

## **A Study on Work – Life Balance among Working Women with Special Reference to Coimbatore City**

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**ABSTRACT:** The present study undertakes to investigate the so far unexplored problem of Indian working women to balance their personal & professional life now days. Studies have identified several variables like the size of family, the age of children, the work hours and the level of social support, etc., that influence to balance the personal & professional life.. These days in India the role of women in our society has been tremendously changed. Women can be seen as higher post in education field, CEO, fighter-jet pilots, customer services head, banking, admin heads, HR, company executives and telecom sector, etc. Women are making a tremendous contribution in each sector. Then also, the women are the Centre and foundation of the social and cultural life of the family. In family not only men are considered as bread earner. In today's scenario economical support is given by Indian women to their family member. Although the quantity of waged women is increasing by the time but still there are some barriers that they have to suffer at some point to prove themselves valuable for her profession as well as family. She is solely responsible to balance her responsibilities in her various roles in domestic as well as professional life. This makes the life of working women extremely stressful.

**KEYWORDS :** Work-life balance, Roles, Responsibilities, Working women

## INTRODUCTION

Working women are encouraged to recognize that the perfect balance between work and home life is an unattainable myth. Instead, consider work among the multiple life roles that you manage along with other roles. Each role may require more effort time than others across the course of the year and throughout your life. Seek help from others in work and life environments to share the load. Prioritizing the roles can help to decide how best to manage time across the various roles and responsibilities. Women are making a tremendous contribution in each sector. Then also, the women are the centre and foundation of the social and cultural life of the family. In family not only men are considered as bread earner. In today's scenario economical support is given by Indian women to their family member. Although the quantity of waged women is increasing by the time but still there are some barriers that they have to suffer at some point to prove themselves valuable for her profession as well as family. She is solely responsible to balance her responsibilities in her various roles in domestic as well as professional life. This makes the life of working women extremely stressful. Here we have conveyed information on women centred approaches in personal and professional life.

## STATEMENT OF THE PROBLEM

Majority of the working women experience job spill over into the home as they have to put in longer hours. Major consequences of poor work-life balance are high levels of stress and anxiety, disharmony at home, experiencing job burnout and inability to realize full potential. The demands and pressures of work make difficult to stretch time for balancing work-life activities. The present study was undertaken to determine the work-life balance of working women.

## OBJECTIVES

- To find out the remedies for working women's problems.
- To know the satisfaction level of work – life balance for working women.

## SCOPE OF THE STUDY

The scope of the study was limited to the working women of Coimbatore city regarding the challenges that they face in balancing professional life and personal life.

## REVIEW OF LITERATURE

**Aarthi Verma (2018)** The paper discussed the issues and challenges of working women in the current era of 21st century. The problems of personal and professional life are highlighted in the paper and described in detail. To apply the balancing act between personal and professional life and keep her-self fit and fine women has to undergo many situations and challenges. Finally, the paper is concluded with tips on balancing act in which focus is given to the three major components like knowledge, skills and behaviour. Hence, in 21st century, woman needs more psychological and social support from the society as well as governing body

**R.Vettriselvan, J.Rengamani et al (2019)** Women are not only the workers as like male; they have lot of responsibilities and duties to be performed in the office and home. The Indian Constitution provides not only equal rights and privileges for all citizens but specifically mentions the need for making special provisions for women. Since the First Five Year Plan, various welfare and development schemes have been introduced to improve the living conditions of women and to increase their access to and control over material and social resources. This study has highlighted the issues and challenges faced by the women employees in the different sector. Government is able to make more policies and provisions to safeguard the women but it's a duty of every man to treat the women as equal when compare to them not only in workplace and also in society. Further, more empirical studies are needed in this area to improve the standard of living of Indian women in different aspects

**R.Jayasathya& K. Swathi (2019)** Describes Effective training programs are imparted to every woman police constable in technology development and also in handling crowds and criminals. This helps the women police constables to overcome the stress. Women police constables are endowed with ample privileges like parental leave, flexible hours, exemption from night beat duty and culture milieus. These have greatly reduced their stress and to have a better work and life balance. Women police express their satisfaction both at home and work. On the whole, women police in Coimbatore are happy in their job, life, family and career

**Jose MJ et al. (2019)** recommends Health education sessions, focus group discussions on reproductive health in schools and Anganwadi centers must be accelerated. Self-help groups can be used as a forum to discuss reproductive issues among women. Classes on reproductive health in schools should be encouraged

## RESEARCH METHODOLOGY

The primary data was collected from the working women within the Coimbatore City. The secondary data is collected from books, journals, magazines, websites, etc.

