

A Study on Work Life Balance of a Female Employee in Indian Industry

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Abstract: *Work-life balance is a crucial factor for every female employee to achieve success. Each Industry has diverse plans, policies, procedures, practices, and programs to help their employees to succeed in the balance between their work engagements and family engagements. Some policies are legal while others are involuntarily implemented. The main motto of this study is to insight out about the technology change, increased work Pressure with constant deadlines, co-existing virtual workplace and changing demographic profile such as gender, experiences, an increase of disposable income inflation, improving living standard have encouraged the importance of the provision of work-life balance in the industrial sector. In the modern era, it is essential especially for females as they play a dual role. The Research Paper depicts the direction of work-life arrangement for the female employee in the Indian industry.*

Key Words: *Work-life balance, job performance, flexible working hours, work-life stress, personal life, Indian Industry.*

1. INTRODUCTION:

Everyone required time for oneself, family, buddies, and other needs. A female employee consumes almost all of the time at the workplace and left our time with family and friends. Limited time is accessible for working women. Everyone is running hard in the present competitive situation that they didn't get sufficient time to complete their individual as well as family needs. The work-life cope up is rarely found in working people's life, especially for on-the-job females. Although a period altered, from the scenario when the male member victimized to gain and the female stayed at the interior, to the period of time when both earns but a female continuously has to look not only work but also to do good care of the home at the identical time. So, sustaining the cope up between job-life and individual- life is hard for a female employee.

Work-life Balance has also been defined as a condition of equilibrium, in which the demands of a person's profession and life are in balance, illustrates how permissible degrees of conflict between job and non-work needs are defined by work-life balance. where "work" is paid line of work and "life" is a thing i.e., outside the Work environment but usually related to the realm of family or domestic life. The term "work-family balance" was used to describe the balancing of work and "the degree to which one individual is in balance by maintaining equal satisfaction with job roles and family roles.

2. Work-life balance equation:

Mental resources + emotional resources + physical resources (including your time) =achieving your personal goals &fulfilling your responsibilities

A Poor work-life balance hurts the individual performance at the workplace as well as on his social life. The effective balance of work, as well as personal life, depends upon policies and practices of the industry which influences the need and satisfaction level of employees.

3. Review of Literature :

In an environment that is highly competitive, global, and rapidly changing, the role of skilled and motivated employees is becoming more and more important to meet the emerging challenges and complexities.

Plecketal. (1980) found that the majority of employees struggled to balance their work and personal lives. Other than couples, guardians indicated a wide range of concerns with children. Particular working conditions, such as long hours at the office, scheduling, and being physically or psychologically demanding, were linked to work-family engagement, which, in turn, was linked to a lower level of contentment and enjoyment with life in general.

Gutek.(1991)

A study with a different representative of engaged people with a Family unit a systematically selected sample of scientific specialty and managers on a rotating basis. According to the findings, participants felt less family obstacle at work than work difficulty at home. In short, the researcher feels that there is no link between the two variables, and that they are both independent and separable.

4. Work- Life Balance for Female

Everyone witnesses in the world, female have much duty of home as compared to male, she has to work hard not only in the office but also to handle the household chores at the identical time. work-life balance is a life-sustaining aspect for females. Every female fudge between the set waysides, on one side, responsibilities at the office and on the other side responsibilities in personal life. Every female paid the duty to raise their children, as a strongwoman with cope up the household and childcare work. If Industry wants to attain highly proficient employees, then there is an urgent need for an industry to develop a confirming work state of affairs and to provide effective measures for female workers to sustain a healthy work-life balance.

4.1 Reasons of Work – Life Imbalance

In the modern era, a work-life imbalance is impacted by many reasons. Mainly it can be defined into the following basis:

- Gender Experience
- Family/Personal Reasons
- Increase in standard of living
- Inflation rate

4.2 Effects of Work – Life Imbalance

Work-life Imbalance harms the mental balance of female working professionals as because of that they are not able to perform their domestic as well as work tasks effectively. So there is an urgent need for every industry to look after that particular matter seriously.

