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## COMPARATIVE STUDY ON QUALITY OF WORK LIFE OF WOMEN IN PRIVATE AND GOVERNMENT EMPLOYMENT

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### ABSTRACT

In recent years, there has been growing interest in understanding the quality of work life (QWL) of women across various employment sectors. This study delves into the experiences of women working in both private and government sectors to assess the factors that influence their QWL. The aim is to uncover differences in their work experiences and identify areas for improvement in both sectors.

To achieve this, a mixed-methods approach is employed. Firstly, surveys are distributed among a diverse sample of women employed in private and government organizations. The survey includes questions related to job satisfaction, work-life balance, career advancement opportunities, organizational support, and other relevant factors affecting QWL. The quantitative data gathered from the surveys are then analyzed using statistical methods to identify patterns and trends.

Additionally, Quantitative interviews are conducted with a subset of participants to gain deeper insights into their experiences. Through these interviews, participants have the opportunity to express their perceptions, challenges, and suggestions regarding their work environment and QWL. Quantitative analysis techniques such as thematic coding are used to extract themes and narratives from the interview data.

The findings of this study are expected to shed light on the unique challenges and opportunities faced by women in private and government employment sectors. By comparing the QWL experiences of women in these two

sectors, the study aims to highlight areas where improvements can be made to enhance workplace satisfaction, promote gender equality, and foster a supportive and inclusive work environment.

Ultimately, the insights gained from this research can inform policies, practices, and interventions aimed at improving QWL for women across different employment sectors, contributing to greater overall workplace satisfaction and well-being.

## INTRODUCTION

The concept 'quality of work life' (QWL) was first introduced in the 1930's (Raduan, Beh, Uli, and Idris, 2006). QWL denotes all organizational factors which aim at satisfaction and developing organizational effectiveness of the employees. QWL also refers to favourableness or unfavourableness of job environment to its employees. In the late 1950s the term QWL was used to show the poor quality of life of employees at work place and later it was used to define employee's reaction to work, job satisfaction, and mental health. It's more important to consider how you divide your time between working and unwinding, as your actions in one area will provide energy for the other. Work-life balance, then, is essentially about an individual's efforts to prioritize her needs in order to achieve a balance between her personal and professional lives. Work-life balance is no longer a personal issue. Individuals are the ones who create organizations. [Gayathri N, Karthikeyan P., "Work life Balance in India – A Social responsibility or a competitive tool" 1 *International Research Journal of Business and Management* 103 – 109 (2013)]. As a result, the traditional individual cognitive domain of work-life balance has given way to the social, emotional, organizational, and cultural demands of any contemporary firm. This is an issue that is extremely important and urgent for both the organizations and the world at large. This is an issue that is extremely important and high on the priority list for the organizations and their employees. The workplace has become more competitive as a result of significant changes in the labor market and increased worldwide competitiveness throughout the last 25 years. [Doherty Liz, "Work-life balance initiatives: implications for women", *Employee Relations*, 26, (4) 433 – 452 (2004)]. This shift has occurred in nationalized, private, international, and public sector banks. Since 1950, the number of women employed in India's banking industry has increased significantly. In urban areas, the steady rise in the employment of women since 1960 is noteworthy. Women now work in practically every kind of bank. The high percentage of women hired can be attributed to their qualifications, honesty, attention to detail, sense of urgency, high level of responsibility, quality work, and timely completion of tasks. [Mani V. "Work life balance and Women Professionals" 13 (5) *Global Journal of Management and Business Research Interdisciplinary* (2013)].

## 1.1 Meaning of Quality of Work Life (QWL)

Quality of life is a concept that is used frequently. It is utilised by people from all walks of life, as well as by governments and various organisations, both local and international. When it comes to evaluating the goodness of various aspects of one's life, the concept of quality of life plays a significant role. Estimating one's happiness is a widely used measure to gauge the overall quality of life. In this context, happiness is determined by how someone perceives the overall quality of their life. The study of quality of life has become a hot topic of research in recent years, capturing the attention of scholars and experts alike. This interest has skyrocketed not just in the realm of rehabilitation, health, and social services, but also in fields such as medicine, education, and the everyday lives of individuals, whether they are employed or not.

The measure of one's happiness and satisfaction in life can vary greatly depending on various factors and circumstances. It takes into account all aspects of life satisfaction, covering physical health, family, education, employment, wealth, religious beliefs, finance, and the environment. Women wear many hats in the family, which have a significant impact on the health and overall happiness of all family members. The dual responsibilities of women as both nurturers and breadwinners can sometimes create a clash, leading to significant consequences for the well-being of children. Having a good quality of life is something that people all around the world strive for. People are expected to take steps to improve their lives, and there is little disagreement about their entitlement to do so. It is widely believed, almost universally, that the pursuit of a fulfilling life is an inherent and undeniable right. Quality of life is something that varies from person to person. There's a whole different ball game when it comes to the work roles of women and men, and it's high time we take a closer look at the nature of these gender-specific roles that society has deemed acceptable. A large number of girls and women toiled away in factories and mines, enduring gruelling hours and harsh working conditions, which often took a toll on their health and the well-being of their children. Women tend to be clustered in a limited selection of jobs. In simpler terms, a significant portion of working women are employed in occupations that are traditionally associated with women.

