



A STUDY ON WORK LIFE BALANCE OF FEMALE AT BARDOLI REGION

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Abstract: *Work life balance is interfaces among paid work and other activities like unpaid work in families and the community, leisure and personal development. In past society was not ready to admit females working outer the home, as time passes and change in social norms for females also came into the external world and female started working with males. This study is aims to study work life balance of female, to analyze the factors affecting work balance, to study satisfaction level of female at their personal life as well as professional life and to analyze constrains of working women. This study is conducted in Bardoli region and for selecting samples systematic random sampling method were used. Study is conducted with point of full time working as well as part time working. Result of the study reveals that female respondents meet on the expectation of their supervisors & peers, they are able to devote quality time with their family.*

Key words: *Work life balance, Working women, Full time working, Part time working*

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INTRODUCTION:

Work life balance is almost people having a measure of control over when, where and how they work. Work life balance is interfaces among paid work and other activities like unpaid work in families and the community, leisure and personal development. In past society was not ready to admit females working out the home, as time passes and change in social norms for females also came into the external world and female started working with males. Quality of work life refers to the level of happiness or dissatisfaction with one's career. Those who enjoy their careers are said to have a high quality of work-life, while those who are unhappy or whose needs are otherwise unfilled are said to have a low quality of work-life.

The quality of work life approach sees people as an asset of organization not as costs. It considers that performance of people enhance when they are permitted to participate in managing their work and making decisions. This approach emphasis to motivate people by satisfying economic needs and social and psychological ones. To maintain the new generation workforce, organizations need to focus on job designs and organization of work. As today's workforce is understanding the importance of relationships and is trying to strike a balance between career and personal lives.

LITERATURE REVIEW:

Greenhaus (2003) have delved into the multiple roles definitions of WLB with a focus on equality of time or satisfaction across an individual's multiple life roles. WLB was therefore defined as the extent to which an individual is engaged in and equally satisfied with his/her work role and family balance, time balance, involvement and satisfaction balance and **kirchmeyer (2000)**[1] defined WLB achieving satisfying experiences in all life domains and to do so requires personal resources such as energy, time and commitment to be well distributed across domains.

Kalliath and Bough (2008)[2] have put forward their own definition of WLB and defined it- WLB is the individual perceptive growth in accordance with an individual's current life priorities. The demands and pressure of work and family may give rise to work life balance issues to an individual.

Thornpson (2002)[3] has classified the work life initiatives as time based strategies, information based strategies, money based strategies ,direct services and culture change



services. Time based strategies include programs or policies like flextime, compressed weeks, compulsory power-offs ,job sharing, part time work ,leave for new parents ,phased returns to work following childbirth, telecommuting, compulsory vacations and breaks and so on. Thus, a work-life balance friendly culture is a productive work culture where the potential for tensions between work and other parts of employees lives is minimized .This means have inappropriate Employment provisions in place and organisational systems and supportive management under pinning them.

Pitt-catsoupes (2007)[4] have stated that the effectiveness of work life balance policies and programs of employers could be enhanced by assessing the extent of employees demand for life integration, the availability of needs resources, and the effectiveness of adaptive strategies and tactics that employees could use at home, at work, and in community to fulfill their work and personal responsibilities.

Pocock, (2005) and McPherson,2007[5] Implementation of work life balance provisions involve cost that the management of the concerned organization should be willing bear. The cost of implementing of work life balance policies are : (1) Direct cost of policies (2) cost of staff and space (3) cost of equipment (4) cost of work life balance policy formulation and implementation.

RESEARCH OBJECTIVES

- To study work life balance of female.
- To analyze the factors affecting work balance.
- To study satisfaction level of female at their personal life as well as professional life.
- To analyze constrains of working women.

DATA COLLECTION

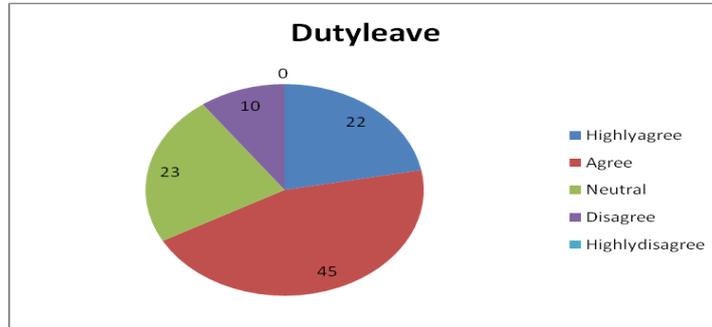
Data observed or collected directly from first-hand experience are called primary data. In this study Primary Data are collected through Questionnaire. Published Data and the data collected in the past or other parties are called Secondary Data.

