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A study on work life balance of working women with special reference to Erode

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ABSTRACT

Work life balance is too tough to maintain for females as now there is no distinction between the rights of men and women and both have to equally share the responsibilities for better standard of living. So it becomes necessity for women to equalize professional and domestic life. In order to get views of working women a sample of 100 females were chosen. The main results of study shows that the married working women of all the sectors predominantly find it very hard to steal out time for their own hobbies or leisure activities and maintain friendships or extended relationships those women are earning more them are able to balance their life as compare to less earners. Because those are earning more, they can pay to get facilities which help them to manage their work life.

I.INTRODUCTION

Twenty first century organizations are characterized by persistent changes, uncertainties and excessive pressure to increase productivity. These changes disturb the balance in the lives of employees causing confusion and stress. This is also fuelled by extreme levels of competitiveness in the work sphere posing new challenges and problems to workers. Technological advancements and new inventions have impacted the socio-cultural context by introducing multi-cultural life styles in Indian homes. In the midst of all this, the compelling need for growth in all spheres, for individuals as well as for

organizations has resulted in imbalance in the lives of the workforce. The incessant demands on their time and effort to enhance productivity have created enormous stress and pressure causing disequilibrium between work life and family life. Most employees either spend long hours at their work place or carry work home thereby compromising on the quality of life.

II.OBJECTIVES OF STUDY

1. To determine the factor affecting work life balance among working women.

III.SCOPE OF STUDY

1. Effect of work life imbalance on health status of women can be analyzed.
2. The study is undertaken in various educational institutions with the purpose to gather more details about work and family balance by working women.

IV.LIMITATIONS

1. Due to lack of time staff had not given accurate data.
2. Level of satisfaction and quality of service questions may also have been biased since respondents are more likely to remember unpleasant experiences which are then used to access the facility.
3. Lack of communication about work life program is essential.
4. Time consuming.

V.LITERATURE REVIEW

Most previous research on the ability to balance work and family indicates that because women typically maintain major responsibility for the home and the family, they have greater difficulty in balancing work and family than men (Duxbury and Higgins 1991). Spill over theory asserts that there is similarity between what occurs in a family environment (Staines 1980), such that happiness at work leads to happiness at home. In addition a person's work experiences are assumed to influence what he/she does away from work (Champoux 1978). It is also assumed that attitudes at work become ingrained and is carried over into home life (Kando and Summers 1971) or that work attitudes affect a basic orientation towards the self, others and children (Mortimer et al 1986). Spill over is generally discussed in terms of positive relationships, but it is also possible to have negative spill over (Piotrkowski 1978).

The spillover in which the work is boring or monotonous can result in an energy deficit making the person lazy which in turn leads to his/her not doing certain things at home. Compensation theory states that events at home provide "shock absorbers" for disappointments at work and vice versa (Crosby 1984). This theory postulates that there is an inverse relationship between work and family, such that work and non-work experiences tend to be antithetical (Staines 1980). Segmentation theory postulates that work and family environments are distinct and that an individual can function successfully in one without any influence on the other (Evans and Bartolome 1984, Payton-Miyazaki and Brayfield 1974, Piotrkowski 1978).

The family is seen as the realm of affectivity, intimacy and significant ascribed relations, whereas, the work world is viewed as impersonal, competitive and instrumental rather than expressive (Piotrkowski 1978). Instrumental theory suggests that one environment is a means by which things are obtained in the other environment. For example, work outcomes lead to good family life and are a means to get some pleasures of life (Evans and Batolome 1984,

Payton-Miyazaki and Brayfield 1976). Conflict theory states that satisfaction or success in one environment entails sacrifices in the other; the two environments are incompatible because they have distinct norms and requirements (Evans and Bartolome 1984; Greenhaus and Beutelo 1985; Payton-Miyazaki and Brayfield 1976). A study titled "Balancing work and family after childbirth: A Longitudinal Analysis" by Grice, M.M.; McGovern, P.M.; Alexander, B.H.; Ukestad, L.; Hellerstedt, W. revealed that by 11 weeks after childbirth, 53% of the women returned to work; by six months, almost all the women were back at work. Women experienced job spill over into the home more frequently than home spill over into work.

