

WORK-LIFE BALANCE AMONG WOMEN EMPLOYEES': A COMPARATIVE STUDY BETWEEN PRIVATE AND PUBLIC SECTOR BANKS

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Abstract

The study examined the difference between PRSBs and PUBSs with respect to Women Employees' view on Work-Life Balance. Purposive sampling method is applied in this research for selecting the sample. As a result, 559 (filled questionnaire) valid sets of questionnaires were available and then used for further analysis using SPSS software version 21. A structured questionnaire was used to gather the data while independent sample t-test analysis was used to analyze the data. The independent sample t test analysis result revealed that mean scores of private sector banks is less than the public sector banks women employees. Hence, the study therefore concluded that the Women Employees' view on Work-Life Balance.

Keywords: Women, Employees', Work-Life Balance.

Introduction

"Work-life balance is not about the amount of time you spend working vs. not-working. It's more about how you spend your time working and relaxing, identify that what you do in one, fuels your energy for the other." Thus, work life balance is all about the individual attempts to prioritize her life's needs in order to strike a balance between her work life and personal life. Work life balance is not an individual concern any more. It is individuals who make organizations. Work life balance thus, has transitioned from the traditional individual cognitive realm to social, emotional, organizational and cultural demands of every modernized organization. It is a problem that is of ultimate significance and priority, to both to the organizations and its workers. Over the past twenty five years, there is tremendous change in the work and global competition and thus the work environment becomes more competitive. This change has taken place in public sector companies, nationalized, private and foreign banks. In India, there has been an enormous increase in women employment in the banking sector from the year 1950. The gradual increase in the women employment from 1960 is remarkable in metropolitan cities. Now-a-days, women work in almost all types of banks. The reasons for high recruitment rate of women are qualification, sincerity, time-consciousness, highly responsible, good work and completion of work within the required time.

Review of Literature

Valerie J. Morganson, et al.,(2010) identified the variations in work-life balance (WLB) support, job satisfaction, and inclusion as a function of work position with Web-based survey data were contribute by

578 employees working at one of four positions (main office, client position, satellite office, and home). The findings revealed that main office and home-based employees had related high levels of WLB support and job satisfaction. The findings suggest that work location explains significant variations in WLB support, job satisfaction, and inclusion. WLB support and inclusion impact differences in job satisfaction among workers at various locations. work, employment prospects and their private lives. The majority were career focused, worked intensively and felt frustrated with their lack of mobility and career progression while working part-time. The majority worked in excess of their contracted hours and did not experience an appropriate reallocation of work when they reduced hours.

Thriveni Kumari. K (2011) analyzed the influence of stress on women work life balance of BPO & Education sectors and shows that the factors affecting the women work-life-balance are role of stress, managing stress, type of diseases faced due to stress and the types of organization policies implemented to remove the stress. It is concluded that there is difference in their professions based on the work and life balance it is said that stress level among the women employees is different in different sectors.

Imamul Haque, S.M. (2013) made a research on the title “Retail Banking in India since 1991: A Comparative Study of Public Sector Banks and Private Sector Banks”. His study revealed that the service quality dimension of 'tangibility' measures the physical features, physical appearance, physical material such as pamphlets etc. and reception desk employees. The perception of clients regarding the dimension 'tangibility' between public sector banks and private sector banks is various. The mean value of private sector banks is higher in comparison to public sector banks which show that there is meaningful difference in the perception of consumers regarding the service quality dimension of tangibility between public sector banks and private sector banks. The customers of private sector banks have positive attitude towards the physical capability of their banks in comparison to the clients of public sector banks. The mean values of private sector banks is higher in comparison to public sector banks which identifies that there is significant variation in the perception of customers regarding the service quality dimension of reliability between public and private sector banks.

Objectives of the study

1. To study the difference between PRSBs and PUSBs with respect to Women Employees' view on Work-Life Balance.

Methodology

Totally 559 employees has been selected for the purpose of the study. For this study, the researcher applied a well-structured questionnaire to collect data from the respondents. The questionnaire includes variables related to Women Employees' view on Work-Life Balance. The researcher applied independent sample t-test analysis to identify the view Women Employees' view on Work-Life Balance. IBM SPSS 21 version was used for statistical purpose.

Results and Discussions

Women Employees' view on Work-Life Balance

The level of work life balance among the women employees in the current study is measured with the help of eleven variables. The women employees are asked to rate the eleven variables at the five point scale according to the order of existence. The mean scores of the eleven variables in work-life balance among the women employees in PRSBs and PUBSs have been computed separately. The t-test has been administered to identify the significant difference between the two groups of women employees regarding their perception of the variables in work life balance. The results are given in the following Table.

Table 1

Women employees' View on Variables in Work-Life Balance

| Sl.No | Variables in Work Life Balance | Mean scores among women employees | | 't' statistics |
|-------|---|-----------------------------------|--------|----------------|
| | | PRSBs | PUBSs | |
| 1. | Smooth Life Role | 2.0665 | 2.7886 | -2.8586* |
| 2. | Successful inter role | 2.1773 | 2.9941 | -2.9144* |
| 3. | Satisfied in work place and family | 2.2885 | 3.0447 | -2.7646* |
| 4. | Minimum role conflict | 2.3841 | 2.6683 | -0.9969 |
| 5. | Adjustment with work and family | 2.4082 | 3.2557 | -2.8331* |
| 6. | Integrated arrangement of life activities | 2.5644 | 3.1188 | -2.3962* |
| 7. | Work place and life | 2.3399 | 3.3084 | -3.1144* |
| 8. | Multiple role without difficulty | 2.3038 | 3.2442 | -2.9969* |
| 9. | Career orientation | 2.6881 | 3.4081 | -2.9092* |
| 10. | Sense of control | 2.5884 | 3.2082 | -2.6562* |
| 11. | Motivational stimulation | 2.3846 | 3.0991 | -2.7081* |

* Significant at five percent level.

Since P value is below 0.05, null hypothesis is rejected at 5% level with regard to the dimension of Smooth Life Role, Successful inter role, Satisfied in work place and family, Adjustment with work and family, Integrated arrangement of life activities, Work place and life, Multiple role without difficulty, Career orientation, Sense of control and Motivational stimulation. Hence there is significant difference between mean scores of women workers of private sector and public sector banks with regard to the dimension of Smooth Life Role, Successful inter role, Satisfied in work place and family, Adjustment with work and family, Integrated arrangement of life activities, Work place and life, Multiple role without difficulty, Career orientation, Sense of control and Motivational stimulation.

There is no meaningful variation between mean scores of women workers of private sector and public sector banks with regard to the dimension of Minimum role conflict. Since P value is above 0.05. Hence the null hypothesis is accepted with regard to the dimension of Minimum role conflict.

Conclusion

Women workforce is increasing and their contribution to the banking sectors is also considered to be valuable. It is very necessary for the banking sectors to acknowledge women employees by providing more appropriate work-life balance measures for them. Striking a healthy work-life balance is imperative for all the employees irrespective of the type of bank to which they belong. It is the joint responsibility of the employer and the workers to ensure strong work-life balance that can bring in fruitful outcomes to the

banking sectors as well as workers also. Hence, the present study concludes that the mean scores of private sector banks is less than the public sector banks women workers.

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