



A Study On Work Life Balance Of Working Women- With Special Reference To Ahmadabad City

¹ Dr. Madhvi Mishra, ² Dr. Bansi Patel, ³ Dr. Swati Joshi

¹Assistant Professor, ² Assistant Professor, ³ Assistant Professor

¹ Amity Global Business School

¹ Amity University Ahmadabad, Gujarat 380015

Abstract

Employees are the assets of the organization and it become more obligatory for the female employees. Female employees are playing dual role, one at the workplace and another at their home. It is difficult to manage both the sides'. This study attempt to evaluate the work life balance of working women in Ahmadabad city. It focus upon the relative importance of different factor that contribute in maintaining proper work life balance , the results shows that working hour, support from family , impact of work on home , impact of home on work , proper work arrangement are the key factor that influence the work life balance of a working women .

Key Words: work life balance, working women, work arrangement

INTRODUCTION

Work life balance means that people having control over both the aspects of life personal and professional life, giving equal importance to the both work and family. It is the process of balancing both the official and personal life by making adjustment to both with equal importance.

The number of working women have been increasing towards the different category of professional opportunity and each profession having the different expectations and women have to manage both without compromising with their family life, looking for olden days women were only responsible for their household activity, to take care of their children, old parents and relatives increase of joint family system . The mind set of people were that female had to take care of their home and family but now a day's situation has changed and women came out for work and creating a strong identity without anyone's help, there are lots of reason behind this like ,financial support to her husband, economic independence. The expose of women in education and technology, increase of nuclear family setup, and joint commitment of both husband and wife to raise the standard of living. So to maintain all aspects women facing lots of challenges in balancing their personal and professional life. Many aspects like time management, work pressure, lack of co-ordination with co-worker, lack of family support affect the work life balance of a woman.

This paper aims to find out the work life balance of a working woman in different parameter namely, 1) working hour, 2) support from other, 3) impact of work on home, 4) impact of home on work , 5) work arrangement of working women in Ahmadabad City.

REVIEW LITERATURE

R.Balaji, 2014 stated that work life balance is considered to be the prime factor now a days people getting deviated from their goal is becoming the common criteris . an increasing number of articals have promoted the importance of work life balance. That highlights the corrent concern of the society and organizationa about the impact of multipla role on the health and wellbeing of the working women and its implications regarding work and family performance an dwomen role in society.

M.A.Raajarajeswari, 2015 Has stated that , the greater part of the ladies are impending forward to work , and keep in mind their goal to end the work , the greatest challenge for the women is to adjust in all situation wether is related with family or profession . The study distinguishes the different angle o example , professional success , work stress , career desire, work family conflict ,child care, ar in connection with work life balance , this paper revealed that there are different diffeculties and inssues confronted by the ladies worker to accomplish work life balance .

Vijayakumar Bharathi. S, 2015 it was revealed that the main challenge in profesional life of women found to be odd working hours travel time between office and home, additional job and assignments.The main coz of guilty among women is not to able to managem professional and personal life due to family responsibilty and excessive work load of the company. Most women prefar flexible working hours support from other and a conductive work environament of the company.

Sushree Sangita Das, 2016 has revealed that duration of working hour is not uniform in case of working women IT professional in Mumbai, the working hour vary as per the projects assigned to them . however there is no substantial variation in putting number of hour as work place as per the age ,education qualifiacion ans experienceof the women employees .

Jindal, 2016 found that its too difficult to maintain work life blance work working women , As there is no distinctin between men and women regadring the rights and bothe have to share rpsponsibilty for better standerd of life so its become neccesity for women to equalize their working life and professional life , the study revealed that married working women find it very hard to steal out the time for their hobbies and leisure activity and to manage friendship and relayionaships , those women earning more are able to manage their work life incomparision to those women earning less Because those are earning more, they can pay to get facilities which help them to manage their work life.

Mrs. Jonnalagadda Vanaja, 2018 The research was undertaken in textile industry in Andhra Pradesh .The study found that achieving a good balance between work and family commitments is a growing concern for contemporory employees and organization there is now mounting evidence-linking work-life balance to reduce health and wellbeing among individuals and families. There is incresing interest among orgainzation and stakeholder for introducing work life balance policuiues in the organizations.

