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## A STUDY ON WORK LIFE BALANCE OF WOMEN EMPLOYEES

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### **ABSTRACT**

*Traditionally the role of women used to be of cooking, cleaning, raising children etc. They were looked upon as caregiver or as home keeper and were denied access outside home. But Today's women have made their mark in every field, be it literature, arts, politics, sports, Corporate or any other sphere women are ready to take up challenges. So, today's women are striving continuously for "Work Life Balance". Today's women are mostly into full time services and are working 8 hours per day and 5 days in a week minimum and are confronted by increasing workload every day. So, most of them carry work and responsibilities to home but balancing between these two complex situations in the present day fast life requires talent, tact, skill and caution. Almost 50-55% of the women are struggling to achieve work life balance. So Work – life Balance of women employees has become an important subject since the time has changed from men was the breadwinner, to today's world where both men and women equally sharing the responsibility of family life. Though it is a very broad subject which speaks about both career development on one side and the family care on the other side, it is very necessary to know how the women balance the professional demands and domestic compulsions.*

**KEYWORDS:** *work life balance, women employees, family life, professional life*

### **Introduction:**

Times have changed from the time the husband earned, and the wife stayed at home. To the time now when the husband earns and the wife earns too. But the wife still cooks and washes and runs the house. So, how does she balance her work with life at home? Although, over the years women in India have struggled to establish an identity & create a mark in the social as well as in the organizational platforms, but with educational institutions training more and more women to enter professional careers, have drastically changed the scenario.

Today's career women are continually challenged by the demands of full-time work and when the day is done at the office, they carry more of the responsibilities and commitments to home. The majority of women are working 40-45 hours per week.

### **Work Life Balance:**

Work-life balance is a phrase used to describe an individual's feelings of satisfaction with the participation in job-related activities and his or her personal **life**. This state is achieved when an individual feels the amount of time spent making money to provide for one's household and advancing career goals is adequately balanced with the amount of time spent in independent and personal pursuits, such as friendships, family, spirituality, hobbies, and leisure activities.

Failure to maintain work-life balance may result in significant emotional distress and reduction of productivity. In many cases, spending more time at work may actually lead to a decrease in productivity. Some individuals feel that their workplace creates too many pressures to maintain a work/life balance, and they may feel a reduction in their feelings of satisfaction and enjoyment of life. Some individuals feel as if there is not enough time for other aspects of life. In general, individuals who work more than 60 hours per week are colloquially called workaholics.

### **Women and Work Life Balance**

Work-life balance, though common to all, irrespective of gender, is very important for women all over the world. In India, it has much more significance because of socio-cultural reasons. Women are making a valiant attempt to balance work and life, which is tougher proposition than for men. They continue to take primary responsibility for managing the family. Work-life balance is a broad concept including proper prioritizing between “work” (career and ambition) on the one hand and “life” (Health, pleasure, leisure, family and spiritual development) on the other.

The working ladies not only take care of the responsibilities in their office but also control their house. Throughout the day she remains busy working, taking care of her kids, cooking, cleaning and in other activities. Managing all these things along with proper time managements is quite strenuous and leaves her with no time to spend for her.

Thus side effects of, balancing both home and work responsibilities, are women tending to neglect her health.

Now a day's health issues like weight gaining, high blood pressure are very common. Due to irregular timings of meals and no exercise, women are facing problem of weight gaining a lot. As we all know obesity can lead to different diseases. Thus proper health care is essential for all of us, especially for the women. It is the responsibility of every woman to devote sometime for herself each day. It is also important for them to make a conscious attempt to retain a healthy body and mind. This will help them to stay fit longer and improve their resistance power. "Successfully achieving work/life balance will ultimately create a more satisfied workforce that contributes to productivity and success in the workplace as well as at home."

### **Family Life of Women**

Women, especially Indian women, pay more attention to the family than their career. The need to take care of the children while away from home is a vital factor which disturbs their mind and diverts their attention from their office work. The provision of hygiene and comfortable crèches in the office premises will make the employees happy and comfortable. The relief of burden of querying about their children contributes a lot to their work performance.

### **Professional Life of women**

The traditional eight-hour working day is no longer the norm. The emergence of information communication technology ensures that employees may access work 24/7. In addition to this, flexible working hours and shift work have been introduced into organisations<sup>2</sup>. Although these developments have resulted in significantly changed working environments, differences exist across countries.

### **Factors Affecting Women work life balance in India**

There are so many factors influence the work life balance. They are listed as follows:

- i. Age
- ii. Family Support
- iii. Working Environment
- iv. Training Programme

**i. Age:**

To work in any sector Age is not a constraint for the employees. But after getting into concern ultimately this becomes significant issue among different age groups. When different age group people are working problems like harassment, lethargicness, etc., arises. In this situation female employees would not be efficient to tackle the problems. Hence ultimately here they are facing stress and their work life balance gets affected.

**ii. Family Support:**

Life Style differs from men to women. Men can live alone without the support of his parents/family members. But this is not the case for women. This is applicable for married and unmarried women where family members have to support all her doings and also direct her to go in a right path. If any activities which are doing by female without the knowledge of the family, there may raise the situation where she loses her family support which ultimately leads to imbalance in their personal and official work.

**iii. Working Environment:**

Working environment plays a greater role in achieving work life balance. This creates positive impact when the working environment is good for the female employees in any Sector. There is several numbers of unknown faces who interacts often in this cadre to women employees. If this creates unfair working environment which leads to tension, stress etc

**iv. Training program:**

When the fresher is placing in the corporate, they need lot of training on which ground they are going to work. Women employees who are in training period, if she satisfies and understands the mode and creates a collegial environment. If this does not happen it leads to imbalance in work life of women employees.

**Benefits for Work Life Balance:**

- Increased physical activity which makes more productive at work
- Reduces symptoms of stress, depression and anxiety
- Provides an outlet for the mind
- Provides physical rest which eases tension

- Helps us to enjoy nature

### **Social benefits**

- Creates opportunities for tension
- Contributes to social cohesion
- Helps us to connect with each other
- Can contribute to family bonding

### **Family Support and Ability to Balance Work-Life Balance**

Family support is very important factors in work-Life balance, from the table it is observed that from 80 respondents, 34 women employees are able to balance professional and personal life better when they get full support from their family members and 11 members are able to balance their work life even without family support.

### **Conclusion:**

Getting caught in the work/life balance trap will continue to be an ongoing challenge. Careful planning and personal effort is the advice from those who have found balance in both career and home life. “Plan, prioritize and schedule as efficiently as possible... and don’t be afraid of hard work!” Work-life balance is a person’s control over the conditions in their workplace. It is accomplished when an individual feels dually satisfied about their personal life and their paid occupation. A sentence that brings the idea of work life balance to the point is: “Work to live. Don’t live to work.”

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