

A STUDY OF WORK LIFE BALANCE OF WOMEN EMPLOYEES IN SELECTED ORGANISATIONS- AN EMPIRICAL STUDY

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Abstract

In Today's Modern Life, everybody busy with their works .Especially women are playing different roles .While playing different roles they are facing problems in the society. The major problem is to balance professional life along with personal life. This has resulted in development of work life balance which has gained significance especially with regard to Women employees.

Now a days, the companies are taking work life balance of their employees as a serious concern to be addressed .So they are adopting various strategies such as flexible working hours, work from home etc.. Which also influence employee morale and Productivity. In this regard understanding the impact of work life balance towards women employees has a significant scope for research in the present business scenario.

While many employees enjoy the benefits of work-family balance practices, many were inspired by changes in the workforce over the last two decades. These changes include increases in the number of employed women, especially mothers, single-parent families, and dual-income families. Additionally, many employees are now responsible for caring for elderly parents and other relatives. Corporate interest in family-friendly practices has steadily escalated as companies have realized the advantages of providing work-life balance benefits.

This paper is mainly focused on how the women balancing two different things in her life, what are the problems generally faced by the women while working in the society and how to overcome stress and finally how to lead happy life with her family.

Keywords: Stress, Family Life, Challenges of Work –Life balance

WORK- LIFE BALANCE

Work –life balance is the combination of 2 distinct words one is work and another one is life. Every employee wants to balancing and fulfill their both inside and outside of work. But in this case, it is very difficult to manage both things especially for women. Women are playing different roles in their lives like a mother, sister, and wife etc...

Work life balance, in its broadest sense, is as a satisfactory level of involvement between the multiple roles in a person's life and interaction between paid work and other activities, including unpaid work in families and the community, leisure, and personal development.

Work-life balance is about creating a productive work culture where the potential for tensions between work and other parts of people's lives is minimized. This means having appropriate employment provisions in place, and organizational systems and supportive management underpinning them.

Work-life balance for any one person is having the 'right' combination of participation in paid work (defined by hours and working conditions), and other aspects of their lives. This combination will not remain fixed, but may change over time.

Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. Work-life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self-care, and other personal activities, in addition to the demands of the workplace. Work-life balance is assisted by employers who institute policies, procedures, actions, and expectations that enable employees to easily pursue more balanced lives.

The pursuit of work-life balance reduces the stress employee's experience. When they spend the majority of their days on work-related activities and feel as if they are neglecting the other important components of their lives, stress and unhappiness result. Work-life balance enables employees to feel as if they are paying attention to all the important aspects of their lives.

The best work-life balance is different for each of us because we all have different priorities and different lives.

NEED FOR STUDY

Due to industrialization, the pace of economy has been changing its colors. Human resource is also a part of it, affecting the very nature of organization. The various dimensions are practiced by management in maintaining harmonic relation between human resource and organization. It includes various issues at work and outside work.

It is common element that the individuals often imbalance state of mind in fulfilling the activities either at work or outside the work environment. Undoubtedly, the work life balance is an essential element to make the worker effective and efficient.

Though a number of studies and outcomes have been suggesting various solutions to balance work and life, yet there is gap between these two.

The demand for work-life-balance solutions by employees and managers is expanding at an unprecedented rate. As a result, work-life balance is an increasingly hot topic in boardrooms and government halls today. Over the coming decade it will be one of the most important issues that executives and human resource professionals will be expected to manage.

The inability to balance work and family demands has been linked to reduced work performance, increased absenteeism, lower commitment and poor morale

Employees want to balance work with the rest of the activities they wish to pursue in life. Work balance is especially important to employees who are used to cramming their days with diverse activities and hours of electronic communication.

The pursuit of work-life balance reduces the stress employee's experience. When they spend the majority of their days on work-related activities and feel as if they are neglecting the other important components of their lives, stress and unhappiness result. Work-life balance enables employees to feel as if they are paying attention to all the important aspects of their lives.

Apart from it, the differences in work life balance issues are identified between both men and women. Especially women employees have various roles to play at a time and the better imbalance between work and life can be visualized among women.

The place of women employees though increasing in all areas of economy but it has a dominant share in certain activities like education, banking, insurance, IT sector etc.

It is mainly because of activities to be performed in those sectors are exactly fit for physical as well as mental features of women.

