



Mental Health: Social Issues and Support Strategies



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CHAPTER 5

Psychological Well-Being of Working Women Balancing Work and Education

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Abstract

The expanding participation of women in both professional employment and higher education represent a significant socio-economic transformation, particularly in developing and transitional economies. While this dual engagement enhances opportunities for empowerment and upward mobility, it simultaneously introduces complex psychological challenges that influence overall well-being. This chapter critically examines the psychological well-being of working women who pursue education alongside occupational responsibilities. Drawing upon theoretical perspectives such as role strain theory, conservation of resources theory, and self-determination theory, the chapter explores how competing demands shape stress, coping, and resilience. A comprehensive and updated review of empirical literature highlights both the detrimental effects of role overload and the empowering dimensions of educational engagement. The discussion integrates theoretical insights with contextual realities, emphasizing the importance of social support, institutional flexibility, and cultural norms in shaping outcomes. The chapter further analyses structural constraints and emerging trends, including digital learning environments. It concludes by identifying research gaps and offering policy and practice-oriented recommendations aimed at fostering sustainable psychological well-being among working women learners.



Dr. Divya R. Panjwani is Assistant Professor in Department of Education, Integral University, Lucknow. Her educational repertoire includes B.Ed., M.Ed., M.Com., M.B.A., M.A. (Sociology), MA (Economics) and Ph.D. (Educational Psychology). She has six years as a Team Leader and Manager. Fourteen years of Teaching Experience in Higher Secondary School and Higher Education. She has 14 Research Papers in National and International Journal, 20 Chapter in Edited Book, 18 Edited book into her account and 1 authored book. She has attended more than 15 National and International Conferences, Convenor in more than fifteen Faculty Development Programs and workshops. She is working as a Subject Matter Expert for Life Skills Education, Work Education and Adult Education under Tata Consultancy Services. Divya Panjwani has been selected as a member of Flying Squad for ISC Board Examination for four consecutive years from 2019 to 2022. She has published Academic Buoyancy Scale, General Anxiety Scale and 1 Indian Patent. Her expertise spans are Information and Communication Technology, Positive Psychology, Statistical Analysis, Research, Teaching Methodologies, Career Counselling to Students, Commerce and Accountancy. She has been appointed as an Academic Consultant in SCERT, Patna.



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Prof. (Dr.) Adnan Khan Lodi is a distinguished educationist, researcher, teacher educator, and academic administrator with more than two decades of experience in teacher education. Currently serving as Dean, Faculty of Education at Integral University, Lucknow, he has played a significant role in educational leadership, curriculum development, pedagogical innovation, and research advancement. He began his academic career as a Lecturer at Vivek College of Education, Bijnor in 2004. Now presently Vivek University, Bijnor (U.P.) and later served as Acting Principal at Dr. M. C. Saxena College of Education, Lucknow (U.P.). Since joining Integral University, Lucknow in 2012, he has progressed from Assistant Professor to Professor & Head and Dean in 2024. Prof. Lodi has published more than forty-five research papers in reputed journals, five developed educational tools and scales, edited academic books, and served on editorial boards of national and international journals. He has also guided Nineteen Ph.D. scholars and thirty-five M.Ed. dissertations, making valuable contributions to educational research and teacher education in India. He has also served as a Mentor under the National Mission for Mentoring Program by the Ministry of Education, Govt. of India and Resource person of various online /offline national programs and Editorial Board Member for various national and international journals, contributing to the promotion of quality academic research. His achievements have been recognized through prestigious awards including the transformational Leadership -Shiksha Padam Samman-2023 by All India Principal Association Regd., The Change Maker Award-2022 by PAAI & Maharishi University of information Technology, Lucknow, and the Best Educator Promoting Holistic Education Award-2023 by Singhania Excellence Award, New Delhi.



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