

WORK – LIFE BALANCE – WOMEN PERSPECTIVE

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ABSTRACT

The government of India and of states and others are inspiring for raising the role of women in the society and hence the contribution of Indian women in the economy of family and country is increased, with the real freedom of India, the Indian women shepherded into a new role right from holding highest public office in bureaucracy to holding highest political positions. Women in modern India now participates in all activities such as education, sports, media, art and culture, service sectors, science, and technology etc. time has changed from “the men earn, and women stayed at home” to “women equally contributed”. But the women still cook and washes and runs the house. So, balancing her work life is biggest task for her. Work-life balance is a term which describes the balance between professional life and personal life. It is the extremely difficult issue faced by women employees, because of their various types of roles at home and at their working place. A good balance between the two can play a crucial role for attaining personal as well as organizational goals.

Women are the building blocks of the society. It is challenging for them to work throughout the day by managing their work schedules with good performance and the family responsibilities. The women employees find it difficult to manage and so-called work life balance will be shattered. In this study an attempt was made for understanding various factors like struggle between time and work, stress level, daily traveling problem, challenges, excessive responsibilities, and satisfaction level etc. related to work life balance of women. The study is based on a structured questionnaire, the responses were taken from around 117 working women who all are employed in numerous sectors of Maharashtra state and the results showed that women are confronting complexity in overseeing their personal and professional life at the same time and hence not finding them hundred percent successful for balancing their work life even after giving their best.

Keywords: Women employee, Personal life, Professional life, Work life balance.

INTRODUCTION

Few decades ago, the women were restrained to do household work like cooking, washing, cleaning, taking care of children, taking care of elders etc. They were counted as home makers and were not given any rights or opportunities to go outside home. But now in the 21st century the story is not the same. Along with the role of home maker they also have an important role to play outside the home, this is because of the improved education, employment opportunities and increase in cost of living. The development in higher education has developed job opportunities for women and hence resulted in their turn from stay-at-home mothers to successful professional women.

The urbanisation and modernization have made rapid changes in Indian families. Indian women from almost all classes entered to various occupations so that they can earn some money. This has opened new panoramas and increased awareness and raised ambitions of personal growth for them. According to the International Business Report (IBR) of business consultancy the proportion of Indian women was occupying senior positions in business has catapulted from 9% in 2011 to 29% in 2020. Times have changed. From an identity confined to kitchen and daily household chores, to an identity in various sectors of work, the role of women has changed significantly. the only difference between the two genders is that men are more accessible to work as compared to women. For

women, it's more difficult because of the traditional mindset of handling both works inside and outside home. In majority of Indian homes, the women still do household work, cooks, takes care of the family members and manages the house. With increase in demands at workplace and at home, the work- life balance of women employees is at stake and women will have to make strong selections to accomplish this balance. Work life imbalance may sometimes lead to absenteeism at workplace and hence inviting stress and lack of concentration at work. The issue of work-life balance is becoming more important as families are preferring a type of nuclear family with dual earners.

NEED OF THE STUDY

Nowadays women are constantly challenged by their increasing demand at workplace as well as at home, everyday after completing a hectic day at office, their responsibility at home starts due to which they are undergoing stress, depression, lower mental health, less life satisfaction for their personal life and increased absenteeism, less job satisfaction, reduction in organizational efficiency, dedications etc. for their professional life. The researcher being a working woman is facing the same and hence decided to study as how women are handling the balance between the two.

Objectives

1. To study the importance of work-life balance of women employees working at various sectors of Urban cities of Maharashtra state.
2. To identify and analyse the professional and personal related factors challenging the work-life balance of working women.
3. To explore the connection and effect of work life balance on working women's personal life.
4. To study the relationship and impact of work life balance on working women's professional life.

