

“A Study on Work Life Balance of Working Women”- With Special reference Chennai City

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ABSTRACT

The work-life balance is the term used to describe practices in achieving a balance between professional work and family work lives. The demands and pressures of work make difficult to stretch time for balancing work-life activities. In this background the present study was undertaken to determine the work-life balance of working women. The sample consists of 100 career women working in Chennai city. The data was collected from respondent through well designed questionnaire. After analyzing, results show that there is work-family conflict and lack of organizational satisfaction among working women.

Key words: work-life balance, working women

INTRODUCTION

Work life balance is about the people having a measure of control over both official and personal life by giving equal importance to work and family. It is achieved when an individual's right to complete life inside and outside of the work. It is the process of balancing both official and personal life by making necessary adjustments to both with equal importance.

In this competitive world the working women have grabbed the attention on them because working woman in number has been increasing towards different category of professional work opportunities. In each profession there will be different expectation and they have to manage them without compromising their personal life expectations.

In olden days women had major role in home as they have to take care of their children and old parents and relatives in case of joint family set up. The male's mindset that time was that the women had to take care of family and all the home needs, but nowadays the situation has changed and women came out to go for the profession and has created a strong identity for them. The need for women to work has come out due to various reasons like financial support to the family and economical independence to them. The exposure to women in education and technology, increase of nuclear family set up and joint commitments of both husband and wife to

raise the standard of living. In this midst, women facing lot of struggles in balancing their personal life and work life.

Many aspects like time management, work pressure, target, lack of coordination with co-workers, harassment, lack of family support etc. affect the work life balance of working women. They are suffering a lot to break and overcome the work life challenges. Even though they have many work life problems, most of the women never give up and still they are leading their profession successfully.

This paper aims to find out the work-life balance of working women in four different parameters namely 1) Personal life expectations. 2) Personal life satisfaction 3) Work expectations 4) Work satisfaction and Work load of women working in Chennai city.

REVIEW OF LITERATURE

- **Vijaya Mani (2013)** has revealed the major factors influenced the work life balance of women professionals in India such as role conflict, lack of recognition, organizational politics, gender discrimination, and elderly and children care issues, quality of health, problems in time management and lack of proper social support.
- **FuB et al.(2008)** found that socio demographic factor of age group was a significant predictor of work interference in family. The study shows if younger was the participant, the higher was the perceived work interference in family.
- **Hsieh et al. (2005)** studied the variables of marital status and age. Hsieh et al.(2005) investigated the perspective of Taiwan hotel managers regarding work-personal life balance and its relationship to various demographic variables, such as gender and marital status, and did not find any significant differences between male and female managers, nor there any significant differences between married and unmarried male/female managers.
- **Kofodimos(1993), Jeffrey H.Greenhaus, Karen M. Collins & Jason D. Shaw(2003)** suggest that imbalance – in particular work imbalance – arouses high levels of stress, detracts from quality of life, and ultimately reduces individuals' effectiveness at work. Suggested that an equally high investment of time and involvement in work and family would reduce work – family conflict and stress thereby enhancing an individual's quality of life. And so it goes without saying that married working women of this era can have a healthy quality of life only when work – life balance is maintained making the topic of work life balance for working women, the need of the hour.

OBJECTIVES OF THE STUDY

- To Study the Demographic profile of the working women

- To find out the influence of demographic profile on factors related to personal life expectations, personal life satisfaction, work expectations, work satisfaction and work load.

HYPOTHESIS OF THE STUDY

There is no significant difference between demographic profile and factors related to personal life expectations, personal life satisfaction, work expectations, work satisfaction and work load of working women.

METHODOLOGY

This study is both descriptive and analytical in nature. It covers both primary and secondary data. Primary data were collected from 227 working women in Chennai city through well designed Questionnaire. The respondents for the study were selected by a convenient sampling method. The secondary data were collected from standard books, journals, magazines, newspaper and website.

