

## **A Study on Work-life balance of Women Employees in Palakkad District.**

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### **Abstract**

Work-life balance is a term used to describe the balance between an individual's professional and personal life. A healthy work-life balance assumes great significance for working women particularly in the current context in which both, the family and the workplace have posed several challenges and problems for women. In this literature review, several studies related to the subject have revealed that women usually face role conflict more than men. Work-family conflict occurs when an individual experiences incompatible demands between family and work roles, causing participation in both roles to become more difficult. This imbalance creates conflict at the work-life interface. Many family-friendly organizations feel the need for work-life balance which includes recruitment and retention of valuable work force, reduced employee stress, job satisfaction, reduced absenteeism, health benefits, and better life balance, by applying some interventions in the area of working hours which have been successful in improving work-life balance, such as, flexible working hours. With the basis of extant literature, primary and secondary data, the present paper has made an effort to understand the current status of WLB among women employees in Palakkad district.

Keywords : Work-Life Balance, Working Women, Personal Life, Professional Life, Stress.

### **Introduction**

The most significant aspects of life are one's career and ambitions. The majority of women are seeking work to support their families. Because of changes in the environment and economic conditions, this transformation is now normal and dynamic. Women's greatest struggle is balancing the responsibilities of family and employment. Career progress, Work Stress, Career aspiration, Work-Family Conflict and Family Work Conflict, Child care with Work-Life Balance (WLB) and its methods are all identified as a few reasons.

Since women are equally sharing the earning duty for the welfare of their families, the work-life balance of women employees has become a major topic. Women are gaining employment and continuing to work after marriage. In caring for small children and families, a married woman bears more duty than a male. Working women, by their commitment and perseverance, successfully overcome adverse situations. Women's participation in income-generating activities allows them to meet their domestic demands to a larger degree.

Work-Existence Balance refers to an individual's ability to schedule their professional and personal hours to live a healthy and serene life. It focuses on women's values and attitudes toward their age related to arranging and balancing their work and personal lives.

Work-Life balance isn't something that happens by accident. It entails the efforts of various stakeholders, including the employee, the organization for which the person works, the employee's family, and the society in which the employee lives. Today's career women are continually challenged by the demands of full-time work and when the day is done at the office, they carry more of the responsibilities and commitments at home. Women report that their lives are a juggling act that includes multiple responsibilities at work, heavy meeting schedules, business trips, on top of managing the daily routine responsibilities of life and home. "Successfully achieving work/life balance will ultimately create a more satisfied workforce that contributes to productivity and success in the workplace.

## Review of Literature

Rendon (2016) discussed that women usually suffer from the guilt-complex of not spending enough time during the tender age of their children and being forced to leave them for work. Thus, women employees face a dual burden of work and family which creates role conflict and stress (Rendon, 2016)

In most societies, work-life conflict seems to be quite high especially in case of working women. This is because in majority of societies worldwide, women have traditionally shouldered the bulk of family responsibilities and remain primarily responsible for their children and the care of the elderly (World Bank, 2016). Thus, work life balance is seen more as women issue due to the traditional mindset, where the woman is considered primarily responsible for the smooth running of the day to day affairs of the family irrespective of her job profile and official responsibilities. This explains why managing work and family responsibilities can be very difficult for working women (Omar et al., 2015; World Bank, 2016).

Based on earlier research and findings (for example, Schieman, and Glavin, 2008; Kamau, et al., 2013; Ojo et al., 2014; Oludayo, et al., 2015), there seems to be a relationship between work-life balance and different variables. Researchers around the world have carried out the studies on job satisfaction, role conflict, involvement, stress, commitment, workload, absenteeism, burnout, motivation, turnover, intention to leave, and so on, and directly or indirectly linked with professional and personal life balance (Schieman, and Glavin, 2008; Kamau, et al., 2013; Oludayo, et al., 2015).

According to Tomazevic, Kozjek and Stare (2014) the meaning of work-life balance is to effectively combining professional life with personal obligations and creates a harmony between these two aspects .It can be defined as the absence of conflict between professional and personal

life. He has discussed both positive and negative consequences as a result of both work-life balance and work-life imbalance. If there is balance in work-life, employees get motivation and job satisfaction increases while imbalance create dissatisfaction among employees.

