

# A Descriptive Study on Factors Influencing Work Life Balance of Women Employees

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## **Abstract**

Today we can see that women are working in every field which shows that there is no gender differentiation in work. This is the positive development that women are showing their skills and talent in different walks of life. On the other hand, women need to perform another one important role in their life that is in home and their personal life. So the concept of work life balance has come from the fact that an individual work life and professional life may put forth conflicting on one another and demands for both domain are very important for leading a happy life. Work life balance is one of the core concepts of organizational behavior means balancing professional and personal life of an individual. There are many factors which influence the work life balance and one set could be the demographic factors. In this research paper an attempt has been made to determine the relationship between the demographic variables and work life balance. Women employees in various professions like Marketing, Insurance, Banking, Corporate and Teaching at Chikodi. 415 constitute the population for the study and sample of 204 employees are chosen using stratified random sampling method. The hypothesis is tested by using chi-square test and it has come to know that there is a positive relationship between demographic variable and work life balance. Data has been collected through primary and secondary sources. Primary data means which has been collected for this study through questionnaire and secondary data is taken from journal, articles and websites.

**Keywords-** work life balance, demographic variables, work life conflict, professional life and personal life.

## **Introduction-**

There is a saying by the great brilliant scientist Albert Einstein that “Life is like riding a bicycle. To keep our balance we must keep moving”. While riding if there is an imbalance and if the rider is unable to control he may fall down. Like that the women should balance their professional and personal life, but due to some factors the women are not able to balance their life. In case of corporate sectors, the company will give target to the employees, at that time women may fail to concentrate in their personal life events because of work pressure. In some cases due to personal factors the employees may not work effectively. This will affect the work efficiency in the organization. WLB is balancing work responsibilities and family responsibilities. So every institutions, organizations and corporate must consider this WLB as a core element in their corporate social responsibility.

## **Demographic factors and Work Life Balance**

Demographic factors are age, income, experience, marital status are considered for this study.

### Objective of the Study

The main objective of the study is to determine if there is a significance relationship between demographic variables and work life balance of women employees working at Chikodi

### Methodology

The present study is mainly based on primary data which has been collected from 150 women employees working in various professions in Chikodi city. A structured questionnaire based on Likert's five point scale was administered among the respondents. Stratified Random Sampling was used for choosing the sample respondents and the sample represents different strata i.e. professions - Teaching, Marketing , Hospital, Banking, Insurance. The sample composition is as follows: Education: 58 respondents, Marketing: 65 respondents, Corporate: 25, Banking: 52, and Insurance: 4. Chi Square test is used to determine the significant relationship between demographic variables and work-life balance of women employees.

### SAMPLE AND SAMPLING

Primary data was collected from the female faculties in various profession in Chikodi. Population Size is 415. Sample size is 204. Sample was drawn by using YAMUNE's method. Questionnaire was distributed to employees belonging to various disciplines.

### Data Collection

**Table 1: Grouping of Respondents**  
**The Grouping of Respondents on the basis of Age:-**

Groups	Respondents	Percentage
21-30 Years	87	42.64
31-40 Years	57	27.94
41-50 Years	31	15.19
Above 50 Years	29	14.12
Total	204	

Age plays an important role in balancing work-life for women employees. The age of the respondents is classified into four categories. The following table shows the age -wise classification of the respondents. Table 1 shows that out of 204 respondents, 42.64% are in the age group of 21-30, 27.94% are in the age group of 31-40, 19.19% are in the age group of 41-50 and 14.12% are in the age group of above 50.

**Table 2: Grouping of Respondents**  
**The Grouping of Respondents on the basis of Income:-**

Groups	Respondents	Percentage
Upto 10,000	25	12.25
10,000 to 20,000	71	34.80
20,000 to 30,000	35	17.15
30,000 to 40,000	46	22.54
40,000 to 50,000	25	12.25
Above 50,000	2	0.98

Total	204	
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Table 2 shows the classification of the respondents on the basis of their income earnings. It is classified into 6 categories. 12.25% of employees earn below 10,000 per annum, 34.80% of respondents earn between 10,000 to 20,000, 22.54% of employees earn between 30,000 to 40,000 and 0.98 % earn above 50,000.

**Table 3: Grouping of Respondents**  
**The Grouping of Respondents on the basis of Experience:-**

Groups	Respondents	Percentage
0 to 5 years	84	41.17
5 to 10 years	60	29.41
10 to 15 years	25	12.25
15 to 20 years	20	9.80
Above 20 years	15	7.35
Total	204	

Table 3 shows classification of employees on the basis of experience. In this, I have total 5 categories. 41.71% employees are having less than 5 years of experience. 29.41% of employees are having 5 to 10 years of experience and only 7.35% of employees are having more than 20 years of experience.

**Table 4: Grouping of Respondents**  
**The Grouping of Respondents on the basis of Marital Status:-**

Groups	Respondents	Percentage
Married	115	56.37
Unmarried	89	43.62
Total	204	

Table 3 shows classification of employees on the basis of marital status. In this, 56.37% are married and remaining are unmarried.

**Findings and Suggestions**

1. In this study, age is one of the important factors which will affect the working efficiency in the organization. In this study we can see that maximum number of workers are below the age of 30. After reaching certain age limit the efficiency and courage of doing work will be decreased.
2. According to the salary perceptible least number of employees are getting good salary. So the organization has to pay sufficient amount as per their ability to meet their minimum needs.
3. Marital status plays vital role in womens personal life. As per this study majority of employees are married so for that the organization has to frame certain flexible policies in their environment.

**Conclusion:**

In this study, it is found that there are so many factors which are affecting the work life balance of women employees. So the company/organization has to create certain policies, and it should offer handsome salary to survive in the society to manage their both life i.e. personal and professional.

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