

WORK LIFE BALANCE OF WOMEN EMPLOYING IN VARIOUS SECTORS WITH SPECIAL REFERENCE TO CHENNAI CITY

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ABSTRACT

Women are empowered by giving opportunities everywhere and they are encouraged to participate in accomplishment of life goals. It is one of the key factors for the employees to become success in life. Women power can be utilized in organizations to target their activities by proper planning, making policies and setting programs to achieve/maximize the level of productivity. They are considered as equal to men and actively playing very much vital role in making organizations successful. They are much dedicated towards family as well as working spot and the balance between their work commitments and family responsibilities is an important element in their life. It is important to consider and manage both family commitment and commitment towards organization to make their life prosperous. The effectiveness and achievement of women depends on the extent in which they manage their family and office. Well being of women is assessed in terms of work life balance. Hence work life balance is an important key factor to determine the progress. The present paper intended to study the managerial level of women employees in Chennai City. This study is conducted with data collected from 110 respondents working in various sectors. It is observed that the women are tied with various factors like overtime, travelling to work, meetings and training after the working hours in respect to work place and many factors like commitment to take care of children etc in respect to family impact the work life balance of women in Chennai City.

Work life balance of women gets affected by various causes like excessive working hours, inflexibility of working schedule etc. It is recognized that the employers can improve WLB by implementing family friendly initiatives such as flexi-time, time off in lieu, childcare support and eldercare support etc.

Key words : personal life, office working hours, distance between office and home etc.

INTRODUCTION :

Work life balance is the intercourse between the work & other activities that includes family, personal development, leisure and social environment. It is the combination of individual participation in the work and other aspects of their life and it will not remain the same but it can be changed over a period of time.

Work life balance is the situation in which the tensions between the office life and family life is balanced by proper policies, systems, supportive management and provisions at work place and a good relations in personal life. Job satisfaction and achievement of employees leads to work life balance. It reduces the stress level of employees and encourage the effective & efficient utilization of human resource. The success of Human Resource Management also vested with the ability of people who balances both family environment and office atmosphere. Work life balance is essential to strengthen the good human organizational relationship. Motivation is also an instrument to make the employees committed towards work and put extra effort and by the same way they get satisfied.

Challenges in life and work place needs the women to get satisfy by all means to attain the level of expectation and sustainability in goal setting process. Hence it is essential that organizations adopting new policies for making employees to enjoy and spend time with their family. This study is to find out the work life balance of managerial level of women employees working in different places in Chennai City.

LITERATURE REVIEW :

CHAITRA R MBA Student, Department of MBA and Research Centre RNS Institute of Technology, Bangalore ASHOK KUMAR R S Assistant Professor, Department of MBA and Research Centre RNS Institute of Technology, Bangalore Dr.T.P.RENUKA MURTHY Professor, Department of MBA, VTU PG Centre, Mysore conducted A STUDY ON WORK LIFE BALANCE OF THE EMPLOYEES AT BOSCH Ltd, BANGALORE It can be said that Work Life Balance is a very important issue in the Human Resource Management field and it has a vital impact on the productivity and growth of both the organization and the employee. BIMS International Journal of Social Science Research - ISSN 2455-4839

MALGORZATA KLUCZYK Masters in Business Administration conducted a study on THE IMPACT OF WORK-LIFE BALANCE ON THE WELLBEING OF EMPLOYEES IN THE PRIVATE SECTOR IN IRELAND Submitted to the National College of Ireland, September 2013. This study makes some contributions to WLB studies regarding Irish employment. The study identified the existence of negative effects of poor WLB due to high

levels of work-family conflict and family-work conflict on family satisfaction. This study also confirmed negative effects of poor WLB due to high levels of work-family conflict on work satisfaction and psychological health. It was found that demands and pressure from work and family domains have an adverse impact on family satisfaction. In addition, higher levels of work demands and longer time spent in employment led to lower levels of quality time spent with families and lower family satisfaction. Work-family conflict resulted in lower satisfaction with work and commitment towards employers, and higher degrees of distress, concentration problems, sleeping problems, unhappiness, and lack of confidence.

CAROL EMSLIE AND KATE HUNT conducted a study on 'Live to Work' or 'Work to Live'? A Qualitative Study of Gender and Work-life Balance among Men and Women in Mid-life and concluded that reported respondents' own accounts of work-life balance it is important to bear in mind that their individual choices were constrained by their socioeconomic resources and cultural norms about family, work and gender (Moen and Yu, 2000). For example, while the middle-class independent women had the freedom to reduce their working hours in order to enhance their work-life balance, this option was not open to those with more limited resources. In addition, it is striking that work-life balance was perceived as a personal issue to be dealt with using individual strategies and not as a structural problem caused by a lack of flexibility in the workplace and a lack of affordable childcare. *Gender Work and Organization*. Vol. 16 No. 1 January 2009

DAVID GUEST, KINGS COLLEGE LONDON, DEPT OF MANAGEMENT

STATEMENT OF THE PROBLEM:

Management and employees of any organization try to achieve its goals. Employees need knowledge, skills, job satisfaction, motivation, supervisor and peer support to achieve their goals. An efficient employee can make the organization and family the place of fortune. They can do many things towards future plans and well beings of organization as well as in family. Human resource is the major power in any organization and this can be utilized efficiently to make the organization function in order of aspirations. Therefore the present study tries to find out the work life balance of women employees working under various organizations in Chennai City.

OBJECTIVES :

- To identify the factors influencing the work life balance of women employees
- To study the relationship between office environment and family environment
- To know the relationship between superiors support and employee performance.

HYPOTHESIS OF THE STUDY :

Ho: - there is no relationship between employee performance in job and their personal life.

