



Study on Work Life Balance Among Women Employees

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ABSTRACT

Work life balance can be stated as a comfortable state of equilibrium achieved between an employee's primary priorities of their employment position and their private lifestyle. The pressure of an increasingly demanding work culture is perhaps the biggest and most pressing challenge in the present scenario. The cumulative effect of increased working hours is having an important effect on the lifestyle of a huge number of people, which is likely to prove damaging to their mental well-being. The study concludes that a moderate level of work life balance was found among the respondents. The study also found that demographic variables namely age, income and number of dependents do influence the level of work life balance.

KEYWORDS : Work Life Balance, Stress, Women

INTRODUCTION

Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. Work-life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self care, and other personal activities, in addition to the demands of the workplace. (Susan M). Work life balance can be stated as a comfortable state of equilibrium achieved between an employee's primary priorities of their employment position and their private lifestyle. The demands of an employee's career should not overwhelm the individual's ability to enjoy a satisfying personal life outside of the business environment.

Most recently, there has been a shift in the workplace as a result of advances in technology. As Bowsell and Olson-Buchanan stated, "increasingly sophisticated and affordable technologies have made it more feasible for employees to keep contact with work". Employees have many methods, such as emails, computers, and cell phones, which enable them to accomplish their work beyond the physical boundaries of their office. Employees may respond to an email or a voice mail after-hours or during the weekend, typically while not officially "on the job". Researchers have found that employees who consider their work roles to be an important component of their identities will be more likely to apply these communication technologies to work while in their non-work domain.

The pressure of an increasingly demanding work culture is perhaps the biggest and most pressing challenge in the present scenario. The cumulative effect of increased working hours is having an important effect on the lifestyle of a huge number of people, which is likely to prove damaging to their mental well-being.

Thus this study is focused on the work life balance of the employees and to identify the demographic factors influencing the work life balance of the employees.

REVIEW OF LITERATURE

Meenakshisundaram. M and Panchanatham. N. (2012) in their study has been found that the organization is showing keen interest in career life of the employees and work load has been kept reasonable, by sharing the duties and responsibilities among the employees. Employees are comfortable at work place. The employees are giving an equal quantum of importance to both family and work. From this study, it was found that most of the employees are able to balance their work life and personal life.

Kandel *et al.* (1985) studied the nature of specific strains and stresses among married women in their marital, occupational and house work roles. They found that strains and stresses are lower in family roles than in occupational and household roles among the married women. These have more severe consequences for the psychological well-being of women than occupational strains and stresses. Strains predicted distress through role-specific stress, with strains deriving

from contribution of role-specific stress.

Sharma, (1999) the support and involvement of husband positively relates to lower levels of role conflict experienced by the married working women. Carlson *et al.* (1998) found that experience of work demands negatively influenced family responsibilities in more instances than family demands that influenced work responsibilities. Job-parent conflict was reported to be the most often experienced conflict among the women.

Moncrief *et al* (1997) have examined the precursors and consequences of salesperson job stress. According to authors, there are a number of organizational variables including met expectations, role conflict, role ambiguity, job satisfaction, organization commitment and intention to leave which influence job stress.

METHODOLOGY

Descriptive research design was adopted for the study. A sample of 150 women employees was selected from a private industry by using the simple random sampling technique. The data was collected both from primary and secondary sources. The primary data was collected using questionnaire. The questionnaire consists of two sections namely demographic profile and work life balance scale. The collected data was analysed using percentage analysis, t-test, ANOVA and chi-square.

ANALYSIS AND INTERPRETATION

Table 1: Demographic Variables

Variable	Particulars	No. of Respondents	Percentage
Age	Below 30	62	41.3
	31-40	44	29.3
	41-50	27	18.0
	51 and above	17	11.3
Education	MCA	22	14.7
	B -Tech/BE	36	24.0
	B.Sc	22	14.7
	MBA	28	18.7
	ITI	13	8.7
	BCA	13	8.7
Marital status	Others	16	10.7
	Married	107	71.3
Experience	Unmarried	43	28.7
	Below 5 years	69	46.0
	6-10 years	37	24.7
	11-15 years	12	8.0
	16-20 years	20	13.3
Above 20 years	12	8.0	

