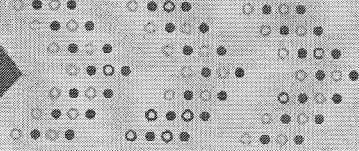




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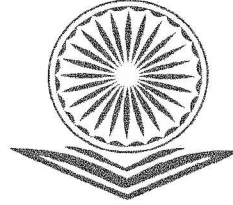
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3. Work Balance Concerns and Quality of Life

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Abstract

The concerns of employees coping with work and other aspects of life remain a challenge. This paper tries to understand the link between life and work and tries to study vast knowledge of work-life balance, specifically emphasizing on the progress of work-life balance issues related to women employees working in Mumbai city. The colossal role of family impacting the work-life balance is also acknowledged.

Keywords: Work-Life Balance, Work-Life and Family, Women and work-life

I. Introduction

Work-life balance is a broad concept including proper prioritising between career and ambition on one hand, compared with pleasure, leisure, family and spiritual development on the other. Other terms that are used to refer to work-life balance include work-family balance, work-family conflict, and family friendly policies etc. In twenty-first century, our approach to working life is changing fast. Both men and women want to find a balance between work, family and caring responsibilities, which are shared more equally than ever before. Women retain a much closer tie with family care and domestic responsibilities linked to current manifestations of the gender order. This study tries to understand the work-life balance of women working in Mumbai city. Further this paper also tries to understand the time distribution of a working women between her family and work but more important is implication of available knowledge. While taking financial decisions women are sidelined and most of the times women themselves take one step back and put the entire decision on their partners or families.

II. Literature Review

(Sheppard, 2016) Study helps the learner to understand the after effects of work-life balance programs carried by non-profit school leaders on employee performance. Disciplined

questionnaire was used to for a sample of managers and non-managerial staff of size 10 and 10 respectively. Factors such as current WLB programs and policies guidelines, employee absenteeism, motivation, productivity, job satisfaction, and retention, archived organizational records on WLB programs and turnover, were exclusively taken into consideration. Depending on the results learner states that work-life balance programs such as employee job satisfaction and quality of work life, employee wellbeing and productivity could help improve organizational culture and employee's overall performance. Furthermore he explains that for success of organization, employer's proactiveness towards maintaining employee's optimum balance between work and life may bring a social change.

(Parkes, 2008) The present study was drawn to understand how much work life balance can impact employee engagement and employee's tenure in the organization. Going beyond, researcher tries to understand the growing need of the desires felt by employees regardless of any influencing factors such as marital, parental, to achieve a healthier and satisfying balance of their roles and responsibilities. A sample of 16000 employees was assessed for work life balance with two derived hypothesis -work-life balance is important for engaging and retaining employees in the context of other aspects of organisational climate. Researcher states that organisational climate factors, work-life balance was least related to employee engagement and intention to stay with an organisation. Further, implications for how organisations position work-life balance strategies, profoundly in relation to social responsibility and wellness, rather than the solution to employee commitment and retention were discussed.

(Parameswari. J, 2011) According to the author, quality of work life thus has an influence on employee's productivity while quality of work life according to him is an extent to which work allows to exploit opportunities to maintain a balance between control need and control capacity as to meet the demands and competencies of the workers. Paper analyses relationship between quality of work life and self-regulated behavior among government and private school teachers. Data was collected from 60 school teachers taking same size of data for private and government teacher's data using Work-Related Quality of Life Scale developed by Laar and Self-regulatory behavior scale (SRBS) developed by S. Kadiravan. Data was analysed through mean and ANOVA. The findings interpret that the Government and Private school teachers both have high level of quality of work life and self-regulated behavior. There is a relationship between certain factors of quality of work life and certain factors of self-regulated behavior.

III. Objectives

- To assess the work-life balance of women working in Mumbai.
- To understand the time distribution of working women between her family and work.
- To analyze the time distribution of working women between her family and her child.

IV. Scope of the Study

- Women working in Mumbai were only surveyed.
- Sample selected is 59.
- The analysis is purely based on primary data collected and secondary data available. These data will have its own limitations.

