

Study on Issues of Work life Balance among Women Employees in Gujarat

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Abstract

Neither a man nor a woman is complete without the support of each other. It requires a unity as well as an integrity in a marriage or family to achieve success in life.

Work life balance (WLB) has become an important issue for the employees especially women as they have to maintain a balance between their personal and professional life. It has become a matter of big challenge for the working women to maintain this balance. With the change in time the role of working women has also changed throughout the world due to economic conditions and social demands. Even though the technological facilities like advanced mobile phones, notepads, etc have increased which help the working women to keep integrated with the family but still the women employees are buckled under the stress which has a direct impact on working women's life. This paper is an attempt to highlight the tough challenges which are faced by the working women of Gujarat. The data collection has been done by using the Google form tool which includes Questionnaire consisting of 10 close ended questions. Around 70-80 respondents have been considered out of which 53 have replied and all are valid responses.

Keywords: *Work- Life Balance, Working Women, Personal Life, Professional life, Stress*

Introduction

Women in the prior occasions used to generally be bound to their kitchens and dealing with their family. Very few had the entrance to advanced education and they were compelled to be subject to their dads' or spouses'. With urbanization and modernization in almost all states of India, the time for an adjustment in state of mind towards ladies has come. Indian women having a place with all classes have gone into different occupations. In the present situation, Indian ladies' introduction to instructive open doors has slowly turned out to be higher contrasted with a few decades back, particularly in the urban areas. As the time changes, needs additionally change. The ladies who were restricted to their kitchens and dealing with their family are presently offering significance to their vocation and objectives. The vast majority of the ladies are approaching to work with the end goal to help their family. Because of the adjustment in condition and monetary conditions the change has turned out to be dynamic and normal. The greatest test for ladies is the means by which to adjust the requests of family and profession.

Work Life Balance of Women worker has turned out to be one of the essential issue as the ladies are presently similarly sharing the winning obligation regarding the improvement of their family.

This paper plans to survey the current writing on Work Life Balance of Women Employee in Gujarat in which diverse attributes are recognized that assistance in accomplishing a harmony among individual and expert life. The Women who are landing into positions don't leave the occupations even after marriage and keep working. The working ladies productively beaten troublesome circumstances by their dedication and diligence. The investment of ladies as some assistance in salary age exercises gives them fulfilment all things considered.

Literature Review

Vijaya Mani (2013) has not included the central point impacting the Work Life Balance of experts in India, for example, job strife, absence of acknowledgment, authoritative legislative issues, sexual orientation separation, and elderly and kids care issues, nature of wellbeing, issues in time administration and absence of legitimate social help.

K. Santhana Lakshmi et al, (March 2013) have inspected that the Educational establishments should address the Work Life Balance related issues among their staff, particularly ladies and adopt an all-encompassing strategy to plan and actualize the arrangements to help the instructing staff to deal with their WLB.

KumariK.Thriveni et al, (2012) have contemplated and broke down the critical connection between the statistic factors and WLB.

Shalini and Bhawna 2012 revealed in their examination, Quality of work life is being utilized by the associations as a key device to pull in and hold the representatives and all the more essentially to assist them with maintaining work life offset with equivalent consideration on execution and duty at work.

Heather S.McMillan et al, (2011) proposed that the individual amicability and its belongings has built up another Harmony dependent on struggle and advancement.

Research Problem

On perusal of the issues mentioned in this research paper it can be deduced that certain genuine aspects have led to the work life balance of women but a still lot of problems and challenges have to be faced by them. Work life balance can only be attained when the women's own identities are recognized, secured and can maintain a balance between the family and work life.

Objectives

1. To break down the work life parity of ladies worker in Gujarat.
2. To endeavor to dispose of all types of oppression ladies.

3. To make such a domain through monetary and social approaches for work life equalization of ladies.
4. To backer equivalent access to training, human services, government managed savings.
5. To prescribe methodologies for keeping up work life balance.

Methodology

Primary data has been collected on the basis of Questionnaire which has been designed and given for validity and reliability analysis. Validity has been acknowledged by an expert and reliability has been done with Cronbach Alpha Analysis.

Data collection has been done by using Google form tool providing questionnaire consisting of 10 close ended questions which contains the basic profile of respondents and the issues, problems which are faced by working women.

Out of 70-80respondents almost 53 have replied and all are valid responses.

1.Demographic Information of Respondents.

