



A Study on Work - Life Balance of Women Workforce

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ABSTRACT

The role of women in society has evolved significantly over time. Traditionally, men held dominance in providing resources for the family, while women focused on domestic duties such as childcare and household management. However, with advancements in education and socio-economic factors, women have entered diverse fields to establish fulfilling careers alongside men. Today, working women play a vital role in driving human progress and contribute substantially to society. However, they face unique challenges in balancing the demands of their professional and personal lives. Juggling responsibilities at work and home can be overwhelming, as they strive to meet expectations in both domains. Despite these challenges, the presence of women in the workforce brings diversity of thought and skill, enriching organizations and communities. As society continues to progress, it's crucial to support and empower working women, recognizing their invaluable contributions to our collective advancement.

INTRODUCTION

The landscape of career development for women in India is experiencing rapid evolution, driven by the swift pace of urbanization and modernization. Women across all social classes are increasingly stepping into paid employment opportunities. Today, Indian women, particularly in urban areas, have significantly greater access to educational avenues compared to previous decades. This surge in educational opportunities has not only broadened their horizons but also heightened their aspirations for personal advancement. Simultaneously, economic pressures play a pivotal role in motivating women to join the workforce. Financial necessity often ranks as the primary factor influencing married women's decision to pursue employment in India. As women become more financially independent, they are empowered to make choices that contribute to their economic well-being. Contrary to traditional expectations, the trend of women entering the workforce is generally viewed positively in terms of its impact on marriage and family dynamics. Rather than hindering familial harmony, women's employment outside the home often enriches their lives and contributes positively to their job performance and attitudes towards work. Overall, these shifts in cultural norms and socioeconomic factors are reshaping the narrative around women's careers in India, fostering a climate where women are increasingly empowered to pursue their professional aspirations while balancing familial responsibilities.

NEED OF THE STUDY

To achieve the primary objective of analyzing the impact of Studying the work-life balance of women in the workforce is imperative in today's society. With the growing recognition of gender equality as a fundamental human right, understanding the unique challenges that women encounter in balancing their professional and personal lives is paramount. Secondly, analyzing the impact of work-life balance on physical and mental well-being to women workforce. challenges faced by women workforce in achieving work-life balance.

OBJECTIVES OF THE STUDY

- To find out the satisfaction level of women workforce toward work environment.
- To know the influence of nature of work on personal life of women workforce.
- To study the impact of work-life balance on physical and mental well-being to women workforce.
- To identify the challenges faced by women workforce in achieving work-life balance.

SCOPE OF THE STUDY

This project is based on the work life prevailing among women workforce a working in Automotive Ltd. An attempt is made to analyze the company's performance through the women satisfaction about the work life balance. To arrive at suggestion and recommendations to improve the work life balance among women workforce in order to increase their efficiency level.

REVIEW OF LITERATURE

Shilpi Kulshrestha,(2023) in her study tried to identify "A Descriptive Study on Work Life Balance of Women Workforce in Banks" Findings revealed that banking sector of Jodhpur is suffering through intense work life imbalance. **V. Sathya Moorthi (2022)**, in her study on "Women Workforce Attitude About Work Life Balance in Service Sector" found that Enhancing balance between work and personal lives results in genuine paybacks both for employers and employees. **Pavithra G (2020)** in her study on "Work - Life Balance of Women Workforce" revealed that role overload, dependent care issues, quality of health, problems in time management and lack of proper social support are the major factors influencing the WLB of women employees in India. **Pande and J. Ahirrao,(2021)** in their study "Work life balance of women Workforce in banking sector in India" concludes that there are no separate policies for the work life balance of working women but the majority of women employees accepted job sharing and support from colleagues at work is helping them to balance work-life. Work-Life Balance is not a problem to be solved, but it is an on-going issue to be managed. "A study on Work life balance of BPO women Workforce in jaipur city" **Anshul Bharti and Anju Bhatia(2021)** has concluded that there is no doubt that BPOs have opened up a new avenue of employment for women but there is a need to improve the work environment to make it more friendly for the employees. **Magdalene Peter and S. Fabyola Kavitha (2020)** investigate on Work life balance of Indian software women Workforce" they found that Work and family are both central finding a balance between these two is an issue of importance to women in IT industry. Major factors that influence the work life balance among various categories of women employees in I.T.

RESEARCH METHODOLOGY

The research design employed in this study is descriptive, focusing on investigating the shift work's impact on the work-life balance of the female workforce. Descriptive research entails gathering data to describe characteristics or phenomena of interest. It serves as a foundation for more advanced studies and provides valuable insights for formulating hypotheses. The study spans four months from January 2024 to April 2024.