H1: - There is a relationship between employee performance in job and their personal life.

RESEARCH METHODOLOGY :

This study is based on the primary data collected from women employees working in various organizations in Chennai City and the perception of the Researcher. Data are collected by questionnaire containing 20 questions which are directly impact with work life and personal life of employees. Secondary data were collected from journals, internet etc. The responses from 120 respondents are considered for the completion of this study. It is concluded with the responses of respondents collected wide questionnaire. Percentage analysis is used to analyse the data.

TABLE : 1

Particulars	Number of respondents	percentage
8 hours	38	34
9 hours	46	42
10 hours	14	13
12 hours	12	11
Total	110	100

(SOURCE : PRIMARY DATA)

Inferences :

The above table shows that the time spent on job in hours by women employees of textile industries, IT companies and other Non IT firms. 38 respondents work for 8 hours in a day, 46 respondents work for 9 hours, 14 respondents work for 10 hours a day and 12 respondents work for 12 hours a day. It clearly tells that majority of respondents working more than the normal standard hour i.e. 8 hours

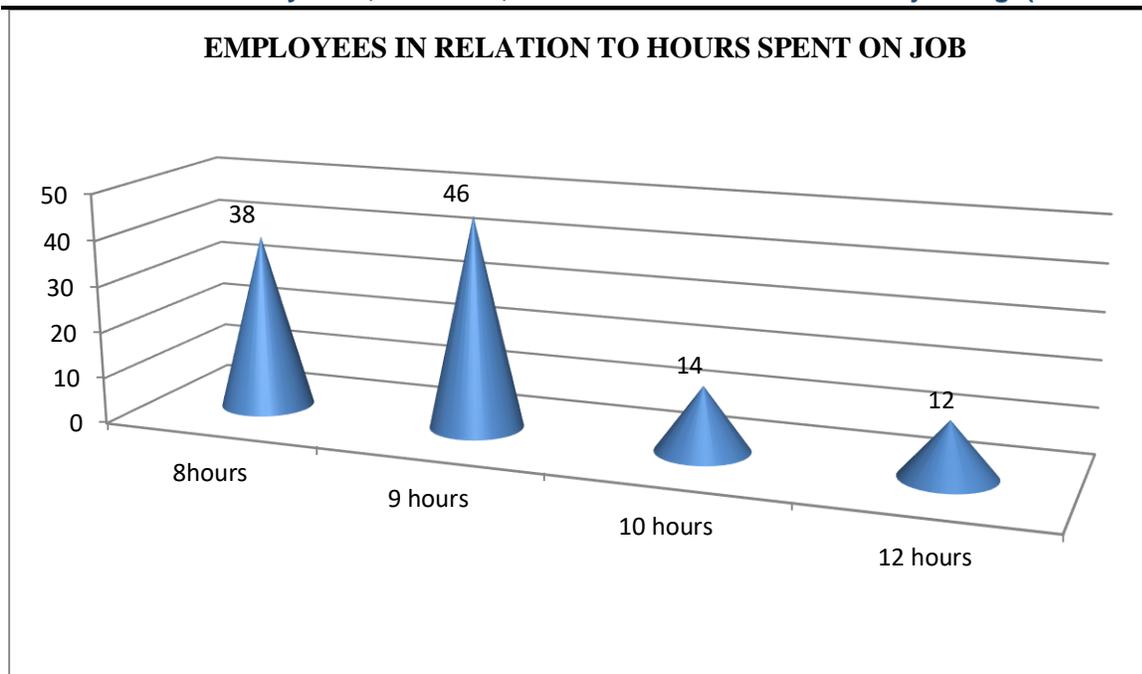


TABLE : 2 Shows the level of satisfaction of employees regarding time spent on job.

Particulars	Number of respondents	percentage
Highly satisfied	4	4
Satisfied	9	8
Moderate	58	53
Unsatisfied	17	15
Highly unsatisfied	22	20
Total	110	100

It is observed from the above table that majority of respondents (58) neither satisfied nor dissatisfied but they work with commitment towards family and office. Very less i.e. 4 respondents highly satisfied and 9 respondents satisfied towards time spent on job means that they will be capable in balancing work life and they may place in good level of employment with high salary. 22 respondents highly unsatisfied and 17 unsatisfied; it shows that they face problems in balancing work life.

FINDINGS:

The study observed that the women employees are tied with family commitment since they need flexible timing in work place to balance their life expectancy and career development. Quality of work also behind with this and it is an important factor to bring up the qualitative

working effort. Overtime is to be viewed as serious issue and they may be treated with normal standard time.

SUGGESTIONS:

From the analysis made it is observed that the welfare and well being of employees are considered by almost all the organizations. The employers realized that the need for work life balance of employees and offers the policy and programs that concentrates on the growth of the employees and that is family friendly. Since, balancing of work and family plays key role and it is the one among major issues of coming years, the organization should initiate and innovate the ways to cater the employees having diverse needs. There should be utmost care taken in taking decisions in adopting and implementing the policies as it impacts both employee and the organization. There must be proper communication made to the employees regarding the company's policies and must be encouraged. There must be a proper and a flexible time that has to be adopted so that employees don't feel stressed about the overtime working and they can spend a quality time with their family and they can even make time to finish their family duties and commitments.

CONCLUSION :

It can be said that Work Life Balance is a very important issue in the Human Resource Management field and it has a vital impact on the productivity and growth of both the organisation and the employee. Workers participation in management is important to come out of problems and to take decision with progressive ethics. Many factors are acting as supporting elements for employees to achieve balance between work and personal life. Employee participation in framing the policies and taking key decisions, effective communication of organizations' policies can make changes in current level of expectations among employees.

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