



WORK LIFE BALANCE OF WOMEN EMPLOYEES - A RESEARCH STUDY ON WORKING WOMEN IN ORGANIZED SECTOR

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Abstract

Today not only women who are economical hard pressed get into jobs but also those who wish to live socially useful life and to the family finance. They have come to realize that work gives them personal status and an independent social understanding. Education of women is the primary cause, which has motivated women to come out of the home, economy necessity of partners to earn enough to provide a descent standard of living for the family was another reason. With the change in women's personal status and social structure, there has come a change in her way of thing feeling and doing. Today women may work for reasons." She has to, She wishes to".

Work life balance is one of the most challenging issues being faced by the women employees in the 21st century because of the type of roles they play at home and the spillover of personal life over work life. With increased expectation both from job and home place working women smuggled carrying dual role. This study aims at looking at these problems in details.

Key Words: *Work Life Balance, Working Women in Organized Sectors, Dual Roles.*

Today not only women who are economical hard pressed get into jobs but also those who wish to live socially useful life and to the family finance. They have come to realize that work gives them personal status and an independent social understanding. Education of women is the primary cause, which has motivated women to come out of the home, economy necessity of partners to earn enough to provide a descent standard of living for the family was another reason. With the change in women's personal status and social structure, there has come a change in her way of thing feeling and doing. Today women may work for reasons." She has to, She wishes to". The reason for her to take up jobs is many. It may be her education, to release boredom and still other because of their interest in particular area of work and a large number due to economic pressure.

Work life balance of women employees has become an important subject since the women are equally sharing the responsibility for the betterment of their family. Women are getting into jobs and they continue to work even after marriage. A married woman has more responsibility than man in taking care of young children and family. The working women efficiently overcome difficult situations by their commitment and perseverance. The participation of women in income generation activities lends them to satisfy their home needs to greater extent. Work life balance is one of the most challenging issues being faced by the women employees in the 21st century because of the type of roles they play at home and the spillover of personal life over work life. Women of the early centuries were mostly confined to their kitchens and those who were employed worked in factories, farms or shop works. Very few women had the access to higher education and they were forced to be at the mercy of their fathers' or husbands' attitudes towards women and work. The fast developing knowledge economy has given place for more number of women to be enlightened by higher education. Education has not only empowered them but also has given them robust careers. With brain power being the requisite skill in this knowledge era, rather than endurance or physical strength, the women workers seem to flood into every industry on par with men. But this has indeed become a tough challenge for women as they have to perform a lot of duties in home and office as well. As working women get married, they have additional responsibilities and when they become mothers, they have to manage the primary care of children and extended family and are thus, under greater pressure to continue on a career path.

Women struggle with balancing work and personal life demands to a greater extent than their male counterparts. Compared to men, women were found to undertake the majority of the household duties and therefore more likely to suffer from role overload and moreover women were more likely to have made sacrifices with regard to having children. Changes in the social, political and economic fabric of societies have influenced and continue to influence both the nature of employment and its relationship to life outside world. The changing economic conditions and social demands have changed the nature of work throughout the world. The concept of work life balance is becoming more and more relevant in an ever dynamic working environment. Work-life balance is the maintenance of a balance between responsibilities at work and at home. Work and family have increasingly become antagonist spheres, equally greedy of energy and time and responsible for work-family conflict. These conflicts are intensified by the "cultural contradictions of motherhood", as women are increasingly encouraged to seek self-fulfillment in demanding careers, they also face intensified pressures to sacrifice themselves for their children by providing "intensive parenting", highly involved childrearing and development. Additional problems faced by employed women are those associated with finding adequate, affordable access to child and elderly care.



Work Family Conflict has been defined as a type of inter-role conflict wherein some responsibilities from the work. Work/life balance involves the examination of people's ability to manage simultaneously the multi-faceted demands of life.

The Women Employee

Women in the work place earning wages or a salary are part of a modern phenomena, one that developed at the same time as the growth of paid employment for men, but women have been challenged by inequality in the work place. A women who earns salary, wages, or other income through regular employment, outside the home.

The Work Life

The term "work –life", defines "policies, programs, services, and attitudes within a company that are specific to fostering the well-being of its employees through the effective management of work, family, and personal life." However, work-life is about real-life. Here is a short list of definitions that address the deeper meaning and values at the core of this important workplace attitude.