The sampling method utilized is non-probability sampling, specifically convenience sampling. This technique involves selecting samples that are readily available and accessible. While non-probability sampling doesn't ensure equal representation from the entire population, it offers practicality and efficiency, making it suitable for preliminary investigations like pilot testing. Data collection is conducted through both primary and secondary sources. Secondary data, gathered from research papers and existing literature, provide a comprehensive understanding of the research topic. Primary data collection involves utilizing various research tools such as interval estimation, normality test, correlation analysis, H test, U test, Kolmogorov test, and Chi-Square test (including both goodness of fit and independence of attribute tests). These tools aid in gathering and analyzing data to draw meaningful conclusions regarding the relationship between shift work and work-life balance among female workers.

NORMALITY TEST

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
women workforce in work environment	.108	153	.000	.966	153	.001
women personal life	.121	153	.000	.952	153	.000
physical and mental well-being	.104	153	.000	.970	153	.002
achieving work-life balance	.129	153	.000	.944	153	.000

a. Lilliefors Significance Correction

INTERPRETATION:

From the above table, p (sig) value is greater than 0.05

P (sig)<0.05

Hence, Null Hypothesis Ho is rejecting. Hence the data doesn't follow Normal distribution

So parametric tools are applied (H-Test, U- TEST, Correlations, Kolmogorov-Smirnov Test, Chi-Square Tests)

Correlations

Correlations

		women workforce in work environment	women personal life	physical and mental well-being	achieving work-life balance	
Spearman's rho	women workforce in work environment	Correlation Coefficient	1.000	.464**	.265**	.332**
		Sig. (2-tailed)		.000	.001	.000
		N	153	153	153	153
	women personal life	Correlation Coefficient	.464**	1.000	.536**	.349**
		Sig. (2-tailed)	.000		.000	.000
		N	153	153	153	153
	physical and mental well-being	Correlation Coefficient	.265**	.536**	1.000	.439**
		Sig. (2-tailed)	.001	.000		.000
		N	153	153	153	153
	achieving work-life balance	Correlation Coefficient	.332**	.349**	.439**	1.000
		Sig. (2-tailed)	.000	.000	.000	
		N	153	153	153	153

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

INTERPRETATION:

The reason for rejecting the null hypothesis is that the correlation coefficients (spearman correlations) women workforce in work environment, women personal life, physical and mental well-being, achieving work-life balance are all highly significant at the 0.01 level (2-tailed). This indicates that there is a statistically significant relationship between at least one pair of the variables being examined. In other words, there are strong correlations among these metrics. These correlations suggest that changes or variations in one metric are associated with changes in other metric, providing valuable insights into the effectiveness of women workforce work-life balance.

KOLMOGOROV – SMIRNOV TEST

One-Sample Kolmogorov-Smirnov Test

		women workforce in work environment	women personal life	physical and mental well-being	achieving work-life balance
N		153	153	153	153
Normal Parameters ^a	Mean	11.5	13.79	14.22	15.99
	Std. Deviation	3.758	5.202	3.646	3.489
	Absolute	0.108	0.121	0.104	0.129
Most Extreme Differences	Positive	0.108	0.121	0.104	0.074
	Negative	-0.065	-0.083	-0.075	-0.129
Kolmogorov-Smirnov Z		1.338	1.491	1.283	1.595

Asymp. Sig. (2-tailed)	0.016	0.023	0.014	0.012
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a. Test distribution is Normal.

INTERPRETATION:

The reason for rejecting the null hypothesis is that the p-values for each dimension are less than the chosen significance level (typically 0.05). When the p-value is significantly lower than the significance level, it indicates that there is strong evidence against the null hypothesis. In this case, the evidence suggests that there is a significant difference in each dimension.

CONCLUSION

It becomes highly important to study what women undergo in their career path as they will be handling their family as well at the same time and the stress 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. It is critical for work and family research to fully understand the conditions under which the married women employees experience conflict between their roles. There is a need to consider working environment, job satisfaction, family support and number of working hours in the future research. Future studies should also continue to refine the methodology used in the area of work-family research. In order to attain in-depth understanding of one's work and family life, researchers who study work-family roles should include multiple perspectives such as job stress, quality of life, mental health, and work demands. In addition, it is necessary to explore multiple waves of data collection over a longer period of time to better understand the changing nature of work family roles over time. Longitudinal studies need to be conducted to examine how the stages of life (e.g., marriage, child birth, and child rearing) affect work and family concerns. It is clear from the current study that married women employees indeed experience WFC while attempting to balance their work and family lives. Thus, organizations need to formulate guidelines for the management of WFCs since they are related to job satisfaction and performance of the work-life balance of women workforce.

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