

An Empirical Investigation of Work- Balance of Working Women's in Banking Sector

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Abstract

Work-life balance is one of the biggest challenging issues being opposed by the women employees in the 21st century. In the olden days, Men were the breadwinners' women had been taking care of all kinds of ordinary works. Nowadays, the economic commitments, social norms have made women's input into repaying employment. The role of working women has changed all over the world due to economic conditions and social needs. In the modern time, the issue of work-life balance has attained more concern due to the reason that an individual's work life and personal life may additional present conflicting demands, while demand from both the spheres is equally important. This problem is more raised amongst female employees. This research has the objective to analyze the socio-economic status of the women employees of both public and Private Sector Banks in Delhi NCR and also measure the level of Work-Life Balance of Women Employees in Banking Sector.

Key words: Women Employees, Work Life Balance, Banking Sector.

1. Introduction

Work-life balance is the maintenance of a balance between responsibilities at work and at home. Work-life balance is a state of equilibrium in which the demand for both professional and personal lives is equal. The present globalized world makes the women employees like busy bees who are loaded with multiple roles such as employee, mother, etc. The change in the family system, namely nuclear family makes the work-life balance a challenging one for the working women's. Taking care of their children, meeting the parent's health needs, fulfilling the desires of the family members, etc have become difficult and challenging for the women's. Studies have shown that the majority of women are working 40-45 hrs/week out of which almost 53% of them struggle to achieve work-life balance. The reason behind this struggle is that they are being challenged by the demands of their organization versus the commitments of their home. In order to balances work and family, the women have to plan their career effectively in the banking sector. As work demands have increased and longer working hours have become the reality, work-life balance issue has gained increasing attention. Generally, promotions are tied up with transfers and working for late hours. Due to the significance of this industry, it is necessary to evaluate the work-life balance of women employees in this sector.

2. LITERATURE REVIEW

Women in India (86%) are most stressed/pressured for time (Nielsen Survey, June 2011). Several studies have explained the effect of work-life conflict on the health of working women. An ASSOCHAM's study based on the survey of 103 corporate female employees from 72 various companies/organizations across 11 broad sectors of the economy focused on the issues of corporate female employees. One of their significant findings is that high psychological job demands like long working hours, working under deadlines, without clear direction leads 75 percent of the working females to suffer depression or general anxiety disorder than those women with the lowest level of psychological job demands (Nusrat Ahmad, March 2009). Krishna Reddy et al. (2010) investigated that the number of hours worked per week, the amount and frequency of overtime, inflexible work schedule, unsupportive supervisor and an inhospitable work culture increase the likelihood of women employees to experience conflict between their work and family roles. Hughes, in 2007 stated that for working women employees, work-life balance was considered as not only a source of distress, but also the major source of dissatisfaction. Grady in 2008 concluded that WLB in its broad sense captures all aspects of employees' personal and work life; this suggests that WLB should be focused on individuals, families, workplaces, communities, and society as a whole. Burke (2002) highlights that women give more emphasis on work and family and both are equally

important for them and both are the sources of their satisfaction. Especially, the former is more important. When work does not permit women to take care of their family, they feel unhappy, disappointed and frustrated. They draw tight boundaries between work and family and they do not like one crossing the other.

3. Objectives of the Study

- I. To analyze the socio economic status of the women employees of Banks in Delhi NCR.
- II. To measure the level of Work Life balance of women employees in Banks.

4. Methodology

4.1 Data Collection Both primary and secondary data are collected for the purpose of the study. The survey method is used to gather primary information for the study. The required data is collected from the sample respondents with the help of a questionnaire designed for the purpose and through personal interviews as well. The secondary data is collected from books, journals, magazines, websites, etc.

4.2 Sample Technique

The Random Sampling Technique has been used in order to collect the primary data.

4.3 Sample Size 80 samples have been taken from private and public sector banks, namely Bank of Baroda, Bank, Allahabad Bank among the public sector HDFC Bank, and ICICI Bank among the Private sector of Delhi NCR. The Sample comprises supervisor and subordinate staff, management and executive staff. 20 samples from each bank are taken.