- **Sampling Method:** Systematic random sampling
- **Sampling Unit:** Bardoli region
- **Sampling Size:** 100 sample
- **Research Design:** Descriptive research design



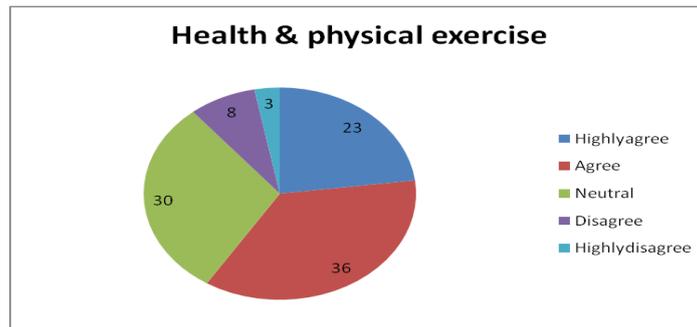
DATA ANALYSIS

Is it easy for you to take duty leave at the time of urgency?



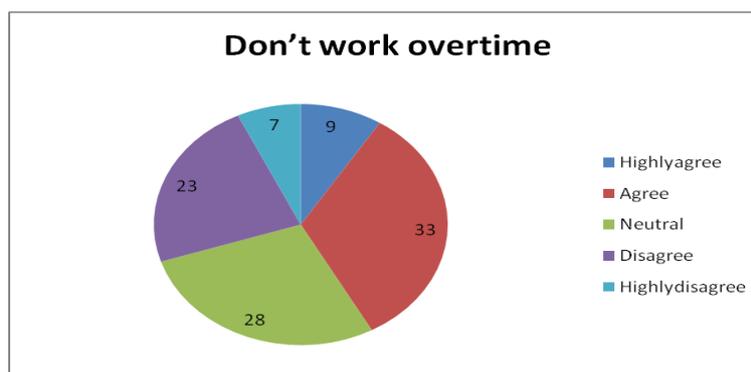
From the above data it is observed that 22% of the total respondent highly agrees that it is easy for them to take duty leave at the time of urgency and 45% agrees whereas 23% are neutral and 10% of the total respondent's disagree. And Zero respondents highly disagree. Majority of the respondents agrees that it is easy for them to take duty leave at the time of urgency.

Are you Conscious about your health and do regular physical exercise & workout?



From the above data it is observed that 23% of the total respondents highly agrees that they do regular physical exercise and 36% agree whereas 30% of the total respondent's are neutral and 8% disagree. And 3% respondents highly disagree. Majority of the respondents agrees that they are conscious about their health and do regular physical exercise.

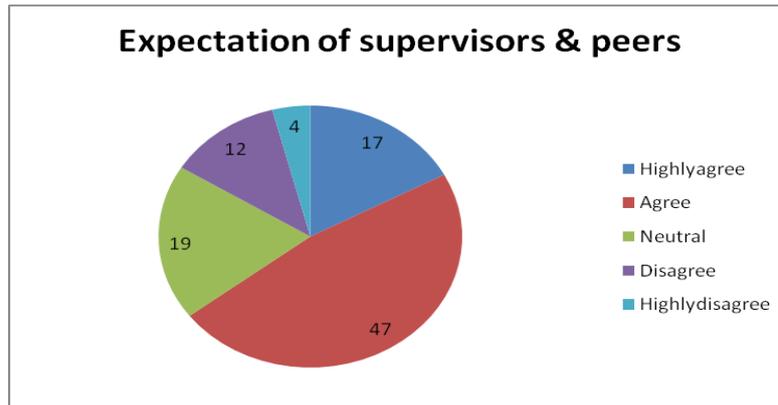
You don't work overtime to complete the task assigned to you?





