



The work life balance of working women in Tirupattur

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ABSTRACT :

This study looks at how more women are working these days and how society sees them. Even though women are doing more than just homemaking, some places like India still expect them to stay home. The study also talks about how important but undervalued women's unpaid work at home. It examines the difficulties women face in balancing work and personal life, and how this affects their health. It also talks about how women are treated unfairly at work and at home because of their gender. The study is important because it looks at how women balance work and life and how it affects their happiness at work. It suggests ways to make work environments better for women and hopes for a future where women's work is respected and they can be happy both at work and at home.

INTRODUCTION :

This study delves into the evolving landscape of women's lives, tracing the shifts from historical contexts to present-day challenges. It recognizes the vital yet undervalued role of unpaid domestic work and investigates how women navigate the delicate balance between their professional pursuits and personal responsibilities. Advocating for workplace adaptations to better support women, particularly through flexible working arrangements, this research aims to comprehensively understand and address the multifaceted challenges encountered by women in the workforce. By doing so, it seeks to pave the way towards a future where women are empowered, supported, and thriving in equitable work environments.

INTERNATIONAL REVIEW :

Praya & et.al, (2019), in their research found the impact of emotional intelligence on work life balance with the following components: Self-regulation, motivation, empathy and social skill. The findings were certain emotional intelligence in work life balance among employees working in the pharmacy. They also acknowledged in their research that they completed research with help of Daniel Goleman's Emotional Intelligence Scale. **Bina Janet (2014)**, she examined on "Impact of emotional intelligence on work life Balance – A Global Perspective", globally talks how the developing art work procure, globalization and technological improvement have made artwork existence balance as an annoyance and the manner a person handles it using his/her emotional intelligence. The researcher states that emotional intelligence is type of a three-layered cake in which the top layer consists of our wants, bottom layer with our inborn dreams and the middle layer is the emotional intelligence wherein a person believe, values and attitudes help in enjoyable the alternative layers. Thus, if a person has self-confidence and self-perception then he/she can be covering a position to attend to emotions and via which he/she can be able to benefit work life balance. **Arsi & Nooraie (2012)**, they identified the feature of the quality of work-lifestyles of the university on emotional intelligence dimensions and the academic usual overall performance of university participants. The assessment used a sampling tool of seventy universities placed with inside the northwestern area of Iran, which include university individuals, staff, and students. The findings showed that the size of emotional intelligence was considerably correlated with the volume of faculties' academic universal overall performance. Dimensions which consist of self-manage, self-manipulate, social interest and manage of relationships were correlated with their educational success in an excellent and large way. The research moreover found that the effect of the emotional intelligence factors of faculty members on their instructional achievement is mediated on the work-existence brilliant of universities.

SIGNIFICANCE OF THE STUDY :

The study focused on the significance of work-life balance in fostering employee motivation and its implications for both employers and employees. Specifically, it addressed the gendered challenges in Indian office conditions, highlighting that they are often more suitable for a male workforce. The research aimed to identify measures for a more inclusive work environment. It emphasizes the valuable contributions of women to building a vibrant work culture, promoting healthy competition, teamwork, and company growth. The study advocates for recognizing the extraordinary potential of every woman, supporting flexible working hours, and intentionally hiring competent women, even those who have taken work breaks, to empower and strengthen the workforce.

AIM OF THE STUDY :

- To study the work life balance of the working women

OBJECTIVES :

- To Study the demographic profile of the working women.
- To know the contribution of work life balance on job satisfaction among women.
- To discover the challenges faced by women in their family and in the work place.

RESEARCH DESIGN :

The researcher has used descriptive type of research design. The researcher followed this descriptive design to observe, analyze and present the research study. This design was used to obtain information systematically and to describe about the work life balance of the working women in Tirupattur. It is used to highlight the significance and characteristics of various parameters adopted in the study.

UNIVERSE & SAMPLING :

The respondents/participants in the current study will be the working women in Tirupattur. The total population of the working women in Tirupattur, 73 respondents were selected as sampling size for this study. The researcher would like to carry out a study using non probability sampling and convenient sampling techniques for the data collection process.

TOOLS OF DATA COLLECTION :

The primary tool for data collection will be a structured questionnaire. The questionnaire will be divided into sections to collect information on employee happiness, job satisfaction and advantages of having happy employees. The employee happiness scale used in the questionnaire will be tested and well-known to ensure the accuracy and comparability of the findings.

Table - 1
Domicile of the respondents

S.No	Domicile	Frequency	Percent
	Rural	47	64.4
	Urban	26	35.6
	Total	73	100.0

From the table it was clear that majority (64.4%) of the respondents were located in rural area. The table also stated that more than one third (35.6%) of the respondents were reside in urban area. This enables the researcher to understand that large number of the respondent were from rural areas.

Table - 2
Work life balance satisfaction

S.No	Satisfaction	Frequency	Percent
	Very satisfied	13	17.8
	Satisfied	54	74.0
	Dissatisfied	6	8.2

Total	73	100.0
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The presented above table state that a vast majority (91.8%) of the respondents said that they were happy on work life balance and less than one-tenth (8.2%) of respondents told that they did not feel happy about their work. Therefore the study was clear that most of the women pleased about their work life balance.

