

A LITERATURE REVIEW ON WOMEN WORK LIFE BALANCE

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ABSTRACT:

India is a man dominated country since past decades. But at present, time has changed and women also working equivalent as well as man. This change is positive as well as complicated and biggest challenge for women. Family and career are most important components of the life, every human have to focus on them equally. Most of the working women are working for their family support and they are facing different types of problems, how they balanced family and career life is the biggest challenge for women. In this paper, researcher has been tried to provide an overview of Women Work-Life Balance through the review of existing literature. The sources of related literature include materials which are available in books, journals, dictionary, encyclopedias, dissertations, thesis, and web sites.

Keywords: Women Work Life Balance, Family, Career, Challenges for women.

1. Human Resource Management:

The term human resource management indicates the management of human resources such as land, labor and capital. Human resources are the capital of our country and considered as a resource for economic development with the help of other physical resources. In the words of Dunn and Stephens, "The HRM is the process of attracting, holding and motivating all manager line and staff." The work environment of the organization also impact on the human resources and organization. Working environment is a broad term it involves the physical, geographical location as well as the immediate surroundings of the organization. A good working environment is one of the most important elements for our activities to function and develop. Some of the factors also effect on work environment such as company's size, the work-life balance, the leadership style and the office structure. Human Resource Management provides a proper work-life balance and has become an essential part of the work environment. Work life balance is one of the most HR Practices for productivity, progress and sustainable development of organization. Good working environment helps to create a better balance between the demands of employees, healthy management and fully satisfied with the work life.

2. Work Life Balance:

Work-life balance is one of the important and critical issues in the 21st century. However, human resource practitioners only recently began to see WLB as a business issue that has benefits for both employees and employers (Clutter buck, 2003).

Through a broad sense, we simply define work life balance as the healthy balance of an employee's job and personal responsibilities. Today work is a necessity but it should be a source of personal satisfaction. Work-life balance describes the relationship between work and the commitments in personal life, and how they impact on one another. In the present, especially in the developing countries, Work-life balance gained very importance for everyone. Work Life balance is not something that just happens. It involves the efforts of a number of partners: the employee, the organization for which the employee works, the family with whom the employee lives and the society in which all are embedded. It involves mutual understanding and respect between all of these players. (N.Gayathri & Dr.P.Karthikeyan, August 2013).

3. Women Work Life Balance:

Work-life balance affects both the genders. In case of married women are the most affected by the issue of work-life balance they have to play different roles and it becomes difficult for them to perfect balance between work and family. Work life Balance of women employees has become an important subject since the time has changed, where both men and women equally share the responsibility of earning for the betterment of their family life. Consequently, WLB is one of the top employee concerns of today and is a frequent topic of discussion during recruitment interviews (Clutter buck, 2003). Women Work Life Balance means the women employees' abilities to schedule the time of Professional and Personal life so as to lead a balanced and peaceful life. It impacts on the values, attitudes and beliefs of women regarding their age, to work in organizing and balancing their work and personal life. (K.Santhana Lakshmi &S.Sujatha Gopinath, March 2013). Traditionally the role of women was to be of cooking, cleaning, raising children etc. Women were looked as a care giver or as a home keeper and were denied access outside home. At present women have made their image in every field. Be it literature, arts, politics, sport, corporate or any other area women are ready to take up challenges. Times are changed from traditional where the husband earned and the wife stayed at home to the modern when the husband earns and the wife also earns. Women still cooks, washes and runs the house. Although women have started spreading her wing in all spheres of life but the traditional concept of the women as the home maker has not gone away from peoples mind. So today's women are striving continuously for work life balance. Research that supports the benefits of WLB for organisations is substantial. It highlights a positive, although indirect, influence on organisational profit (Michie & Williams, 2003; Morgan, 2009).

4. Objective of the Study:

The objective of this paper is to review the existing literature on Women Work-life balance with the identification and description of work-life balance.

5. Literature Review:

Following are some studies and research papers have collected for women work life balance in different perspectives and are reviewed.

Women Personal Work Life Balance:

Abirami, N. (2014) mentioned that the Work, family and personal life should be integral part of each other and not adverse effect on each other. The researcher found that the work life balance of women college teachers have significant relationship with the various variables like; family support, encouragement, hard work, commitment, balanced and effective time management. Arunkumar, B.(2017) studied enlists certain dimensions and its implications on work life balance and analysed that the managing work life balance is channelized by the psychological makeup of an individual's especially women and that is purely as an attitude based issue.

Affecting Factors of Women Work Life Balance:

Bijawat, S.(2017) analysed the factors of work life balance of female academicians both married and unmarried and analysed factors such as work family conflict, job satisfaction and overall life satisfaction are affecting the work life balance of academicians. Goswami, N. (2017) studied Women are facing responsible factors like; motherhood, family responsibilities, imbalance between work and family commitment, the child care and elder care responsibility, working hours, workload, rewards, health, interest and hobbies, age and marital status, office colleagues and relatives for these reasons women are leaving their job. Lakshmi, R. (2018) analysed that the decisions of management, policies, values, and expectations employers are the factor which are faced by the women employees in their work-life balance. Patricia J. D. (2017) studied that burden of excessive work, the need to fulfil others expectations and not having time for themselves are the main factors that work life balances of women police personnel. Women suffer from job burn-out, experience high levels of stress. Vani, R. (2015) identified that the secret to work-life balance of Women employees will depending on age, family structure, income, marital status and number of children. And identified important work and Familial factors like; superior-subordinate relationship, Workload, Work-pressure, Husband and in-laws support, childcare, Get together, functions and tour that affect Work-Life Balance of Women employees. Kumari, S. (2013) concluded that the impact of demographic variables of women executives on their performance and work-life balance.