Thus, an attempt is proposed to study the work life balance among women employees in certain selected sectors like Public sector, Educational Institutions, some Women entrepreneurs in this venture.

OBJECTIVES OF STUDY

1. To study and analyze the perceptions of sample in selected organizations on work life balance.
2. To focus on profile of selected organization along with characteristics of employers towards work life balance in selected organizations i.e., Public sector, Educational Institutions, some Women entrepreneurs.
3. To understand the work life balance of various age group of working women in selected organizations.

S.NO	Criteria	Number	%
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	AGE		
1	20-30	30	50
2	30-40	20	33.33
3	40-50	10	16.66
	OCCUPATION		
1	Working	50	83.33
2	Self-Employed	10	16.66
	TYPE OF ORGANISATION		
1	Educational Institute	30	50
2	Manufacturing Sector	10	16.33
3	Service sector	10	16.33
4	Others	10	16.33

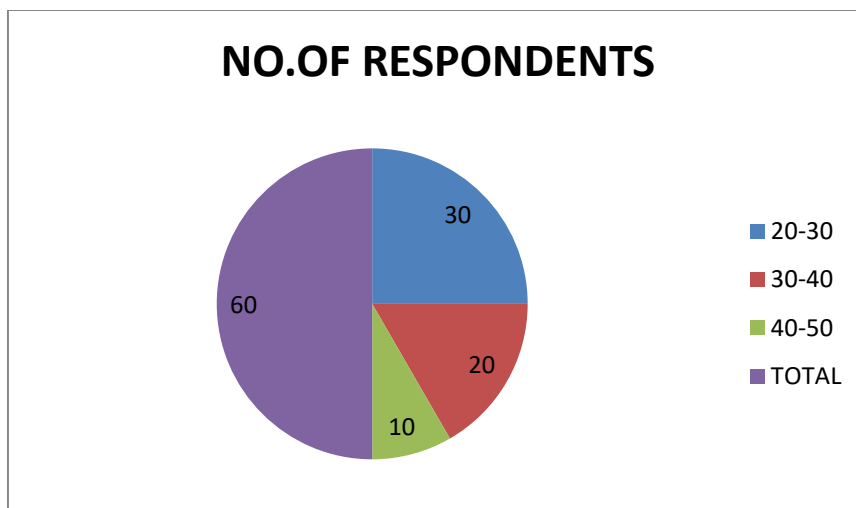
Demographic factors :

Age :

The information collected from different age groups .These age groups can be classified into three categories i)20-30 ii)30-40 iii)40-50

AGE GROUP	NO.OF RESPONDENTS	PERCENTAGE
20-30	30	50%
30-40	20	33.33%
40-50	10	16.66%
TOTAL	60	

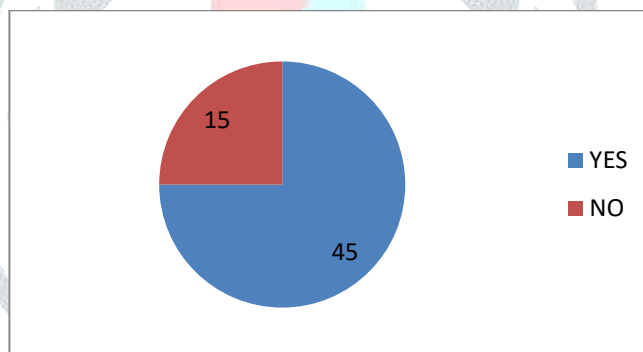
From the above table indicates that out of 60 sample size , maximum respondents are the age between 20-30 i.e. 50% of people belonging to age group 20-30,20 respondents are from the age group 30-40 i.e. 33.33% belonging to 30-40 and 10 from 40-50 i.e. 16.66% belonging to 40-50age group



Marital status:

MARITAL STATUS	NO.OF RESPONDENTS	PERCENTAGE
YES	45	75
NO	15	25

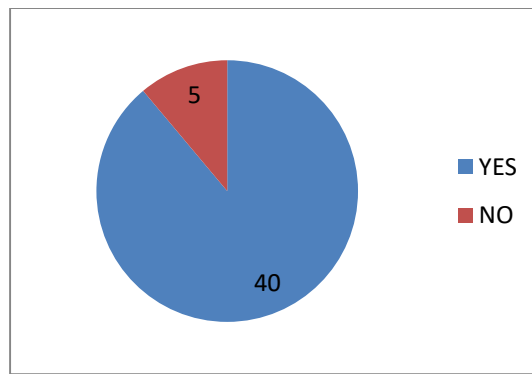
From this survey, I have collected information from 60 sample size .out of 60 maximum respondents are 45 married and 15 respondents are un married .



