

A STUDY OF WORK LIFE BALANCE OF WORKING WOMEN

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Abstract:

Women are playing a vital role in economic and social development of the nations over the India. Working women have a whole set of problems involving both family and professional lives. Thus they made balance between the office work and personal life. Women have to play their role as a wife, a mother and an earner at home and as of office she act as a boss, manager, supervisor, worker, etc. They have to not only manage their career but maintaining traditional roles also. Women managed both office and house. At both level they try to maintain accuracy in their job. At office they follow the order of boss with peers or subordinates. At home follow to parents in law, husband, children's with the domestic servant. Due to heavy load of office work and house work they facing stress, but try to hide the stress in front of family as well of office and maintain the balance. These paper focuses on the problem faced by working women and maintain the balance in between both office and family.

Keyword -: Stress, Working Women, balance, family, office.

I. INTRODUCTION

Word Stress used by us at number of times. Now the need of to know the meaning of stress. Stress is the mental or physical tension that can result from any kind of demand on our body and systems. Given that definition, it's obvious that stress is unavoidable! What happens during a stress reaction? Something in the environment occurs and we perceive it as a threat, either physical or emotional. Our ancient, automatic "fight or flight" response kicks in and the hormones adrenaline and cortisol are released; blood flow is redirected to the more instinctual parts of the brain and to our heart, lungs and large muscles; levels of blood sugar increase; the heart beats faster; the liver manufactures cholesterol; the pupils dilate; and the muscles tense. All these responses can be helpful in dealing with physical threats (we've all heard of the mother able to single-handedly lift a car off her child) but if we don't take action, and if this response is repeated often, it can make us physically or mentally sick and suppress our immune system. Stress is a natural human response to its environment. Stress has become significant due to dynamic social factor and changing needs of life styles. Stress is man's adaptive reaction to an outward situation which would lead to physical, mental and behavioural changes., In fact, moderate levels of stress are considered essential motivators. However, high levels of stress have the capacity to greatly impact physical and emotional health, its imbalanced the life of working women. Appropriate amount of stress can actually trigger passion for work, tap latent abilities and even ignite inspirations. Stress can make a person productive and constructive, when it is identified and well managed.

Stress is an inevitable concomitant of organizational life. Its source in an organization is task or role related. An organization being a network of roles performed in interconnected positions is dynamic in nature. The complex and dynamic environment in which organizations have to exist adapt themselves and grow, and its increase the stress at work. These environment forces include rapid technological advancements, their adaptations in organizations consequent changes, in the nature of jobs, the demands made on employee skills, increased employee expectations about the quality of work-life and in congruence perceived organizational outcomes or benefit, changes in organizations in terms of down sizing, mergers, expansions, closures, etc. affecting employment security, social relations at work and upward mobility. Teachers and lecturers are subject to additional pressures such as Socialization and Family related stress. It is true that husbands and children of working women spend relatively more

time in household work compared to husbands and children of unpaid workingwomen. Family related work is called home work. Balancing paid work looms as a large source of stress for women. But there are activities reported by women in homework as not sources of stress. They are sources of satisfaction and happiness and / or means of coping with stress. Because women feel responsible for and enjoy many family duties, they do not necessarily report that these responsibilities are stressful. Women do not report their families as a source of stress; although factors such as the number and ages of children, supportiveness hubs amount of discretionary income to buy support services and the like. The term 'stress' has different importance for researchers in diverse discipline. Study conducted by different researchers stress is associated even in relation to ecosystem and population of organisms. Biologists refer to temperature, cold and insufficient food supply as being sources of stress Social scientists are more concerned about people's contact with their situation and the resulting emotional disturbances as causes of stress. Stress is anything that disrupts throating, physical or mental well-being of individuals. It occurs when the body performs beyond its capabilities or when a person faces unusual demands. A simple demonstration of stress may be a bad temper while a severe display may be an act of violent behaviour.

II LITERATURE REVIEW

Book (1973) reported that qualitative changes in the job create adjustment problem among employees. The interpersonal relationships within the department and between the departments create qualitative difficulties with in the organisation to a great extent.

Quinn and Sheppard (1974). These two scales were administered to a employed in higher educational institutions in Luck now. Coefficients of correlation were computed to find out the relationship between these two variables. Results showed a highly significant and positive relationship of overall job-related stress and its four dimensions, i.e., role based stress, and task based stress, boundary mediating stress and conflict mediating stress with depressed mood at work among male teachers of higher educational institutions

Cobb (1975) has the opinion that, "The responsibility load creates severe stress among workers and managers." If the individual manager cannot cope with the increased responsibilities it may lead to several physical and psychological disorders among them.

