



A STUDY ON FEMALE EMPLOYEES' WORK LIFE BALANCE AT CHENNAI REGION

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Introduction

The work-life balance has recently become an important factor of interest as families are becoming relatively small and both husband and wife are working. Stress and other conflicts are on the rise because of changing and increasing demands of organization as well as increasing responsibilities of families.

Career development of women has undergone drastic change in recent times when compared to a while back. Indian women of all classes are working now. At present, Indian women's exposure towards educational opportunities is very high, especially in the urban setting. This has opened new outlooks, increased awareness and raised aspirations of personal growth. Economic pressure also has a major role in shaping the career of women.

The economic needs are the major reason as to why married women go for work in India. Working women's employment generally has a positive on marriage, the effects of family life on women's job performance and work attitudes. Results revealed that women with children were significantly lower in occupational commitment relative to women without children.

Stressors related to work are significantly higher when compared to family related stressors, although the relationship between family functioning, stress and wellbeing was also significant.

Objectives

1. To study the relationship and impact of work life balance on female employees' personal life.
2. To study the relationship and impact of work life balance on female employees' work life.

Scope of Study

1. Work life balance among employees plays contributes in the success of an organization.
2. The study helps to suggest necessary facilities to be provided to the female employees to balance their work life
3. This will result in prevention of grievances, prevention of stress and ensure healthy work life balance.

Need of Study

1. Understand what good quality work life means to female employees.
2. It helps to understand how good working conditions help female employees to work more efficiently.

Review of Literature

Aggarwal (2010) investigated the relationship between work-life balance initiatives and employee's attitudes toward work-life conflict and the workplace in general. Study identified employees perceive work life balance enables them to work better and suggested it should be a joint responsibility of Employer & Employee.

Goyal and Arora (2011) measured the impact of work pressure on family life and the expectations of family on the work commitments on 120 teachers of different educational institutes. The study revealed that factors like negative attitude of family, family commitments, health issues, long working hours, meetings, work load created an imbalance in their personal and professional lives.

Kumari, L. (2012) examined employees' perception about work life balance and its relation with job satisfaction in Indian public sector banks. Study revealed positive correlation between the jobs.

A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories. International Research Journal of Management and Commerce (IRJMC), Satisfaction and work life balance, indicated job satisfaction as an important indicator of Work life balance.

Meenakshi and Ravichandran (2013) highlighted problems faced by women teachers in achieving Work Life Balance and accordingly suggested ways which would benefit both individual and the organization. Study also revealed that the women teachers knew the importance of WLB and they tried to reach it by scheduling their activities by proper time management.

Santhi and Sundar (2014) examined work life balance of women employees in information technology industry. Study measured the overall work life balance of women employees irrespective of cadres and identified major factors that influence the work



life balance among women employees. It also revealed that work life programmes implemented by I.T. firms in Chennai satisfy different categories of employees differently.

Devi and Pandian (2015) analyzed the problems faced by the women school teachers to maintain work life balance and founded that there was no separate policy for work life balance in their school and majority of them were doing school work at home.

Soi and Massey (2016) studied the concept of work life balance and its impact on employment relations and productivity of the employees. Study illuminated the dissymmetry between the work and life that today’s fast-paced working generation is experiencing. It was observed that majority of the respondents weren’t happy with the shape that their lives have taken recently due to imbalance that has crept in their work and life.

Dasgupta (2017) explored the relationship between psychosocial variables and emotional intelligence of women employees in Information Technology Industry. Study indicated a significant contribution of the psychosocial variables like Quality of Work Life, Work Family Role Conflict and Perceived Happiness in achieving higher Quality of Work Life.

Doble and Supriya (2018) investigated work life balance across genders and observed that both male and female faced imbalance in family and work life. Study depicted the factors that contributed work life balance like flex time, work from home, part-time work, availability of child care and flexibility to take care of emergencies at home.

