



WORK LIFE BALANCE OF WOMEN EMPLOYEES DURING COVID-19 PANDEMIC IN TAMILNADU

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Abstract:

Work Life Balance is not only an equal distribution of time between work and personal life, but somewhat elasticity in being able to work in the professional field, while balancing the time and energy to spend on private life. All the employees have faced the challenge of deciding the correct Work Life Balance. The competence of employees to deal with winning combining of work, household tasks and personal life is crucial for both employees and their family members. The COVID - 19 Pandemic period was a dangerous period to balance both the personal and professional life. People have faced quarantine, COVID 19 positive results, containment zones and the like. Hence, at one point, the government announced lock down and the people were forced to stay only at home to save them against COVID - 19. During this period, many people have got mental stress, lost their job security, salary reduction and some companies were met loss. While the employees were asked to work from home. This is the platform for usage of electronic gadgets by everyone successfully but the working women struggled to balance their personal and professional life during COVID - 19 Pandemic due to their multi task at home and work place. Therefore, this study have focused to study and analyze the Work Life Balance of Women Employees During COVID-19 Pandemic in Tamilnadu.

Index Terms: *Work Life, Professional life, Job security, Stress, Electronic Gadgets, COVID-19 pandemic, Lockdown, Quarantine, Containment and Isolation.*

Introduction:

The work life as well as personal life has been completely changed by Covid-19 Pandemic and now there is a very thin line of separation left between work-time and home-time which is almost unclear and sometimes even hard to differentiate. Balancing of work-life truly let people enable to throw away the thought of being an ideal performer at both home as well as work, instead they work on being more focused, earnest, and even ready to take risky tasks. The preventive procedures that should be taken care to stop the dispersion of the virus has wiped out the gap that separated the work from the comfortable personal life. This situation has left us to think about the work-life balance. When the growing number of women entered the paid work force, they have additionally taken up the charge of family and household tasks. It's somewhat hard to define the concept of term work-life as it is primarily based on many assumptions. In fact the concept described on the "absence of conflicts" between professional and personal life. The situation which people are facing due to COVID 19 pandemic is actually started vanishing the lines between work and leisure. As people started working from home and thanks to the social distancing norms that have been issued by Government time to time which left working people with no personal space to take breaks. The weekend breaks are very much-needed as it's been claimed that the breaks actually increases the productivity and stabilizes the mental health. Families with kids and elderly members are facing difficulties while working from home as they have to take

up the responsibilities of home and work place concurrently along with office work. Under this circumstances, the problems related to workplace allow family support and thus perceive a sense to be a part of lives of each other. Those persons who helped in such revolution will understand well that their efforts to adjust the current situational changes strengthened as the nature of accepting various demands upon once talents and time, without making attempts to spin many plates at a time.

Review of Literature

Pooja Jain and Prof. U. S. Rawat (2021), This is a study on work life balance among male and female professionals during this covid-19 lockdown led to the following: The research conducted through various studies, has recognized various variables that affects the level of work as well as family balance. Variables such as working hours, family size, job security, job flexibility, support the organization provide, have an impact on these. However, these variables also have emotional impact on anxiety and well-being of the working women. Since there were fewer researches made on this in India as compared to other developed countries the study was conducted to make an attempt to find the balance between work and personal life of the working groups due to the pandemic.

B. Anisha and C. L. Jeba Melvin (2020), The study was conducted on Work Life Balance and Job Satisfaction. In the present scenario, there are many evidence linking work life imbalances to reduced health and well being among individuals and families. From this literature review, many of the demographic factors like age, gender and degree have a little or no impact on job satisfaction. Employees working in private sector are more satisfied in their job as compared with the employee working in public sector. Employees are expecting more opportunities and promotion to enhance their reputation which they are getting from private sector. If there is an imbalance in the work-life, then it will give negative consequences which leads to work stress, absenteeism, decrease in job satisfaction, family conflicts and depression. It showed that mood flexible several times due to working stress and role conflict.

