

A STUDY ON WORK LIFE BALANCE OF WOMEN WORKERS IN THOOTHUKUDI

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Abstract:

Maintaining a balance between work life and personal life is called Work Life Balance. The meaning of work life balance has chameleon characteristics. It means different things to different groups and the meaning often depends on the context of the conversation and the speaker's viewpoint. This paper expose "Work Life Balance" deals with any activity, which takes place at every level of organization, which seeks greater organizational effectiveness through the enhancement of human dignity and growth. In this rapid evolving world everyone faces the issue of time management at one point or another, but as more and more and more people deal with working at one or more jobs, fighting long commutes, managing a household, raising one or more children, responding to increasing work and time pressures of the shrinking work place, and dealing with aging parents, the days often seem to last long into the night and vacation and leisure time seem to be consumed with issues other than relaxation and personal fulfillment. This study is an attempt to find, why they have to work and what factors are that motivate them to work and their level of perception of their work life balance. The main objectives of the study are to analyze the heavy work load; it's difficult to spend time with the family. To study the prevalence of work life balance problem among the working women. To identify the work stress and its impact on family life. To analyze the extent of support of the family members. This study is an empirical research based on survey method. Primary data were collected directly from work life balance of women workers in Thoothukudi with the help of questionnaire.

1. INTRODUCTION:

The meaning of work life balance has chameleon characteristics. It means different things to different groups and the meaning often depends on the context of the conversation and the speaker's viewpoint. The following are working definitions of terms used regarding work life balance; some definitions overlap and some are continuing to evolve. This paper deals with "Work Life Balance" deals with any activity, which takes place at every level of organization, which seeks greater organizational effectiveness through the enhancement of human dignity and growth. This helps to determine better for themselves what actions, changes and improvements are desirable and workable in order to achieve a balanced work life for the workers. It can be

difficult to find a balance between work and personal lives sometimes. Whether you're experience the ends of a relationship, the disappointment of plans falling through or conflicts with loved ones, the urge to allow your emotions to control all aspects of life can be overwhelming.

2. STATEMENT OF THE PROBLEM

In Indian society the status of women has been changing from time to time. Today's position is slowly getting to be equal to men's, Socially, Economically, Educationally, Politically and Legally. Changing societal attitudes and community practices make work in all fields. They are entering in to the organized work place in larger and larger numbers, even though women are dominated by male in family circle. Many Indian women working sacrificing their life for their family. This study is an attempt to find, why they have to work and what factors are that motivate them to work and their level of perception of their work life balance.

3. OBJECTIVES OF THE STUDY

- ✓ To analyze the heavy work load, it's difficult to spend time with the family.
- ✓ To study the prevalence of work life balance problem among the working women.
- ✓ To identify the work stress and its impact on family life.
- ✓ To analyze the extent of support of the family members.
- ✓ To find out the safety measures and other facilities availed in work place.
- ✓ To assess and evaluate the impact of work life balance of employees and suggest the specific recommendation for the betterment.

4. METHODOLOGY

The data has been collected through primary and secondary source. The primary data has been collected through interview techniques and questionnaire methods. Secondary data has been collected by referring books, websites, magazines, journals, etc.

5. COLLECTION OF DATA

5.1. PRIMARY DATA

Primary data were collected by means of analyzing questionnaire to 150 working women. From the collection of primary data an interview schedule was developed. Before its application among women's, pre-testing was carried out. After altering the structured questionnaire on the result of pre-testing it was employed to make sample survey. The study aims to bring out the problem faced by working women.

5.2. SECONDARY DATA

The secondary data has been collected through internet, books, magazines, journals, etc.

6. SAMPLE DESIGN

By adopting convenient sampling method to women, selected from various parts of Thoothukudi and the questionnaire were distributed to get the primary data from them.

7. FRAME-WORK ANALYSIS

The data collected was analyzed through questionnaire by using the following statistical tools namely

A. Percentage Analysis

B. Rank Analysis

C. Chi – Square test

8. PERIOD OF THE STUDY:

The study on the Work Life Balance of Women Workers in Thoothukudi is studied from June 2018 to November 2018 with full involvement.

