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## A Study on the Workplace Life Balance of the Women Journalists

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### ABSTRACT:

In the current context, women journalists have had a major influence on the media landscape, from covering vital events to promoting social justice and gender equality. But even with recent advancements, women journalists still face challenges at their workplace. Currently, one of the biggest issues faced by female journalists is gender discrimination. This can take many different forms, including unequal pay, denied promotions and sexual harassment which can hinder their ability to do their jobs well. The underrepresentation of women in decision-making positions is another issue. Women frequently do not have leadership roles in media companies, which hinders their ability to be heard and grow in their professions. The media business has benefited greatly from and still benefits from the work of female journalists. They have contributed to the development of a more inclusive and varied media environment and offer a distinct viewpoint to news coverage. It is crucial to guarantee that women have equal opportunities to flourish as journalists as the field develops. This review study emphasizes the media industry's potential and problems for female journalists.

**Keywords:** workplace challenges, women journalists, discrimination

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### Introduction

Women's contributions to society have long been disregarded. People gradually began to acknowledge the labor that women were performing at home and at work around the turn of the twenty-first century. People have only recently begun to realize that unpaid labor goes undetected. However, even though more women have begun to work, they still face significantly more obstacles than their male colleagues in the workforce. The researcher decided to focus on journalism and interviewed 118 professional women journalists who were employed by 14 different news organizations in Tamil Nadu. The research aims to find out whether the working women journalists have a work-life balance and if not, it aims to seek out the reasons for the imbalance. The research employs statistical techniques such as ANOVA to find out the factors that affect the work-life balance and to back up the finding of the ANOVA test the results of the in-depth qualitative interview is utilized.

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### Review of Literature

Men and women are expected to have equal access to social, economic, political, and personal possibilities in the twenty-first century (Rajadhyaksha, 2004). The number of full-time working women who aspire to rise through the ranks on par with their male counterparts is on the rise (Davidson and Cooper, 1984). It's possible that married women's full-time employment is a result of their increased awareness of having two or fewer children. Women who have fewer children have more free time, which enables them to seek employment outside the home. In contrast, Unmarried women, on the other hand, have no trouble finding work because they don't have many responsibilities inside the household. Married women, on the other hand, have several responsibilities within the family, including being a mother, wife, in-law, etc. Working women who are married should divide their energies between their jobs and their families. She puts a lot of effort on herself to manage career and family in the process. Men and women have very distinct roles and duties at home along with work. According to our culture, women who work are supposed to put their responsibilities at home before their jobs. According to a 2010 United Nations survey, Indian women devote around 35 hours per week to domestic tasks and family obligations, while males only devote 4 hours. Thus, juggling job and home is one of the most difficult things for women to do. According to Greenhaus and Beutell (1985), there are two types of work-family conflict: work interfering with family and family interfering with work. Women who experience work-family conflict suffer from a variety of detrimental effects, including stress, a worse quality of life, and a lack of dedication at work and at home. Each person has a varied work-life balance depending on their stage of life. A spinster and a new employee will view work-life balance differently from a married lady with many responsibilities. The researchers have attempted to examine the work-life balance of print media journalists in Tamilnadu. When both work and family life are of good quality, a fulfilling work-life balance is achieved. Because of the strict gender roles established by patriarchal traditions, women in a society like India are still expected to take care of the home and work in a manner similar to that of an unemployed person (but still working for the family within the household), even after many of them find employment.

## Objectives

The objective of the study is to examine whether the working women journalist have a work-life balance.

### Hypothesis:

**H0 1** – There is no relationship between work-life balance and the area of educational specialization.

**H0 2** – There is no relationship between work-life balance and the organization of their employment.

**H0 3** – There is no relationship between work-life balance and the designation that they hold.

**H0 4** – There is no relationship between work-life balance and the marital status of the journalist.

**H0 5** – There is no relationship between work-life balance and the number of years of experience.

**H0 6** – There is no relationship between work-life balance and the number of children that the journalist have.

**H0 7** – There is no relationship between work-life balance and the type of family that the journalist live in (small/nuclear/join families).