RESEARCH METHODOLOGY

Both primary and secondary data were collected, secondary data were collected via various resources like online articles, research papers, journals etc. and for primary data, a structured questionnaire was prepared which comprises of five sections, the first section was on dichotomous questions, second section on questions related to their personal life, third section comprises of questions on professional life, the fourth section was on stress level, challenges, and satisfaction level and the last fifth section was on five point Likert scale for measuring the success level of them in balancing their work life. A total of 117 responses were taken from working women of Urban cities, Maharashtra State.

Sample Design

Working women of Maharashtra state was the population for the study and the sample was working women of urban cities, Maharashtra state.

Research Technique

Convenient sampling technique was used for the study.

Sample Size

Around 117 working women from various sectors like education, health, banking and finance, commerce and management, IT, self-employed etc. of Urban cities of Maharashtra constitutes sample for the study and the data was collected during the period December 2020 to January 2021.

Tools Used For Analysis

The statistical tools like Tabulation, Graphs, Diagrams, Mean, Standard Deviation etc. were used for this present study for analysing the data. Basically, tabulation was used for demographic data, Graphs and diagrams were used for personal as well as professional life questions, stress level, various challenges and satisfaction level of working women, at the end mean and standard deviations were used for a five-point scale regarding success level of balancing work life by working women.

RESULTS AND DISCUSSIONS

Section 1: Demographic Data

The demographic data was designed by considering the variables like age of women, educational qualification, marital status, family

type, kids etc. The data incorporates responses from 117 working women from Urban cities of Maharashtra.

Table 1: Demographic data

Age of Women in years	Percentage	Educational Qualification	Percentage
15-25	18.8	Doctorate	27.4
25-35	21.4	Post- Graduation	41
35-45	23.9	Graduation	27.4
45-55	30.8	Undergraduate	2.6
55-65	5.1	Higher Secondary	1.7
ABOVE 65	0	Secondary	0
		Any other	0
Marital Status	Percentage	Do you have kids	Percentage
Single	34.2	Yes	56.4
Married	63.2	No	24.8
Other	2.6	NA	18.8
Family type	Percentage		
Joint	24.8		
Nuclear	75.2		

It is observed from table 1 that maximum number of respondents are from the age group 35-45 and 45-55 years with higher educational qualification like doctorate, postgraduates, and graduates who all are married, having kids and stays in nuclear family.

Section 2: Personal Life Data

After section 1 the next section covered in this study was questions related to personal life of working women and the data analysis of 117 respondents is as follows.

After demographic questions of having kid and family type, the first question under personal life section was on family support in balancing the work life.

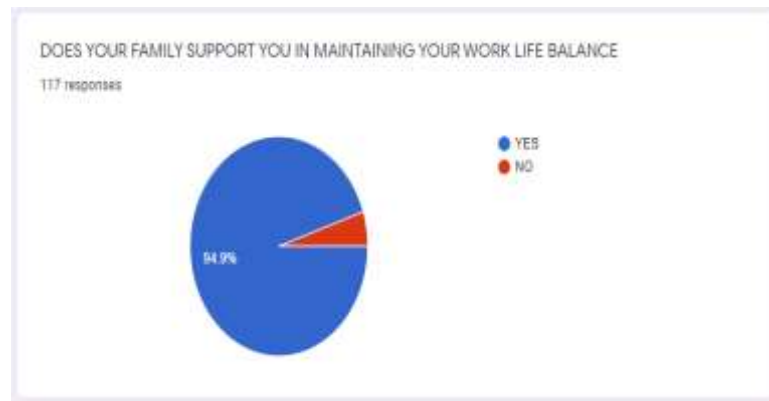


Figure 1: Family Support

Fig. 1 shows that from 117 working women, 94.9% are getting enough support from their family with regards to balancing their work life and remaining 5.1% of them are not getting support from family.