The quality of work life is all about the dynamic between employees and their work environment. It holds great importance when it comes to job satisfaction and overall performance within the organisation. Having a good work-life balance is crucial for both personal happiness and professional success. It's all about finding that sweet spot where you can excel at your job while still enjoying your personal life. It delves into the workers' perspectives on all aspects of work, from financial compensation and perks to the work environment, relationships with colleagues, and the overall significance it holds in their lives. In the daily grind of a professional, the quality of one's work-life balance is of utmost significance. It's a whole package deal, covering job security, compensation, training opportunities, career growth, and involvement in decision-making. Today,

we will delve into the topic of the work-life balance experienced by female employees in both private and public sector organisations. Many women today and in the foreseeable future will continue to shoulder a significant amount of domestic responsibilities, but they no longer find fulfilment in this alone. Just like men, women also pursue work for the fulfilment of their psychological needs such as self-actualization, achievement, recognition, and social interaction. It's not just about the paycheck anymore, as many women find that these needs cannot be satisfied by solely taking on domestic roles. However, the majority of jobs for both women and men often do not meet these needs and should therefore be redesigned.

## 1.2 Quality of Work life and women

In order to achieve organisational goals, it is important to focus on various aspects of employee performance, such as acquiring, training, developing, motivating, and appraising. This helps to enhance the quality of work life (QWL) practice. Without a doubt, the key components of QWL encompass various aspects such as working conditions, job satisfaction, employee behaviour, and both financial and non-financial perks. Additionally, growth, development, and supervision play crucial roles in this context. Job satisfaction can be grasped by delving into the desire of individuals to eagerly show up for work. Researchers have explored different aspects of job satisfaction and found that it is influenced by a combination of factors, including physical, mental, and environmental conditions. Ultimately, these factors contribute to an individual's overall satisfaction with their job. Job satisfaction plays a crucial role in determining the success of an organisation. Factors such as compensation, incentives, relationships with superiors and colleagues, company policies, promotions, and the nature of the job itself all contribute to an employee's overall satisfaction.

Women in India have experienced significant transformations in their societal standing throughout history. Women in India encounter significant obstacles when it comes to their involvement in the economy, which reflects the numerous injustices they experience in society as a whole. The number of women in the workforce compared to the total female population can give us a sense of the obstacles they face. The labour a woman puts into managing her own household often goes unrecognised and unaccounted for in the national income statistics. This situation is different from when someone hires a paid domestic helper, as that is seen as an economic activity and is included in the national income. It's common knowledge that women have a lot on their plate when it comes to taking care of their families. From giving birth to tending to the young and elderly, as well as handling cooking and various other tasks, their contributions are vital for maintaining a household.

Women in the workforce have become a hallmark of economic success and social standing in today's world. Women in the workforce have become an essential component, as their demographic profile has evolved in terms of family dynamics, education, cultural values, and ethnicity. Similarly, organisations recognise the true value of women as employees. However, in our country, the acceptance of modernism coexists with traditional views on women. Women are often confined by societal expectations and limitations when it comes to their

work, schedule, and daily activities. This can be influenced by the attitudes of family members and the environment they are in. But when the women employees stepped up their game, the rewards should trickle down to the individuals, the organisations they are a part of, the communities they contribute to, and the families they support. The importance of women employees in the service sector, particularly in middle and lower-level positions, cannot be overstated. In this regard, the banking industry has seen a significant increase in the recruitment of female employees in recent times.

## REVIEW OF LITERATURE

- **Elley-Brown (2011)** conducted a study wherein the KCM was utilized to uncover disparities in the career definitions of men and women. Women discovered chances by forging unorthodox or self-crafted careers instead of following a traditional, linear career path. Elley-Brown also observed that women were more inclined to pursue atypical job routes with pauses brought on by personal obligations (such as taking care of children, pursuing spiritual fulfillment, or fulfilling roles as primary caregivers).
- **Sullivan & Mainiero, (2008)**: The KCM that Sullivan and Mainiero (2008) created was helpful in obtaining a better knowledge of the evolving professional paths taken by women and investigating the gaps and/or discontinuities in their career growth. The KCM has not yet been used in any research to address these problems among women employed by the government. The KCM was utilized by Sullivan and Mainiero in quantitative research on corporate America; however, government employees were not included in this study. The reasons that affected these people' employment choices were never thoroughly investigated. Nonetheless, research on women's careers generally provided information about the business sector.
- **Berth Johnson's (2004)**: Volvo is certain that there are many opportunities to develop more practical job design solutions. Early in the 1970s, a new approach to production technology and work organization was established. The idea of adaptable technology and teamwork has since been and a collaborative atmosphere has permeated all of the product groups. New technology, employee skill and knowledge, and a management style that maximizes the potential of competent labor must provide the foundation for this development. When possible, the shifted paths call for automation in manufacturing as well as a shift toward craftsmanship in assembly.
- **Hite and McDonald (2008)**: the definition of careers and professional development was a crucial idea that kept coming up in related work. Career was defined by Hite and McDonald as an individual's life perspectives tied to his or her work-related experience. Career development is an ongoing process to

achieve goals in life and at work, according to Hite and McDonald. Furthermore, development entailed expansion as well as ongoing skill application and learning. The result of career planning and the chances and support provided by the organization—which was ideally a collaborative process—was career development.

