

“A STUDY ON CHALLENGES IN THE MAINTAINING WORK LIFE BALANCE OF WORKING WOMEN

Submitted in partial fulfillment of the requirements for the award of
Bachelors of Business Administration

by

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SCHOOL OF BUSINESS ADMINISTRATION

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade “A” by NAAC | 12B Status by UGC | Approved by AICTE

Jeppiaar Nagar, RAJIV GANDHI SALAI, CHENNAI - 600 119

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SCHOOL OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the Bonafide work of **S.SANTHIYA (38280079)** who have done the Project work entitled "**A STUDY ON CHALLENGES IN THE MAINTAINING WORK LIFE BALANCE OF WORKING WOMEN**" under my supervision from January 2021 to March 2021.

MS.M.Sivapriya., M.Com., M.Phil., PGDCA.,
(Internal Guide)

Dr. BHUVANESWARI G.
Dean – School of Business Administration

Submitted for Viva voce Examination held on _____.

Internal Examiner
(Name in Capital Letters
with signature)

External Examiner
(Name in Capital Letters
with signature)

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DECLARATION

I SANTHIYA.S (Reg.No:38280079) hereby declare that the Project Report entitled **“A STUDY ON CHALLENGES IN THE MAINTAINING WORK LIFE BALANCE OF WORKING WOMEN”** done by me under the guidance of **MS.M. Sivapriya., M.Com., M.Phil., PGDCA.** is submitted in partial fulfillment of the requirements for the award of Bachelor of Business Administration degree.

DATE:

PLACE:

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ABSTRACT

In the recent times, the issue of work-life balance has gained more attention due to the reason that an individual's work life and personal life may present conflicting demands on one another while the demands from both the spheres are equally important. Work-life balance refers to maintaining the balance between performing roles and responsibilities at work and at home. Work-life balance is one of the most challenging issues being faced by the women employees in the 21st century. This problem is more for women employees because of the type of roles they play at home and the spillover of personal life over work life and vice-versa. Based on the contemporary issue of work-life balance of women employees, the present research is done. The study aims to examine work-life balance of women employees and analyse various factors affecting work-life balance. The women employees in Bangalore city constitute universe for the study. The researcher has drawn 360 women employees working in various sectors like banking, insurance, IT, BPO, health care and education constituting 60 employees from each sector for the purpose of the study. Data was collected with the help of a structured questionnaire and data was analyzed using statistical tools like ANOVA and Meanscore. The study revealed that the levels of work-life balance of women employees in select service sectors of the study are significantly different.

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CHAPTER – I

INTRODUCTION

In the traditional era, the women were confined to household work like cooking, washing, cleaning, taking care of children, etc. They were considered as home makers and were deprived of the right or opportunity to go outside home. But now the story is different. Apart from homemaker role, they also have a significant role to engage even outside the home. With the increase in cost of living on one hand and the improved education and employment opportunities on the other hand, both husband and wife started working and many families became dual earners. The growth of higher education has improved job prospects for women and resulted in the move from stay-at-home mothers to thriving professional women.

Over a period of time women accomplished remarkable progress in every walk of life and made a noteworthy mark in the respective fields. But there is no significant change in performing the role of home maker. In majority homes, the women still do household work, cooks, takes care of the family members and manages the house. With increase in demands at work place and at home, the work- life balance of women employees is at stake. In the cut-throat competitive environment, the organization's expectations from the employees are increasing. In order to meet the employer's demand, the employees have to stretch themselves and focus more on their work which is creating work-life imbalance. In fact striking a balance between work- life and personal life is one of the most challenging issues being faced by the women employees in the 21st century. It is said that many women employees working in various sectors are having a disturbed work-life balance leading to increasing number of divorces, strained relationships among the family members, conflicts in the organizations and suicides.

The issue of work-life balance has become the hot topic in the current day scenario. Sverko et al (2002) emphasized that changes in technology, values and demographic trends contributed to the emergent relevance of work-life balance in industrialized societies. It is supplemented by other factors which include increasing complexity of work, change in nature of family and the extended number of women entering the workforce. Work-life balance refers to the divergence between the work place demands and the demands of personal life. When either side becomes unbalanced for extended periods of time, the effect is likely to be visible in

Un healthy symptoms (fatigue, stress, depression, etc.). A lack of synchronization between domestic life and work life causes great personal and financial hardship, both to the individual and the company. In the competitive era, organizations are under competitive pressure to achieve high productivity and require employees with healthy work-life balance as an employee with good work-life balance will be in a position to contribute more towards the organizational growth and success (Naithani, 9 2010) . Therefore it is a high time for employers to draw out strategies and help the women employees to enjoy their work and live life to the fullest.

INDUSTRY PROFILE

Educated women are presumed to be more aware of the opportunities and challenges of the workplace or educated women can better understand their roles and limitations in the workplaces and are perceived to be bold enough to develop their own personalities, with or without encouragement from their families. An assessment of the problems and issues plaguing working women is therefore a necessity for better understanding of workplace dynamics related to women. During earlier days there were some man-made boundaries for women but now women play vital roles in different sectors. Women today are breaking that boundary and are playing the dual role of balancing domestic life as well as professional life, giving a boost to their societal status in the process. The major problems for working women arise out of the dual responsibilities of the working woman - domestic work as well as officework.

Though more and more women are coming out in search of paid employment and their families also need their income, the attitude towards women and their role in the family has not undergone much change. Women continue to be perceived as weak, inferior, and second class citizen. Even today, looking after the family and children is generally perceived to be the primary responsibility of the man. It is possible to accept that as more and more women have entered the workforce, there is no longer a solid family-support at home (Schwartz, 1992). "Women have increased their participation in paid employment considerably during the past 30 years, but men have not increased their participation in housework to the same extent" (Evertsson and Nermo, 2004). Women still perform majority of the care giving role and juggling of work in the family. Gender is seen as a significant determinant of negative job spill-over because employed women are expected to carry out the responsibility for family services and still be able to smoothly handle either work roles (Delgado and Canabal, 2006). Although husbands have taken on more domestic work than they did in earlier generations, this gain for

women has been offset by “escalating pressures for intensive parenting and the increasing time demands of most high-level careers” (Eagly and Carli, 2007). Added to this is the phenomenon of guilt experienced by women containing a general feeling of responsibility especially to wards their own children. It gives rise to a sense of failure of responsibility that arises when they lack control over the demands made on them from different spheres of life.

In the cut-throat competitive environment, the organization's expectations from the employees are increasing. In order to meet the employer's demand, the employees have to stretch themselves and focus more on their work which is creating work-life imbalance. In fact striking a balance between work- life and personal life is one of the most challenging issues being faced by the women st employees in the 21 century. It is said that many women employees working in various sectors are having a disturbed work-life balance leading to increasing number of divorces, strained relationships among the family members, conflicts in the organizations and suicides. The issue of work-life balance has become the hot topic in 2 the current day scenario. Sverko et al (2002) emphasized that changes in technology, values and demographic trends contributed to the emergent relevance of work-life balance in industrialized societies. It is supplemented by other factors which include increasing complexity of work, change in nature of family and the extended number of women entering the work force .Work-life balance refers to the divergence between the work place demands and the demands of personal life. When either side becomes unbalanced for extended periods of time, the effect is likely to be visible in unhealthy symptoms (fatigue, stress, depression, etc.). A lack of synchronization between domestic life and work life causes great personal and financial hardship, both to the individual and the company. In the competitive era, organizations are under competitive pressure to achieve high productivity and require employees with healthy work-life balance as an employee with good work-life balance will be in a position to contribute more towards the organizational growth and success (Naithani, 9 2010) . Therefore it is a high time for employers to draw out strategies and help the women employees to enjoy their work and live life to the fullest.

