliyana & Nafilah (2025) further stressed the importance of supportive policies and supervisory practices in reducing strain among working women.

3.2.4 Flexibility and Organizational Policy Challenges

The respondents generally disagreed that flexibility and organizational policies were major challenges, with an overall weighted mean of 2.39. However, they agreed that their work schedule lacked flexibility for family needs and that the office sometimes encouraged work beyond official hours. The results suggest that while the agency provides some organizational support, limitations still exist regarding flexible work arrangements. Poquiz et al. (2023) emphasized that flexible work arrangements and inclusive policies improve work–life integration and employee satisfaction. Ortiz-Bonnin et al. (2022) likewise highlighted the importance of supportive organizational responses and flexible scheduling in maintaining work–life balance.

3.2.5 Personal Coping Mechanisms

The respondents generally disagreed that their personal coping mechanisms were effective in managing work–family challenges, with an overall weighted mean of 2.43. The highest-rated concerns included rarely seeking emotional support, feeling overwhelmed despite coping efforts, and difficulty relaxing during weekends. The findings indicate that women employees may experience difficulties in managing stress and maintaining emotional well-being despite personal coping efforts. Dwivedi et al. (2024) found that training programs enhance coping strategies and improve work–life balance, while Isa & Indrayati (2023) emphasized that organizational support mechanisms help reduce the negative effects of work–family conflict on employee performance.

3.3 Level of Work–Family Balance Attained by Women Employees

The respondents generally reported a low level of work–family balance, with an overall weighted mean of 2.32. The only indicator rated as “Agree” was the feeling of guilt about neglecting family responsibilities because of work. Most respondents disagreed that they frequently experience conflict between work and family roles, dissatisfaction with their balance, or inability to maintain harmony between work and family life. The findings suggest that although women employees experience emotional strain, they still perceive themselves as moderately capable of balancing work and family responsibilities. Emotional concerns, particularly guilt related to family responsibilities, appear to be the most significant issue affecting their perception of work–family balance.

3.4 Suggested Measures to Enhance Work–Family Balance Among Women Employees

The respondents strongly agreed with all proposed measures intended to enhance work–family balance, resulting in an overall weighted mean of 3.72. The highest-rated measures included providing wellness and stress management programs, strengthening parental leave and family-related benefits, establishing counseling services, implementing flexible work schedules, and promoting gender-sensitive supervisory practices. The findings indicate that women employees strongly support institutional initiatives aimed at improving work–family balance and employee well-being. The results emphasize the importance of supportive workplace policies, wellness programs, flexible work arrangements, and employee support systems in promoting healthier work environments.

3.5 Relationship Between Demographic Profile and Perceived Work–Family Balance Challenges

The Pearson correlation analysis revealed a computed r-value of 0.34, indicating a weak positive linear relationship between the respondents' demographic profile and their perceived work–family balance challenges. Since the computed r-value was lower than the critical r-value of ± 0.3610 at the 0.05 level of significance, the null hypothesis was accepted, indicating that the relationship was not statistically significant. The findings imply that demographic characteristics such as age, civil status, position, and years of service have minimal influence on the perceived work–family balance challenges of women employees. This suggests that other factors beyond demographic characteristics may play a more significant role in shaping employees' work–family balance experiences.

4. Conclusion & Recommendations

The study concluded that the women employees of the Department of Agrarian Reform Provincial Office were mostly young married professionals with moderate workloads and regular work schedules. The respondents experienced moderate work–family balance challenges, particularly in workload and time management as well as emotional and physical stress, while generally perceiving support from family and workplace. Although the employees experienced feelings of guilt related to neglecting family responsibilities due to work, they did not perceive their current work arrangements and workplace environment as major barriers to maintaining harmony between work and family life. The findings further revealed that wellness programs, flexible work arrangements, strengthened parental benefits, counseling services, and gender-sensitive supervision were considered important measures in improving work–family balance. Moreover, the demographic profile of the respondents showed only a weak positive and statistically insignificant relationship with their perceived work–family balance challenges.

The Department of Agrarian Reform Provincial Office should strengthen programs and policies that support the work–family balance of women employees by providing wellness and stress management programs, strengthening parental leave and family-related benefits, establishing accessible counseling and employee support services, implementing flexible work schedules when necessary, and training supervisors on gender sensitivity and work–family balance support. These measures may help improve employees' emotional well-being, workplace satisfaction, and ability to manage professional and family responsibilities effectively. Further studies involving other government sectors and larger samples are also recommended to broaden understanding of work–family balance challenges among women employees.

The study was limited to women employees of the Department of Agrarian Reform Provincial Office in Masbate and focused only on selected variables related to work–family balance challenges, including workload and time management, emotional and physical stress, support from family and workplace, flexibility and organizational policies, and personal coping mechanisms. The findings were based solely on the respondents' perceptions and were gathered from a relatively small sample size using convenience sampling, which may limit the generalizability of the results to other government agencies or workplace settings.

Compliance with ethical standards

This study was conducted in accordance with appropriate academic and ethical research practices. Permission to conduct the study was secured from the concerned authorities prior to data gathering. Participation of the respondents was voluntary, and they were informed of the purpose of the study before answering the survey questionnaire. The respondents were assured that all information and responses gathered would be treated with confidentiality and used solely for academic and research purposes. The research instrument underwent review, validation, and revision to ensure clarity, relevance, and appropriateness of the items. No conflict of interest was declared in the conduct of the study, and the researcher acknowledges the support and cooperation of the respondents, advisers, validators, and office officials who contributed to the completion of the research.

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