## Methodology

This research adopted qualitative method to identify and analyze the current status of women journalist who are working in print media in the state of Tamilnadu. Working Women Journalists are the respondents of the study. Quantitative survey was performed using questionnaire as a tool 118 respondents. Snow Ball sampling method was used to identify the respondents.

## Data Analysis

This chapter quantitatively analyses the data of 118 print media women journalists. The organizations selected for the study include newspapers and magazines in English and Tamil. Both the newspapers and magazines covered are from metropolitan and two tier cities. The organization includes newspapers and magazines in English and Tamil. Both the English and Tamil newspapers covered are from metropolitan and two tier cities. English print includes The Hindu (X1), Times of India(X2), Deccan Chronicle (X3), The New Indian Express (X4), DT Next (X5), and Economic Times(X6). Tamil print includes Dinakaran (Y1), Dinamalar (Y2), Aval Vikatan (Y3), Kovai Express (Y4), Simplicity (Y5), Junior Vikatan (Y6), Kungumam (Y7) and The Hindu Tamil (Y8).

### Workplace Life Balance

Description	Always		Often		Some times		Seldom		Never	
	N	%	N	%	N	%	N	%	N	%
I am able to balance my work and family life	29	24.6	19	16.1	65	55.1	-	-	5	4.2
My work schedule often conflicts with my family life	18	15.3	66	55.9	31	26.3	-	-	3	2.5
Due to my responsibilities at home, I am not able to complete my daily tasks at workplace	-	-	5	4.2	-	-	9	7.6	109	92.4
Family-related stress hampers my performance in office	-	-	-	-	-	-	4	3.4	109	92.4
I am preoccupied with my work at home	2	1.7	1	0.8	107	90.7	1	0.8	7	5.9
My working hours make it easy to complete my family responsibilities	59	50	-	-	6	5.1	29	24.6	24	20.3

55.1% respondents are able to balance their work and family life. 55.9% of the respondents said that work schedule often conflicts with family life. Majority of the respondents (92.4%) denied statements that responsibilities at home, were not allowing them to complete their daily tasks at workplace; and family- related stress hampers performance in office. 90.7% of the respondents are always preoccupied with work at home. 50% of the respondents feel that their working hours make it easy to complete family responsibilities.

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Work Life Balance Vs. Specialization	Between Groups	7.608	1	7.608	9.349	0.003
	Within Groups	94.392	116	.814		
	Total	102.000	117			
Work Life Balance Vs. Working Organizaion / company	Between Groups	27.206	13	2.093	2.910	.001
	Within Groups	74.794	104	.719		
	Total	102.000	117			
WorkLifeBalance Designation held	Between Groups	40.844	22	1.857	2.317	.003
	Within Groups	76.114	95	.801		
	Total	116.958	117			
WorkLifeBalance Marital status	Between Groups	62.423	3	20.808	43.496	.000
	Within Groups	54.535	114	.478		
	Total	116.958	117			
WorkLifeBalance Years of experience	Between Groups	25.757	5	5.151	6.326	.000
	Within Groups	91.200	112	.814		
	Total	116.958	117			
WorkLifeBalance Having Children	Between Groups	51.815	3	17.272	30.225	.000
	Within Groups	65.143	114	.571		
	Total	116.958	117			
WorkLifeBalance Neuclear family (felt difficult) Joint family felt (better)	Between Groups	11.117	2	5.559	6.040	.003
	Within Groups	105.840	115	.920		
	Total	116.958	117			

A one-way analysis of variance (ANOVA) was carried out to examine, whether there are any significant difference exists among work life balance in relation to the respondents' area of specialization they studied, the organization they work, the designation they hold, years of experience they have, their marital status, number of children they have and the family type they belong to.

The calculated p value ( $F= 9.349$ ,  $p = 0.001$ ) is less than 0.05 shows that there is a significant difference exists between the work life balance and the respondents' area of specialization they studied. Hence the hypothesis  $H_0 1$  is rejected. So the area of specialization has a direct impact on the respondents' work life balance.

In the same way the P value between ( $F = 2.910$ ,  $p = 0.003$ ) work life balance of the respondents' and the organization they work have a significant difference as the calculated p value is lesser than 0.05. So the hypothesis  $H_{02}$  is rejected. It clearly shows that work life balance of the respondents' is greatly affected with the organization they work.