- **DiRenzo, Greenhaus, and Weer (2011):** It investigated the tension that workers felt between their jobs in the home and at work. It was argued that women were under pressure to sacrifice time and energy due to conflicts between their families and their careers order their duties in priority. DiRenzo et al. suggested that women faced pressures because of their positions within the business, and that this affected how they decided which roles to prioritize. Given the surge in dual-earners and single-parent workers who balance work and family obligations, Tang, Siu, and Cheung (2014) reported that work and family were crucial in a person's life. According to Greenhaus and Powell (2006), this demonstrated a favorable work-family link that enhanced both roles in the quality of life.
- **Hertneky (2012):** there is a growing focus on women's career growth in contrast to the traditional, hierarchical, and linear career route that still permeates organizational practice. Ingols, Shapiro, and Blake-Beard (2008) progressed with that work.
- **Jagdishprasad Jhabarmal Tibrewala (2019):** The idea that women lacked the qualifications to hold high-level positions or serve as leaders was known as the "glass ceiling" effect (Hoobler et al., 2014). According to Ryan and Haslam (2005), women who achieved success in breaking through the glass ceiling were more likely than men to end up on "glass cliffs," or positions of precarious or insecure leadership. For instance, when it came to foreign job assignments, 75% of businesses stated that there was such a strong bias against women in these fields that women were destined to fail, and 20% of women who found these assignments difficult claimed that their gender put them at a disadvantage (Ryan & Haslam).
- **Lyness and Thompson (2000),** there are particular developmental events that support the growth of leadership, such as difficult work assignments, moving to new responsibilities, and job mobility. Thompson and Lyness pointed out that women are typically less likely to be given difficult work assignments, and high-risk positions are typically more visible, meaning that success was recognized and could lead to future leadership possibilities.
- **Mainiero and Sullivan (2005):** due to their lack of confidence and the additional duties that may require a significant amount of time away from home. According to Mainiero and Sullivan, women who play several roles in life may discover that the emphasis on challenge and balance with their personal lives alternates in significance during the early, middle.

- **Goyal K.A, Agrawal A (2015):** It outlined how investments in work-life balance policies and initiatives help an organization absenteeism, obtaining better health, more flexible work schedules, better customer service, and a motivated and contented workforce—particularly private and government sector.
- **Singh S. (2013):** It brought up role stress theory in his paper "Work- Life Balance: A Literature Review," which focused on the negative aspects of the work-family dynamic. Lately, the focus has moved towards the examination of the constructive relationship between duties in the home and at work, as well as roles outside of both contexts, and academics have begun to discuss the fundamentals of work-life balance.
- **Jang (2008):** It conducted a study titled "The relationship between work-life balance resources and the well-being of working parents." In the study, 27 working parents who were either disabled or unwell youngsters in New Jersey. The study was mixed, yielding both qualitative and quantitative data. The outcome discusses how employees with children, both generally and specifically those with a chronically ill or disabled kid, can improve their well-being with the help of both formal and informal workplace support.
- **Murthy M. and Shastri S. (2015)** noted a number of concerns with the work-life balance of parents, including parenting issues: need more time to spend with the kids, expressing to kids your frustration at work. Problems in marriage: Need spouse's time more than they can provide it to them. Role conflict/role guilt: Self-conscious about their performance in the roles they play at home, such as mother or daughter-in-law.
- **Phyllis and Yun (2002)** discussed techniques in a paper that focuses on women and is titled "**Effective work life strategies, working couples, work conditions, gender and life quality.**" Gender differences exist in work environment and methods. For instance, some families would rather their wives work less or part-time hours while their husbands put in lengthy hours at work. Compared to men, women report higher levels of stress and overload as well as poorer coping mechanisms. Men and women experience similar levels of job uncertainty.
- **Kumaraswamy M. and Ashwini S. (2015)** found that it's critical for workers to strike a healthy balance between their personal and professional lives. Having effective and productive staff allows the company to provide superior customer service. The work-life balance of individuals has been affected by changes in the family sphere, such as the rise in home work, nuclear families, single parent households, dual income parents, and parents working at different places.