1.3 NEED FOR THE STUDY

- The study is exploratory in nature and seeks to identify the problems and challenges faced by women in different professional sectors like public sector enterprises, banks, schools and colleges, hospitals, commercial organizations etc.
- Further the study also aims at finding out the organizational supports for women employees so that the women employees are able to give their best to their organization and are able to reach their full potential.
- The present study surveyed only women employees in white collared jobs who have been in their jobs for at least six months. This diversity makes it more attractive for this research study.
- The places covered for the study were the local schools, colleges, banks, hospitals, Public Sector enterprises, Engineering services, Commercial organizations etc.

1.4 SCOPE OF THE STUDY

The present study is confined to women employees in Erode city. Erode city is one of the developed cosmopolitan cities in India. Women employees who have been working in different organizations covering different sectors like Banking, Insurance, Education, IT, BPO and Health care were considered for the purpose of the study.

1.5 OBJECTIVE OF THE STUDY

Primary objective

The primary objective of the A STUDY ON CHALLENGES IN THE MAINTAINING WORK LIFE BALANCE OF WORKING WOMEN.

Secondary objective

The study attempts to address the following key research objectives:

- To gain knowledge about the problems and challenges faced by urban working women in the workplace.
- To identify the key socio-economic pointers contributing to women's status, safety and security.
- To study women's involvement in various activities/ organizations for upliftment of family, community and society that can lead to their overall development.
- To find out possible solutions that could help them to overcome the problems that they face in the workplace.

1.6 LIMITATIONS OF THE STUDY

- The study is an opinion survey, caution may have to be exercised while extending the result to other areas.
- Due to time constraint only 150 number of respondents were considered.
- The result fully on the information given by the respondents which may be biased.

CHAPTER – II

REVIEW OF LITERATURE.

The literature review shows that more focus is on married working women than on unmarried working women (Karl, 2009). It is also seen that focus is more on organized sector rather than unorganized sector of working women (Shalz, 2011). Eggins (1997) advocates for more facilities to women in the workplace, suggesting that "...it is an important part of developmental strategy as well as an act of social justice" The World Bank (1991) estimates that Indian Women make up one-third of the labor force. Singh (1995) is of the opinion that, "Participation of women in workforce is essential for economic development and population planning."

Sophia J. Ali (2011) "investigated the challenges facing women in career development. She found that most of the women employees were dissatisfied with career development programmes and women were discriminated against in career development opportunities. The study recommended that organizations should strive to ensure that career development programmes were set to enhance career development amongst women employees. Top management should also be committed to the career development of women, and organizations should also introduce affirmative action to urgently address career development of women." **Ronald J. Burke, Mustafa Koyuncu and Lisa Fiksenbaum (2010)** examined the relationship of the perceived presence of organizational practices designed to support women's career advancement and their work attitudes and satisfaction and their psychological well-being. Data were collected from 286 women in managerial and professional jobs working in a large Turkish bank, a 72 percent response rate. Five organizational experiences were considered: negative attitudes towards women, equal treatment, support, career barriers and male standards. Women reporting more supportive organizational experiences and practices were more engaged in their work, more job and career satisfied, and indicated greater levels of psychological well-being." **Skinner and Pocock (2008)** investigated the relationship between work overload, work schedule control, work hours and their fit with preferences and work-life conflict among full-time employees (N=887). It was found that the "strongest association with work-life conflict was demonstrated by work overload, followed by work schedule control, work hours and work hours

fit. Time-based work life policies, procedures and interventions were found necessary, but not sufficient, for addressing work-life conflict. They called for effective management of work overload to support a healthy work-life relationship.”

Ahmad and Aminah (2007) examined the work-family conflict experienced by 239 married female production operators in dual-career families, the social support they received and the coping strategies used to manage the conflict. “The women experienced more work interference with family than family interference with work. The intensity of work interference with family was significantly higher in the earlier life-cycle stage than in the later stage. About two thirds of the women indicated that they intended to leave their job upon having another child, mainly due to the rising cost of child-care services. They received the least social support from their supervisors compared to other sources, and tended to cope with conflict using reactive role behavior and personal role redefinition strategies.”

Gunavathy and Suganya (2007) in their study among married women employees of BPO companies traced the causes, consequences of work-life imbalance and interventions for work life balance. More than two-third of the respondents stated the experienced work-life imbalance primarily on account of work interference with personal life. The causes for work-life imbalance were classified as organizational and personal factors. The organizational factors included work-related factors, time-related factors and relationship-related factors. The personal factors included lack of family support, marital conflicts and frequent change in sleeping patterns. According to the study, “the three main consequences of work-life imbalance were stress and burnout, ill-health and poor work performance. The respondents also experienced guilt of not being able to spend time with family, anxiety about poor performance, displacement of negative emotions on family members and onco-workers.”

Ming (2007) “examined the relationship of self-efficacy, work family conflict, social support, gender role attitude, role model and career aspiration to top management among women in middle management at the manufacturing line. This study intended to determine the contribution of each factor to career aspiration. Data were collected from 109 married women in middle management at eight private manufacturing companies located in Bangi and Nilai. This study found that self-efficacy, social support, gender role attitude and role model were significantly related to career aspiration ($p < 0.05$). Specifically, self-efficacy and gender role attitude were the

most significant antecedents of career aspiration among women in middle management manufacturing line.”

Elvin-Nowak and Thomsson, (2001, cited by Easton, 2007) a woman that worked was “exposed to the constant risk of her position as a mother and woman being questioned particularly where she has chosen employment for her own well-being rather than being forced to by external circumstances.” Hakim (cited in Easton, 2007) makes use of ‘preference theory’, a new theory for ‘explaining and predicting women’s choices between market-work and family work. According to Hakim, adaptive women prefer to combine employment and family work and these women are prepared to prioritize their jobs in the same way as men with family life fitted around their work and many of these women remain childless, even when married.

Wentling (2003) showed that the twin roles of women cause tension and conflict due to her social structure which is still more dominant. In her study on working women in Delhi, she has shown that “traditional authoritarian set up of Hindu social structure continues to be the same basically and hence women face problem of role conflict change in attitudes of men and women according to the situation can help to overcome their problem.”

Mathur-Helm (2006) “examined the reality of the glass-ceiling phenomenon in South Africa’s four major retail banks. The study investigated women’s low numbers in their top management jobs. A total of 40 women managers were interviewed for their in-depth responses, which were content analyzed. The paper provided clarity for organizational leaders to identify growth barriers existing in their organizations, leading their women work force towards a glass ceiling. The results indicated that the glass ceiling considered a myth by many was real and are nurtured by the organizational culture, policies and strategies besides women’s own inadequacies. The study concluded that only the most decentralized organizations, characterized by a culture that supports women’s top positions, will help in breaking down the glass ceiling, along with women’s own efforts to grow, develop and empower themselves through academic and career development.”

D. Jamali, et al. (2006), “made a study to explore the salience of glass ceiling type barriers in the Lebanese banking sector, based on the perceptions of a sample of Lebanese top and middle level women managers. The questionnaire was administered to a sample of 61 top and middle level women managers, drawn from the context of 12 different banks in the Lebanese context. They found that the common precepts of the glass ceiling theory were not supported in the

context of Lebanese banks with overall positive inferences and perceptions reported by Lebanese women managers in relation to their work environment and daily work experiences. These findings were explained by the progressive evolution of the Lebanese banking sector over the past few decades.”

Lilly and Duffy (2006) wrote “work-family conflict occurs for men and women in the sense that anyone with a job and family may need to cope simultaneously with the demands of both”. Job spill over, in the case of work and family, refers to the impact that work roles could have on that family and vice versa (Delgado and Canabal, 2006). It has been recognized that the long-hour work culture in many organizations does not support appropriate parenting

(Wood and Newton, 2006). Long hour work includes working in the banking sector of every economy. After even the long hour daily for five days, Saturdays are now included. Women can either act as so-called superwomen in order to cope with these competing demands or find other ways of handling the overload at work or at home

(Gordon and Whelan-Berry, 2005). Women, who felt overburdened by all of the pressures they must shoulder, run the risk of burnout and a possible end to their corporate aspirations (Gallagher and Golan, 2000, cited by Easton, 2007). Macdonald, Phipps, and Lethbridge (cited in Easton, 2007), using fresh data on adult Canadian women and men found that women’s greater hours of unpaid work contributed to women experiencing more stress than men. Success in the workplace as super mom in terms of balancing work and family may come at a high cost in the form of stress (MacDonald et al, 2005, cited in Easton, 2007). “This stress, if not handled carefully, could have dire effects on their careers and even their roles and obligations to their families.”

