

**A SOCIOLOGICAL ANALYSIS ON
THE WORK–LIFE BALANCE AND PROFESSIONAL CHALLENGES FACED BY
JOURNALISTS IN KOCHI CITY**



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Thesis submitted to St. Teresa's College (Autonomous), Ernakulam in fulfillment of the requirements for the award of the degree of **Master of Arts** in Sociology

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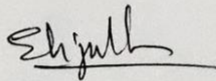
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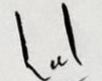
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CERTIFICATE

I certify that the thesis entitled “The Work–Life Balance and Professional Challenges Faced by Journalists in Kochi City” is a record of Bonafide research work carried out by under my guidance and supervision. The thesis is worth submitting in fulfillment of the requirements for the award of the degree of Master of Arts in Sociology.



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DECLARATION

I, ROSE MARY hereby declare that the thesis entitled "A SOCIOLOGICAL ANALYSIS ON THE WORK – LIFE BALANCE AND PROFFESIONAL CHALLENGES FACED BY JOURNALISTS "is a bonafide record of independent research work carried out by me under the supervision and guidance of ELIZABETH ABRAHAM I further declare that this thesis has not been previously submitted for the award of any degree, diploma, associateship or other similar title.

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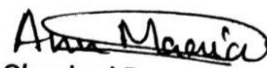

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CHAPTER 1
INTRODUCTION

Introduction

“Every journalist knows the unwritten contract: your personal life is collateral in the pursuit of truth. The breaking news doesn’t wait for your child’s birthday or your anniversary.”

— Sarah Jameson, National News Editor

Journalism serves as the cornerstone of democracy, holding institutions accountable and amplifying the voices of communities. Journalists dedicate themselves to uncovering truth and presenting information in a responsible and objective manner. However, behind the headlines and investigative reports, journalists often face a multitude of challenges that impact both their professional and personal lives. This study seeks to explore the intricate balance between their demanding careers and their well-being, offering a comprehensive sociological analysis of the work-life and professional challenges faced by journalists.

The profession of journalism is characterized by its fast-paced environment, unpredictable work schedules, and high-stakes responsibilities. Journalists frequently work under tight deadlines, navigating the pressures of breaking news, conducting in-depth investigations, and ensuring accuracy in their reporting. The pursuit of truth is often fraught with political pressure, ethical dilemmas, and, in some cases, threats to personal safety. These challenges are exacerbated by the financial instability that plagues the media industry, with many journalists facing job insecurity, inadequate compensation, and the need to rely on freelance or contractual work.

The study considers how factors such as gender, age, marital status, and family responsibilities influence the experiences of journalists. Gender discrimination remains a significant concern in many newsrooms, with disparities in pay, limited opportunities for leadership, and the persistent glass ceiling hindering the

professional growth of women and gender minorities. Additionally, experiences of harassment and unequal treatment further contribute to the challenges faced by journalists from underrepresented groups. By analyzing the prevalence and impact of these discriminatory practices, this study sheds light on the pressing need for equitable workplace policies.

Work-life balance emerges as a recurring theme in the experiences of journalists. Long and irregular working hours, coupled with the expectation of constant availability, make it difficult for journalists to maintain fulfilling personal lives. For those with families, the challenge of managing domestic responsibilities alongside the demands of the profession can lead to significant physical and emotional strain. The presence or absence of support from management and workplace policies designed to promote work-life balance further shapes journalists' experiences. Through this research, the study examines how factors such as workplace culture, management support, and job satisfaction impact journalists' ability to achieve equilibrium between their professional and personal responsibilities.

Another critical aspect explored in this study is the perception of safety and security among journalists. Investigative reporters and those covering sensitive topics often face harassment, threats, and even physical violence. In politically charged environments, journalists may encounter censorship, legal restrictions, and denial of access to information, compromising their ability to perform their duties. The fear of retaliation or persecution can stifle independent reporting and undermine press freedom. By analyzing these experiences, the research highlights the vulnerabilities faced by journalists and the role of institutional support in ensuring their safety.

The study also delves into the factors that contribute to job satisfaction among journalists. While financial remuneration remains a crucial determinant, aspects such as editorial independence, career growth opportunities, and a supportive work environment play significant roles in determining overall satisfaction.

Journalists who feel valued, respected, and supported are more likely to remain committed to the profession despite its challenges. Conversely, those who experience a lack of recognition or professional growth may consider leaving the field altogether. This study captures these perspectives, providing insights into the motivations and aspirations of journalists across different demographics and career stages.

Furthermore, the study explores the ethical dilemmas that journalists frequently navigate. Pressure from political or corporate interests often compromises editorial independence, forcing journalists to make difficult choices. The expectation to produce content that aligns with particular narratives can create internal conflicts, particularly for those committed to upholding journalistic integrity. Through a detailed analysis of these experiences, the study seeks to understand the impact of external pressures on journalistic autonomy and decision-making.

The significance of this research lies in its sociological lens, which emphasizes the interconnectedness of individual experiences and broader societal structures. By examining how factors such as gender, family responsibilities, and organizational policies shape journalists' lives, the study contributes to the ongoing discourse on labor rights, gender equality, and press freedom. Moreover, it aims to provide actionable recommendations for media organizations, policymakers, and advocacy groups to create safer, more inclusive, and supportive work environments for journalists.

Ultimately, this research aspires to amplify the voices of journalists, whose dedication to truth-telling often comes at a personal cost. By shedding light on their challenges and aspirations, it advocates for systemic changes that prioritize journalists' well-being and professional growth. In doing so, it underscores the vital role of journalism in a democratic society and the need to protect those who commit themselves to this noble profession

Media is the plural of “medium,” which represents channels or tools used to communicate, store, and deliver information or data to people. It serves as a bridge between information sources and their intended audiences, facilitating the exchange of messages, knowledge, and cultural expressions.

The primary function of media begins with information dissemination, a crucial mechanism for spreading knowledge about local and global events. Through newspapers, television broadcasts, online platforms, and radio, media provides citizens with insights into current happenings, educates the public about complex issues, and offers comprehensive understanding of events that shape our world. This informative role ensures that people remain connected, informed, and aware of significant developments occurring around them.

Entertainment emerges as another vital function of media, offering audiences content designed for leisure, emotional engagement, and relaxation. From movies and television shows to music, podcasts, and digital content, media creates storytelling platforms that transport individuals into different narratives, emotional landscapes, and imaginative realms. These entertainment mediums not only provide recreational experiences but also serve as powerful tools for emotional expression and cultural connection.

Persuasion and influence represent a more nuanced aspect of media’s functionality. Media platforms possess the remarkable ability to shape public opinion, promote specific ideas, products, or social movements, and facilitate meaningful public discourse. Through carefully crafted messages, advertising, editorial content, and strategic communication, media can influence societal perspectives, consumer behaviors, and political landscapes, making it a potent force in social dynamics.

Cultural expression stands as perhaps the most profound role of media. By reflecting societal values, preserving historical narratives, and connecting people across diverse communities, media becomes more

than just a communication tool. It transforms into a living archive of human experience. Through various mediums, cultural stories are shared, traditions are documented, and collective memories are maintained, allowing different societies to understand, appreciate, and learn from one another's unique experiences.

The interconnected nature of modern media means that these functions are not isolated but deeply intertwined. A single piece of content can simultaneously inform, entertain, persuade, and express cultural nuances. This complexity highlights media's transformative power in shaping individual understanding and collective consciousness, making it an indispensable component of human communication and social interaction.

As technology continues to evolve, the media's role becomes increasingly sophisticated. Digital platforms, social networks, and emerging technologies are constantly redefining how we create, consume, and interact with information. Yet, the fundamental purpose remains unchanged: to connect, inform, entertain, and inspire human beings across the intricate tapestry of global communication.

Characteristics of Media:

Reaching the Widest Possible Audience

Media's core strength lies in its ability to connect with people on a massive scale. Imagine a single message that can simultaneously reach thousands or even millions of individuals across different locations. This could be a news broadcast, a social media post, or a viral video that spreads instantaneously. The power of media is its capacity to break through geographical barriers, creating a shared experience that connects people who might never meet in person.

Flexible Communication: One-Way and Interactive Approaches

Media is not a rigid form of communication. It exists on a spectrum that ranges from traditional one-way communication to highly interactive platforms. In the past, media like television and radio primarily pushed information to audiences with little feedback. Today, digital platforms have transformed this dynamic. Social media, blogs, comment sections, and live streaming allow audiences to respond, share, create content, and become active participants rather than passive consumers.

Constant Technological Evolution

Perhaps the most defining characteristic of media is its continuous transformation. Technology drives media forward, constantly reshaping how we create, distribute, and consume information. From print to radio, television to internet, and now to mobile and AI-driven platforms, media never stands still. Each technological breakthrough brings new ways of storytelling, sharing information, and connecting with others.

Examples of Technological Transformation

Print media gave way to digital publications

Traditional broadcasting now competes with streaming services

Personal communication has shifted from letters to instant messaging

The Indian media landscape has undergone significant transformations since independence in 1947. The advent of television in the 1980s, followed by the internet and digital media in the late 1990s and 2000s, has dramatically altered the nature of journalism in the country. These technological shifts expanded media platforms from traditional print and radio to include multiple digital channels, fundamentally reshaping how news is produced, distributed, and consumed.

The emergence of 24-hour news channels in the late 1990s marked a critical turning point, introducing continuous news coverage and creating intense competition among media organizations. This proliferation of media outlets coincided with economic liberalization, which opened new avenues for private media investments and reduced government control over information dissemination.

Digital platforms and social media have further complicated the media ecosystem, challenged traditional journalistic practices and introduced new dynamics of real-time reporting and audience interaction. The rise of citizen journalism and digital platforms has democratized content creation while simultaneously raising concerns about information verification and quality.

Types of Media:

- Print media
- Broadcast media
- Digital media
- Social media
- Interpersonal media
- Mass media

Each type of media plays a unique role in how we communicate, learn, and understand the world around us.

Media can be broadly classified into several main types:

1. Print Media

Print media encompasses written or visual communications that are physically printed on paper. This includes:

- Newspapers: Daily or weekly publications covering current events, news, and local/global stories
- Magazines: Periodicals focusing on specific topics like fashion, sports, science, or general interest
- Books: Published works ranging from fiction to non-fiction, academic texts to recreational reading
- Journals: Specialized publications often targeting academic or professional audiences
- Brochures and pamphlets: Informational documents used for marketing or educational purposes

2. Broadcast Media

Broadcast media involves transmitting audio and video content to a wide audience:

- Television: Includes network channels, cable networks, streaming platforms, and various genres like news, entertainment, documentaries
- Radio: Traditional AM/FM stations, digital radio, podcasts, and internet radio channels
- Satellite broadcasting: Delivers content across large geographic regions via satellite technology

3. Digital Media

Digital media represents content delivered through electronic devices and digital platforms:

- Social media platforms: Instagram, Twitter, Facebook, TikTok
- Websites and online publications
- Streaming services like Netflix, Hulu, YouTube
- Blogs and online journals
- Video games
- Digital advertising
- Podcasts and digital audio content

Each type of media serves different purposes and reaches audiences through unique channels. The rise of digital technologies has increasingly blurred traditional boundaries, creating more integrated and interconnected media experiences.