TOOLS USED FOR ANALYSIS

In order to analyze the data collected from the respondents, the researcher has applied simple percentage analysis and one-way Anova with the help of SPSS package.

PERIOD OF THE STUDY

The study period covers four months from October 2017 to January 2018.

LIMITATIONS OF THE STUDY

Due to time constraints, the study has been conducted with limited sample size. The researcher has concentrated on the work life balance of working women in Chennai city only. The responses from the working women are subject to their respondent's opinion and the perception.

ANALYSIS AND INTERPRETATION

In this section, the researcher presents the demographic details of working women in Chennai city. In order to describe the Demographic and occupational details, the researcher has used simple percentage analysis and the results are presented below.

Table 1- Frequency of Demographic Profile of the Respondents

Particular	No. of Respondents	Percentage (%)
Below 30 years	22	9.7

AGE	30 – 40 years	96	42.3
	41 – 50 years	84	37.0
	Above 50 years	25	11.0
	Total	227	100.0
MARITAL STATUS	Single	14	6.2
	Married	213	93.8
	Total	227	100.0
YEARS OF SERVICE	1 – 10	77	33.8
	11 – 20	109	48.1
	Above 20	41	18.1
	Total	227	100.0
MONTHLY SALARY	Less than Rs.20,000	58	25.6
	Rs.20,001 – 30,000	115	50.6
	Rs.30,001 – 40,000	26	11.5
	Above Rs.40,000	28	12.3
	Total	227	100.0

Source: Primary Data

Interpretation:

It is evident from the above table that the majority of the respondents are in the age group of 30-40 years (42.3% of respondents), marital status shows that 96.8% of the respondents are married. With regard to years of service, 46.3% of the respondents are having work experience of more than 10 years (11-20 years) and 50.7% of the respondent's monthly income is above Rs.20,001-30,000.

TABLE 2- FREQUENCY SHOWING WORK AND PERSONAL LIFE EXPECTATION AND SATISFACTION

The opinion of working women about work and personal life expectation and satisfaction reveals the fact that there exists a conflict between work and life balance. The result are presented below:

Particular	No. of Respondents	Percent (%)
Always	87	38.3
Often	12	5.3

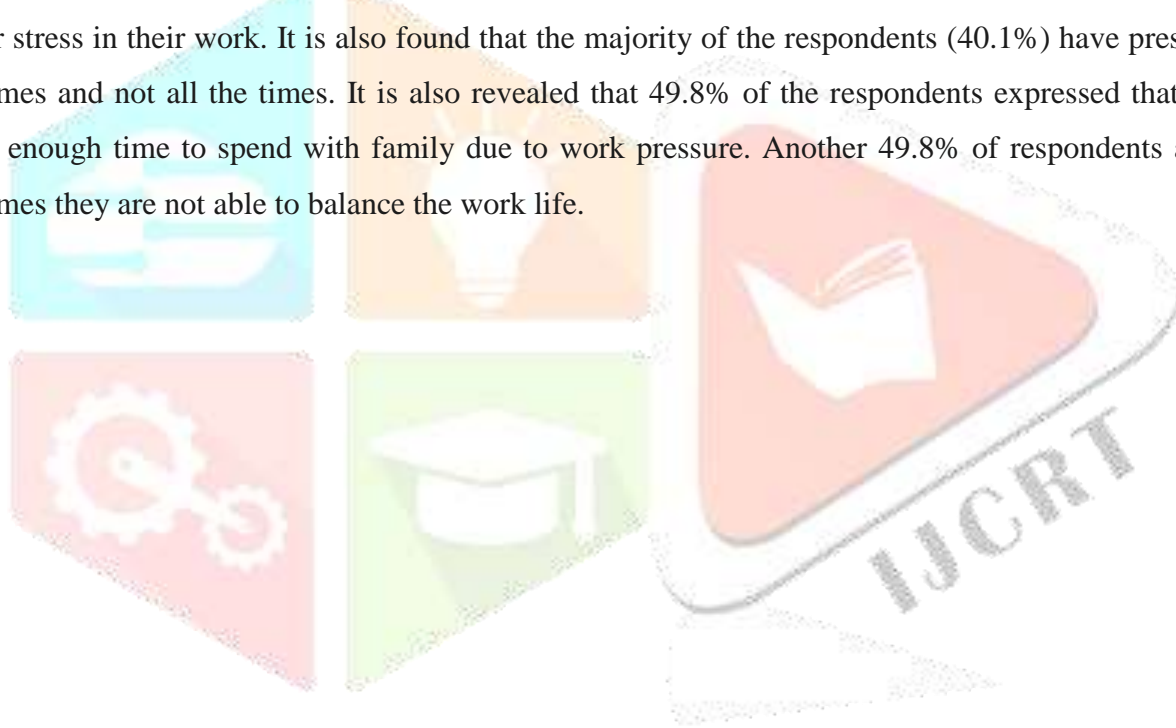
Do you work more than 12 hours in a day	Sometimes	105	46.3
	Rarely	7	3.1
	Never	16	7
	Total	227	100
How often do you think or worry about work	Always	18	7.9
	Often	56	24.7
	Sometimes	132	58.1
	Rarely	21	9.3
	Total	227	100
Do you feel tired or depressed because of work	Always	40	17.6
	Often	42	18.5
	Sometimes	114	50.2
	Rarely	29	12.8
	Never	2	0.9
	Total	227	100
Do you miss out any quality time with your family	Always	51	22.5
	Often	50	22
	Sometimes	91	40.1
	Rarely	23	10.1
	Never	12	5.3
	Total	227	100
Do you find yourself unable to spend enough time with your life	Always	113	49.8
	Often	49	21.6
	Sometimes	44	19.4
	Rarely	8	3.5
	Never	13	5.7
	Total	227	100
	Always	17	7.5
	Often	33	14.5