VI.RESEARCH METHODOLOGY

RESEARCH METHODOLOGY

Research methodology is a term that basically means the science of how research is done scientifically. It is a way to systematically and logically solve a problem, help us understand the process not just the product of research, and analyzes methods in addition to the information obtained by them.

RESEARCH DESIGN

- A detailed outline of how an investigation will take place.
- A research design will typically include how data is to be collected, what instruments will be employed, how the instruments will be used and the intended means for analyzing data collected.

DESCRIPTIVE RESEARCH

It is a Fact finding investigation which is aimed at describing the characteristics of Individual, Situation or a Group (or) Describing the state of affairs as it exists at present.

POPULATION SIZE

- The population size is **Infinite**.

SAMPLE SIZE

The Sample size is **150**.

CONVENIENCE SAMPLING

Convenience sampling (also known as Availability Sampling) is a specific type of non-probability sampling method that relies on data collection from population members who are conveniently available to participate in study.

DATA COLLECTION

PRIMARY DATA

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire.

SECONDARY DATA

These are data which are already collected and used by someone preciously. In this research review of Literature, Details of the industry are collected from the Internet.

STATISTICAL TOOL

- Simple Percentage Method
- Henry Garrett Ranking

SIMPLE PERCENTAGE METHOD

Percentage Analysis is the method to represent raw streams of data as a percentage (a part in 100%) for better understanding of collected data.

FORMULA

PERCENTAGE ANALYSIS

$\frac{\text{Number of respondents}}{\text{Total number of respondents}} * 100$

HENRY GARRETT RANKING

Garrett's ranking technique to find out the most significant factor which influences the respondent; Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula.

FORMULA

$$\text{PERCENT POSITION} = 100 (R_{ij} - 0.5) N_j$$

Where R_{ij} = Rank given for the i^{th} variable by j^{th} respondents

N_j = Number of variable ranked by j^{th} respondents

With the help of Garrett's Table, the percent position estimated is converted into scores. Then for each factor, the scores of each individual are added and then total value of scores and mean values of score is calculated. The factors having highest mean value is considered to be the most important factor.

DATA ANALYSIS

TABLE NO.1
DEMOGRAPHIC FACTOR ANALYSIS

Details of the Policy Holders		No. of Respondents	Percentage
Age Group	Below 25	31	21
	26-30	27	18
	31-35	38	25
	Above 30	54	36
	Total	150	100
Gender	Male	-	-
	Female	150	100
	Total	150	100
Experience	Below 1-5 years	58	39
	5-10 years	50	33
	Above 10 years	42	28
	Total	150	100
Income level	Below 10,000	41	27
	10,000-15,000	41	27
	15,000-20,000	30	21
	Above 20,000	38	25
	Total	150	100
Marital status	Married	130	87
	Unmarried	20	13
	Total	150	100

INTERPRETATION

From the above table 54% of the respondents are above 36. From the above table 100% of the respondents are female. From the above table 39% of the respondents are below 1-5 years experienced. From the above table 27% of the respondents are getting below 10,000. From the above table 87% of the respondents are married persons.