The next questions were on giving enough time to kids also getting enough time for concentrating on their kid's education, the results were as follows,

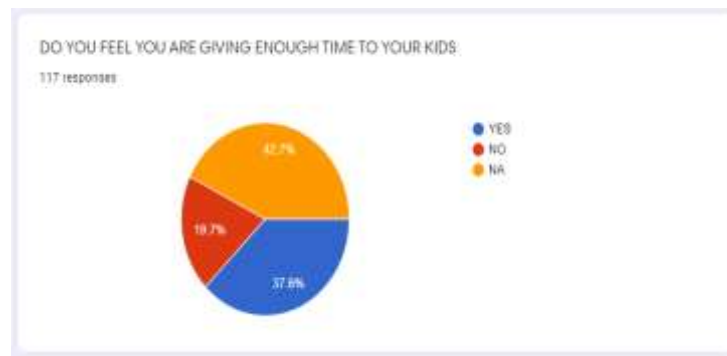


Figure 2: Giving enough time to kids

Fig. 2 reveals that out of 117 working women 37.6% are giving enough time to their kids and

19.7% of them are not able to give them enough time.

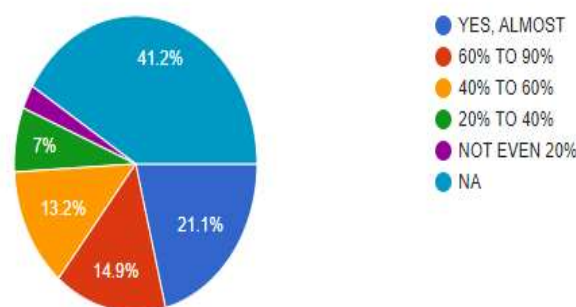


Figure 3: Time dedicated to kids' education

Fig. 3 clearly indicates that 21.1% of respondents are dedicating almost their full time to their kid's education, 14.9% of them are giving 60 to 90% of their time, 13.2% are devoting 40% to 60% of their time, 7% of them are giving 20% to 40% of their time and 2.6% of

them are not able to give even 20% also of their time for their kid's education.

The last question under the section of personal life was on the enough sleep of complete 08 hours for working women, the analysis is as follows,



Figure 4: Enough sleep of 08 hours

From 117 respondents, 20.5% of respondents are getting enough sleep on almost all days, 49.6% of them are getting it on most of the days, 22.2% are getting it rarely and 7.7% are not at all getting enough sleep of 08 hours.

Under this section the questions like working sector, total working hours and work environment were asked and the data interpretation of 117 respondents was as follows,

Section 3: Professional Life Data

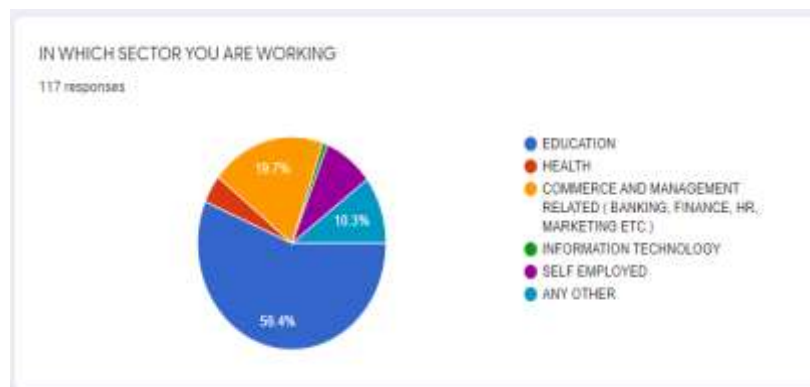


Figure 5: Working Sector

Fig. 5 shows that from a total of 117 respondents, 66 belongs to Education sector, 5 were from health sector, 23 goes to commerce and management related (Banking, finance, HR

and marketing etc.) sectors, 1 from IT sector, 10 are self employed and the remaining 12 fit in to any other working sector.

