

A Study on Work Life Balance of Women Employees

MUDAVATHUSAITEJASWI¹, P. DEEPAK GOUD²

¹PG Scholar, Dept of Management, Teegala Krishna Reddy Engineering College (Autonomous), Medbowli, Meerpet, Hyderabad, Telangana, India.

²Assistant Professor, Dept of Management, Teegala Krishna Reddy Engineering College (Autonomous), Medbowli, Meerpet, Hyderabad, Telangana, India.

Abstract: The concept of work life balance is the fact that an individual's work life and personal life conflicting demands on one another and the demands from both the domains are equally important. Work life balance refers to maintaining the balance between responsibilities at workplace and at home. Work life balance is one among the foremost challenging issues that are faced by the women employees in the 21st century because of the roles they play at home and the personal life over work life. The present article is predicated on the review of literature of previous studies addressing different aspects like conceptual framework of work life balance, work life balance of women employees, factors of work life balance, impact of demographic variables on work-life balance, stress, satisfaction, absenteeism, organizational commitment, turnover and organizational policies addressing work-life balance.

Keywords: Quality of Life, Personal Life, Professional Life.

I. INTRODUCTION

Women struggle with balancing work and private life demands to a greater extent than male counterparts. Compared to men, women are found in majority to take up the household duties and responsibilities therefore more likely to suffer from role overload and moreover women were more likely to have made sacrifices with reference to having children. Some studies have found evidence of gender differences in work-life balance, the predominant observation being that ladies experience higher work-to-family conflict than men. While occupation was taken under consideration differences were found, with women working in full-time or higher occupational positions expressing higher levels of conflict than men. Women employees' personal and professional lives are a bit like the 2 sides of an equivalent coin. Compromising one for the opposite or spending longer pursuing one as against the opposite can have serious negative repercussions. Pressures from the work and family domains give rise to imbalance. Now, they occupy most categories of positions within the workplace. These changes in work culture have added to women's duties and responsibilities to their family also on society.

II. STEPS TO IMPROVE WORK LIFE BALANCE

There are specific guidelines to how a private can maintain a correct work life balance, a number of which are:

1. Creating a Work Leisure Plan: Where a private has got to schedule his tasks, and divide time appropriately in order that he has allocated appropriate time to his work and his career development goals and at the same time allotted for leisure and private development. Employees also use a compressed work week decide to build a balance.

2. Leave the Activities That Waste Time And Energy: Individual should legally avoid wasteful activities which demand large time and energy and in return not produce output for either the work life or the leisure life. Effective time management can help an employee less stress management.

3. Outsourcing Work: Envoy or outsource time consuming work to other individuals.

4. Set Enough Time For Relaxation: Relaxation provides better work life balance, and tends to improve productivity on the professional life.

5. Prioritizing Work: Often employees don't give priority to figure and find yourself doing tons of work at the eleventh hour. Better planning can help employees save time and avoid time delays, which may be utilized by employees for personal work.

III. FACTORS OF WORK LIFE BALANCE

Major factors that affect work family conflict among women executives are harmony in home and office, organizational support, family expectations, parenting effect and professional skills, nature of organisation, education. In another way, five factors that are considered to contribute to work life balance are assessed. Three are of work related and two are family related factors. Work based factors are flexi time, option to work part time and freedom to work from home and the family related factors considered in this survey are availability of child care facility and adaptability to require care of emergencies reception. Role burden, dependent care issues, quality of health, problems in time management and lack of proper social support are the main factors influencing work life balance of girls employees in India. The major factors that affect are education, incoming ratio, professional experience, spouse stress and work load and stressors of professional women's work family conflict Family and work conflict (FWC) and work family conflict (WFC) are more likely to deploy negative influences in the family domain, results in low life satisfaction and greater

internal conflict within the family variables like the dimensions of the family, age of the youngsters, work hours and therefore the level of social support impact the experience of WFC and FWC.

A. Work Pressure and Its Effects

Work stress is typically intellectualized as work-role conflict, work-role overload, and work-role ambiguity. With reference to work-role conflict, the more conflict among work roles, the greater the probabilities that stress will spill over and cause negative behaviors that interfere with fulfilling family roles. Role overload is that the results of having too many things to try to do during a given period of time. As time is contrived by having too many tasks to execute at work, the worker may have to use time allocated to the family role which could cause WFC. Work-role ambiguity occurs when workers are unsure of what's expected of them during a work role. As uncertainty concerning work roles increase, employees use more psychic energy to decipher it. This requirement may drain psychic energy and a spotlight needed for his or her family roles. It's found that role overload and role conflict were predictors of WFC, yet didn't find significant results for role ambiguity. It is studied the character of specific strains and stresses among married women in their marital, occupational and house work roles. They found that exhausted and stresses are beneath in family roles than in occupational and household roles among the married women. These have more severe consequences for the psychological well-being of girls than occupational strains and stresses. Strains predicted affliction through role-specific stress, with strains deriving from contribution of role specific stress. Research studies have identified several variables that influence the extent of WFC and FWC. Variables like the dimensions of family, the age of youngsters, the amount of hours worked outside the house, the extent of control one has over one's work hours, flexible or inflexible work hours and therefore the level of social support impact the experience of WFC and FWC. However, these variables are conceptualized as antecedents of WFC and FWC; it's also important to think about the results these variables wear psychological distress and well-being of the working women. Most of those studies revived are in western context; there's a scarcity of research during this area within the Indian context.

