

A STUDY ON WORK-LIFE BALANCE OF WORKING WOMEN IN BANGALORE CITY

Chandrasekaran¹, M, Rebaccal.A², Bhuvaneshwari.A³

*Department of Business Administration,
DhanalakshmiSrinivasan College of arts and science for women (Autonomous), Perambalur*

ABSTRACT

This article review aspects of contemporary theory and research an work life balance. Work life balance is refer to the level of prioritization between personal and professional activity in an individual life and level to which activity related to their job are present in the home. The role of working women has changed throughout the world due to economic condition and social demands .The achieving work life balance is a necessity for working women to have a good quality of life the various factor affecting the work life balance of married working women have been examined in this study. Moreover technology has complete the removed the separation between the occupational and the personal and people are expected to be available for work at all times. This has resulted in a scenario in which working women have tremendous pressure to develop a career as robust as their male counterparts while sustaining active engagement in personal life. The increasing responsibilities on the personal front with the technological blessings like advanced mobile phones, notepads, etc., This paper is an attempt to explore the tough challenges faced by working women in maintaining a balance between their personal and professional life.

Keywords :worklife balance, engagement ,factors etc.,

INTRODUCTION

A _Work-life‘ balance refers to an employee’s ability to maintain a healthy balance between their work roles, their personal responsibilities, and family life. Work-life balance is seen more as women issue due to the traditional mindset, where the woman is considered primarily responsible for the smooth running of the day to day affairs of the family irrespective of her job profile and official responsibilities that is why managing work and family responsibilities can be very difficult for women. Stress is a common feature of a poor work-life balance. . In the information economy mental stress has been identified as a significant economic and health problem, causing by a perceived need of employees to do more in lesstime.

Work-life balance and women

When a woman seeks a position of power within an organisation, she must consider the toll on other facets of her life, including hobbies, personal relationships and family. When a

woman seeks a position of power within an organization.

OBJECTIVE OF THE STUDY

- To determine the factors affecting work life balance among workingwomen.
- To find out the consequences of poor work-life balance for workingwomen.

RESEARCH METHODOLOGY

This study was undertaken by collecting data from working women across organisations/institutions in Bangalore city. The respondents to the survey were from a random sample of women who were engaged in paid employment or who were self employed. The survey instrument was distributed among 125 such working women and 116 survey responses have been collected. The responses have come from 5 women who were self employed, 63 women employees working in the private sector, 14 in the public sector, 32 in academic institutions and 2 from other organisations such as NGOs. To make the population as homogenous as possible the sample was limited to women who met the following two criteria: 1) They had to be engaged in full-time paid employment outside the home 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. Qualitative data was sourced from journals, relevant literature and also through discussions, open ended questions and observations. Quantitative data was collected by administering a structured questionnaire which included sections on factors affecting work-life balance and consequences of poor work-life balance. Personal data of respondents were also collected. A five point scale was used to find out the degree of agreement for each item on the questionnaire.

DATA ANALYSIS

FACTORS AFFECTING WORK LIFE BALANCE

The degrees of agreement about factors affecting work life balance of respondents was assessed using an instrument consisting of 15 items on a 5 point scale ranging from strongly disagree to strongly agree. The responses have been analysed as follows.

Burden of excessive work: 67% of the respondents agree that they suffer from the burden of excessive work. Working women are often confronted with tasks involving children, home, in-laws, parents and their social circle. To add to this they must also take up multiple roles in their personal lives.

Interference of work with family life: Majority of the respondents agreed that work interfered

with family life. This may be attributed to the fact that mostly work hours are not limited to 7 or 8 hours a day and the private sector employees spend 12-16 hours at work. This leaves them with very little time for family.

Fulfil others' expectations: A large majority of the respondents (77%) agree that they are under pressure to fulfil other's expectations. As working women are constantly juggling between two full time jobs, taking multiple roles in both domains, there is a lot of work pressure resulting in work life conflict. While, there is a lot of expect

Longer work hours: Working women have to put in longer hours of work as they need to compete with their male counterparts in their work domain so as to remain in the race for advancement and promotions.

No time for oneself: Majority of the respondents agreed that they had no time for themselves. Though a large majority (84%) of the respondents did not have to travel frequently at work and over 50% of them also had family support, they had to commute long distances everyday to work.

CONSEQUENCES OF POOR WORK-LIFE BALANCE

The responses concerning consequences of poor work-life balance are analyzed.

High levels of stress and anxiety : Majority (78%) of the respondents agree that they experience high levels of stress and anxiety due to poor work-life balance

Disharmony at home: 68% of the respondents agree that the consequence of poor work-life balance is disharmony at home

Job burnout: Majority of the respondents fall in the age bracket between 35 years and 55 years with more than 10 years work experience. Therefore, they are likely to be in the middle management cadre having to lead teams and fulfill higher level responsibilities

Inability to realize full potential: Most Indian women are not encouraged to prioritize career over family. Therefore quite often they forsake their chances for career advancement in the early stages of their work lives.

SUMMARY OF FINDINGS

This study was able to measure the work-life balance of working women finding that married working women find it very hard to balance their work and personal life irrespective of the sector they are into, the age group they belong to, the number of children they have and their spouse's profession. The married working women in the age group of under 30 years were found

to have more work-life imbalance problems than those in the age group of 30 to 40 years while married working women over 40 years were found to be balancing work-life slightly better than the above mentioned age groups. Our findings revealed the importance of work-life balance and the need to have work-life balance to have happiness and life satisfaction.

CONCLUSION

- The analyses of work life balance presented in this study are an attempt to understand factors affecting work life balance of working women and consequences of poor work life balance. In the Indian context, women remain primarily responsible for their family and career is rarely given top priority. This study has revealed that burden of excessive work, the need to fulfil others' expectations and not having time for themselves are the prime factors affecting work life balance of workingwomen.
- The above findings have implications for working women with regard to gaining a deeper understanding of factors affecting work life balance and consequences of poor work life balance. It also provides insights into finding solutions to maintain healthy work lifebalance.

REFERENCES

- Bailyn,Lotte;Drago,Robert;andKochan,ThomasA.;-IntegratingWorkandFamilyLife – A Holistic Approach. A Report of the Sloan Work-Family Policy Network.
- R. Baral&S. Bhargava; -HR interventions for work-life balance: evidencesfromorganisations in India. International Journal of Business, Management and SocialScience
- Bharat,S.2003.-Women,work,andfamilyinurbanIndia,Towardsnewfamilies?inJ. W. Berry, R. C. Mishra, and R. C. Tripathi ed., Psychology in human and social development, Lessons from diverse cultures pp.155-169 New Delhi, India,Sage.
- Clark SC (2000).Work/Family Border Theory: A NewTheory of Work/Family Balance. Human Relations.
- Hennessy Kelly D (2005). Work-life Conflict self efficacy – A scale validationstudy.