SPOUSE EMPLOYEEMENT

The Employment of Spouse is studied to understand the impact of Spouse Employment on the different variables of Work-Life Balance. Information of classified data is presented in the following table:

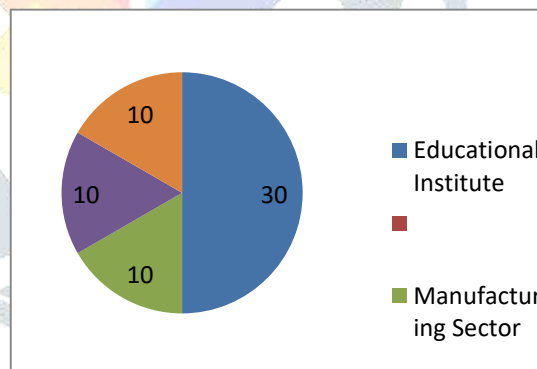
PARTNER EMPLOYEEMNT	NO.OF RESPONDENTS	PERCENTAGE
YES	40	66.66
NO	5	8.33



WORK RELATED FACTORS

TYPE OF ORGAIZATION :

PARTICULRS	NO.OF RESPONDENTS	PERCENTAGE
Educational Institute	30	50
Manufacturing Sector	10	16.33
Service sector	10	16.33
Others	10	16.33



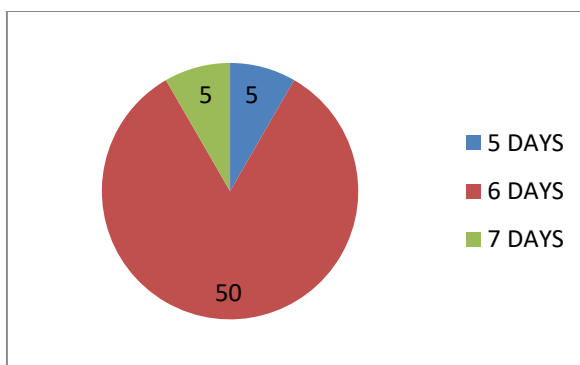
WORKING DAYS IN WEEK

Number of working days in a week will define the Work-Life balance or imbalance of Faculties of institutes, employees from the manufacturing and service sector, self-employed (women entrepreneurs)

Do you how many days in a week ?

PARTICULRS	NO.OF RESPONDENTS	PERCENTAGE
5 DAYS	5	8.33
6 DAYS	50	83.33

7 DAYS	5	8.33
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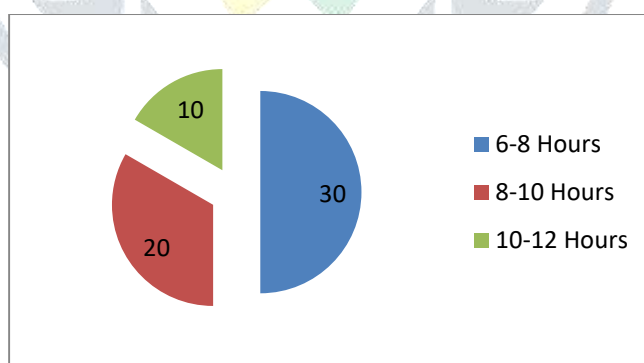
WORKING HOURS IN A WEEK

Total number of working hours in a day helps in determining the level of Stress, more number of working hours leads to the more the level of stress and vice-versa.

Information of classified data is presented in the following table:

Do you how many hours in a week?