Do you feel you are not able to balance your work life	Sometimes	113	49.8
	Rarely	20	8.8
	Never	44	19.4
	Total	227	100

Source: Primary Data

INTERPRETATION

It is clear from the above table that 105 respondents says that sometimes they will work 12 hours, 132 out of the total respondents felt that often they will worry about the work even when they are at home. Majority of the respondents (114 respondents , 50.2%) has the opinion that, working women does not feel that much of tired or stress in their work. It is also found that the majority of the respondents (40.1%) have pressure of work sometimes and not all the times. It is also revealed that 49.8% of the respondents expressed that they are not having enough time to spend with family due to work pressure. Another 49.8% of respondents accepted that sometimes they are not able to balance the work life.



ONEWAY ANOVA								
Particulars		Sum of Squares	Df	Mean Squares	F	Sig.	Sig/Not sig	
Age	PLE	Between Groups	2.425	3	.808	2.336	.075	NS
		Within Group	77.150	223	.346			
		Total	79.575	226				
	PLS	Between Groups	3.115	3	1.038	1.651	.178	NS
		Within Group	140.227	223	.629			
		Total	143.341	226				
	WE	Between Groups	8.663	3	2.888	8.409	.000	S
		Within Group	76.585	223	.343			
		Total	85.249	226				
	WS	Between Groups	7.504	3	2.501	6.822	.000	S
		Within Group	81.765	223	.367			
		Total	89.269	226				
	WLO	Between Groups	3.458	3	1.153	3.295	.021	S
		Within Group	78.005	223	.350			
		Total	81.463	226				

Particulars		Sum of Squares	Df	Mean Squares	F	Sig.	Sig/Not sig	
Marital status	PLE	Between Groups	2.060	1	2.060	5.981	.015	S
		Within Group	77.514	225	.345			
		Total	79.575	226				
	PLS	Between Groups	.428	1	.428	.673	.413	NS
		Within Group	142.914	225	.635			
		Total	143.341	226				
	WE	Between Groups	.314	1	.314	.832	.363	NS
		Within Group	84.935	225	.377			
		Total	85.249	226				
	WS	Between Groups	.092	1	.092	.233	.630	NS
		Within Group	89.176	225	.396			
		Total	89.269	226				
	WLO	Between Groups	.176	1	.176	.487	.486	NS
		Within Group	81.287	225	.361			
		Total	81.463	226				

