

## WORK LIFE BALANCE: A CASE OF WOMEN EMPLOYEE

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### Abstract:

Work-life balance refers to maintaining the balance between performing roles and responsibilities at work and at home. This problem is more for women employees because of the type of roles they play at home and the spillover of personal life over work life and vice-versa. Based on the contemporary issues of work-life balance of women employees, the present research is done.

The study aims to examine work-life balance of women employees and analyse various factors affecting work-life balance. The research has drawn 50 married women in working sector for purpose of the study. For this research study data was collected with the help of survey method with structured questionnaire. In Work life balance is about creating and maintaining supportive and healthy work environment, which will enable employees to have balance between work and personal responsibilities.

**Keywords:** Women Employee, Work Life Balance, Etc.

### 1. Introduction

Work-life balance is a critical aspect of modern life that involves the equilibrium between professional responsibilities and personal well-being. It is the ability to effectively manage the demands of one's job while also nurturing and enjoying a fulfilling personal life. Achieving this balance is essential for overall health, productivity, and satisfaction. In today's fast-paced world, where technology has blurred the lines between work and personal life, maintaining a healthy work-life balance has become increasingly challenging.

Work-life balance encompasses various elements, such as setting boundaries, time management, and prioritizing self-care and family. It requires establishing clear working hours, learning to say no when necessary, and disconnecting from work during personal time. Remote work and flexible schedules have both positive and negative impacts on work-life balance, as they offer convenience but can also lead to blurred boundaries if not managed effectively. A balanced work-life approach has numerous benefits, including improved mental and physical health, increased job satisfaction, better relationships, and heightened overall happiness.

Employers are increasingly recognizing the importance of work-life balance in promoting employee well-being and productivity. Offering perks like flexible schedules, remote work options, and wellness programs can contribute to healthier work-life equilibrium. However, achieving and maintaining work-life balance is a personal journey, and there is no one-size-fits-all solution. It requires self-awareness, time management, and the ability to prioritize one's values and goals. Regular breaks, exercise, hobbies, and spending quality time with loved ones are essential components of a fulfilling personal life. In conclusion, work-life balance is a critical aspect of modern living that impacts our physical, mental, and emotional well-being. It involves managing the demands of work and personal life effectively, setting boundaries, and prioritizing self-care. Achieving this balance is a personal journey, and it requires constant effort and adaptation in our rapidly changing world. When done successfully, it leads to a more satisfying and harmonious life.

## **2. Research Of Literature**

- 2.1. Perry-Smith and Blum (2000) stated that employee satisfaction and labour productivity results in work-life balance positively when both industrial and individual outcomes are based upon the employee's flexibility in work, information rights, and financial support from the industry.
- 2.2. Elisavata (2006) showed that job satisfaction is an important factor in determining the employee's quality of work life. Total job satisfaction was found to be a powerful determinant in the alteration of work life quality in his study.
- 2.3. Wang and Walumbwa (2007) conclusion that work-life balance is related to employee performance and dedication to the company.
- 2.4. 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 criteria . an increasing number of articles have promoted the importance of work life balance. That highlights the current concern of the society and organizational about the impact of multipleroles on the health and wellbeing of the working women and its implications regarding work and family performance and women role in society.
- 2.5. M.A.Raajarajeswari, 2015 Has stated that , the greater part of the ladies is 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 weather 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, in connection with work life balance , this paper revealed that there are different difficulties and issues confronted by the lady's worker to accomplish work life balance .
- 2.6. 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 contemporary employees and organization there is now mounting evidence-linking work-life balance to reduce health and wellbeing among individuals and families. There is increasinginterest

among organization and stakeholder for introducing work life balance policies in the organizations.

### 3. Research Methodology

#### 3.1. Statement of the Research Problem:-

Research has done research on the work –life balance of the working women employee. This research is to find out the balance between Professional life and personal life of working women employee of and to recognize how they manage their stress and time management.

A researcher needs to find out whether the female employees are able to manage their professional – life and personal life as it gets difficult for a working woman to the handle or to manage both at a same time .there search is intended to find whether –life balance policy for their employees or not .