9. HISTORY OF WORKING WOMEN IN TAMIL NADU

Not too long ago, Women had to find a job that fitted in with their given life patterns rather than choose a vocation which itself defines their life-graph as in the case of men. A women's success was judged by a different yardstick altogether. Has she performed her various roles well? An efficient wife and a loving mother? Does she manage her house and look after her family well? Is she always available when her family needs her? Over and above these, has she the right attitude and self-reliance? Does she hand over her earnings to the family kitty without caring about her personal security? Does she the role of culture-bearer and religion teacher to her family? Has she, carrying all this baggage, achieved success in her career?

Then alone is her triumph truly valued by society. A fracture family, a broken marriage or unhappy motherhood devalues a women's performance, whereas a man's professional excellence remains undiluted by any of these. The gist of these statements perhaps constituted the glass ceiling in every working woman's life. She had to tailor her vocation and success to the life which culture and tradition bestowed upon her.

Now, Globalization has opened the eyes of the society. Things are changing. Today, women are willing to make personal sacrifices for the sake of their careers. They are confident and economically independent. For the married women, the changing work environment helps her to effectively balance her work and personal life.

Women can definitely multi-task much better than men. They are more sincere, creative, responsible and hard working. They are technically strong too. Women express themselves better than their male counterparts and this helps them to interact with customers better. They are excellent team players. The corporate environment is also becoming more women friendly. HR policies are changing and many companies have introduced work from home, and flexi-time policies. Option to relocate with the spouse is also being allowed.

Women are becoming ever more noticeable in the domestic and international front in media, entertainment, business, IT, politics and literature. Whether it is a women specific media house-Kali for Women or the Electrolux FE Awards for Business women, there is growing acknowledgment of female go-getters and the surfacing of powerful India women. Whether it is BarkhaDutt, who has become an inspiration for prospective journalists, Arundhati Roy, a Booker Prize Winner and a social worker, or KiranMazumdarshaw, who became the wealthiest Indian woman after the first public submission of her company, Biocon, they have all heralded the influx of Indian women professionals.

10. DATA ANALYSIS AND INTERPRETATION OF WOMEN WORKERS

10.1. REASON FOR WORKING

Now a day's working women's ratio is increasing day by day due to various reasons. This table shows for what purpose they are working.

TABLE – 10.1

REASON FOR WORKING

S.NO	REASONS	NO.OF RESPONDENTS	PERCENTAGE
1	To earn money	62	41.3%
2	Time passing	22	14.6%
3	Self improvement	54	36%
4	To mingle with others	08	5.3%
5	To avoid loneliness	04	2.6%

Source: Primary data

From the analysis of the above table 10.1 it is understood that 41.5% of women's are working to earn money, 14.6% of women's are working for time passing, 36% of women's are working for their self-improvement, 5.3% of women's are working to mingle with others and 2.6% of women's are working to avoid loneliness.

10.2. DURATION OF SPENDING TIME

The following table depicts how long women are spending with their family.

TABLE – 10.2

DURATION OF SPENDING TIME

S.NO	DURATION	NO.OF RESPONDENTS	PERCENTAGE
1	1 – 2 hrs	15	10%
2	2 – 4 hrs	38	25.3%
3	5 – 6 hrs	45	30%
4	More than 6 hrs	52	34.6%

Source: Primary data

From the analysis of above table 10.2 it is understood that 10% of working women spend 1 – 2 hrs, 25.3% of working women spend 2 – 4 hrs, 30% of working women spend 5 – 6 hrs, 34.6% of working women spend more than 6 hrs.

10.3. FEELING ABOUT WORK LIFE BALANCE

Most of the women's are working your current feeling of work life balance. This table shows of work life balance.

TABLE – 10.3

FEELING ABOUT WORK LIFE BALANCE

S.NO	CURRENT FEELING	NO.OF RESPONDENTS	PERCENTAGE
1	Very well balanced	63	42%
2	Somewhat balanced	16	10.6%
3	Balanced	63	42%
4	Somewhat out of balanced	3	2%
5	Very out of balanced	5	3.3%

Source: Primary data

From the analysis of the above table 10.3 it is understood that 42% are very well balanced, 10.6% are balanced, 42% are balanced of work life balance, 2% are somewhat out of balanced, and 3.3% are very out of balanced.

