



WORK LIFE BALANCE OF PHYSICALLY DISABLED WORKING WOMEN IN GOVT AND PRIVATE ORGANIZATION.

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ABSTRACT

Women with disability face challenges in balancing with their disability, and employment. Work life balance (WLB) is a critical component of an individual's ability to navigate through a difficult life. WLB for women has comparatively greater implications in comparison with males because of their greater social obligations and family responsibilities. Women with disabilities work in numerous professions and play their role efficiently and in both, their professional and personal lives. This research will try to access the day-to-day experiences of physically disabled working women in work and non-work settings. Empirical investigations of work- family outcomes have typically focused on individual, family, and work-related sources of demands. It basically focuses on the strategies adopted by these women to make a balance at both places. It also investigates the relationship between work-life experiences of the respective section. This research will try to investigate an attempt to explore the tough challenge faced by disabled woman in maintaining a work life balance between personal and professional life.

INTRODUCTION

Work life balance means equal engagement in and satisfaction with work and personal life roles. Work life balance is related to quality of life when individuals were involved in and satisfied with work and family roles. Work life balance (WLB) is a critical component of an individual's ability to live a difficult life. WLB management for women has comparatively greater implications in comparison. WLB& Disability study is, how to women with disabilities manage work and other life domain and included finding our research. The balance is highly personal issue in our world and only you can decide what's life best of you. Work life balance (WLB) is a critical component of an individual's ability to live a healthy life. Women with disabilities work in numerous professions and play their role efficiently and in both, their professional and personal lives. This research tries to access the day-to-day experiences of physically disabled working women in work and non-work settings.

Implications of being female and having a disability in our society are many. Economic liberation or political representation is a central way in which oppressed groups, such as women with disabilities, may improve their situation.

Most women with disabilities live ordinary lives and face the same daily dilemmas as everyone else. They go to school or college, they live in the community, they aspire to have jobs and careers. To do these things, however, they often must show considerable strength of purpose in overcoming obstacles of segregation, inaccessible buildings, arrogant professionals, and an image of disability which is negative and demeaning and sets them apart from the rest of the world. To be disabled, therefore, is also to be disadvantaged.

KEYWORDS: Physically disabled women; work-life balance; job-satisfaction; life-satisfaction.

LITERATURE REVIEW

This concept of social role theory guided the study. This concept of research tries to access the day-to-day experiences of physically disabled working women in work and non-work settings. It basically focuses on the strategies adopted by these women to make a balance at both places. It also investigates the relationship between work-life experiences of the respective section. Empirical investigations of work- family outcomes have typically focused on individual, family, and work-related sources of demands.

Social Role Theory-

Social role theory holds that women and men behave differently not because of genetic differences but because of gendered societal expectations (Kaufmann, 2022; Wiedman, 2020).

Theis and Nipper used gender roles as a term for the social role's society designates for men and women. Originally, research on social role theory has focused on objective criteria such as hiring data and performance assessments. However, recent research involving social role theory has focused on women's subjective experiences to better understand their viewpoints and career-advancement strategies, as well as how gender stereotypes are experienced in the workplace (Eagly et al., 2020).

OBJECTIVES OF THE STUDY

This research will cover following two objectives.

1. A qualitative study by taking interview of physically disabled working women and access the day-to-day challenges of them and strategies adopted by these women to handle those challenges.
2. A study including the survey of these women. It includes investigation of the relationship between work-life experiences and various outcomes such as job satisfaction, life satisfaction.

PROPOSED RESEARCH METHODOLOGY

This research tries to access the day-to-day experiences of physically disabled working women both in work and non-work settings. It basically focuses on the strategies adopted by these women to make a balance on both places. It also investigates the relationship between work-life experiences and various outcomes such as job satisfaction, life satisfaction, turnover intention. There will be two studies in this research. Study 1 will be a qualitative study by taking interview of physically disabled working women and access the day-to-day challenges of them and strategies adopted by these women to handle those challenges. Study 2 will be a quantitative study including the survey of these women. It includes investigation of the relationship between work-life experiences and various outcomes such as job satisfaction, life satisfaction, turnover intention.

EXPECTED CONTRIBUTION TO THEORY

This study will help to both the researcher and the responder gain new knowledge and may further help extend the "role theory & Social role" theory and "conservation of resource theory".

EXPECTED CONTRIBUTION TO PRACTICE

This study will help the organization to know about the experiences of physically disabled working women in a better way and design their organizational policies and practices to better accommodate these women.

NOVELTY OF RESEARCH

There are many studies which focus on the work-life experiences of women. However, none of the studies have paid attention to the physically disabled women. The experiences of these women are majorly different from other people. Therefore, it is crucial to know about their challenges.

CONCLUSION

The author aims to identify three important factors that affect the sense of self of women with physical disabilities even more strongly than women without disabilities: work, relationships, and challenges. Findings from this study confirm census reports that they are much less likely to be employed than women without disabilities, even though on average they had a higher education level in this sample, and that they have a lower personal and household income. Women with disabilities have significantly less opportunity to benefit from the positive effect on self-esteem that comes with economic independence. The results obtained so far clearly indicate the importance of esteem building activities and programming for girls and women with disability, be they within families, in schools, in churches, incorporated in medical, and vocational rehabilitation services, or in the community at large.

SCOPE FOR FUTURE RESEARCH: A new approach to public policy and programs in this area is needed that is comprehensive, determined, systematic, and long term. All the pieces of the solution need to be in place and more intelligently coordinated. New forms of collaboration for success across government departments and the private and voluntary sectors must be found. Good education, access to quality training, use of private or community transportation adequate and portable personal support services, aids and devices, accommodations for disability in the workplace, non-discriminatory employment practices, efficient human rights mechanisms, vigorous employment equity measures, access to adequate wages, job security, informed vocational counsellors, and good, flexible disability benefit programs are all crucial factors. Where these are in place and available in a coordinated, non-restrictive way, people with disabilities are more likely to have jobs, regardless of the severity of their disability.

A new approach is using interview methods, in this area is needed for future efforts directed at exploring the different experiences of women with visible and invisible physical disabilities and for continued efforts to break down existent barriers in educational and employment settings.

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