

# WORK LIFE BALANCE AMONG THE WORKING WOMEN IN PROFESSIONAL AND NON PROFESSIONAL

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**ABSTRACT:***The present study aimed to know the work life balance among the working women in professional and non professional. 100 sample were selected based on stratified random sampling method. In order to identify the work life balance working women well structured questionnaire were used. To test the hypotheses statistical tool such as t-test and correlation were used. Therefore it is concluded that respondents differ in their level of work life balance among the working women based on professional and non professional. So, professional group have high level of work life balance. Further there is a significant relationship between education, income and work life balance.*

**Key Words:** *work life balance, working women, Professional and non professional.*

## INTRODUCTION

Work-life balance and women traditionally, women have been looked upon as nurturers and care givers and assigned all roles related to maintaining and managing a family. Men perceive themselves as breadwinners and society also expects them to perform work roles to earn and support the family. However, the nature of work-force has been changing and the percentage of men as wage earners and women as housewives has been rapidly declining. In urban India, the percentage of dual-earner couples is gradually increasing and for most women and men today, their work environment and the family have become the two important institutions in life. Changes in the workforce are accompanied by changes in values, creating a new emphasis on the balance between work-life and family life (Hall 1986). Work-life balance assumes great significance for women as they are virtually in two full time jobs - one at home and the other at office. Working mothers often have to challenge perceptions and stereotypes that evolve as a working woman becomes a working mother... When a woman seeks a position of power within an organisation, she must consider the toll on other facets of her life, including hobbies, personal relationships and family. Most executive jobs require a substantial amount of time and effort, which a working mother may not be able to devote due to family obligations. So also, it may be nearly impossible for a working mother in a top management position to be the primary care giver of her child. Women often find it more difficult to maintain balance on account of the competing pressures of work and demands at home. Working women have to carefully handle their personal balance and skilfully blend their roles, so as to optimise their potential in all quadrants of life.

## Work-life balance and women

Traditionally, women have been looked upon as nurturers and care givers and assigned all roles related to maintaining and managing a family. Men perceive themselves as breadwinners and society also expects them to perform work roles to earn and support the family. However, the nature of work-force has been changing and the percentage of men as wage earners and women as housewives has been rapidly declining. In urban India, the percentage of dual-earner couples is gradually increasing and for most women and men today, their work environment and the family have become the two important institutions in life. Changes in the workforce are accompanied by changes in values, creating a new emphasis on the balance between work-life and family life (Hall 1986). Work-life balance assumes great significance for women as they are virtually in two full time jobs - one at home and the other at office. Women often find it more difficult to maintain balance on account of the competing pressures of work and demands at home. Working women have to carefully handle their personal balance and skilfully blend their roles, so as to optimise their potential in all quadrants of life.

## REVIEW OF LITERATURE

**Pandey (2012)** defines Work-Life Balance is a state of equilibrium in which the demands of both a person's job and personal life are equal. Companies HR People are finding the innovative ideas to get the

win-win situation. Effective Work-Life Balance policies are 4 valuable to business and organizations for a number of reasons including reduced staff turnover rates, becoming a good employer or an employee of choice, increased return on investment in training as employees stay longer, reduced absenteeism and sick leave, improved morale or satisfaction, greater staff loyalty and commitment and improved productivity. An employee with better Work-Life Balance will contribute more meaningfully towards the organizational growth and success.

**Shobha Sundaresan (2016)** conducted a study on work life balance is a term used to describe the balance between an individual's personal life and professional 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. Review of literature related to the subject has revealed that working women experience greater difficulty than men in balancing work and family. It is also found that they experience conflict as there is job spill over into the home more frequently than home spill over into work. Besides to succeed in one environment, working women are often called upon to make sacrifices in another as each of the environments makes different demands on them and have distinct norms to adhere to. This study investigates the factors affecting work life balance among working women and the consequences of poor-work life balance. Data were obtained through a structured questionnaire administered to 125 randomly selected working women across organizations/institutions in Bangalore City. The response rate was about 93% and the obtained data were statistically analysed. Results indicate that a significant proportion of working women are experiencing difficulty in balancing work and family due to excessive work pressure, too little time for themselves and the need to fulfill others' expectations of them. 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. They feel irritable and resentful often due to their inability to balance work and family life. The findings have implications for working women and provide insights into finding solutions to maintain healthy work life balance. Two models of work life balance, viz. role-analysis model and three factor model have been developed to enable working women resolve the conflict caused due to poor work life balance. These models equip women with the mechanism to strike a fine balance and make them smarter, healthier and happier in every facet of their lives. Both the models assume greater significance for working women across the world as it helps them resolve the dilemmas of managing their multiple roles in the personal and professional lives.