When compared to work life balance of the respondents' and their designation ( $F = 2.317, p = 0.003$ ) the calculated value is lesser than 0.05 so there is a significant difference exists between the two. The hypothesis H03 is rejected. This result reveals that designation of the respondents' disturb their work life balance.

The results of work life balance of the respondents' and marital status ( $F = 43.496, p = 0.000$ ) is lesser than 0.05 shows that there is a significant difference exists between both the components. The hypothesis H04 is rejected. It is obvious from the results that the marital status of the respondents' have affected their work life balance. So it explains the situation promptly that respondents' who are married are struggling to balance their work life. Likewise, the respondents' work life balanced is influenced with respect to their years of experience ( $F = 6.326, p = 0.000$ ) as the p value is lower than the calculated value. So the hypothesis H05 is rejected. Hence the respondents' work life balance gets altered with respect to their number of years of experience.

Similarly work life balance of the respondents' is difficult for those who have children. The Value ( $F = 30.225, p = 0.000$ ) is lower than 0.05 so it has an influence. The hypothesis H06 is rejected. It reveals that the respondents' who have children are finding it difficult to balance their work life.

The value ( $F = 6.040, p = 0.003$ ) of the respondents' work life balance and their family type they belong to is lower than 0.05, so there is a significant relationship exists between them. Hence hypothesis H07 is rejected. This elucidates that respondents' who belong to joint family were able to balance their work life very well when compared to the respondents' who live in nuclear family.

The ANOVA proves that all of the null hypothesis are rejected, since there is a statistical difference between the means. This proves that work-life balance has a relationship with area of educational specialization, organization that they work for, designation, marital-status ,number of years of employment experience, child bearing and upbringing, and the type of family that they live in.

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## Findings

Most of the respondents come from nuclear households, they struggle to strike a balance between job and family. One of the main reasons they quit their employment is to raise children

On the other hand, some journalists manage their time well in order to maintain a balance between their personal and professional lives. The respondents emphasized the time constraints faced by female journalists and contended that their careers clash with their married lives. The respondents emphasized that it was challenging to strike a healthy balance between work and relationships because their employment required them to spend a lot of time away from home. Because they had leave work early to attend to their family obligations, women found it challenging to fulfill their job commitments

Women ought to stay at home because their careers finish when they get married and have kids. It was equally difficult for female journalists with school-age children to balance their work and family time

Women struggle to maintain a healthy work-life balance. Even though they don't have any household duties, women actually don't have time. She spends much of her time working from home. Her family, however, is understanding and doesn't make a big deal out of it. Her parents are pleased with her activities, and she spends ample time with them. Few responders have a supportive family that looks after their kids when they're ill. Due to work, social life is completely neglected. Despite feeling that they don't have a work-life balance, the respondents don't regret it because they choose their career. Respondents' work-life balance is unsatisfactory in that they do not find enough time to spend with the family members

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## Conclusion

Even if some women's lives have begun to alter as a result of employment, working has presented them with even more difficulties. In addition to needing to work, women are also responsible for taking care of the home, raising children, and other responsibilities. When it comes to priority most women are forced to prioritise their family before work and this is one of the reasons that women are expected to quit their job after child birth, in a modern profession such as journalism. Women still confront several obstacles even though employment has increased their upward mobility. Childrearing, household chores, and family work appear to be the main causes of the work-life imbalance. These findings were also reported by Smith, Wainwright, Buckingham, & Marandet (2018) in the United Kingdom. Women are compelled to put their families before their jobs, which may be viewed as a drawback when hiring women and could result in a wider gender gap in employment. Women's physical and mental health appear to be suffering as a result of the social role that was imposed on them centuries ago and reinforced by other hegemonic conventional practices. Similar findings have been reported by Delina and Raya (2019) among Indian women and by Rehman and Roomi (2018) among Pakistani women entrepreneurs who are part of the Islamic society. Women continue to work despite the harsh inequality, discrimination, and exploitation for a variety of reasons, including the family's financial well-being (Reddy, Vranda, Ahmed, Nirmala, & Siddaramu, 2010).

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