According to Amstad et al. (2011) work interfering with family is more associated with work related outcomes than family related outcomes. While work-life balance has a positive consequence, imbalance in work-life has numerous negative consequence for both employees and employers.

According to Amstad et al. (2011) a stressful environment can create imbalance in work-life. Another reason of an imbalance work-life is the lack of support of the managers .If manager does not support their sub ordinates most likely employee’s work-life harmony will be affected. Long working hour is another reason for creating imbalance between work and life

Researchers have provided different kinds of solutions in order to eradicate the conflict between work-life. These solutions provide a guideline for maintaining work-life balance. According to Beutell and College (2010) supervisory support is important in order to maintain work-life balance. A supportive management is required to minimize the work-life conflict. A well-defined policy is mandatory to maintain harmony between work and life.

**Objectives of the study**

- To study the job related variables and the work life balance of female professionals.
- To study the employee related variables and the work life balance of female professionals.

**Research Methodology**

The design for this study is descriptive research design. In this study, both primary and secondary data were used. Primary data was collected with a structured questionnaire from a sample of 300 respondents from Palakkad district through email. Secondary data was collected through websites and internet journals. The information thus collected has been analyzed with the assistance of various statistical tools and techniques.

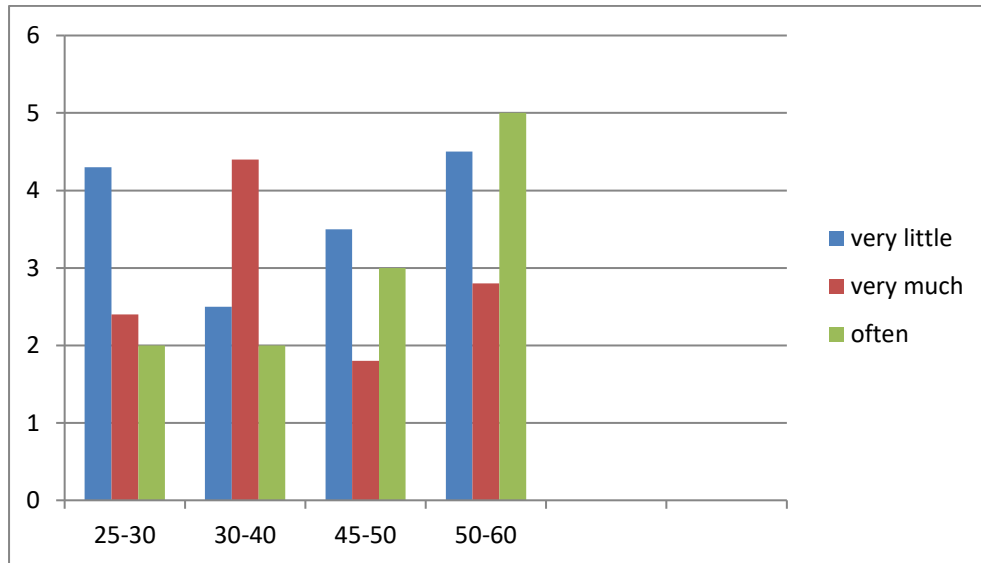
H0: There is no correlation between job related variables and the work life balance of female professionals.

H1: There is a correlation between job related variables and the work life balance of female professionals

**Table.1 does any of the family members help with the house keeping?**

|             | frequency | percentage | Valid percentage | Cumulative percentage |
|-------------|-----------|------------|------------------|-----------------------|
| Very little | 35        | 6.00       | 6.00             | 6.00                  |
|             | 24        | 4.00       | 4.00             | 10.00                 |
|             | 36        | 16.00      | 16.00            | 26.00                 |
|             | 25        | 32.00      | 32.00            | 58.00                 |
| Very much   | 21        | 42.00      | 42.00            | 41.00                 |

