

Worklife Balance among Working Women – A Descriptive Study on Selected Employees in Thanjavur Corporation of Tamil Nadu

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ABSTRACT

Work life balance is emerged as a hot topic in recent years. This research gives to a profound understand how work and family relates factors influence the work life balance. Women in our country are faced with a more difficult work-life balancing act as compared to men. Owing to this need for this study to investigate the factors influencing work life balance of women employees in various sectors. This study is descriptive in nature. This research was conducting various working women employees in Thanjavur Corporation of Tamil nadu. Both primary and secondary data were used to collect and carefully analyze by appropriate tools, based a made required interpretations. It has been concluded that women are facing difficulty in managing their personal and professional life at the same time.

Keywords: Work life Balance, women employees, Professional, influencing factors etc.

INTRODUCTION:

Over the past two decades India has experienced sweeping demographic, social, economic and technological changes. These changes have had and continued to have a major input on the work life balance. Maintaining a perfect work life balance became a challenge for almost every one of them. Especially work life balance of women is very difficult. Because women engaged in different types of traditional and non- traditional profession. It is unavoidable for today. Due to this increasing ratio of female work force, the importance of work life balance is also increasing.

In India a women has performed many roles before and after marriage. These roles include being a spouse, care taker, parent, managing daily house hold chores, providing service to community and society. Women also take care of their own health and other personal activities which are often neglected. Because of role overload, family issues, unhappy with work, not enough time for family life and technology and it issues. All of these situations lead to the women absence of work life balances.

Work life balance is concept including proper priorities between work and life style. The concept of work life balance is not new to our generations. It was originating around the mix 1800mids. Later 1970s the term work life balance was first used in United Kingdom. The women liberations movement of the 1980s brought work life balance back to the forefront to accommodate women in the work force; flexible working schedule and maternity leave were popularized. Initially this concept was only for women experienced both hold down carriers in continue primary management of the family and home. Soon these benefits and ideas were expanded encompass professional men and women. The idea that people would work to have balance between their profession and personal lives, more flexibility in managing their schedule and presumptively increase satisfaction from work and life became a key concept in the late 20th century.

Work Life Balance and Work Life Integration:

Recently experts and professionals have been sporting a new term for the wants of today work force work life integration. The new phase is meant to blurs the lines between the separation of work and personal life in the proper of creating cohesive living in other words work life integration means workers want to integrate their excitement for life into their work. They don't want to see work as separate entity from their 'fun' and 'social life.

Consequences of Work Life Balance:

Problems caused by work life balance have become a major concern to both employees and employers. Symptoms of stress are manifested both physiologically and psychologically. It may leads to ill health such as weaker immunity system, frequent head aches and also results of poor coping skills in work.

OBJECTIVES OF THE STUDY:

The main objectives of this study is

- To find out the socio- economic back ground of the respondent.
- To investigate the factors influencing work life balance among working women and the problems of poor work life balance.
- To identify the perceptions of women employees towards benefits and challenges of work life balance

REVIEW OF LITERATURE:

A number of studies have been conducted to study the relationship among work life balance of employees. This research deals with the brief review of the work done in the past on the subject concerned. It has helps besides demanding the limitations of the work done. According to the Wiki pedia, Work life balance is the term used to describe the balance that an individual needs between time allocated for work and other aspects of life. Areas of life other than work life can be, but not limited to personal interest, family and social or leisure activities.

S.V.Jayakumar Bharath,E (et al) (2016} In his study reveals that various factors that impact work life balance of working women employees in information technology companies in India, some of such factors like professional challenges, personal challenges, exploratory factors were analysis is extract the highly imparting. Also comprised of personal challenges such as select attention, insufficient time spent on elders and children care are challenges in work life balance.

Tattheer yawar Ali (et.al)(2013) in their study it is found that employees face a problem of staying in work place for long working hours adversely affect their health and productivities creating stress.

Malgorzata Kivczyk (2013) in his research finds that the enhancement or positive spill over between work and family domains place an important role on individual. Work life balance and well being

VijayaMani (2013) has revealed the major factors influencing the work life balance of women profession in India such as role conflict, lack of recognition, organization policies, gender discrimination, elderly and child care issues, quality of health, problems in time management and lack of proper social support.

Breuning (et al)(2011) women employment participation is also an important factor to be taken care and it was agreed that these are the factors that influence balance decisions to go for a certain type of child care provisions or issues regarding to child care health.

Bohanna (et al) (2012) by reviewing another ten different studies from Newzeland and Australia regarding working hours it was concluded that working hours has a direct impact on work life balance.