- **Kumari L. (2012)** noted that each work-life balance component is a significant predictor of job satisfaction on its own in her study "**Women Employees' Perception on Work-Life Balance and its Relation with Job Satisfaction in Indian Public Sector.**" There is a notable difference in respondents' job satisfaction across the sexes when it comes to certain aspects of work-life balance. The study's findings were applicable to human resource managers, particularly those in banks, who needed to enhance employee engagement and productivity in addition to hiring and retaining staff.
- **Shalini and Bhawna (2012):** It stated in their research that firms use "quality of work-life balance" as a strategic tool to draw in and keep people, but more crucially, to assist them in maintaining work-life balance with equal emphasis on productivity and dedication in the workplace.
- **Santosh R. S. and Jain R. (2016):** their study "Study of Effect of Commuting & Working Hours on Work Life Balance of Working Women Private and Government Sector." Investigation and research are necessary and more research on this topic in an effort to enhance the quality of life and output of working males in Indian metropolises.
- **Lazar I. (2010):** everyone gains from effective work-life balance practices in his study. For example: business through simpler increased hiring, enhanced retention, and simplified service delivery. The labor market generally, where they are better able to balance their work with other aspects of their lives; women who are more skilled and experienced; parents and careers, who can spend quality time at home and provide financial support through work; and people with disabilities, through improved access to work.
- **Holly S. and Mohnen A. (2012):** Each person has a unique balance that pertains to their level of job satisfaction and everything else in life, particularly leisure and family life. Thus, a healthy work-life balance leads to a high level of satisfaction. Their findings demonstrate a range of perspectives and impacts of working conditions on staff members.
- **Isamu Y. and Toshiyuki M. (2012):** It investigated how firm practices contribute to worker attainment of work-life balance in Japanese companies from the nineties. They have shown a positive correlation between the productivity of the firm and its WLB practices. This positive link, however, most likely stems from reverse causality, whereby more productive businesses adopt WLB policies because they afford to do so or because they are under social pressure to uphold their corporate social responsibility
- **Drew E. et.al (2005):** It represented a major contribution to our understanding of the factors that inhibit the adoption and promotion of work/life balance by senior managers in other organizations /sectors. It also demonstrates that while there is a willingness to discuss and countenance more flexibility there are



serious negative perceptions about such arrangements that might contribute to work/life balance for managers and staff. There were generally negative views about WLB expressed by men and women in senior management. Men referred to the possible disruption caused by, and difficulty in balancing, WLB against business imperatives.

- **Gregory A. and Milner S. (2011):** It examined how national institutional frameworks for work-life balance, within the larger context of national fatherhood regimes, affect work organizations and fathers' adoption of such measures, as well as the ways in which organizational (and sectoral) constraints shape WLB policy provision and delivery, particularly as they relate to fathers. In the U.K., a tension between family law and employment law has been noted in this regard, while in France, gendered assumptions about the provision of childcare mean that work-life balance policies are framed, sometimes explicitly, in terms of mothers' need to reconcile home and life.
- **Jonathan R. B. Halbesleben and Anthony R. Wheeler (2015):** it illustrated the significance of working with family in the process of worker stress and wellbeing has received little attention in the scientific literature. This study aimed to provide a model to explain the impact of working with family on employee stress and well-being, based on Edwards & Rothbard's (2000) research in work-family linkages. According to the concept, having a family influences work-family role integration to a high degree, which modifies how work-family relationships operate and offers particular requirements and resources that influence employees' stress levels.
- **Santosh R. S. and Jain R. (2015):** It noted that working women's emotional intelligence allows them to continue being both a devoted worker and a very involved father. As mothers become more directly involved in their children's upbringing, their role becomes increasingly significant. The women role is evolving. Whether they work for the government or the private sector, women say they want to spend more time with their kids, and opinions about childcare and the workplace are changing.
- **Bhatnagar S. and Sanadhya P. (2015)** identified no discernible differences in work-life disparity between the sexes. The results of the data analysis indicated that for both male and female employees, the demands of the workplace and the effects of work-life balance were essentially the same. Workplace pressure's detrimental effects on employees' home lives were statistically comparable for both sexes, however they appeared to be more pronounced in the case of female employees. The results of the regression analysis made it abundantly evident that the three most significant work-life balance difficulties that respondents encounter are strain, role ambiguity, and time factors.

- **Linkow P. and Civian (2011)** J. in the paper "and women work life, the gender stereotype that women obtain their identities primarily from work and males from family and relationships was not addressed in "Work-life Integration-A Global Study." backed by the research. Men and women often reported similar identities in their personal and family lives and at work. Emerging markets seem to have substantially greater rates of work identification. In the emerging markets, there was a strong correlation between employee engagement and both forms of identity."
- **Kumari T. (2011):** It examined the effects of women employees' work-life balance. Conclusions on the various sectors show that the stress levels of female employees vary. Despite the fact that their occupations differ in terms of work-life balance, we can argue that while stress levels may differ at work, individuals claim that stress levels are the same at home. The results show that the influence of stress levels varies between the two sectors.
- **Doble N. and Supriya M. V (2020):** It draw comparisons between East and West. According to the study, work-life balance concerns in this region are quite comparable to those in the West. Along with the rise in dual-career couples in India, it is only fitting that family-friendly work practices be implemented here as well, since they would greatly boost both work and home life quality and productivity. It is necessary to provide services like flex time, home working, child care, and part-time employment.
- **Kakkar, Jyoti, Bhandari, and Anuradha (2016):** It outlined a number of studies on the challenges women face in balancing their work and personal lives. at work, yet there aren't many research on this subject that concentrate on guys. There are a plethora of research on gender differences, but few discuss work-life balance in relation to males. This is likely because men have historically been overlooked or underestimated due to their perceived strength, both at home and at work. The global misconception that men encounter could potentially explain why they haven't been able to seize the spotlight like women.