Modern media consumption is characterized by convergence, where different types of media overlap and interact. For instance, a single news story might be reported through print, television, online platforms, and social media simultaneously.

The diversity of media types reflects the complex ways humans communicate, share information, entertain themselves, and understand the world around them. As technology continues to evolve, we can expect media to become even more dynamic, personalized, and interconnected.

Since media is evolving every minute there is an intricate relationship between media and media workers especially in Journalism. Journalists are working from dawn to dusk to fulfill their target of the day.

Journalism is the process of gathering, writing, editing, and sharing news and information with the public. It can be presented in many forms, such as newspaper articles, radio, television, and online.

Journalism is a vital part of a democratic society. Journalists are expected to be objective, impartial, and accurate, and to report the news without bias. They must also consider the audience and tone of their writing, and follow the ABCs of news writing: accuracy, brevity, and clarity.

Journalism includes many different types, such as: enlightenment journalism, entertainment journalism, advocacy journalism, and gatekeeping or meditative journalism.

According to the Encyclopedia Britannica, journalism is “... the collection, preparation, and distribution of news and related commentary and feature materials through such media as pamphlets, newsletters, newspapers, magazines, radio, motion pictures, television, books, blogs, webcasts, podcasts, and e-mail.”

Journalism is a noble profession dedicated to discovering, documenting, and disseminating information that helps people understand the world around them. At its core, journalism is about storytelling – but not just any storytelling. It’s a methodical, ethical approach to revealing truth, uncovering facts, and presenting complex realities in ways that are accessible and meaningful to diverse audiences.

The work of journalists spans multiple platforms and formats. Traditional print journalists might write newspaper articles or magazine features, carefully crafting stories that provide depth and context. Broadcast journalists deliver news through television and radio, bringing immediacy and visual storytelling to current events. Digital journalists increasingly work across online platforms, using multimedia tools like videos, podcasts, interactive graphics, and social media to reach audiences in innovative ways.

Ethical standards are the backbone of responsible journalism. Journalists are expected to maintain objectivity, prioritize truth, protect their sources, and avoid conflicts of interest. This means presenting information fairly, seeking multiple perspectives, distinguishing between facts and opinions, and maintaining independence from external pressures. A good journalist doesn’t just report what happened, but seeks to understand why it happened and what it means for people’s lives.

The skills required to be an effective journalist are diverse and demanding. Beyond excellent writing abilities, journalists need sharp critical thinking, strong research skills, and the ability to quickly understand and explain complex topics. They must be curious, persistent, and courageous – willing to ask difficult questions and pursue stories even when doing so might be challenging or unpopular. Communication skills are crucial,

as journalists must translate complex information into clear, engaging narratives that can be understood by a wide range of people.

Modern journalism faces significant challenges in our digital age. The rise of online platforms has transformed how news is created and consumed, bringing both opportunities and complications. Social media allows for instant information sharing but also spreads misinformation rapidly. Economic pressures have reduced newsroom budgets, making in-depth reporting more difficult. Despite these challenges, journalists continue to play a critical role in democratic societies, acting as watchdogs, holding powerful institutions accountable, and helping citizens make informed decisions.

Journalists work in many specialized areas, reflecting the complexity of our world. Political journalists track government actions and policy developments. Investigative reporters dig deep into systemic issues, uncovering corruption or social injustices. Science journalists explain complex research and technological developments. Sports journalists bring athletic competitions to life, and international correspondents provide crucial insights into global events.

Education is an important pathway into journalism. Most professional journalists have degrees in journalism, communications, or related fields. However, the most important qualifications are often practical skills, ethical commitment, and a genuine passion for uncovering and sharing stories that matter. Many journalists start by working on school newspapers, local publications, or internships, gradually building the experience and network necessary for more significant roles. As our world becomes more interconnected and information becomes increasingly complex, the role of journalists remains vital. They are not just reporters of events, but interpreters of our shared human experience. By providing context, asking critical questions, and sharing diverse perspectives, journalists help us understand our world, challenge our assumptions, and engage more deeply with the complex realities that shape our lives

Significance of the study

The study on the work life and professional challenges faced by journalists in Kochi represents a critical academic endeavor with multifaceted significance. By examining the intricate dynamics of media professionals in this vibrant urban center, the study offers a nuanced exploration of the contemporary journalistic landscape that extends beyond mere documentation. The research provides a comprehensive understanding of how journalists in Kochi navigate complex professional environments, balancing traditional practices with emerging digital communication technologies while confronting unique regional challenges. Through an in-depth analysis of workplace dynamics, technological adaptation, gender interactions, and professional stress, the study will generate valuable insights into the social, and structural dimensions of journalism in urban Kerala. Since we are living in a fast-paced world it is essential to consider work-life balance, professional challenges as well as mental health take into consideration.

Now let's take a deep look into Kerala society, here we can find that people are quitting jobs. Both men and women are equally working under pressure. They constantly burn out and having depression episode. Even there are people who take psychological help for regaining their mental health. This crucial situation is not only in journalism profession rather it's become very common in any profession now a days. People are always complaining about their working hours, salary, leisure time and other allowances but did government or any companies take necessary actions to cope up with this situation haven't they?? The answer is no.

The recent incident happened in India is the best example of this burnout era. Employed at Ernst & Young (EY) Pune, a young Chartered Accountant, Anna Sebastian Perayil, tragically dies due to work pressure, with her mother holding the toxic work culture at EY as the cause of her demise.

The mother, Anita Augustine, has written a heartfelt and powerful letter to the chairman of EY India, Rajiv Memani, stating that Anna's workload, long hours, and pressure in her new job led to severe anxiety, stress, and sleeplessness. The grieving mother demands justice and reforms at EY.

Days after the Pune EY employee's death, a similar incident has come into the news from Uttar Pradesh's Lucknow, where a female HDFC Bank employee died after falling off a chair in the office. Reacting to her death, her office colleagues claimed that she was "stressed" and "overworked".

These are the recent incidents that happened in India when we analyze these issues, we can find that it is essential to build a support system within the cooperative world. Journalism is a cooperative field the one who works faster will get more work load and it's a never-ending process. We have to work blurring the line between time and space along ruining our sleep schedule and health everything will be under the control of cooperative world. The significance of this research lies not only in its academic contribution to sociological discourse but also to understand the current situation and work-life of journalist in their work field it may also support professional development, and illuminate the evolving nature of media work in a rapidly transforming social context. By capturing the specific characteristics of Kochi's media ecosystem, the study will contribute to a broader understanding of professional identity, technological adaptation, and the complex interplay between individual journalists and their institutional, technological, and cultural environments. And there by analysing the work culture of journalist. Moreover, the research promises to shed light on the personal and professional challenges faced by media professionals, offering a critical lens through which to examine the broader social transformations occurring in contemporary urban media landscapes.

CHAPTER 3

REVIEW OF LITERATURE

The field of journalism has undergone significant transformations in recent decades, driven by technological advancements, changing media landscapes, and evolving professional demands. This literature review explores the complex interplay between work-life balance, professional challenges, and the unique sociological context of journalistic practice.

Robards, B., & Carah, N. (2017). Media, surveillance, and cultures of contemporary journalism. *Journalism Studies*, 18(9), 1101-1118. Conducted a comprehensive investigation into the multifaceted nature of work-life imbalance in digital media professions, with a particular focus on journalism. Their research revealed that contemporary journalists experience profound disruptions in traditional work-life boundaries, primarily driven by digital technologies and networked communication systems. The authors identified key dimensions of work-life imbalance, including persistent digital connectivity that blurs the lines between professional and personal spaces, constant professional engagement through social media and mobile technologies, and an expectation of perpetual availability. They argued that journalists now face unique challenges such as the psychological burden of maintaining professional personas online, the requirement to continuously curate personal and professional digital identities, and the erosion of temporal and spatial boundaries between work and personal life. Moreover, their study highlighted how digital platforms create an “always-on” work culture where journalists are expected to be simultaneously content creators, network managers, and personal brand ambassadors, leading to increased stress, reduced personal time, and potential burnout. The research emphasized that this persistent digital connectivity not only transforms professional practices but also fundamentally reshapes personal experiences and self-perception among media professionals.

Pleck, J. H., Staines, G. L., and Lang, L. (1980). Conflicts between work and family life. *Monthly Labor Review*, 103(3), 29-32., Staines, and Lang’s seminal 1980 study in the *Monthly Labor Review* provided an early and critical

examination of the emerging challenges of work-family conflict during a transformative period of workforce dynamics. Their research highlighted the fundamental tensions between professional and personal domains, revealing that employees consistently struggled to balance the competing demands of workplace responsibilities and family obligations. The authors identified systematic patterns of conflict that emerged from the increasing complexity of work structures and changing family demographics, demonstrating that work-life interference was not merely an individual challenge but a systemic social phenomenon. By quantifying the psychological and practical strains experienced by workers, Pleck et al. laid groundwork for understanding how organizational structures and societal expectations contribute to work-family tension. Their work was particularly prescient in recognizing that work-family conflict was not a marginal issue but a central concern affecting employee well-being, productivity, and overall quality of life. This research predated the digital revolution but established critical theoretical frameworks that would become even more relevant in subsequent decades as technological advancements further blurred the boundaries between professional and personal spheres.

Beutell, N. J., and Greenhaus, J. H. (1982). Inter-role conflict among married women: The influence of husband and wife characteristics on conflict and coping behavior. *Journal of Vocational Behavior*, 21, 99-110. - Beutell and Greenhaus's 1982 study in the *Journal of Vocational Behavior* provided a groundbreaking investigation into inter-role conflict experienced by married women, focusing on how individual and spousal characteristics influence work-family dynamics. Their research systematically examined how personal and partner attributes such as employment status, work involvement, family roles, and individual coping strategies impact the experience of work-family conflict. By exploring the intricate interactions between professional and domestic responsibilities, the authors

revealed the complex psychological mechanisms through which married women navigate competing demands, highlighting that work-family conflict is not a uniform experience but deeply influenced by personal and relational contexts. The study was particularly innovative in its holistic approach, demonstrating that inter-role conflict is shaped by a nuanced interplay of individual characteristics, spousal support, and personal coping mechanisms, thereby providing critical insights into the gendered experiences of work-life balance during the early 1980s.

Hill, E. J., Hawkins, A. J., Ferris, M., and Weitzman, M. (2001). Finding an extra day a week: The positive influence of perceived job flexibility on work and family life balance. *Family Relations*, 50(1), 49-58 -

Hill et al.'s 2001 study in *Family Relations* explored the pivotal concept of job flexibility and its transformative impact on work-family life balance. The research demonstrated that perceived job flexibility significantly positively influences employees' ability to manage professional and personal responsibilities, effectively creating an "extra day" of productive time each week. By analyzing how flexible work arrangements enable individuals to more effectively integrate work and family demands, the authors revealed that job flexibility is not merely a workplace benefit but a critical mechanism for reducing inter-role conflict and enhancing overall life satisfaction. Their findings highlighted that flexibility allows workers to more dynamically allocate time and energy across different life domains, thereby mitigating stress and improving both professional performance and family engagement, representing a crucial advancement in understanding work-life balance strategies.