PARTICULRS	NO.OF RESPONDENTS	PERCENTAGE
6-8 Hours	30	50
8-10 Hours	20	33.33
10-12 Hours	10	16.66



TRAVELLING TIME

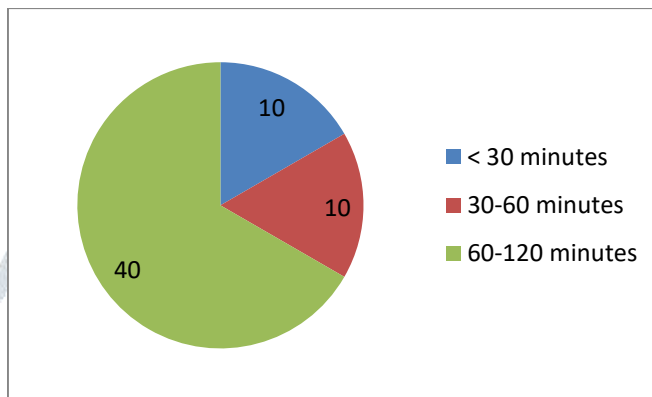
Total number of travelling hours per day is studied to find out the relation between work and their personal life because it creates tiredness, irritation ,stress etc. it is effects on Personal life of individual .Information of classified data is presented in the following table

How much time spent to travel?

PARTICULRS	NO.OF RESPONDENTS	PERCENTAGE
< 30 minutes	10	16.66

30-60 minutes	10	16.66
60-120 minutes	40	66.66

From the above table, maximum women from my study spent travelling 60-120 minutes per day i.e. 66.66% and the remaining working women spent by travelling is 16.66% .It is lies between <30 minutes and 30-60 minutes.



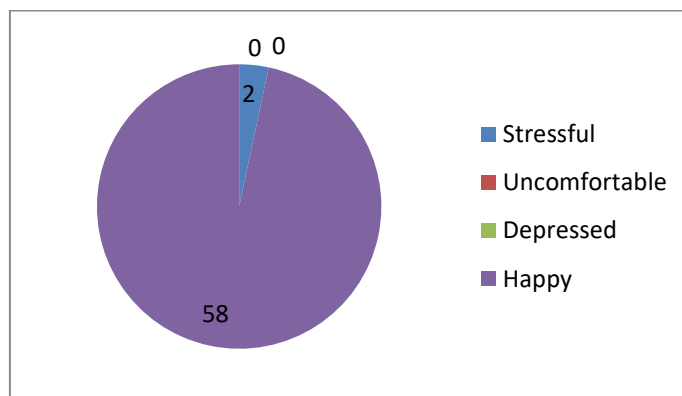
SPEND AT WORK SPOT:

As working women it is very difficult task balance between the work and personal life. Based on this I have collected information from working women to find out their perceptions and feelings towards the organization while working and spend time at work spot.

How do you feel at work spot?

PARTICULRS	NO.OF RESPONDENTS	PERCENTAGE
Stressful	2	3.33
Uncomfortable	-	
Depressed	-	
Happy	58	96.66

From the above table, maximum working women felt happy with respect to their organizations and very few are felt stress at work spot.

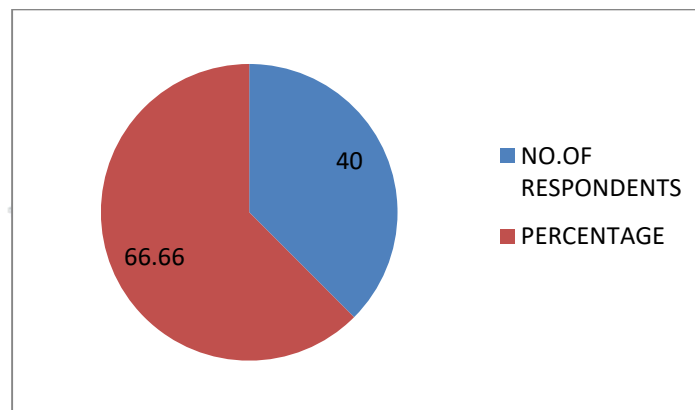


ANALYSIS OF VARIABLES:**Children:**

Do you have children?

