ORIGINAL RESEARCH PAPER

Management

Gender Differences: Does it matter for Effective Work-life Balance?

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ABSTRACT

Work-life Balance has always been a topic of discussion in the recent scenario since it is one of the major contributors of organizational performance. Work-life Balance of an individual is influenced by various factors like workload, working hours, Family, Role clarity and so on. In the present study an attempt is made to assess whether Gender Difference sway the work-life balance. Analysis reveals that Gender Difference issues and Work-life Balance share a positive and statistically significant relationship. Further, analysis also reveals that Supervisory positions & Authority and Dominant Character are the dominant predictors which influence the effectiveness of Work-life Balance.

Introduction

In the present scenario, the survival and existence of organization depends on its overall performance and organizational turnover. The performance of the organization in turn is measured based on the employee productivity and employee performance. But, the employee productivity and performance depends on how well an employee is capable of balancing his work and personal life. An organization where employees are capable of balancing their professional and personal life will witness very less attrition and absenteeism rate.

Work life balance is, "the right balance of work and personal activities through proper schedule and equal number of hours for each of your activities by plan and priority". Work life balance is a unique and broad concept. It includes proper prioritizing between work on one hand and personal life on the other.

Gender differences in the workplace typically stem from social factors, which influence the behaviors of men and women. Some organizations welcome gender diversity and encourage the inclusion of both sexes when making company decisions and offering proportional opportunities. Other organizations discourage gender inclusion and promote bias in the workplace. With most companies, gender differences add value and varying perspectives to an organization.

Statement of the problem

Work-life balance has always been measured based on how the employees' personal and professional life is balanced and how it is having its impact on organizational performance. In the present study, an attempt is made by the researcher to assess how work-life balance is influenced by Gender Difference.

Objectives

1. To assess the association and impact of Gender Difference on Work-life Balance.
2. To determine the dominant Gender Difference variable influencing work-life balance.

Method

Research Design: Descriptive Research Design is used to carry out the study.

Sampling Technique: Simple random sampling technique is employed.

Sample Size: 70 respondents working at South Western Railways Office, Mysuru are taken as the sample for the study.

Data collection: Data is collected through both primary and secondary source.

Primary source of data is collected through self prepared structured questionnaire comprising of 16 questions.

Latent Variables for Gender Difference include Supervisory position &Authority, Dominant Character, Emotional Respon siveness, Managing stress at work and personal life.

Latent Variables for work-life balance include Time management, work stress, Employee Commitment and work responsibility.

Secondary source of data is collected through various research articles and journals for identifying the research gap and compiling the information.

Statistical tools: Correlation, multiple stepwise regression and ANOVA.

Data Analysis and Interpretation
Statistical hypothesis:

H1: There was no correlation between Gender Difference score and Work life balance score.
H2: There exists no impact of Gender difference on Work life balance.

To test H1, correlation analysis was used and the computations made were tabulated in Table 1.

Table 1						
Correlations						
Correlations		TM	WS	EC	WR	TWB
SPA	Pearson Correlation	.376**	.282*	.482**	-.153	.505**
	Sig. (2-tailed)	.001	.018	.000	.206	.000
	N	70	70	70	70	70
DC	Pearson Correlation	.408**	.237*	.475**	.114	.599**
	Sig. (2-tailed)	.000	.049	.000	.347	.000
	N	70	70	70	70	70
ER	Pearson Correlation	.066	.339**	.196	.054	.307**
	Sig. (2-tailed)	.587	.004	.103	.655	.010
	N	70	70	70	70	70
MSWP	Pearson Correlation	.036	.280*	.122	.058	.231
	Sig. (2-tailed)	.767	.019	.316	.633	.055
	N	70	70	70	70	70
TGD	Pearson Correlation	.327**	.445**	.478**	.032	.623**
	Sig. (2-tailed)	.006	.000	.000	.795	.000
	N	70	70	70	70	70

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

From the above table following inferences were drawn:

- The correlation between Supervisory position & Authority and Work life Balance was positive, r = 0.505 with P = 0.00 < 0.05, the test was significant at 5% levels. That is, there exists significant positive correlation between Supervisory position & Authority and Work life Balance at 5% levels.
- The correlation between Dominant Character and Work life Balance was positive, r = 0.599 with P = 0.00 < 0.05, the test was significant at 5% levels. That is, there exists significant positive correlation between Dominant Character and Work life Balance at 5% levels.
- The correlation between Emotional Responsiveness and Work life Balance was positive, r = 0.307 with P = 0.01 < 0.05, the test was significant at 5% levels. That is, there exists significant positive correlation between Emotional Responsiveness and Work life Balance at 5% levels.
- The correlation between Managing Stress both at Work place & Personal life and Work life Balance was positive, r = 0.231 with P = 0.055 > 0.05, the test was not significant at 5% levels. That is, there was no significant positive correlation between Managing Stress both at Work place & Personal life and Work life Balance at 5% levels.
- The correlation between Gender Difference and Work life Balance was positive, r = 0.623 with P = 0.00 < 0.05, the test was significant at 5% levels. That is, there exists significant positive correlation between Gender Difference and Work life Balance at 5% levels.
- **To test H2,** multiple stepwise regression analysis was used and the computations made were tabulated from Table 2 to Table 6.