10.4. IS YOUR HUSBAND HELPS YOU

Now-a-days women have equal rights in the society but not inside the family. This table shows how many of the men help their wife.

TABLE – 10.4

IS YOUR HUSBAND HELPS YOU

S.NO	BUSY HOURS	NO.OF RESONDENTS	PERCENTAGE
1	Helping	124	82.6%
2	Not Helping	26	17.3%

Source: Primary data

From the analysis of the above table 10.4 it is understood that 82.6% of men are helping and 17.3% of men are not helping.

10.5. HUSBAND REACTION WHEN WOMEN ARE COMING LATE

Men gets more angry normally when his wife coming late from office. This table shows that reaction of husband when they are coming late.

TABLE – 10.5

HUSBANDS REACTION

S.NO	REACTION	NO.OF RESPONDENTS	PERCENTAGE
1	Take it easy	70	46.6%
2	Angry with me	33	22%
3	Scold me	29	19.3%
4	He doesn't speak with me	6	4%
5	Beat me	2	1.3%
6	Ask to resign the job	10	6.6%

Source: Primary data

From the analysis of the above table 10.5 it is understood that 46.6% of men take it easy, 22% of men get angry, 19.3% of men scold her, 4% of men doesn't speak with his wife, 1.3% of men beat his wife and 6.6% of men ask to resign the job.

10.6. SAFETY AND HEALTHY WORKING CONDITION

Due to working hour women doesn't have enough to take care herself. This table shows that what are the various safety and healthy working condition.

TABLE – 10.6

SAFETY MEASURES

S.NO	SAFETY MEASURES	NO.OF RESPONDENTS	PERCENTAGE
1	Highly satisfied	31	20.6%
2	Satisfied	75	50%
3	Neutral	35	23.3%
4	Dissatisfied	5	3.3%
5	Highly satisfied	4	2.6%

Source: Primary data

From the analysis of the above table 10.6 it is understood that 20.6% of working women are highly satisfied in healthy working condition, 50% of working women satisfied in healthy working condition, 23.3% of working women neutral in healthy working condition, 3.3% of working women dissatisfied in healthy working condition, 2.6% of working women highly dissatisfied in healthy working condition.

10.7. RANKING METHOD

The following table is presented and analyzed about the factors, which can be the most appropriate option including work life balance.

TABLI 10.7

MOST APPROPRIATE OPTION REGARDING WORK LIFE BALANCE

PARTICULARS	1	2	3	4	TOTAL	WA	RANK
Can devote sufficient time for household responsibility	20	64	39	27	377	37.7	I
Can manage personal & professional life well	66	24	29	31	425	42.5	II
Often complete work within stipulated time	34	39	31	46	361	36.1	III
Have sufficient time	30	23	51	46	337	33.7	IV

Source: Primary data

The above table shows that the first rank is given to women can manage personal & professional life. The second rank is given to women can devote sufficient time for household responsibilities. The third rank is given to women often complete work stipulated time. The fourth rank is given to women have sufficient time.

10.8. CHISQUARE TEST

The formula used for the Chi-Square

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

Where,

O → Observed Frequency

E → Expected Frequency

FORMULA

$$\text{Expected Frequency} = \frac{\text{Row Total} \times \text{Column Total}}{\text{Grand Total}}$$

The required degree of freedom is calculated by the formula

$$= (r - 1) (c - 1) \quad \text{Where,}$$

r = Number of rows

c = Number of columns

When calculated value is less than the Chi-Square table value at a particular confidence level [say 0.05 level] of significance, the hypotheses that “There is no relationship between the awareness of the consumer and the level of satisfaction” is accepted and if the calculated value is greater than the Chi-Square table value the hypotheses is rejected.

10.8.1. Analysis and interpretation of age wise classification of respondents and company’s overall performance

Null hypothesis Ho

There is no significant relationship between **works life Balance Company’s** overall performance.

Alternative hypothesis H1

There is a significant relationship between **works life Balance Company’s** overall performance.

