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Work -Life Balance of Women Employees in India -A Study

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Abstract

The balancing of an individual's time between professional activities for economic gain and personal life is called as work life balance. Balancing work and personal life is especially vital for women with professional aspirations. They often face the expectation to fulfill traditional roles as mothers and wives within the household, in addition to their responsibilities as employees. The constant tussle to cope with the multidimensional responsibilities associated with every day household activities and the expectations of the employer. In order to satisfy the demands of the two-work domain the working women can be both physically and mentally stressed leading health problems like constantly feeling fatigued, health issues, weight gain or weight loss and depression. This research aims to investigate the challenges female employees encounter while balancing their personal and professional lives. The study's findings reveal that many female employees experience stress, feelings of depression, and limited time for friends and family. They also report receiving excellent training and medical benefits at work.

Keywords: *Work- life balance, Productivity, Working women, Professional life, Work- life stress.*

1. Introduction

Times have changed, and women are no longer confined to household duties.; alongside their traditional roles, they are now actively participating in nearly all areas of economic activity. More women today are stepping out of their comfort zones to work, support their families, and showcase their untapped potential. Women who work outside the home often carry dual responsibilities—those of their professional roles and those at home. Balancing the demands of a career with household responsibilities remains essential, even if they must juggle both simultaneously. In both the workplace and society, women's professional lives are driven by aspirations to

advance and earn respect, while their personal lives revolve around managing family, children, parents, health, and personal time. Realizing a good and healthy work-life balance requires a clear separation between professional responsibilities and personal life. This can be accomplished through work life benefit programmes for women at work like flexi working pattern, multiple exits and recently options and supportive attitude of management. At home front by reducing the burden by sharing of the traditional household responsibilities of childcare and elderly care.

What is work–life balance?

Work–life balance is about individuals having a degree of knowledge and control

over where, when, and how they work. It is achieved when the right to a fulfilling life both within and beyond paid work is recognized and respected as a standard, benefiting not only the individual but also businesses and society.

Work-life balance equation:

Mental resources + emotional resources + physical resources (including your time) = achieving your personal goals & fulfilling your responsibilities. An inadequate inconsistent and work-life balance adversely affects individual performance in both the workplace and social settings. Attaining a healthy balance between work and personal life relies on industry policies and practices that shape employee needs and levels of satisfaction.

Importance of Work Life Balance to women

Today's career women face constant challenges in balancing the demands of full-time work with the responsibilities and commitments at home. A survey conducted by Osmania University in Hyderabad recognized that most women work 40 to 45 hours per week, with 53% of respondents indicating challenges in achieving a healthy work-life balance.

2. Review of Literature

Kumari K Thriveni (2012) This study investigates the relationship between demographic variables and work-life balance among women employees across various professions, including

banking, BPO, education insurance, IT, and marketing, in Bangalore. A sample of 340 employees was selected using the stratified random sampling method.

Vijayashree Rameshkumar Mehtha (2012) in this paper they explore the importance of managing the proper balance between the work and personal aspects of one's life to enable greater success to be achieved in every area of life – including professional matters.

R. Balaji (2014) This Study found that family–work conflict and work–family conflict is more likely to exert negative influences in the family domain, resulting in lower life satisfaction and greater internal conflict within the family. Variables such as the size of family, the age of children, the work hours, and the level of social support impact the experience of Work family conflict and Family work conflict.

Rajesh K. Yadav (2014) This paper focuses on working women in government colleges, national institutes in the education sector, and nationalized banks located in Bhopal, Madhya Pradesh. The objective of this research is to explore the working environment and women's perceptions of work-life balance and job satisfaction within the banking and education sectors. **K. Navarathinam (2016)** This study addresses the issues, challenges and threats that working women face in balancing office responsibilities and household duties to attain a degree of work-life balance in modern organizations. It specifically examines the issue of work-life balance and its impact on women employed as teaching professionals.

3. Objectives of the Study

1. To investigate how working women achieve a balance between work and personal life.
2. To analyse the socio-economic position of women employees.

3. To explore perceptions of work-life balance and job satisfaction among working women.
4. To identify the challenges and problems faced by women employees in maintaining work-life balance.
5. To recommend effective measures for improving work-life balance.

4. Research Methodology

The current study utilizes both primary and secondary data. Primary data were gathered through personal interviews with working women in the Hassan district, involving a total of 100 respondents. The research focuses on examining the relationship between work-life balance and job satisfaction among female employees.