Ramakrishnan. R (2020) During the COVID-19 period, many people in the world were forced to work from home. Spending time with family often caused more stress. As many organizations and individuals were not ready for this sudden change, many mistakes were made, which further raised the issue of Work Life Balance. At the same time, the COVID-19 emergency situation has provided valuable lessons. The public is offered the opportunity to think about what cooperation means in reality and how it can improve collaboration between organizations and employees. Employers are facing new challenges and it is essential to ensure both the economic growth of companies in the future and to create praxis supporting the work-life balance of employees. Work Life Balance, especially for an indefinite time, such as caused by COVID-19, is essential for employee growth, personal happiness and company retention. When employees receive support to find a positive Work Life Balance, they are additionally encouraged to do the job qualitatively.

Peter Holland (2019) The study was conducted in the health care sector, 2983 nurses responded through the online survey. Work load determines the intention to leave the job as well as the perception of organization's welfare activities towards the employees. The study focuses the implementation of High Involvement Work Practices (HIWPs) in the organization. The objective of HIWP is to abolish the negative mind set of the professionals by systematic manner. The work load is a negative factor of work-life balance. Managing the work load effectively will pave the enhanced work behavior. Organization has a greater part to analyze the work-load carried by the employees. Effective measures of HIWP will help to manage the work-life balance in the organizations.

Alegre and Pasamar (2018), Gave a new approach and benefits of work-life balance which focuses on innovativeness i.e., the use of technology in performing task both on work and personal life. It also suggested that organizations should provide its employees with motivation, engagement and creativity at workplace.

Deery and Jago (2015), The work life balance is one of the important variables within organization to manage and retain their employees. Few other variables are attitude of employees in terms of commitment towards organization and job satisfaction. Thus, in order to retain their expertise within organization, it is important to provide them work-life balance which benefits both employee and employer.

Senthilkumar, et. al. (2012), conducted a study for work-life balance in teaching profession to identify the relationship between demographic variables and stress level in balancing teaching profession in terms of work and personal life. It was found that agedness and feminine have underwent maximum level of stress in order to manage and balance their personal as well as work-life. It was also suggested that the institutions

should adopt flexible policies by providing leave benefits, family support and conduct health care programs at regular intervals.

Baral (2010), conducted a study on four hundred and eighty five employees working in jumbled organizations in India, found that working people in India experience more enrichment in work family than the conflicts in work family. It was found that there were no gender contradiction in the employee perception of work family enhancer.

Aziz and Cunningham (2008), This study establish that work stress and work-life imbalance was correlated with work holism, nevertheless of gender.

Statement of the Problem

Work Life Balance is not only an equal distribution of time between work and personal life, but somewhat elasticity in being able to work in the professional field, while balancing the time and energy to spend on private life. All the employees have faced the challenges of deciding the correct Work Life Balance. The competence of employees to deal with winning combining of work, household tasks and personal life is crucial for both employees and their family members. As many organizations and individuals were not ready for this unexpected change, many mistakes were made, which further raised the issue of Work Life Balance.

Some researchers have gone through their studies on work life balance at various levels but not during the period of COVID - 19 Pandemic which was a risky period to balance both the personal and professional life. Due to over spread of COVID, the government was asked the people to follow the rules of COVID like, washing hands frequently, keeping distance with others, not to move with others, etc. But people were not very serious about this issue and behaved as usual which in turn the number of COVID positive cases and death rate have elevated drastically day by day. People have faced quarantine, COVID 19 positive results, containment zones and the like. Hence, at one point, the government announced lockdown and the people were forced to stay only at home to save their life against COVID - 19 Pandemic. During this period, a lot of people have lost their job and some companies were met loss which drop job security.

Many People were struggled to meet even their basic needs, suffered by stress due to COVID19 Positive and loss of their kin and kith during this period. While the employees were asked to work from home. It was a crucial period for women employees to manage their professional life with personal life. The teachers were asked to take online classes and the students were forced to attend the classes through online. This is the platform for usage of electronic gadgets by everyone successfully but the working women have struggled to maintain their personal and professional life during this period. There is no research was conducted to study about this issue at Tamilnadu level. Hence, to fill up this gap, the researcher have decided to study the Work Life Balance of Women Employees During COVID-19 Pandemic in Tamilnadu.

Objectives of the Study

The aspires of the research are as follows:

- To study the socio-demographic background of women employees during the COVID-19 pandemic period in Tamilnadu.
- To analyze the family life exaggerated the capacity of women employees to execute official responsibility during the COVID-19 pandemic in the study area.
- To examine the women employees additional house work responsibilities and how their workload changed performing household responsibilities during the study period.

Methodology

Data Collection

Since this research study is based on both the primary and secondary data, they were collected at different sources.