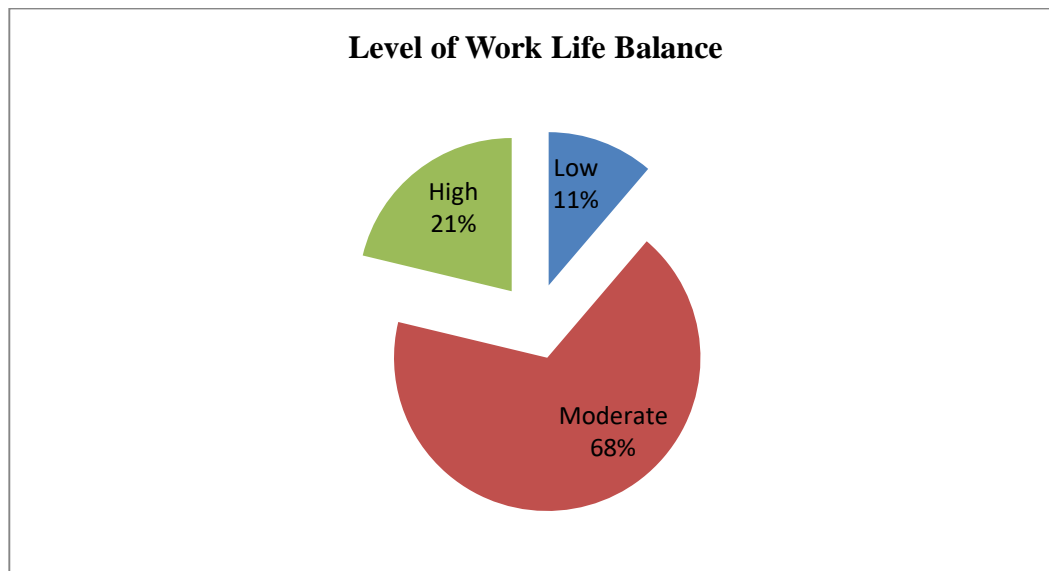
5. RESULTS AND DISCUSSION

The analysis and interpretation of data are made in this study on the basis of the nature of the data and this has been presented below in the tabular form.

Table: 1 Classification of Level of Work Life balance

S.NO	Category	No. Of Respondent	Percentage
1	Low	9	11.25
2	Moderate	54	67.5
3	High	17	21.25
	Total	80	100

Source: Primary Data



The above table shows that 11.25% of the respondents have a Low level of work life balance, 67.5% of the women employees have a moderate level of work life balance and 21.25% of them have a low level of work life balance in the Banks of Delhi NCR.

Table 2 Analysis of Socio-Economic Profile of the Respondents

Age Wise Classification of Respondent	No of Respondents	Percent of Total
20-30 yrs	51	63.75
30-40 yrs	22	27.5
Above 40 yrs	7	8.75
Total	80	100
Marital Status		
Married	21	26.25
Un Married	59	73.75
Total	80	100
Educational Qualification		
Post Graduate	20	61.25
Graduate	49	25
Professional	11	13.75
Total	80	100
Designation		
Officer	18	22.5
Clerk	56	70
Manager	6	7.5
Total	80	100

Mode of Appointment		
Examination	71	88.75
Consideration Ground	9	11.25
Total	80	100
Family Type		
Joint	23	28.75
Nuclear	57	71.25
Total	80	100
Monthly Income		
Less than 25,000	58	72.5
25,000-35,000	12	7.5
35,000-45,000	6	7.5
Above 45,000	4	5
Total	80	100

Source: Primary Data

The researcher has analyzed the socioeconomic status of the women employees in Public and Private Banks and the gathered information is presented in Table 2. From the above table1, it is observed that the majority of women employees 63.75% belong to the age group of 20-30 yrs in the banks. The details of education, the level of women working in the banking sector, clearly shown that most of the women, 25% possess graduation degrees as their educational qualification in Delhi NCR. 88.75% of women employees in private and public banks in Delhi NCR are appointed on the basis of examination. The marital status of women employees shows that most of the employees 73.75% are Unmarried, and they are living in Nuclear Families with 71.25%. In the terms of designation, it is observed that the majority of the women employees 70% working as a clerk in the Banks. The details of the monthly salary of the women employees working in banking sectors depict that out of the 80 employees; most of the women employees 72.5% are earning less than 25,000 as monthly salaries.

Table 3 Analysis of Opinion of Employees towards Work Life Balance

S.No	Particulars	No. of Respondent	Percent of Total
Able to Balance Work Life			
1	Able	73	91.25
2	Unable	7	8.75
Total		80	100
Policy for Work Life Balance			
1	Offering	20	25
2	Not Offering	46	57.5
3	Not Aware	14	17.5
Total		80	100
Provisions of work Life Balance			
1	Flexible Starting Times	8	10
2	Flexible Ending Time	8	10
3	Flexible hours in General	4	5
4	Holidays/Paid Time Off	12	15
5	Job Sharing	42	52.5
6	Career Break	6	7.5
Total		80	100

Source: Primary Data

From the above table 3, it is observed that out of 80 employees, the majority of the respondent 91.25% are able to balance the work life, The Researcher has studied the respondent's policy for work-life balance. The half of women employees 57.5% feel that Banks are not offering the Policy for Work-Life Balance, The Researcher has studied the respondent's opinion about the usefulness of the provisions of work-life balance. It is clear that 52.5% respondent's opinion is job sharing, which express that there is good support from colleagues at the workplace which helps them to balance work-life. Only 5% women accepted the frequent Hours in general and 10% of respondents agree with the Flexible Starting times and Ending times in Public and Private sector Banks in Delhi. Further, the study reveals that 7.5% of the employees in the public and private sector Banks found it difficult to maintain work-life balance after a child break.

6. CONCLUSION

The female employees have to work at places, office as well as home, they perform dual career and thus the female employees are suffering from physical aches and discomfort in the workplace., the women are facing some common problems during the course of their careers. These include workload, the performance of the dual role, and domination of men and refusal of infrastructure facilities. Work and personal life conflict occur when the burden, obligations, and responsibilities of work and family roles become incompatible; therefore, it is important for employees to maintain a healthy balance between work and their private lives. It is manifest from the above study that women employees working in the banking industry are able to balance their work-life. As it is clear from the study that are no separate policies for the work-life balance of working women's but the majority of women employees accepted job sharing and support from colleagues at work is helping them to balance work-life. Further Work-Life Balance is not a problem to be solved, but it is an ongoing issue to be managed.

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