Mithra (1997) analyses the causes and comes to some important conclusions: Relationship between women and professions could be perceived as one of women in full-fledged professions, medicine, law, academics, etc and another in the semi-professions-like nursing, teaching, clerks etc.”

Okolo (1989) studied that another obstacle is the lack of role models of executive women due to their scarce presence in top managerial positions. Likewise, this study found out that there is no gender difference in organizational hierarchies when a woman has already gained access to them. “The lack of impact in women can occur because executive and managerial women have developed survival features becoming immune to the effects of men’s hierarchies. A hierarchy.

Somjee (1989) has some very strong critical comments. She has said that “in the history of women’s studies, which is not very long, a variety of approaches have been adopted in order to understand women’s problems and find solutions to them. such approaches range from how women are perceived in various cultures and historical settings, given their biological functions and what nature ‘intended’ them to do, to their decline in power and status vis-à-vis men in the complex social evolution, to a widely shared emphasis on the need to make women equal through the economic route, to the need to make women equal through the economic and legal route which treats them as individuals rather than those having the sole responsibility for looking after the family.”

CHAPTER III

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

Research design is the framework for conducting a research which include all the steps necessary to obtain information for set objectives Although research objectives are unique, there may be some similarities to other studies which may allow the researcher to make decisions in advance. Research design entails exploratory, descriptive and casual.

Casual design would be appropriate for this research as it will all owthe researcher to geta greater under stand of participant's ideas and thoughts in relation to the research question from a smallsample size. Since this research design allows for flexibility the researcher can ask additional questions for further elaboration.

3.2 SOURCES OF DATA

Data collection is the term used to describe a process of preparing and collecting data.

Primary Data – Questionnaire given to 150 respondents

Secondary Data - Websites and online journals, Published reports & Review of literature from published articles

3.3 STRUCTURE OF QUESTIONNAIRE

Questionnaire was divided into two sections. First part was designed to know the General information about customers and the second part contained the respondent's opinions about customer's satisfaction

3.4 SAMPLING TECHNIQUE

Convenience sampling method

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.5 PERIOD OF STUDY

The duration of study is from DECEMBER 2020 to March 2021 which is a three months of study.

CHAPTER IV

DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

MARTIAL STATUS OF THE RESPONDENTS

S.No	Gender	No of Respondents	Percentage (%)
1	Married	87	58%
2	UnMarried	63	42%
	TOTAL	150	100%

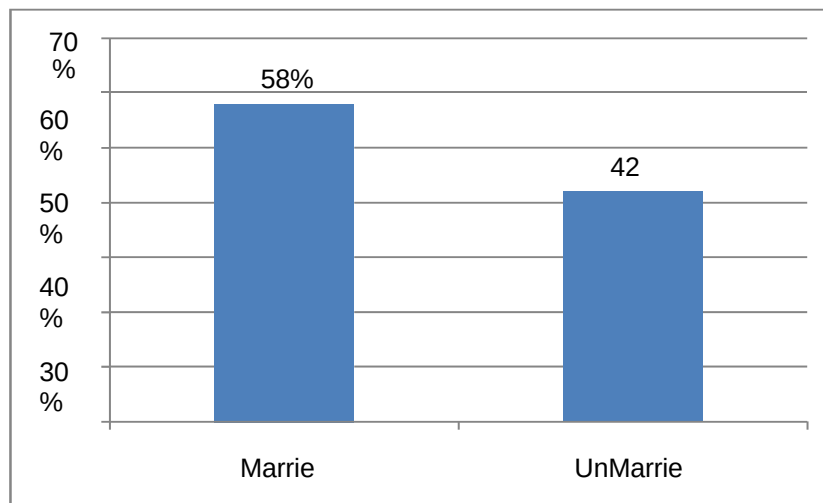
Source :Primary Data

INTERPRETATION

Form the above table it is interpreted that the married respondent is 58% and unmarried respondent is 42%.

INFERENCE

Majority (58%) of the respondents are married.



AGE OF THE RESPONDENTS

S.No	Age	No of Respondents	Percentage (%)
1	18 - 24	40	26%
2	25 - 30	55	37%
3	31 – 35	30	20%
4	36 - 40	25	23%
	TOTAL	150	100%

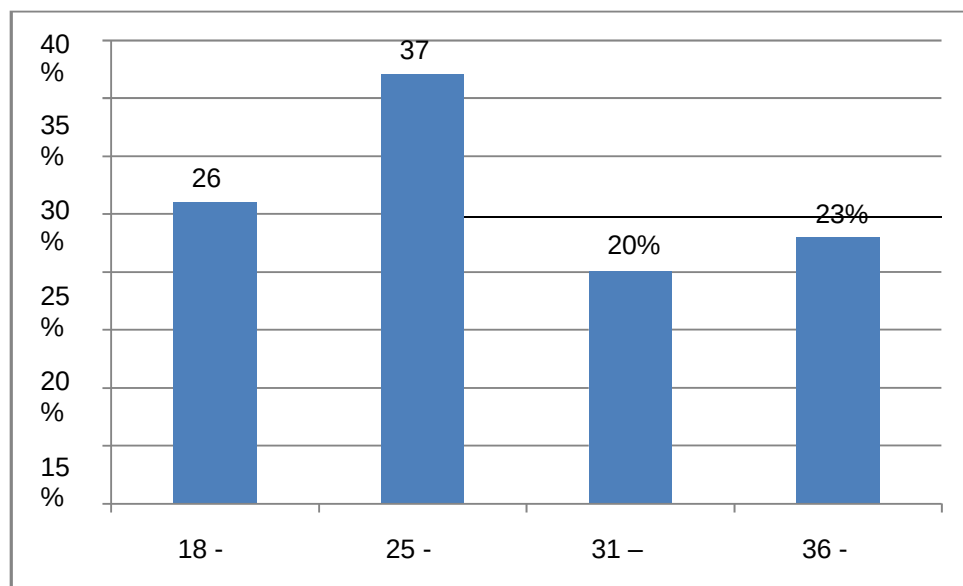
Source :Primary Data

INTERPRETATION

From the above table it is interpretation that the number of respondents between 18 to 20 age of respondents are 26%, between 20 to 25 age of respondents are 37%, between 25 to 30 age of respondents 20%, between 30 to 40 age of respondents are 23%.

INFERENCE

Majority (37%) of the respondents are age 31 – 35 years .



