



Received: 28-02-2025
Accepted: 09-04-2025

International Journal of Advanced Multidisciplinary Research and Studies

ISSN: 2583-049X

Behind Every Tick Tock: Unraveling the Effects of Time and Energy Management Skills in the Success and Well-being of Strong WOMOMS

¹ Piamonte Janila Ann B, ² Abogado Rezzie D, ³ De La Cerna Jeny Rose R, ⁴ Silvestre Rica Mae
^{1, 2, 3, 4} Noveleta Senior High School, Noveleta, Cavite, Philippines

DOI: <https://doi.org/10.62225/2583049X.2025.5.2.4111>

Corresponding Author: **Piamonte Janila Ann B**

Abstract

This mixed-methods study, titled 'Behind Every Tick Tock: Unraveling the Effects of Time and Energy Management Skills in the Success and Well-being of Strong WOMOMS,' investigated the relationship between time and energy management skills, and the success and well-being of working mothers, recognizing the increasing number of women who balance careers with family responsibilities and the specific challenges they face in effectively managing their time and energy. Employing both quantitative surveys and qualitative interviews, the study assessed how these skills impact professional achievements, personal well-being, and overall life balance. Key findings reveal that

while over half of working mothers utilize time management tools, many still struggle with structured time and energy management. Time constraints significantly impact career progression, with a notable percentage of mothers reducing work hours or declining promotions. Furthermore, poor time and energy management correlates with negative effects on well-being, including poor sleep quality and increased stress/anxiety. The study's implications underscore the need for interventions and support systems to enhance working mothers' time and energy management, ultimately improving their success and well-being."

Keywords: Time management, Energy management, Working mothers (WOMOMS), Success, Well-being

Introduction

Over time, societal views have evolved, and a person's capabilities are no longer solely defined by their sexuality. Just as the traditional role of mothers has expanded beyond domestic duties, many women now contribute significantly to the family's financial well-being. Therefore, understanding and addressing the challenges faced by working mothers in managing their time and energy is crucial. By doing so, we can improve their health, well-being, and overall quality of life, which in turn contributes to economic growth and societal progress.

Previous studies revealed that a continuously growing number of women who are juggling the responsibilities and roles of being a mother, wife, and employee are experiencing higher levels of stress compared to those who are not employed. In addition, this study pinpoints specific work-related factors that contribute to elevated levels of anxiety and depression among working mothers such as long work hours, lack of childcare support, and role strain (Adhikari, 2023). However, the sample size of 30 working mothers is insufficient to generalize findings to the broader population of working mothers. Moreover, a large population in other countries, particularly in the Philippines, remain unstudied. This gap highlights the need for further research to explore the understudied areas of this issue.

Objectives of the Study

The primary objective of this study is to determine the impact of time and energy management skills on the success and well-being of working mothers. By understanding these effects, this study can contribute to a better comprehension of the attitudes and behaviors exhibited by working mothers. Additionally, this study will provide deeper insights into the challenges faced by working mothers and also explore potential strategies in balancing multiple roles.

Methods and Materials

The peer relationship Strong Women of (WOMOMS) is mainly dependent on lifestyle, which is an idea that this mixed methods study seeks to verify through both quantitative and qualitative approaches. The use of mixed research methods allows

researchers to identify and analyze both data and reflect on them in terms of providing a more comprehensive picture of how working mom's practices in the family can influence social skills. To achieve this, a mixed method will be used, combining both quantitative and qualitative research techniques. The study included a survey distributed to a sample of Strong WOMOMS, focusing on their time and energy management skills, measures of success, and overall well-being. Hamed *et al* (2022), There are different ways to examine and explain a study and its findings based on using numbers as a measure, a descriptive style, or a mixture of both. These three research approaches are quantitative, qualitative, and mixed methods that are commonly used by researchers in various research studies. (2022).

The correlational approach was also used in the qualitative phase to Connection that exists between the style of strong women that results in positive achievement and Will-being environment and allows women with special needs to develop in society (Hamed *et al* 2022).

Quantitative part assesses the correlation between time and energy management skills and measures of success and well-being among working mothers. This approach will allow for the identification of patterns and relationships that can inform practical interventions and support strategies. There are different ways to examine and explain a study and its findings based on using numbers as a measure, a descriptive style, or a mixture of both. (Hamed *et al* 2022) The qualitative part of the study can be experiences and strategies of working mothers in managing time and energy that impact their success and well-being. This guide explains the focus, rigor, and relevance of qualitative research, highlighting its role in dissecting complex social phenomena and providing in-depth, human-centered insights. The guide also examines the rationale for employing qualitative methods, underscoring their critical importance. An exploration of the methodology's strengths, such as its ability to offer contextual depth and holistic perspectives, is juxtaposed against challenges like constrained generalizability and potential researcher bias, accompanied by practical mitigation strategies. (Weng *et al* 2024).