4.3 Rational of the work life balance in Indian Organisations

- To study the Practices and Policies of Work-Life Balance in Indian Industry.
- To study the correlation between job-related variables and the work life balance of female professionals in the Indian industry.
- To study the correlation between the employee related variables and the work life balance of female professionals.

5. METHODOLOGY :

To conduct this study, both first-string and second-string data were used. The first-string data was assembled through a structured questionnaire from the sample of respondents, where as the second-string data was collected through publicized government resources like web sites, Internet journals, etc. To get the required information for policies, practices, and variables affected workplace the questionnaire was sent through questionnaire through emails and hand-outs, and collected data from 50 respondents. The information thus collected has been analyzed with the assistance of various statistical tools and techniques. Through the likert type scale and regression, the result was calculated.

5.1 Work-Life Balance for Female Employee in Indian Industry

To study the Practices and Policies of Work-Life Balance in Indian Industry.

Every Industry on regular basis adopts diverse policies, practices for developing work life balance for female employees. How industries are focusing can be classified in to the following-

- Flexible Schedule Related to work
- Paid leaves
- Child care facilities
- Parent’s care facilities

These elements consist of practices and policies which assist a female employee to sustain work-life balance like part-time work, compressed workweeks, flexible working days for women, work from home, maternity leaves, medical care benefits.

- To study the correlation between job-related variables and the work life balance of female professionals in the Indian industry.

5.2 Limitations of the study

The Study was limited to Hyderabad IT sector female employees only.

5.3 Hypothesis of the study

H0: – There is no correlation between the job-related variables and the work-life balance of female professionals.

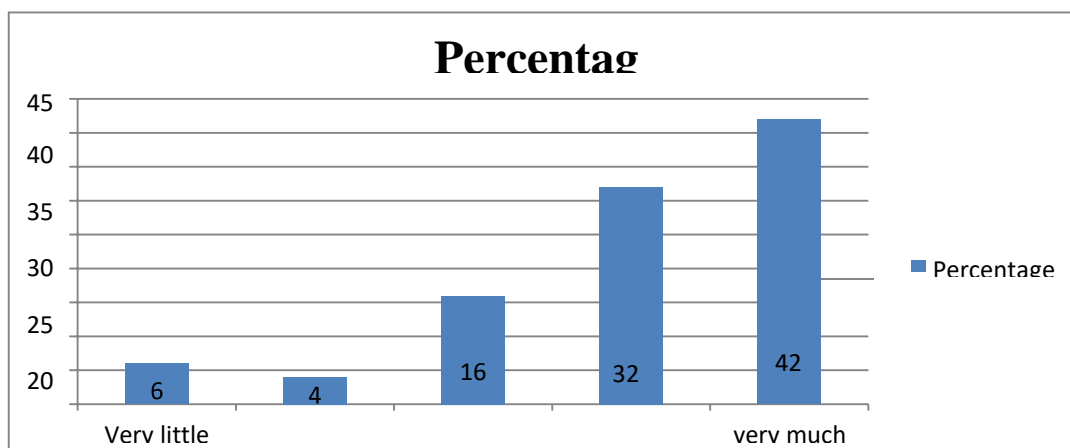
H1: - There is a correlation between the job-related variables and the work-life balance of female professionals.

Table-1

Does any of the family members help with the housekeeping?

	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Very little	3	6.00	6.00	6.00
	2	4.00	4.00	10.00
	8	16.00	16.00	26.00
	16	32.00	32.00	58.00
Very much	21	42.00	42.00	100.00
Total	50	100	100	

(Source-Primary Data)

