

# Hybrid vs. Traditional : Work Arrangements and Family Dynamics for Females With Young Children

**Dr. Abhijeet Mohite<sup>1</sup>, Dr. Anju Kapoor<sup>2</sup>, Ms. Yashmi Shah<sup>3</sup>**

Professor, Usha Pravin Gandhi College, Mumbai, Maharashtra, India<sup>1</sup>

Principal, Usha Pravin Gandhi College, Mumbai, Maharashtra, India<sup>2</sup>

Mass Communication, Usha Pravin Gandhi College, Mumbai, Maharashtra, India<sup>3</sup>

**Abstract:** *This research examines how different work arrangements affect the balance between work and family life for working women with young children in Mumbai, India. The study compares women who follow traditional work schedules with those who work in a hybrid model (a mix of working from home and in an office). The findings show that while hybrid arrangements can be beneficial for managing family responsibilities, they can also lead to conflicts between work and family life. Overall, the research highlights the complex relationship between work and family life for working women and the need for workplace policies that support their needs.*

**Keywords:** Work-life balance, work-family conflict, work arrangements, family-work conflict, females, young children, Mumbai