FAMILY STRUCTURE OF THE RESPONDENTS

S.No	Family Structure	No of Respondents	Percentage (%)
1	Nuclear	40	27%
2	Other	110	73%
	TOTAL	150	100%

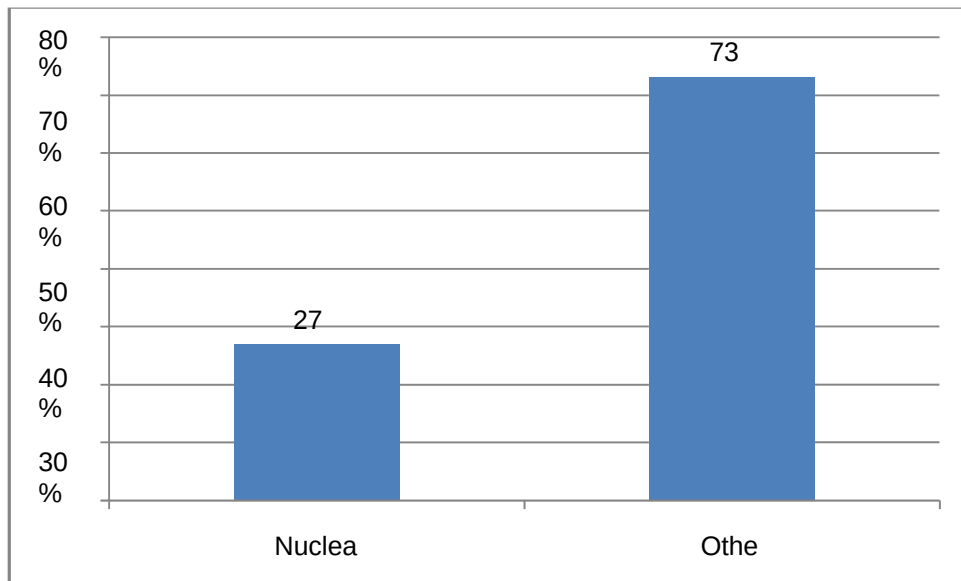
Source :Primary Data

INTERPRETATION

Form the above table it is interpreted that the27% respondents family structure is nuclear and 73% of the respondents family structure is others

INFERENCE

Majority (73%) of the respondents family structure is others.



RESPONDENTS MAINTAIN A BALANCE BETWEEN WORK LIFE AND FAMILY LIFE

S.No	Option	No of Respondents	Percentage (%)
1	Strongly Agree	44	29%
2	Agree	30	20%
3	Disagree	24	16%
4	Neutral	52	35%
	TOTAL	150	100%

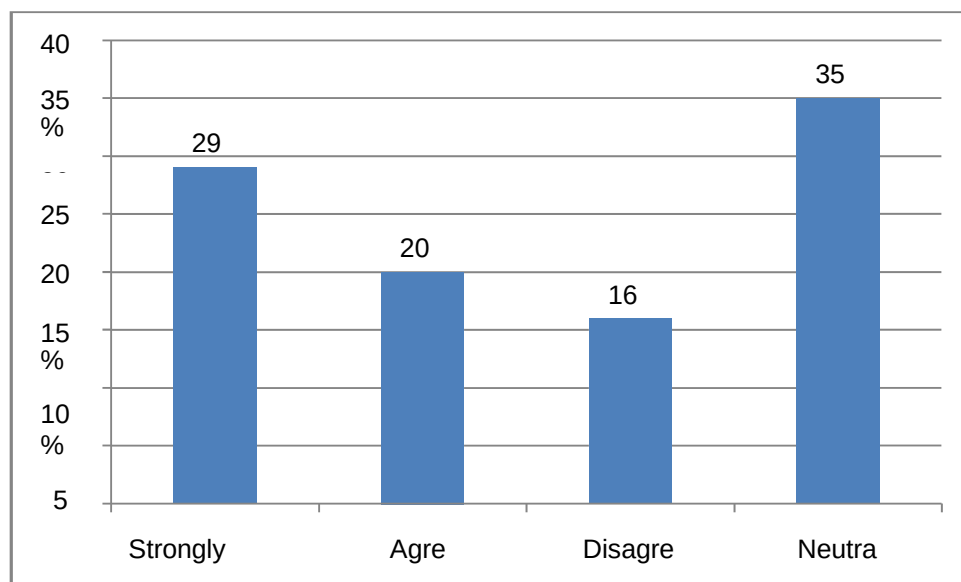
Source :Primary Data

INTERPRETATION

From the above table it is interpreted that the 35% of the respondents maintain a balance between work life and family life is neutral, 29% of the respondents maintain a balance between work life and family life is strongly agree, 20% of the respondents maintain a balance between work life is agree and family life and 16% of the respondents maintain a balance between work life and family life is disagree.

INFERENCE

Majority (35%) of the respondents maintain a balance between work life and family life is neutral.



RESPONDENTS SUFFER FROM STRESS RELATED DISEASE

S.No	Opinion	No of Respondents	Percentage (%)
1	Yes	30	20%
2	No	120	80%
	TOTAL	150	100%

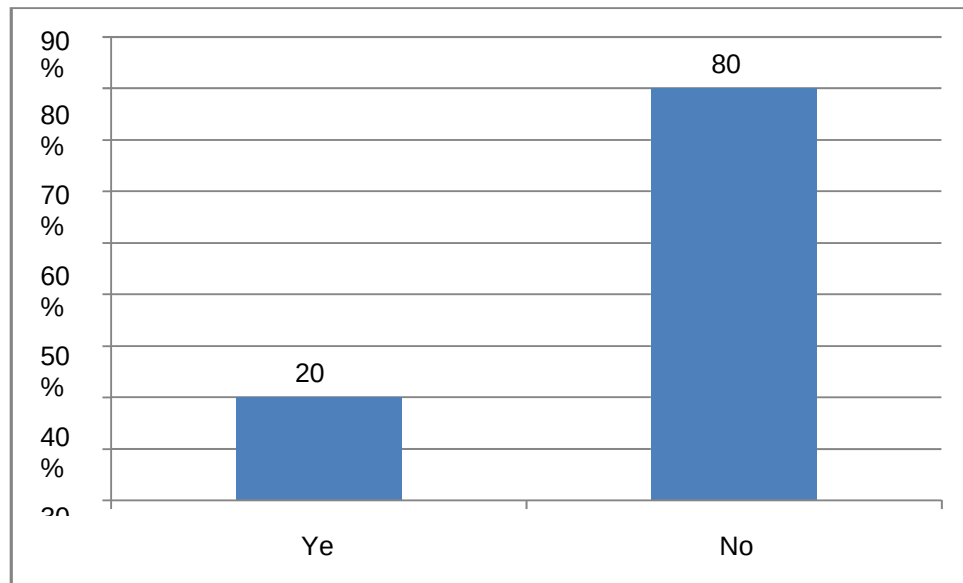
Source :Primary Data

INTERPRETATION

Form the above table it is interpreted that the 80% respondents not suffer from stress related disease and 20% respondents not suffer from stress related disease.

INFERENCE

Majority (80%) of the respondents not suffer from stress related disease.



RESPONDENTS WORK LIFE BALANCE

S.No	Option	No of Respondents	Percentage (%)
1	Very Satisfied	45	30%
2	Satisfied	55	37%
3	Neutral	30	20%
4	Dissatisfied	20	13%
	TOTAL	150	100%

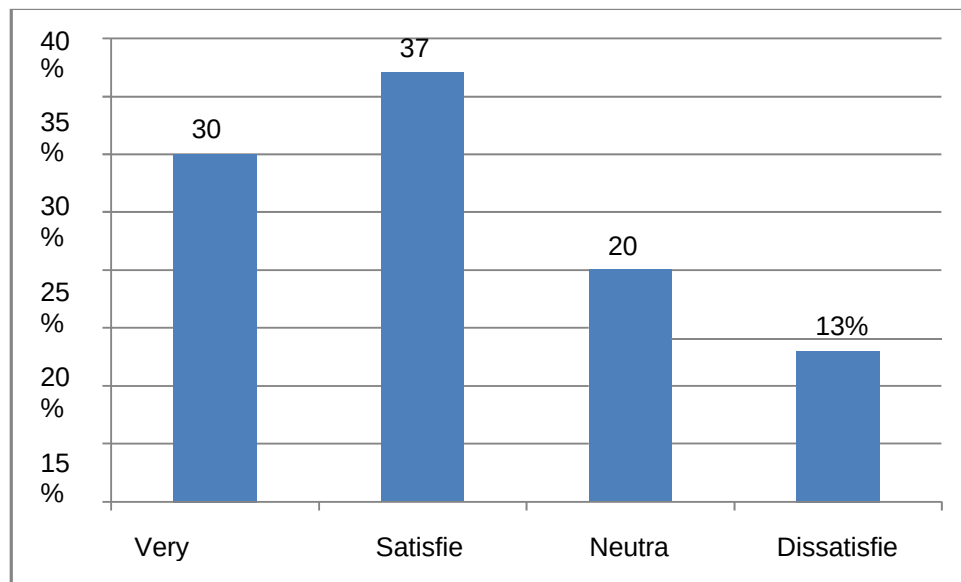
Source :Primary Data

INTERPRETATION

From the above table it is interpretation that the 37% of the respondent very satisfied with work life balance, 30% of the respondent satisfied with work life balance, 20% of the respondent neutral with work life balance and 13% of the respondent dissatisfied with work life balance.