## TOOLS USED

- One way ANOVA
- Friedman Rank Analysis

## ANOVA TEST (One Way)

To find the level of satisfaction in work life balance of a working women. Here ANOVA tool is used.

**Satisfaction in work-life balance Vs Demographic factors**

		Level of satisfaction of working women			Table Value	F	Sig
		N	Mean	Std. Deviation			
Age	Below 20	21	3.9660	.51884	3.04	.942	NS
	20-40	75	3.7048	.80482	3.04	.942	NS
	41-60	32	3.7634	.82314	3.04	.942	NS
Type of family	Joint family	54	3.7672	.72488	3.89	.004	NS
	Nuclear family	74	3.7587	.80740	3.89	.004	NS
Marital status	Married	74	3.7645	.81482	3.89	.001	NS
	Unmarried	54	3.7593	.71338	3.89	.001	NS
Number of children	No children	76	3.8195	.69414	2.65	1.371	NS
	One child	11	3.3506	1.05630	2.65	1.371	NS
	Two children	35	3.7306	.83571	2.65	1.371	NS
	More than two children	6	3.9762	.62868	2.65	1.371	NS
Educational qualification	School level	6	3.1905	.32156	2.42	1.568	NS
	Under graduate	71	3.7726	.67680	2.42	1.568	NS
	Post graduate	38	3.7143	.85907	2.42	1.568	NS
	Professional	12	4.0952	1.03972	2.42	1.568	NS
	Other	1	4.2857	.	2.42	1.568	NS
Sector of work	Public sector	25	3.9486	.78558	3.04	1.194	NS
	Private sector	82	3.6882	.82544	3.04	1.194	NS
	Other	21	3.8299	.44862	3.04	1.194	NS
Type of profession	Commercial	31	3.6682	.71275	2.65	.523	NS
	Service	49	3.8688	.75752	2.65	.523	NS
	IT	34	3.7101	.73812	2.65	.523	NS
	Other	14	3.7245	1.02781	2.65	.523	NS

(Source: Computed)

S: Significant at 5% level

NS: Not Significant)

**FRIEDMAN RANK ANALYSIS**

Friedman rank analysis tool is applied to find the problems faced by working women. The results are presented as follows.

**Ranking of problems faced by women**

Ranks		
	Mean Rank	Actual rank
Sexual Harassment	3.60	II
Low wages/salary for women employees	3.30	I
No promotion for women employees	3.83	III
Lack of training facility for women employees	4.20	IV
Lack of life partner/ family support	4.73	V
Children's education	5.19	VI
Household maintenance	5.32	VII
Spending time with family	5.84	VIII

**FINDINGS**

**ANOVA (ANALYSIS OF VARIANCE)**

- There is no significant difference between demographic variables namely, age, type of family, marital status, number of children, educational qualification, sector of work and type of profession and level of satisfaction of working women

**Friedman's Ranking Analysis**

- Through Friedman's ranking analysis wage/salary has the lowest mean rank of 3.30. Hence it is ranked as I indicating the highest problem i.e, low wages/salary for women employees.

**RECOMMENDATIONS**

- One-third of the working women faces problems with their family because of the full shift. This can be avoided by increasing shift based jobs.
- Counseling cell exclusively for women should be formed to mentor them in right way so as to cope up with the stress.
- The family members should cooperate and support the working women to the possible extent. They must understand the work pressure of the women and should help them to balance work and family.
- Create a structured but flexible schedule and allow the children to make choices about that structure so they have buy-in.

**CONCLUSION**

The study revealed that working women has the pressure in work life. There is a big challenge for working women to balance both profession life and family life. A healthy work-life balance assumes great significance for working women particularly in the current context in which both, the family and the workplace have posed several challenges and problems for women. The dynamics of the work environment have exerted enormous pressure on working women as they need to cope with virtually two full time jobs – one at the office and the other at home. Poor work-life balance hurts both employees and their employers. It can lead to a decrease in productivity, a lot of overtime, high stress levels, burnout, emotional and physical exhaustion, high rates of absenteeism, sickness and employee turnover. This study concluded that the most problems faced by the working women were getting lowest salary for their effective work. The employer and family members have to understand the mind level of working women and give

support to her, how to get solution from that problem. It will help to lead a better work-life balance of working women.

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