

## WORK LIFE BALANCE FOR WOMEN IN VARIOUS SECTORS

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### ABSTRACT

Nowadays trying to balance with personal life and professional life is very difficult. Balance is much essential in all the events of our day-to-day life. The problem arises only when there comes a conflict between different roles that is played by a women in a family. This affects women both mentally and physically, which leads to stress and makes them not participating in any of the activities briskly. If there is no balance in the working environment there is unbalanced thoughts, behaviour and decisions. The problem which arises in the professional life it automatically creates an impact in the personal life of the women and vice versa. This paper helps us to know about the problems and the risk that is faced by women and to also manage the stresses which emerges in the workspace and living space and an approach to perform skillfully.

**KEYWORDS** : Personal life, Professional life, Unbalanced thoughts, Workspace, Living space.

### INTRODUCTION

Often, work takes precedence over everything else in our lives. Our desire to succeed professionally can push us to set aside our own well-being. Creating a harmonious work-life balance or work-life integration is critical, though, to improve not only our physical, emotional and mental well-being, but it's also important for our career.

Work-life balance is the state of equilibrium where a person equally prioritizes the demands of one's career and the demands of one's personal life. Some of the common reasons that lead to a poor work-life balance include:

- Increased responsibilities at work
- Working longer hours
- Increased responsibilities at home
- Having children

### **Work-life balance and women**

Traditionally, women have been looked upon as nurturers and care givers and assigned all roles related to maintaining and managing a family. Men perceive themselves as breadwinners and society also expects them to perform work roles to earn and support the family. However, the nature of work-force has been changing and the percentage of men as wage earners and women as housewives has been rapidly declining.

In urban India, the percentage of dual-earner couples is gradually increasing and for most women and men today, their work environment and the family have become the two important institutions in life. Changes in the workforce are accompanied by changes in values, creating a new emphasis on the balance between work-life and family life (Hall 1986). Work-life balance assumes great significance for women as they are virtually in two full time jobs - one at home and the other at office. Working mothers often have to challenge perceptions and stereotypes that evolve as a working woman becomes a working mother... When a woman seeks a position of power within an organisation, she must consider the toll on other facets of her life, including hobbies, personal relationships and family.

Most executive jobs require a substantial amount of time and effort, which a working mother may not be able to devote due to family obligations. So also, it may be nearly impossible for a working mother in a top management position to be the primary care giver of her child. Women often find it harder to take care of balance on account of the competing pressures of labor and demands reception. Working women need to carefully handle their personal balance and skilfully

blend their roles, so on optimise their potential altogether quadrants of life.

## REVIEW OF LITERATURE

**MAC. Fathima Aroosiya [1]** The working women have dual roles namely role in the working place and role at home in the modern economy. This leads to face more difficulties in the life of working women in order to be more effective in their dual life while the working men have less pressure comparing with working women. Thus, achieving balance between work life and personal life is an important concept in the life of working women since the imbalance between the work life and personal life will affect adversely. This study is aimed to identify the level or extent of work life balance of working women.

**Anshu thakur, Vishal geete [2]** The government of Indian as well as of states and others too are advocating for increasing the contribution of women in the society for that the government has also introduced reservation for women as well as age limit has been increased for applying to government jobs for women. It has increased the contribution of Indian women in the economy of family and country. But what about the balance between their work life and family life. For that purpose such study has been conducted and the data has been collected from the women respondents of education sector.

**Vijaya Mani [3]** The research attempts to gain insight in to the role of a sample population of women employed in different occupations, in balancing work and life in Tamil Nadu, India. Data were collected by sampling along with semi-structured interviews and a questionnaire. The data was studied and analysed in order to explore and portray the sensitivity of women in the formal work organizations and primary family system.

**R.Balaji [4]** Worklife balance of women in IT sectors is gaining the domain place in highly discussed topics. Family and work conflict are more likely to exert negative influences in the family, resulting in lower satisfaction in life and greater internal conflict within the family.

**K.Thriveni Kumari, Dr.V.Rama Devi [5]** In the recent times, the issue of work-life balance has gained more attention due to the individual's work life and personal life may present conflicting demands on one another, the demands from both the sides are equally important. WLB is

maintaining the balance between performing roles and responsibilities at work and at home.