B. Family Conflicts and Work Life

Work-life balance is that the maintenance of a balance between responsibilities at work and reception. Work and family have increasingly become antagonist spheres, equally greedy of energy and time and liable for work-family conflict. These conflicts are intensified by the "cultural contradictions of motherhood", as women are increasingly encouraged to hunt self-fulfillment in demanding careers, they also face intensified pressures to sacrifice themselves for his or her children by providing "intensive parenting", highly involved childrearing and development. Additional problems faced by employed women are those related to finding adequate, affordable access to child and elderly care. Work Family Conflict has been defined as a kind of inter-role conflict wherein some responsibilities from the work and family domains aren't compatible and have a negative influence on an employee's

work situation. Its theoretical background may be a scarcity hypothesis which describes those individuals in certain, limited amount of energy. These roles tend to empty them and cause stress or inter-role conflict. Results of previous research indicate that employment Family Conflict is said to variety of negative job attitudes and consequences including lower overall job satisfaction and greater propensity to go away an edge.

Workplace characteristics also can contribute to higher levels of WFC. Researchers have found that the amount of hours worked per week, the quantity and frequency of overtime required, an inflexible work schedule, unsupportive supervisor, and an inhospitable organizational culture increase the likelihood that ladies employees will experience conflict between their work and family role. It has been found that ladies who had multiple life roles (e.g., mother, wife, employee) were less depressed and had higher self-esteem than women who were more satisfied in their marriages and jobs compared to women and men who weren't married, unemployed, or childless. However, authors argued quality of role instead of the number of roles that matters. That is, there's a positive association between multiple roles and good psychological state when a lady likes her job and likes her home life. WFC and FWC are generally considered distinct but related constructs. Research so far has primarily investigated how work interferes or conflicts with family. From work family and family work perspectives, this sort of conflict reflects the degree to which role responsibilities from the work and family domains are incompatible. That's "participation within the work (family) role is formed harder by virtue of participation within the family (work) role. The work domain variables like work stress may cause work roles to interfere with family roles; the extent of conflict within the family domain impacts work activities, causing more work conflict, thus creating a vicious circle.

C. Relationship between Stress and Work-Life Balance

Stress is termed to at least one of the main factors that affects the work life balance and results in physical and mental disturbances there by affecting the productivity of the workers. 87% of Indian women are more stressed than compared to other countries and haven't time to relax. Moreover family support of most Indians doesn't seem to be holding up for many of the ladies. Women entrepreneurs have suffered or are suffering by three sorts of stresses. There are

1. Gender Pressures
2. Professional pressures
3. Societal pressures

It was found that employment stress and work life imbalance correlated with workaholic, no matter gender. Women could also be taking a more career-minded view, while men are getting more family oriented. The private attribute, role conflict and ambiguity were correlated positively with symptoms of psychological distress. The greater the interference between work and family, the more women felt emotionally exhausted, less committed and more

A Study on Work Life Balance of Women Employees

likely they were to think about changing jobs or opting out of the market.

D. Negative Effects of Work Life Conflict:

Long work hours and highly stressful jobs not only hamper employees' ability to harmonize work and family life but are also related to health risks, like increased smoking and alcohol consumption, weight gain and depression. Work life conflict has been related to numerous physical and psychological state implications. Demographic and work-life factors, that they strongly affect work-life balance are

- Control over schedule and hours worked
- Total weekly hours worked
- Number of youngsters reception
- Total weekly hours "on call"
- Age
- Gender
- Income

Benefits of Work Life Balance:

- Reduced absenteeism and lateness
- Improved employee morale and commitment
- Reduced stress and improved productivity
- A more flexible workforce
- Increased ability to draw in and recruit staff
- Potential for improved occupational health and

Safety: Fulfillment of civil right objectives, Good corporate citizenship and to strengthen corporate image.

IV. CONCLUSION

It becomes highly important to review what women undergo in their career path as they're going to be handling their family also at an equivalent time and therefore the stress and work pressure is way quite others as tons of your time management, job management, kid management, house management everything is anesthetize criteria. It's critical for work and family research to completely understand the conditions under which the married women employees experience conflict between their roles. There's a requirement to think about working environment, job satisfaction, family support and number of working hours within the future research. Future studies should also still refine the methodology utilized in the world of work-family research. So as to achieve in-depth understanding of one's work and family life, researchers who study work-family roles should include multiple perspectives like job stress, quality of life, psychological state, and work demands. Additionally, it's necessary to explore multiple waves of knowledge collection over an extended period of your time to raised understand the changing nature of work family roles over time. Work-life balance initiatives designed to assist employees balance their work and private lives aren't only an option, but also a necessity for several employers today. There's a requirement for organizations to adopt human resource strategies and policies that accommodate the work-life needs of a various work force within the current business environment. Understanding of a number of the alternatives

and constraints of girls might cause improve organisational policies for ladies to raised accommodate work life balance issues.

V. REFERENCES

- [1] Srivastava V. New Delhi: National Publishing House; 1978. Employment of inculcate women in India; its causes and consequences.
- [2] Ramanna A, Bombawale U. Transient status images of working women in modern India. Indian J Soc Work. 1984;45:189-202.
- [3] Campbell DJ, Campbell KM, Kennard D. the consequences of family responsibilities on the work commitment and job performance of non professional women. J Occupa Organ Psych. 1994;67:283-96.