Moreover Goode, W. J. (1960). A theory of role strain. *American Sociological Review*, 25, 483-496

Goode's 1960 seminal work in the *American Sociological Review* introduced a groundbreaking theoretical framework for understanding role strain, a critical concept in sociological analysis of human behavior and social interactions. By examining how individuals experience tension and conflict when managing multiple social roles, Goode proposed that role strain is an inherent and universal aspect of social life, emerging from the competing expectations and limited resources individuals must navigate across different domains such as work, family, and community. The theory argued that people continuously negotiate and balance these roles, often experiencing psychological and practical stress when the demands of one role interfere with another. Goode's work was pivotal in establishing a theoretical foundation for understanding how social structures and individual capacities intersect, providing scholars with a sophisticated lens to analyze the complex dynamics of role performance, stress management, and social adaptation.

Hammer, L., and Thompson, C. (2003). Work-family role conflict, a Sloan Work and Family encyclopedia entry. Chestnut Hill, MA: Boston College.

Hammer and Thompson's 2003 encyclopedia entry in the Sloan Work and Family Encyclopedia provides a comprehensive overview of work-family role conflict, a critical concept in understanding the complex interactions between professional and personal life domains. The authors systematically analyze the theoretical foundations and practical implications of role conflict, exploring how individuals experience tension when simultaneously managing work and family responsibilities. Their work illuminates the psychological, social, and organizational dynamics that contribute to work-family interface challenges, highlighting the multidimensional nature of role strain. By synthesizing existing research and theoretical perspectives, Hammer and Thompson demonstrate how work-family role conflict impacts individual well-being, job performance, and family functioning, offering crucial insights into the strategies individuals and organizations can employ to mitigate these conflicts. The encyclopedia entry serves as a foundational reference point for understanding the intricate balance between professional achievements and

personal life commitments, emphasizing the need for comprehensive approaches to managing role-related stress and expectations.

Dwyer, K. P. (2005). Still searching for equilibrium in the work-life balancing act. *New York Times*, section 10, pp. 1. 3.

Dwyer's 2005 *New York Times* article offers a critical examination of the persistent challenges surrounding work-life balance in contemporary professional landscapes. The piece provides a journalistic perspective on the ongoing struggle individuals face in achieving equilibrium between professional demands and personal life commitments. Highlighting the complex interplay of workplace expectations, personal aspirations, and societal pressures, Dwyer explores the psychological and practical dimensions of maintaining a harmonious integration of work and personal responsibilities. By presenting a nuanced analysis of the work-life balancing act, the article contributes to the broader discourse on employee well-being, organizational dynamics, and the evolving nature of professional engagement in an increasingly demanding and interconnected world. The work serves as a valuable media-based reflection on the ongoing challenges of navigating multiple life roles, offering insights into the personal experiences and systemic barriers that complicate individuals' attempts to achieve a sustainable work-life balance.

Kossek, E. E., and Ozeki, C. (1999). Bridging the work-family policy and productivity gap: A literature review. *Community Work and Family*, 2, 139-149.

Kossek and Ozeki's 1999 article in *Community Work and Family* provides a comprehensive literature review examining the critical intersection between work-family policies, organizational productivity, and employee well-being. The authors systematically analyze existing research to bridge the conceptual gap between workplace policy implementation and organizational performance outcomes related to work-family interventions. Their review critically explores how strategic work-family policies can simultaneously address employee needs and organizational effectiveness, challenging traditional assumptions about the potential conflict between employee support and productivity. By synthesizing empirical research, Kossek and Ozeki reveal the complex mechanisms through which supportive work-family policies can potentially enhance employee engagement, reduce role strain, and contribute to

overall organizational performance. The study emphasizes the need for nuanced, evidence-based approaches to designing workplace interventions that recognize the intricate relationship between individual employee experiences and broader organizational objectives, offering a sophisticated framework for understanding the strategic importance of work-life balance initiatives.

Allen, T. D., Herst, D. E., Bruck, C. S., and Sutton, M. (2000), Consequences associated with work-to-family conflict: A review and agenda for future research. *Journal of Occupational Health Psychology*. 5, 278-308.

Allen et al.'s 2000 comprehensive review in the *Journal of Occupational Health Psychology* provides a critical analysis of the multifaceted consequences associated with work-to-family conflict. The study systematically examines the wide-ranging impacts of professional responsibilities on personal life domains, revealing significant psychological, physiological, and organizational repercussions. The authors meticulously synthesize existing research to demonstrate how work-to-family conflict generates profound negative outcomes, including increased stress, reduced job satisfaction, diminished overall life quality, and potential mental health challenges. By mapping the intricate connections between workplace demands and personal well-being, the research highlights the substantial individual and organizational costs of unmanaged work-family interfaces. The review serves as a pivotal scholarly contribution, offering a comprehensive framework for understanding the complex dynamics of work-life interference and providing a critical agenda for future research in occupational health psychology, emphasizing the need for holistic approaches to addressing work-family conflict.

CHAPTER 3
METHODOLOGY

Statement of the problem

Journalism faces unique challenges that affect journalists' work-life balance and well-being. There is a lack of sociological research on how journalists' professional and personal lives intersect. Journalists often work in high-stress environments with tight deadlines and ethical dilemmas. Job insecurity is common in the field. These factors can lead to burnout and personal difficulties. Gender discrimination remains an issue in journalism. The media landscape is constantly evolving, creating new demands on journalists. This study will examine journalists' socio-economic backgrounds, work-life dynamics, and professional challenges. It will investigate how organizational policies, societal norms, and personal factors impact journalists' job satisfaction, career advancement, and overall quality of life.

GENERAL OBJECTIVE

To conduct a comprehensive sociological analysis of the work-life balance and professional challenges journalists face, examining how socio-economic factors, organizational culture and societal norms influence their personal and professional lives.

SPECIFIC OBJECTIVES

- 1.To identify the socio-economic profile of journalists.
2. To explore the unique challenges faced by journalists.
3. To investigate the work-life balance of journalists.

4. To examine gender discrimination within the journalism profession.

5. To assess the levels of job satisfaction among journalists.

THEORETICAL AND OPERATIONAL DEFINITION OF MAJOR CONCEPTS

1. WORK- LIFE BALANCE

THEORETICAL DEFINITION – Work life balance refers to the equilibrium between the time and energy devoted to professional activities and personal life, ensuring neither domain is neglected. It encompasses managing work responsibility alongside personal interest, family commitments and leisure activities

OPERATIONAL DEFINITION – work life balance will be measured through a structured questionnaire assessing the amount of time journalists spend on work related tasks versus personal activities, their satisfaction with their current balance specific metrics includes the number of hours worked per week, the frequency of overtime, time spent with family and friends and engagement in hobbies or relaxation

2. PROFESSIONAL CHALLENGES

THEORETICAL DEFINITION: Professional challenges refer to the various obstacles and pressures journalists encounter in their professional lives including ethical dilemmas job insecurity, high stress environments and evolving industry standards that can affect their performance and career progression.

OPERATIONAL DEFINITION: Professional challenges will be identified and quantified through survey questions regarding the types of difficulties faced in the workplace such as deadlines, ethical issues, job security, technological changes and pressures to meet organizational demands. The survey will include both closed – ended and open-ended questions to capture a wide range of challenges and their impacts.

3 GENDER DISCRIMINATION

THEORETICAL DEFINITION: Gender discrimination refers to the unfair treatment of individuals based on their gender, manifesting in unequal opportunities, pay disparities, based evaluation and exclusion from decision making processes within the workplace.

OPERATIONAL DEFINITION: Gender discrimination will be assessed through specific survey items that measure experience of unequal treatment, discrepancies in pay, promotion opportunities and incidents of biased behaviors or comments. Respondents will be asked to report any personal experience of discrimination and their perceptions of gender equality in their work place

4 JOB SATISFACTION

THEORETICAL DEFINITION: Job satisfaction refers to the contentment of individuals with their job roles, including work conditions, compensation, professional growth opportunities, relationships with colleagues and overall job security.

OPERATIONAL DEFINITION: Job satisfaction will be evaluated using a linear scale-based questionnaire that includes satisfaction with salary, work environment, career development opportunities, management support, and peer relationships. The responses will be analyzed to determine overall job satisfaction levels and factors contributing to satisfaction or dissatisfaction.

IDENTIFICATION OF VARIABLES

INDEPENDENT VARIABLES

Socio – economics background

Gender

Type of media organization (e.g. print, broadcast, digital)

Years of experience in journalism beat or area of specialization

DEPENDENT VARIABLES

Work-life balance

Job satisfaction

Experience of gender discrimination.

Professional journalists working in various media formats (prints, broadcast, digital) in Kochi City

Population of the Study – The population of the study is professional journalist who are working in the Kochi city in various media organization. This includes professionals employed in print media , broadcast media , and digital media platforms it also encompasses freelance journalist and photo journalists contributing to news reporting and content creation . The study focuses on understanding their work- life balance and the professional challenges they face in their field .

SAMPLING METHOD – Simple random sampling to ensure representation across different media types, job roles and experience levels

SAMPLE: 100 journalists working in Kochi

TOOLS OF DATA COLLECTION

A structured questionnaire, comprising a mix of closed-ended and open-ended questions, is used to collect data via a Google form.

Limitations of the Study – Every research has its flaws and it is also limited. This study has the following limitations

Many respondents were hesitant to respond.

Many weren't ready to open about the potential issues

CHAPTER 4
DATA ANALYSIS AND INTERPRETATION

Introduction

The survey responses are going to be evaluated in the data analysis chapter of this study. It helps to learn more about how the socio – economic profile, which include gender – male, female and non-binary. Along with age, educational level, marital status, type of family partners occupation, monthly income as well as the secondary source of income affect the unique challenges faced by journalist, work -life balance of journalist, gender discrimination in journalism profession and levels of job satisfaction among the journalist particularly in Kochi city. The objective of the study is going to be achieved through this extensive data analysis section which enables researchers to identity patterns in the collected data set and make necessary conclusion from the research

Figure 1

Gender of the Respondent

What is your gender ?

103 responses

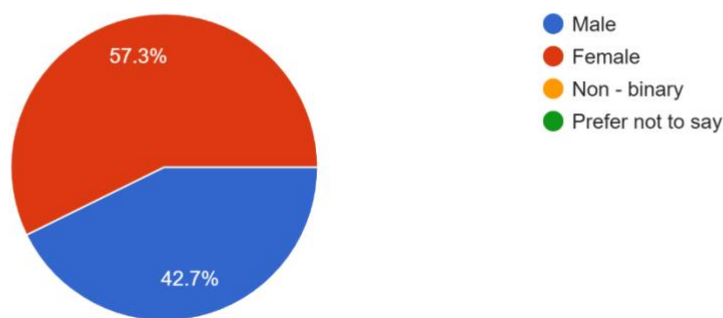


Figure1 shows that a majority of respondents, 58%, identify as female, while 44% identify as male. This indicates a higher participation of women in the survey, which could suggest that more female professionals are interested in discussing work-life and professional challenges. The absence of responses from non-binary individuals and those who prefer not to disclose their gender might imply either a lack of representation in the field or that such individuals chose not to participate in the survey.