There is evidence that role incumbents with high levels of role ambiguity also respond to their situation with anxiety, depression, physical symptoms, a sense of futility or lower self-esteem, lower levels of job involvement and organisational commitment, and perceptions of lower performance on the part of the organisation, of supervisors, and of themselves (**Brief and Aldag, 1976; Greene, 1972**).

Miles and Perreault (1976) identify four different types of role conflict: 1. Intra-sender role conflict 2. Inter sender role conflict. 3. Person- role conflict; 4. Role over load. The use of role concepts suggests that job related stress is associated with individual, interpersonal, and structural variables (**Katz and Kahn, 1978; Whetten, 1978**).

The use of role concepts suggests that occupational stress is associated with individual, interpersonal and structural variables (**Kutz and Kahn, 1978; Whetten, 1978**).

A job stressed individual is likely to have greater job dissatisfaction, increased absenteeism, and increased frequency of drinking and smoking, increase in negative psychological symptoms and reduced aspirations and self-esteem (**Jickard Payne, 1980**)

All above articles discussed the stress with advantages, disadvantages, types of stress, remedies on stress arises to working women but no one was discussed the balance life of working women.

II . RESEARCH METHODOLOGY

Objective of Project:

- (i) To identify the sources of stress of working women
- (ii) To identify the impact of stress of working women
- (iii) To identify the physical reactions faced by the working women due to high level of stress.
- (iv) To study the effects of stress on the health of working women.
- (v) To study of work life balance of working women.

Sample Size:- For this research purpose the sample size was 50. Researcher used the random sample method for selecting the samples. Working women was from Government, Private Educational sector.

IV . DATA ANALYSIS

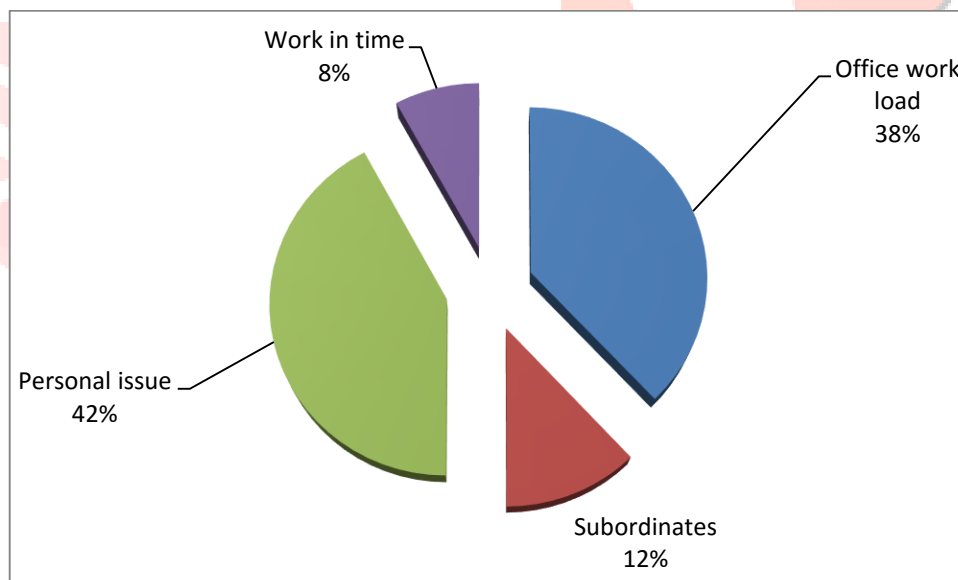
Job profile of working women:-

Job Profile	Educational	Government	Private	Total
No. of women	17	11	22	50

(Source- Primary Data)

This research consist of opinion of 17 women working in educational sector, 11 women from Government sector and 22 women from private sector. This combination of different sectors show the variations of work load which arises by time, working style, social fear etc.