Vittal (2019) observed that the dropout rates of women have increased with their marriage and childbirth as childcare and housework remain women’s responsibilities, irrespective of her income, educational level or employment. Study also reflected that there is great burden on women which restrict her choices in terms of better job opportunities.

Valk and Srinivasan (2020) in their study of the work and family related factors in women IT professionals in India revealed six major themes namely family influence on life choices, attempts to negotiate multi-role responsibilities, self and professional identity, work life challenges and the combating strategies, organizational policies and practices and social reinforcement.

Research Methodology

Research methodology simply refers to the practical “how” of any given piece of research. More specifically, it’s about **how** a researcher **systematically designs a study** to ensure valid and reliable results that address the research aims and objectives. In other words, Research methodology is the specific procedures or techniques used to identify, select, process, and analyse information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study’s overall validity and reliability.

Analysis Using Karl Pearson’s Correlation

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables. The Pearson product-moment correlation coefficient is a measure of the strength and direction of association that exists between two variables measured on at least an interval scale. It is denoted by the symbol r.

$$\frac{N\sum XY - \sum X\sum Y}{\sqrt{N\sum X^2 - (\sum X)^2}\sqrt{N\sum Y^2 - (\sum Y)^2}}$$

Chi- Square Test I – (Ψ²)

- It is a measure of the difference between the observed and expected frequencies of the outcomes of a set of events or variables.
- It depends on the size of the difference between actual and observed values, the degrees of freedom, and the samples size.
- It can be used to test whether two variables are related or independent from one another or to test the goodness-of-fit between an observed distribution and a theoretical distribution of frequencies.

$$\chi_c^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$



c=Degrees of freedom

O=Observed value(s)

E=Expected value(s)

Null Hypothesis

The null hypothesis of the Chi-Square test is that no relationship exists on the categorical variables in the population; they are independent.

Alternate Hypothesis

Alternative hypothesis assumes that there is an association between the two variables. If the observed chi-square test statistic is greater than the critical value, the null hypothesis can be rejected.

One Way ANOVA

The ANOVA tests the null hypothesis that samples in two or more groups are drawn from populations with the same mean values. To do this, two estimates are made of the population variance. The ANOVA produces an F-statistic, the ratio of the variance calculated among the means to the variance within the samples. If the group means are drawn from populations with the same mean values, the variance between the group means should be lower than the variance of the samples, following the central limit theorem. A higher ratio therefore implies that the samples were drawn from populations with different mean values.

Data Analysis and Interpretation

Chi- Square TestI – (χ^2)

Chi-square is the sum of the squared difference observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

Null hypothesis (Ho)

There is no relationship between working hours increased during work from home and Work from home increased productivity.

Alternate hypothesis (H1)

There is relationship between working hours increased during work from home and Work from home increased productivity.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Were the working hours increased during work from home * Work from home increased productivity	100	99.0%	1	1.0%	101	100.0%



Were the working hours increased during work from home * Work from home increased Productivity Crosstabulation								
			Work from home increased productivity					Total
			Strongly agree	Agree	Neutral	Disagree	Strongly Disagree	
Were the working hours increased during work from home	Strongly agree	Count	3	0	0	0	0	3
		% within Were the working hours increased during work from home	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
		% within Work from home increased productivity	42.9%	0.0%	0.0%	0.0%	0.0%	3.0%
		% of Total	3.0%	0.0%	0.0%	0.0%	0.0%	3.0%
	Agree	Count	4	5	0	0	0	9
		% within Were the working hours increased during work from home	44.4%	55.6%	0.0%	0.0%	0.0%	100.0%
		% within Work from home increased productivity	57.1%	41.7%	0.0%	0.0%	0.0%	9.0%
		% of Total	4.0%	5.0%	0.0%	0.0%	0.0%	9.0%
	Neutral	Count	0	7	17	0	0	24
		% within Were the working hours increased during work from home	0.0%	29.2%	70.8%	0.0%	0.0%	100.0%
		% within Work from home increased productivity	0.0%	58.3%	23.6%	0.0%	0.0%	24.0%
		% of Total	0.0%	7.0%	17.0%	0.0%	0.0%	24.0%



