

A Study on Work Life Balance among Working Women with Special Reference to Coimbatore District

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Abstract

Work-life balance is an important part of any company's employees, as emphasis is placed on the balance between personal and professional life. Based on work-life balance, working women can organize their personal and work lives more efficiently and effectively. This research is based on work-life balance, which is essential to combating stress and ensuring both individual and organizational success. Work-life balance is about making time each day for family, friends, community involvement, holiness, personal growth, self-care, and other personal activities in addition to the challenges of the workplace. This study employed a descriptive research design and purposive sampling technique. A sample size of 60 people was collected using a questionnaire. The survey concludes that (57%) of respondents have a moderate work-life balance. 18% of those surveyed have a poor work-life balance. 25% of those surveyed had a good work-life balance.

Key Words: Working women, Work life balance,

Introduction

Work-life balance is a concept that supports employees in their efforts to find time and rejuvenate themselves between work and other important aspects of life. Work-life balance is about making time each day for family, friends, community involvement, spirituality, personal growth, self-care, and other personal activities in order to meet the demands of the workplace. Work-life balance is necessary to combat stress and ensure both personal and corporate success. The stress associated with an unbalanced lifestyle is costly. It impairs productivity and increases human health risks. Workers who have the resources to balance work and personal life are happier, healthier, and more productive. In addition to improving performance, many young employees place great importance on balancing their professional and personal lives. Organizations that make work-life balance part of their culture are better able to attract qualified candidates. Work-life balance is supported by employers who put in place policies, procedures, measures, and expectations that make it easier for employees to lead more balanced lives.

Work- life balance – Definition

Despite the worldwide quest for work-life balance, very few have found an acceptable definition of the concept. Here's a proven meaning that will positively impact your everyday worth and balance starting today.

Need for work life balance

The hours and times people work have always been subject to change but the pace but of this change is now more rapid than ever because:

- Customers expect to have goods and services available outside traditional working hours
- Organizations want to match their business needs with the way their employees work

- Individuals want to achieve a better balance between work and home

Importance of work life balance

A healthy balance between work and home should be a priority for everyone. Implementing right work-life balance offers many significant benefits. There are, however, numerous hazards linked with an unequal work and home life.

Risks: Damaging effects include a higher risk of stroke, coronary heart disease, and mental disorders, such as anxiety and depression.

Poor health: Working long hours without attractive time to relax will take its toll on health.

Unresolved conflict: A lack of equilibrium can create conflicts at work and at home.

Poor performance: Taking on too much accountability will lead to exhaustion and cause performance to suffer.

Financial loss: The impact on health and efficiency takes a financial toll on both individual workers and organizations.

Benefits:-

Fulfillment: People who fruitfully implement work life balance progress their sense of fulfillment at work and at home.

Health: A well work life balance decreases the risk of heart disease and other health problems.

Greater productivity: Being comfortable and well rested increases productivity and improves work performance.

Stronger relationships: Individual and professional relationships are strengthened and conflicts are avoided when there is work life balance.

Review of Literature

Kossek et al., (2011) conducted a study on innovative ideas on how work-family research can have more impact. The commentaries on our focal article agreed with its main premise that work-family research should follow new strategies too improve its practical impact, and made suggestions clustering into three main themes. The first theme built on our suggestion to improve the research focus, terminology, and framing of work-family from work-life research, and examining contextual factors more deeply. The second theme focused on how to better apply the findings from work family research.

Chittenden et al., (2011) carried out for his study on work-life balancing: challenges and strategies. Balancing the personal and the professional is an ongoing struggle for most professionals, and palliative care clinicians are no exception. A sustained lack of balance can lead to feelings of frustration, inadequacy, and guilt. Palliative care physicians may find this balance particularly difficult due to the nature of their work: caring for patients and families who are often suffering and in crisis. In this article, we describe challenges to work-life balancing and strategies that may promote balance, including “time is shifting”, goal setting, cognitive reframing, and self-care. We argue that the search for balance is a lifelong endeavor that entails self-reflection and continuing examination of one’s values and goals.

Henry A et al., (2012) carried out his research in search of work life balance: trainee perspectives on part-time obstetrics and gynecology specialist training. Part-time training is accessed by approximately 10% of Australian obstetrics and gynecology trainees, a small but increasing minority which reflects the growing demand for improved work-life balance amongst the Australian medical workforce. This survey reports the attitudes and experiences of both full-time and part-time trainees to part time training.

