

## **Work-Life Balance of the Women Employees-A Multi-Sectoral Study**

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*Abstract---* Employment has become a compulsory requirement for almost everybody in the present generation, be it due to the compulsion, due to strong passion towards career aspiration, due to necessity to meet the family requirements. When we observe the present scenario of employment with respect to women employees, the situation is highly challenging and demanding, because for almost every woman professional career and family responsibilities start parallelly. The responsibilities become two fold or three folded when she is married, having children and dependent adults, because now-a-days both wife and husband doing job has become mandatory to lead a happy and satisfactory life. Every responsibility is more important and revolve around woman in any family. In such a situation, she need to prioritise the responsibilities and allocate some work to other family members by seeking cooperation from family members, if they live in a joint family. But it may not be the same when they are living in a nuclear family which are predominant in the present generation couple.

There are cases where many women had ceased their professional career as they are unable to balance their professional career and family life. Because, when the situation demands a woman employee to choose between her family life and professional career maximum women choose family life. Apart from this, health status of many woman also deteriorate due to more stress and imbalances in their health take place naturally.

Employers also should look after the burdens of the employees and should be able to make availability of some facilities like transportation facility, creche facility, canteen facility, emergency medical facility etc

so that the commuting time could be minimised and the tension of their kids would be effaced. By creating facilities like these employees feel burdenless comparatively because an employee will be able to put her maximum efforts only when they are made burdenless and comfortable. When an employee puts her maximum efforts, that is a direct contribution to the organization.

*Key Word---* Work-life balance, stress, family life, responsibility, employment, competition.

### I. INTRODUCTION

In India, generally, women take up much of the family responsibility and play a vital role in fulfilling the domestic requirements of family members. This is the case of an unemployed woman. If the same woman is employed then the responsibilities become two folded. Her burdens increase when she has kids, dependent adults to take care of etc.

The present scenario has witnessed a sea change with respect to many aspects like timings, shifts, training programs, appraisal system, target system in majority of the working sectors. Global and economic changes have become one of the major reasons for the increase in work timings, competitive work atmosphere etc.

### II. PURPOSE OF THE STUDY

With the increasing work demands, increase in the number of working hours per day, the distance from home to organization is also consuming relatively

more time. Some other reasons like official meetings after office hours, new assignments at the end of the day, team members or colleagues not finishing the given task in time may also be the reasons for employees spending more time in office. Due to this, employees are not able to allocate adequate time with their family. And time allotted for their personal reasons and social involvement is very minimum.

### OBJECTIVES

#### Hypotheses

H1 – There is a significant impact of work life on personal life of the employee.

H2 – There is a significant impact of professional life on the health of the employees.

#### WORK-LIFE BALANCE – AN EMPHASIS ON WOMEN AND FAMILY.

Women employees are subjected to more imbalances compared to men because women have to handle many roles at a time in profession and in family. Every domestic work will be done by woman at home and she spends much time in doing office work, some time in journey. The remaining time is spent on carrying out household work, spending time with family, sleeping etc.

Many of the women employees end up treating work-life as the core of their existence. Of course, yes professional life could be the core of almost everybody's existence, till the time they get married and take extra responsibilities besides, just work. Many a number of times, work could become very stressful, time consuming, there by leaving hardly any time to take care of personal life. In the tryst of achieving a balance of professional life and personal life, employees end up mixing both.

To analyse the challenges faced by women employees in overcoming the balances between their professional life and family life.

2. To study the various Work-Life Balance policies and practices that are implemented in Organization are contributing towards achieving a balance in their work life and personal life.

3. To analyse if there are any health problems that are caused due to stress they are facing.

#### Role of Employee :

Majority of the employees think that implementing HR policies is the responsibility of organization. But in the reality it is also the duty of employees. By following simple tips one could make the best use of time.

#### 1. Improve Time Management :

In many situations time is wasted at work by making unnecessary calls, chit chatting with the colleagues etc. Learn to say 'NO' to the unwanted talks, time consuming calls, outings etc. Instead spending the same time with kids, neighbours, on sports, with teachers of your children etc improves your relations with kids, helps you know about the position of your kid in school, neighbours etc.

#### 2. Benefits to Organization and Employee :

When an employee is made totally stress free from other burdens then only she will have more mental peace and she could be able to concentrate more on her work. When employees are working efficiently then definitely organization will become more competitive in the market. It is beneficial not only to the organization but also to the employee because as the employee performs well, she will be given priority in case of promotions, appraisals, salary hike etc.

#### 3. How Professional life invades Personal life.

Everybody are living in technology developed world. Infact we all are leading a comfortable life with the development. Many employees are happy, feel pride when their management provides them with a office mobile, laptop in order to be in touch when not in office. Employees think that they can work from anywhere. But the other side is that work is following employees everywhere even when the employee is with family, sleeping, in sports etc. which is unavoidable.

#### RESEARCH METHODOLOGY

The study is based on primary data by administering a questionnaire and personal interviews. Secondary data is taken from books, journals, magazines etc.

