

Women Worklife Balance With Specific Reference To Coimbatore City

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Abstract- *The purpose of this study on women work life balance with specific reference to Coimbatore city Working women play a crucial role in human progress and hold a significant place in the society. In the past, man played a dominant role in the society and provided all the resources required for the family, while woman was responsible for household chores like caring, nurturing children and managing home. However, due to higher education and socioeconomic developments, women have entered into different fields to build robust careers at par with men. Today's working women are facing conflicting demands from both work and life domains. They find it difficult to manage and balance between the pressures of work place and duties belonging to home and family. Achieving a balance between work and life is acritical issue for women employees these days. Work life balance is a concept that deals with maintaining a proper balance between work and home responsibilities. This paper is based on the review of existing literature that deals with various aspects of work life balance of working women. This literature review throws light on definitions and theories related to work life balance, variables of work life balance, challenges related to working women, work life initiatives and strategies for work life balance and outcomes of work life balance.*

Keywords- Women, work life ,caring, Healthcare, work time.

I. INTRODUCTION

Work life balance is the interaction between work and other activities that include family, community, leisure, social obligations, health and personal development. Striking a fine balance by prioritizing these is work-life balance. It is individual specific and keeps changing over time. According to Stewart, Professor of Management and Founding Director of Wharton School's Leadership Program "A one size fits all mentality in human resource management often perpetuates employees. It is about the right combination of the individual's participation in the work and other aspects of their life. This combination changes over a period of time. Work-life balance is a state where the tensions between the work-life and personal life is minimized by having proper policies, supportive management, provisions at work place and good

relations in personal life. Performance and job satisfaction of the employees are said to be affected by work-life balance. Work-life balance of employees helps in reducing the stress level at work and increases job satisfaction. Organizations have realized the importance of work-life balance with respect to the productivity and the creativity of the employees. Employers are now offering flexible working hours, team outing health care centres, day care centres to motivate the employees to work efficiently. As a result employees feel motivated and become loyal and committed towards the organization as it puts an extra effort to strike a healthy balance between work and life. Organizations face many challenges in implementing the policies of work-life balance as employees today are not looking out just for a job but they want the organization to cater to their well being also. Work-life balance approach in the Indian perspective:

Work-life balance approach in the Indian perspective: The concept of work-life balance has been essentially stemmed from Western management theories. Companies like Infosys, Wipro, Yahoo India, Google India Dell India, Microsoft India, Accenture and HCL Technologies amongst many others have already begun taking steps in this direction. The steps taken by the Indian companies to maintain a good work-life balance at their workplaces.

Our complex societies require a continuous negotiation between the boundaries of work and non-work-related times and places. It is not that work and non-work life are always at the opposite ends of an individual's life, in fact in most cases, there is no distinct dividing line between work and non-work times. For some people, the workplace is a social venue, where it helps them draw a positive self-worth for themselves. There are individuals for whom work is a welcome relief from the difficulties at home. If there is an absence of the sense of balance between demands of work life and personal life, it results in emotional and behavioral problems which eventually lead to decreased productivity and problematic drinking.

There has been a growing concern that as the hours of work are getting longer along with added pressures and demands of work, it is leaving very little time for quality time

beyond work environment. Work-life balance is an amalgamation of a positive approach from both the individual and the organization to realize the importance of a balanced and satisfied work life and life beyond work boundaries. Employees with improved work-life balance in organizations that focus on efficient and effective performance can contribute more meaningfully towards organizational growth and subsequent success. Work-life imbalance can be caused by the demands of work which may be either too low or too high. Some organizations let employees take time off for personal issues whereas others may demand long and irregular working hours. There are demands on individual towards the commitments and obligations outside work pertaining to childcare, elderly care or other social commitments that take away concentration from work.

OBJECTIVES

- To Assess the current state of balance in your life
- To develop strategies for balancing both work and personal life.
- To understand the benefits of achieving a healthy worklife balance.
- To analyse the challenges linked with balancing personal life of women.
- To find out the problems of worklife balance and suggests the remedial measures to make it effective.

LIMITATIONS OF THE STUDY

The study shows that the reasons for which female employees are facing trouble to maintain a work-life balance are mostly because of long working hours, job rigidity, work overload, responsibilities related to child care, discrimination and biasness at work place, lack of supervisory support, dominant managerial style. All scientific inquiries are subjected to few limitations, although these may differ with respect to the magnitude of limitations.