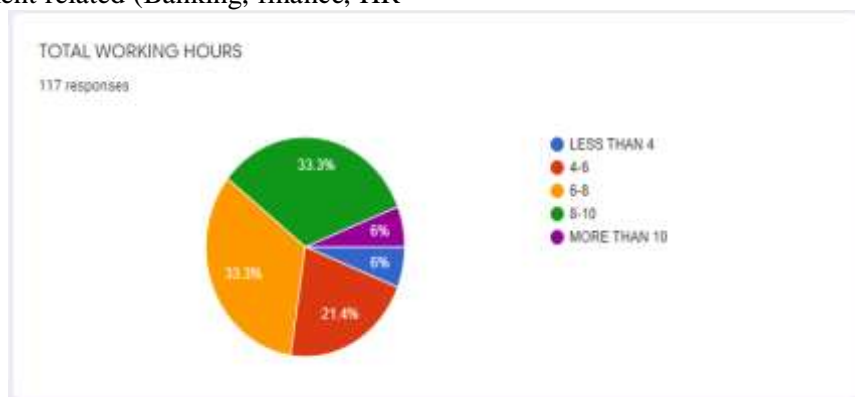


Figure 6: Working Hours

Fig. 6 reveals that 6% of respondents are working for less than 04 hours, 21.4% are

having working hours between 4 to 6 hours, 33.3% of them are working for almost 06 to 08 hours, 33.3% are having their working hours

between 08 to 10 and 6% of them are working for more than 10 hours.

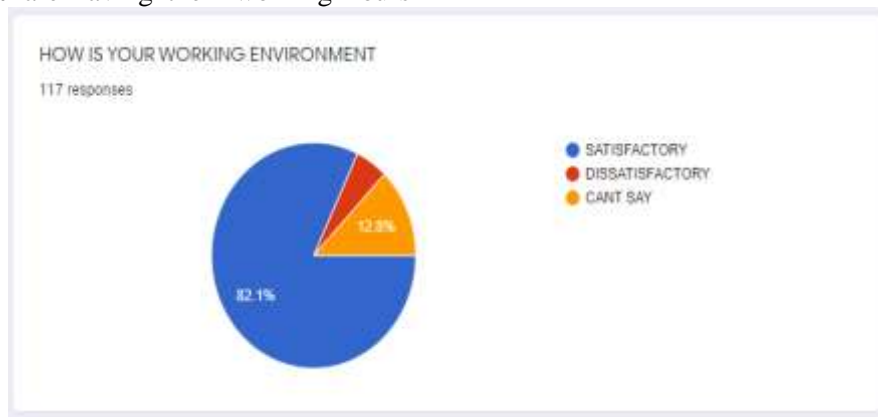


Figure 7: Work Environment

As shown in fig. 7, 96 working women from 117 are satisfied with their work environment, 6 are dissatisfied with the same and 15 are not sure about whether they are satisfied or not with their work environment.

Section 4: Stress, Challenges and Satisfaction level

The data interpretation with regards to stress, challenge and satisfaction level is as follows,

