

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

Thangjam Ravichandra, Dr. G. Radha Krishna Murthy, Amit Verma, Dr Lakhvinder Kaur

1 Assistant Professor & Deputy Director, Alliance University. s.ravi.faculty@gmail.com

2 Professor, Department of Management, COBE, Wollega University, Nekemte, Ethiopia.
radha.mba555@gmail.com

3 Assistant Professor, University Institute of Media Studies, Chandigarh University, Punjab, India. Orchid id: <https://orcid.org/0000-0001-8690-0285>. Email id: Amitve4@gmail.com

4 Associate Professor Manav Rachna International Institute of Research and studies.
Lakhvinder.thapar@gmail.com

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.

Keywords: Work-life balance, personal life, job performance, flexible working hours, Work-life stress, Indian Industry

I 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.

1. Work-Life Balance

2. 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. (Work-life balance, 2002, The Word Spy). Greenblatt (2002) 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" (Clark, 2000; Kirchmeyer, 2000). Employment-family balance referred to an individual's ability to balance the demanding demands of both paid work and family commitments at the same time, whereas work-family conflict referred to incompatibilities between work and family obligations due to limited resources such as time and effort. Physical, emotional, and mental assistance are likely to be necessary for both individual ambitions and duties based on your employment, family, and community responsibilities.

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.

II. 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. **Pleck et al. (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 et al. (1991)** conducted 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. **Frone et al. (1992)** suggested that workload and work-stress impact the family life if there is distress in work it leads to family conflicts and vice versa. The main reasons for conflicts are family and work expectations. if one is not able to cope then its leads to family conflicts. **Williams and Alliger (1994)** conclude that consequences of bitter feeling take place both from job to personal-life settings and from personal-life to job though demonstrate for the consequences of bitter moods was feeble. Both Personal job and job to personal consequence was more

powerful for female than male. Furthermore, it was discovered during the search that the degree to which work interfered with personal life on a particular day was positively related to self-reported job engagement on that day. The extent to which family interferes with work on a given day was found to be positively associated with distress in personal duties during the day, family intrusion into work during the day, and self-reported personal participation impacting individual job performance on that day. **Higgins et al. (1994)** noticed that three elements of work-life and personal-life issues mainly affected the effect of gender and life cycle phase on largely due to duty overburden, hindrance from job-life to personal-life, and hindrance from personal-life to job-life. He concludes that the main deviation for gender and life cycle. According to the author, women played a larger role than men. Women, once again, were found to have more work-family interference than men. Furthermore, research indicates that females encounter challenges as a result of intervention from family members. **Shailendra Singh et al. (2008)** highlight that the good practices of human resource policies have a positive impact upon industrial performance. work-life balance also leads to employee motivation, engagement, industrial commitment, and its ultimate effects upon industry performance. **Janssen et.al. (1999)** find four characteristics of work as work content, working conditions, labor correlations, and condition of employment that render satisfaction to the workers. **Perry-Smith and Blum (2000)** stated that employee satisfaction and labor productivity results in work-life balance positively when both industrial and individual outcomes are based upon the employee's flexibility in work, information rights, and financial support from the industry. **Wang and Walumbwa (2007)** conclusion that work-life balance is related to employee performance and dedication to the company. **Elisavata(2006)** showed that job satisfaction is an important factor in determining the employee's quality of work life. Total job satisfaction was found to be a powerful determinant in the alteration of work life quality in his study.

3. 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 these two sides, 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 strong woman 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. 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

5. 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.

III Rationale of the work-life balance in Indian Organisation

- 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.

IV 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, whereas the second-string data was collected through publicized government resources like websites, 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. 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.

V Work-Life Balance for Female Employee in Indian Industry

- **To study the policies and Practices 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 into 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.**