## METHODOLOGY

Data from working women in city's organizations and institutions was gathered for this study. A random sample of women who worked for pay or as independent contractors made up the survey's respondents. 125 such working women received the survey instrument and 102 survey replies were gathered. Five women who worked for themselves, sixty-three women employed by the commercial sector, fourteen by the public sector, thirty-two by academic institutions, and two by other organizations such NGOs have all contributed to the responses. The sample was restricted to women who satisfied the following two requirements in order to create the most homogeneous population possible: 1) They needed to be working outside the home full-time for pay. 2) Their

minimum qualification had to be a graduate degree in any discipline. The factors affecting work-life balance of working women are many. This study does not take into consideration job type and family type of the respondents.

### **Aim**

The aim of this study is to compare the quality of work life (QWL) of women employed in private and government sectors. Specifically, it seeks to identify the key factors influencing QWL, such as job satisfaction, work-life balance, career advancement opportunities, and organizational support, and to assess the differences in experiences between the two sectors. By exploring these factors, the study aims to provide insights into the unique challenges and opportunities faced by women in private and government employment, ultimately informing strategies for enhancing QWL and promoting gender equality in the workplace.

### **Specific Objectives**

- To find out whether there are difference between work life of women in private and government sector.
- To compare the differences in quality of work life of women in private and government sector

### **Hypothesis**

- There is no significant difference in mental health among working women in private and government sector.
- There is no significant difference in life satisfaction among working women in private government.

### **Sample Design**

#### **Sample method**

A stratified random sampling method will be used to ensure representation from various demographic groups.

**Inclusion criteria** – Private and Government employees.

**Exclusion criteria** – Graded Employees under government and private employee working under private sector.

### Instruments

Two measures were used in this study:

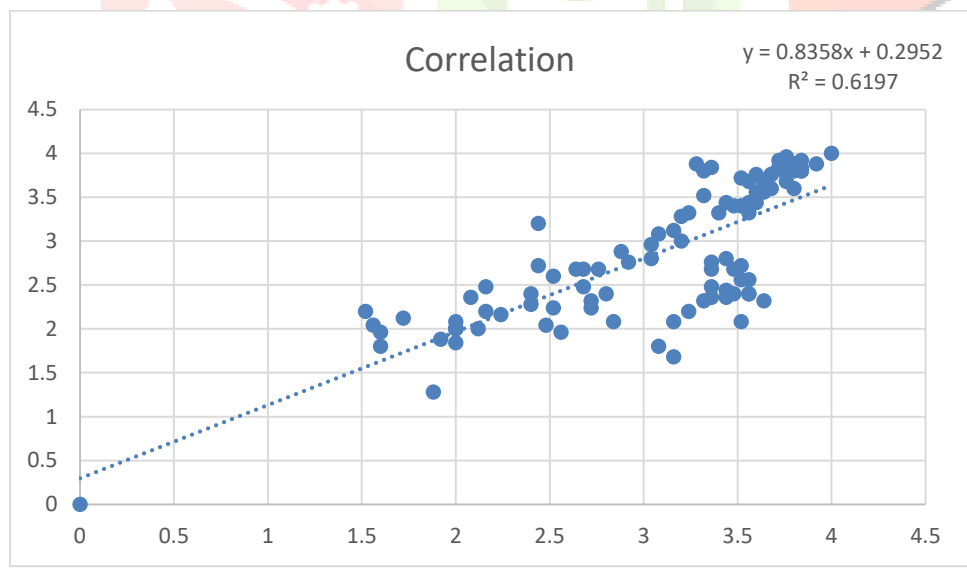
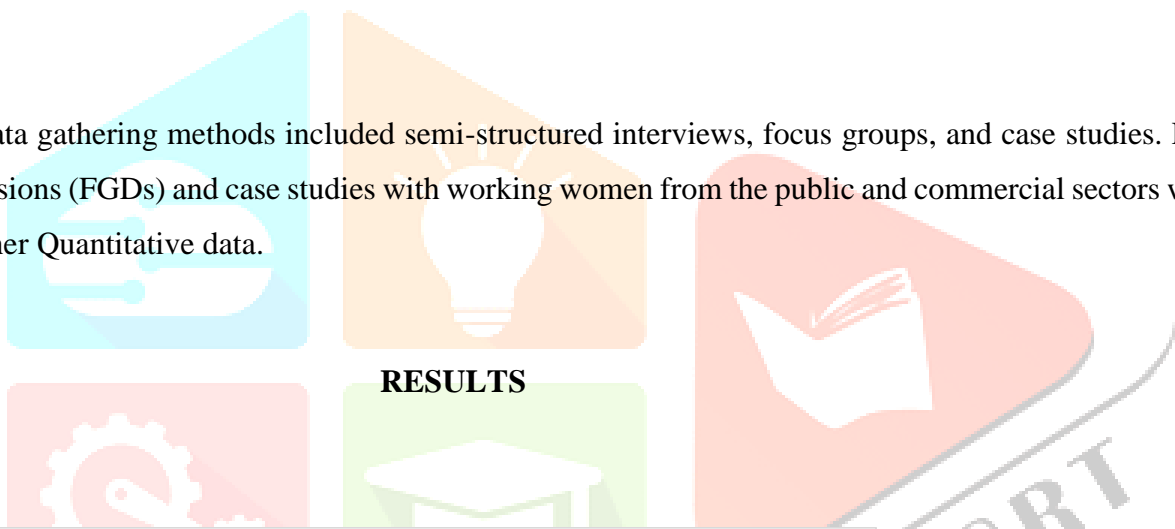
1. The Quality of work life of women in private and government employment
2. Impact on quality of work life of women in private and government employment.

