

WORK-LIFE BALANCE ON JOB SATISFACTION OF WOMEN EMPLOYEES IN MICRO FINANCE INSTITUTION

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ABSTRACT

Work-life balance is the term used to describe the balance that an individual needs between times allocated for work and other aspects of life. Areas of life other than work-life can be, but not limited to personal interests, family and social or leisure activities. The term 'Work-Life Balance' is recent in origin, as it was first used in UK and US in the late 1970s and 1980s, respectively. Present study is an attempt to measure the work life balance of women employees in Microfinance Institutions. Therefore, 60 number of respondents taken from Kerala state, in order to measure the work life balance of them. Thus the study leads to a conclusion that most of them are happy with their work and duty task, also they are ready to work over time. But few percentages of respondents were disagreeing with this. They opined that their family interfere with work related activities, but they are ready to perform job related activities.

KEYWORDS: *Work-Life Balance, Job Satisfaction*

INTRODUCTION

Work life balance is defined as a situation in which one divides or balances one's time between work and activities outside of work: It's hard to achieve a reasonable work-life balance when you run your own business. Many studies revealed that it is mainly affected by women employees particularly in the banking sector. They feel stressed, confused and difficult to manage with work and family. Now a day's many micro finance institutions developed and most of the employees in this institution are women employees. They have many duties such as work in the institution, field work etc. Therefore it is important, to measure their work life balance. Present study is an attempt to measure the work life balance of women employees in Micro finance institutions. The main objective of this study is to measure the work life balance and other objective was to know the satisfaction level of them.

METHODOLOGY

Present study is based on both primary and secondary data. The primary data was collected by using a structured questionnaire. The secondary data were gathered from various magazines, internet, newspaper etc.

SAMPLE SIZE

The sample size is an important feature of any empirical study in which the goal is to make inferences about a population from a sample. For this study 60 samples were collected.

PERIOD OF STUDY

Period of study refers to the time taken for our research. It begins from the day that the researcher starts his research work to the day he submits the report. This study takes a period of four months from September 2018 to December 2018.

LIMITATIONS

- Time constraints are here in the study.
- Information furnished by respondents may not be accurate.
- This study was limited to a particular area only.
- Some of the persons were not so responsive.
- Study is based on sampling, so limitations of the sampling are also affect our study

REVIEW OF LITERATURE

Sehrish Ansari(2015) This research explore the impact of work-life balance practices on employee productivity. It covers the rationalization of frequently used work-life balance practices which includes supple working hours, telecommuting, job-sharing, compressed work week, childcare facilities and family leave programs. The study was descriptive in nature, based on the philosophy of post-positivism. It is a quantitative study for which inductive move towards was used.

Wang, Lawler and Shi (2010) identify age as a determinant of work-life conflict that individual's familiarity. Tausig and Fenwick (2001) argue that older employees enjoy superior success with work-life balance than younger employees. The authors further suggest that at the late stage of their career, older employees might not be able to endure work heaviness; hence it is sensible to diminish their workload. This might finally reduce work-family conflict.

Barrera (2007) would be adopted because it is broad and around "Employers working helpfully with their employees to put in place appointments, which take into account the needs of the business as well as the non-work aspects of employees' lives" Barrera (2007). It contain of both employees and employers who are both central to the following use and successful execution of Work Life Balance policies and practices. This can only be achieved as a joint effort between employers and employees.

ANALYSIS OF PRIMARY DATA

Facilities provided by the company	Likert scale variable					M	SD	MP S	Level
	APU	APN U	NABN	NAN N	NO				
Part time work	-	11.7% (7)	-	-	83.3% (53)	1.4	1.0	27.0	NO
Work from home using Computer	48.3% (29)	51.7% (31)	-	-	-	4.5	0.5	89.7	APU
Subsidised local care	11.7% (7)	56.7% (34)	15% (9)	15% (9)	1.7% (1)	3.6	0.9	72.3	APNU
child care provided by the company	-	28.7% (17)	-	-	71.7% (43)	1.9	1.4	37.0	NABN
Paid maternity leave	-	-	21.7% (13)	25% (15)	53.3% (32)	1.7	0.8	33.7	NO
financial support for eldercare	8.3% (5)	13.3% (8)	23.3% (14)	6.7% (4)	48.3% (29)	2.3	1.4	45.3	NABN