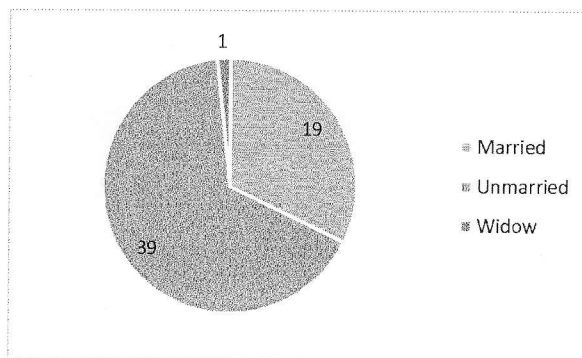
V. Research Methodology

Primary and secondary data is used for the research. Primary data is collated using structured questionnaire distributed among participants. Sample selection was random and a response of total 59 women from different genre i.e. graduates, post graduates, finance, operations, marketing, sales is recorded. Research was backed by various research papers and websites with the help of communal search engines.

VI. Data Analysis & Interpretation

1. Marital Status

Figure 1 represents Marital Status of 59 respondents



Analysis

- The survey of 59 women above 18 years was taken, responses yield was 100%.
- 66 percent women are unmarried while 32 percent being married and 2 percent of the women are widow.
- Above pie will give you clear picture.

Interpretations

- It is observed that India being a young nation the average age in India is 27 and thus here it is congruent to the fact that majority of the women independently working and are unmarried and does have any dependency on their partner.
- 2. I try to dedicate myself to work during work hours post which I'm along with my family**

Figure 2 represents work and family time distribution of 59 respondents

Row Labels	Married	Unmarried	Widow	Grand Total
Agree	9	14	1	24
Disagree	-	2	-	2
Neutral	2	5	-	7
Strongly Agree	8	18	-	26
Strongly Disagree	-	-	-	-
Grand Total	19	39	1	59

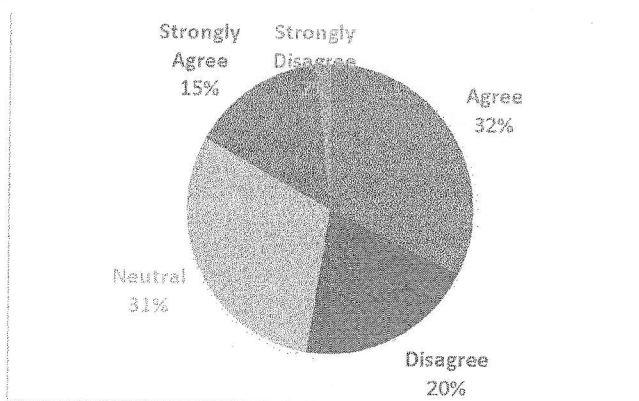
Analysis

As shown in the table above,

Interpretations

- Our study interprets that 82 percent of the total unmarried women responding to the following sentence “I try to dedicate myself to work during work hours post which I’m along with my family” Strongly Agree or Agree that they equally distribute their time based on their works hours.
- While 90 percent of the total married women distribute their time among family and work.
- A total of 3.3 percent working women disagree to the above statement.

3. You get time to relax from work?



Analysis

- The survey of 59 working women was taken, responses yield was 100%
- 9 women out of 59 strongly agreed that they get time to relax from their work while 1 women strongly disagreed.
- Above pie will give you a clear picture.

Interpretations

- It is observed that of the 19 working women who agree that they do get time to relax 7 are married women, 12 are unmarried women.
- 12 working women disagree and state that they do not get time to relax from their work, of which 3 are married women while 9 are unmarried women.
- 18 working women have a neutral opinion of which 3 are married, 14 are married, 1 women is a widow.
- 5 working married women and 4 unmarried working women strongly agree that they get time to relax from work.
- While 1 married working women strongly disagrees that she does not gets time to relax from work.
- It is thus observed that marriage status does not plays a vital role in work life balance. Married or unmarried working women keeping a work life balance is of utmost importance. Both have similar aspirations and goals no matter big or small. But getting time to relax from the busy schedule is necessary.

4. Your job prevents you from participating in leisure activities with your family/friends?

Row Labels	Married	Unmarried	Widow	Grand Total	Percentage
Agree	4	9	1	14	23.72
Disagree	5	12	-	17	28.81
Neutral	5	11	-	16	27.11
Strongly Agree	2	6	-	8	13.55
Strongly Disagree	3	1	-	4	6.77
Grand Total	19	39	1	59	100.00

Analysis

- The survey of 59 working women was taken, responses yield was 100%

- 8 women out of 59 strongly agreed that they get time above pie will give you a clear picture.

