



A Study on Work Life Balance of Women Employees

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ABSTRACT

Work life balance is a term used to describe the balance between an individual's professional and personal life. A healthy work-life balance assume great significance for working women particularly in the current context in which both, the family and the workplace have posed several challenges and problems for women.

Key words: Work life balance, working women, employed

INTRODUCTION

Work life balance of women employees has become a critical subject of discussion as we see women working in different areas of profession and sharing responsibilities equally with men both at work and home for the betterment of their family life. Various studies over the past three decades have stated the work life balance has gained attention from organisation, employees and researchers. Work life balance is basically about keeping a balance between work and family duties and responsibilities. Working woman's to manage the work life and family life. Women's are bold to handle the situations. Today working women are constantly challenged by the demands of work and family. The highlights the current concern with society and organizations about the impact of multiple roles on the health and well-being of professional women and its implications regarding work and family performance and women's role in society.

REVIEW OF LITERATURE

- 1.R.Balaji (2014), The study emphasized the need to formulate guidelines for the management of work life balance at organizational level as it is related to job satisfaction and performance of the employees.
- 2.Dr.Meera Shanker (2019), The literature review throws light on definitions and theories related to work life balance, variables of work life balance, challenges related to working women, work life initiatives and strategies for work life balance and outcomes of work life balance.
- 3.K.Thriveni Kumari, Dr.V.Rama Davi (2015), Women workforce is increasing and their contribution to the organizations is also considered to be valuable. It is very necessary for the organizations to acknowledges women employees by providing more appropriate worklife balance measures for them
4. Shobha Sundaresan, 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 working women. As a consequence women suffer from job burn-out, experience high level of stress and anxiety, are unable to realize their full potential and also do not enjoy harmonious family life. Informal discussions with working women revealed that those who had family support and flexible work schedule enjoyed better work life balance.
5. Tahani H. Alqahtani (2020), This paper explores the literature related to work-life balance of women employees. Work life balance confirms to be a necessity for personal satisfaction.

OBJECTIVE OF THE STUDY

To know working women-challenges of work and life To know work pressure and its effects

METHODOLOGY OF THE STUDY

The research design adopted is descriptive. The secondary records were collected from specific sources. That includes the articles and websites.

WORK LIFE BALANCE FOR WORKING WOMENEMPLOYEES

Women whose status and roles traditionally were well defined and fixed in the society have undergone far reaching changes. Today women have made a mark in fields that were unknown to her earlier. Women of the current generation have received higher education which has resulted in significant improvements in the economic status of the families. It is studied the nature of specific strains and stresses among married women in their marital, occupational and house work roles. They found that strains and stresses are lower in family roles than in occupational and household roles among the married women. These have more severe consequences for the psychological well-being of women occupational strains and stresses.

CONCLUSION

It becomes highly important to study what women undergo in their career path as they will be handling their families as well at the same time and the stresses and work pressure is far more than others as a lot of time management, job management, kid management, house management everything is put under criteria.

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