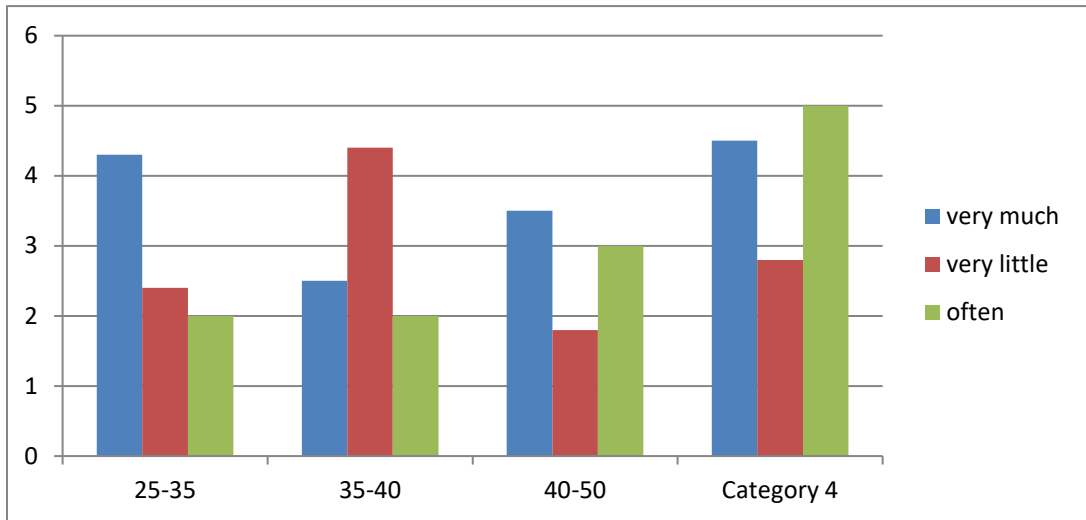
|       |            |            |            |            |
|-------|------------|------------|------------|------------|
|       | 45         | 52.00      | 62.00      | 22.00      |
|       | 62         | 31.00      | 74.00      | 74.00      |
| Often | 52         | 62.00      | 81.00      | 81.00      |
| Total | <b>300</b> | <b>100</b> | <b>100</b> | <b>100</b> |



The above table and diagram depicts that 6% of the respondents believe that their family member helps them very little in housekeeping and 42% of the respondents believe that their family member helps them very much in housekeeping.

**Table 2: Does any mental support given by any of the family members while working?**

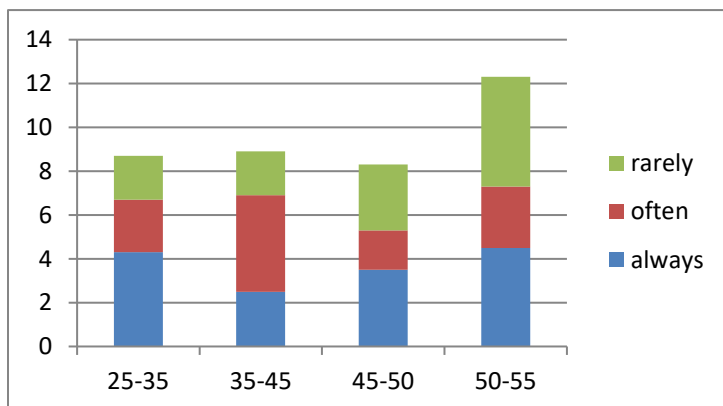
|             | frequency  | percentage | Valid percentage | Cumulative percentage |
|-------------|------------|------------|------------------|-----------------------|
| Very little | 42         | 6.00       | 6.00             | 6.00                  |
|             | 36         | 4.00       | 4.00             | 10.00                 |
|             | 71         | 16.00      | 16.00            | 26.00                 |
|             | 12         | 32.00      | 32.00            | 58.00                 |
| Very much   | 24         | 42.00      | 42.00            | <b>100</b>            |
|             | 50         | 53.00      | 53.00            |                       |
|             | 65         | 71.00      | 71.00            |                       |
| Total       | <b>300</b> | <b>100</b> | <b>100</b>       |                       |



The above table and diagram depicts that 12% of the respondents believe that their family member gives them very little mental support and 42% of the respondents believe that their family member gives them very much mental support while working.