HYPOTHESIS OF THE STUDY

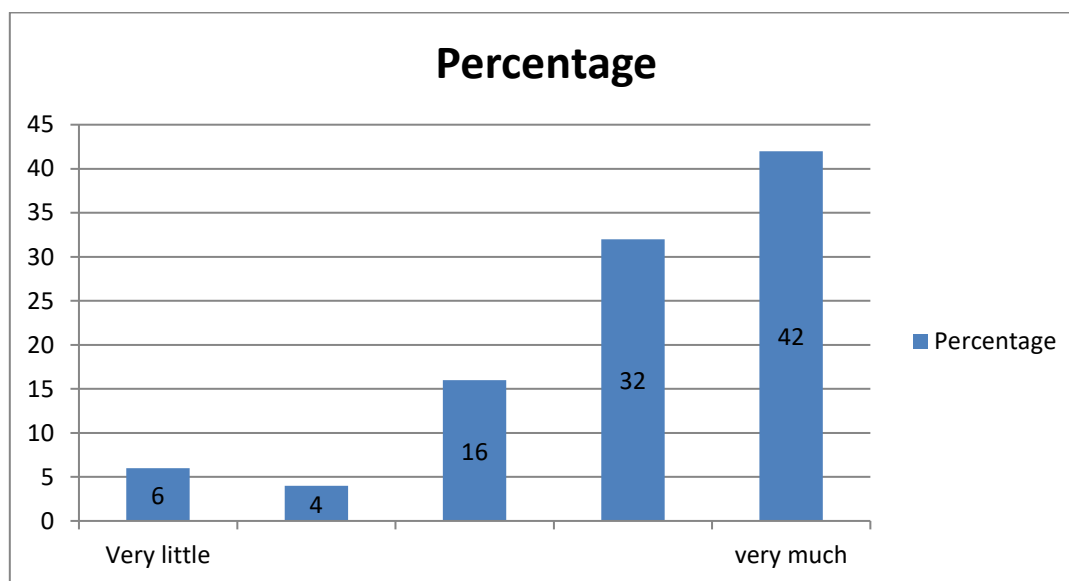
H0: – There is no correlation between the job-related variables and the work-life balance of female professionals.

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)



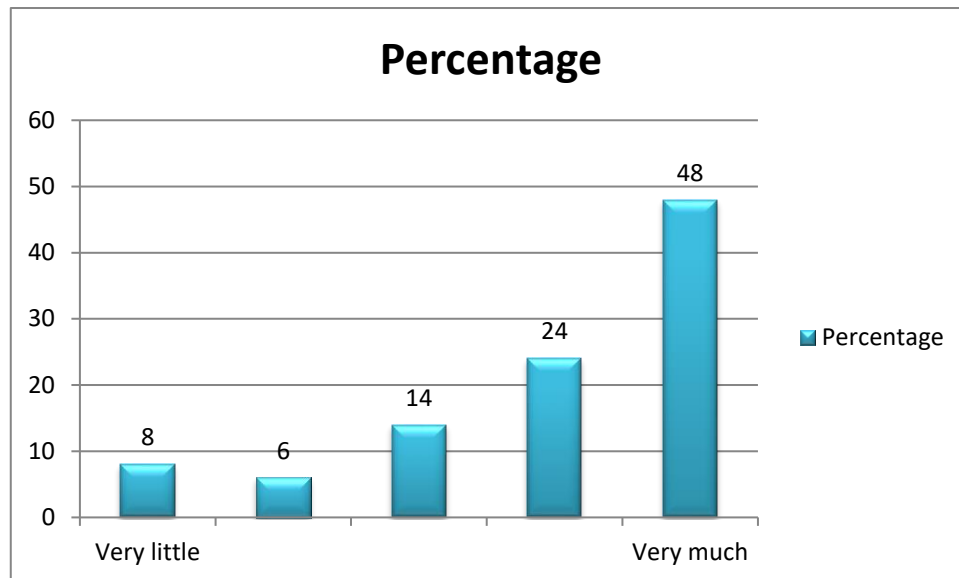
Reasoning: The above table and diagram depicts that 6% of the respondents believe that their family member helps them very little in housekeeping and 42% of the respondents believe that their family member helps them very much in housekeeping.

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)