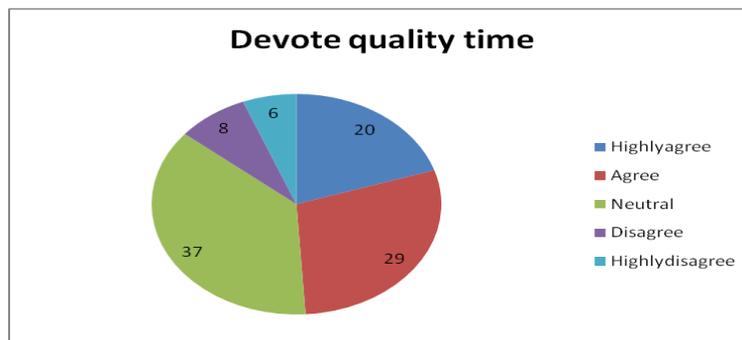
From the above data it is observed that 9% of the total respondent highly agrees that they don't work overtime and 33% agree whereas 28% of the total respondent's are neutral and 23% are disagree. And 7% respondents highly disagree. Majority of the respondents agrees that they don't work overtime to complete the task assigned.

Do you meet on the expectation of your supervisors and peers?



From the above data it is observed that 17% of the total respondents highly agrees that they meet on the expectation of supervisors and peers and 47% agree whereas 19% of the total respondent's are neutral and 12% disagree. And 4% respondents highly disagree. Majority of the respondents agrees that they are meet on the expectation of their supervisors and peers.

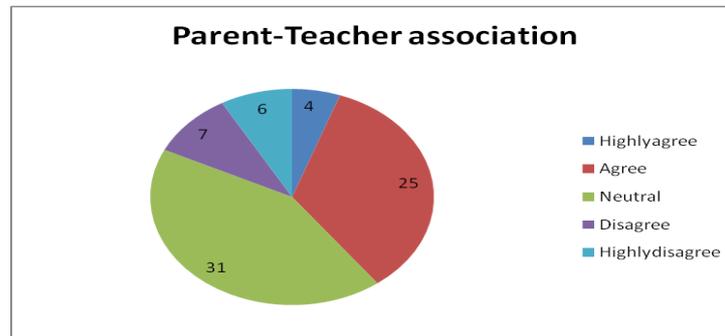
You're comfortably able to Devote quality time to your family and meet out their requirements?



From the above data it is observed that 20% of the total respondent highly agrees that they are comfortably able to devote quality time with family and 29% agree whereas 37% of the total respondent's are neutral and 8% disagree. And 6% respondents highly disagree. Majority of the respondents agrees that they are able to devote quality time with their family.



Are you able to find time even for parent-teacher association at your child's school and know the progress?



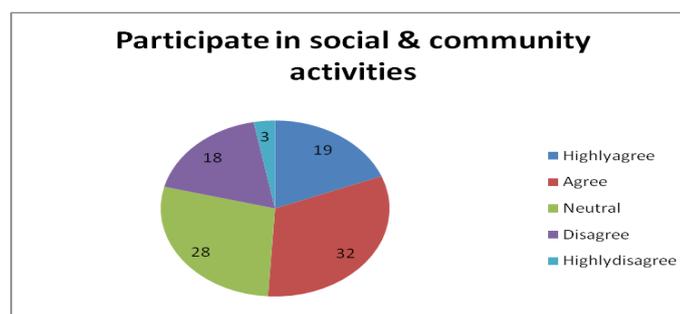
From the above data it is observed that 4% of the total respondent highly agrees that they are able to find time even for parent-teacher association and 25% agree whereas 31% of the total respondent's are neutral and 7% disagree. And 6% respondents highly disagree. Majority of the respondents are neutral that they may or may not find time for parent-teacher association.

You meet prescribed deadlines & schedules without affecting your home life?



From the above data it is observed that 15% of the total respondent highly agrees that they meet prescribed deadlines & schedules and 36% agree whereas 35% of the total respondent's are neutral and 13% disagree. And 1% respondent highly disagree. Majority of the respondents agrees that they meet prescribed deadlines & schedules.