Methodology of the Study

Objective of the Study

- To study the personal profile of the respondents.

- To access the level of work life balance of the respondents.
- To discover the association between personal profile and work life balance of the respondents.
- To analyze the difference between personal profile and work life balance of the respondents.
- To study the influence of work life balance of the respondents.

Research design: The researcher followed descriptive research design for the study.

Universe of the study: The “Ganapathi area Coimbatore District.

Sampling: 60 working women were selected for data collection by the non probability sampling technique used for this study is purposive sampling.

Tools for data collection: Researcher had used ICM research Dr. Paull Latreille and J.A. Latrekle (2011) (Swansea university) employment relations diagnosing, work life balance practice, study questionnaire to collect the required data.

The statistical tools applied by the researcher are Percentage Analysis, Chi-square, T-test and ANOVA.

Finds of the Study

Factors	MEDIUM	FREQUENCY	PERCENTAGE
Age	31yrs-40yrs	32	53%
Gender	Female	60	100%
Marital Status	Married	47	78%
No. of Dependents	2-4	38	63%
Locality	Semi urban	30	50%
Educational Qualification	UG	34	57%
Experience	0-5 yrs	40	67%
Monthly Income (in Rs.)	Below –Rs.15000	37	62%
Type of organization	Private	35	58%

- ✓ Nearly (53%) of the respondents is in the age group between 31-40 years.
- ✓ All most (100%) of the respondents are female.
- ✓ Majority (78%) of the respondents are married.
- ✓ Majority (63%) of the respondents are number of dependents of 2-4.
- ✓ Nearly (50%) of the respondents are locality of semi urban.

- ✓ More than half (57%) of the respondents are UG level of educational qualification.
- ✓ Nearly (67%) of the respondents are experience of 0-5 years.
- ✓ Majority (62%) of the respondents are monthly income of below-Rs15000.
- ✓ Nearly (58%) of the respondents are working private type organization.

Analysis And Interpretation

Level of Work Life Balance of the Respondents

Level of Work Life Balance	Frequency	Percentage %
Good	15	25
Moderate	34	57
Poor	11	18
Total	60	100.0

The table reveals that majority (57%) of the respondents level of work life balance was moderate. 18 percent of the respondents are with poor level of work life balance. 25 percent of the respondents are with good level work life balance.

Influence of Socio Economic Factors on Balance between Work Life and Family

Variables	Statistical tool	Value	Result
Education and Work Life Balance	t-test	t= 1.895 P<0.05	Significant
Marital Status and Work Life Balance	t-test	t= 3.725 P>0.05	Not Significant
Locality and Work Life Balance	t-test	t= 1.095 P<0.05	Significant
Age and Work Life Balance	ANOVA	F= .091 P>0.05	Not Significant
Type of Organization and Work Life Balance	ANOVA	F = 5.691 P<0.05	Significant
Experience and Work Life Balance	ANOVA	F= .107 P>0.05	Not-Significant
Income and Work Life Balance	ANOVA	F = 5.091 P<0.05	Significant

Suggestions

- A prioritized study on work-life balance among all employees of an organization may provide a clear scenario regarding work-life balance in the organization.
- In the future, we plan to complete a survey of not only employees but also managers and managers. It is possible to get a complete picture of the organization.
- Comparing one organization to another, one region to another, one industry to another can help improve the work-life balance of employees.
- Working women are optimistic and recognize that the ideal work-life balance is an unattainable myth.

- Alternatively, consider working in different life roles that you manage alongside other roles. Each role may require more effort and time than others throughout the year and throughout your lifetime.
- Helps managers focus on productivity, not time.

Conclusion

Finally, after analyzing all four factors, “work-life balance” describes the relationship between work and commitments in the rest of life and how they influence each other. However, many working women struggle to balance work and responsibilities while caring for children, disabled family members, or elderly parents in their demanding lives. From the results, it can be concluded that the optimal stress level is stress of disappointment and inadequacy. While defeat and helplessness is the least common among working women, stress indicates a sense of accomplishment, victory, and elation among working women. Therefore, it can be said that there is no ideal work-life balance, everyone is different and the right balance can lead to change long working hours, aging families, and changing personal obligations. The study concludes that work-life balance is fair for the majority of respondents (57%). 18% of those surveyed have a poor work-life balance. 25% of those surveyed had a good work-life balance.

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