Particulars		Sum of Squares	Df	Mean Squares	F	Sig.	
Years of service	PLE	Between Groups	7.060	2	3.530	10.714	.000
		Within Group	72.485	220	.329		
		Total	79.545	222			
	PLS	Between Groups	2.729	2	1.365	2.149	.119
		Within Group	139.699	220	.635		
		Total	142.428	222			
WE	Between Groups	8.871	2	4.436	12.951	.000	
	Within Group	72.485	220	.329			

		Within Group	75.351	220	.343			
		Total	84.222	222				
		WS	Between Groups	7.951	2	3.976	10.779	.000
		WS	Within Group	81.143	220	.369		
			Total	89.094	222			
			WLO	Between Groups	1.374	2	.687	2.012
		WLO	Within Group	75.111	220	.341		
			Total	76.484	222			
Particulars			Sum of Squares	Df	Mean Squares	F	Sig.	Sig/ Not sig
Monthly Salary	PLE	Between Groups	7.330	3	2.443	7.542	.000	S
		Within Group	72.245	223	.324			
		Total	79.575	226				
	PLS	Between Groups	20.503	3	6.834	12.407	.000	S
		Within Group	122.839	223	.551			
		Total	143.341	226				
	WE	Between Groups	11.101	3	3.700	11.128	.000	S
		Within Group	74.148	223	.333			
		Total	85.249	226				
	WS	Between Groups	13.373	3	4.458	13.098	.000	S
		Within Group	75.896	223	.340			
		Total	89.269	226				
	WLO	Between Groups	2.332	3	.777	2.191	.090	NS
		Within Group	79.130	223	.355			
		Total	81.463	226				

Table 3 – Relationship between demographic variable and factors related to personal life expectation, personal life satisfaction, work expectations work satisfaction and workload

In order to measure the work life of working women in Chennai city, several researches argues that the Demographic variables and their occupational background plays a vital role. Therefore in this section the researcher intended to measures the influence of demographic variables on the factors related to **personal life expectation (PLE), personal life satisfaction (PLS), work expectations (WE), work satisfaction (WS) and workload (WL)**.

The results of the relationship between age, marital status, years of service and monthly salary with the above said statements are presented in the Anova table as follows

Source: computed data

Interpretation: Relationship between age and factors related to Personal Life Expectation, Personal Life Satisfaction, Work Expectation, Work Satisfaction and Work Load.

From the above table it is found that statements related to work expectation ($F=8.409$, $p=.000$), work satisfaction ($F=6.822$, $p=.000$) and workload ($F=3.295$, $p=.021$) are statistically significant with age at 5% level of significance. The mean values of age group of above 50 years (3.9400, 4.3400) is high when compared to the mean value of other age group and therefore it is concluded that working women who are above 50 years of age have more work load and more work expectations. Likewise the mean value of age group of below 30 years (4.0000) is high when compared to the mean value of other age group and therefore it is concluded that working women who are under below 30 years of age have more work satisfaction.

Interpretation: Relationship between marital status and factors related to Personal Life Expectation, Personal Life Satisfaction, Work Expectation, Work Satisfaction and Work Load.

From the above table it is found that marital status of the respondents and statements related to personal life expectations ($F=5.981$, $p=.015$) are statistically significant at 5% level of significance. The mean value of marital status group (4.2857) is high when compared to the mean value of unmarried and therefore it is concluded that married working women have more personal life expectations.

Interpretation: Relationship between years of service and factors related to Personal Life Expectation, Personal Life Satisfaction, Work Expectation, Work Satisfaction and Work Load.