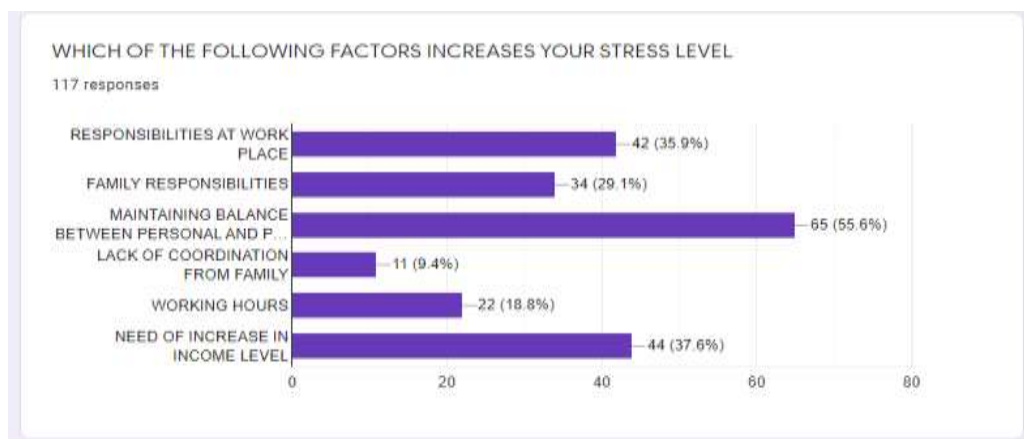


Figure 8: Stress Level

When it was asked about various factors which increases the stress level, 44 women from 117 are facing stress due to their need of increase in income level for their family, 22 are stressed due to more working hours, 11 are facing more stress

due to lack of support from their family, 65 feels stress due to maintaining the balance between personal and professional life, 34 are stressed due to more family responses and 42 are stressed due to their responsibilities at work place.

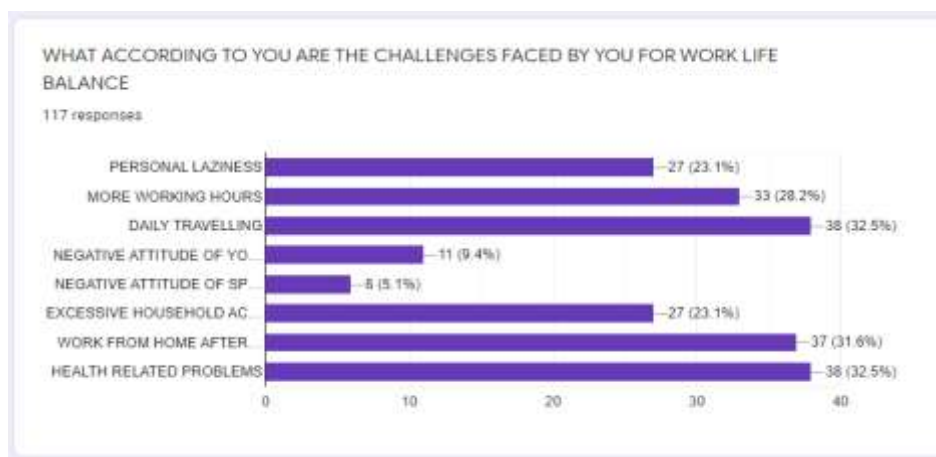


Figure 9: Challenges

Fig. 9 represents various challenges faced by working women for balancing their work life and it was observed that 32.5% of women are facing problems related to their health, 31.6% of them are having a big challenge of doing work of office from their home even after completing office hours, 23.1% of them are overloaded with their excessive household activities, for 5.1% of them the negative attitude of their spouse is their

actual challenge, for 9.4% of them handling the negative attitude of their boss at their work place is more difficult, 32.5% of women faces the problem of daily travelling, 28.2% of them are having more working hours which makes their personal life difficult and 23.1% of them are having personal laziness as a biggest challenge for maintaining work life balance.