#### SAMPLING CRITERIA

Data for the study has been taken from women employees in Hyderabad district by using simple random sampling method. Total sample size is 100.

#### DATA ANALYSIS

TABLE 1

MARITAL STATUS OF THE EMPLOYEE

Marital status	No. of respondents
Married	60
Unmarried	40
Total	100

Majority of the respondents are married and only 40% of them are unmarried.

TABLE 2  
 PARENTAL STATUS

Parental status	No. of respondents
None	45
One	25
Two	20
Three	10
Total	100

Majority of the employees are not having children and only few employees are having a maximum of three children.

TABLE 3  
 SECTOR OF EMPLOYMENT

Type of employment	No. of respondents
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#### Achieving the Best Possible Work-Life Balance :

There is no single thumb rule for all the employees to follow in order to achieve the best Work-Life Balance because every employee is different from one another and the roles and responsibilities also may vary from one another. So apart from the policies followed and implemented in the organization, every woman should be able to follow certain tips in order to cut down unnecessary wastage of time.

#### LIMITATION OF THE STUDY

1. Since the study is done based on the responses given by the very few employees, whatever found in the present study may not represent the whole population.
2. As it is the open fact that sample survey has its own limitations, the same may be applicable to the present study.

Teaching	25
Banking	30
IT	25
Self-employed	05
Others	15
Total	100

Majority of the respondents are in Banking sector, followed by Teaching ,IT sectors. Very few of them are in Self employment also.

TABLE 4  
NUMBER OF WORKING DAYS IN A WEEK.

No.of working days	No.of respondents
Five	20
Six	75
Seven	05
Total	100

3/4<sup>th</sup> of the respondents are working for 6 days in a week.Five percent of the are working for 7 days a week.

TABLE 5  
NUMBER WORKING HOURS IN A DAY.

No.of working hours	No.of respondents
Seven	15
Eight	25
Nine	30
Ten	15
Eleven	13
Twelve	02
Total	100

Majority of the respondents are working for 9 hours a day.Few of the are working for Twelve hours a day which is notable.

TABLE 6  
NUMBER OF HOURS SPENT ON JOURNEY

No.of hours in journey	No.of respondents
30mins	05
1hr	15
2hrs	25
3hrs	45
More	10
Total	100

From the above table we can understand that a majority of the respondents are spending 3hrs in a day in travelling from office to home and vice versa.

TABLE 7  
RESPONSIBILITY OF ADULTS.

Adult Responsibility	No.of respondents
Yes	85
No	15
Total	100

Majority of the respondents said that they are taking care of their dependent adults too.

TABLE 8  
HEALTH PROBLEMS FACED

Health problem	No.of respondents
Insomnia	10
Obesity	45
Spondilitis	04
Eye sight	35
Others	06
Total	100

From the above table it is evident that majority of the employees are suffering from Obesity, followed by eye sight.

TABLE 9  
SATISFACTION WITH HR POLICIES.

Satisfaction levels	No.of respondents
Yes	65
No	35
Total	100

Majority of the respondents are satisfied with the HR policies implemented in the office but still those who are not satisfied with the policies are also of good percentage.

TABLE 10  
TIME SPENT ON PHYSICAL ACTIVITY

Time spent on Physical activity	No.of respondents
None	60
15mins	15
30mins	07
1hr	02
Rare	16
Total	100

From the above table it can be understood that majority of the respondents never do any physical activity. Very few of them spend one hour in a day.

#### FINDINGS

1.It is found that majority of the respondents are working six days a week, and few are working all the seven days in a week which is more restless.

2.It can be understood that 45% of the employees are spending 3hrs in a day in travelling ; 45 % said that they are not spending time in any physical activity ; 50% responded that they are suffering from obesity; 30% said that they are working 9hrs a day which clearly says that those who are spending more time in journey, working for more than 8hrs a day and not doing any physical activity are suffering from obesity problem.

3.35 % of the respondents are suffering from eye sight who are working in the profession where they are supposed to work in front of a computer.

4.The most notable thing is 2 respondents are working 12 hrs a day. Though they are conscious about the timings of their profession, they are willing to spend that time due to passion and zeal.

#### CONCLUSIONS

Almost all the respondents are able to balance their professional and family life. But it is time to make a note that many respondents are suffering from obesity problem. Majority of the respondents are satisfied with the HR policies.

### Case 1

Preethi, an M.C.A graduate, got a job in IT company before marriage. After marriage, she resigned the job during her pregnancy. After 4 yrs when her daughter started going to school, she took teaching as her profession. Here the **Decision Making** about her career is not based on her interest. She did not get any suggestions from any of her family members, not even from her husband but the situations demanded her to prioritize the necessities and compelled her to take the decision about her profession which provided both employment as well as company with her kid during her schooling. Because she could spend much time with her kid and she can be less tensed of her child she took the decision in spite of her interest and passion.

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