INFERENCE

Majority (37%) of the respondent very satisfied with work life balance.



RESPONDENTS WORKING HOURS

S.No	Option	No of Respondents	Percentage (%)
1	Lessthan 8 Hrs	60	40%
2	8 – 10 Hrs	40	27%
3	10 – 12 Hrs	35	23%
4	Above 12 Hrs	15	10%
	TOTAL	150	100%

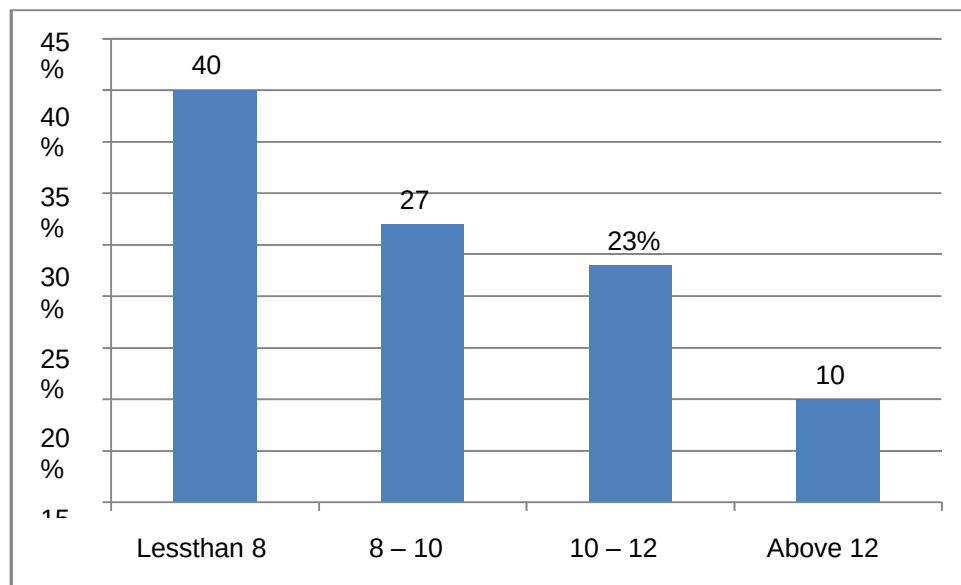
Source :Primary Data

INTERPRETATION

From the above table it is interpretation that the 40% of the respondents working hours lessthan8Hrs,27%oftherespondentsworkinghours8-10Hrs,23%oftherespondentsworking hours 10 - 12 Hrs and 10% of the respondents working hours above 12Hrs,

INFERENCE

Majority (40%) of the respondent working hours lessthan 8 Hrs.



RESPONDENTS SATISFIED AMOUNT OF TIME FOR NON- WORKING ACTIVITIES

S.No	Option	No of Respondents	Percentage (%)
1	Strongly Agree	55	37%
2	Agree	45	30%
3	Disagree	30	20%
4	Neutral	20	13%
	TOTAL	150	100%

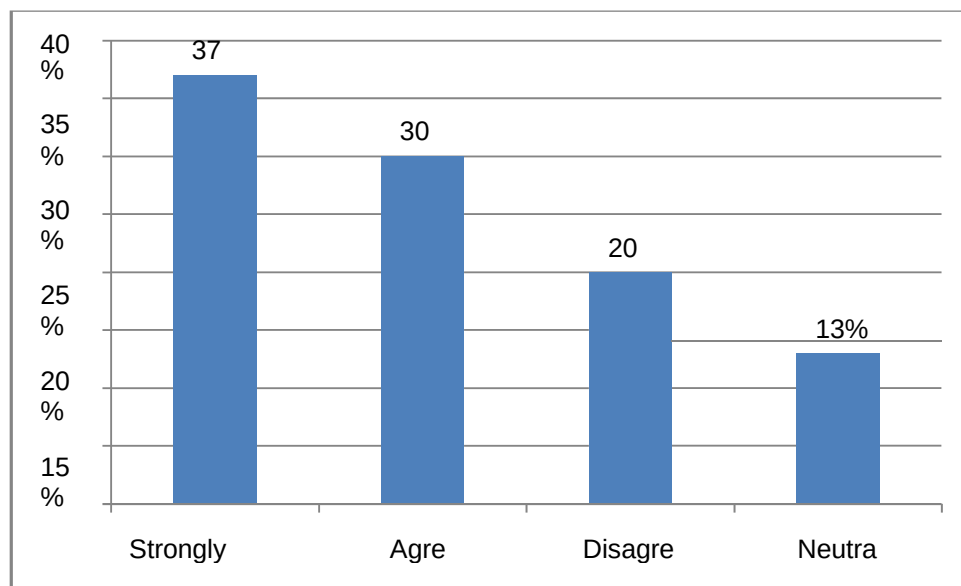
Source :Primary Data

INTERPRETATION

From the above table it is interpretation that the 37% of the respondents strongly agree with amount of time for non working activities, 30% of the respondents agree with amount of time for non working activities, 20% of the respondents disagree with amount of time for non working activities and 13% of the respondents neutral with amount of time for non working activities.

INFERENCE

Majority (37%) of the respondent strongly agree with amount of time for non working activities.



RESPONDENTS COPING WITH THE WORKLOAD ASSIGNED

S.No	Option	No of Respondents	Percentage (%)
1	Extremely	75	50%
2	Very Much	55	37%
3	Slightly	12	8%
4	Not at all	8	5%
	TOTAL	150	100%

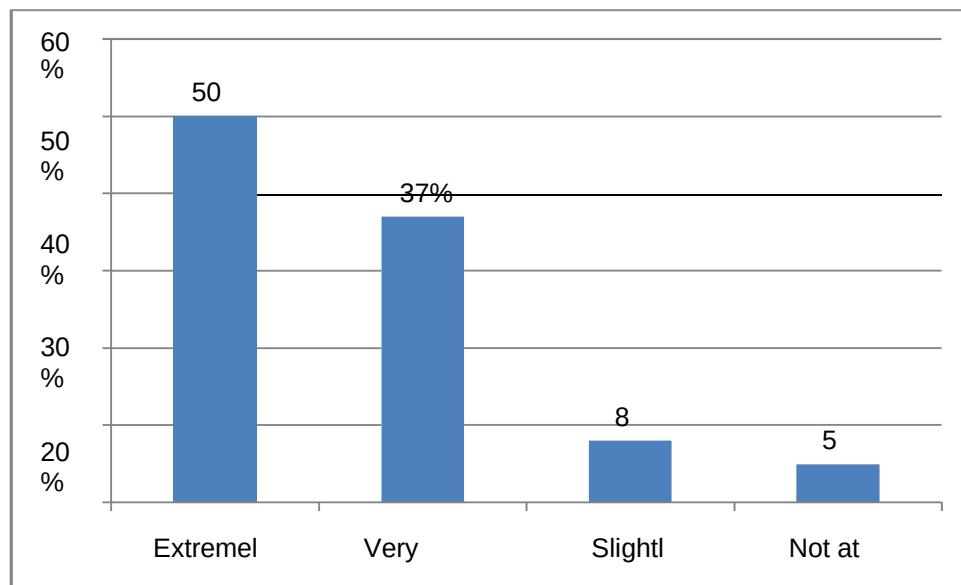
Source :Primary Data

INTERPRETATION

From the above table it is interpretation that the 50% of the respondents are extremely coping with workload assigned, 37% of the respondents are very much coping with workload assigned, 8% of the respondents are slightly coping with workload assigned and 5% of the respondents are not at all coping with workload assigned,

INFERENCE

Majority (50%) of the respondent are extremely coping with workload assigned.