Primary Data

The primary data were collected from the respondents through e-mail/what's app and mobile phone with the help of a well structured questionnaire which are relevant for this study. The respondents were frequently

get in touch with mobile phone and reminder have sent to them through e-mail/what's app to obtain the data from them.

Secondary Data

The secondary data were collected from the books, Journals, published articles, thesis, news papers and from the various related websites also.

Sampling Design

For the present study, the researcher have chosen 100 respondents throughout Tamilnadu. Out of which, 25 of them were chosen from each zone (North, East, West and South) of Tamilnadu. Out of these 25 respondents, 5 from health industry, 5 from teaching professionals, 5 from non teaching employees, 5 from IT sector and 5 from others were selected from all the four zones in Tamilnadu as sample respondents for the study.

Statistical tools Used for the Study

The data which are obtained from the respondents were scrutinized, tabulated and analyzed by using the statistical tools like, percentage analysis, ANOVA, Correlation and regression to analyze and obtain the exact results for the purpose of discussion.

Period of the Study

The period for the present study was ranging from the month of March 2021 to July 2021.

Limitations of the Study

Since the study period was under pandemic lock down situation, the researcher couldn't be able to contact all the respondents directly to obtain the data and it was limited to hundred respondents only. The respondents might be given the details as bias. This results would be applicable only for the present study.

Results and Discussion

The respondents were chosen from health industry, teaching professionals, non teaching employees, IT sector and other areas equally from different regions in Tamilnadu as sample respondents for the study.

Out of 100 sample respondents, 68% of women employees were working for the private sector and the remaining 32% of them were at government service. Majority of the respondents (79%) were fell in stress due to anxiety, COVID-19 positive, loss of their kin and kith. Majority of the respondents (69%) who got COVID 19 positive reports and lost their family members were isolated/neglected by their neighbors, friends and even relatives. To overcome these stress, they may be given counseling personally or through online. Majority of the respondents (69%) have not gone to the hospitals for treatment. They were stayed at home and took medicines. 34% of the respondents have felt insecurity on their job due to the business issues during the pandemic period.

The majority of the respondents (74%) have struggled to manage the professional and personal life during the study period whereas 26% of them have happily managed both. Most of the respondents (66%) have used the online platforms for doing their professional work with a complete support of network but the remaining respondents have faced network issues. It is understood that the maximum support of network must be given to the women employees. Majority of the respondents (78%) have no issues in the usage of electronic gadgets. It reveals that the remaining respondents must properly be educated to use the electronic gadgets. Though the respondents have additional responsibilities in the family, 76% of them were satisfied with work from home.

Majority of the women employees (69%) working in private sector had more satisfaction in their job as compared with the public sector employees. Majority of the women employees (89%) were expected promotions, incentives, increments and opportunities. It is understood that the organizations may fulfill their expectations fetch maximum results in their efficiency. 61% of women employees had additional house work responsibilities while working from home. 68% of women employees have taken some strategies to manage

work life balance during covid-19 pandemic situation. 69% of women employees have exaggerated the capacity of women employees to execute official responsibility whereas 31% of women employees have supported by their family members while working from home. They didn't have any additional burden during the working hours. It depicts that the family members must be appreciated and the rest of the families must learn to support their women employees. There were 72% of women employees have additional house work responsibilities and their workload changed performing household responsibilities.

Conclusion

This article is focused on the balancing Work-life balance of working women during COVID-19 Pandemic in Tamilnadu. Work-life balance is an embryonic issue in the Indian economy. Accomplishing a high-quality balance between the work and family is for smart employees. There are some proof connecting the work life imbalances to reduce health and well being among individuals and families. When there is a disparity in the work-life, then it will give harmful consequences which leads to work stress, absenteeism, decrease in job satisfaction, family conflicts and depression. To overcome such difficulties the above mentioned suggestions may be implemented for the betterment of women employees and organizations during the emergency period. Though people have vaccinated thrice, there is no assurance for protection against Covid 19. Still the Covid 19 did not come to an end. Instead, it change its character in different forms in another variations like omicron. Now, China is severely affected by Covid 19 again than before and Covid 19 cases are 30% raised in America. Chances may be there for continuing or doing the work from home in future. Thus there is a need for proper training and education to balance the personal life and professional life everyone especially for women employees while doing the work from home.

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