This gender distribution could also reflect broader industry trends where women may face unique challenges in the workplace, prompting higher engagement in discussions about work-life balance and career difficulties. The near-equal proportion of men and women suggests that both genders are actively involved in journalism, but the slight female majority could indicate a growing presence of women in the field. Future studies could explore whether this trend is consistent across different regions and levels of experience.

Figure 2
Age of the Respondent

What is your age ?
102 responses

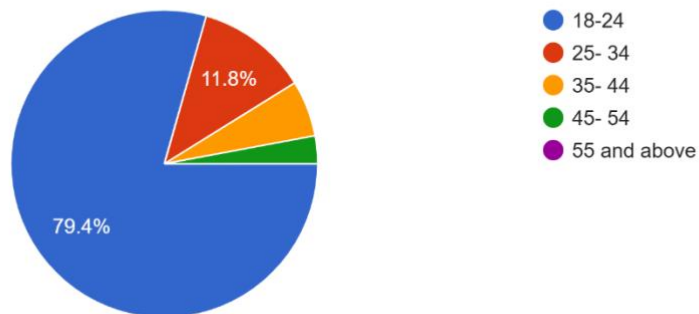


Figure 2 shows a significant majority in the 18-24 age group, accounting for 79.4% of the total participants. This indicates that the survey primarily reached younger individuals who are likely to be students, recent graduates, or early-career professionals. Their responses may reflect challenges typical of those in the early stages of their careers, such as job hunting, career development, and balancing work and personal life.

The second-largest age group, 25-34, comprises 11.8% of respondents. While this group is also relatively young, they may have more established careers and different experiences compared to those in the 18-24 category. However, the presence of respondents in this age bracket remains limited, suggesting a gap in the perspectives of mid-career professionals.

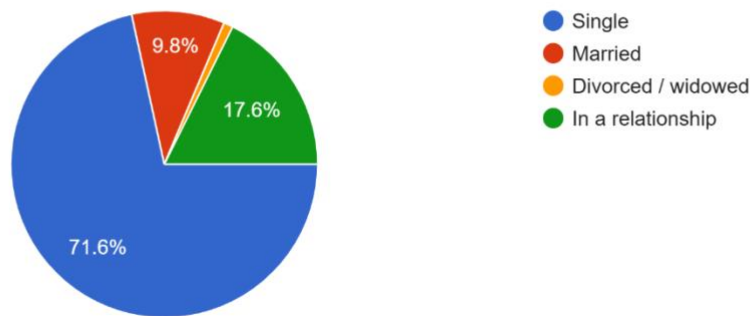
The remaining age groups, including those aged 35-44, 45-54, and 55 and above, represent a minor portion of the responses. This limited participation from older age groups could result in a lack of insights into the challenges faced by more experienced professionals, such as career progression, work-life balance in later stages of life, and retirement planning.

To gain a more comprehensive understanding of work-life and professional challenges across all age groups, it is recommended to diversify the respondent pool. Targeted outreach through professional organizations, industry networks, and platforms catering to mid-career and senior professionals can help gather more balanced data. Additionally, segmenting the data by age can offer valuable insights into the specific challenges faced by different age demographics.

Figure 3
Marital status of the respondent

What is your marital status?

102 responses



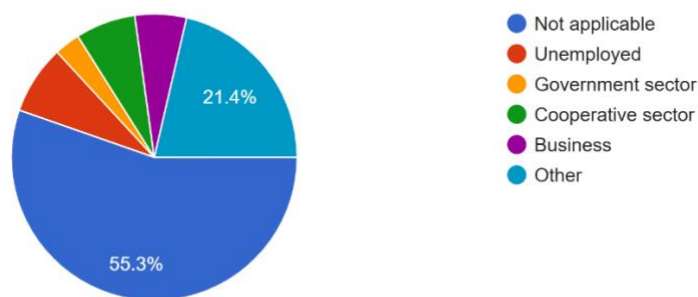
The figure 3 the majority of respondents, 71.6%, reported being single. This indicates that a significant portion of the participants are not married or in a formal relationship, which may influence their perspectives on work-life balance. Single individuals may experience fewer family-related responsibilities but could also face different social pressures and work-life challenges.

Respondents who are in a relationship make up 17.6% of the total. While they are not married, they may still navigate relationship dynamics that can affect their work-life balance. A smaller percentage, 9.8%, reported being married, suggesting a limited representation of those managing family responsibilities and career demands simultaneously.

The category for those who are divorced or widowed is minimal, indicating a lower number of respondents in this demographic.

Figure 4
Partners occupation of the respondent

What is your partners occupation?
 103 responses



Partners Occupation

In the partner's occupation data, 55.9% of respondents marked "Not applicable", likely correlating with the high percentage of single participants. This implies that for over half of the respondents, partner-related work-life factors do not apply.

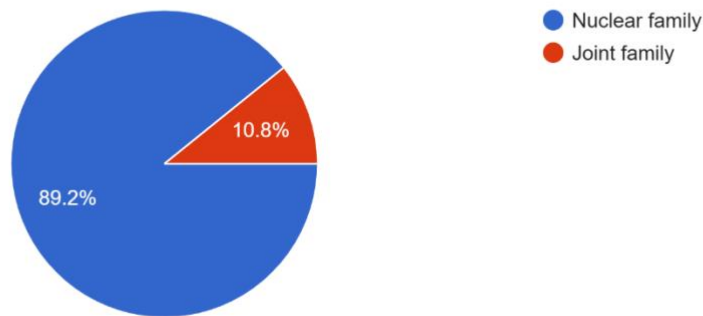
Among those with partners, 21.6% reported their partners working in the business sector. This is the most significant occupational category for partners, suggesting that entrepreneurship and corporate careers are common.

The government sector accounted for 7.8%, reflecting a smaller representation of individuals whose partners are in public service roles. Partners working in the cooperative sector and those categorized as "Other" also make up a minor share of the respondents. Additionally, a small number of partners were reported as unemployed, highlighting possible financial or emotional strains that may impact respondents' work-life experiences.

Overall, the data suggests that most respondents are single, and the occupation of a partner is not a major factor in their work-life balance. However, for those in relationships, further analysis could explore how different partner occupations influence work-life dynamics.

Figure 5
Type of family of the respondent

What type of family do you live in ?
102 responses



Type Of Family

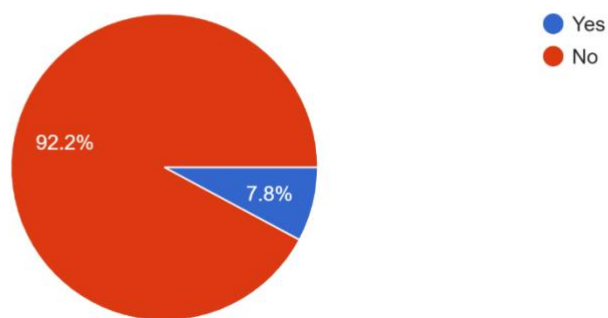
The figure 5 indicates that the vast majority of respondents (89.2%) live in a nuclear family. This suggests that most participants reside in households consisting of parents and children, without extended family members. Living in a nuclear family could mean greater independence and fewer family responsibilities, which might offer more flexibility in managing work-life balance. However, it may also lead to challenges related to childcare and household management without additional family support.

On the other hand, 10.8% of respondents live in a joint family, where multiple generations live together. Joint family systems can provide built-in support for childcare and household responsibilities, potentially easing the pressure on working individuals. However, they may also involve additional responsibilities and obligations, influencing work-life dynamics differently.

Figure 6
Children

Do you have children?

102 responses



The figure 6 about children, **92.2%** of respondents reported not having children, while only **7.8%** said they do. The low percentage of respondents with children aligns with the predominantly younger demographic, as indicated in previous analyses. Participants without children may experience fewer family-related challenges, allowing them to focus more on their careers and personal growth.

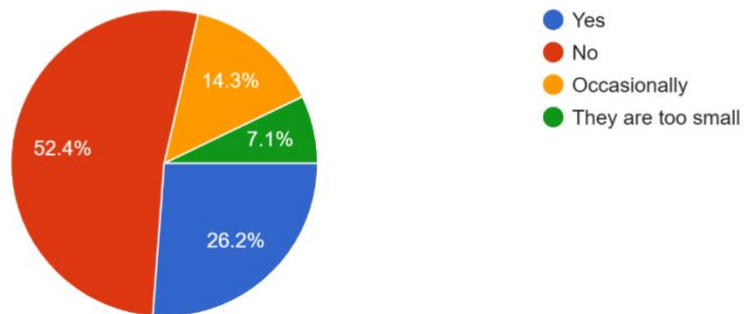
For the small group of respondents with children, managing work-life balance might be significantly more complex. Responsibilities related to childcare, education, and household management can add to their professional responsibilities, leading to heightened stress levels. Employers' policies on parental leave, childcare support, and flexible working arrangements would play a critical role in shaping their experiences.

Figure 7

Children who help household chores

If yes, do your children help with household chores?

42 responses



Among respondents with children, 52.4% reported that their children do not help with household chores. This could indicate that the children are either too young to contribute or that the parents prefer not to involve them in household tasks. Cultural norms and family preferences may also play a role in this.

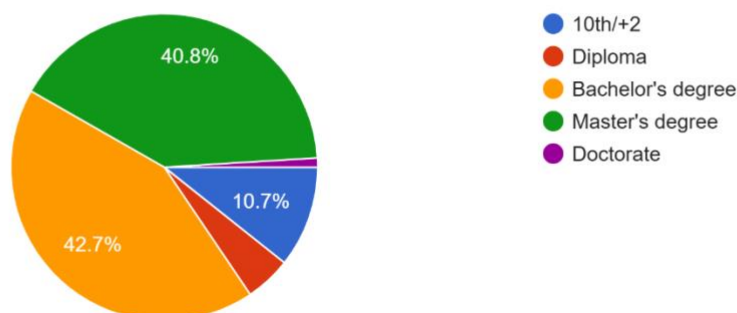
However, 26.2% of respondents said their children do help with household chores. This suggests that a significant number of families encourage children to participate in maintaining the household, promoting responsibility and teamwork.

Additionally, 14.3% indicated that their children help occasionally, which may depend on factors like age, school workload, or the nature of the chores. Meanwhile, 7.1% of respondents noted that their children are too small to contribute, which further explains the high percentage of non-participation.

Figure 8
Education of the respondent

What is your highest level of education?

103 responses



In figure 8, the largest portion of respondents, 43.1%, hold a Bachelor's degree. This reflects a well-educated group, likely contributing to better career opportunities and professional growth. With a Bachelor's degree often being the entry-level requirement for many professions, this suggests a population actively pursuing higher education for career advancement.

Following closely, 40.2% of respondents have earned a Master's degree, indicating a significant proportion with specialized knowledge and qualifications. This level of education is often associated with higher positions in the workforce and increased earning potential.

A smaller percentage (10.8%) have completed their 10th grade or 12th grade (+2), suggesting that a portion of respondents may be in the early stages of their academic or professional journeys. Additionally, 4.9% have obtained a Diploma, which may provide them with technical or vocational skills.