Degrees of freedom	- 6
Table value	- 12.6
Calculated value	- 4.657
Result	- Accepted

TABLE – 10.8.1
CHI SQUARE TEST

AGE WISE CLASSIFICATION / COMPANY’S OVERALL PERFORMANCE	HIGH	MEDIUM	LOW	TOTAL
18 – 25	26 (25.42)	42 (44.64)	25(22.94)	93
25 – 35	9 (7.38)	15 (12.96)	3 (6.66)	27
35 – 45	6 (7.65)	14 (13.44)	8 (6.90)	28
45 - 65	0 (0.546)	1 (0.96)	1 (0.493)	2
TOTAL	41	72	37	150

Source: Primary data

Table value of χ^2 at 8 difference at 5% level 12.6. The calculated value is 4.657 less than the table value 12.6. The hypothesis is accepted.

10.8.2 Analysis and interpretation of family structure classification of respondents and overall company performance

Null hypothesis Ho There is no significant relationship between of **work life Balance Company’s** overall performance.

Alternative hypothesis H1 There is a significant relationship between of **work life Balance Company's** overall performance.

Degrees of freedom	-	2
Table value	-	5.99
Calculated value	-	0.51
Result	-	Accepted

TABLE – 10.8.2

CHISQUARE TEST

FAMILY STRUCTURE / USE OF WLB	HIGH	MEDIUM	LOW	TOTAL
Nuclear	24 (25.69)	47 (45.12)	23 (23.18)	94
Joint	17 (15.30)	25 (26.88)	14 (13.81)	56
TOTAL	41	72	37	150

Source: Primary data

The Table value of χ^2 at 2 differences at 5% level 5.99. The calculated value is 0.51 less than the table value 5.99. The hypothesis is accepted.

11. FINDINGS AND SUGGESTIONS

11.1. FINDINGS

- ✓ Majority (41.3%) of women are working in order to improve their financial status of the family.
- ✓ 36% of women are working less than 8 hrs per day.
- ✓ Only 34.6% of working women spend more than 6 hrs.
- ✓ 74% of working women don't have time to spend with their children.
- ✓ Among 150 respondents, 20 respondents don't have time to spend with their children because of their working hours.
- ✓ Maximum number of employees does over stay at office to finish their work. Due to this their efficiency decreases as well as they feel themselves in stress.
- ✓ 100% women from surveyed data say that they feel that their work life and home life is either balanced or somewhat balanced or very well balanced. In short can we can say that women are balancing their dual life.
- ✓ 57.3% of working women get tired because of depressed work.
- ✓ Maximum 30.6% of women said that they find themselves in stressful situation when balancing work life but they somehow balance their dual life.
- ✓ Majority (82.6%) of respondents said that, their husband help them busy hours.

- ✓ Among 150 respondents, 53 respondents said that their husband helps them in busy hours by taking care of their children.
- ✓ 46.6% working women's husbands are getting take it easy when their wife comes late.
- ✓ 52.6% of working women said that their in-laws are complaining to their parents when they are coming late.
- ✓ Majority (50%) of working women are satisfied with the safety and healthy working conditions.

11.2. SUGGESTIONS

- ✓ Working women should choose their job according to their family nature.
- ✓ Working women should be in a joint family which helps them to care of their children more.
- ✓ Working women are suggested not to commit over time work that helps to avoid wrong thoughts of elders and hubbies and it helps to care of their children more.
- ✓ Working women are tried to spend more time with their children as much as possible.
- ✓ Working women are asking to attend all the parents meetings held in their children school or college without fail.
- ✓ Attending the Yoga class helps the women to balance their work pressure.
- ✓ Commonly most of women doesn't say **NO** to their higher official. If they can't able to perform a work they have to just say **NO**. This will be very helpful to manage their work life and personal life. Learn to say **NO** if required is more important to working women.
- ✓ Working women are advised; please "don't get to hesitate to ask help from their friends and relatives".

12. CONCLUSION

From the survey it is understood that the working women plays major role in Thoothukudi. Women are a power and strength to our nations. Our responsibilities are to satisfy her. Her need is only one that is getting time to spend with their family.

Dr. A.P.J Abdul Kalam always said when a child is empowered by the parents at various phase of growth, the child gets transformed into a responsible citizen, when women are empowered society with stability gets assured.

If working women are empowered in their job they will play an important role in providing us a secured and harmonious society.

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