COLLECTION OF DATA

- Primary data.
- Secondary data.

PRIMARY DATA

Well-structured questionnaire has been used to collect primary data, which was administered personally to the respondents personal interview method was employed to collect primary data.

SECONDARY DATA

Secondary data consist of the data obtained through internet, news articles, journals and reports etc. The data be used to gather general information about problem faced by working women and benefits in their working place. Secondary research is a small part of the project as not much available through external sources.

II. REVIEW OF LITERATURE

Tetteh and Attiogber (2020) Ample research has already been conducted in the corpus of WLB to cover different definitions, varied core concepts, measures and factors. However, the literature in this area is dispersed due to the lack of knowledge structure and therefore requires integration to synthesize better the existing research leading to further advancements. This research study tries to abridge the extant research studies on WLB and provide a detailed view of the same through systematic literature review (SLR) and various bibliographic mapping approaches. A snapshot of different review studies conducted over a decade in this area and how this study adds to the existing knowledge.

Bello and Tanko (2021) WLB is a social construct that tends to highlight a broader approach, such as redressing underlying issues related to gender equity and family-friendly policy usage, which individuals face in their quest for gaining economic independence and self-worth. As a result, the more inclusive phrase “work-life”, as opposed to “work-family”, has gained ubiquitous acceptance, paving the way for the widespread adoption of this terminology.

Robertson (2020) WLB has become a dynamic phenomenon affecting an individual’s perception about work and non-work activities to assess compatibility between both, which can promote growth in accordance with their present life priorities. Most often, studies have confined the notion of WLB with the mere absence of conflict between work and family.

Verma(2022) described that Indian working females wish to achieve independence and success in their life they must strike a balance between their families and their careers. And work worries for your job and bothers to balance your family because they have to live a comfortable life and are deprived of their sleep. They become more and more frustrated with time. After some time, they have realized no one is around to assist and support them; they feel powerless. They may feel lonely at times, and as a result, they may become depressed.

Mulani (2022) Women have to deal with a variety of emotional and psychological problems. Indian women usually suffer from mental problem Women don’t have any spare time so she is unable to express their feelings in front of others and

they feel scared to seek justice for themselves. They sometimes feel isolated and due to this, they have to face many emotional and psychological problems.

III. OVERVIEW WOMEN WORK LIFE BALANCE

“The truth is, there is no such thing as balancing work and family. It's a constant juggling act. And many times, it's the people around us - like our life partners who make this juggling possible. It's a reminder that family isn't female. Family is family.

Work-family balance is an art of managing both the work and family domain effectively. Work-family balance suggests that work should not hinder other things which are important in people’s lives, such as quality time with their family, leisure time or recreational activities, personal development, etc. Balancing these two roles equally will not result in work-life balance, nor will the setting aside of an equal number of hours for each role lead to work-family balance. The balance which seems appropriate today may seem inappropriate tomorrow. The ideal balance in a person’s life may vary across the different phases of one’s life, i.e. before marriage, after marriage, with children, when starting a career or after retirement. In sum, there is no one-size fits all or picture-perfect work-family balance. Moreover, in recent decades, the work pressure has been intensifying for both men and women. Different factors associated with work have resulted in excessive stress and strain among workers. As a result, there is a work domination of family life created by work demands, which in turn results in work family imbalance. In order to be successful in both the roles, women try to organise and balance their work and family domains, for which a great deal of adjustment and accommodation is required. For the last two decades, work-family issues have become a growing concern among researchers due to significant changes in the work force, such as the entry of an increasing number of women into the labor market as well as the existence of dual-earner, and single-parent families.

IV. ANALYSIS AND INTERPRETATION

TABLE NO: 4.1 TABLE SHOWING MISSED PERSONAL EVENT BECAUSE OF WORK

S.no	Particulars	Respondents	Percentage
1	Yes	100	67
2	No	50	33
	Total	150	100

*SOURCE: PRIMARY DATA

Interpretation: The above study shows that 75% of women are missed personal event because of work and 41% of missed personal event because of work.

Inference:The above study shows that Highest 67% missed personal event because of work.