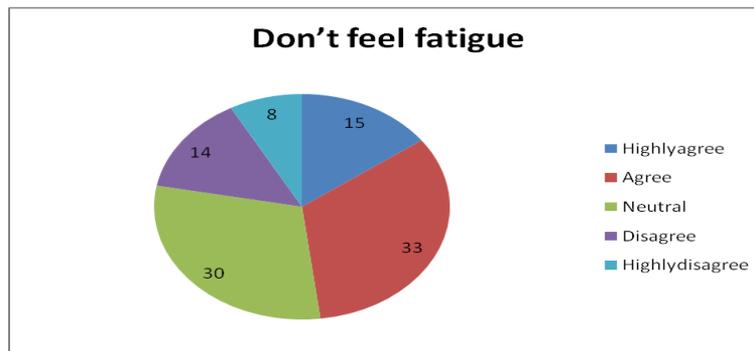
Are you able to participate in social and community activities and attend religious commitment?





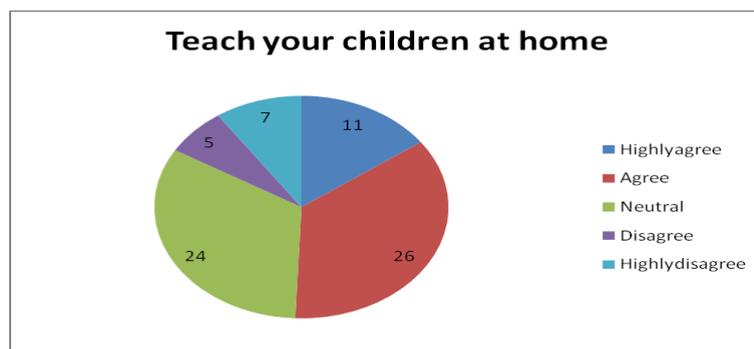
From the above data it is observed that 19% of the total respondent highly agrees that they are able to participate in social and community activities and 32% agree whereas 28% of the total respondent's are neutral and 18% disagree. And 3% respondents highly disagree. Majority of the respondents agrees that they are able to participate in social and community activities.

You don't feel fatigue at the end of the day and feel energetic to spare enough time with your family?



From the above data it is observed that 15% of the total respondent highly agrees that they don't feel fatigue at the end of the day and 33% agree whereas 30% of the total respondent's are neutral and 14% disagree. And 8% respondents highly disagree. Majority of the respondents agrees that they don't feel fatigue at the end of the day.

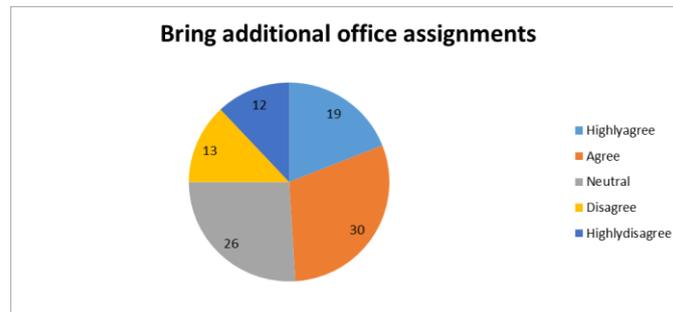
Do you teach your children at home, make them study and prepare them for their exams?



From the above data it is observed that 11% of the total respondent highly agrees that they teach their children at home and 26% agree whereas 24% of the total respondent's are neutral and 5% disagree. And 7% respondents highly disagree. Majority of the respondents agrees that they teach their children at home.



Do you bring the additional office assignments to home?



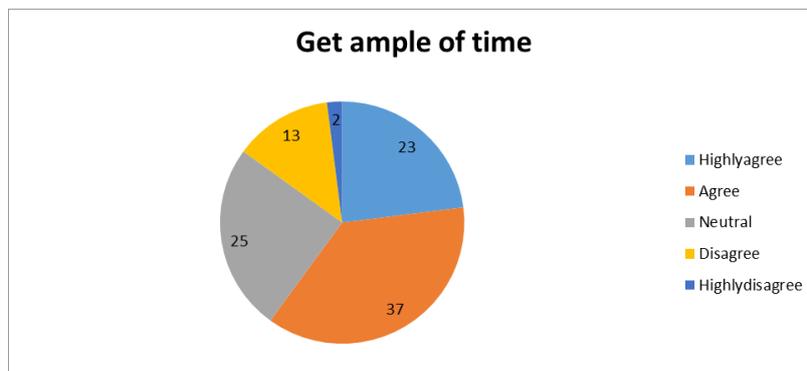
From the above data it is observed that 19% of the total respondent highly agrees that they bring additional office assignments at home and 30% agree whereas 26% of the total respondent's are neutral and 13% disagree. And 12% respondents highly disagree. Majority of the respondents agrees that they bring additional office assignments at home.