METHODOLOGY OF RESEARCH:

Research Design:

This study used descriptive research design. The research were we study and explore various factors to influencing work life balance among working women in various sector such as teaching, healthcare. Industrial and banking professional. It includes surveys and findings enquiries of different kinds. So the major purpose of descriptive research is description of such things, as it is exists at present. The research design of the study is drawn from the importance and scope of the study.

Table 1: Sample chosen for the study

| S.No | Profession | No Of Respondents |
|------|-----------------------------------|-------------------|
| 1 | Bank Staff | 15 |
| 2 | Health care | 15 |
| 3 | Teaching sector (school teachers) | 15 |
| 4 | Industrial sector | 15 |
| 5 | College professors | 15 |
| | Total | 75 |

Source: Primary data

Sample unit and size:

Total sample size is **seventy five questionnaire** collected from the various working women working such as banking, teaching, industries and health care services etc.

Sample Design:

The sample design adopted in this study is convenience sampling method.

Data Collection:

Both primary and secondary data was used in the study.

Primary Data:

Primary data is the first hand information that is collected through well prepared pre testing questionnaire by the researcher personally and the respondent were gathered totally seventy five questionnaires were collected from the respondents. The rate of responses was hundred percentages. This high rate of response is due to personal follow up of made by the researcher. The data was collected from various working women in Thanjavur Corporation of Tamil nadu In India.

Secondary Data:

These secondary data was collected from the various journals, articles, news papers, seminar, proceedings and web resources etc.

Methods and tools used:

To make an effective analysis of data researchers has used, simple percentage analysis, weighted average score analysis and chi-square methods were used.

LIMITATIONS:

- The research had certain limitations due to which it results cannot be generalized.
- Due to time and cost constraint it was not possible to collect more data from the respondents.

DATA ANALYSIS AND INTERPRETATION:

The collected data was edited and coded, to using appropriate tools such as simple percentage analysis, weighted average mean, and chi-square test. Charts and diagrams are also used to simplify the regarding data were used as statistical tools to associate relationship between the various independent variable.

Table 2: Demographic information of the various working women

| Criterion | | No of Respondents(75) | Percentage (%) |
|----------------|--------------|-----------------------|----------------|
| Age (years) | 25- 35 | 22 | 29.33 |
| | 36 – 45 | 29 | 38.67 |
| | 45 and above | 24 | 32.00 |
| | Total | 75 | 100.00 |
| Marital status | Married | 48 | 64.00 |
| | Single | 27 | 36.00 |
| | Total | 75 | 100.00 |

| Criterion | | No of Respondents(75) | Percentage (%) |
|----------------------------|--------------|-----------------------|----------------|
| Monthly income | < 15000 | 11 | 14.67 |
| | 15001-25000 | 28 | 37.33 |
| | >25000 | 36 | 48.00 |
| | Total | 75 | 100.00 |
| Educational qualifications | UG Degree | 32 | 42.67 |
| | PG Degree | 21 | 28.00 |
| | Others | 22 | 29.33 |
| | Total | 75 | 100.00 |
| Experience in years | <5years | 21 | 28.00 |
| | 6-10 years | 22 | 29.33 |
| | More than 10 | 32 | 42.67 |
| | Total | 75 | 100.00 |
| Type of family | Single | 52 | 69.33 |
| | Joint | 23 | 30.67 |
| | Total | 75 | 100.00 |
| Spouse occupation | Government | 11 | 14.67 |
| | Private | 26 | 34.67 |
| | Business | 29 | 38.66 |
| | Others | 09 | 12.00 |
| | Total | 75 | 100.00 |
| Residential area | Rural | 41 | 54.66 |
| | Urban | 34 | 45.34 |
| | Total | 75 | 100.00 |
| Mode of transport | Public | 36 | 48.00 |
| | Own | 29 | 38.66 |
| | Others | 10 | 13.34 |
| | Total | 75 | 100.00 |

Source: Primary Data.