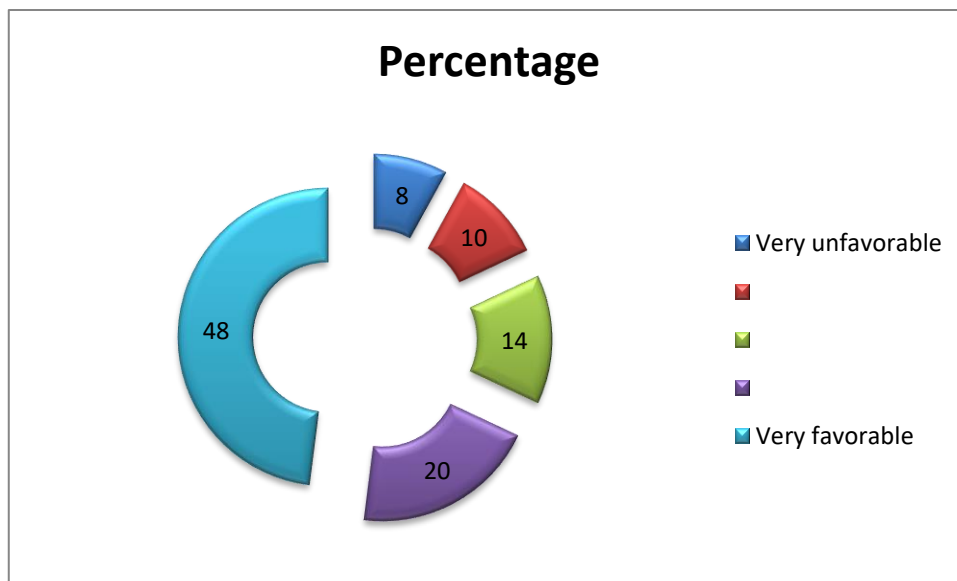


Reasoning: The above table and diagram depicts that 8% of the respondents believe that their family member gives them very little mental support with work and 48 %of the respondents believe that their family member gives them very much mental support with work.

Table 4-Can you describe how your family member's behavior towards your work?

| | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|-------------------------|-----------|------------|------------------|-----------------------|
| Very unfavorable | 4 | 08.00 | 08.00 | 08.00 |
| | 5 | 10.00 | 10.00 | 18.00 |
| | 7 | 14.00 | 14.00 | 32.00 |
| | 10 | 20.00 | 20.00 | 52.00 |
| Very favorable | 24 | 48.00 | 48.00 | 100.00 |
| Total | 50 | 100 | 100 | |

(Source- Primary Data)

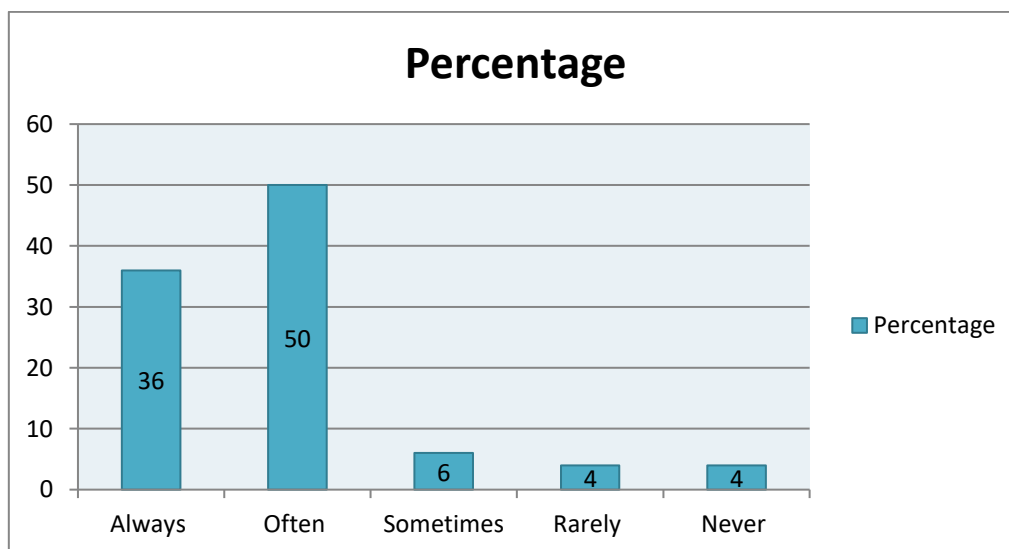


Reasoning: The above table and diagram depicts that 8% of the respondents believe that their family member's behavior towards their work is very unfavorable and 48% of respondents believe that their family member's behavior towards their work is very favorable.

Table 5: Do you able to do the same things while working?

| | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|------------------|-----------|------------|------------------|-----------------------|
| Always | 18 | 36.00 | 36.00 | 36.00 |
| Often | 25 | 50.00 | 50.00 | 86.00 |
| Sometimes | 3 | 6.00 | 6.00 | 92.00 |
| Rarely | 2 | 4.00 | 4.00 | 96.00 |
| Never | 2 | 4.00 | 4.00 | 100.00 |
| Total | 50 | 100 | 100 | |

(Source- Primary Data)