### Procedure

The working women from the public and commercial sectors were chosen for the data collection purpose. It was determined that 102 women working in private sector and 102 women working in government sector should be gathered. Google Forms were used to gather information from those who be a member of the representative group. The time required to complete the questionnaires was around twenty minutes. The manual's scoring criteria for each questionnaire were used to determine how the replies were rated.

### Tools

The data gathering methods included semi-structured interviews, focus groups, and case studies. Focus group discussions (FGDs) and case studies with working women from the public and commercial sectors were utilized to gather Quantitative data.



$r^2 = 0.6197$                        $r = 0.78721$   
 $r = 0.787179$

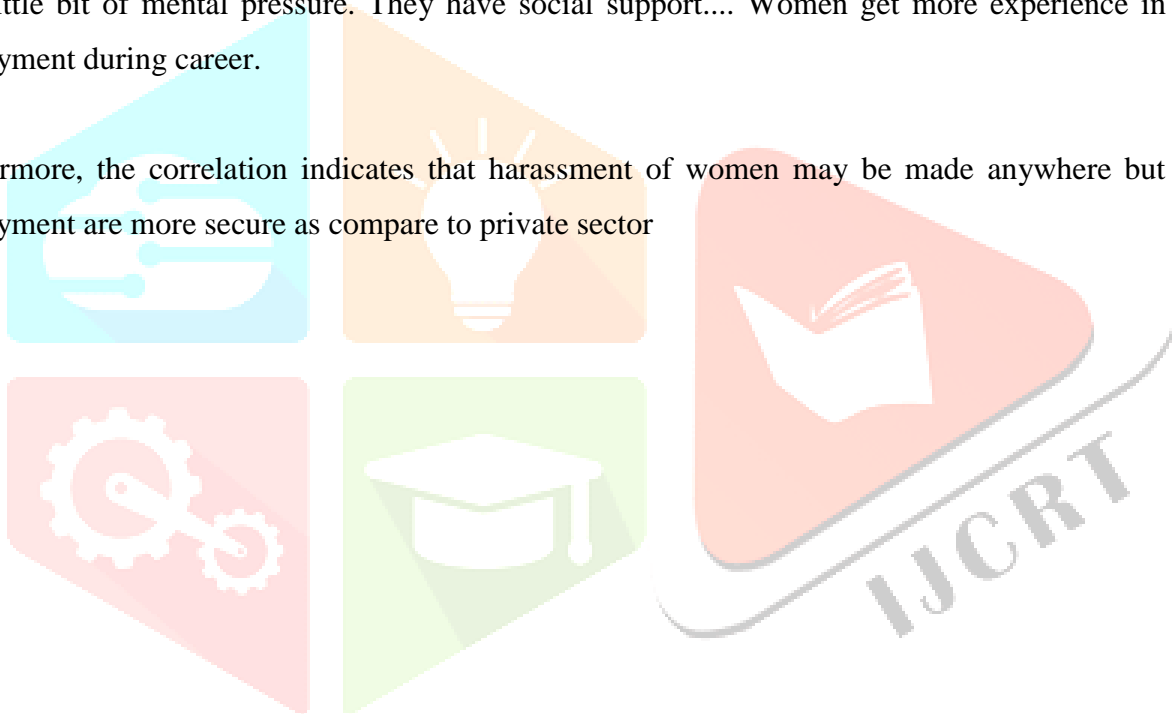
### The correlation analysis results

$r = 0.78721$ ,  $r = 0.787179$

Reveal a significant negative correlation between women working in private sector and government sector. This relation suggests that women working in private sector are more hard working, faces many challenges during the working period. The survey outcomes that women working in private influenced by mental trauma of work, Harassment, management, working hours. These finding underscore the interplay between both employment and experience more hard work as compare to government sector.

Moreover, the government sector women also face same situation like private sector but the timing of working of working hours are limited. It clearly indicates that government sector are more secure in terms of timing of working hours. This graph clearly shows that mostly are favoured in government sector employment. They have only little bit of mental pressure. They have social support.... Women get more experience in government employment during career.

