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Issues of Women Work life balance in selected Private Banks of Maharashtra state: A Preliminary study

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Abstract:

“We have overstretched our personal boundaries and forgotten that true happiness comes from living an authentic life fueled with a sense of purpose and balance.” - Dr. Kathleen Hall. Yes very correctly stated, that it has been observed that working mom is carrying the pains of her kid terribly crying at home till she proceeds at home; a Daddy is worried on the work spot causing of his known carelessness for his family members. Work is an inescapable fragment of our day to day life and mechanism of our bread and butter. If we take a run-of-the-mill, we daily pay out around 11-12 hours in the work spot which is one third of our entire life. It has a countless impact on total quality of life. No doubt the art of responsibility depends in harmonizing among his or her work, non-work and family facets of life. But today it has been observed that the employee, whether he is working at higher position or at Mom & Pop shop situated nearby, is strained by working hours including overtime work, work during inconvenient hours, and no vacations and over loading of work. The researcher has tried to do a preliminary study of Issues faced by Women in Work life balance in selected Private Banks of Maharashtra state.

Key Word: *Work Life Balance (WLB),*

I. Introduction:

“We have overstretched our personal boundaries and forgotten that true happiness comes from living an authentic life fueled with a sense of purpose and balance.” - Dr. Kathleen Hall. Yes very correctly stated, that it has been observed that working mom is carrying the pains of her kid terribly crying at home till she proceeds at home; a Daddy is worried on the work spot causing of his known carelessness for his family members. Work is an inescapable fragment of our day to day life and mechanism of our bread and butter. If we take a run-of-the-mill, we daily pay out around 11-12 hours in the work spot which is one third of our entire life. It has a countless impact on total quality of life. No doubt the art of responsibility depends in harmonizing among his or her work, non-work and family facets of life. But today it has been observed that the employee, whether he is working at higher position or at Mom & Pop shop situated nearby, is strained by working hours including overtime work, work during inconvenient hours, and no vacations and over loading of work. The researcher has tried to study the Issues of Women Work life balance in selected Private Banks of Maharashtra state.

II. OBJECTIVE

- To review the empirical literature published on Work Life Balance issues of Women
- To identify the Issues of Women Work life balance in selected Private Banks of Maharashtra state.

III. Review of Literature

The researcher here tried to make an attempt encompassing the findings proposed by various authors on Issues of Women Work life balance.

Women and Work Life Balance

Manpower¹ being the most noteworthy and dynamic factor of manufacture, turn out to be the crucial to optimize the utilization of all the other material resources. Enhancing the manpower strength by developing their skills & knowledge shall lead to economic development. Taking advantage of fully developed both genders and their skill is important of any of the enterprise today. Women's position cannot be isolated as they constitute nearly half of the human resource. Without the complete integration of women in development programs, improvement seems to be impossible. Women in India are the backbone of society who keeps moral and cultural values alive. The women take care of family, be it her father's house before her marriage, or her husband's house after. Today women successfully not only encode her in the job situations but also emerge as a professional in many fields and found acceptance in the society. The role of women is very important not merely because it would mean efficient use of resources but women status and opportunities are closely related to each other.

Women constitute an important section of the workforce². However, the present situation of a large number of well-qualified women who due to various circumstances have been left out of their jobs needs to be addressed. The problems faced are several but; significantly, most often the "break in their careers" arises out of motherhood and family responsibilities." It is manifest from various studies that women employees working in the banking industry to maintain a balance of effort can have severe repercussions on the life of a person. Work and personal life conflict occur when the burden, obligations and responsibilities of work and family roles become incompatible, it is very difficult to balance home life and work life. In other words women employees of public sector banks are performing well on job knowledge, interpersonal relationship, while women employees of private sector banks are having an edge over their public sector counterparts in parameters like attitude towards work and ambition for career growth. The study concluded that the work life balance has become a quest for professionals of banking industry both in private and public sector of Krishna district and also that employee's work better when they do make time for family and personal interests.

Balancing Work-life³ is one of the supreme significant problems facing employers and managers today. Personnel at all ranks are no longer ready to compromise their quality of life in command to get a decent standard of living. Administrators can no longer afford to overlook the overheads that the long-hours culture enforces on their business. Overstrain grounds stress-related nonappearance, deprived retaining levels, stumpy resourcefulness, terrible customer service and unethical personnel conduct.

The Indian experience⁴ provided an in-depth country perspective on work-life balance issues in India and found commonly offered work-life interventions by Indian companies address issues of gender equality, flexibility, stress reduction, health awareness and childcare. Based on India's socio-cultural realities additional work-life interventions are suggested in the areas of elder care, employee training and commuting. Organizational work-life interventions in India are varied and disparate and have focused mainly on the formal sector. There is no overarching government policy addressing work and family issues across different sectors. Implicit gendering of governmental policies and work-life initiatives covertly reifies patriarchal structures that make such interventions necessary in the first place.

Women Work Life Issues

Pleck (1977)⁵ with his primitive facts finding put forth a general consensus that work and family affect each other either in a positive or negative way. There are several peripheral variables like time, task, attitudes, stress emotions, and behaviors which have a stimulus over imbalance of work life.

Thomas Vander Ven, & Francis Cullen (2004)⁶ made a study relating to the increasing entrance of women into the paid labor market. A popular assumption has been that the children of working women are prone to criminal activity. The authors analyzed data from the National Longitudinal Survey of Youth, using multiple regression models to examine whether the occupational status of mothers has drastic effects on their children during adolescence and early adulthood. After tracing the effects of maternal resources, work hours, and occupational controls to criminality, the authors find that cumulative time spent by mothers in paid employment had no measurable influence on criminal involvement. On the other hand, coercively controlled maternal work over time was related to greater criminal involvement (in their children) in adolescence.