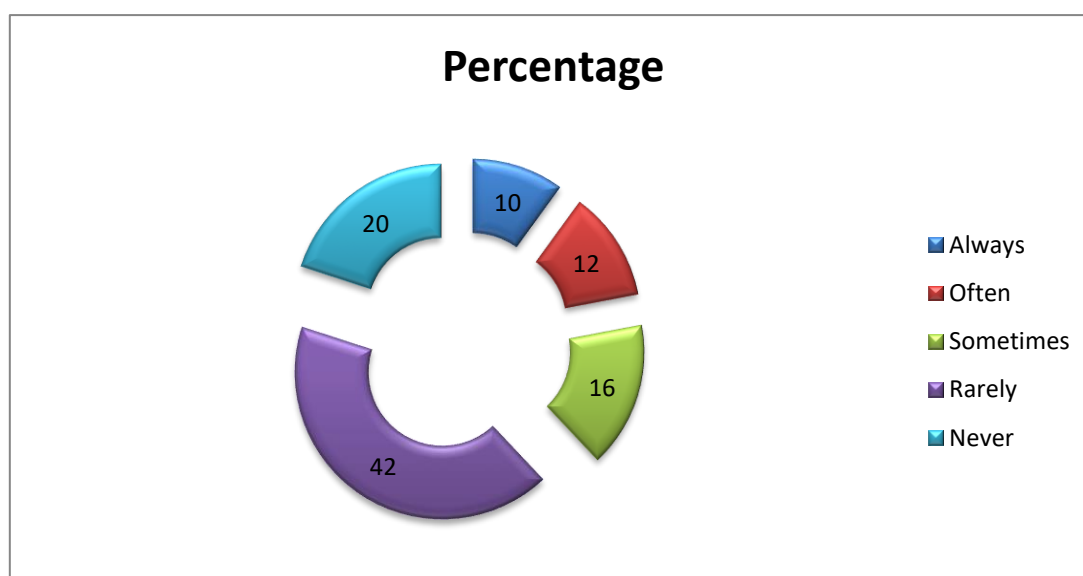
(FIGURE 5- Source- Primary Data)

Reasoning: The above table and diagram depicts that 36% of the respondents say that they always have to do same things, 50% of the respondents say often, 6% say sometimes, 4% of the respondent says rarely, and 4% of the respondents says they never have to do same things.

Table 6: Does your work need innovation?

| | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|------------------|-----------|------------|------------------|-----------------------|
| Always | 5 | 10.00 | 10.00 | 10.00 |
| Often | 6 | 12.00 | 12.00 | 22.00 |
| Sometimes | 8 | 16.00 | 16.00 | 38.00 |
| Rarely | 21 | 42.00 | 42.00 | 80.00 |
| Never | 10 | 20.00 | 20.00 | 100.00 |
| Total | 50 | 100 | 100 | |

(Source- Primary Data)



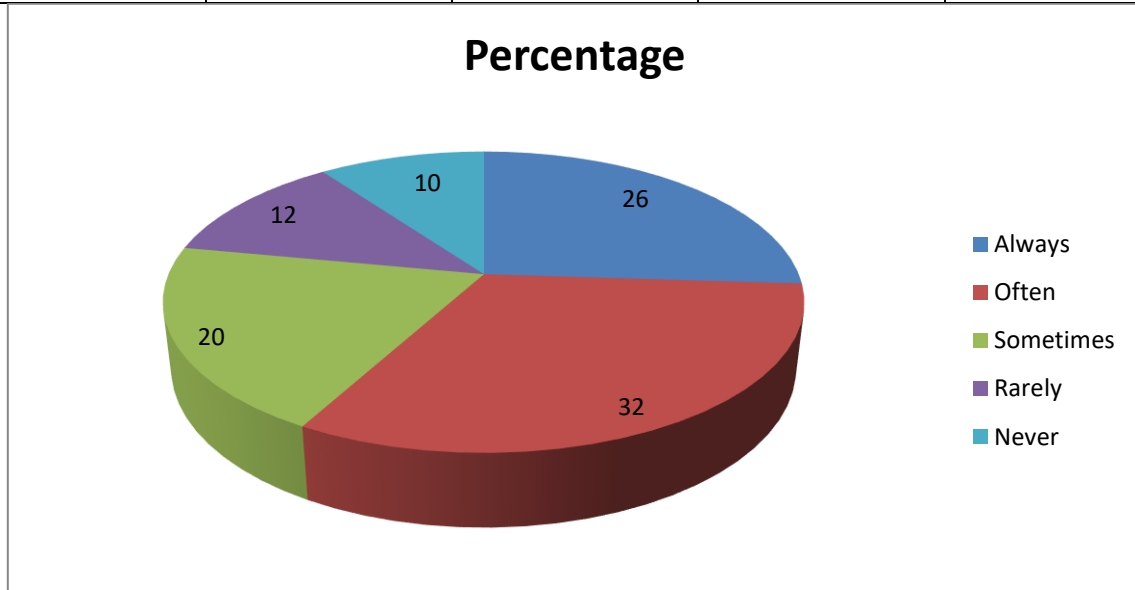
(FIGURE 6)

Reasoning: The above table and diagram depicts that 10% of the respondents agree that their work always need innovation, 12% of the respondents say often, 16% say sometimes, 42% of the respondent says rarely, and 20% of the respondents says their work never need innovation.