Interpretations

- It is observed that of the 14 working women who agree that their job prevents her from participating in leisure activities with your family/friends 4 are married women, 9 are unmarried women while 1 is a widow women.
- 17 working women disagree and state that their job prevents them from participating in leisure activities with family/friends, of which 5 are married women while 12 are unmarried women.
- 16 working women have a neutral opinion of which 5 are married, 11 are married.
- 2 working married women and 6 unmarried working women strongly agree that their job prevents them from participating in leisure activities with your family/friends
- While 3 married working women strongly disagree and 1 unmarried women says that her job prevents her from participating in leisure activities with your family/friends.

5. Do you have dependents living with you? (Father, Mother, Children & others)

Row Labels	Married	Unmarried	Widow	Grand Total
No	4	17	-	21
Yes	15	22	1	38
Grand Total	19	39	1	59

Analysis

- The survey of 59 working women was taken, responses yield was 100%

Interpretations

- It is observed that almost 35 percent of women are self-sufficient out of which majority i.e. 80 percent are unmarried.
- While 65 percent of the women have dependents out of which 57 percent are unmarried and rest are married.

6. Count of Are you happy with your work?

Row Labels	Married	Unmarried	Widow	Grand Total
No		7		7
Yes	19	32	1	52
Grand Total	19	39	1	59

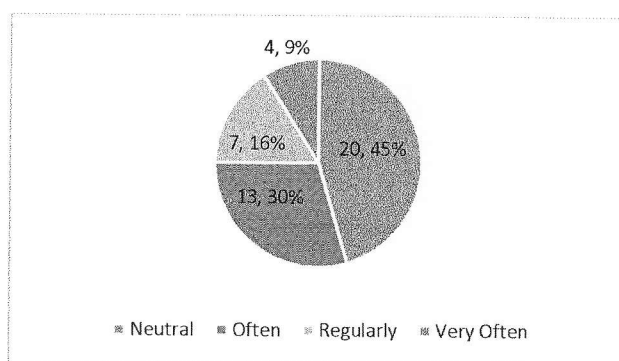
Analysis

- The survey of 59 working women was taken, responses yield was 100%

Interpretations

- It is observed that nearly 88 percent women are happy with their work profile majority are unmarried at 61 percent.
- Only 12 percent are unhappy with their job.

7. In case of children how often do you devote time?



Analysis

- It was observed that nearly 75 percent women have child while 25 percent do not have any child.

Interpretations

- Above chart indicates that 45 percent of women are neutral about devoting time to their kids
- While 30 percent often dedicate their time to their kids.
- Remaining 25 percent combined dedicated their time regularly and very often to their kids.

8. Do you want your children (If any) to be in same profession?

Row Labels	Married	Unmarried	Widow	Grand Total
Maybe	6	19		25
No	10	9		19
Yes	2	4		6
(blank)				
Grand Total	18	32		50

Analysis

- 50% of total working women are not sure if they want their children to be in same profession.
- While only 12% women say that they want their children to be in same profession.

Interpretation

- Of the total 25 working women 6 are married and 19 are unmarried women who are not sure if they want their children to be in same profession.
- Of the total 19 women clearly deny stating that they do not want their children to be in same profession of which 10 are married and 9 are unmarried women.
- Only 6 women expect that their children should join the profession they are in out of which 2 are married women and 4 are unmarried.

9. Do you take the responsibility of doing things or not doing things or doing things in the way you want?

Row Labels	Married	Unmarried	Widow	Grand Total
Agree	11	22		33
Neutral	4	9	1	14
Strongly Agree	4	8		12
Grand Total	19	39	1	59

Analysis

- 55% of the working women agree that they take responsibility of doing things or not doing things in the way they want.
- While 20% working women state that they strongly agree that they take responsibility of doing things or not doing things in the way they want.

Interpretations

- Of the 33 working women of which 11 are married and 22 are unmarried women state they agree to take responsibility of doing things or not doing things in the way they want.
- None of the 59 women disagreed or strongly disagreed that that they take responsibility of doing things or not doing things in the way they want.

- Of the 12 working women of which 4 are married and 8 are unmarried women state they strongly agree take responsibility of doing things or not doing things in the way they want.
- While 14 women had a neutral answer, of these women 4 working women were married, 9 working women were unmarried and one was a widow.

VII. Conclusion

Working women despite of their marital status insist on having leisure time for themselves. Though they are happy from the work they do still working hours become major concern. Most of the time women engaged are in completing daily chores, travelling, giving time to their family. Salary is the next sought which women look upon, post family time. They expect more salary for the work they do. While all these factors lead to stress which leads to attrition. More than 50% of women state that they would enjoy a different life which will be less stressed, more supportive environment and especially less working hours.

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