Dr. J. Godwin Prem Singh revealed that the fundamental changes unthe structure of work and family roles namly dual earner couple , the influx of women into the work force and the increasing family responsibility various challenges faced by the working women like mosr women affected by the imbalance in work life, support from family , office coulguie is important to manage work life balance Factors like child care, occupation, age of the respondents, age of the children are significantly related to work life balance.

OBJECTIVE OF THE STUDY

- 1) To find out the area of difficulties for women employees to balance work life
- 2) To analyse the impact of house responsibility on professional life.
- 3) To analyse the impact of work responsibility on personal /family life.

METHODOLOGY

This study is both descriptive and analytical in nature, it cover both primary and secondary data. Primary data were collected through self administered questionnaire from 100 working women in Ahmadabad City. The respondents were selected through convenient sampling method. The secondary data were collected by different journals, magazine, books and websites.

In order to analyse the data from different respondents, the researcher has applied simple percentage analysis and tabulated descriptively. 5 point scale has been used which is donated by 1= SD, 2=D, 3=N, 4=A, 5=SA.

LIMITATION OF THE STUDY

1. The researcher was carried out in a short span of time , where the researcher could not widen the study
2. The survey is subjected to the bias and prejudices us of the respondents. Hence 100% accuracy can't be assured.
3. The study could not be generalized due to the fact that researcher approached to the women of Ahmadabad city only.

ANALYSIS AND INTERPRETATIONS

The data after collection is to be processed and analyzed in accordance with the outline and down for the purpose at the time of developing research plan. Technically speaking the processing implies editing, coding, classification and tabulation of collected data so that they are amenable to analysis. The term analysis is referring to the computation of certain measures along with searching for pattern groups. The analysis of the data in a general way involves a number of closely related operations, which are performed with the purpose of summarizing the collected data and organizing them in such a manner that they answer the research questions. In this study the researcher followed process carefully and it is presented in this chapter.

FINDINGS

This section will try to focus and discuss about the results and findings based on the data analysis collected from the respondents. This research focus upon the factor having impact on work life balance of working women. The discussion will try to accomplish all the objectives. In this instance ,for simplicity of analysis and findings this part focus on the factor influencing the work life balance and survey responses are the frequencies that simply refer to the number of times various subcategory of certain factor accrue from which the percentage and the cumulative percentage of their occurrence can be easily calculated. The descriptive statistics will present the feel of that data gives preliminary idea how good the scales are how well the coding and entering of data has been done. And the central tendency of the research variables.

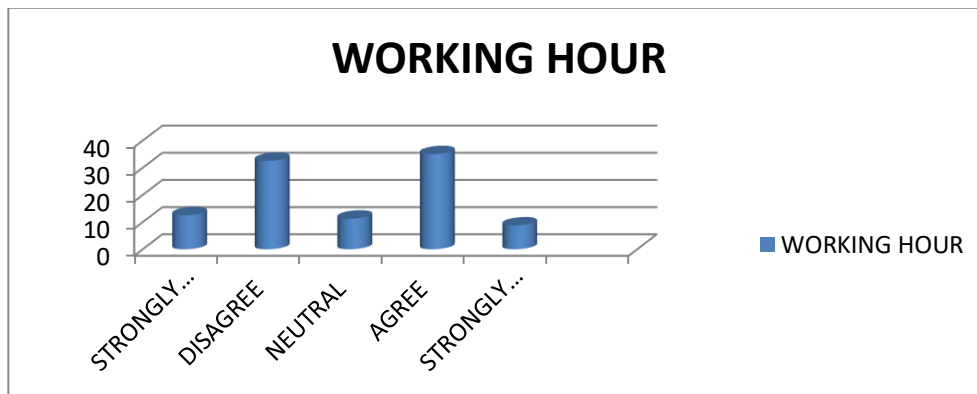
TABLE OF THE OVERALL WORK LIFE BALANCE OF WOMEN EMPLOYEES

Factor affecting work life balance of working women	Mean
working hour	3
support from other	3.7
impact of work on home	3.1
impact of home on work	3.2
proper work arrangement	3.9

According to this data the study found that in term analysing the working hour ,mix response has been found with the mean value 3, which is neutral. In term of support from other , maximum no of women believe that it influence the work life balance as the response shows they are agree with the statement with the mean value of 3.7 .In term of impact of work on home the response of women found neutral with the mean value of 3.1 . In term of impact of home on work the response was neutral with the mean value of 3.2 while in term of work

arrangement the maximum women's response on agree side with the mean value of 3.9. This means proper work arrangement is very helpful to maintain work life balance of working women