Table 7: Do you have sufficient skills and capacities all you need?

| | Frequency | Percentage | Valid Percentage | Cumulative Percentage |
|------------------|-----------|------------|------------------|-----------------------|
| Always | 13 | 26.00 | 26.00 | 26.00 |
| Often | 16 | 32.00 | 32.00 | 58.00 |
| Sometimes | 10 | 20.00 | 20.00 | 78.00 |
| Rarely | 6 | 12.00 | 12.00 | 90.00 |

| | | | | |
|--------------|-----------|------------|------------|---------------|
| Never | 5 | 10.00 | 10.00 | 100.00 |
| Total | 50 | 100 | 100 | |



Reasoning: The above table and diagram depicts that 26% of the respondents say that their work always needs all their skills and capacities, 32% of the respondents say often, 20% say sometimes, 12% of the respondent says rarely, and 10% of the respondents says that their work never needs all their skills and capacities.

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 industrys.

- **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-8 Modal Summary

| Model | R | R Square | Adjusted Square | R | Std. Error of the Estimate |
|--------------|----------|-----------------|------------------------|----------|-----------------------------------|
| 1 | .543 | .294 | .243 | | .7238 |

Reasonings:

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

VI 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.

VII Conclusion

According 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 endeavors could make a person's lifestyle balanced. It is done whilst a person experiences gladly together along with her non-public lifestyles in addition to running lifestyles. Governance and the society together must proceed for concerning a female's work-lifestyles stability to carry out their high-grade at each end.

References:

1. Bharat, S. 2003. Women, work and family in urban India, Towards new families. In J. W. Berry, R. C. Mishra and R. C. Tripathi ed. Psychology in human and social development, Lessons from diverse cultures pp.155-169 New Delhi, India.
2. Friedman S.D., Christensen P. and DeGroot J. 1998. Work and life, The end of the zero-sum game, Harvard Business Review, pp 119-129
3. Ford, Michael T, Heinen, Beth A, Langkamer, Krista L. (2007). Work and family satisfaction and conflict, A meta-analysis of cross-domain correlations, Journal of Applied Psychology. 92 (1): 57-80
4. Elisavata (2006), 'correlation among perceptions of quality of work-life and job satisfaction', Management and industry Review, Vol2, No3, pp459-60

5. Janssen Peter P M, De jonge Jan and Bakker Arnol B (1999), "Scientific determinants of intrinsic motivation, burnout and turnover intentions: A study among nurses", *Journal of Advance Nursing*, Vol 26, No 6.
6. Parmar Singh Jai (2012), "Work life Balance Policies and Practices of IT Industry in India", *Amity Management Analyst*, Vol VII, No I & II, Jan-June & July-Dec 2012, pp51-60
7. Perry-Smith J E and Blum T C (2000), "Work-family human resource bundles and perceive industrial performance", *Academy of Management Journal*, Vol 43, No 6, pp 1107-17
8. Wang P and Walumbwa F O (2007), "Family friendly programs, industrial commitment and work withdrawal: The moderating effect of transformational leadership", *Personal Psychology*, Vol 60, No 2, pp 397-427
9. Kotwal Yukta (2019), "A Study of Work-Life Balance of Women Employee in India" *IJISRT*, Volume 4 - 2019, Issue 3 - March
10. Anil Kumar, C.S., & Krishnan, S.K. (2005). Balancing work and life-the new age dilemma. *Human Capital*, August, 48-53.
11. Baral, R. (2010). Work-family enrichment: Benefits of combining work and family. Retrieved October 7, 2010.
12. Chaitra R, Ashok Kumar RS, Dr.T.P.Renuka Murthy (2016), "A Study On Work Life Balance of The Employees At Bosch Ltd, Bangalore", *Bims International Journal Of Social Science Research*, Volume 1, Issue 2.
13. Bagger, J., Li, A., & Gutek, B.A. (2008). How much do you value your family and does it matter? The joint effects of family identity salience, family-interface-with work and gender. *Human Relations*, 61(2), 187-211.
14. Frone, M.R., Russell, M., & Cooper, M.L. (1992b). Antecedents and outcomes of work-family conflict: Testing a model of the work-family interface. *Journal of Applied Psychology*, 77(1), 65-78.
15. Powell, G.N., & Greenhaus, J.H. (2006). Managing incidents of work-family conflict: A decision-making perspective. *Human Relations*, 59(9), 1179-1212.