Work-life is the ability to effectively manage work, family and personal life.

Work life improves job satisfaction, commitment to employers and retention.

Work Life Balance

Work-life balance is a concept including prioritizing between 'work' and 'lifestyle'. Work –life balance has been defined as a comfortable state of equilibrium achieved between an individual's priorities at their job and their private life style. The demands of a person's career should not overwhelm their ability to enjoy a satisfying personal life outside of the workplace. Work life balance refers to a healthy balance between work and the other aspects of life.

Work-Life Balance of Women Employees

Women employee's personal and professional lives are just like the two sides of the same coin. Compromising one of the other or spending more time pursuing one as opposed to the other can have serious negative repercussion (Nair, 2010). According to the Peeters, Montgomery, Bakker and Schaufeli (2005), pressures from the job and family domains are often incompatible, giving rise to imbalance. Previously, the female workforce in India was mainly employed non-managerial, subordinate or low profile position. Now, they occupy almost all categories of position in the workplace. These changes in work culture have added to women's duties and responsibilities to their family as well as to society. Work family conflict are alike to increase in international working scenarios which may involve the physical relocation of entire family for female employees due to the combined effect of role and culture novelty (Garris, 2004).

Aim of the Study

The present research aims to study the family, socio economic background and problems of working woman of organized sectors covered in Mangalore city.

Objectives of the Study

The Purpose of study is to discover answers to questions through scientific procedures. The main aim of the study is to find out the truth which is hidden and which is not been touched. Objectives of the research study explain various areas covers under this research study on women and work. Hence various objectives framed for this research are as follows.

1. To study the factors responsible for jobs among women
2. To study the work life balance of women employee in general.
3. To identify the problem areas at dual roles
4. To study the coping strategies that the women employees in their personal and professional life.
5. To assess the impact of role conflicts affecting performance in the organization.
6. To study major problems faced by the working woman there by to rate out the extent of Problems among unmarried / married working women.
7. To study the extent of freedom enjoyed by working women
8. To understand the level of 'job adjustment' and 'home adjustment' among married and unmarried section of working women.
9. To assess dual role struggles and role satisfaction among married and unmarried separately.

Hypothesis of the Research Study

Following hypotheses are stated for this research...

1. Economic necessity promoted the women to choose working career.



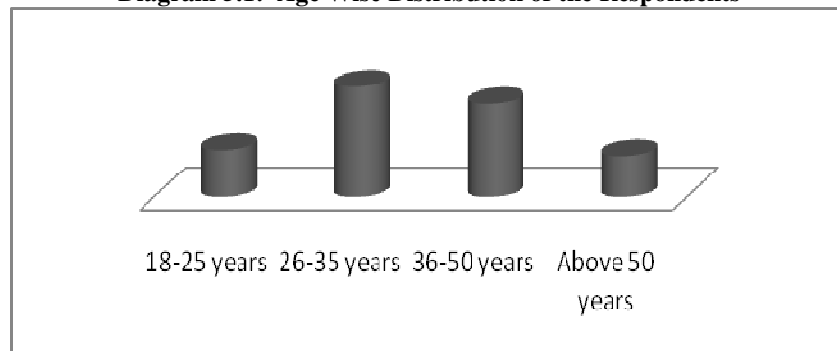
2. Married working women tend to have more dual role problems compared to unmarried working women.
3. Most of the women are holding the position either with little chance for upward mobility or miss matching to their educational standard.
4. Fair gender always matters in the way of working women the type of job (Less challenging) position and promotion.
5. Married women job satisfaction level is less compared to unmarried
6. Marriage always affects the job of working women adversely.
7. Most of the working women have only satisfactory relationship with their men colleagues or bosses.
8. Working women have less freedom over spending of salary
9. Major part of the earning working women spend for family expenditure
10. Women's working career effect their children negatively.