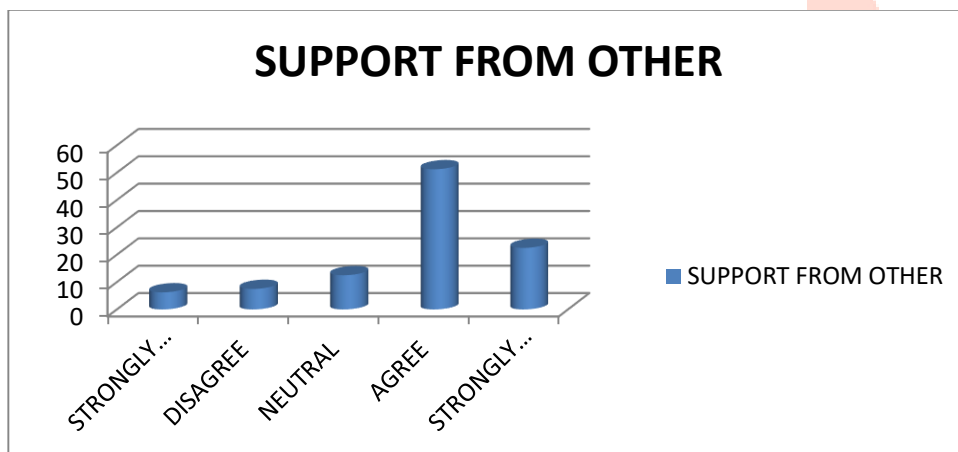
DESCRIPTIVE STATICS



Graph 1

INTERPRETATION:

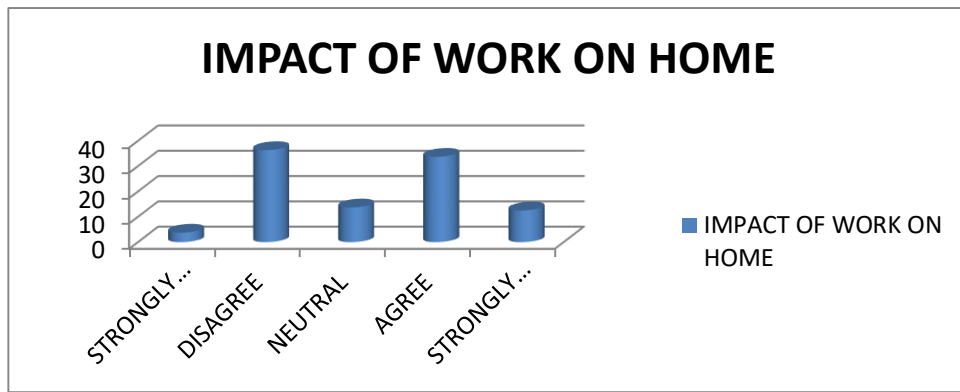
In term of analysing the data on working hour influence on maintaining work life balance mix response were found as 32% of working women respond that long working hour has no influence on their work life balance while 35% of women agree that long working hour has impact on maintaining work life balance.



Graph 2

INTERPRETATION:

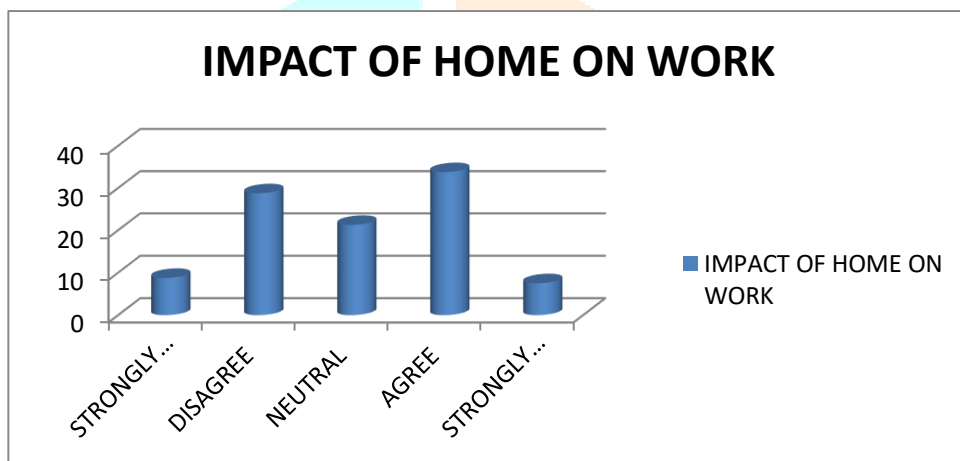
In term of maintaining the work life balance of working women it was found that most of the women believed that support from family and colleague has positive impact on maintain proper work life balance of working women .