RESPONDENTS FEEL NOT ABLE TO BALANCE YOUR WORK LIFE

S.No	Option	No of Respondents	Percentage (%)
1	Always	90	60%
2	Often	30	20%
3	Rarely	20	13%
4	Never	10	7%
	TOTAL	150	100%

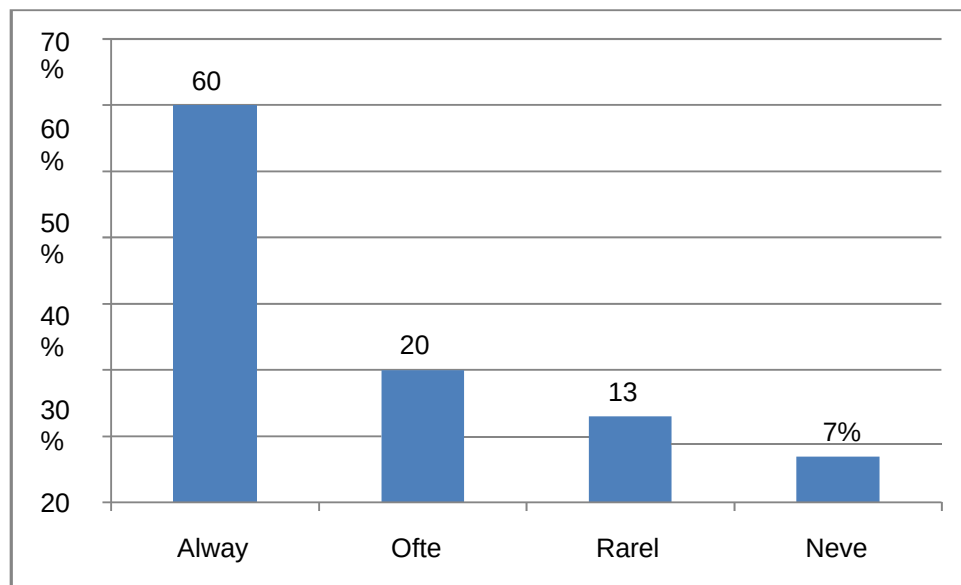
Source :Primary Data

INTERPRETATION

From the above table it is interpretation that the 60% of the respondents are always feel not able to balance work life, 20% of the respondents are often feel not able to balance work life, 13% of the respondents are rarely feel not able to balance work life and 7% of the respondents are never feel not able to balance work life,

INFERENCE

Majority (60%) of the respondent are always feel not able to balance work life.



RESPONDENTS WORK FOR LONG HOURS (OR) OVERTIME AND OVER ON HOLIDAYS

S.No	Option	No of Respondents	Percentage (%)
1	Frequently	75	50%
2	Sometimes	30	20%
3	Rarely	40	27%
4	Never	5	3%
	TOTAL	150	100%

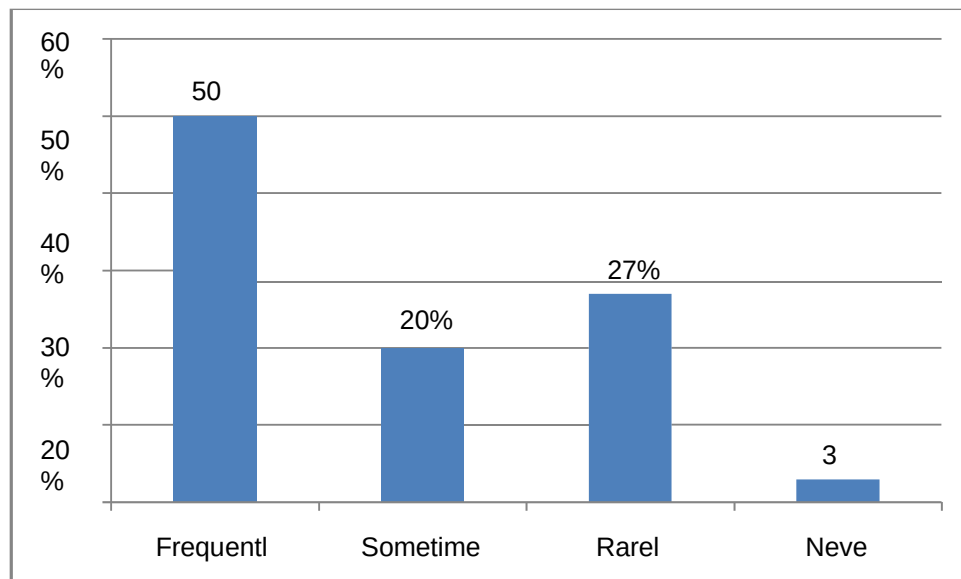
Source :Primary Data

INTERPRETATION

From the above table it is interpretation that the 50% of the respondents are frequently work for long hours or overtime and on holidays, 27% of the respondents are rarely work for long hours or overtime and on holidays, 20% of the respondents are sometimes work for long hours or over time and on holidays and 3% of the respondents are never work for long hours or over time and on holidays,

INFERENCE

Majority (50%) of the respondent are frequently work for long hours or over time and on holidays.



RESPONDENTS RESPONSE OF EMPLOYEES ABOUT THE BALANCE BETWEEN WORK LIFE AND HOME LIFE

S.No	Option	No of Respondents	Percentage (%)
1	Very well balance	90	60%
2	Somewhat balanced	30	20%
3	Balanced	20	13%
4	Very out of balanced	10	7%
	TOTAL	150	100%

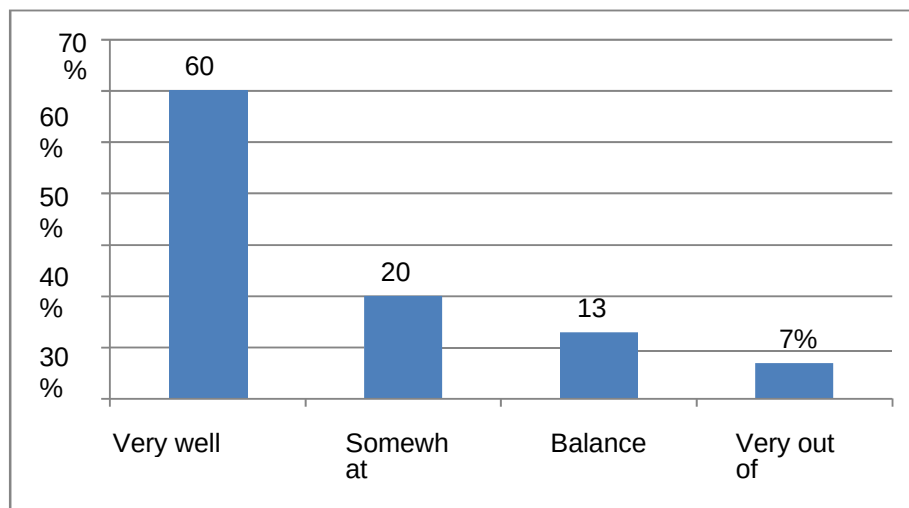
Source :Primary Data

INTERPRETATION

From the above table it is interpretation that the 60% of the respondents are very well balance of employees about the balance between work life and home life, 20% of the respondents are somewhat balanced of employees about the balance between work life and home life, 13% of the respondents are balanced of employees about the balance between work life and home life and 7% of the respondents are very out of balanced of employees about the balance between work life and home life,

INFERENCE

Majority (60%) of the respondent are very well balance of employees about the balance between work life and home life.