PARTICULRS	NO.OF RESPONDENTS	PERCENTAGE
YES	40	66.66
NO	5	8.33

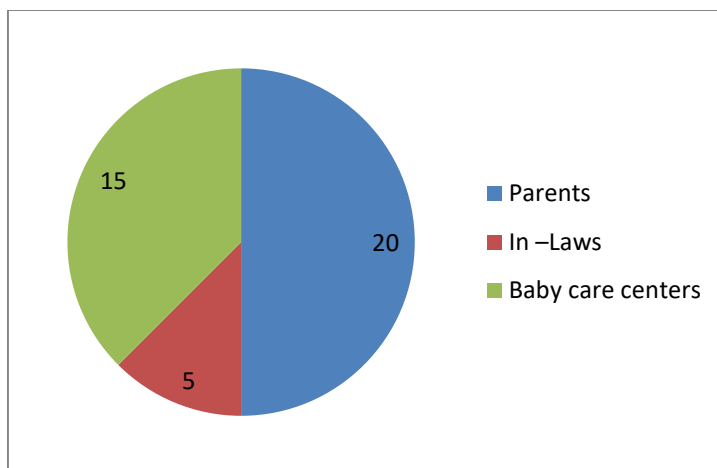
From the this study ,66.66% of women got children .This is another tough job balancing of kids and work .so most of the women searching for sources to take care of children .The sources are like Parents ,In-laws, Baby care centers.



If yes, who is helping you take care of your children?

PARTICULRS	NO.OF RESPONDENTS	PERCENTAGE
Parents	20	33.33
In –Laws	5	8.33
Baby care centers	15	25

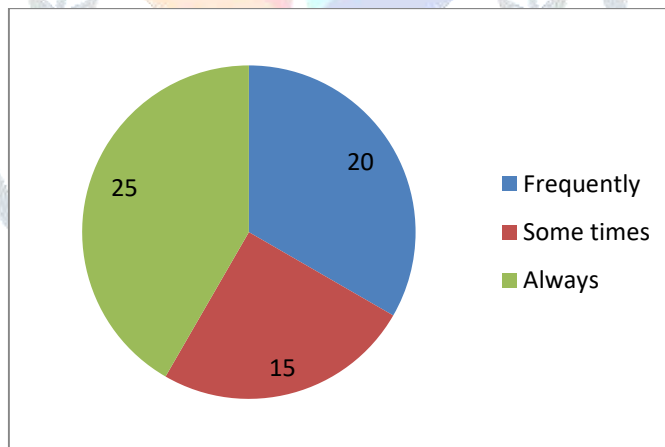
From the above study maximum working women from selected sample size, they are taking the help of their parents i.e. 33.33% .Because maximum women are stay back at their parents' home after delivery .so maximum working women taking the support of their parents. Next is Most of working women taking the help of Baby care centers especially Vizag area i.e,25% .Remaining are taking the support of In –Laws .without support of family members working women's are may face difficulty with the balancing of both the things.



Are you able to balance your work and personal life?

PARTICULRS	NO.OF RESPONDENTS	PERCENTAGE
Frequently	20	33.33
Some times	15	25
Always	25	41.66

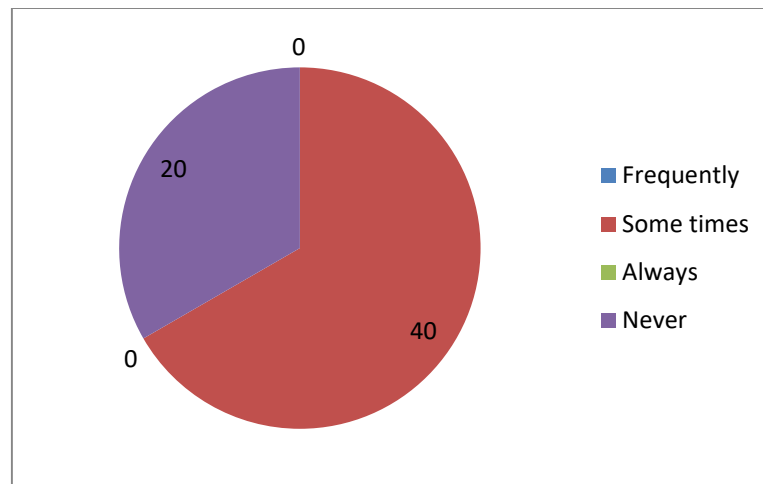
From the above analysis ,maximum working women are balance their personal life and work. Because from my study I have collected information from the educational sectors ,service sectors and self –employed. In all the above different occupations there is possibility of time to spend with the family members like holidays ,flexible working hours ,leaves ets..



Do you bring office work at home?