Dependents	Spouse	21	14.0
	Spouse and Children	44	29.3
	Spouse and Parents	12	8.0
	Spouse, Parents and Children	28	18.7
	Parents	26	17.3
	None	19	12.7
Monthly Income	Below Rs.10000	17	11.3
	Rs.10001-15000	29	19.3
	Rs.15001-20000	42	28.0
	Rs.20001-25000	31	20.7
	Above 25000	31	20.7
Family income	Rs.10001-15000	4	2.7
	Rs.15001-20000	16	10.7
	Rs.20001-25000	54	36.0
	Above 25000	76	50.7

The table 1 depicts that of the total respondents, 41.3 percent of the respondents age was below 30, 29.3 percent of the respondents age was between 31-40 years, 18 percent of them was between 41-50 years and 11.3 percent of them was 51 years and above. The education of the respondents shows that 14.7 percent of the respondents have completed MCA, 24 percent of them had completed B-Tech/BE, 14.7 percent of them had completed B.Sc, 18.7 percent of them had completed their MBA, 8.7 percent of them had completed their ITI, and 8.7 percent had completed their BCA. Majority of the respondents were married and 28.7 percent of them were unmarried.

Less than half of the respondents (46 percent) had an experience below 5 years, 24.7 percent of them had experience between 6-10 years, 8 percent of them had an experience between 11-15 years, 13.3 percent of them had between 16-20 years and 8 percent had an experience above 20 years. The table 1 shows that 14 percent of them had spouse as dependent, 29.3 percent of them had spouse and children as dependent, 8 percent of them had spouse and parents as dependents, 18.7 percent of them had spouse, parents and children's as dependents, 17.3 percent had only parents as their dependents and 12.7 percent of them did not have any dependents. The monthly income of the respondents shows that 11.3 percent of them had an income below Rs.10000, 19.3 percent of them were earning an income between Rs.10001-15000, 28 percent of them were earning an income Rs.15000-20000 and 20.7 percent of them had an income between Rs.20001-25000 and 20.7 percent of them were earning an income above Rs.25000. table 1 depicts that 2.7 percent of the respondents family income was between Rs.10001-15000, 10.7 percent of the respondents family income was between Rs.15001-20000, 36 percent of the respondents had an family income between Rs.20001-25000 and 50.7 percent of them had an income above Rs.25000.

Table 2: Level of Work Life Balance

Level of Work Life Balance	Frequency	Percent
High	33	22.0
Moderate	88	58.7
Low	29	19.3
Total	150	100.0

The table 2 depicts that 22 percent of the respondents had high level of work life balance and 58.7 percent of them had moderate level of work life balance and 19.3 percent of them had low level of work life balance.

Table 3: Relationship between demographic variables and level of work life balance

Variables	Statistical tools	Result
Age and level of work life balance	Chi-square = 18.499 p<0.01	Significant
Marital status and level of work life balance	F = 0.072 p>0.05	Not-Significant
Education and level of work life balance	F = 1.377 p>0.05	Not-Significant
Income and level of work life balance	Chi-square = 21.025 p<0.05	Significant
Experience and level of work life balance	F = 11.043 p>0.05	Not-Significant
Number of dependents and level of work life balance	Chi-square= 23.938 p<0.05	Significant

The table 3 depicts that relationship between the demographic variables and level of work life balance. The chi-square value shows that there is a significant association between age and level of work life balance of the respondents. The ANOVA value shows that there is no significant difference in the level of work life balance among the married, unmarried and widows at 0.05 level. The ANOVA value shows that there is no significant difference in the level of work life balance among the difference educational qualification of the respondents at 0.05 level. The chi-square value shows that there is a significant association between income and work life balance of the respondents at 0.05 level. The ANOVA value shows that there is no significant difference in the level of work life balance among the various experience groups of the respondents at 0.05 level. the chi-square value shows that there is a significant association between number of dependents and level of work life balance of the respondents at 0.05 level.

Conclusion

The study concludes that a moderate level of work life balance was found among the respondents. The study also found that demographic variables namely age, income and number of dependents do influence the level of work life balance. The study also found that the demographic variables namely marital status, education and experience do not influence the level of work life balance.

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