RESPONDENTS FLEXIBLE FOR WORKING TIME

S.No	Option	No of Respondents	Percentage (%)
1	Strongly Agree	55	37%
2	Agree	45	30%
3	Disagree	30	20%
4	Neutral	20	13%
	TOTAL	150	100%

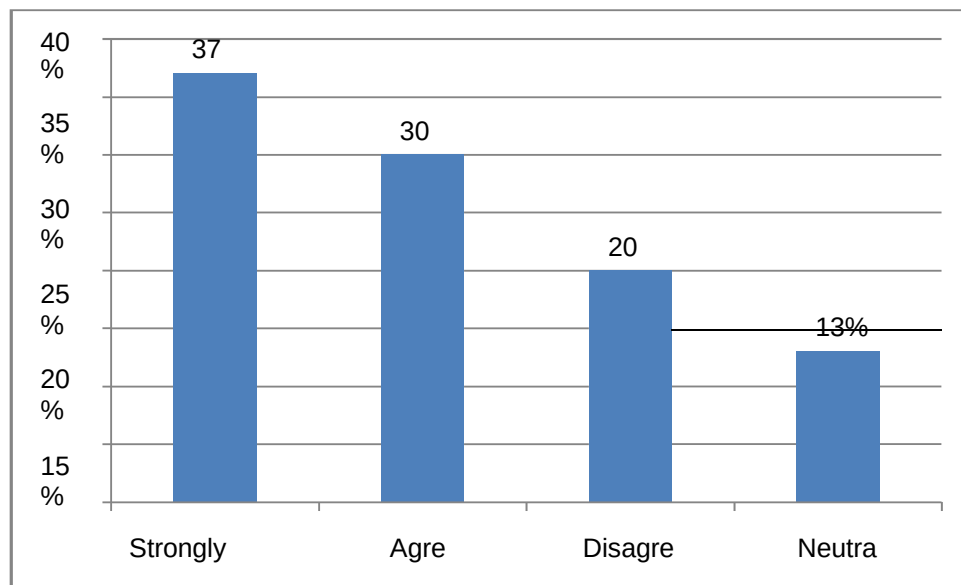
Source :Primary Data

INTERPRETATION

From the above table it is interpretation that the 37% of the respondents strongly agree to flexible for working time , 30% of the respondents agree to flexible for working time, 20% of the respondents disagree to flexible for working time and 13% of the respondents neutral to flexible for working time.

INFERENCE

Majority (37%) of the respondent strongly agree to flexible for working time.



RESPONDENTS OPINION CONVENIENT WHEN FACED WITH THE SITUATION HARASSMENT BASED ON GENDER DISCRIMINATION

S.No	Option	No of Respondents	Percentage (%)
1	Surface in silence	75	50%
2	Quit job	45	30%
3	Fight against injustice	30	20%
	TOTAL	150	100%

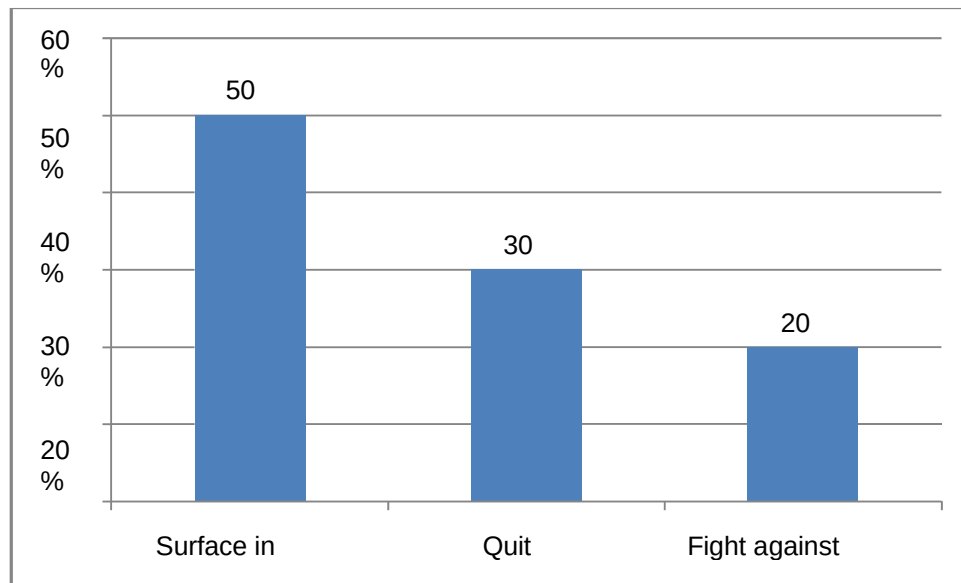
Source :Primary Data

INTERPRETATION

From the above table it is interpretation that the 50% of the respondents are convenient when faced with the situation harassment based on gender discrimination for surface in silence, 30% of the respondents are convenient when faced with the situation harassment based on gender discrimination for quit job and 20% of the respondents are convenient when faced with the situation harassment based on gender discrimination for fight against injustice.

INFERENCE

Majority (50%) of the respondent convenient when faced with the situation harassment based on gender discrimination for surface in silence.



RESPONDENTS EASIER JOBS AT WORK AS COMPARED TO MALE CANDIDATES

S.No	Opinion	No of Respondents	Percentage (%)
1	Yes	30	20%
2	No	120	80%
	TOTAL	150	100%

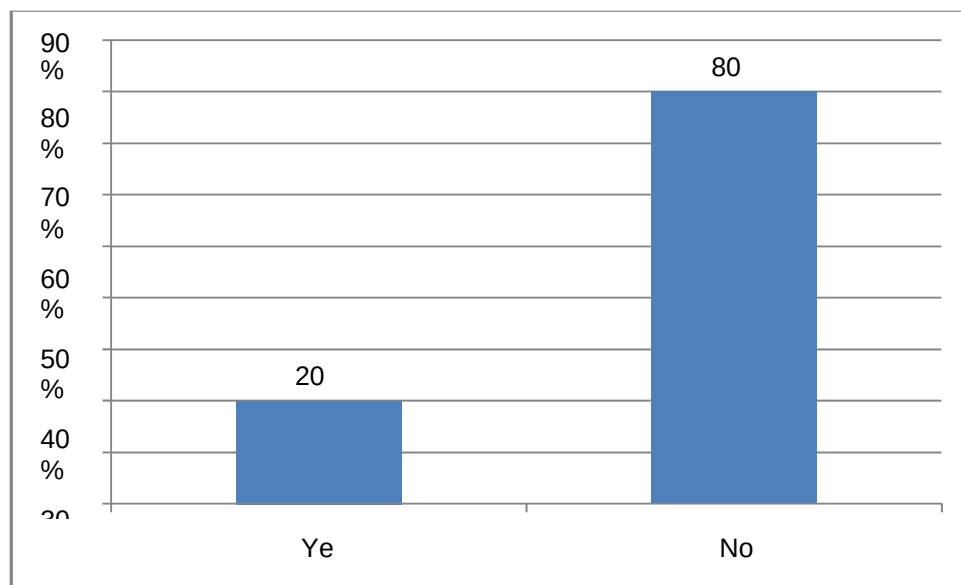
Source :Primary Data

INTERPRETATION

Form the above table it is interpreted that the 80% respondents are easier jobs at work as compared to male candidates and 20% respondents are not easier jobs at work as compared to male candidates

INFERENCE

Majority (80%) of the respondents easier jobs at work as compared to male candidates.