Table-1

Marital Status		Frequency	Percent
Valid	Married	48	90.6
	single	5	9.4
	Total	53	100.0

Table-2

Family Status			
		Frequency	Percent
Valid	Joint	29	54.7
	Nuclear	24	45.3
	Total	53	100.0

2.Reliability Test

H0: The test is not reliable

H1: The test is reliable

Before awaiting responses, sample survey has been done to check reliability of tool used.

Researcher has used Cronbach’s Alpha to measure reliability of tool

		N	%
Cases	Valid	5	100.0
	Excluded ^a	0	.0
	Total	5	100.0

a. List wise deletion based on all variables in the procedure.

Cronbach's Alpha	No of Items
.795	10

The case processing summary table 3 shows that out of 5 observations, all 5 observations are included in the analysis.

Table 4 have Reliability Statistics. The number of items (Questions) are included in analysis are 10. The value of Cronbach’s Alpha is .795 which is higher than the accepted (.70), we accept the null hypothesis and we may say that the instrument is reliable and can be used with other statistical procedures for further investigation.

3. Frequency Analysis

Sr.No.	Statement	Always	Often	Sometimes	Rarely	Never
1	Do you face any family problems as working women?	2	2	33	10	6
	Valid %	3.8	3.8	62.3	18.9	11.3
2	Do you normally work more than 6 hours in a day?	29	8	9	6	1
	Valid %	54.7	15.1	17.0	11.3	1.9
3	Do you feel you are not able to balance your work life?	1	6	24	16	6
	Valid %	1.9	11.3	45.3	30.2	11.3
4	How often do you think or worry about work (when you are not actually at work)?	2	13	25	8	5
	Valid %	3.8	24.5	47.2	15.1	9.4

5	Do you find yourself unable to spend enough time with your family?	2	13	22	7	9
	Valid %	3.8	24.5	41.5	13.2	17.0
6	Do you ever feel that you are missing out the quality time with your family or your friends because of the work pressure?	3	12	22	8	8
	Valid %	5.7	22.6	41.5	15.1	15.1
7	Do you ever feel tired or depressed because of work?	3	11	21	9	9
	Valid %	5.7	20.8	39.6	17.0	17.0
8	Are you able to give time for your personal health care?	8	15	20	3	7
	Valid %	15.1	28.3	37.7	5.7	13.2
9	Do you take special initiatives to manage your diet?	12	17	16	3	5
	Valid %	22.6	32.1	30.2	5.7	9.4
10	Do you get an Opportunity to return to the same job after maternity or paternity leave?	28	10	12	1	2
	Valid %	52.8	18.9	22.6	1.9	3.8

Analysis of Primary Data and its interpretation.

62.3% working females sometimes face family problems.

54.7% working women can work for more than 6 hours n a day.

45.3% sometimes feel that they are not able to balance their work life.

25% of the working women sometimes think about work when they are not at work place.

41.5% females sometimes feel that they are not able to spend enough time with their family and are not able to give quality time to their family because of work.

39.6% feel that they are sometimes tired or depressed because of work.

37.7% feel that sometimes they are not able to give enough time for their personal health care.

32.1% working women are often taking special initiatives to manage their diet.

52.8% women get an opportunity to return to the same job after maternity leave.

Results:

After analysing the primary data collected through questionnaire the study that reveals in Gujarat is , though sometimes but still many working women are facing family problems. Majority of the women have the capacity to work for more than 6 hours a day but on the other side only few of the women are taking initiatives to manage their diet. They also sometimes feel depressed and are not able to spend quality time with their family. The women are able to give time for their personal health care sometimes. Majority of the women get an opportunity to return to the same job after maternity leave.

Conclusions

Women who move outside the house to work are experiencing passionate aggravation and worry as they need to deal with their family and work. The association in which they work should deal with ladies representatives and make a few systems which encourages them to be more beneficial at association and help in deal with their homes, as well as take care of their health. The procedures confined for Work-Life Balance can make a positive and direct effect on ladies representative choice to stay in an association. Working ladies with better Work-Life Balance will contribute all the more efficiently towards the development and accomplishment of the association. Administration would have the capacity to shape better arrangements for ladies, with the end goal that it would lessen or take out dimensions of work-life strife, and in this way upgrade worker execution and hierarchical adequacy. If the organizations follow Work-Life Balance practices it will reduce the issues of work family balance of working women.

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