From the above table it is also found that years of service of the respondents and statements related to personal life expectations ($F=10.714$, $p=.000$), work expectation ($F=12.951$, $p=.000$) and work satisfaction ($F=10.779$, $p=.000$) are statistically significant at 5% level of significance. The mean value of respondents whose years of service under 1-10 years (4.1494) is high when compared to the mean value of other group and therefore it is concluded that working women who are under 1-10 years of service have more personal life expectations. Likewise the mean value of years of service above 20 (4.1463) is high when compared to the mean value of other years of service group and therefore it is concluded that working women who are under above 20 years of service have more work expectation. Then the mean value of years of service under the group 11-20 years (3.9476) is high when compared to the mean value of other years of service group and therefore it is concluded that working women who are under 11-20 years of service have more work satisfactions.

Interpretation: Relationship between monthly salary and factors related to Personal Life Expectation, Personal Life Satisfaction, Work Expectation, Work Satisfaction and Work Load.

From the above table it is found that income of the respondents and factors related to personal life expectations ($F=7.542$, $p=.000$), personal life satisfaction ($F=12.407$, $p=.000$), work expectation ($F=11.128$, $p=.000$) and work satisfaction ($F=13.098$, $p=.000$) are statistically significant at 5% level of significance. The mean value of

salary group Rs. 30,000 -40,000 (4.3462) is high when compared to the mean value of other salary group and therefore it is concluded that working women who are earning under Rs.30, 000-40,000 have more personal life expectation. Then the mean value of salary group Rs.20,001-30,000 (4.1870) is high when compared to the mean value of other salary group and therefore it is concluded that working women who are earning under Rs.20,001-30,000 have more work satisfaction .

FINDINGS OF THE STUDY

- ❖ Majority of the respondents are in the age group of 30-40 years, majority are married and are having work experience of 11-20 years.
- ❖ The average monthly income earned by majority of respondents is above Rs20,000- 30,000.
- ❖ Women felt pressure when they work for more than 12 hours in a day.
- ❖ It is evidence that working women have worries about the job and also getting tired due to work.
- ❖ The result revealed that working women are unable to spend quality time for their personal and family life.
- ❖ Working women who are above 50 years have more work load and more work expectations. Working women who are under below 30 years, earning under Rs.20,001-30,000 with experience of below 11-20 years have more work satisfaction. Married working women and who are under 1-10 years of service have more personal life expectations.
- ❖ Working women whose monthly salary is between Rs.30001-40000 has more personal life satisfaction than to any other income group.

SUGGESTIONS OF THE STUDY

The present study supports to the fact that there is a conflict in balancing work and life by the working women. Based on the study following suggestions are given to achieve work life balance.

- ❖ A proper working environment (amenities like drinking water facilities, proper lighting facilities, sanitation facilities and rest room lounges etc.) are to be enhanced to reduce the stress of working women.
- ❖ The management should avoid allotting over time work for women employees.
- ❖ Job vacancies should be filled so as to reduce the work load of women employees.
- ❖ Counseling cell exclusively for women should be formed to mentor them in right way so as to cope up with the stress.
- ❖ The family members should cooperate and support the working women to the possible extent. They must understand the work pressure of the women and should help them to balance work and family.
- ❖ The working women have to devote at least 30 minutes to yoga, listening to favorite music or to any of the hobby in order to reduce stress.

- ❖ The working women are suggested to leave work place on time at least twice a week.
- ❖ The working women can plan to spend quality time with friends and family at least once in a month.

CONCLUSION OF THE STUDY

The study revealed that working women has the pressure in work life. There is a big challenge for working women to balance both profession life and family life. The Working women face several problems not only at the work place but also at their home, even though they manage the family life. In spite of these issues, 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. Working women have to handle tactfully her various spheres of life to achieve work life balance. She has to skillfully trace out ways in which she gets mutually benefited in all works of life. The working women play a very important role in the organizations and also in their personal life. The demand for women employees are increasing day by day and their contribution to nation's growth and economic progress is significant. It is the joint responsibilities of both organizations and the working women's family to take care of the well being of them which in turn will pave a way for a modern society. Hence to conclude, achievement and enjoyment in all spheres will lead to work life balance.

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