Graph 3

INTERPRETATION:

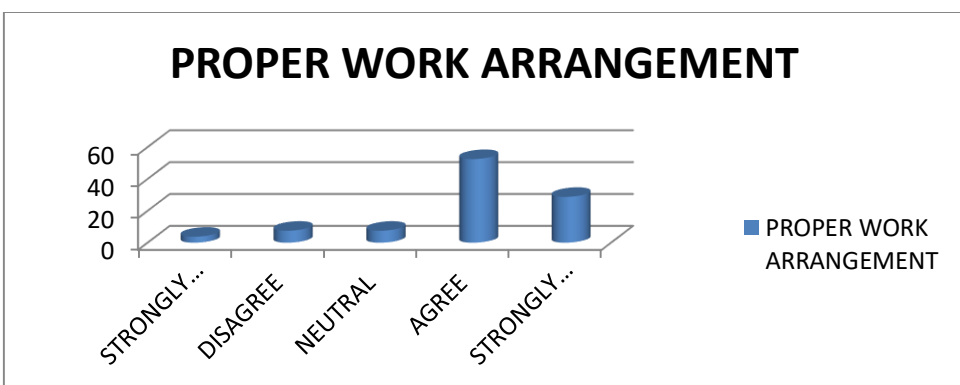
In term of analysing the data regarding the to know the impact of work on home, mixed response were found about 36% of women believed that there is no impact of work on home while 33.75% working women agreed on that. They believe that there is an influence of work responsibility on home and family.



Graph 4

INTERPRETATION:

It is clear from the above graph that there is a mixed response of working women in regards with impact of home responsibility on work as 28% of working women respond that there is no impact of home responsibility on work while 33.75% women believed that there is an impact of home responsibility on their work.



Graph 5

INTERPRETATION:

It is clear from the above data that most of the working women agreed on that proper work arrangement can improve their work life balance. As 52% women respond agree while 28 % respond strongly agree.

CONCLUSION

Study revealed that women has pressure in the work life, there is a challenge for working women to balance both family and work life. Working women face several problems not only at their work place but at their home. Looking forward the data collected from Ahmadabad city of working women. Study reveals that they are quite ok with the working hour and they can easily manage their work with their personal life. It seems that they believed that there should be a support from people of work place and their family to maintain a proper work life balance. The working women play a very important role in the organization and also in their personal life the demand of working women increasing day by day and their contribution to the nation's growth and economy progress is significant. It is joint responsibility of both the organization and family to support working women take care about the wellbeing of women which in term will pay for a modern society. Hence to conclude, enjoyment, support, proper work arrangement in all sphere will leads to work life balance.

REFERENCE

- Dr. J. Godwin Prem Singh, M. G. (n.d.). Work-Life Balance among Working Women of Tiruchirappalli City. *IOSR Journal Of Humanities And Social Science* , 53-57.
- Jindal, M. (2016). A Study on Work-life Balance of Working Women in Service Sector. *International Journal of Research in Finance and Marketing* , 14-21.
- M.A.Raajarajeswari, D. (2015). Work Life Balance of Women Employee: A Literature. *INDIAN JOURNAL OF RESEARCH* , 80-82.
- Mrs. Jonnalagadda Vanaja, Y. V. (2018). A Study of Work Life Balance (WLB) Among Women Employees in Textile Industry. *International Journal for Research in Engineering Application & Management* , 520-526.
- R.Balaji. (2014). Work Life Balance of Women Employees. *International Journal of Innovative Research in Science, Engineering and Technology* , 16840-16943.
- Sushree Sangita Das, D. S. (2016). A Study on Work Life Balance of Women Working in IT Sectors of Mumbai City . *International Journal of Humanities and Social Science Invention* , 43-47.
- Vijayakumar Bharathi. S, P. M. (2015). Work life balance of women employees in the information technology industry. *ASIAN JOURNAL OF MANAGEMENT RESEARCH* , 323-343.