## **OBJECTIVE OF STUDY**

The following are the objectives of the study

- To study the demographic profile of the women in various places.
- To identify the problems of the respondents with regard to work life balance.
- To suggest appropriate measure to improve the work life balance of employees based on the findings of the present study.

## **METHODOLOGY**

This study of the objective is based on collection of data. The required data is collected from the sample respondents with the help of a questionnaire designed for the purpose and through personal interviews. The secondary data will be collected from magazines, books, journals, websites, research papers and other related projects. By considering the size of the population, the researcher has planned to adopt Convenient sampling method for this study.

## **TOOLS USED**

The following tools are used for the findings

- Magazines
- Books
- Journals
- Websites
- Research paper
- Articles

## ANALYSIS & FINDINGS

**Table: 1- Mean Scores of Satisfaction with Work-Life Balance of Women Employees in Different Sectors**

Nature of the sector	VS	S	N	DS	VDS	Total score	Mean Score	Rank
Education	6	32	17	5	0	219	3.65	5
IT	5	36	11	8	0	218	3.63	6
BPO	12	34	12	2	0	236	3.93	2
Health care	14	24	18	4	0	228	3.86	3
Banking	11	41	4	4	0	239	3.98	1
Insurance	5	41	9	5	0	226	3.77	4

(VS-Very Satisfied, S-Satisfied, N-Neutral, DS- Dissatisfied, VDS-Very Dissatisfied)

This table shows the Mean Scores of Satisfaction with Work - Life Balance of Women Employees in Different level of respondents with their work-life balance in the select service sectors. Greater part of the banking sector respondents (86%) reported highest level of work-life balance. It is followed by BPO sector respondents (77%) and Insurance sector respondents (77%) occupying the second place. The finding is in accordance with study revealed that respondents from the banking sector enjoyed better work-life balance as compared to the respondents from other sectors. 68% of IT sector respondents, 63% of Education sector respondents and 63% of Health care sector are highly satisfied with work-life balance. As far as the respondents who have low level of work-life balance, IT sector respondents topped the list constituting 14%. It may be because of the influence of technology which has blurred the line between work life and personal life.

Table: 2- Levels of Satisfaction with Work-Life Balance

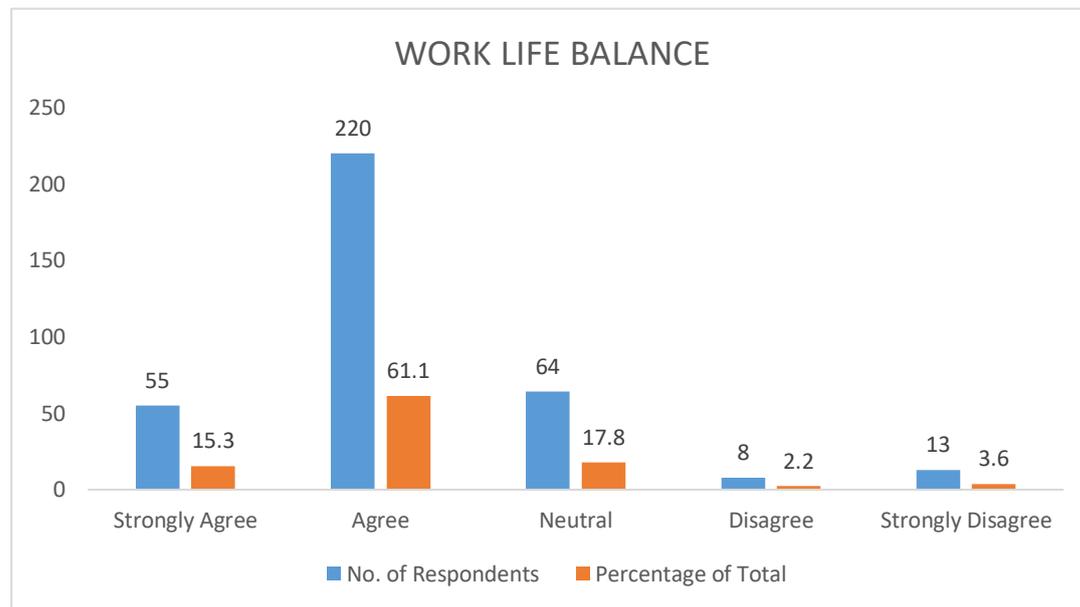
Sector	Satisfaction with work –life balance						Total	
	High level		Medium level		Low level			
	N	%	N	%	N	%	N	%
Education	38	63	17	28	5	9	60	100%
IT	41	68	11	18	8	14	60	100%
BPO	46	77	12	20	2	3	60	100%
Health care	38	63	18	30	4	7	60	100%
Banking	52	86	4	7	4	7	60	100%
Insurance	46	77	9	15	5	8	60	100%