Furthermore, the correlation indicates that harassment of women may be made anywhere but government employment are more secure as compare to private sector



## DISCUSSION

1. Because they are afraid of losing their jobs, female employees in private sector companies are unable to voice their opinions on their workplaces and the surrounding environment. They should be allowed the freedom to voice their opinions and this fear should be eliminated.
2. The majority of female employees are quite unhappy with the rules and working hours they are subjected to, particularly in private sector organizations. Therefore, effort should be taken to ensure that the working hours and work norms are in accordance with the established rules and regulations.
3. The majority of female workers voiced complaints on the leave policies offered by private sector companies. Therefore, it is advised that the leave benefits be approved on the same terms as those for female employees of public sector organizations.
4. In contrast to public sector organizations, private sector employees are given a worse structure when comparing the financial benefits. Therefore, it is recommended that private sector organizations adopt a good pay policy that complies with government regulations.
5. In most of the private sector organization the women employees are asked to work more than the normal working hours and they are not provided proper overtime allowance. Hence, it is suggested that government should intervene these issues and provide proper remedial measures.
6. The women employees working private sector organisation are suffering with lot of personal problems during overtime working hours and they are unable to reveal the problem openly. Hence, it is suggested that a surprised checking made or they should be fully exempted in allotting overtime workload.

## CONCLUSION

The field of women's work life reform is still in its early stages, with most reformers failing to recognise it as a separate entity with unique circumstances and challenges compared to those experienced by men in the workplace. Researchers investigating women's employment need to restructure the labour market and share insights.

Factors that influence one's job experience include the number of hours worked, the work environment, and the interpersonal dynamics inside the firm. Women will consistently contribute to both the public and private

sectors. However, corporations should prioritise the well-being of their employees to enable women to effectively balance their personal and professional responsibilities.

## Summary (Findings)

1. Working women have found it difficult to balance work-life and family life, primarily because of the regular role and responsibilities played by women at home. This was the topic of discussion in the focus group, which focused on how women in the private sector are affected by work-life and family life, including their quality of life and challenges faced.
2. The government employee's unfavorable attitude was the second issue brought up at the FGD. This was common among working women in the public sector, who are required to give their in-laws their wage when they are not adequately supporting their children and, some situations, when the respondent does not turn in their pay because their in-laws throw fits, upsetting them emotionally and creating an unpleasant environment at home.
3. When the duration of working hours was brought up, a participant from the private sector highlighted that their work schedule is unsuitable since they must work nights and are away from their families, which causes them to worry about their husbands and HR.
4. The same is true for women who work in hotels, where they must also report for afternoon and evening shifts.

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# APPENDIX

## QUESTIONNAIRE 1

### COMPARITIVE STUDY ON QUALITY OF WORK LIFE OF WOMEN IN PRIVATE AND GOVERNMENT EMPLOYMENT

The quality of wok life of women in private and government employment Questionnaire— Short Form (Cain TQ-SF)

Bernstein & Fink

Indicate how often you agree with the following statements ranging from (0) Never; (1) Rarely; (2) Sometimes; (3) Often; (4) Always

Circle the appropriate number beside each statement.

- 1. How would you describe your work arrangement in VG 0 1 2 3 4 your main job
- 2. My job requires that I keep leaning new things SA 0 1 2 3 4
- 3. I get to do a number of different things on my job. R 0 1 2 3 4
- 4. I have too much work to do everything well A 0 1 2 3 4
- 5. In my job, I know exactly what is expected from me EN 0 1 2 3 4
- 6. Had to wear dirty clothes D 0 1 2 3 4
- 7. Felt loved A 0 1 2 3 4

8. My job lets me use my skills and abilities	SA	0	1	2	3	4
9. At my job place, where I work I am treated with respect.	A	0	1	2	3	4
10. Nothing I wanted to change in my work duties	SA	0	1	2	3	4
11. I trust the management at the place I work	A	0	1	2	3	4
12. the safety of employes is first priority with management where in work.	PA	0	1	2	3	4
13. the safety and health conditions where I work are too good	EN	0	1	2	3	4
14. I m proud to be working for my employer	EA	0	1	2	3	4
15. Physically abused	A	0	1	2	3	4
16. The place I work is run in a smooth and effective manner.	VG	0	1	2	3	4
17. Got hit badly ... noticed by HR and management and other employees.	VG	0	1	2	3	4
18. I have an opportunity to develop my own special abilities in new project.	EA	0	1	2	3	4
19.I receive enough help and equipment to get the job done.	SD	0	1	2	3	4
20. I received a lot of freedom to decide how to work in my own way	SA	0	1	2	3	4
21.My fringe benefits are good	SA	0	1	2	3	4
22. The best employees in the world where I work	SA	0	1	2	3	4
23. Promotions are handle fairly	SA	0	1	2	3	4
24. My HR treats me fairly.	SA	0	1	2	3	4
25. The job security is good	A	0	1	2	3	4