Research Design

The research design constitutes the master plan which specifies the methods and procedures for collecting and analyzing the needed information of research. Research design provides blue print or research plan minimizes lot many problems pertaining to research. The research design adopted for this research is descriptive one. The major goal of descriptive research design is to describe events , phenomenon, and situation .thus research design is describe the issues pertaining to working women of organized sector .the nature and magnitude of problems both at work place and home. **Universe of the Study** The Geographical universe of the study comprises of all Working women of organized sectors under the jurisdiction of Mangalore Municipal Corporation. **Sampling Method** In the present study purposive sampling is adopted where researcher purposely chosen working women, in her judgment based on some appropriate characteristics required for the sample members, which are relevant to the research topic and objective coverage. Here researcher collected the lists of working women from all organized work sectors with the permission of department/ organization heads. Then working women from each organized sector is selected under researcher's judgment for sample selection where in total 200 samples were covered to collect the required data for the present study. **Tools of data collection** Tool adopted for the research to collect data is questionnaire. Questionnaire included both open ended and closed ended questions. The questionnaire used in this study included structured set of questions that are trying to cover the information on personal profile, factors seeking for job, job satisfaction, major problems at work place, position of employment and job rewards, extent of freedom enjoyed by working women, extent of support from family, job adjustment, home adjustment, dual role struggle and satisfaction.

Research Findings

Diagram 5.1: Age Wise Distribution of the Respondents



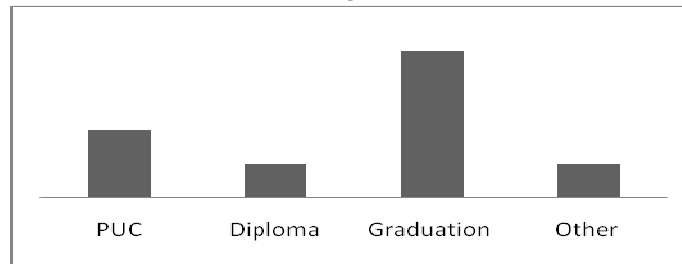
From the above data it is clear that around 38% of the respondents are in between the age group of 26 to 35 years of age, while 32% of the respondents were in between the age group of 35-50 years of age, whereas 16% of the respondents were above 50 years of age, and rest 14% of the respondents were between the age group of 18-25 years of age. This shows that the more middle aged women are working in the service sector.

Table 5.2: Education Qualification of the Respondents

Qualification	No. of Respondents	Percentage
PUC	12	24%
Diploma	6	12%
Graduation	26	52%
Other	6	12%
Total	50	100%



Diagram: 5.2



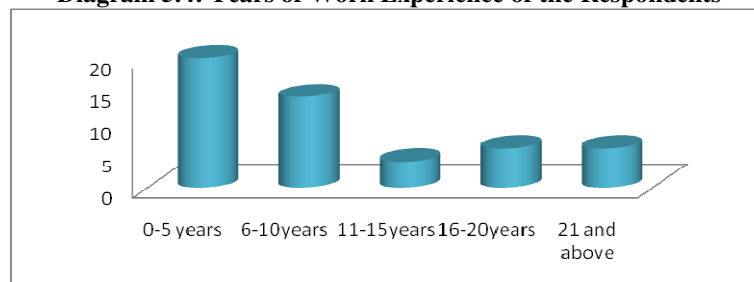
The above table depicts that 52% of the respondents have completed graduation, whereas 24% of the respondents have completed PUC, 12% of respondents were studied Diploma, and 12% of the respondents were studied other courses like technical courses. Most of the respondents were completed graduation. The higher education helped women to take up employment.

Table: 5.3: Marital Status of the Respondents

Variables	No. of Respondents	Percentage
Unmarried	11	22%
Married	39	78%
Widow/Separated	0	0%
Total	50	100%

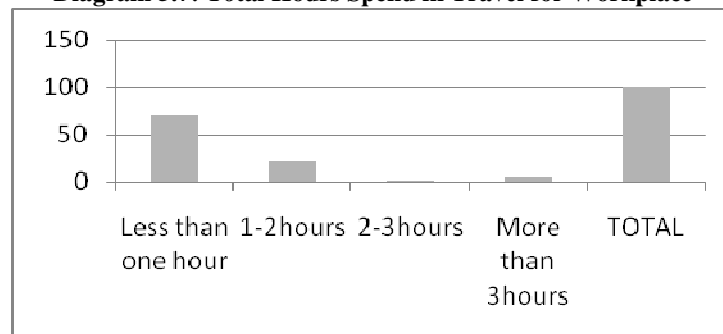
This study depicts that 78% of the women employees are married women who are working in the organisation, and 22% of the employees are unmarried. Thus this study depicts that majority of the employees are married women are influenced to work in the organisation.