This table shows the respondents of select service sectors of the study are able to balance their work life and personal life. It is clear from the table that out of 360 respondents, 76.4% (275) respondents say they are balancing their work and personal life. 17.8% (64) are neutral in their response and 5.8% (21) respondents articulated that they were unable to balance their work-life.

TABLE: 3 - ABILITY TO BALANCE WORK LIFE AND PERSONAL LIFE

Work-Life Balance			
S.No	Work-Life Balance	Number of Respondents	Percentage of Total
1.	Strongly agree	55	15.3
2.	Agree	220	61.1
3.	Neutral	64	17.8
4.	Disagree	8	2.2
5.	Strongly disagree	13	3.6
<b>Total</b>		<b>360</b>	<b>100</b>

**Figure 1 - ABILITY TO BALANCE WORK LIFE AND PERSONAL LIFE**



## IMPLICATIONS

Following are some implications for flexible work options aimed toward providing a far better balance between work and life for workers .

- ✓ Management Support for work/life balance is crucial for an organisation to succeed. Having just the policies isn't enough.
- ✓ Regular employee surveys can help to know workers needs and style appropriate policies.
- ✓ Assist employees to prioritise their work, otherwise they're going to think everything is equally important.

- ✓ Training of managers and supervisors to know when their staff is overworked.
- ✓ Organise seminars and training for workers to know the importance of balance between their personal life and work.
- ✓ Restrict work to be taken home regularly. this could be the responsibility of the corresponding supervisor, so work gets wiped out office but not reception .
- ✓ Allow many leave options such a community service leave, pet care.
- ✓ Allow work from home, flexitime and leave without a doctors certificate.
- ✓ Allow children to go to office time to time. it's going to be an honest idea to possess a “bring your kid to work” days.
- ✓ Implement the choice to figure from home while taking care of youngsters or elderly parents.
- ✓ Organise company funded family oriented activities like family dinners, movie nights or trips to theme parks a minimum of once a year on a weekday.

## CONCLUSION

Women are expanding in expertly prepared instructive foundations and in associations. This investigation has investigated a portion of the issues at work and home and how women have consolidated their professions with family life. The accompanying ends can be drawn:

There is a particular new pattern in work direction. More women who join the association are from monetarily solid families. They are focused on their occupations and appreciate places of obligation, yet they are confronted with issues of versatility and moderate advancements because of time imperatives and family duties. They additionally face issues involved with male subordinates. The investigation shows that there is some change prompting liberation of women as they are progressively getting hitched by selection of accomplices than through masterminded relationships and going into intercaste, between strict decisions. The time of marriage is additionally moving from 22 to 26-30years old enough. However, parents condition married women and society to acknowledge their jobs as subordinates to 'spouse' and the 'home' and 'kids' as a lot of obligation. Unmarried women have less issues yet they have imperatives on associating with loved ones. Change in Indian culture is moderate, however women have certainly begun progressing in the direction of social change by valiantly moving from conventional principles of union with advancement. Women consolidate work and family existence with the assistance of 'mother' or 'relative' tolerating the idea of one kid and bringing forth a youngster simply subsequent to settling in a vocation. They likewise give quality time to kids and don't offer need to advancements and vocation development. Unmarried women can improve in light of the fact that they don't have home duties. It is completely evident that women think that its hard to shed their role as housewife or mother on account of the conditioning by parents that the essential obligation of the women is 'her home'. The male in India is rejected from this duty. Sexual orientation equity will set aside a long effort to be built up in India.

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