RESPONDENTS SUPPORT FOR BALANCE BETWEEN WORK AND NON-WORK ACTIVITIES

S.No	Option	No of Respondents	Percentage (%)
1	Spouse / Partner	90	60%
2	Friends	45	30%
3	Other family member	15	10%
	TOTAL	150	100%

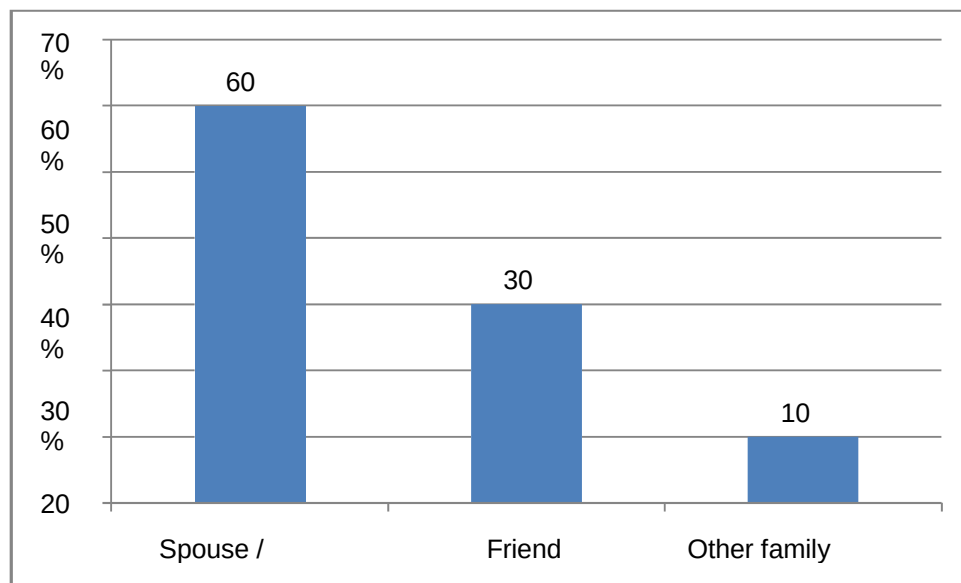
Source :Primary Data

INTERPRETATION

From the above table it is interpretation that the 60% of the respondents are Support for balance between work and non-work activities given by spouse/ partner, 45% of the respondents are Support for balance between work and non-work activities given by friends and 10% of the respondents are Support for balance between work and non-work activities given by other family members.

INFERENCE

Majority (50%) of the respondent are support for balance between work and non-work activities given by spouse/ partner.



CHAPTER – V

FINDINGS

FINDINGS

- Majority (58%) of the respondents are married.
- Majority (37%) of the respondents are age 31 – 35 years
- Majority (73%) of the respondents family structure is others.
- Majority (35%) of the respondents maintain a balance between work life and family life is neutral
- Majority (80%) of the respondents not suffer from stress related disease
- Majority (37%) of the respondent very satisfied with work life balance
- Majority (40%) of the respondent working hours less than 8 Hrs.
- Majority (37%) of the respondent strongly agree with amount of time for non working activities.
- Majority (50%) of the respondent are extremely coping with workload assigned
- Majority (60%) of the respondent are always feel not able to balance work life.
- Majority (50%) of the respondent are frequently work for long hours or over time and on holidays
- Majority (60%) of the respondent are very well balance of employees about the balance between work life and homelife.
- Majority (37%) of the respondent strongly agree to flexible for working time
- Majority (50%) of the respondent convenient when faced with the situation harassment based on gender discrimination for surface insilence.
- Majority (80%) of the respondents easier jobs at work as compared to male candidates

- Majority (50%) of the respondent are support for balance between work and non-work activities given by spouse/partner

SUGGESTIONS

Organizations across cultures are known to implement various work-life balance practices which are beneficial in reducing work-life issues as well as in enabling employees to be more effective at work and in the performance of various roles. Organizations are increasingly pressurised to design various kinds of practices which will facilitate the efforts of employees to fulfil their personal and professional commitments. Several work-life balance initiatives have been taken up by organizations to assist employees to balance their work and family responsibilities efficiently, further their well-being and provide organizational benefits. There are a variety of family-friendly policies such as flexible working hours, part-time work, job-sharing, compressed work weeks, telecommuting, parental leave, and on-site child-care facility (Lazar et al, 2010). In addition, organisations may also provide a range of benefits with regard to health and well-being of employees such as extended health insurance for the employees and dependents, personal days, access to programs and services in order to encourage fitness as well as mental and physical health. However, organizations are likely to have their own motives behind implementing various work-life practices. First, in order to increase work life balance practices of female employees and make use of their capacities; secondly, to keep employees motivated and performing well; thirdly, to make the organisation more attractive to employees, and lastly, to have a better corporate social responsibility (Lazar et al, 2010). Factors which affect employees' attitudes and perceptions through the introduction of work-life balance practices include job satisfaction, organizational commitment, turnover intention and job stress. However, job performance, absenteeism costs, customer satisfaction and organisational productivity are in turn affected by these factors (Lazar et al, 2010). One of the barriers in achieving work-life balance is that employees often remain unaware of their work-life entitlements following the implementation of work-life balance practices, which was highlighted through a research conducted among organisations in the U.K (Kodz et al, 1998)

CONCLUSION

Women workforce is increasing and their contribution to the organizations is also considered to be valuable. It is very necessary for the organizations to acknowledge women employees by providing more appropriate work-life balance measures for them. Striking a healthy work-life balance is imperative for all the employees irrespective of the industry to which they belong. It is the joint responsibility of the employer and the employees to ensure strong work-life balance that can bring in fruitful results to organization as well as employees also.

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A STUDY ON CHALLENGES IN THE MAINTAINING WORK LiFE BALANCE OF WORKING WOMEN

1. Name :
2. Address :
3. Maritalstatus
 - a) Married b)Unmarried
4. Age
 - a) 18 -24Years b) 25 –30Years c) 31 – 35 Years d) 36 - 40Years
5. Familystructure
 - a) Nuclear b)Other
6. Are you able to maintain a balance between work life and familylife:
 - a) StronglyAgree b)Agree c)Disagree d)Neutral
7. Do you suffer from stress related disease? Like hyper tensionetc...
 - a) Yes b)No
8. How satisfied are you with work lifebalance?
 - a) VerySatisfied b)Satisfied c)Neutral d)Dissatisfied
9. Normal working hours perday?
 - a) Lessthan8Hrs b) 8 –10 Hrs c) 10 –12 Hrs d) Above 12Hrs
10. How following factors you in balancing your work life and familycommitments?

	Doesn't affects	Affects sometimes	Affects many times	Always affects
Working hours				
Overtime				
Work onholid ays				
Office hours				

11. Are you satisfied with the amount of time for non- workingactivities?

a) StronglyAgree b)Agree c)Disagree d)Neutral

12. Rate the factor that motivate you towork

	1	2	3	4	5
Personal satisfaction					
Financial independence					
Support from family					
Constructive utilization of time					

13. How well are you coping with the workload assigned toyou?

a) Extremely b)VeryMuch c)Slightly d) Not atall

14. Do you priorities your to-do list each day and especially focus on your highest priorityitems?

	1	2	3	4	5
Always					
Almost Always					
Sometimes					
Never					

15. Do you feel you are not able to balance your worklife?

a) Always b)Often c)Rarely d) Never

16. Do you find time to exercise, eat properly, and keep yourselfhealthy?

	1	2	3	4	5
Always					
Almost Always					
Sometimes					
Never					

17. Do you work for long hours (or) overtime and over on holidays?
a) Frequently b) Sometimes c) Rarely d) Never
18. Response of employees about the balance between work life and homelife?
a) Very well balanced b) Somewhat balanced c) Balanced d) Very out of balanced.
19. Does your organization provide flexible work timings?
a) Strongly Agree b) Agree c) Disagree d) Neutral
20. Do you work as much as your male colleagues or are you required to work less than male?
a) Yes b) No
21. What in your opinion is more convenient when faced with the situation harassment based on gender discrimination?
a) Surface in silence b) Quit job c) Fight against injustice
22. Which problems do you think is most important problem faced by working women in the workplace?
a) Depression b) Mental pressure c) Gender discrimination d) Sexual harassment
23. Do you sometime feel hesitant to work with male colleagues because they may sexually harass or underestimate you on the basis of together?
a) Yes b) No
24. Are you given easier jobs at work as compared to male candidates?
a) Yes b) No
25. Support for balance between work and non-work activities given by
a) Spouse/partner b) Friends c) Other family member