Diagram 5.4: Years of Work Experience of the Respondents



In this study it is found that majority of the respondents(40%) of the women employees are had 5 years of experience, 28% of the respondents had 6-10 years of experience, 8% of the employees have experienced 11-15 years of work experience, 12% of them are had 16-20 years and 12% of them are had 21 years of experience. In the present scenario women's were influenced to go for employment and are interested to be as a independent individual in the society.

Diagram 5.7: Total Hours Spend in Travel for Workplace



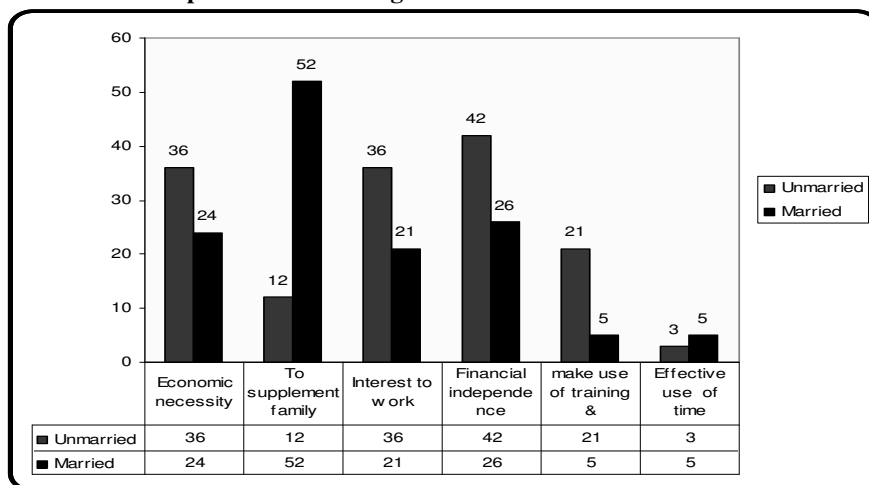


the above table shows that majority of the respondents(70%) spend less than one hour for travelling whereas 30% of the respondents spend more than one hour for travelling to work place. Around 8% of the respondents were spend more than 2 hours to travelling to the workplace. It can be interpreted that most of the employees spend less than one hours for travelling to workplace. It is evident from the above analysis that if there are travelling facilities given to the employees which help them to travel safely.

Reasons for Work

Analysis of the various factors for women to work out side States as follows. Among unmarried 36 respondents opined that Economic necessity is the factor led them to work out side, 24 respondents opined that they are Mainly working out side mainly to supplement family income, 36 respondents are with reason of their own interest to work out side . 42 respondents opined that financial independence is the major reason for working out side. 21 respondents said to make use of training and education they are finding important to work out side. And 3 respondents said to make use of time available they tend to work out side. Among married working women (N=100) 24 respondents are opined economic necessity is the reason to work out side, 52 respondents said to supplement family income, 21 respondents said with interest of working out side tend them to work out side, 26 respondents mainly for financial independence only 5 respondents said to make use of training and education and 5 respondents said to effectively use the available time. Women generally take up work mainly for economic independence. earning on their own gives them financial liberty and independence .The most important reason really is that women want to use their higher education that have gained, augment their economic situation of their families, they want to be enriched in the way that they perceive themselves not just a homemaker but also as a organisation changer. They want to be able to contribute to the industry to the economy. This is main driving force for the women to work out side. This research data supports financial independence is the major factor for job among unmarried working women, and to supplement family income is the factor for job among married working women. Hence Hypothesis (1) stated ‘Economic necessity promoted the women to choose working career’ is true to extent among unmarried respondents.

Graph No 4.1: Showing Various Factors Led for Work



3. Tenure of Working Years

Table Showing Tenure of Working Years of the Respondents.

S. No	Working Years	Unmarried	Married
1	1-10 Years	74	29
2	11-20 Years	24	41
3	21-30 Years	2	23
4	31-40 Years	-	7
5	41-50Years	-	0
6	51-60 Years	-	0
Total		100	100

While analysing tenure of working year’s majority of the married working women completed a longer tenure of working years than unmarried. 23 of married working women were completed 21-30 years of work life, 7 respondents completed 31-



40 years of work life, 41 respondents have completed 11-20 years of work life, and remaining 29 working women have completed 1-10 years of work life.