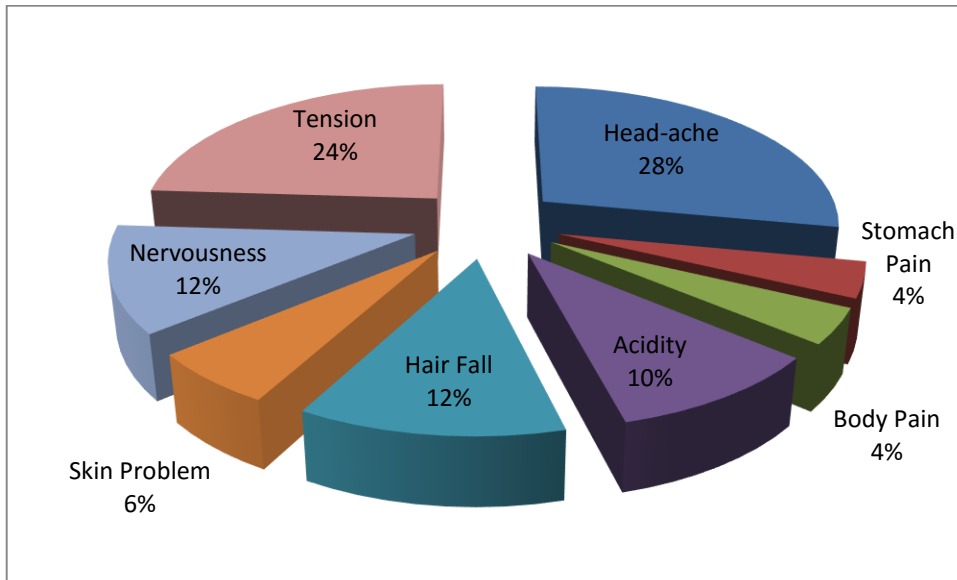
Reasons for Balance Life:-



(Source- Primary Data)

42 % respondents said that personal issue created the imbalances. 38% respondents agreed that office work load is the reason of imbalance. 12% and 8% respondents said that subordinates and work in time create the imbalances respectively.

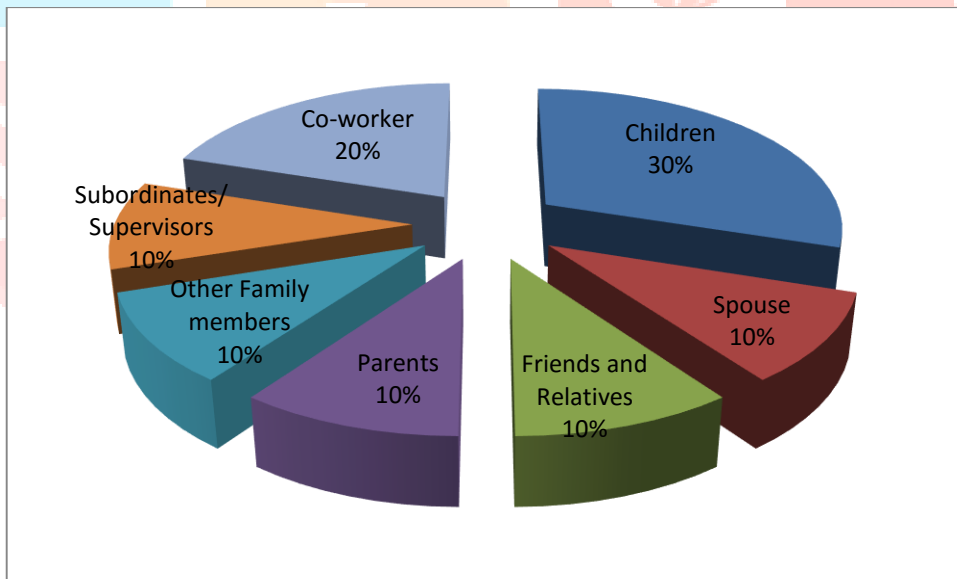
In pact of Balance Life stress on Personal Health



(Source- Primary Data)