	Disagree	Count	0	0	55	5	0	60
		% within Were the working hours increased during work from home	0.0%	0.0%	91.7%	8.3%	0.0%	100.0%
		% within Work from home increased productivit y	0.0%	0.0%	76.4%	71.4%	0.0%	60.0%
	% of Total	0.0%	0.0%	55.0%	5.0%	0.0%	60.0%	
	Strongly Disagree	Count	0	0	0	2	2	4
		% within Were the working hours increased during work from home	0.0%	0.0%	0.0%	50.0%	50.0%	100.0%
		% within Work from home increased productivit y	0.0%	0.0%	0.0%	28.6%	100.0%	4.0%
% of Total		0.0%	0.0%	0.0%	2.0%	2.0%	4.0%	
Total	Count	7	12	72	7	2	100	
	% within Were the working hours increased during work from home	7.0%	12.0%	72.0%	7.0%	2.0%	100.0%	
	% within Work from home increased productivit y	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	7.0%	12.0%	72.0%	7.0%	2.0%	100.0%	

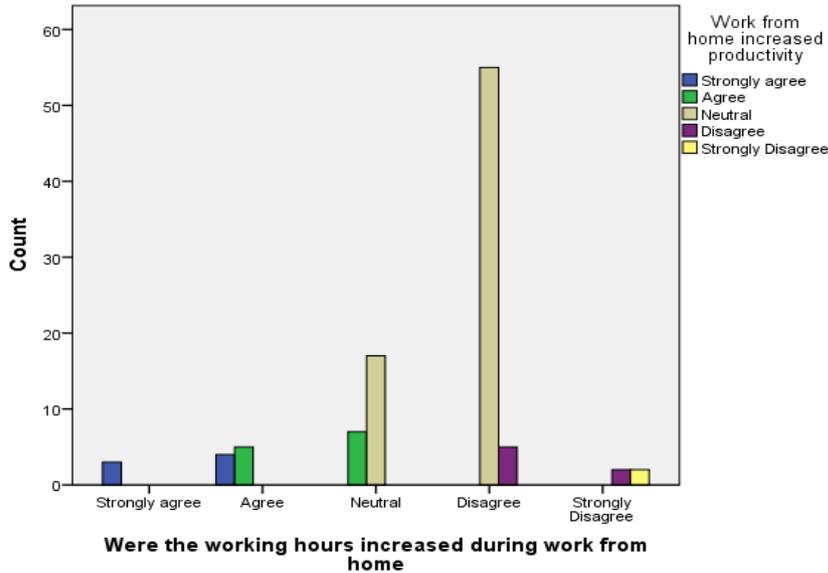


Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	165.402 ^a	16	.000
Likelihood Ratio	106.993	16	.000
Linear-by-Linear Association	67.952	1	.000
N of Valid Cases	100		

a. 21 cells (84.0%) have expected count less than 5. The minimum expected count is .06.

Bar Chart



$$\text{Degree of Freedom} = (5-1) * (5-1) = 4 * 4 = 16$$

$$\text{Calculated value} = 165.402$$

$$\text{Tabulated value} = 26.296$$

$$Z = Z_{cal} > Z_{tab}$$

$$Z = 165.402 > 26.296$$

Hence, the Alternate hypothesis [H1] is accepted

Inference: Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship working hours increased during work from home and Work from home increased productivity.

One-Way ANOVA Classification

Null hypothesis (Ho)

There is a significance difference between normal working hours in a day and organisation provides flexible work timings.

Alternate hypothesis (H1)

There is no significance difference between normal working hours in a day and organisation provides flexible work timings.



Descriptives

How many hours in a day do you normally work

Table with 8 columns: Response, N, Mean, Std. Deviation, Std. Error, 95% Confidence Interval for Mean (Lower Bound, Upper Bound), Minimum, Maximum. Rows include Strongly Agree, Agree, Neutral, Disagree, and Total.