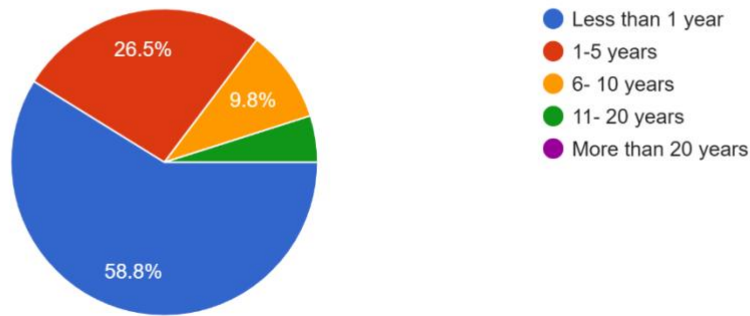
Only a minor 1% hold a Doctorate degree, reflecting a smaller representation of individuals in academia or research-intensive fields. This indicates that while postgraduate education is common, pursuing a Doctorate remains less frequent among respondents.

Figure 9

Experience of the respondent in the field

How many years have you been working in the media industry ?

102 responses



The figure 9 majority of respondents, **58.8%**, reported having **less than one year of experience** in the media industry. This suggests a large proportion of newcomers or fresh graduates entering the field, potentially exploring their career paths or gaining initial experience. The industry may attract young talent, contributing to a higher influx of individuals with limited experience.

A significant **26.5%** of respondents have **1 to 5 years of experience**, indicating that many professionals continue in the field beyond their initial years, possibly establishing stable careers. This period often involves career growth, skill development, and gaining specialized knowledge.

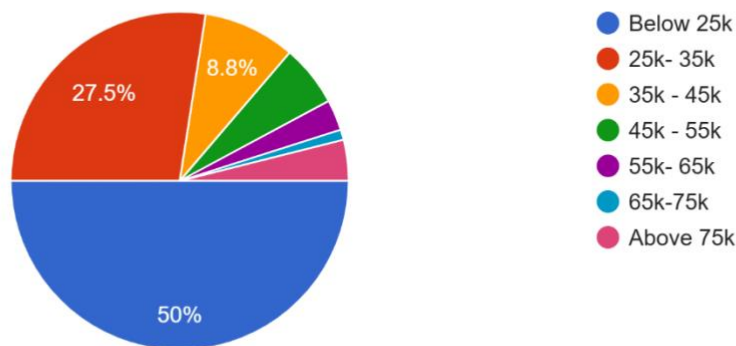
Additionally, **9.8%** of respondents have accumulated **6 to 10 years of experience**. This group likely consists of mid-level professionals with specialized roles or managerial responsibilities. Interestingly, there were no respondents with **more than 10 years** of experience, suggesting that long-term retention in the media industry might be a challenge, or professionals may transition to other industries over time

Figure 10

Monthly income of the respondent

What is your monthly income ?

102 responses



In figure 10 about monthly income levels, 50% of respondents reported earnings below ₹25,000 per month. This indicates that a significant portion of the workforce is in the early stages of their careers, where entry-level positions and internships are common. Lower income levels may also reflect the competitive nature of the industry.

Another 27.5% earn between ₹25,000 and ₹35,000 per month, representing employees who might have gained some experience and secured more stable roles. This range is likely to cover junior-level professionals and those with a few years of experience.

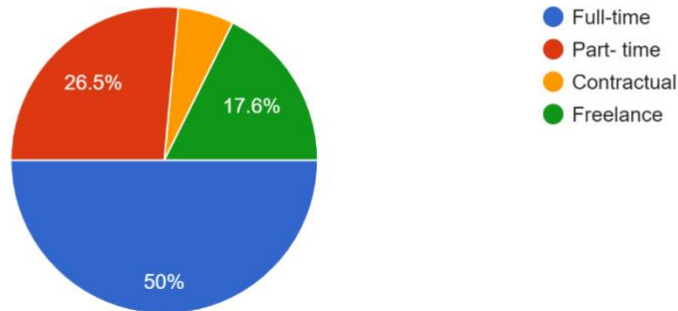
Only 8.8% of respondents reported incomes between ₹35,000 and ₹45,000, showing that mid-range salaries are relatively less common. Higher income brackets, including ₹45,000 to ₹55,000 and above, have minimal representation. This suggests that achieving higher income levels in the media industry may take time, with only a few reaching senior or leadership positions.

Figure 11

Type of employment of the respondent

What type of employment do you have ?

102 responses



The pie chart in Figure 4.11 represents the types of employment of respondents based on 102 responses. The majority of respondents, comprising 50%, are employed full-time, indicating that half of the surveyed population has stable, long-term employment. Part-time employees make up 26.5% of the respondents, suggesting a considerable number of individuals are engaged in more flexible or reduced-hour jobs. Freelancers account for 17.6% of the respondents, reflecting the growing trend of independent, project-based work. Meanwhile, only a small proportion of 5.9% are engaged in contractual employment, implying limited reliance on short-term contracts among the participants. This distribution highlights the dominance of full-time employment while showcasing the presence of diverse employment arrangements within the surveyed group.

Figure 12

Secondary source of income of the respondent

Do you have secondary source of income ?

102 responses

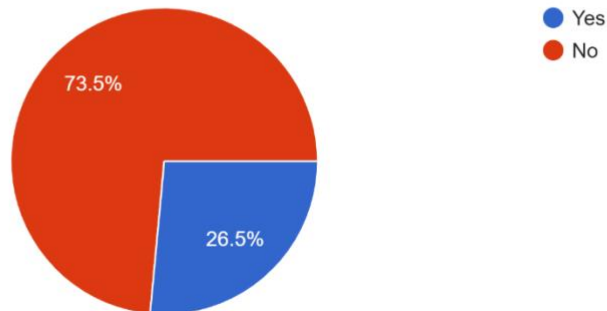


Figure 12 about the secondary source of income, only 26.5% of respondents indicated they have one, while a significant 73.5% reported having no additional income source.

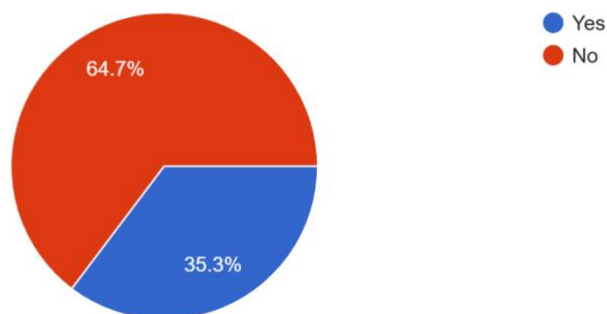
The relatively low percentage of individuals with secondary incomes might reflect a preference for job stability or a lack of time to pursue additional work. However, those with multiple sources of income could be engaging in freelancing, investments, side businesses, or gig economy jobs to supplement their earnings.

This trend may also suggest that most respondents rely solely on their primary job for financial stability. In contrast, those with secondary incomes might be driven by financial necessity, a desire for financial independence, or entrepreneurial aspirations.

Figure 13
Safety as working as journalist

Do you feel unsafe due to your work as a journalist?

102 responses



In the figure 13 out of 102 respondents, 35.3% reported feeling unsafe due to their work as journalists, while 64.7% stated they do not feel unsafe.

The fact that over a third of respondents experience safety concerns highlights the risks journalists often face. These may stem from covering sensitive topics, working in conflict zones, or facing backlash from politically motivated groups. Media professionals may encounter physical threats, harassment, or censorship, particularly when reporting on controversial subjects.

On the other hand, the majority (64.7%) who feel safe could be working in relatively secure environments or covering less contentious topics. Support from their organizations, safety training, and legal protections may also contribute to their sense of security.

The challenges faced in their careers; respondents identified multiple difficulties. Political pressure emerged as the most common challenge, reported by 22.5% of respondents. This reflects how external influences often attempt to manipulate narratives or silence critical voices. Financial instability followed closely, with 20.6% citing it as a concern, particularly affecting freelancers and those in smaller media outlets. Additionally, 19.6% of respondents reported experiencing burnout and mental stress, highlighting the emotional and psychological toll of working in the media industry. Other challenges include workplace discrimination (10.8%), harassment or threats (7.8%), and ethical dilemmas (7.8%). Many journalists also expressed concerns about job security (5.9%) and legal restrictions (5.9%), reflecting the precarious nature of media employment and the risks of legal action for publishing sensitive stories.

The findings underscore the complex landscape journalists navigate daily. While many remain resilient in their roles, addressing these challenges requires systemic reforms. Implementing stronger legal protections, providing mental

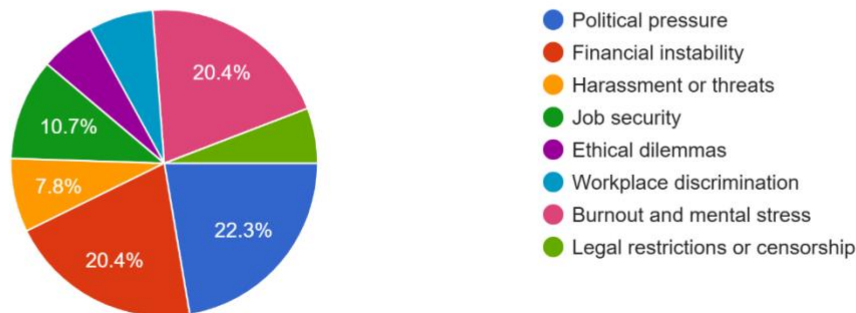
health support, and establishing more sustainable financial models are essential. By fostering safer and more equitable working environments, media organizations can empower journalists to continue their vital work without fear or compromise

Figure 14

Challenges faced by journalist

Which of the following challenges have ou faced in your journalism career ? (Select all that apply)

103 responses



The figure 14 illustrates the challenges faced by journalists in their careers, based on 103 responses. The most significant challenge reported is workplace discrimination, accounting for 22.3% of the responses, highlighting a prevalent issue within the industry. Financial instability and ethical dilemmas are equally substantial challenges, both representing 20.4% of the responses. This suggests that journalists often struggle with job security and maintaining professional integrity.

Additionally, job security concerns affect 10.7% of respondents, reflecting the instability within the field. Harassment or threats account for 7.8%, pointing to the risks journalists face in their line of work. Challenges related to burnout and mental stress and legal restrictions or censorship are also reported but to a lesser extent, indicating the emotional toll and external constraints faced by some journalists.

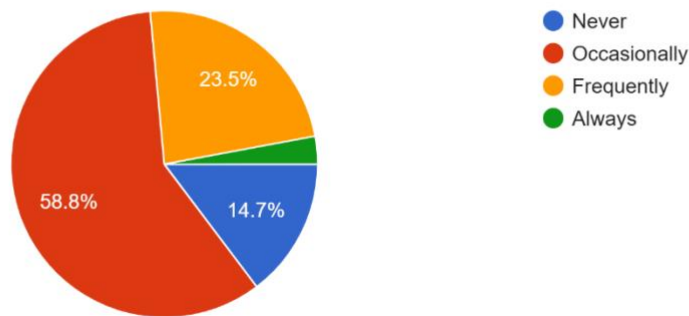
This data underscores the multifaceted challenges journalists encounter, with discrimination, financial instability, and ethical concerns being the most prominent. Addressing these issues through policy reforms, mental health support, and workplace inclusivity could significantly enhance journalists' well-being and professional security.

Figure 15

Experience of the respondent on work related stress

How often do you experience work - related stress ?