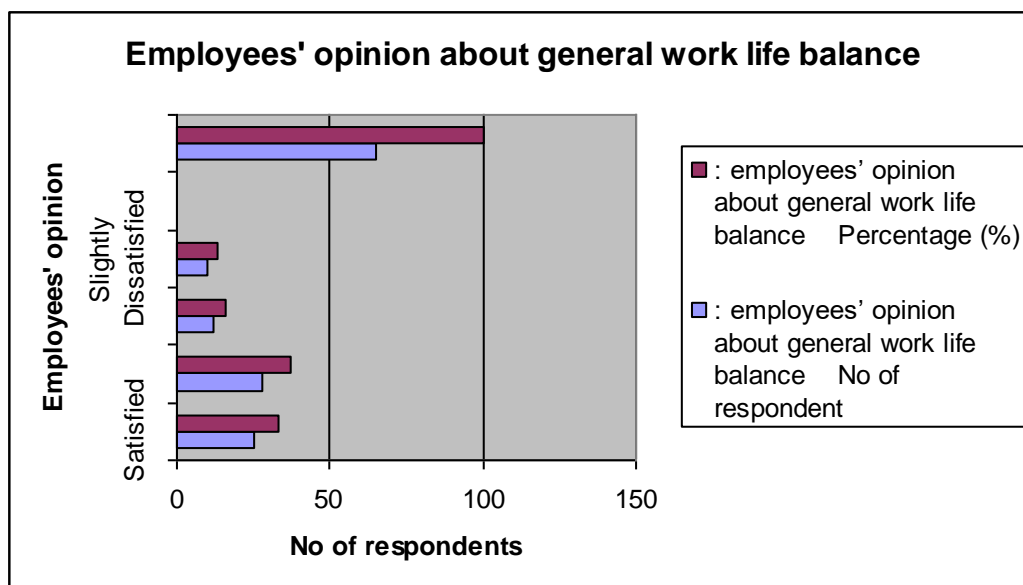
The demographic profile of Table 2 reveals that respondent who were 35 and above 45 years old made up of nearly 70.00% of the entire respondents. Those who were less than 35 years old were constituted 29.33 %. Majority of the respondents sampled were married and they constituted 64.0%. While 36.0% were single. Respondents who were holders of income between less than 15000 constitute 14.67%. 15001 to 25000 were constitute 34.33% and more than 25000 were significantly constitutes 48.00%. Also less than 5 years experience constitutes 28.00% and more than 10 years constitutes 42.67% while 28.00% of respondents constitute 8 to 10 years experience. From this table shows that majority of the respondent belongs to 69.33% single family. 30.00% of belongs joint family. Also 38.06% of their spouses doing some business, 34.67% of their spouses' occupation is in private sector and only 14.67% of spouses engaged in government sector. Also shows that majority of the respondent (41%) is belonging rural areas. Rest of 34% of the respondents constitutes urban area. Majority of the respondents sampled were using public transport for traveling. Only 29% of respondents using own vehicles.

Table 3: Employees' opinion about general work life balance

| Particulars | No of respondent | Percentage (%) |
|-----------------------|------------------|----------------|
| Satisfied | 25 | 33.33 |
| Slightly satisfied | 28 | 37.33 |
| Neutral | 12 | 16.00 |
| Slightly Dissatisfied | 10 | 13.34 |
| Not satisfied | 0 | 0 |
| Total | 75 | 100.00 |

Source: primarydata.

The above table 2 shows 33.33% of the working women were opinion that satisfied in work life balance, 37.33% of working women said that slightly satisfied and 13.34% of respondents said that slightly dissatisfied about work life balance.



WEIGHTED AVERAGE SCORE ANALYSIS:

Weighted average score analysis helps to find out the most preferred attributes and least profound attributes based on work life balance of working women opinion about the following nine attributes.

Table 4: Factor influencing the work life balance of working women

| Sl no | Sources | Always | Often | Occasionally | rarely | Never | (WA) | (WAS) | (WM) |
|-------|---|--------|-------|--------------|--------|-------|------|-------|------|
| 1 | Meeting and training after working hours | 32 | 24 | 8 | 6 | 5 | 222 | 2.96 | 2.22 |
| 2 | Entertainment to out side activities | 28 | 31 | 9 | 7 | 0 | 230 | 3.06 | 2.30 |
| 3 | Welfare measure of working place | 14 | 22 | 16 | 18 | 5 | 172 | 2.29 | 1.72 |
| 4 | Inflexible working hours | 42 | 15 | 12 | 3 | 3 | 240 | 3.20 | 2.40 |
| 5 | Household demands | 27 | 18 | 20 | 5 | 5 | 217 | 3.96 | 2.17 |
| 6 | Lack of organization support | 29 | 24 | 18 | 2 | 0 | 232 | 3.09 | 2.32 |
| 7 | Spending time with their family and friends | 24 | 22 | 13 | 4 | 12 | 192 | 2.56 | 1.92 |
| 8 | Technological Advancement | 18 | 21 | 19 | 11 | 6 | 184 | 2.45 | 1.84 |
| 9 | Peer pressure | 13 | 17 | 22 | 13 | 10 | 160 | 2.13 | 1.60 |