#### 3.2. Objectives Of Study:-

3.2.1. To study determine the factors affecting work life balance .

3.2.2. To study the effect of work life balance on the personal life and impact on their health.

3.2.3. To study the effect of work life balance on the organization.

#### 3.3. Research Instrument:-

Structured questionnaire method is used in this project .The respondent is questioned directly about aspect of interest to the research Questionnaires are prepared in aspect of analysing the work life balance of working women

3.4. **Descriptive Research:** -This is more in-depth research that answered the question what and how. Here , researcher used descriptive research for the study .

#### 3.5. Sample size Selection and Justification:-

There is total population of 330 employee from them 170 are women 160 are men employee, and 119 are married women and I select the only 50 married women .The sample size indicates the how many respondents are to be contracted under the survey .So the sample size for the feedback is 50 women employee.

#### 3.6. Data Collection:-

The information is collected through survey method with structured questionnaire to collect perception of women employees about work life balance ,satisfaction and morale.

### 4. Data Representation

#### 4.1. work time flexible

4.1.1. 90% of female employees are able to like the company working time is flexible and 10% female employees are not able to like a company working time is not flexible.

#### 4.2. any deduction in wages & salary for late coming:

4.2.1. 80% female employee's response late coming company also deduct the wages and 20 % female employee's response late coming company did not deduct the salary.

4.3. hours of work per week:

4.3.1. 40% female employees less than 20 hours work in per week ,10 % female employees 20-30 hours work in per week ,20% female employees work 31-40 hours in per week and 30 % female employees 41+ hours work in per week.

4.4. Stress management:

4.4.1. 16 % female employee's responses are disagreed ,10 % female employee's responses are neither agree nor disagree ,40 % female employee's responses are agreed, and 44% female employees' responses is strongly agreed.

4.4.2. 12 % female employees' responses are disagreed,16% female employee's responses are neither agree nor disagree ,46% female employee's responses are agreed ,and 34 % female employees' responses is strongly agreed.

4.4.3. 20 % female employees' responses are disagreed,10 % female employee's responses are neither agree nor disagree ,44% female employee's responses are agreed and 26 % female employees' responses is strongly agreed.

#### **4.5. Female Employees Work Life Balance**

4.5.1. 10 % female employees' responses are disagreed ,10 % female employee's responses are neither agree nor disagree,60 % female employee's responses are strongly agreed .

4.5.2. 10 % female employee's responses are disagreed ,10 % female employee's responses are neither agree nor disagree ,20 % female employee's responses are agreed and 50 % female employees' responses is strongly agreed

4.5.3. 8 % female employees' responses are disagreed ,12 % female employee's responses are neither agree nor disagree ,40 % female employee's responses are agreed and 40 % female employees' responses is strongly agreed

4.6. Female employees Happiness:

4.6.1. 10% female employee's response is disagreed ,10 % female employee's responses is neither agree nor disagree 60 % female employees' responses is agreed and 20 % female employees' responses is strongly agreed .

4.6.2. 0 % female employees' responses are disagreed ,0 % female employee's responses are neither agree nor disagree ,80 % female employee's responses are agreed and 20 % female employees' responses is strongly agreed.

4.6.3. As per the above chart show that 0 % female employees' responses are disagree ,0 % female employee's responses are neither agree nor disagree ,80 % female employee's responses are agreed and 20 % female employees' responses is strongly agreed.

4.7. Female Employee Personal Life Satisfaction

4.7.1. Personal life Satisfaction

- 4.7.2. 0 % female employees' responses are disagreed, 0 % female employees' responses are neither agree nor disagree, 40 % female employees' responses are agreed and 60 % female employees' responses are strongly agreed.
- 4.7.3. 0 % female employees' responses are disagreed, 0 % female employees' responses are neither agree nor disagree, 90 % female employees' responses are agreed and 10 % female employees' responses are strongly agreed.
- 4.7.4. 0 % female employees' responses are disagreed, 0 % female employees' responses are neither agree nor disagree, 0 % female employees' responses are agreed and 100 % female employees' responses are strongly agreed.

