


# Chapter 11


## Work–Family Balance Among Working Sole Mothers: Insights From Systematic Integrative Literature Review and Thematic Analysis

**Jyoti Kushwaha**

 <https://orcid.org/0009-0005-9467-8852>


*Government Museum, Mathura, India*

**Pankaj Singh**

 <https://orcid.org/0000-0002-7559-9762>

*Galgotias University, Greater Noida, India*

**Ruchi Kushwah**

 <https://orcid.org/0009-0000-0953-6985>

*Jiwaji University, Gwalior, India*

### **ABSTRACT**

*The main impetus of the current chapter is to review and visualize the structural network of studies on work-family balance (WFB) among employed lone mothers and to inspect the study gaps in prevailing WFB literature through the systematic literature review (SLR) technique. This review integrates the insights of the SLR method and thematic visualization in a direction to analyze the WFB amongst employed lone mothers. In this regard, initially systematic study search was performed on the Scopus database by using chosen keywords to get the literature dataset. Afterward, the thematic analysis method was utilized to map the research network of WFB studies.*

DOI: 10.4018/979-8-3373-5127-8.ch011

*The datasets used for the present review are extracted from the Scopus bibliometric database. Findings will be advantageous for scholars in the direction of conducting further research on evolving and missing WFB themes in the case of working sole mothers that are recognized by the present review. This analysis is an initial attempt to systematically review the studies on WFB among employed sole mothers.*

## **INTRODUCTION**

Work-family balance is a crucial issue for working sole mothers, as they often face unique challenges in managing professional responsibilities while ensuring the well-being of their children (Acharya & Padmavathy, 2018). The increasing prevalence of sole-mother households, combined with changing work dynamics and social expectations, has made this topic highly relevant (Adisa et al. 2017). This chapter explores the work-family balance among sole mothers through a systematic literature review and thematic analysis, identifying key themes, gaps, and future research directions.

This chapter synthesizes existing research on work-family balance (WFB) among working sole mothers through a systematic literature review (SLR). By integrating qualitative thematic insights and quantitative trends, it identifies key challenges, coping strategies, and gaps in the literature (Singh et al. 2025). Findings underscore the need for targeted policy interventions, organizational support, and culturally sensitive research to address the unique pressures faced by sole mothers. Sole mothers—women raising children alone due to divorce, separation, widowhood, or choice—face disproportionate challenges in balancing paid work and family responsibilities. Structural barriers (e.g., lack of affordable childcare, wage gaps) and societal expectations often exacerbate stress, financial instability, and time poverty (Budig & England, 2001; Singh et al. 2024a). The rise in single-parent households globally underscores the urgency of understanding WFB in this demographic (Akanji et al. 2022).

Today is the era of revolutionary innovations and accelerated growth and development which increase the complexity in human life (Arpino & Luppi, 2020). In the modern world, there are different professional and personal roles and responsibilities are assigned to both men and women as a part of the societal system (Berger, 2018). Due to the enhancement of information communication technology (ICT) resources and its impact on working environment accessible up to 24x7, results into the form of work-family struggle amongst workforces (Buchanan et al. 2017). Remarkably, extended working hours and work overload creates a stress in employees in their multiple roles in family and work in both organized and unorganized sector (Singh, 2014). Subsequently, such work stress and role conflict needs to be balanced between

32 more pages are available in the full version of this document, which may be purchased using the "Add to Cart" button on the publisher's webpage: [www.igi-global.com/chapter/work-family-balance-among-working-sole-mothers/384580](http://www.igi-global.com/chapter/work-family-balance-among-working-sole-mothers/384580)

## Related Content

---

### Flat Structures, Leadership Overlap, and Performance Management: Perspectives From SMEs

Shuhua Lin and Ruopiao Zhang (2026). *Driving Organizational Success Through People-Centered Practices* (pp. 157-194).

[www.irma-international.org/chapter/flat-structures-leadership-overlap-and-performance-management/411425](http://www.irma-international.org/chapter/flat-structures-leadership-overlap-and-performance-management/411425)

### Artificial Intelligence in Human Resource Management and Work Motivation: A Systematic Review

Sabah Laflali and Charaf Saidi (2026). *AI, Transparency, and Organizational Change* (pp. 49-80).

[www.irma-international.org/chapter/artificial-intelligence-in-human-resource-management-and-work-motivation/385611](http://www.irma-international.org/chapter/artificial-intelligence-in-human-resource-management-and-work-motivation/385611)

### Training as a Dynamic Strategic Competence: Transforming Tax Administrations Into Learning Organizations

Panagiotis Ballas, Vassiliki Balla and Alina Barbara Hyz (2024). *Organizational Behavior and Human Resource Management for Complex Work Environments* (pp. 308-335).

[www.irma-international.org/chapter/training-as-a-dynamic-strategic-competence/350070](http://www.irma-international.org/chapter/training-as-a-dynamic-strategic-competence/350070)

### Open Innovation Strategies in SMEs: Development of a Business Model

Hakikur Rahman (2022). *Achieving Organizational Agility, Intelligence, and Resilience Through Information Systems* (pp. 137-162).

[www.irma-international.org/chapter/open-innovation-strategies-in-smes/288085](http://www.irma-international.org/chapter/open-innovation-strategies-in-smes/288085)

### Biotechnology and Genetic Engineering: Unlocking New Possibilities

Nurul Asmak Md Lazim and Nurain Mohd Nazir (2025). *Evolving Landscapes of Research and Development: Trends, Challenges, and Opportunities* (pp. 109-122).

[www.irma-international.org/chapter/biotechnology-and-genetic-engineering/369473](http://www.irma-international.org/chapter/biotechnology-and-genetic-engineering/369473)