102 responses

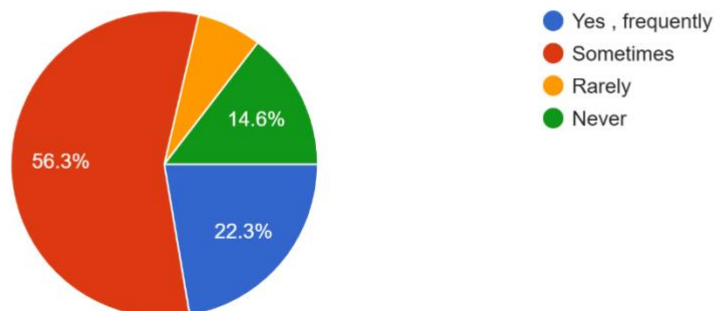


In the figure 15, 58.8% of respondents reported experiencing work-related stress occasionally, while 23.5% stated they experience it frequently. A smaller percentage, 14.7%, claimed they never experience stress, and 2.9% reported experiencing stress always. This indicates that the majority of journalists face some degree of work-related stress, which may stem from factors like tight deadlines, unpredictable work environments, and the pressure to produce impactful stories. Managing stress levels in the journalism field is crucial, as excessive stress can lead to burnout and impact the quality of reporting.

Figure 18
Political or cooperative pressure on the respondent

Do you feel pressured to produce content that favours political or corporate interest ?

103 responses

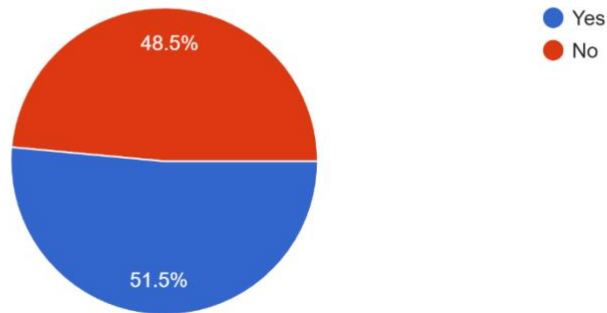


The external pressure, 56.9% of respondents reported feeling pressured sometimes to produce content that Favours political or corporate interests. 21.6% frequently experience such pressure, highlighting the ethical challenges journalists face in maintaining unbiased reporting. On the other hand, 14.7% claimed they rarely encounter such pressure, while an equal percentage stated they never experience it. This data suggests that political and corporate influence remains a significant concern within the industry. Ethical journalism requires protecting journalists from undue influence and ensuring editorial independence to maintain public trust. Establishing clear ethical guidelines and supporting independent media organizations can help mitigate this issue

Figure 17
Restriction on the information on the respondent

Have you ever been denied access to information due to your profession?

103 responses

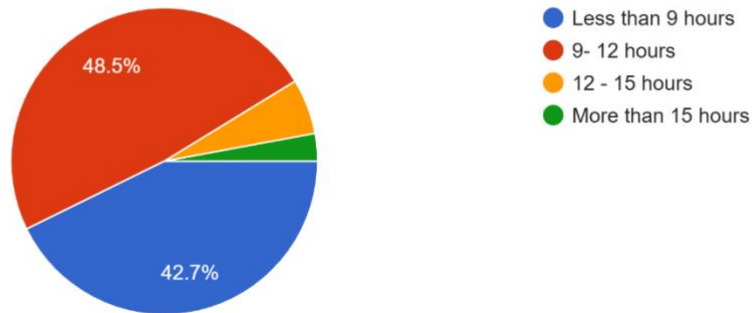


Based on the data presented, 53 respondents (52.0%) reported experiencing a restriction of information, while 49 respondents (48.0%) indicated that they did not face such restrictions. This suggests that a slightly higher proportion of individuals have experienced limitations in accessing information. The relatively balanced split implies that restrictions on information are a common issue, but not universal. This could reflect varying degrees of transparency across different contexts or environments. Addressing information restrictions is essential to ensure equitable access to knowledge and to promote transparency and accountability.

Figure 18
Hours per day respondent's work

How many hours a day do you work on average?

103 responses



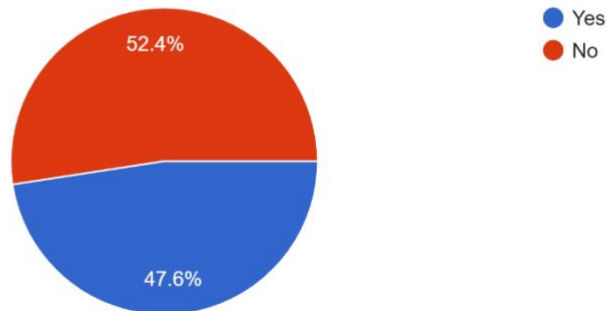
The figure 18 indicates that a significant portion of respondents, 49.0% ie,50 respondents, work between 9 to 12 hours per day, representing the most common working duration. Additionally, 42.2% ie,43 respondents reported working less than 9 hours daily, suggesting a notable proportion maintain a relatively manageable workload. However, 5.9% (6 respondents) work 12 to 15 hours, and a smaller minority of 2.9% (3 respondents) work more than 15 hours a day. This distribution highlights that while the majority work within a standard range, a smaller but significant portion face extended working hours, potentially raising concerns about work-life balance and occupational stress.

Figure 19

Fixed working hours

Do you have fixed working hours ?

103 responses

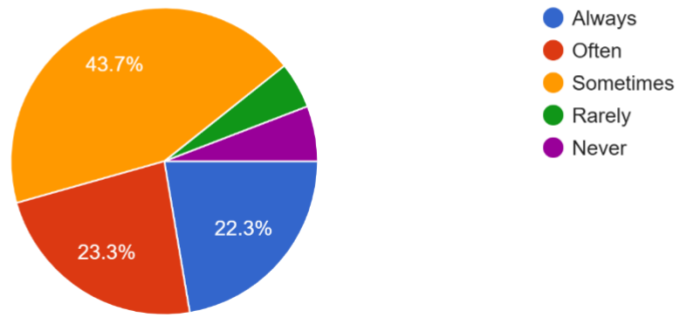


The figure 19 on fixed working hours reveals that 52.9% (54 respondents) do not have fixed working hours, while 47.1% (48 respondents) reported having fixed working hours. This suggests that a slightly higher number of respondents experience variability in their work schedules. The lack of fixed working hours can lead to unpredictability and may contribute to increased stress and difficulties in maintaining a work-life balance. Conversely, those with fixed hours may benefit from a more structured routine, offering a better opportunity to manage personal and professional responsibilities.

Figure 20
Work interfere with your personal or family life

How often do work demands interfere with your personal or family life ?

103 responses



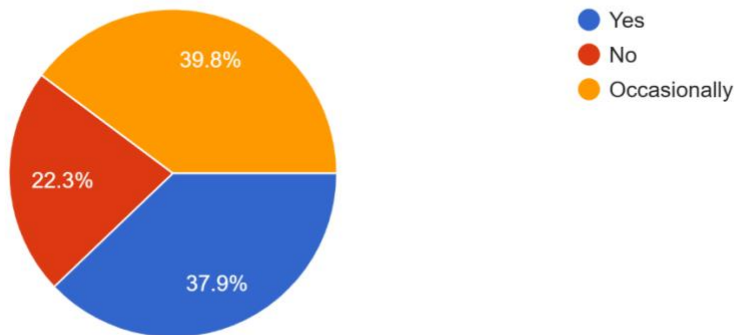
The figure 20 on how often work demands interfere with personal or family life shows that 22.5% of respondents reported that work "Always" interferes with their personal lives, while 23.5% indicated that it "Often" does. Additionally, 43.1% said it "Sometimes" interferes, followed by 5.9% who claimed it "Rarely" affects their personal life, and a small percentage (5.9%) reported that it "Never" interferes. This suggests that the majority experience at least occasional interference from work in their personal lives, which could indicate a significant work-life balance issue.

Figure 21

Time to engage in hobbies or recreational activities

Do you find time to engage in hobbies or recreational activities?

103 responses



This figure 21 presents data on whether respondents find time to engage in hobbies or recreational activities, based on 103 responses. The results show that 37.9% of respondents answered "Yes," indicating that they regularly engage in hobbies or leisure activities. On the other hand, 22.3% reported "No," suggesting that they do not have time or choose not to participate in recreational pursuits. The largest portion, 39.8%, responded "Occasionally," implying that while they may engage in hobbies, it is not a consistent or frequent practice.

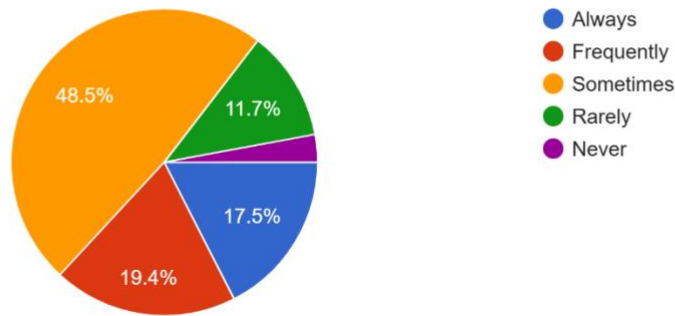
The data indicates that while a significant number of individuals manage to make time for leisure activities, a considerable proportion struggles to maintain a balance between work and personal interests. The fact that more than one-fifth of respondents do not engage in any hobbies might reflect demanding work schedules, high-stress environments, or a lack of work-life balance. Additionally, the high percentage of occasional participation suggests that many people might prioritize other responsibilities over personal relaxation or might lack sufficient free time.

This analysis highlights the importance of encouraging work-life balance and promoting environments where employees can pursue personal interests. Organizations may benefit from implementing policies that support recreational activities, ultimately contributing to improved well-being and productivity.

Figure 22
Work hours interfere with personal life

Do you feel that your work hours interfere with your personal life ?

103 responses

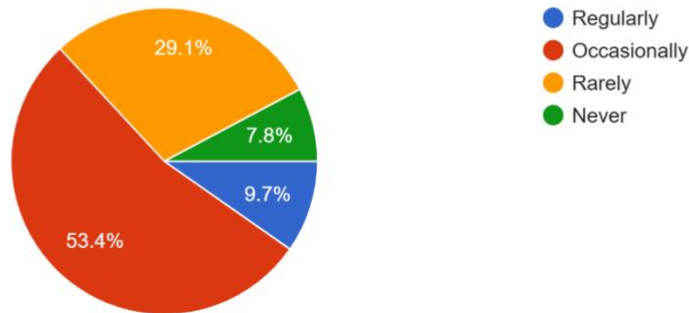


The figure 22 presents data on how work hours interfere with personal life. Out of 102 respondents, 17.6% reported that their work hours always interfere with their personal life, while 18.6% experience this interference frequently. The majority, 49.0%, indicated that work sometimes interferes with their personal life. On the other hand, 11.8% reported that it rarely interferes, and a small portion, 2.9%, stated that it never interferes. Cumulatively, 85.3% of respondents reported at least occasional interference, indicating a significant impact of work hours on personal life. This data highlights that a large percentage of respondents face challenges in balancing work and personal responsibilities, suggesting a need for organizations to consider implementing flexible work arrangements or policies that promote a healthier work-life balance

Figure 23
Respondent taking break during workday

How often do you take breaks during workday ?