TABLE NO: 4.2 TABLE SHOWING SATISFICATION TOWARDS YOUR CURRENT WORKLIFE BALANCE

S.no	Particulars	Respondents	Percentage
1	Very much satisfied	61	41
2	Satisfied	71	47
3	Dissatisfied	18	12
	Total	150	100

*SOURCE: PRIMARY DATA

Interpretation: The above study shows that 47% of women are satisfied with their current worklife balance, 41% of women are very much satisfied with their current worklife balance and 12% of women are Dissatisfied with their current worklife balance.

Inference:The above study has found that Majority of 47% of women are satisfied with their current worklife balance.

TABLE NO: 4.3 TABLE SHOWING PROBLEMS FACED AS A WORKING WOMEN

S.no	Particulars	Respondents	Percentage
1	Child care	23	15
2	Non Supportive Spouse	15	10
3	Orthodox family	81	54
4	Restrictions by in-laws	31	21
	Total	150	100

*SOURCE: PRIMARY DATA

Interpretation: The above study shows that 54% of women facing problem has orthodox family, 21% of women facing problem has restrictions by in-laws, 15% of women facing problems has childcare and 10% of women facing problem has non supportive spouse.

Inference:The above study indicates that Majority 54% of women facing problem has orthodox family.

TABLE NO: 4.4 TABLE SHOWING SATISFIED WITH YOUR WORK SCHEDULE

S.no	Particulars	Respondents	Percentage
1	Yes	126	84
2	No	24	16
	Total	150	100

*SOURCE: PRIMARY DATA

Interpretation: The above study shows that 84% of women are satisfied with their work schedule and 24% of women are not satisfied with their work schedule.

Inference: The above study indicates that Majority 84% of women are satisfied with their work schedule.

TABLE NO: 4.5 TABLE SHOWING BALANCE BOTH WORK AND LIFE

S.no	Particulars	Respondents	Percentage
1	Smart work	59	39
2	Time management	42	28
3	Plan well in advance	37	25
4	Others	12	8
	Total	150	100

*SOURCE: PRIMARY DATA

Interpretation: The above study shows that 39% of women are doing smart work to balance both work and life, 28% of women are doing time management to balance both work and life, 25% of women are doing plan well in advance to balance both work and life and 8% of women are doing others activity to balance both work and life.

Inference: The above study indicates that Majority 39% of women are doing smart work to balance both work and life.

TABLE NO: 4.6 TABLE SHOWING WORK ON YOUR VACATION

S.no	Particulars	Respondents	Percentage
1	Very often	58	39
2	Often	50	33
3	Never	42	28
	Total	150	100

*SOURCE: PRIMARY DATA

Interpretation: The above study shows that 39% of women very often work on vacation, 33% of women often work on vacation, and 28% of women never work on vacation.

Inference: The above study indicates that Majority 39% of women very often work on vacation.

V. CONCLUSION

Working women has the pressure in work life and there is a big challenge to balance both profession life and family life. Universally, work family balance is a contemporary issue of working mothers so as to have an appropriate balance life of both work and family focusing on up-gradation of quality of life. Women are playing a vital role in their life to manage their dual responsibility. Between this dual life style the women suffer with a lot of mental and physical health problems. The analyses of this article attempted to understand factors affecting work life balance of working women and consequences of poor work life balance. In the Indian context, women remain primarily responsible for their family and career is hardly given top priority. Work life balance of working women is affected due to burden of extreme work, the need to fulfil others' expectations and not having time for themselves, children and family. Due to this, women suffer from job burn-out, experience high levels of stress and anxiety, are unable to realize their full potential and also do not enjoy harmonious family life. In fact, the demand for women employees is increasing day by day and their contribution to nation's growth and economic progress is significant. Therefore, it is the joint responsibilities of both organizations and the working women's family to concern the wellbeing of the working women which in turn will pave a way for a modern society. Hence, achievement and enjoyment in all spheres will lead to work life balance. Women in different professions are caught in a dilemma with expectations and ideologies of traditional societies at home, and demands conforming to the modern code of conduct at the workplace. Thus, they are observed as struggling with their personal and professional lives in order to achieve a balance between these two domains. As a result of the prevalence of gendered work structure, women are not able to achieve equality despite being educated and employed. In addition, domestic responsibilities still remain a primary role of women, irrespective of their employment status. Women are not able to question or challenge gender role assumptions, even when they are highly educated. Moreover, women utilise their education, keeping their family's interests in mind. In order to ensure that work-family balance and to challenge gender relations, the prevailing social system which relegates women to that of inferior group both at home and at work should be changed.

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