PARTICULRS	NO.OF RESPONDENTS	PERCENTAGE
Frequently	-	
Some times	40	66.66
Always	-	
Never	20	33.33

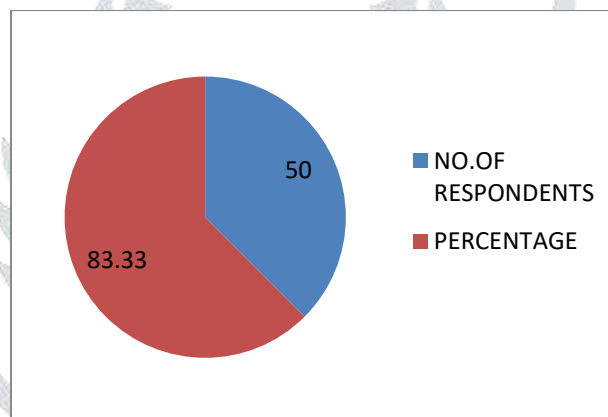
From the above table 66.66% working women are some times bringing their office work to home and the remaining working women are never bringing their office work to home .



Do you have a free time to attend the social functions?

PARTICULRS	NO.OF RESPONDENTS	PERCENTAGE
YES	50	83.33
NO	10	16.66

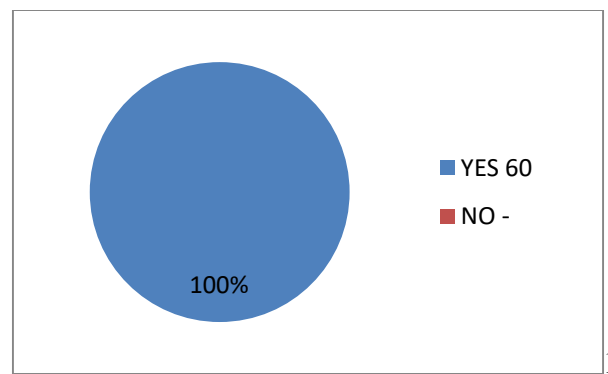
From the above analysis 83.33% have a free time to attend social functions and the remaining 16.66% of working women not enough time to attend social functions .



Does your organization give recognition for improving your performance?

PARTICULRS	NO.OF RESPONDENTS	PERCENTAGE
YES	60	100%
NO	-	

Now days the organizations give maximum importance to their employees. The success of the institution depends upon the qualified employees. So, the organizations give support to their employee’s .the organization giving recognition to their employees if they performing well at the work spot. From my analysis, 100% all organizations giving recognition to their employees.



LITERATURE OF REVIEW

- ❖ Bloom and Van Reenen (2006) found that work family conflict can also have negative impact on the organization, both financial and non-financial-issue. Based on a study of 732 manufacturing firms in US, France, Germany and the UK. Organizations which offer better work life balance practices enjoyed higher productivity. As far as non-financial aspects of organizational performance is concerned, research shows that firms that adopt more better work life balance policies can improve the level of job satisfaction and increase organizational commitment among their employees.
- ❖ Work–life balance is defined as an employee’s perception that multiple domains of personal time, family care, and work are maintained and integrated with a minimum of role conflict (Clark, 2000; Ungerson & Yeandle, 2005). Work–family balance reflects an individual’s orientation across different life roles, an inter-role phenomenon (Marks and MacDermid, 1996). Work-life balance is a key issue in all types of employment as dual-career families have become common and high work demands with long working hours have become the norm. The importance of helping employees achieve a balance between the demands of their work and their home lives has been emphasized. Demographic changes as seen in the increasing number of women in the workplace and dual career families have generated an increasingly diverse workforce and a greater need of employees to balance their work and non-work lives (Bharat, 2003; Komarraju, 1997; Rajadhyaksha & Bhatnagar, 2000; Ramu, 1989; Sekharan, 1992).
- ❖ Burke & Greenglass, 1987; Evans & Bartolome, 1984; Lambert, 1990; Payton, Miyazaki & Brayfield, 1976; Repetti, 1987; Staines, 1980; Zeddeck, 1992 there are number of mechanisms linking work & family: spill over, compensation, segmentation, resource drain, congruence, and work-family conflict.
- ❖ The concepts ‘Work-life balance’ and ‘Work-life conflict’ have received much attention in academic literature (Hayman, 2005; Moore, 2007; Peacock, 2005). The terms work-life balance and work-family balance are often used interchangeably, but generally are applied to the same concept (Hill, Hawkins, Ferris, & Theyitzman, 2001; Quick, Henley, & Quick, 2004; Reiter, 2007)