Test of Homogeneity of Variances

How many hours in a day do you normally work

Table with 4 columns: Levene Statistic, df1, df2, Sig. Row 1: 54.044, 3, 96, .000

ANOVA

How many hours in a day do you normally work

Table with 6 columns: Source, Sum of Squares, df, Mean Square, F, Sig. Rows include Between Groups, Within Groups, and Total.

Tabulated value = 2.70
Calculated value= 7.600

F = F cal > F tab F= 7.6 > 2.70
Hence, the alternative hypothesis [H1] is accepted.

Inference:

Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is no significance difference between normal working hours in a day and organisation provides flexible work timings.

Analysis Using Karl Pearson's Correlation

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

Null hypothesis (H0)

There is positive relationship between work from home is stressful and company provide counselling if you were stressed.

Alternate hypothesis (H1)

There is negative relationship between work from home is stressful and company provide counselling if you were stressed.



Correlations

		Work from home is stressful	During this pandemic did your company provide counselling if you were stressed
Work from home is stressful	Pearson Correlation	1	.863**
	Sig. (2-tailed)		.000
	N	100	100
During this pandemic did your company provide counselling if you were stressed	Pearson Correlation	.863**	1
	Sig. (2-tailed)	.000	
	N	100	100

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

$$r = \frac{N\sum XY - \sum X\sum Y}{\sqrt{N\sum X^2 - (\sum X)^2}\sqrt{N\sum Y^2 - (\sum Y)^2}}$$

r = 0.863

Inference: Since r is positive, there is positive relationship between work from home is stressful and company provide counselling if you were stressed.

Findings

- Therefore, most of the respondents belong to the age group of 30-40yrs.
- Therefore, most of the respondents have more than five years of experience.
- Therefore, most of the respondents are graduates.
- Therefore, most of the respondents get monthly income of 30,000 & above.
- Therefore, most of the respondents are married.
- Therefore, most of the respondent spouses are employed.
- Therefore, most of the respondents work more than nine hours normally in a day.
- Therefore, most of the respondents nearly 1 hour in a day to spend traveling to work.
- Therefore, most of the respondents say that they spend time with their family by less than 2 hours in a day.
- Therefore, most of the respondents strongly agree that their work life is balanced.
- Therefore, most of the respondents strongly agree that they often think and worry about their work when they not at work.
- Therefore, most of the respondents have strongly agreed that they spend too much time to work.
- Therefore, most of the respondents are agreed that they spend time for physical exercise.
- Therefore, most of the respondents have strongly agreed that they have a good friend at work place for sharing the worries.
- Therefore, most of the respondents have strongly agreed that they are satisfied with the support provided by the company at times of personal contingencies like accidents, etc.
- Therefore, most of the respondents agree that the problems in family life because of pressure from work.
- Therefore, most of the respondents agree that they have good work-life balance, the organization will be more effective and successful.

Suggestions

On the basis of the findings, the researcher suggests the following for enhancement of work –life balance of female employees

- Most of the Employees feel that the company does not have separate policy regarding work life balance. Company can think of a separate policy which enables the Employees to enhance their work life balance. It will be better if the work life balance policy in the organization is customized to individual needs.
- It is suggested that wherever possible flexible working hours can be introduced to help Employees balance their work life.
- Family members can be included in reward functions which will help Employees in better socialization and work life balance.



Conclusion

It is observed that most of the female employees rarely get depressed because of work and it can be assumed that there is better work life balance. Most of the Employees get good support from colleagues at work which helps them to balance their work and family commitments. The Employees feel that the company does not have separate policy regarding work life balance. Company can have a separate policy for enhancing the work life balance. It will be better if the work life balance policy in the organization is customized to individual needs.

Flexible working hours, inclusion of family members in reward functions etc., can be introduced to help Employees balance their work life. Better health care facilities can be provided for the Employees.

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