**Table.3: Does your work need innovation?**

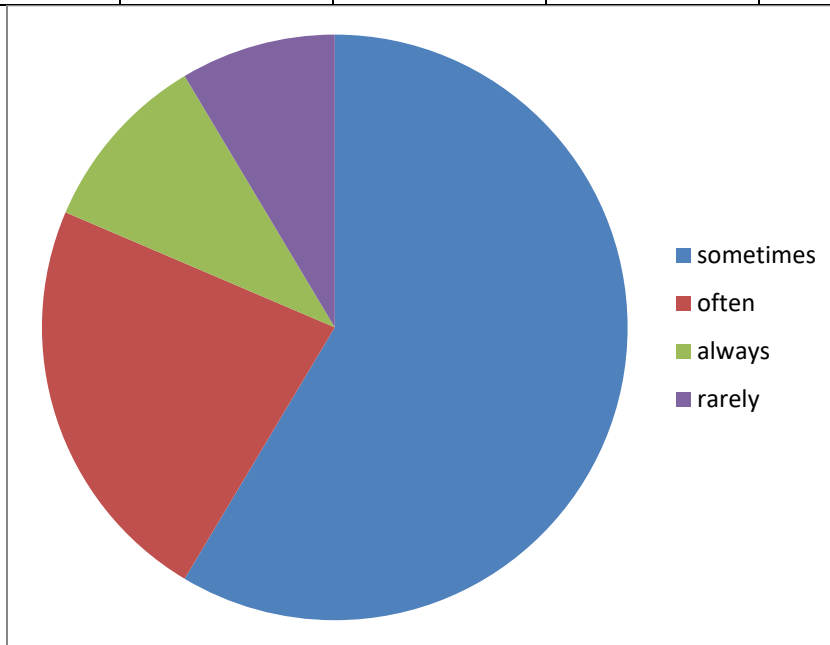
|                  | frequency  | percentage | Valid percentage | Cumulative percentage |
|------------------|------------|------------|------------------|-----------------------|
| <b>Always</b>    | <b>44</b>  | 6.00       | 6.00             | 6.00                  |
| <b>Often</b>     | <b>92</b>  | 4.00       | 4.00             | 10.00                 |
| <b>rarely</b>    | <b>32</b>  | 16.00      | 16.00            | 26.00                 |
| <b>Sometimes</b> | <b>71</b>  | 32.00      | 32.00            | 58.00                 |
| <b>never</b>     | <b>21</b>  | 42.00      | 42.00            | <b>100</b>            |
| <b>total</b>     | <b>300</b> | <b>100</b> | <b>100</b>       |                       |



The above table and diagram depicts that 10% of the respondents agree that their work always need innovation, 12% of the respondents say often, 16% say sometimes, 42%of the respondent says rarely, and 20% of the respondents says their work never need innovation.

**Table.4 Do you have sufficient skills and capacities all you need**

|                  | frequency  | percentage | Valid percentage | Cumulative percentage |
|------------------|------------|------------|------------------|-----------------------|
| <b>Always</b>    | <b>44</b>  | 6.00       | 6.00             | 6.00                  |
| <b>Often</b>     | <b>72</b>  | 4.00       | 4.00             | 10.00                 |
| <b>rarely</b>    | <b>32</b>  | 16.00      | 16.00            | 26.00                 |
| <b>Sometimes</b> | <b>81</b>  | 32.00      | 32.00            | 58.00                 |
| <b>never</b>     | <b>21</b>  | 42.00      | 42.00            | <b>100</b>            |
| <b>total</b>     | <b>300</b> | <b>100</b> | <b>100</b>       |                       |



The above table and diagram depicts that 26% of the respondents agree that their Work have all the skills and capacities, 12% of the respondents say often, 16% say sometimes, 42%of the respondent says rarely, and 20% of the respondents says they never need all the skills and capacities to do their work.

**Conclusion**

According the findings, measuring females' work-life balance solely on the basis of employee and job-related characteristics is insufficient. The study’s findings differed from those of a previous study conducted in an Indian sector. However, any conclusions drawn from the

findings of this study should be approached with caution, as the communicator appears to be indecisive in responding to the questionnaire. Despite the cover-up, we discovered that the average score for the bulk of the items assessed for work satisfaction, work-stress, and job-related factors only ranges from 2.0 to 3.6 (on a scale of 1 to 5) satisfaction. We indicate that future studies should cover both sides of relatives and the work-lifestyles of a person are important. For working females, that is a current challenge. Blow-by-blow making plans and private endeavors could make a person's lifestyle balanced. It is done whilst a person experiences gladly together along with her non-public lifestyles in addition to running lifestyles. Governance and the society together must proceed for concerning a female's work-lifestyle stability to carry out their high-grade at each end.

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