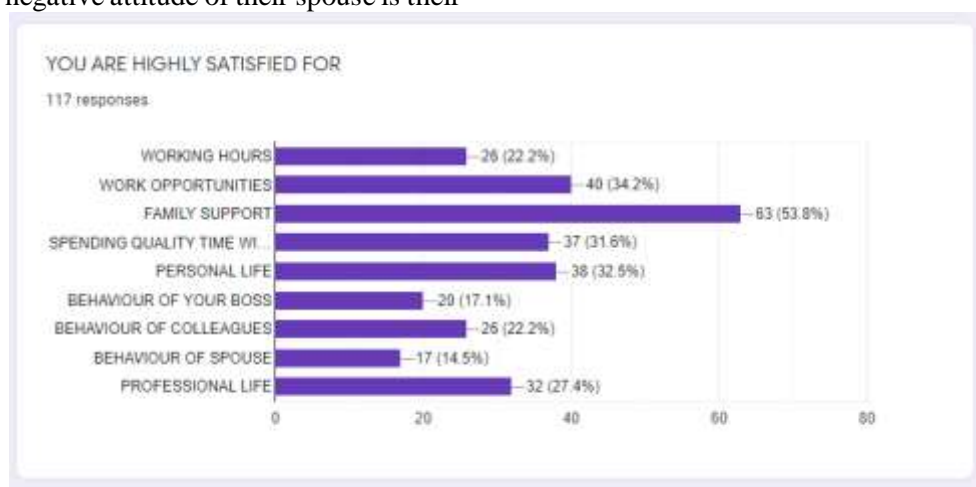


Figure 10: Satisfaction level

Regarding satisfaction level it is clear from fig. 10 that 32 working women out of 117 working women are satisfied with their professional life, 17 are satisfied with the support from spouse, 26 of them are satisfied with the behaviour of their colleagues at work place, 20 are satisfied behaviour of their boss, 38 are satisfied for their personal life, 37 are able to spend quality time with their family, 63 of them are getting good family support and hence highly satisfied with

them, 40 are getting decent work opportunities and 26 are satisfied with their working hours.

Finally at the end a question was asked on a Likert scale from 1 to 5 where 1 indicates unsuccessful and 5 indicates successful for measuring their success in balancing their work life, the analysis for the same is as follows,

Table 2: Mean and standard deviation for success in work life balance

Working Sector	Education	Health	Commerce and Management	Information Technology	Self Employed	Any Other
US	1	0	0	0	0	0
SU	2	0	4	0	1	2
N	20	0	8	1	1	6
SS	31	4	9	0	4	4
S	12	1	2	0	4	0
Total Score	66	5	23	1	10	12
Mean	3.77	4.2	3.39	3	4.1	3.17
(Mean)^2	14.92	17.8	12.26	9	17.7	10.5
Standard Deviation	3.34	2.05	2.98	2.45	3.69	2.71
Rank	2	6	3	5	1	4

From table 2 it is reflected that based on mean scores and standard deviation computed on a five-point scale, the women who all are self employed has topped the list followed by the women working in Education, commerce and management, any other and information technology sectors and the women working in Health sector are the last in the list. This implies that the women who all are self employed are highly successful in balancing their work life as due to self-employment they do not have the pressure from their boss also they can do the work as per their own convenience and there are no fixed working hours for them and the women who all are working in Health sector are less satisfied in balancing their work life as health sector is the sector where the working hours are almost 10 to 15 hours and sometimes due to heavy load of patients occurring as a result of global pandemic the health sector people will have to work for entire 24 hours for 365 days.

CONCLUSION

In today's competitive period with changing demands, regulations, and changes in lifestyles the women workforce is increasing and their contribution to the country, their organization as

well as their family has increased and are considered as valuable. The present study proposes that there are lots of obstacles in work life balance like tug of war between time and work, stress, traveling problem, people's attitude towards their jobs, excessive responsibilities at home and workplace, lack of coordination at workplace and at home, family's expectations etc. due to which the working women are not finding themselves as fully successful in balancing their personal as well as professional life. To sort these obstacles of work life balance there is need to study work life balance. Due to increase in working hours, more responsibility at workplace and at home the health problems and daily travelling is biggest challenge for working women and hence maintaining the balance between the two is more stressful for them. It is necessary for the organizations to understand the pressure which working women faces and helps them in acquiring the balance also acknowledge them for their work which can bring fruitful results to organization as well as to the women employees at the same time it is necessary for family members also to understand the pressure faced by their working wife, mother, sister, daughter in law etc. and help them by supporting them in all types of small as well as big household

activities so that as a result their family life will also be fruitful. In brief there should be some focus by organizations also by family members in making some policies which will help the working women in having the balance between their personal and professional life.

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