Problems of Women Work Life Balance:

Suguna, G. (2017) studied women employees faced problems like; inability to take care of educational needs of children, work pressure and the consequent loss of energy at home to attend to other familial needs, do not permit the women to work to the full potential on work front. Sundarameena, T.G. (2016) explored that the Women police constables have faced problems like parental leave, flexible hours, exemption from night beat duty and culture milieus.

Impact of programmes and WLB policies:

Mayberry (2006) identified variations of WLB policies. Amongst the alternatives that organizations offer are on-site or subsidized child and/or elder care, flexible working schedules, job sharing and employee assistance programmes (Dalcos & Daley, 2009; Hobsor *et al.*, 2001). Reddy, P.R. (2017) identified the causes for poor WLB and its impact on the work, family and personal health of the women employees, and analyzed the benefits of the different policies and the attitude of the organization in implementing the WLB policies. Shravanthi, A.R. and Deshmukh, S. (2013) analyzed that the Work-life programs have the potential significant to improve employee morale, reduce absenteeism, and retain organizational knowledge, particularly during difficult economic times. Vajiravel, R. (2015) analyzed that majority of the women teachers have balance between work and family life. Lack of reasonable pay, active support from families and improper management policies are the reasons for poor WLB. Work-family conflicts negatively affect the work-life balance of the women. Work-Life balance is crucial for any Public and Private Sector for establishing and sustaining a productive work culture.

Researches on Women Work Life Balance from the Gujarat state:

Dave, J. (2017) studied Work Life Balance and Organizational Commitment in the Faculty members of Various Management Institute in Gujarat. The researcher studied the challenges that are faced by the academicians in the digital academic world sector and why women are so comfortable with the teaching profession. Gaur, A.D. (2015) studied Quality of working life of public and private sector bank. Researcher included work based factors such as job satisfaction, satisfaction with par and relationships with work colleagues, and also factors that broadly focuses on life satisfaction and general feelings of Wellbeing. Rajshekhar, J. (2011) analysed by considering the difference in gender, age groups, marital status, education, additional responsibility and other parameters inducing problems in reference to such variables like work load, unclear job role, inequity in pay, adverse relations with colleagues, lack of support from superiors and co-workers, unsupportive family members, lack of job security and family related strain. Shah, M.D. (2017) studied Indian women faced problems about gender equality will also help woman at workplaces as ultimately they will be considered at par with their male co-worker for many areas may be such as promotions, increments, foreign trips or either a challenging tastes. Singh, S. (2015) found out career path for ONGC employees to perform quality work for their self-growth and feel valued as an ONGC employee Work-Life Conflicts and may be improved by having work-life balance policies considering the present age group of employees to meet their individual needs.

6. Findings:

Following are the findings from the above review of past literature.

Abirami, N. (2014), Reddy, P.R. (2017), and Bijawat, S.(2017) found out that the Work, family, work-conflict, personal life, job satisfaction and overall life satisfaction are affecting the work life balance and they are the integral part of each other and not adverse effect on each other.

Mayberry (2006) and Suguna, G. (2017) explored Work Family Conflict and Family Work Conflict, Women in various roles, Career Advancement, Work Stress and Child care are the variables influencing the experience of women work life balance.

Vajiravel, R. (2015) explained that the Work-family conflicts negatively affect the work-life balance of the women.

Goswami, N. (2017), Mayberry (2006), Vani, R. (2015) and Sundarameena, T.G. (2016) determined that the Women are facing responsible factors like; motherhood, family responsibilities, imbalance between work and family commitment, the child care and elder care responsibility, working hours, workload, rewards, health, interest and hobbies, age and marital status, office colleagues and relatives, subsidized child and/or elder care, flexible working schedules, job sharing and employee assistance programmes for these reasons women are leaving their job.

Rajshekhhar, J. (2011) and Shah, M.D. (2017) analysed the Indian women faced problems by considering the difference in gender, age groups, marital status, education, additional responsibility and other parameters inducing problems in reference to such variables like work load, unclear job role, inequity in pay, adverse relations with colleagues, lack of support from superiors and co-workers, unsupportive family members, lack of job security and family related strain.

Patricia J. D. (2017), identified that the burden of excessive work, the need to fulfil others expectations and not having time for themselves are the main factors that work life balances of women police personnel. Vajiravel, R. (2015) and Vani, R. (2015) explored that the Women suffer from job burn-out, experience high levels of stress, majority of the women are facing Lack of reasonable pay, and active support from families and improper management policy are the reasons for poor WLB.

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7. Conclusion:

In today's global market, as companies aim to reduce costs, it falls to the human resource professional to understand the critical issues of work life balance and arrange the work life programs. In case of a woman work life balance it is very important to understand the ground reality and strike a balance between career and personal life for achieving professional excellence. For the women it is a biggest challenge to work life balance they felt problems like; distance from work place to residence, nuclear family, motherhood, family responsibilities, imbalance between work and family commitment, the child care and elder care responsibility, working hours, workload, rewards, health, interest and hobbies, age and marital status, office colleagues and relatives, subsidized child and/or elder care, flexible working schedules, job sharing and employee assistance programmers for these reasons women are leaving their job. Therefore, such kind of practices should be considered at par with other strategic HR interventions at future workplaces. Building an organizational culture that supports through changing the way people think and talk about their work-life balance so that using flexible working options and other work-life initiatives becomes accepted and normal for everyone regardless of their gender, seniority within the organization or personal commitments. However, more empirical research inputs are required to formulate and implement effective human resource strategies for better adaptation and work-life balance of Indian professionals in their respective job set-ups. Improper work life balance may have a low quality life style leading to family conflict and unsatisfactory performance at the work places. Work life programs have the potential to significantly improve employee morale, reduce absenteeism, and retain organizational knowledge, particularly during difficult economic times.

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