Table – 3
‘t’ test between Domicile of the respondent with regard to various dimensions of Work Life Balance

S.No	Variables	Mean	Std. Deviation	Statistical Inference
1	Contribution of work life balance Rural (47) Urban (26)	1.62 1.50	.491 .510	t = 0.961 p = 0.230 P > 0.05 Not Significant
2	Challenges faced by women in family & at work place Rural (47) Urban (26)	1.23 1.27	.428 .452	t = 0.330 p = 0.520 P > 0.05 Not Significant
3	Impact of work pressure on women Rural (47) Urban (26)	1.44 1.26	.502 .452	t = 1.497 p = 0.002 P < 0.05 Significant
4	Issues of gender equality Rural (47) Urban (26)	1.65 1.11	.478 .325	t = 5.162 p = 0.000 P < 0.05 Significant
5	Suggestions and measures Rural (47) Urban (26)	1.57 1.15	.499 .367	t = 3.760 p = 0.000 P < 0.05 Significant

The above table states that there is significant difference between domicile of the respondents and dimensions of work life balance include impact of work pressure, issues of gender equality and suggestion for work life balance. It was further understood that there is no significant difference between the domicile of the respondents and dimensions of work life balance include contribution of work life balance and challenges faced in family and company. It was further more revealed that there is a significant difference between the domicile of the respondents and work life balance.

Null Hypothesis (H₀): There is no significant difference between domicile with regard to various dimensions of work life balance.

Research Hypothesis (H₁): There is a significant difference between domicile with regard to various dimensions of work life balance

Result: Since (p < 0.05) there is significant difference between the domicile with regard to work life balance include impact of work pressure, issues of gender equality and suggestion for work life balance. It was further understood that (p > 0.05) there is no significant difference between the domicile of the respondents and dimensions of work life balance include contribution of work life balance and challenges faced in family and company. Thus, Research Hypothesis is accepted and Null Hypothesis is rejected.

Table - 4
Support of employer

S.No	Support of employer	Frequency	Percent
	Satisfied	65	89.0
	Dissatisfied	4	5.5
	Very Dissatisfied	4	5.5

Total	73	100.0
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The table showed that a significant majority (89%) of the respondents told they got the support of the employer and more than one-tenth (11%) of the respondents did not get any support from their employer. The analysis was evident that majority of the respondents contented with support of the employer.

Table - 5

Karl's Pearson's Co- efficient of Correlation between the Marital Status of the respondents with regards to various dimensions of Work Life Balance

S.No	Dimensions	Correlation Value	Statistical Inference
	Contribution of work life balance	0.133	P > 0.05 Not Significant
	Challenges faced by women	0.167	P > 0.05 Not Significant
	Impact of work pressure on women	0.472**	P < 0.01 Significant
	Issues of gender inequality	0.336*	P < 0.01 Significant
	Suggestion and measures	0.290*	P < 0.05 Significant

** . Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

The above table states that there is a significant relationship between the marital statuses of the respondents with regards to various dimensions of work life balance include impact of work pressure, issues of gender equality and suggestion for work life balance. It was further revealed that there is no significant relationship between marital status of the respondents and various dimension of work life balance include contribution of work life balance and challenges faced in family and company.

Null Hypothesis (H₀): There is no significant relationship between marital status of the respondents with regard to various dimensions of work life balance.

Research Hypothesis (H₁): There is a significant relationship between marital status of the respondents with regard to various dimensions of work life balance.

Result: Since ($p < 0.05$) there is a significant between marital status of the respondents with regard to work life balance include impact of work pressure, issues of gender equality and suggestion for work life balance. It was further revealed that ($p > 0.05$) there is no significant relationship between marital status of the respondents and various dimension of work life balance include contribution of work life balance and challenges faced in family and company. Thus, the Null Hypothesis is rejected and Research Hypothesis is accepted.

SUGGESTIONS :

The research underscores the challenges faced by working women in achieving a harmonious work-life balance. A key finding advocates for the promotion of flexible work schedules as an effective method to address this difficulty. Allowing women to tailor their work hours to accommodate personal commitments fosters better time management and enhances overall well-being. Additionally, the study highlights the importance of ensuring equal pay for women, acknowledging their significant contributions in the workplace. By alleviating financial stress through fair compensation, women can more easily integrate their professional and personal lives. Respondents also emphasized the significance of equally sharing household responsibilities between partners, encompassing tasks such as cooking, cleaning, childcare, and domestic chores. This collaborative approach enables

working women to allocate time and mental energy to their careers without compromising their personal lives. Lastly, the research suggests that prioritizing self-care, including activities like exercise, meditation, reading, and pursuing joyful and relaxing pursuits, contributes to women attaining peace of mind amidst their busy lives. Together, these recommendations form a comprehensive approach to support working women in achieving a balanced and fulfilling life.

CONCLUSION :

The research provides a thorough exploration of the evolution of women's roles, spanning from the transformative era of World War II to the contemporary challenges faced by working women. The study illuminates the enduring impact of historical shifts on societal perceptions of women's capabilities, emphasizing the persistent paradox of unpaid domestic work. While acknowledging advancements, the research underscores the continued prevalence of traditional gender roles in certain regions, notably in India, constraining women to domestic duties. The intricate dynamics of working women's lives are dissected, addressing the hurdles encountered in achieving work-life balance. The study advocates for the recognition of women's contributions through equal pay and flexible work schedules, while also emphasizing the importance of shared household responsibilities and prioritizing self-care. By delving into the experiences of working women, the research scrutinizes issues of gender inequality in both professional and familial spheres, prompting a reassessment of societal norms. The envisioned future is one where women's contributions are not only acknowledged but also valued within inclusive work cultures. The international review component accentuates the global relevance by spotlighting the impact of emotional intelligence on work-life balance. Overall, the research holds significance in guiding policies and practices, urging organizations to foster more inclusive and supportive environments for the holistic well-being and success of working women.

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