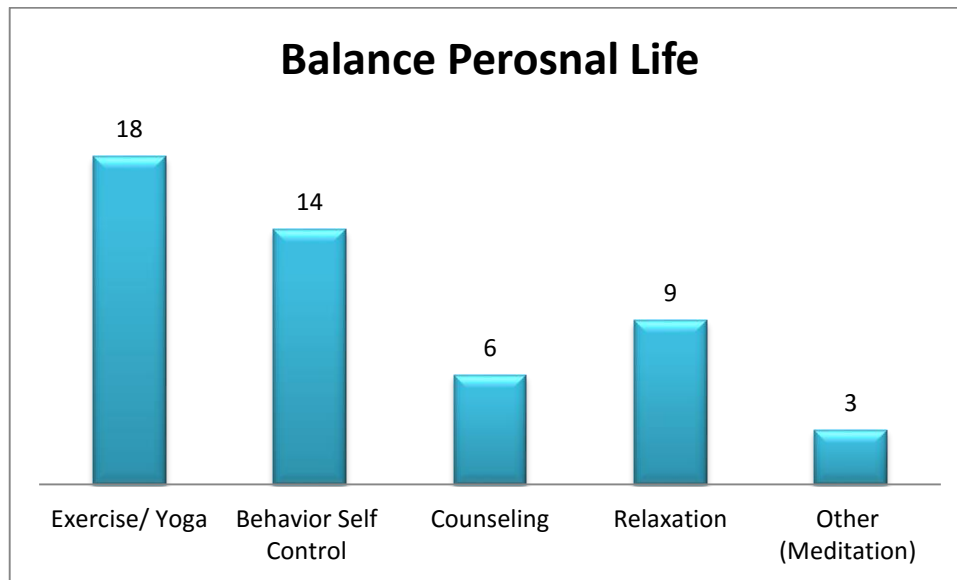
Working women suffer from balance life stress by different way. Head-ache (28%) and Tension (24%) are the main issue arises to women. Normal issues like Nervousness (12%), Hair fall (12%) and Acidity (10%) faced by working women due to stress. 6% respondents faced skin problems and 4% respondents each faced stomach and Body pain each.

Mostly affected Person due to Balance Life Stress



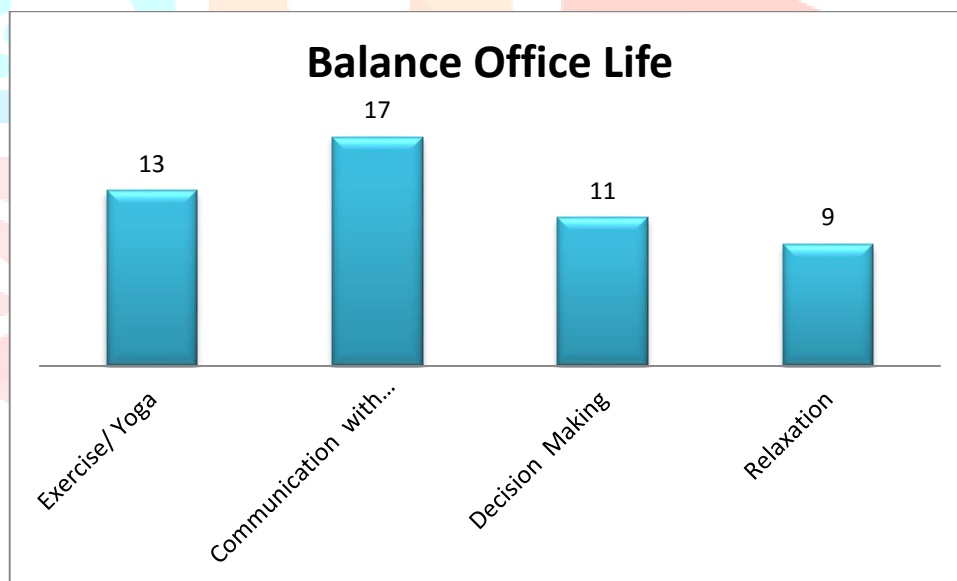
(Source- Primary Data)

Children (30%) and Co-worker (20%) is the most affected due to balance life stress. Subordinates or supervisor, parents, friends and relatives, spouse and other family members are affected by 10%

Management of Personal (family) Balance Life Stress

(Source- Primary Data)

18 respondents balanced their personal life by way of regular exercise or yoga. 14 respondents balanced through self control. 9 respondents balanced through relaxation. 6 and 3 respondents balanced through counseling and meditation respectively.

Management of Organizational Balance Life Stress

(Source- Primary Data)

V. FINDINGS

- Personal problems and office work are the main reason of disturbing balance life of working women.
- Working stress creates to many health issues to working women. Head-ache and Tension are the main issues created due to stress of balanced life.
- Children at home and co-worker at office are most affected due to stress of balanced life of working women.
- Yoga and Self control are the main weapons for maintain the personal balanced life.
- Yoga and Communication with co-ordinators or supervisors are the main weapons for maintain the office balanced life.

V. CONCLUSION

Maintain the balance life is an art. For maintaining the balanced life they suffering from various held issued and it affects the life of nearby peoples like children, co-workers, parents, friends, etc. working women. From such types of issues and problems working women trying to maintain the balance life. Working women maintain their balance life through Yoga, self control and Meditation. They maintain balance at both house and office. Thus the results off to working women for their balance life.

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