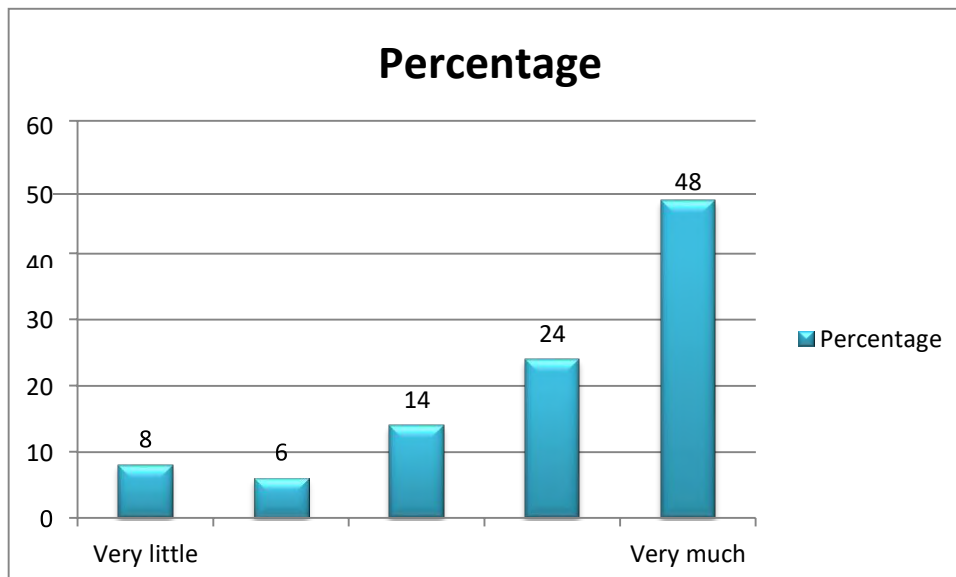


Reasoning: The above table and diagram depicts that 6% of the respondents believe that their family member helps them very little in housekeeping and 42% of the respondents believe that their family member helps them very much in housekeeping.

Table-2:
Does any mental support given by any of the family members while working?

	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Very little	4	8.00	8.00	8.00
	3	6.00	6.00	14.00
	7	14.00	14.00	28.00
	12	24.00	24.00	52.00
Very much	24	48.00	48.00	100.00
Total	50	100	100	

(Source-Primary Data)



Reasoning: The above table and diagram depicts that 8% of the respondents believe that their family member gives them very little mental support with work and 48% of the respondents believe that their family member gives them very much mental support with work.

5.4 Summary

There is a strong correlation between which depicts how the job-related variables affect the work-life balance of female professionals. In other words, we can say that family conflicts and job skills requirements effect a lot while maintaining work-life balance especially for female employees in Indian industry.

➤ **To Study the correlation between the employee related variable and the work-life balance of females.**

Hypothesis of the study

H0: – There is no correlation between the employee-related variables and the work-life balance of female employees.

H1: - There is a correlation between the employee-related variables and the work-life balance of female employees.

Table-3

Modal Summary

Model	R	RSquare	Adjusted RSquare	Std. Error of the Estimate
1	.543	.294	.243	.7238

Reasoning:

R-.543 proves that there is a good correlation between an employee-related variable and work-life balance.

Suggestions for an Indian Industry to facilitate Work-Life Balance for female Employee.

The report analysis and questionnaire feedback finding reveal the following recommendations:

- There should be proper training and development programs for female professionals.
- OCTAPACE Culture must be encouraged.
- Flexible schedules
- Minimises gender biases
- Policies should be female friendly

6. CONCLUSION :

According to the findings, measuring females' work-life balance solely on the basis of employee and job-related characteristics is insufficient. The study's findings differed from those of a previous study conducted in an Indian sector. However, any conclusions drawn from the findings of this study should be approached with caution, as the communicator appears to be indecisive in responding to the questionnaire. Despite the cover-up, we discovered that the average score for the bulk of the items assessed for work satisfaction, work-stress, and job-related factors only ranges from 2.0 to 3.6 (on a scale of 1 to 5) satisfaction. We indicate that future studies should cover both sides of relatives and the work-lifestyles of a person are important. For working females, that is a current challenge. Blow-by-blow making plans and private endeavours could make a person's lifestyle balanced. It is done while on experiences gladly together along with her non-public lifestyles in addition to running lifestyles. Governance and the society together must precede for concerning a female's work-lifestyles stability to carry out their high-grade.

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