103 responses

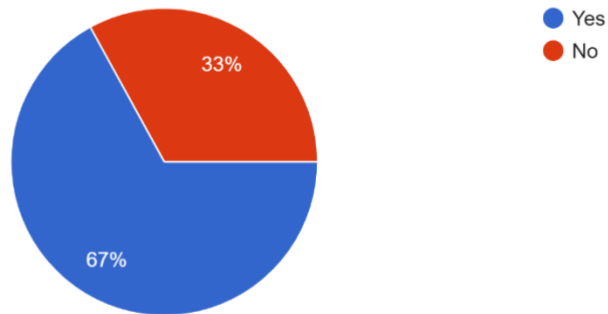


The figure 23 provides data on how often respondents take breaks during the workday. Among the 103 participants, only 9.8% take breaks regularly, while the majority, 52.9%, take breaks occasionally. Additionally, 29.4% of respondents rarely take breaks, and 7.8% reported that they never take breaks. The results suggest that most employees do not have a consistent break routine, which could indicate high workloads, inadequate break policies, or a lack of emphasis on employee well-being. Encouraging regular breaks can improve productivity, reduce stress, and enhance overall job satisfaction.

Figure 24
Respondents and adequate support from employer to maintain work – life balance

Do you receive adequate support from your employer to maintain a work - life balance ?

103 responses

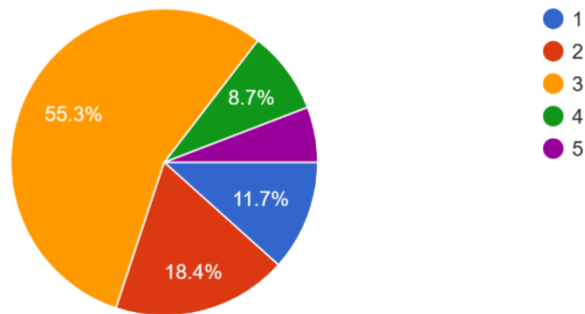


The figure 24 presents data on whether employees feel they receive adequate support from their employer. Out of 102 respondents, 66.7% indicated that they receive adequate support from their employer, while 33.3% reported that they do not receive adequate support. The majority of employees feeling supported suggests that the workplace may offer sufficient resources, assistance, or a supportive environment. However, the significant proportion who feel unsupported highlights room for improvement. Addressing concerns through better communication, increased resources, or stronger managerial support could enhance overall employee satisfaction and productivity.

Figure 25
Respondents' satisfaction on the work- life balance

How satisfied are you with your work - life balance ? (1= not satisfied, 5 highly satisfied)

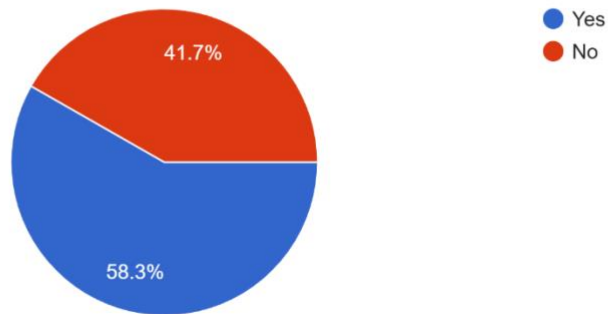
103 responses



The figure 25 data on employee satisfaction with their work-life balance, rated on a scale from 1 to 5, with 1 indicating very dissatisfied and 5 indicating very satisfied. Out of 102 respondents, the majority (54.9%) rated their satisfaction as a 3, reflecting a neutral or moderate level of satisfaction. Additionally, 18.6% rated their satisfaction as 2, and 11.8% rated it as 1, indicating dissatisfaction. On the other hand, 8.8% rated it as 4 and 5.9% as 5, indicating higher satisfaction levels. Overall, while a significant portion of employees have a neutral stance, a noticeable percentage expressed dissatisfaction, suggesting room for improvement in achieving better work-life balance within the organization.

Figure 26
Gender discrimination in journalism

Do you believe gender discrimination exists in your workplace ?
103 responses

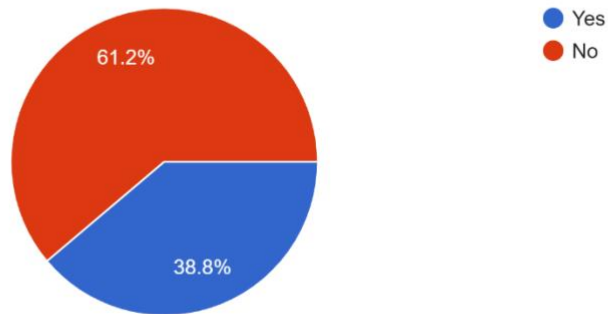


The figure 26 data on perceptions of gender discrimination in the workplace. Out of 102 respondents, 59 individuals (57.8%) reported experiencing or perceiving gender-based discrimination, while 43 respondents (42.2%) reported no such experiences. This suggests that a significant portion of the workforce perceives gender-based discrimination as an issue. Addressing this concern through policies promoting inclusivity, diversity training, and a transparent complaint system may be beneficial for creating a fair and equitable work environment.

Figure 27
Gender based discrimination in the journalism career

Have you ever faced gender - based discrimination exists in your work place ?

103 responses



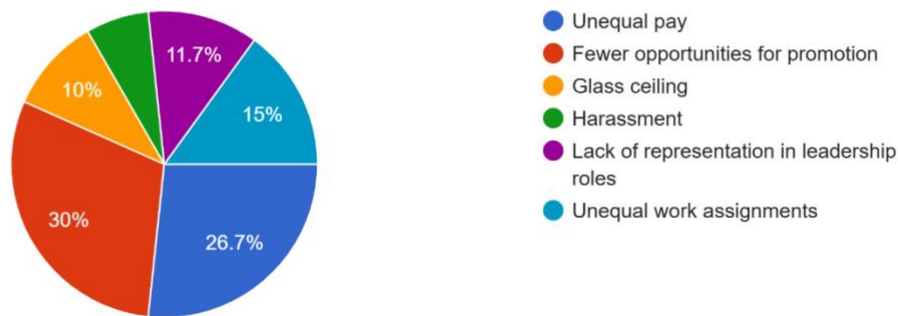
The figure 27 shows the results of a survey where 103 respondents were asked whether they have faced gender-based discrimination in their workplace. Out of the total respondents, 61.2% answered "No," indicating they had not experienced such discrimination, while 38.8% answered "Yes," signifying they had faced gender-based discrimination. This suggests that while the majority of respondents did not report experiencing discrimination, a significant portion did, highlighting that gender-based discrimination remains a concern in the workplace. The findings can be used to inform organizational policies, promote inclusivity, and implement targeted interventions to create a fair and equitable work environment.

Figure 28

Types of discrimination in the journalism

If yes , what kind of discrimination have you experienced (select all that apply)

60 responses



This figure 28 visualizes the types of discrimination experienced by respondents who answered "yes" to facing discrimination. Among the 60 responses:

30% reported facing fewer opportunities for promotion, which is the most reported issue.

26.7% experienced unequal pay, indicating significant pay disparity.

15% faced unequal work assignments, suggesting biased task allocation.

11.7% reported a lack of representation in leadership roles, highlighting leadership gaps.

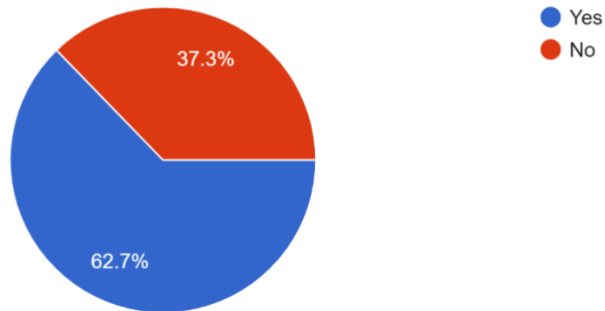
10% experienced the glass ceiling effect, limiting career growth.

Harassment was reported by 5% of respondents, an alarming issue for workplace safety.

This data points to systemic challenges, particularly in promotions and pay equity. Addressing these issues may involve implementing transparent promotion processes, regular pay audits, and leadership development program

Figure 29
Equal opportunities for men and women

Do you believe that men and women are given equal opportunities in journalism ?
102 responses



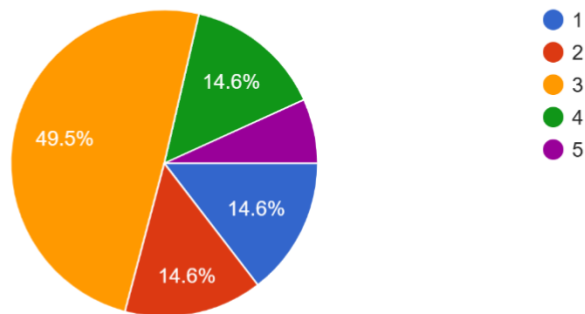
The figure 29 shows the responses to the question of whether men and women are given equal opportunities in journalism, with 102 participants providing their input. A majority of 62.7% believe that men and women are given equal opportunities in the field, indicating a positive perception of gender equality in journalism. However, 37.3% of respondents feel that gender-based disparities still exist, suggesting that a significant portion of individuals perceive unequal treatment. This data highlights the ongoing concerns regarding gender equality in journalism and the need for further efforts to ensure fairness and inclusivity in professional opportunities within the industry.

Figure 30

Work place policies and gender equality

How effective are workplace policies in ensuring gender equality? (1= very dissatisfied, 5 = very satisfied)

103 responses



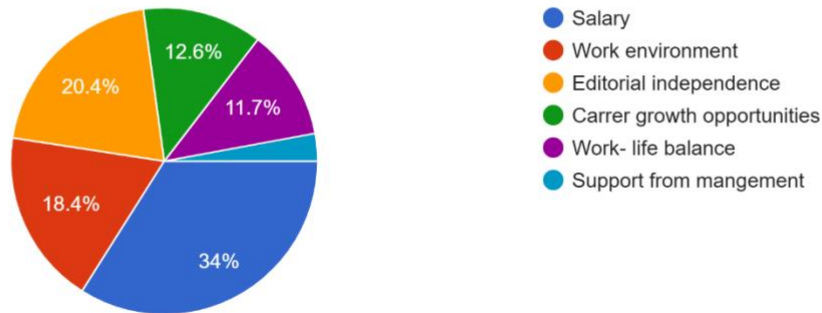
This figure 30 illustrates the effectiveness of workplace policies in ensuring gender equality based on 103 responses. The majority of respondents, 49.5%, rated the effectiveness as 3, indicating a neutral or moderate perception. Additionally, 14.6% expressed strong dissatisfaction by selecting 1, while 14.5% chose 2, reflecting a notable level of dissatisfaction. On the other hand, 14.6% rated the policies as 4, and only 6.8% gave the highest rating of 5, suggesting satisfaction. Overall, the chart highlights that while some respondents view the policies positively, a significant portion remains dissatisfied, pointing to the need for further improvements in promoting gender equality at the workplace.