*WA- Weighted average, WAS- weighted average score, WM- Weighted Mean

Source: Compiled by the researcher

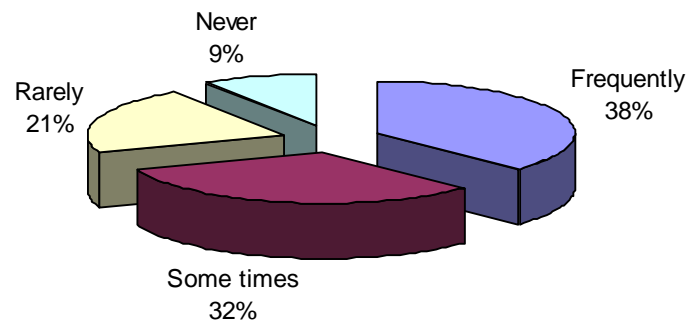
The above table 4 reveals that the weighted average score and weighted average score analysis with respect to the to the factors influence of work life balance of working women. It ranges from 2.42 to 1.60. From this table working women stated that inflexible work schedule are highly influenced that (2.32). Second factor were organization support (2.30), third factor influencing entertainment to out side activities (2.40). The fourth factor was meeting and training after working hours. (2.22). Fifth and sixth one was household demands (2.17) and spending time with family (1.92) respectively. Seventh factor was technical advancement (1.84), eight factors was welfare measures provide on the working places (1.72) and ninth factor indicates that peer pressure (1.60). Form this, It could be concluded that the inflexible time schedule is highly influenced by work life balance of working women (2.42).

Table 5: opinions about Health problems

| Particulars | No of respondents | Percentage (%) |
|--------------|-------------------|----------------|
| Frequently | 28 | 37.33 |
| Some times | 24 | 32.00 |
| Rarely | 16 | 21.34 |
| Never | 07 | 09.33 |
| Total | 75 | 100 |

Source: Primary Data.

opinions about Health problems No of respondents



Chi- Square Analysis

1. **H₀** : There is a significant associate between age and the stress
H_a: There is no significant associate between age and their stress
2. **H₀**: There is a significant associate between Transport and work life balance.
H_a: There is no significant associate between Transport and their work life balance of working women.

Table 6: Chi-square analysis associate between Age and stress, transport and their work life balance of working women

| Factor | Calculated value | Table value | Degrees of freedom | Remarks |
|---------------------------------|------------------|-------------|--------------------|-------------------------|
| Age and stress | 5.176 | 12.592 | 6 | Significant at 5% level |
| Transport and work life balance | 9.327 | 15.507 | 8 | Significant at 5% level |

Source: Compiled by the researcher

Table 6 shows that chi-square analysis associate between Age and Stress and also associate between Transport and Work life balance. Since the calculated value is less than the table value at 5% level (0.005) percentage level of significance, the null hypothesis was accepted.

FINDINGS:

The present study confirmed the findings enlisted as follows,

- ✓ The majority of 72.00% of respondent were participated in the study were aged 36 to 45 and above, only 30% of the respondents were participate less than 30.00% years old.
- ✓ It was found that 50.67 % of working women were stated that work life balance was slightly dissatisfied
- ✓ The majority of the respondents experience is 72% is more than 6 years of his/her jobs.
- ✓ Also found 69.35 % of respondents were belongs to single family.
- ✓ Majority of around 69% of working women opinions about experienced health problems relates to work life balance
- ✓ From this weighted score analysis the major factor influences in work life balance is inflexible time and least is peer pressure.

SUGGESTIONS:

- ❖ Need to introduce flexible time schedule
- ❖ Provide proper transport facilities for employees
- ❖ Take necessary steps to make sure good work life policies of the employees
- ❖ Average adequate relaxing techniques such as meditation, yoga, family entertainment etc. so that can manage the work life balance efficiency.

CONCLUSION:

This research concluded that women are facing difficulty in managing their personal and professional life at the same time. Work and life balance will not only deep balance work and family. But also give more power, confidence and strength. It will give happiness and inner peace. It may help to improve their efficiency.

SCOPE OF FURTHER RESEARCH:

This research provides gateway for further research also. It gives scope for further study. Work life balance of employees in healthcare services is suggested for the future investigation.

The present study was made generally on working women. The scope of the work could be enlarged to particular areas. Effect of work life integration on health status of women can be analyses and also focus on a wider sample size in order to get more generalized results.

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