TABLE NO.2

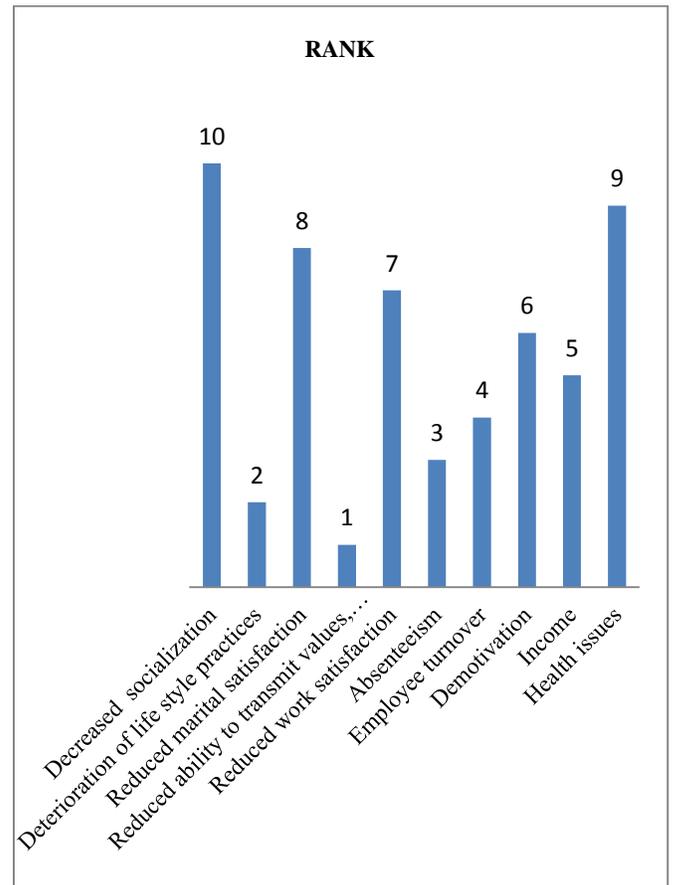
TO DETERMINE THE FACTOR AFFECTING WORK LIFE BALANCE AMONG WORKING WOMEN

S.N O	FACTORS	MEAN SCORE	TOTAL	RANK
1	Decreased socialization	741	7410	10
2	Deterioration of life style practices	886	1772	2
3	Reduced marital satisfaction	781	6248	8
4	Reduced ability to transmit values, culture	903	903	1
5	Reduced work satisfaction	796	5572	7
6	Absenteeism	861	2583	3
7	Employee turnover	845	3380	4
8	Demotivation	821	4926	6
9	Income	823	4115	5
10	Health issues	742	6678	9

INTERPRETATION

From the above table it shows that Reduced ability to transmit values, culture is ranked as no.1 with the total score of 903. From the above table it

shows that Deterioration of life style practices is ranked as no.2 with the total score of 1772. From the above table it shows that Absenteeism is ranked as no.3 with the total score of 2583. From the above table it shows that Employee turnover is ranked as no.4 with the total score of 3380. From the above table it shows that Income is ranked as no.5 with the total score of 4115. From the above table it shows that Demotivation is ranked as no.6 with the total score of 4926. From the above table it shows that Reduced work satisfaction is ranked as no.7 with the total score of 5572. From the above table it shows that Reduced marital satisfaction are ranked as no.8 with the total score of 6248. From the above table it shows that Health issues is ranked as no.9 with the total score of 6678. From the above table it shows that Decreased socialization is ranked as no.9 with the total score of 7410.



VII.FINDINGS

1. 36% of the respondents are above 35.
2. 100% of the respondents are female.
3. 39% of the respondents are below 1-5 years experienced.
4. 41% of the respondents are getting below 10,000.
5. 87% of the respondents are married persons.
6. From the above table it shows that Reduced ability to transmit values, culture is ranked as no.1 with the total score of 903.
7. From the above table it shows that Deterioration of life style practices is ranked as no.2 with the total score of 1772.
8. From the above table it shows that Absenteeism is ranked as no.3 with the total score of 2583.

VIII.SUGGESTION

1. From the Garrett ranking it is seen that the improve Decreased socialization.
2. From the Garrett ranking it is seen that the improve Health issues.
3. From the Garrett ranking it is seen that the Reduced marital satisfaction.

IX.CONCLUSION

This study was able to measure the work-life balance of working women. This study find out that mostly working women unable 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, income and their occupation. The married working women of all the sectors predominantly find it very hard to steal out time for their own hobbies or leisure activities and maintain friendships or extended relationships. The married working women in the age group of less than 20-25 year are found to have more work-life imbalance problems than those in the age group of 26 to 30 years while married working women over 36 years were found to be balancing work-life slightly better than the above mentioned age groups. Out of 98(100%) working women only 52(51.9%) women have balanced in their work and life. Those women are earning more they are able to balance their life as compare to less earners. Because those are earning

more, they can pay to get facilities which help them to manage their work life. Our findings revealed the importance of work-life balance and the need to have work-life balance to have happiness and life satisfaction.

X.REFERENCES

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