Figure 31

Factors that contribute Job satisfaction

Which factors contribute most of your job satisfaction (select all that apply)

103 responses



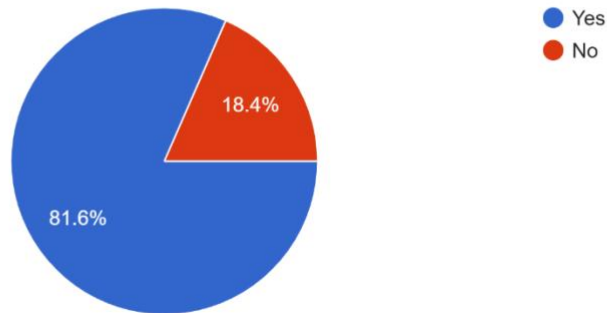
This figure 31 illustrates the factors that contribute most to job satisfaction, based on 103 responses. Salary emerged as the most significant factor, accounting for 34% of the responses. Editorial independence followed at 20.4%, highlighting its importance for job satisfaction. The work environment was also a major contributor, representing 18.4% of the responses. Additionally, career growth opportunities accounted for 12.6%, while work-life balance and support from management received 11.7% and a smaller portion of the responses, respectively. Overall, the chart indicates that financial compensation and autonomy are the most influential factors, though workplace culture and opportunities for growth also play substantial roles.

Figure 32

Value and respected in your organisation

Do You feel valued and respected in your organisation ?

103 responses

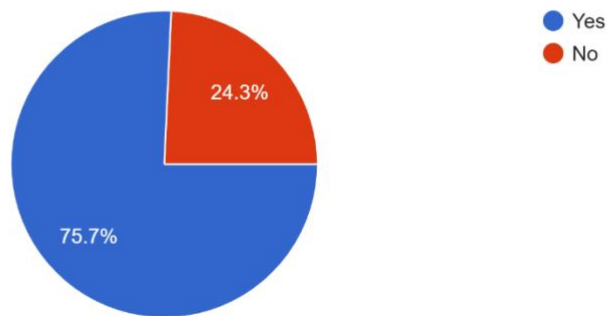


The figure regarding whether respondents feel valued and respected in their organization, 82.4% answered "Yes," while 17.6% responded "No." This indicates that a significant majority of employees have a positive perception of their workplace environment, feeling recognized and respected. This suggests that most organizations might have effective policies and practices in place to ensure employee appreciation and inclusivity. However, the 17.6% who do not feel valued could indicate gaps in leadership, communication, or workplace culture that may require further investigation and intervention to foster a more inclusive and supportive work environment.

Figure 33
Continuing in journalism for next five years

Do you see yourself continuing in journalism for next five years ?

103 responses

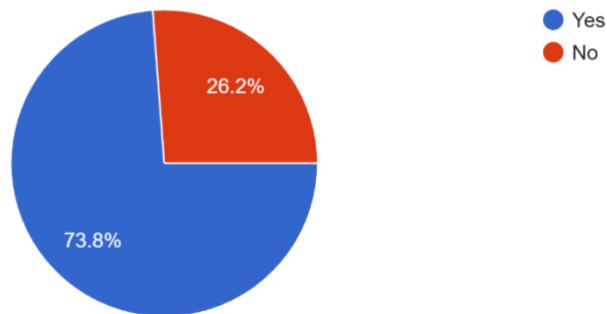


In figure 33 illustrate, participants were asked whether they see themselves continuing in journalism for the next five years. Here, 76.5% of respondents expressed a willingness to stay in the profession, while 23.5% indicated otherwise. The high percentage of respondents planning to remain in journalism suggests that most professionals have a strong commitment to their careers, possibly driven by passion, career satisfaction, or stability in their roles. On the other hand, the 23.5% who do not see themselves continuing in journalism may reflect concerns about job security, career growth opportunities, or work-life balance. Addressing these concerns through targeted support programs, professional development opportunities, and improved workplace conditions could contribute to greater employee retention within the journalism industry.

Figure 34
Recommend journalism as a carrer

Would your recommend journalism as a career to others ?

103 responses



In the figure 34 asking respondents whether they would recommend journalism as a career to others, 73.5% answered "Yes," while 26.5% responded "No."

The majority who recommend journalism as a career suggest that many respondents find the profession fulfilling, potentially due to the opportunities for storytelling, societal impact, and creative expression. They may also perceive journalism as a meaningful career path with opportunities for growth and skill development.

However, the 26.5% who would not recommend journalism indicate some dissatisfaction or concern. This could be attributed to factors like low financial growth, job instability, high stress levels, or a lack of career progression. The comments above reflect this sentiment, with concerns about limited workplace and financial growth being explicitly mentioned.

To address this issue, organizations could consider improving salary structures, providing more career development opportunities, and ensuring better work-life balance. Additionally, fostering a supportive environment for journalists to thrive and grow in their careers could enhance overall job satisfaction and make the field more attractive to potential entrants.

CHAPTER 5
FINDINGS AND CONCLUSION

Findings

The survey presents a detailed overview of the demographic, professional, and personal experiences of media professionals. Most respondents fall within the 30 to 44-year age bracket, with a nearly balanced gender representation of 51.7% females and 47.7% males. A majority (70.8%) are married and reside in nuclear families (89.3%). While 61.3% have children, only 25% reported that their children consistently help with household chores. Additionally, respondents are well-educated, with 48.2% holding a bachelor's degree and 16.1% possessing a master's degree. Professional experience levels are significant, with 56.5% having worked in the media industry for 10 to 20 years. Income distribution indicates that most respondents (33.8%) earn between 25,000 to 49,000, followed closely by 27.2% earning between 50,000 to 74,000.

Regarding employment status, 65.1% work full-time, while others are in part-time (17.4%) or contract positions (12.7%). Only 45% reported having a secondary source of income, reflecting reliance on primary earnings. Work-related stress is prevalent, with 44.4% experiencing it frequently. Moreover, respondents face significant challenges in their careers, including failed promotions (22.9%), job insecurity (22.1%), and gender discrimination (12.2%). Ethical concerns are evident, with 22.1% admitting to feeling pressured to produce content that favors corporate or political interests. Furthermore, 49.5% reported being denied access to information due to their profession.

Work-life balance remains a pressing issue, with 46.7% indicating frequent interference of work in their personal lives. The majority (40.6%) work 8 to 10 hours a day, while 42.4% work even longer, exceeding 10 hours. Additionally, 59.4% lack fixed working hours. Despite these demands, 48.3% struggle to find time for hobbies or recreational activities. Employer support for maintaining a work-life balance appears inadequate, with only 41.9% reporting satisfactory support. Consequently, satisfaction with work-life balance is low, with a considerable number rating their satisfaction between 1 and 3 on a scale of 5.

Gender inequality remains a concern, as 41.2% believe gender discrimination exists in their workplace, and 52.2% reported experiencing it firsthand. Discrimination takes various forms, including unequal pay (26.2%), lack of career advancement opportunities (30%), and gender stereotyping (17.7%). Moreover, 39.7% believe men and women are not given equal opportunities in journalism. Workplace policies on gender equality are perceived as ineffective, with only 14.4% expressing satisfaction. Despite these challenges, 73.7% of respondents feel valued and respected in their organizations, and 70.7% see themselves continuing in journalism over the next five years.

Conclusions

The findings highlight significant challenges faced by media professionals in balancing work and personal responsibilities, managing career advancement, and navigating gender-related discrimination. While most respondents demonstrate dedication and resilience, the prevalence of long working hours, job insecurity, and

workplace stress underscores the need for improved support systems. Organizations should implement clearer policies to ensure equal opportunities and gender equity. Enhancing work-life balance through flexible working hours, mental health support, and consistent career development opportunities can lead to greater job satisfaction.

Moreover, addressing ethical concerns and eliminating undue external influence on journalistic content is crucial for maintaining credibility and media integrity. Establishing transparent career progression pathways, combating gender discrimination, and promoting inclusive workplace policies will further enhance satisfaction and retention in the media industry. Ultimately, the findings emphasize the need for a holistic approach to foster a fair, supportive, and equitable work environment for journalists.

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APPENDIX

1.. What is your gender?

Male

Female

Non - binary

Prefer not to say

2. What is your age?

18-24

25- 34

35- 44

45- 54

55 and above

3. What is your marital status?

Single

Married

Divorced / widowed

In a relationship

4. What is your partners occupation?

Not applicable

Unemployed

Government sector

Cooperative sector

Business

Other

5. What type of family do you live in?

Nuclear family

Joint family

6. Do you have children?

Yes

No

7. If yes, do your children help with household chores?

Yes

No

Occasionally

They are too small

8. What is your highest level of education?

10th/+2

Diploma

Bachelor's degree

Master's degree

Doctorate

9. How many years have you been working in the media industry?

Less than 1 year

1-5 years

6- 10 years

11- 20 years

More than 20 years

10. What is your monthly income?

Below 25k

25k- 35k

35k - 45k

45k - 55k

55k- 65k

65k-75k

Above 75k

11. What type of employment do you have?

Full-time

Part- time

Contractual

Freelance

12. Do you have secondary source of income?

Yes

No

13. Do you feel unsafe due to your work as a journalist?

Yes

No

14. Which of the following challenges have you faced in your journalism career? (Select all that apply)

Political pressure

Financial instability

Harassment or threats

Job security

Ethical dilemmas

Workplace discrimination

Burnout and mental stress

Legal restrictions or censorship

15. How often do you experience work - related stress?

Never

Occasionally

Frequently

Always

16. Do you feel pressured to produce content that favors political or cooperate interest?

Yes, frequently

Sometimes

Rarely

Never

17. Have you ever been denied access to information due to your profession?

Yes

No

18. How many hours a day do you work on average?

Less than 9 hours

9- 12 hours

12 - 15 hours

More than 15 hours

19. Do you have fixed working hours?

Yes

No

20. How often do work demands interfere with your personal or family life?

Always

Often

Sometimes

Rarely

Never

21. Do you find time to engage in hobbies or recreational activities?

Yes

No

Occasionally

22. Do you feel that your work hours interfere with your personal life?

Always

Frequently

Sometimes

Rarely

Never

23. How often do you take breaks during workday?

Regularly

Occasionally

Rarely

Never

24. Do you receive adequate support from your employer to maintain a work - life balance?

Yes

No

25. How satisfied are you with your work - life balance? (1= not satisfied, 5 highly satisfied)

1

2

3

4

5

26. Do you believe gender discrimination exists in your workplace?

Yes

No

27. Have you ever faced gender - based discrimination exists in your work place?

Yes

No

28. If yes, what kind of discrimination have you experienced (select all that apply)

Unequal pay

Fewer opportunities for promotion

Glass ceiling

Harassment

Lack of representation in leadership roles

Unequal work assignments

29. Do you believe that men and women are given equal opportunities in journalism?

Yes

No

30. How effective are workplace policies in ensuring gender equality? (1= very dissatisfied, 5 = very satisfied)

1

2

3

4

5

31. Which factors contribute most of your job satisfaction (select all that apply)

Salary

Work environment

Editorial independence

Carrer growth opportunities

Work- life balance

Support from management

32. Do Your feel valued and respected in your organization?

Yes

No

33. Do you see yourself continuing in journalism for next five years?

Yes

No

34. If no, please specify why? -----

35. Would you recommend journalism as a career to others?

Yes

No

36. Would you like to add any additional comments? (Optional)