Table 2
Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MSWP, ER, DC, SPA[b]	.	Enter
2	.	ER	Backward (criterion: Probability of F-to-remove >= .100).
3	.	MSWP	Backward (criterion: Probability of F-to-remove >= .100).

a. Dependent Variable: TWB
b. All requested variables entered.

Table 3
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.672[a]	.451	.418	2.3991
2	.656[b]	.430	.404	2.4266
3	.639[c]	.409	.391	2.4527

a. Predictors: (Constant), MSWP, ER, DC, SPA
b. Predictors: (Constant), MSWP, DC, SPA
c. Predictors: (Constant), DC, SPA

Table 4
ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	307.818	4	76.955	13.370	.000b
	Residual	374.125	65	5.756		
	Total	681.943	69			
2	Regression	293.317	3	97.772	16.605	.000c
	Residual	388.626	66	5.888		
	Total	681.943	69			
3	Regression	278.883	2	139.441	23.179	.000d
	Residual	403.060	67	6.016		
	Total	681.943	69			

a. Dependent Variable: TWB
b. Predictors: (Constant), MSWP, ER, DC, SPA

c. Predictors: (Constant), MSWP, DC, SPA
d. Predictors: (Constant), DC, SPA

Table 5
Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.078	2.316		6.079	.000
	SPA	.435	.244	.200	1.782	.079
	DC	1.005	.246	.448	4.080	.000
	ER	.350	.221	.151	1.587	.117
	MSWP	.255	.157	.154	1.619	.110
2	(Constant)	15.851	2.052		7.725	.000
	SPA	.473	.246	.217	1.923	.059
	DC	1.070	.246	.477	4.353	.000
	MSWP	.249	.159	.151	1.566	.122
3	(Constant)	17.008	1.935		8.791	.000
	SPA	.574	.240	.264	2.394	.019
	DC	1.033	.247	.461	4.177	.000

a. Dependent Variable: TWB

Table 6
Excluded Variables[a]

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
					Tolerance
2	ER	.151[b]	1.587	.117	.193	.929
3	ER	.148[c]	1.532	.130	.185	.930
	MSWP	.151[c]	1.566	.122	.189	.928

a. Dependent Variable: TWB
b. Predictors in the Model: (Constant), MSWP, DC, SPA
c. Predictors in the Model: (Constant), DC, SPA

- The estimated multiple regression equation of Work life Balance on Supervisory positions & Authority, Dominant Character, Emotional Responsiveness, and Managing Stress both at Work place and Personal life was given by
- Work life Balance = 14.078 + 0.435 (Supervisory positions & Authority) + 1.005 (Dominant Character) + 0.350 (Emotional Responsiveness) + 0.255 (Managing Stress both at Work place and Personal life)
- Then, Emotional Responsiveness was removed from the regression, the estimated multiple regression equation of Work life Balance on Supervisory positions & Authority, Dominant Character, and Managing Stress both at Work place and Personal life was given by
- Work life Balance = 15.851 + 0.473 (Supervisory positions & Authority) + 1.070 (Dominant Character) + 0.249 (Managing Stress both at Work place and Personal life)
- Then, Managing Stress both at Work place and Personal life was removed, the dominant predictors of Work life Balance was given by
- Work life Balance = 17.008 + 0.574 (Supervisory positions & Authority) + 1.033 (Dominant Character)

Findings:
- There exists significant positive correlation between Gender Difference - Supervisory position & Authority, Dominant Character, Emotional Responsiveness and Work life Balance.
- There was no significant positive correlation between Gender Difference - Managing Stress both at Work place & Personal life and Work life Balance.
- The dominant predictors of Work life Balance was given by
- Work life Balance = 17.008 + 0.574 (Supervisory positions & Authority) + 1.033 (Dominant Character)

Conclusion
As per the data presented through statistical analysis, it can be inferred that there exists a positive relation between Gender Difference and Work-life Balance and the test was also found to be statistically significant. In other words, Gender Difference and

Work-life Balance holds a direct proportionality between the two. Further, multiple stepwise regression analysis also divulged that Supervisory positions &Authority and Dominant Character are the dominant predictors of Gender Difference that are influencing the work-life balance of employees.

References

1. Niall Bolger Vol 27, No. 2, 1990, Method of Measurement of Gender Differences in Scholastic Achievement.
2. Rajesh K, Yadav, Nishanth Dabhade, 7(2013) 1-22, Work Life Balance amongst the Working Women in Public Sector Banks – a case study of State Bank of India.
3. Amy B Wilson Ph.D., Volume 14, Issue 2, 2015. "Work life Balance satisfaction : An Analysis of Gender Contributing factors."

Fig. 5: Pie-chart for Opinion about Availability and Economic Feasibility