Table No 1. Analysis of socio-economic profile of the respondents

Sl. No.	Particulars	No. of Respondents	%
Age wise classification			
1	Below 25 years	18	18%
2	26 to 35 years	26	26%
3	36 to 45 years	33	33%
4	Above 45 years	23	23%
Total		100	100%
Educational Qualification			
1	Below Matriculation	15	15 %
2	12 th or PUC	15	15 %
3	Graduation	48	48 %
4	Post graduation	4	4 %
5	Others	18	18%
Total		100	100%

Sl. No.	Particulars	No. of Respondents	%
Age wise classification			
1	Below 25 years	18	18%
2	26 to 35 years	26	26%
3	36 to 45 years	33	33%
4	Above 45 years	23	23%
Total		100	100%
Educational Qualification			
1	Below Matriculation	15	15 %
2	12 th or PUC	15	15 %
3	Graduation	48	48 %
4	Post graduation	4	4 %
5	Others	18	18%
Total		100	100%
Place of Residence			
1	Urban	55	55 %
2	Semi urban	11	11 %
3	Rural	34	34 %
Total		100	100 %
Does The Industry Belong To			
1	Banking and finance	8	8 %
2	Education	16	16 %
3	Travel & Tourism	20	20 %
4	Hospitality	11	11 %
5	IT&ITES(BPO)	21	21 %
6	Advertising	6	6 %
7	Other	18	18 %
Total		100	100 %
Income level			
1	Below 15000	4	4 %
2	15000 to 30000	40	40 %
3	30000 to 45000	28	28 %
4	45000 and above	28	28 %
Total		100	100 %
Marital Status			
1	Married	67	67 %
2	Unmarried	26	26 %
3	Widow	6	6 %
4	Divorced	1	1 %
Total		100	100 %
Family Type			
1	Joint family	28	28 %
2	Nuclear family	62	62 %
Total		100	100 %

Table No 2. Analysis of working nature of women employees

SL. No.	Particulars	No. of Respondents	%
Respondents Who Working Long Hours and Overtime			
1	Never	14	14 %
2	Sometimes	55	55 %
3	Rarely	23	23 %
4	Always	8	8 %
Total		100	100 %
Respondents Working on Holidays			
1	Working	16	16%
2	Not working	84	84%
Total		100	100 %
Able to balance the your work life			
1	Able	66	66 %
2	Unable	34	34 %
Total		100	100 %
Opinion of Respondents about the Work Time			
1	Very Unhappy	5	5%
2	Unhappy	12	12%
3	Indifferent	65	65%
4	Happy	18	18%
5	Very Happy	0	00%
Total		100	100 %
Reasons you have picked up the job			
1	To be independent	44	44 %
2	Career oriented	21	21 %
3	Use of educational qualification	1	1 %
4	To overcome boredom at home	1	1 %
5	Care of dependents	16	16 %
6	To meet past, present and future financial requirements	17	17 %
Total		100	100 %
How many hours a day you normally work			
1	Less than 7 hours	14	14 %
2	7 to 8 hours	63	63 %
3	8 to 9 hours	13	13 %
4	More than 9 hours	10	10 %
Total		100	100 %

How many hours a day do you spend time with your child/children			
1	No Children's	14	14 %
2	Less than 2 hours	26	26 %
3	2 to 4 hours	25	25 %
4	More than 5 hours	35	35 %
Total		100	100%
Frequency of depression due to work			
1	Never	8	8 %
2	Rarely	15	15 %
3	Sometimes	45	45 %
4	Often	21	21 %
5	Always	11	11 %
Total		100	100 %
Are you satisfied with your working hours and it is fits with your private life			
1	Yes	26	26%
2	No	74	74 %
Total		100	100 %
Do you finish your work without delay			
1	Never	55	55 %
2	Sometimes	7	7 %
3	Rarely	24	24 %
4	Always	14	14 %
Total		100	100%

Table No. 3. Analysis of opinion of employees towards work life balance

Sl. No.	Particulars	No. of Respondents	Percent to total
Able to balance your work life			
1	Able	66	66 %
2	Unable	34	34 %
Total		100	100 %
Suggestion to work life balance			
1	Working from home	6	6%
2	Technology like cell phones /Laptops	12	12%
3	Being able to bring children to work place	10	10%
4	Support from colleagues at work	24	24%
5	Support from family members	37	37%
6	Others	1	1%
Total		100	100 %
Hinders of Balanced Work and Family Commitments			
1	Technology like cell phones/laptops	22	22%
2	Frequently travelling away from home	39	39%
3	Negative attitude of peers at work place	20	20%
4	Negative attitudes of colleagues	12	12%
5	Negative attitudes of family members	6	6%
6	Other	1	1%
Total		100	100 %
Ways to manage the stress arising from the work			
1	Yoga/ Meditation	8	8 %
2	Reading books	9	9 %
3	Entertainment	11	11 %
4	Dance	10	10 %
6	Music	32	32 %
7	Other	30	30 %
Total		100	100 %
Do you feel any stress related diseases			
1	Yes	23	23 %
2	No	77	77 %
Total		100	100 %
Are you satisfied with your personal life			
1	Yes	81	81
2	No	19	19
Total		100	100

