



WORK LIFE IMBALANCE AMONG WOMEN EMPLOYEES

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Abstract

Work life balance refers to the competency and stressful management of multiple roles both at work and family. It also refers to employees balance and contently fulfilled their formal task and accomplished household task to prove their personal growth and efficiency at both ends. An imbalance between the professional life and personal life can have serious or adverse effect on the health and wellbeing of the employees. This imbalance usually occurs when the boundaries between professional life and personal life are not clearly demarcated and followed with a discipline.

The most important aspect of life is one's career and goals. Today, the majority of women are looking for work in order to economically support their families. Earlier the working environment was male dominated. But today the era has been changed that has led the greater role of women to participate equally with men. This transformation is now normal and dynamic as a result of changes in the competitive environment and economic conditions. The most difficult challenge for women is balancing their family and work responsibilities effectively have become a major concern to study. This study undertaken with help of random survey among 100 married women employees in Prayagraj district of Uttar Pradesh to explore that how professional life and personal life of women employees are affecting resulted into imbalance and it also focused on suggesting measures to overcome the work life imbalance for the dual growth of organization and women as well.

Keywords: Work Life Balance, Professional Life, Personal Life, Married, Women Employees, Personal Growth, Economic Support.

Introduction

In today's era, the concern for work life balance is gradually increasing, though becoming an essence especially for women employees. Work life balance is the state of equilibrium where both professional life and personal life is balanced. Each role has its different set of demands and when demand for one role overlaps the demand of other role, the problems arise. Work life balance of women employees has gaining the pace since the equal involvement of women with men for economic support and betterment of families. A married woman has more responsibility towards their family. Thus the question of balancing professional life and personal life greatly arises from there.

This paper focuses on exploring the causes of work life imbalance and suggesting the measures to overcome for the betterment of society as women plays a key role for the betterment and now their participation in the business environment has also put pressure on the organization to support them for the overall growth of organization and employees as well.

Literature Review

Colin Janet (2022), studied the consequences of lack of Work Life Balance of working women. This study concluded that women do not get enough time for their family due to workload, work timings, additional responsibility, distance from workplace to home, lack of motivation regarding work, heavy



pressure, etc. this study also described that proper work life balance leads to positive outcomes and lack of work life balance leads to negative outcomes in one's work life balance and personal life as well.

Shaw (2019) concluded that high investment of time and involvement in both work and family would reduce work-family conflict and stress thereby enhancing quality of life. Married working women can have a healthy quality of life when their work life and personal life both are balanced.

N. Lakshmi (2018), studied the work life balance of working women and found that married working women face difficulty in balancing work life balance in comparison to non-married women. This study also found tough in stealing time for their own personal life and happiness.

Bharat (2018), studied that work life balance is a key issue in all types of organization because of dual career families' role and long working hours in an organization. Demographics have been changed and now the women are seen in increasing number among the organization which generated a greater need for women employees to balance their work life and personal life.

N. Divya Jaya Lakshmi (2018), studied how the women balancing two different things of their life, the problems they faced and measures to overcome stress to lead a happy and satisfied life. They also suggested the organizations to implement policies regarding balancing work and personal life for the satisfaction and welfare of the employees.

Mansi Tiwari (2017), studied about the lives of female employees that are getting affected because of improper balance between professional life and personal life. The study found that female employees are tough while balancing work and life and at the same time the organization are also not found to be cooperative for their employees. The study concluded by saying that female employees can be more result oriented to towards the organization if policies are there to support the employees to balance their work and personal life.

Sushree Sangita Das (2016), studied work life balance of women working in IT sectors, suggested that employees should be more sensible towards women employees in any organization. The study found that improper work life balance may have quality life cycle low, thereby lead to conflict in the family and unsatisfactory performance of employees in the organization as well.

Chandrasekaran (2016), studied the tough challenges faced by working women in order to maintain healthy balance between personal and professional life; also suggested various factors that affect work life balance, such as, burden of excessive work, interface of family into work, longer working hours, etc. which resulted into high level of stress and anxiety, disharmony at home, inability to realize one's full potential.

Rajesh K. Yadav(2014), studied comparatively among the working women of education sector banking sector. The study focused on factors affecting work life balance and the effect of work life balance on satisfaction of job. It was found that factors such as colleagues support, equal rewards and pay, mentally challenging work, etc. are responsible for effective work life balance.



Objectives

- To assess various factors leading to work life imbalance.
- To suggest measures to overcome work life imbalance.

Why Women Lack Work Life Balance?

1. **Work-family conflict:** A conflict between work and family spheres is a work-life conflict. Conflict arises between the two segments when engagement in one segment is more as compared to the engagement in another segment.
2. **Emotional attachment:** Emotional attachment for family is more in females than men. This lead to difficulty in leaving home and concentrating on work; thereby increasing mental stress among female working employees.
3. **Multiple roles:** Women have to look after their family, children, kitchen work etc. which lead into feeling overloaded sometimes result into negative consequences on the family expectations and the organization expectations well.
4. **Quality of health:** Women may have hormonal imbalance, reproductive health issues, maternal issues they feel which resulted into lack of balancing of work life and personal life.
5. **Time Management:** Women have to wake up early in the morning, look after their household work so that they may be punctual in the office time and meet the deadlines. If they face heavily poor time management skills then it can be challenging element to manage their dual roles effectively.
6. **Lack of Support:** Due to lack of support faced by women employees from their families, co-workers, employer at work, caretaker at home, etc. which lead to a dreadful stress situation thereby increasing mental stress.
7. **Lack of flexibility:** If an employer in the organization is rigid, tough rules and regulations prevail, having communication gap between employer and employee leads to misbalance and lack of adjustment on the part of women employees.