Among unmarried 74 of them are still prevailing in 1-10 years and only 24 respondents are completed their 11-20 years of work life and 2 respondents are of 21-30 years of their work life. This summarises that unmarried working women soon after their education pooled into their convenient job sector of their choice. This shows that women are finding more importance to work outside. While studying the total tenure of work life married working women almost settled in their job by completing long tenure of work life so there is significant difference between work life data among married and unmarried working women.

Table 5.12: Dual Role Hinder with Family or Child Care Responsibility

Variables	No. of Respondents	Percentage
Never	17	34%
Frequently	3	6%
Sometimes	29	58%
Not Applicable	1	2%
Total	50	100%

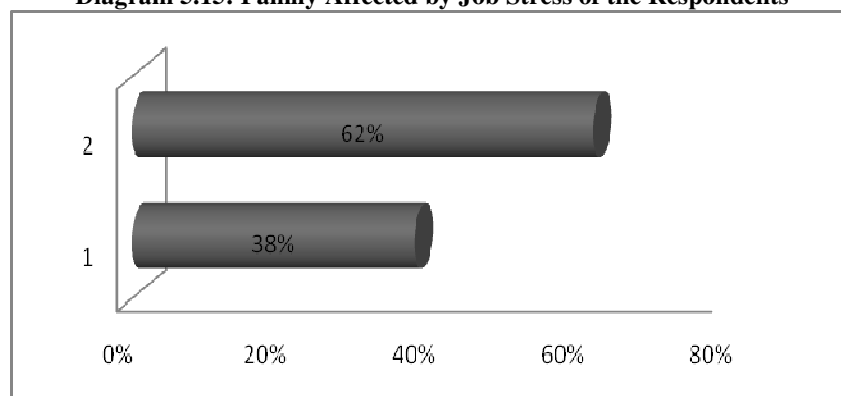
In the study it is found that majority of the respondents(58%)were viewed that sometimes their dual role hinder with family or childcare responsibility, 34% of the respondents never hinder with family or childcare responsibility, 6% opined frequently that their dual role hinder with family or child care responsibility where as only 2% opine that it is not applicable. Since the majority are incapable of handling both the responsibilities. The respondents were lagging with lack of life skills, and coping mechanism towards their occupation.

Table 5.13: Family Complain about the Work

Responses	No. of Respondents	Percentage
Never	25	50%
Frequently	1	2%
Sometimes	24	48%
Total	50	100%

In this study 50% of the respondents replied that they are not getting any complaints from family and they are getting good support to their working. And 2% of respondents frequently getting complaints from their family. And 48% of the respondents stated that sometimes they will get complaining from their family side. It can be interpreted that family members are very much supportive to the women employment. For working women family support to work outside is very much essential.

Diagram 5.15: Family Affected by Job Stress of the Respondents



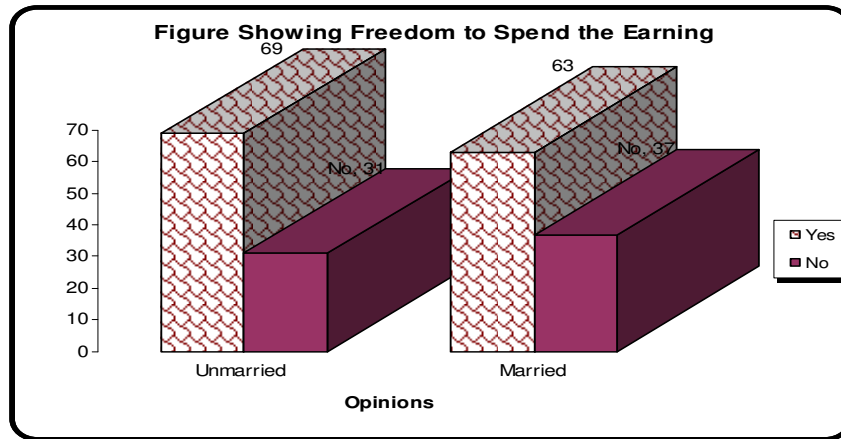
The above table depicts that 62% of the employees responded that their families are not affected by the job stress, where as 38% of the respondents are of the opinion that their families are affected by the job stress of working women. When women work outside the home she might have stress because of their dual role management in both the family and employment, job stress may effect on the family life. Here it can be interpreted that job environment is good so majority of the family is not affected by job stress.