(Source: Primary data)

Data in the above table specifies that that out of 83 respondents, a majority report successfully balancing work and life. They believe that job sharing can help reduce stress, and that support from family and colleagues plays a critical & vital role in achieving this balance. Additionally, they mention that frequent of movement away from the house does impact their work-life balance, but they do not suffer from stress-related illnesses and find entertainment helpful in managing their stress.

Table No 4. Ranking of factors leads work-life balance

Sl. No	Particulars	Rank						Total
		1	2	3	4	5	6	
1.	More flexible hours	9	9	15	19	22	26	100
2.	Work from home	8	10	9	17	19	37	100
3.	Time off during school holidays	7	4	13	18	33	29	100
4.	Time of during emergencies and events	24	17	25	18	9	7	100
5.	Support from family members	33	24	20	10	9	4	100
6.	Support from supervisor/colleagues	15	36	22	15	7	5	100

The table above highlights the ranking of factors that contribute to work-life balance. Based on Table 5, most employees favor factors 4, 5, and 6, while expressing less support for factors 1, 2, and 3. This ranking supports the elements that support a balanced work-life.

5. FINDINGS

1. Out of 100 women employees, 66% believe they can effectively balance work and life, while 34% find it challenging to maintain that balance.

2. Working hours are not satisfactory, sometimes late working and working in evening in outside interrupts work life balance.

3. The majority of working women equally share responsibilities between work and family; however, it is evident that many husbands are unwilling to participate in household chores.

4. Out of hundred people 45% of women employees feel tired/ depressed because of work, this leads to low interest level on work and it may impact on working women employees' health.

5. For 43% of women employees, they say care of family/spouse/ Children's create pressure due to the severe work pressure.

6. Seventy-seven percent of women employees suffer from stress-related illnesses, which negatively affect their personal lives. Additionally, most women employees find themselves thinking about work even when they are not at the office,

making it challenging for them to devote time to their personal lives.

8. 92% of women employees doing advance and proper planning for tomorrow practice to manage professional and personal life.

9. The main thing I noticed here is the work stress of the women employees working banking sector, they are always into work and they lose patience to listen to our questions it affects their mental health.

10. As per the survey work schedule is not fit for married women or she need flexible working hour.

11. Employees need more training and awareness about work life balance.

6. SUGGESTIONS

1. The major part of sample participants are dissatisfied with their working hours; therefore, I recommend extending their free hours and providing additional break time during work.

2. Most respondents lack flexible time to spend with their families; I suggest granting them a day off to address this issue.

3. Each employee should be treated equally and they should feel at home while working outside their natives. Some cultural program should be organized so to reduce the indifferences.

4. There is a need to clearly communicate the workplace commitment to work life balanced, to raise awareness and to improve knowledge and understanding of industry relevant policies by making information more accessible to all staff especially for lower level.

5. Proper training must be given to employees for improving skill, training & ability to reduce discontent and unrest. By undergoing training suitable and competent workers can be reduces stresses leading to a balanced work life.

6. Organisation should support women employees to manage their work-life.

7. The work schedules of married female employees should be designed to allow them time for their family members as well.

8. Industries should offer various benefits to women employees that will help them balance their work and personal lives, such as paid sick leave, maternity benefits, and weekly days off.

7. CONCLUSION

The work-life balance of working women largely hinges on the challenges they face in reconciling their personal and professional lives. In the field of human resource management, work-life balance is a crucial issue that significantly impacts both employee productivity and organizational growth. Today, women must juggle a range of household responsibilities while also addressing various demands in their personal and professional lives. These include adapting to new work environments, advancing their careers, fulfilling family obligations, managing personal health issues, staying motivated, coping with stress, navigating workplace harassment, and maintaining their mental well-being. Work-life balance has several advantages, such as a more motivated and appreciated staff, more productivity, a less stressful work environment, job satisfaction, and a better work-life balance that includes lifelong learning. The current survey indicates that women employees are finding innovative ways to achieve work-life balance, such as increasing their free time and taking regular breaks during work. Work-life balance programs that offer flexible work schedules, self-motivation opportunities, and holiday travel packages can assist women employees achieve a better work-life balance. These programs benefit both the employer and the employees.

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