In this relationship, of both phases Overall, this research project offers a promising approach to understanding the complex relationship between time and energy management skills and the success and well-being of working mothers. By combining quantitative and qualitative approaches, the study will provide valuable insights that can inform the development of practical interventions and support strategies.

The researchers use purposive sampling for this study to ensure that the WOMOMS who will participate are related to the purpose of the study according to (Muhammad hassan, 2024) participants are chosen based on predefined criteria that align with the purpose of the study. Given the focused nature of the research, a sample size of 70 participants will be targeted. These participants will represent a diverse range of experiences and challenges, encompassing varied career fields, family structure, and personal circumstances. The goal is to gather rich, detailed insights into their strategies for managing time and energy effectively, along with the effects of these skills on their well-being and overall success.

Results and Discussions

1. To what extent do working mothers utilize time and energy management skills in their daily routines?

Utilization of Time and Energy Management Skills

The survey results indicate that slightly more than half (53.33%) of working mothers use time management tools and strategies, while a significant portion (46.67%) do not. Among the techniques used, to-do lists (44.45%) and prioritization strategies (33.33%) are the most popular. However, less than 10% of respondents practice delegation of tasks or time blocking. This suggests that while some mothers actively manage their time, many still struggle with structured time and energy management.

2. Is there a significant relationship between time and energy management skills and the professional success of working mothers (e.g., productivity, career growth, job satisfaction)?

Relationship Between Time and Energy Management and Professional Success

The study reveals that time constraints have a considerable impact on the career progression of working mothers. The most common professional sacrifice is reducing work hours (42.22%), followed by declining promotions or job offers (22.22%). Despite these challenges, respondents rated their job productivity as high (mean score of 3.48). However, the perceived impact of time management on career advancement was rated as only somewhat significant (mean score of 2.37), indicating that while time management is important, external factors such as organizational support and job demands also influence professional success.

3. How does effective time and energy management correlate with the overall well-being of working mothers (e.g., stress levels, mental health, work-life balance)?

Correlation Between Time and Energy Management and Well-being

Time constraints affect the well-being of working mothers significantly. While 53.33% of respondents feel they have enough time for self-care activities like sleep and exercise, 22.22% report having barely enough, and 6.67% have none at all. Poor sleep quality (44.45%) and increased stress/anxiety (42.22%) are the most common negative effects of poor time and energy management. The overall stress level of respondents was rated as high (mean score of 3.9), highlighting the need for better time allocation strategies.

4. What specific challenges do working mothers face in managing time and energy across work and personal life?

Challenges in Managing Time and Energy

The qualitative phase revealed that balancing work, childcare, and household responsibilities is the primary challenge for working mothers. Factors such as unrealistic work expectations, inflexible schedules, and a lack of personal time contribute to these struggles. Several participants emphasized that they often feel overwhelmed

and stretched too thin. The lack of quality sleep was another major issue, with many respondents mentioning that they experience burnout or exhaustion due to their demanding schedules.

5. What strategies do successful working mothers use to balance their responsibilities while maintaining their well-being?

Strategies for Effective Time and Energy Management

Successful working mothers employ various strategies to maintain a balance between work and personal life. Some of the most effective strategies mentioned include task prioritization (e.g., the Eisenhower Matrix), waking up earlier to prepare for the day, using planners for scheduling, and setting clear work-life boundaries. However, delegation of tasks remains underutilized, and many participants expressed a desire to improve their ability to set boundaries and allocate time more effectively.

Conclusion

The findings highlight that while a majority of working mothers attempt to manage their time and energy, many still struggle with consistency and effectiveness. The use of tools and strategies is not widespread, and a significant portion of working mothers do not actively engage in structured time management techniques. This gap suggests a need for greater awareness and support in adopting better time management habits.

The relationship between time and energy management and professional success is evident but not absolute. While better management skills contribute to productivity and efficiency, other factors such as workplace policies, external support, and personal priorities also play crucial roles in shaping career outcomes. Many working mothers make career sacrifices due to time constraints, indicating that better work-life balance strategies could support professional growth.

Well-being is significantly affected by poor time and energy management. High levels of stress, sleep deprivation, and difficulties in work-life balance suggest that many working mothers are at risk of burnout. While some respondents manage to allocate sufficient time for self-care, a notable percentage struggle to do so, leading to negative health outcomes.

The biggest challenge faced by working mothers is balancing multiple roles, particularly in the absence of flexible work arrangements and adequate childcare support. Many find themselves overwhelmed, struggling to maintain both professional and personal responsibilities. However, those who implement structured planning and time management strategies experience better outcomes.

While some effective strategies were identified, there is room for improvement. More emphasis should be placed on delegation, setting clear work-life boundaries, and prioritizing self-care. Encouraging working mothers to adopt these habits could lead to better stress management, increased productivity, and improved overall well-being.

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