Are you free to spend your earnings to your personal matters?

The above data signifies 69 of the unmarried and 63 of the married working women are having all the freedom to spend their earnings for their personal matters. There is no much significant difference in the correlation test as both married and unmarried working women are similar in their opinion.

Graph No 5.29: Freedoms to Spend Earnings



The hypothesis stated (8) ‘working women have less freedom over spending of salary’ is false and cannot be accepted as 132 respondents (N=200) agreed that they have got complete freedom to spend their salary.

Job Resulting in Marital Conflict

The above diagram gives clear picture about the marital conditions of the working women. Around 22% of the respondents stated that their job is resulting in marital conflicts, 36% of the respondents sometimes will have conflicts due to job in their marital life, and 42% of the employees replied that their job is not resulting in the marital conflicts.

Thus, it can be interpreted that marital conflict is an important indicator of the marital success. Most of the women employees having the marital conflicts because of their job.

Table 5.18: Balancing Work Life and Personal Life

Opinions	No. of Respondents	Percentage
Always	22	42%
Sometimes	23	46%
Never	5	10%
Total	50	100%

The above table and diagram shows that 42% of the respondents were always balance their work life and family life, but 46% of the employees stated that sometimes they can able to manage the balance between work life and family life. Rest of 5% of respondents said that they are not able to balance between their work life and personal life. For women employees there may be the imbalances in their both work life and personal life due to dual role performance.

Table 5.19: Importance to Work Life and Personal Life of the Respondents

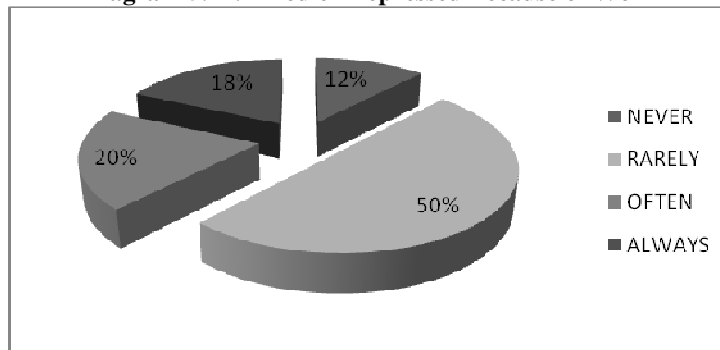
Opinions	No. of Respondents	Percentage
Yes	44	88%
No	6	12%
Total	50	100%

The above table depicts that 88% of the women employees give equal importance to both work life and family life, whereas 12% of the respondents were respond that it is not possible to give equal importance to the personal and professional life.

It reveals that majority of the respondents are giving equal importance to professional and personal life and they are maintaining good balance between them, which help them to play their dual role effectively.



Diagram 5.21: Tired or Depressed Because of Work



The above chart reveals that 50% of the respondents feel tired or depressed rarely because of work. 20% of respondents feel tired or depressed because of work very often, 18% of respondents were always feel tired or depressed because of their work. And remaining 12% of the respondents were never feel tired or depressed because of their work. From the above analysis it can be interpreted that the majority of the respondents were feel tired or depressed because of their work. Work life which usually causes tiredness and depression among working women's, which is adversely effect on their dual role performance.

Table 5.24: Dual Role Affect on Career Development of the Respondents

Opinion	No. of Respondents	Percentage
Yes	14	28%
No	22	44%
Sometimes	14	28%
Total	50	100%

The table and diagram reveals the working women's opinion about the affects of dual role on career development. Around 44% of the respondents expressed that their dual role has not affected on their career development, 28% of the respondents were responded that sometimes the dual role has affected on their career development. Whereas 28% of the respondents were opined that their dual role has affected on career development. Some of the respondents opined that their dual role has affected on career development due to promotion or the family pressures.

Conclusion

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. The work time and work location flexibility, and the development of supportive managers, contribute to increase 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. Thus, Self-management is important; people need to control their own behaviour and expectations regarding work life balance.

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