Khan wolf, Quinn, snoek and Rosenthal, (1964)⁷ from their seminal studies associated work life balance with role theory, that is conflicting expectations associated with different roles which the male and female has to play in their day to day life.

Loscoco (1997)⁸ found that there was gender asymmetry in the permeability of the boundaries between work and family lives. Family intruded more on work among women and work intruded more on family among men. Battle amongst job and personal life⁹ has been associated to job disappointment and exit. Gradually industries are using WLB initiatives to employee and retain the crucial employees in the work spot.

(Crouter et al., 1999)¹⁰ certain investigations showed that, spouse's goes in a depression state of mind or burden have been excess when a better half conveyed extra burden or work pressure at work. Supplementary diagnosis, how-ever, have failed to detect cross-over effects from wives' job burdens and overworks to their husbands' well-being or marital adjustment **(Sears & Galambos, 1992)**¹¹.

Greenhaus & Beutell (1985)¹² further segregated few more factors like time, task, attitudes, stress emotions, and behavioral spill over work and family. The authors tried to maintain either positive or negative relation between the two areas and originated out that interface between work and family is unequal and work inclines to impact more on family than family on work. A distinction was made between work family interface family-interfering-work and work –interfering-family.

Perrucci (2005)¹³ and others examined the demand-control theory of work strain by formulating the hypothesis that shift work has negative consequences for workers including health and well-being, family life and social relationships. They expand the theoretical arguments in three ways; a) by considering the effects of different job demands, b) by considering the influence of different forms of worker control, and c) by including several forms of work strain including mental health, job satisfaction, and work-family conflict. Their findings support the predictions of demand-control theory with several important qualifications. Working non-standard shift is a work stressor only in the area of family life, but has no negative effects on mental health and job satisfaction. Autonomy, job control and supervisor support are most important for job satisfaction while self-control and resource control are most important for understanding work-family conflict and mental health

Rebecca Loudoun; (2008)¹⁴ described that the Twelve-hour shifts are a popular alternative to 8-hour shifts as many consider these shift arrangements superior in terms of facilitating a better social and family life. This view is largely based on anecdotal evidence, however as few studies have examined longitudinal relations

between work/non-work conflict and shift length. These results suggest that 12-hour shifts did not offer any benefits or disadvantages for workers trying to reconcile their work and non-work life during the 13-month study period.

Sonali R. Kshirsagar; (2018)¹⁵ made an inference that 83.33% of the Women employees were found saying that the Work Life provided to them was worst. It is revealed that they may be under substantial stress due to lack of work–life balance. Due to longer stretched working hours their productivity could suffer along with their relationships, health and long-term employability. 10% of the employees were moderate which depicts that they are not entirely happy work–life balance, but in a good position not to let the situation get out of control. By encouraging the organization to adopt a work–life strategy, create an enhanced working environment that will benefit everybody. Only and 6.66% were in Best state and said that they have a balanced work life and able to effectively manage their families. They are able to address their own needs so that they become more effective.

IV. Research Methodology

The researcher has already done and published a feasibility study on a pilot basis covering the area of Aurangabad Region in Maharashtra state of which the interpretation is mentioned above in literature review.

The researcher tried prepare a source list of universe to decide the sample to be selected for data collection, but found that there is high rate of employee turnover and relatively less job security in the private sector banks.

There are 35 districts in Maharashtra divided into six divisions. For the purpose of study all the districts of the state are classified into six Divisions. **Sample unit's:** (Mumbai 20, Pune 20, Aurangabad 20, Nasik 20, Amravati 10, Nagpur 10) Divisions selected women employees of selected bank branches in Maharashtra state.

Sample size: (100) Female Employees of selected bank branches from the state of Maharashtra. **Sampling procedure** adopted was Convenience Sampling.

V. Data collection and analysis

The method of data collection was survey method for which structured Questionnaire was prepared for the women bank officials with a request to fill and give back to the researcher. The analysis is shown below in table no.1.

Table No.1

Enquiry	Agree (%)	Strongly Agree (%)	Neutral (%)	Disagree (%)	Strongly Disagree (%)	Total (Respondents)
According to my convenience I have chosen the shift.	0	0	0	20	80	100
I am bound to work more than standard hours a day.	22	78	0	0	0	100
In my absence/ emergency my job is shared with my colleague.	5	10	5	60	20	100
I often think of work when I am at home.	62	18	0	10	10	100
It is difficult for me to find time for me	10	70	5	10	5	100
Due to job demands I change plans at home	62	18	0	10	10	100
I skip attending appointments, social events.	10	70	5	10	5	100
My relationship with my partner is suffering because of the pressured stretched work hours	5	75	10	5	5	100
I suffer from stress related diseases	10	70	5	10	5	100

Source: Filed survey (2019-2020)

VI. CONCLUDING REMARK

It can be observed from this that the majority of the women give first priorities to the job demands at the cost of changing plans at home resulting a negative impact on the relations with family members. Again this will lead to a poor mental status.

It was manifested from the above statistics and open oral verbal discussion with the married working women that due to pressured stretched work hours the relation with the better half is suffering adversely. Conflicts like non availability at leisure, raising kids the way the partner wants, less communication with the In-Laws, different work shifts, etc. Among the unmarried single women who contributed in the research study some were in opinion that their relationship with their family members, friend circle is suffering because of the pressured stretched work hours.

It was revealed that many of the working women selected for the research study found to suffer from stress related diseases. Some of the common stress related diseases reported are Obesity, Diabetes, Headaches, migraines, Hyper Tension, Depression, and Anxiety etc.

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