MAJOR FINDINGS

- ❖ The aim of the above mentioned study is to know about the level work life balance in women especially on working women which is restricted to few organizations such as service sector in which banking and education, and self employed working women who has started their own venture.
- ❖ This study has the sample size of 60 covering ages 20-50 so that maximum level of women mindsets can be covered. Among the sample size of 60 more number of women are from 20-30 ages as they are the most facing work life imbalance due to the caring of children older ones less support from spouse.
- ❖ From the above study we came to know that maximum number of women are managed to balance their work and life as our study is limited to few sectors and restricted to the people of vizianagaram and Vishakhapatnam. In this study we mainly concentrated on women who are working in educational institutes and banking sector which are meant for the flexibility and comfortable working conditions with low stress levels except few conditions when compared to a manufacturing sectors.
- ❖ When it comes to the working women they have better facilities in their organization in regard to work life balance initiatives such as maternity leaves, weekly offs, flexible working hours, less stress, those who are working in the educational institutes and banking when compared to the employee who are working in manufacturing sector.
- ❖ If we consider the self employed women they have spend a little more efforts compared those who are working in banking and educational sector. But the women who are working as self employed has the more flexible hours than compared to the working women.
- ❖ From the analysis of above data we have interpreted that maximum i.e. 83.33% of women have 6 days of work mostly chance for working women. Coming to working hours its about 6-8 hours by 50% and hardly 10-12 by 16.66 % who might be a self employed. When it is travelling majority of women facing a problem regarding the transport which leads a additional burden and stress to them. Even in all these circumstances majority (96.33) felt happy at work and they even can balance their work and life .
- ❖ Evidence suggests that improvements in people management practices, especially work time and work location flexibility, and the development of supportive managers, contribute to increased work-life balance. Work-life balance programs have been demonstrated to have an impact on employees in terms of recruitment, retention/turnover, commitment and satisfaction, absenteeism, productivity and accident rates.
- ❖ Companies that have implemented work-life balance programs recognize that employee welfare affects the “bottom line” of the business. Parameters are required to ensure that

programs are having the desired effect on both employees and the company. Six parameters that can be used to evaluate work life balance programs are: extent of management buy-in and training, how programs are communicated to employees, corporate culture, management controls, human resources policies and employee control. Finally, self-management is important; people need to control their own behavior and expectations regarding work-life balance.

SUGGESTIONS

1. Return to Source.

Whatever our spiritual orientation or tradition, connect with what for you is the Source of life or spirit. Know that there is something larger than you that encompasses you. Spend at least 15 minutes each day connecting with that Source. (I like Mark Silver's Remembrance Practice described in his free downloadable workbook Getting to the Core of Your Business.)

2. Tell the truth.

Sometimes energy when we've gotten into a pattern of pleasing others or living according to standards that are not our own. Notice if there is any imbalance. Notice where you're being less than forthright and get clear about your motives, then clean it up. (Talking to a coach or therapist can facilitate clear, authentic communication.)

3. Keep good company.

Are you stimulated and encouraged by your peers and clients?

Do you have great playmates?

Playing on the wrong playground with the wrong kids is neither fun nor productive.

CONCLUSION

Work and personal life are both are important things to women. When balancing these two things maintain in effective manner, it leads to happy life. It is concluded that from the analysis, the perceptions of working women varies from one organization to another organization and different age groups responded towards the balancing of work and their personal life.

Evidence suggests that improvements in people management practices, especially work time and work location flexibility, and the development of supportive managers, contribute to increased work-life balance. Work-life balance programs have been demonstrated to have an impact on employees in terms of recruitment, retention/turnover, commitment and satisfaction, absenteeism, productivity and accident rates.

Companies that have implemented work-life balance programs recognize that employee welfare affects the "bottom line" of the business. Parameters are required to ensure that programs are having the desired effect on both employees and the company. Six parameters that can be used to evaluate work life balance

programs are: extent of management buy-in and training, how programs are communicated to employees, corporate culture, management controls, human resources policies and employee control. Finally, self-management is important; people need to control their own behavior and expectations regarding work-life balance.

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