#### **4.8. Female Employees' Loyalty**

- 4.8.1. 16 % female employees' responses are disagreed, 16 % female employees' responses are neither agree nor disagree, 44 % female employees' responses are agreed and 26 % female employees' responses are strongly agreed.
- 4.8.2. 10 % female employees' responses are disagreed, 10 % female employees' responses are neither agree nor disagree, 20 % female employees' responses are agreed and 60 % female employees' responses are strongly agreed.
- 4.8.3. 0 % female employees' responses are disagreed, 0 % female employees' responses are neither agree nor disagree, 48 % female employees' responses are agreed and 52 % female employees' responses are strongly agreed.

### **5. Findings**

- 5.1. 70 % of female employees are able to company working time is flexible, and the 10 % are not able to company working time is flexible .
- 5.2. 80 % of female employees are said that company late coming deduction wages and 20 % another female employee said that no any deduction in salary .
- 5.3. 100% of female employees are said that company are provide the crèches .
- 5.4. 40 % of female employees are said that less than 20 hours work in per weak , 10% female employee are said 20-30 hours work in per week , 20% female employee said 31-40-hour work in per weak and 30% female employees said 41+ hour work in per weak.
- 5.5. 16 % female employees' responses are disagreed , 10 % female employees' responses are neither agree nor disagree , 40 % female employees' responses are agreed, and 44% female employees' responses are strongly agreed .
- 5.6. 12 % female employees' responses are disagreeing 16% female employees' responses are neither agree nor disagree , 46% female employees' responses are agreed , and 34 % female employees' responses are strongly agreed.
- 5.7. 20 % female employees' responses are disagreed, 10 % female employees' responses are neither agree nor disagree , 44% female employees' responses are agreed and 26 % female employees' responses are strongly agreed

- 5.8. 10 % female employees' responses are disagreed, 10 % female employee's responses are neither agree nor disagree, 60 % female employee's responses are strongly agreed
- 5.9. 10 % female employee's responses are disagreed, 10 % female employee's responses are neither agree nor disagree, 20 % female employee's responses are agreed and 50 % female employees' responses are strongly agreed
- 5.10. 8 % female employees' responses are disagreed, 12 % female employee's responses are neither agree nor disagree, 40 % female employee's responses are agreed and 40 % female employees' responses are strongly agreed
- 5.11. 10 % female employee's response is disagreed, 10 % female employee's responses are neither agree nor disagree, 60 % female employees' responses are agreed and 20 % female employees' responses are strongly agreed.
- 5.12. 16 % are female employees' responses are disagreed, 16 % females' employees are responses are neither agree nor disagree, 44 % female employees are responses are agreed and 26 % female employees' responses are strongly agreed.
- 5.13. 10 % female employees' responses are disagreed, 10 % female employees' responses are neither agree nor disagree, 20 % female employee's responses are agreed and 60 % female employees' responses are strongly agreed.

## **6. Suggestions**

- 6.1. As a result of the data analysis and interpreted here are some suggestions to improve the employee work life balance, provided suggestions of the organization and there are as follows:
- 6.2. flexible working time, late coming deduction wages and working hours that effect on work life balance so that here it can be suggested that following things
- 6.3. Working time must be 9 to 5 (8 hour) and late coming can be considered only one's or twice in month. Habitual miss conduct should not be enduring cost.
- 6.4. lack of guidance in working manner and lack of motivation in workers that effect on mental health of women like –(stress happiness and personal life satisfaction) so here can be suggested that following things
- 6.5. Motivational things can be provided and give proper guidance about how work complete in given working hours.

## **7. Conclusion**

After studying all the factors of work life balance, we can conduct that:

- 7.1. The Study is important for both women employee and organisation. In this Study, understanding that life imbalance directly effects on women employee health such as stress, happiness and personal satisfaction because of responsibilities at work and at home.
- 7.2. When the organization work on problem such as work time work hours and reduction wages for late coming that result is decrease stress level of women employee and

increase happiness and personal satisfaction and loyalty about work that it most beneficial for organising for increase productivity.

7.3. The key role of HR therefore, is to understand critical issues of work life balance of women employee.

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