APU= Available Plus Used, APNU= Available Plus Not Used, NABN= Not available But Needed, NANN= Not available not needed, NO= No Opinion

Factors for measuring work life balance	Likert Scale				
	SD	D	N	A	SA
Demand of my family interfere with work related activity	11.7% (7)	10.0% (6)	10% 6	40% (24)	28.3% (17)
I have to put off during things at work leave on demand on my time at home	1.7% (1)	15% (9)	18.3% (11)	30% (18)	35% (60)
My home life interfere with my responsibility to work such as accomplishing duty task , work over time etc.	-	10.0% (6)	25% (15)	35% (21)	30% (18)
Family related strain interferes with my ability to perform job related duties.	16.7% (10)	8.3% (5)	18.3% (11)	36.7% (22)	20% (12)
Due to work related duties I have to make change to my plans for family activities	13.3% (8)	-	31.7% (19)	28.3% (17)	26.7% (16)

SD= strongly Disagree, D= Disagree, N= Neutral, A= Agree, SA= Strongly Agree

Mean Percent Score Analysis for measuring Work Life Balance

	M	SD	MPS	Level
Demand of my family interfere with work related activity	3.6	1.3	72.7	A
I have to put off during things at work leave on demand on my time at home	3.8	1.1	76.3	SA
My home life interfere with my responsibility to work such as accomplishing duty task , work over time etc.	3.9	1.0	77.0	SA
Family related strain interferes with my ability to perform job related duties.	3.4	1.4	67.0	A
Due to work related duties I have to make change to my plans for family activities	3.6	1.3	71.0	A

SD= strongly Disagree, D= Disagree, N= Neutral, A= Agree, SA= Strongly Agree

Factors affecting the satisfaction on existing Work

Satisfaction variables	Satisfaction scale					M	SD	MPS	Level
	HD	D	N	S	HS				
I am very happy with my work	21.7% (13)	-	11.7% (7)	43.3% (26)	23.3% (14)	3.47	1.43	69.3	S
I am very happy with pay scale	3.3% (2)	-	16.7% (10)	53.3% (32)	26.7% (16)	4.00	0.86	80.0	HS
I am very happy with amenities provided	1.7% (1)	-	21.7% (13)	41.7% (25)	35% (21)	4.08	0.85	81.7	HS
I am very happy with work environment	6.7% (4)	8.3% (5)	41.7% (25)	18.3% (11)	25% (15)	3.47	1.16	69.3	S
My physiological and Psychological health conditions	6.7% (4)	5% (3)	43.3% (26)	23.3% (14)	21.7% (60)	3.48	1.10	69.7	S

HD= Highly Dissatisfied, D= Dissatisfied, N=Neutral, S= Satisfied, HS= Highly Satisfied

FINDINGS OF THE STUDY

- Majority of the respondents have the opinion that they are work from home using computer and that facility is available and provided on their Microfinance Institutions.
- The Mean Percent Score analysis shows that subsidised local care for child is available in many Microfinance Institutions but it is not used in by majority respondents.
- Most of the respondents have silent in their opinion with regards to paid maternity leave.
- Majority of the respondents have the opinion that child care is not provided by the company but is needed for maintaining work life balance
- Women employees are also needed financial support for eldercare it is not provided by the company.
- Most of the women employees are highly satisfied with the pay scale provided by the Microfinance Institution.
- Majority of the respondents are very happy and highly satisfied with amenities provided
- Most of the women employees are satisfied with their physiological and Psychological health conditions
- Most of the women employees are satisfied with happy with my work and the work environment
- Majority of the respondents are strongly agree that their home life interfere with their responsibility to work such as accomplishing duty task, work over time etc.
- Most of the respondents are strongly agree that they are ready to put off during things at work leave on demand on their time at home

CONCLUSION

Work life balance we mean that balance of one's work life with their family. Present study is an attempt to check the whether the women employees in the microfinance institution have balanced work life or not. Many of them opined that they need child care, financial support for eldercare etc. but they are silent with paid maternity leave. They also satisfied with the amenities provided and work environment, but they opined that their work life interfere with work related duties.

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