Analysis and Interpretation

Table 1: Are you a married woman?

Aspects	Yes	No
Out of 100%	100%	Nil

Source: Questionnaire

Interpretation: All the respondents were married women.

Table 2: Do you have a job?

Aspects	Yes	No
Out of 100%	100%	Nil

Source: Questionnaire

Interpretation: All the respondents in the survey were working women.

Table 3: From which age group do you belong to?

Aspects	25-35	35-45	45-55	Above 55
Out of 100%	57.6%	41.4%	1%	Nil

Source: Questionnaire



Interpretation: Maximum respondents were from the age group between 25-35 years and very less respondents were from the age group between 45-55 years. No respondents were there from the age group of more than 55 years of age.

Table 4: Are the organization’s working hours is suitable for you?

Aspects	yes	No
Out of 100%	36%	64%

Source: Questionnaire

Interpretation: Majority of the respondents of working women said they are not satisfied with the working hours of the organization.

Table 5: Do you feel satisfied there?

Aspects	yes	No
Out of 100%	43.7%	56.3%

Source: Questionnaire

Interpretation: Majority of the women employees are not satisfied with the job they are doing. They are only doing the job for economic benefits.

Table 6: Do you get the sufficient time to manage household work and personal work while working in the organization?

Aspects	Yes	No
Out of 100%	44.3%	55.7%

Source: Questionnaire

Interpretation: There was slight difference between the responds. Majority of the respondents negatively said about the time management.

Table 7: Do you feel that you are able to balance both professional life and work life?

Aspects	Yes	No	Sometimes
Out of 100%	55%	34%	11%

Source: Questionnaire

Interpretation: Majority of the women employees are able to manage their professional life and personal life both.

Table 8: Does the organizational policy flexible enough?

Aspects	Always	Often	Sometimes	Rarely	Never
Out of 100%	34.6%	19.8%	34.6%	11%	Nil

Source: Questionnaire

Interpretation: Majority of the respondents were always or sometimes agreed with flexibility of the organization.



Table 9: Do you have more pressure of work in both organization and in home also?

Aspects	Always	Often	Sometimes	Rarely	Never
Out of 100%	51.1%	23.7%	11.2%	14%	Nil

Source: Questionnaire

Interpretation: Majority of the respondents agreed that they are always having more pressure of work in both organization and home as well.

Table 10: Does the organization provide facilities?

Aspects	Maternity leave	Crèches	Holiday camps	None
Out of 100%	71%	4.6%	15.3%	9.1%

Source: Questionnaire

Interpretation: There were the procedures of maternity leave but very few focuses on the other facilities for increasing the welfare of the women employees such as crèches for mother, holiday camps for refreshment, etc. even there were such organizations also who are providing.

Table 11: Do you want to stay in the job?

Aspects	Yes	No
Out of 100%	67%	33%

Source: Questionnaire

Interpretation: Majority said yes they are willing to stay in a job they are doing and few said that they are doing for the economic benefit which they are receiving from the organization but they were not willingly want to do the job.

Findings

1. Majority of women employees were belong from the age group between 25-35 years.
2. Majority of the employees responded that the working hours of the organization is not suitable for them but then too they are coming on time.
3. Most of the women also opined that they are not satisfied in the organization due to heavy workload and pressure of household work with office work.
4. The reason behind inability to manage their professional life and personal life are workload of household work, coming office on time, no motivation, distance from workplace to home, deadline pressure and such more.
5. Organizational policy are sometimes rigid and sometimes flexible.
6. Respondents found some facilities like maternity leave, crèches for their babies, holiday camps.
7. The respondents need some facilities for their welfare such as proper crèches facilities for feeding their children, some holiday camps for refreshing and energizing, flexible organizational policies and working hours, less pressure of work for home, some weekends for refreshing mind and soul and enthusiasing themselves, organizing meeting on suggesting the measures to balance work and life, such steps should be taken when necessary. This would surely enhance the level of satisfaction and efficiency to work effectively both at office and at home as well.



Suggestions

1. The workload of the women employees should be reduced.
2. Providing weekend off after very hectic day.
3. Employers should maintain healthy relation with their employees.
4. Organizational policies should be flexible enough when needed.
5. Working hours should be reduced for effective management of professional life with personal life.
6. Facilities such as maternity leaves, paid leaves, and crèches should be increased in the organization for the welfare of the women employees.
7. Paid trips and vacations given by the employers will help to enhance the employees' motivation.
8. Organization should increase the organization of meetings with the employees' for discussing and suggesting the management of professional life and personal life effectively.

Conclusion

As per the study conducted, the thing was cleared that proper work life balance gives positive outcome for the organization and for the women employees both. While negative repercussions can lead to a serious threat for both. When the work and life is balanced, women feel organization as their second home and put efforts for the development of it. This benefits both employer as well as employees. When the employee will be happier they tend to participate in the organization and home effectively to achieve the greatest benefit from both. Work life balance might seem as ideal but it is a myth. There may be time when their families need them the most. Assessing the needs and setting priorities becomes essence to manage work and life. The fact is human being cannot be compared with machine. Even machine can't do multiple task, how can we expect from women employees. They have to look after their family as well as their job. Multiple roles can be done but at the cost of another. There is not a concept of perfect work-life balance that can be achieved. Recognizing what is important and necessary and striving for what is valued will make a feasible work-life balance. Women employees need to care for their family both physically and financially to satisfy the family needs. At the same time, they work for the accomplishment of organizational objectives and individual upliftment to satisfy their career needs. Thus, work life balance can't be fully achieved but at the same time organization need to adopt human resource strategies and policies to overcome the issues of work life balance of women in the current business environment. A balance cannot be fully achieved but work-life balance can be realized. Humans need to be positive and spread positivity around which is the essence of life.

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