26. The people I work with can be realized on when I SA 0 1 2 3 4  
need help

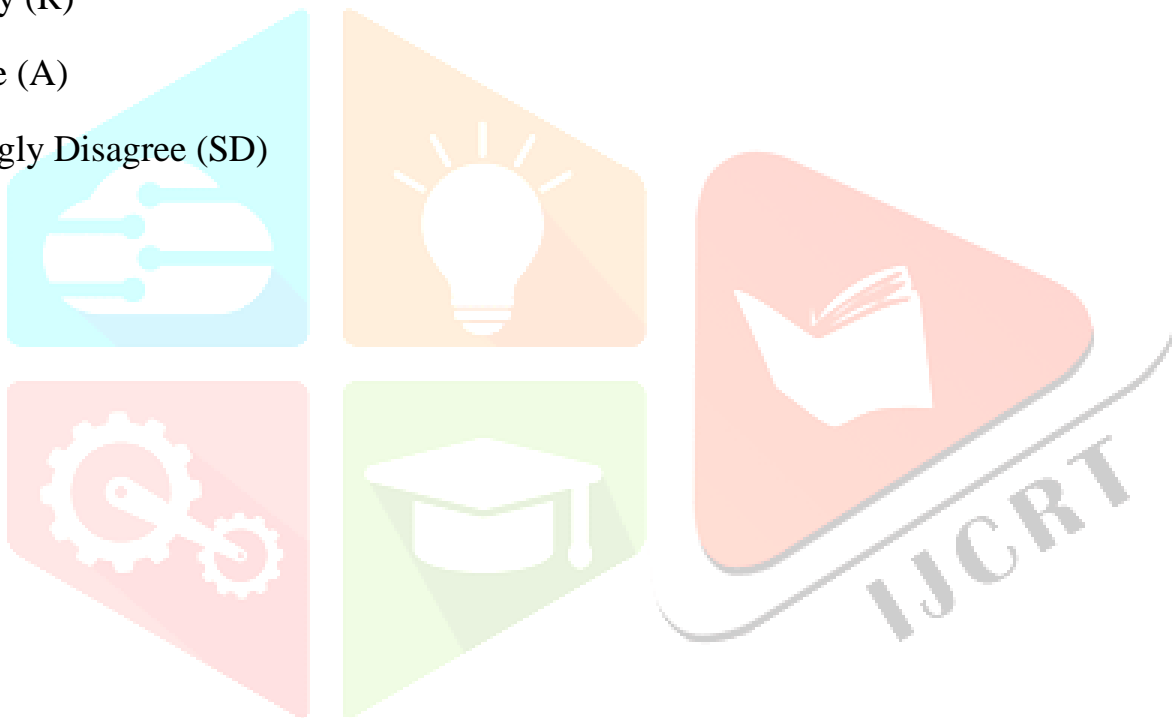
Very Good (VG)

Strongly Agree (SA)

Rarely (R)

Agree (A)

Strongly Disagree (SD)



## QUESTIONNAIRE 2

Impact on quality of work life of women in private and government employment.

Indicate how often you agree with the following statements ranging from "never" (0) to "always" (4). Circle the appropriate number beside each statement.

- |  |           |
|--|-----------|
| 1. My family is comfortable with my job profile.         | 0 1 2 3 4 |
| 2. I always get home on time.                            | 0 1 2 3 4 |
| 3. I am comfortable with the deadline.                   | 0 1 2 3 4 |
| 4. I am able to meet the expectation.                    | 0 1 2 3 4 |
| 5. I always get target base assignment.                  | 0 1 2 3 4 |
| 6. Does oraganization have policy for work life balance  | 0 1 2 3 4 |
| 7. How do you rate your current job?                     | 0 1 2 3 4 |
| 8. Have you ever hesitated to take time off              | 0 1 2 3 4 |
| 9. I wish I had a great time                             | 0 1 2 3 4 |
| 10. In past 2 years have you ever had a back pain        | 0 1 2 3 4 |
| 11. How often your find your work stressful?             | 0 1 2 3 4 |
| 12. I wish I looked better in office like others         | 0 1 2 3 4 |
| 13. I don't trust every person in my office              | 0 1 2 3 4 |
| 14. Rate your overall physical effort at job             | 0 1 2 3 4 |
| 15. I know my flaws.                                     | 0 1 2 3 4 |
| 16. I own my rules and regulations                       | 0 1 2 3 4 |
| 17. I meditate daily.                                    | 0 1 2 3 4 |
| 18. I am confident in the decisions I make.              | 0 1 2 3 4 |
| 19. I forgive myself for my past mistakes.               | 0 1 2 3 4 |
| 20. I can say "No" to my office mates for any work       | 0 1 2 3 4 |
| 21. I don't need any help if I am capable to do the work | 0 1 2 3 4 |
| 22. I do negative things sometime.                       | 0 1 2 3 4 |
| 23. I cannot express my true self.                       | 0 1 2 3 4 |
| 24. I don't want to leave my comfort zone.               | 0 1 2 3 4 |
| 25. I am afraid to fail in my assignment                 | 0 1 2 3 4 |

**Strongly Agreed (4)**

**Agreed (3)**

**Somewhat true (2)**

**Not too true (1)**

**Disagreed (0)**