## METHODOLOGY

### Objectives

1. To examine the significant difference between work life balance among the working women based on professional and non professional.
2. To identify the significant difference between work life balance among the working women based on type of family.
3. To find out the significant relationship between education, income and work life balance.

### Hypothesis

1. There is no significant difference between work life balance among the working women based on professional and non professional.
2. There is no significant difference between work life balance among the working women based on type of family.
3. There is no significant relationship between education, income and work life balance.

### Sampling

100 samples were selected based on stratified random sampling method.

### Method of data collection

To collect the primary data standard questionnaire was used. The tool was circulated among the selected respondents and the tool was distributed, Respondents completed their responses in the tool.

### Statistical tools used

Statistical tool such as t-test and correlation were used.

**RESULT AND DISCUSSION**

**Table: 1**

**Showing Mean, S.D. and t-value for respondents opinion about work life balance among the working women based on professional and non professional**

	Mean	S.D	t-value	P-value
Professional	13.8	3.61	7.59	0.001
Non professional	8.76	2.84		Significant

Ho: There is no significant difference between work life balance among the working women based on professional and non professional.

The above table exhibits the details of Mean, S.D. and t-value for respondents opinion about work life balance among the working women based on professional and non professional. It is inferred from the obtained t-value there is a significant difference in respondent’s opinion about work life balance among the working women based on professional and non professional. Since the calculated t-value (8.63) which is significant at 0.001 level. Therefore the stated null hypothesis is rejected and alternate hypothesis is accepted. Therefore it is concluded that respondents differ in their level of work life balance among the working women based on professional and non professional. So, professional group have high level of work life balance.

**Table: 2**

**Showing Mean, S.D. and t-value for respondents opinion about work life balance among the working women based on type of family**

Type of family	Mean	S.D	t-value	P-value
Nuclear	7.48	1.14	5.16	0.001
Joint	10.6	2.08		Significant

Ho: There is no significant difference between work life balance among the working women based on type of family.

The above table exhibits the details of Mean, S.D. and t-value for respondents opinion about work life balance among the working women based on type of family. It is inferred from the obtained t-value there is a significant difference in respondent’s opinion about work life balance among the working women based on type of family. Since the calculated t-value (5.16) which is significant at 0.001 level. Therefore the stated null hypothesis is rejected and alternate hypothesis is accepted. Therefore it is concluded that respondents differ in their level of work life balance among the working women based on type of family. So, joint family group have high level of work life balance among the working women.

**Table: 3**

**Correlation analysis between Education, income and work life balance**

Variable	Work life balance
Education	0.287*
Income	0.362*

\*Significant at 0.01 level

Ho: There is no significant relationship between education, income and work life balance.

The above table reveals the correlation result between education, income and work life balance. Result indicates that there is a positive correlation between the education, income and work life balance. It is also significant at 0.01 level. Hence the stated null hypothesis is rejected and in alternate hypothesis there is a significant relationship between education, income and work life balance.

**FINDINGS**

- Analysis proved that respondents differ in their level of work life balance among the working women based on professional and non professional. So, professional group have high level of work life balance.
- The statistical result shows that respondents differ in their level of work life balance among the working women based on type of family. So, joint family group have high level of work life balance among the working women.
- Result indicates that there is a positive correlation between the education, income and work life balance. It is also significant at 0.01 level. Hence the stated null hypothesis is rejected and in alternate hypothesis there is a significant relationship between education, income and work life balance.

## CONCLUSION

The present study aimed to know the work life balance among the working women in professional and non professional. 100 sample were selected based on stratified random sampling method. In order to identify the work life balance working women well structured questionnaire were used. To test the hypotheses statistical tool such as t-test and correlation were used. Therefore it is concluded that respondents differ in their level of work life balance among the working women based on professional and non professional. So, professional group have high level of work life balance. Further there is a significant relationship between education, income and work life balance. Work-life balance practices are seen as employee friendly and socially desirable strategies of a progressive establishment. Therefore, such kind of practices should be considered at par with other strategic HR interventions at future workplaces.

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