Do you grab the opportunity to enjoy holiday trip with your family?



From the above data it is observed that 30% of the total respondent highly agrees that they grab the opportunity to enjoy holiday trip with family and 37% agree whereas 24% of the total respondent's are neutral and 7% disagree. And 2% respondents highly disagree. Majority of the respondents agrees that they grab the opportunity to enjoy holiday trip with family.

Do you get ample of time when somebody in your family is sick?

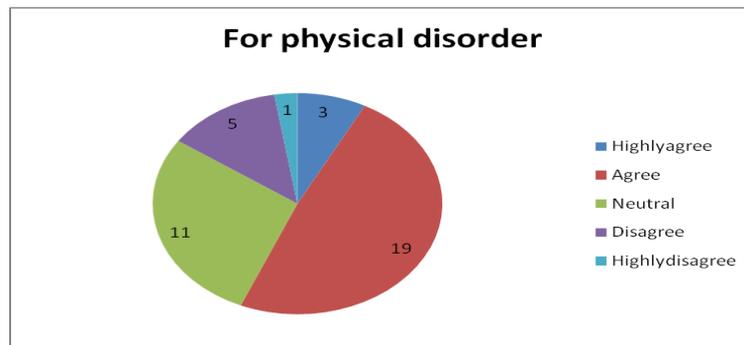




From the above data it is observed that 23% of the total respondent highly agrees that they get ample of time when somebody is sick in their family and 37% agree whereas 25% of the total respondent's are neutral and 13% disagree. And 2% respondents highly disagree. Majority of the respondents agrees that they get ample of time when somebody is sick in their family.

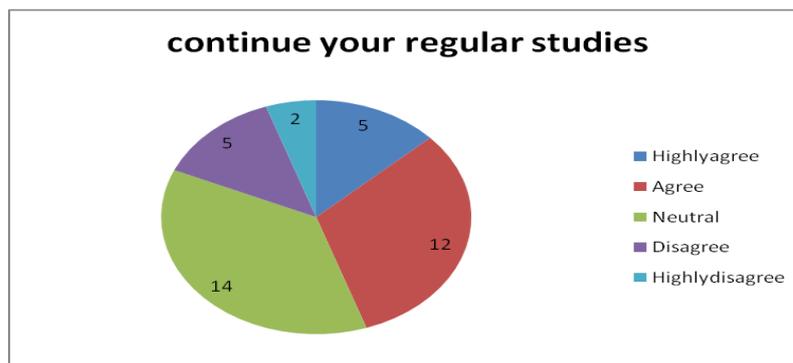
Why do you prefer working part time?

1) For physical disorder?



From the above data it is observed that 3% of the total respondent highly agrees that they prefer working part time because of physical disorder and 19% agree whereas 11% of the total respondents are neutral and 5% disagree. And 1% respondent highly disagree. Majority of the respondents agrees that they prefer working part time because of physical disorder.

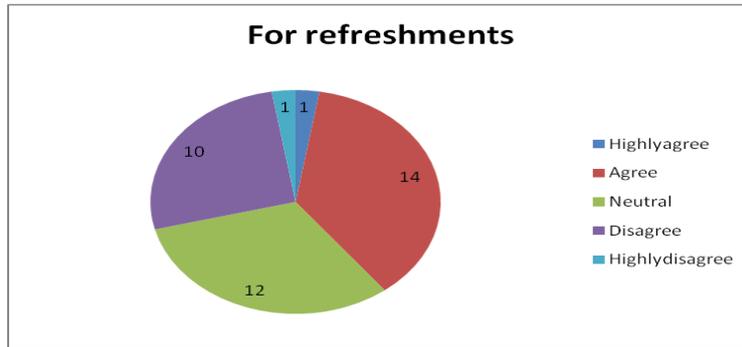
2) To continue with your regular studies?



From the above data it is observed that 5% of the total respondent highly agrees that they prefer working part time as to continue with regular studies and 12% agree whereas 14% of the total respondent's are neutral and 5% disagree. And 2% respondent highly disagree. Majority of the respondents are neutral that they prefer working part time to continue with regular studies.

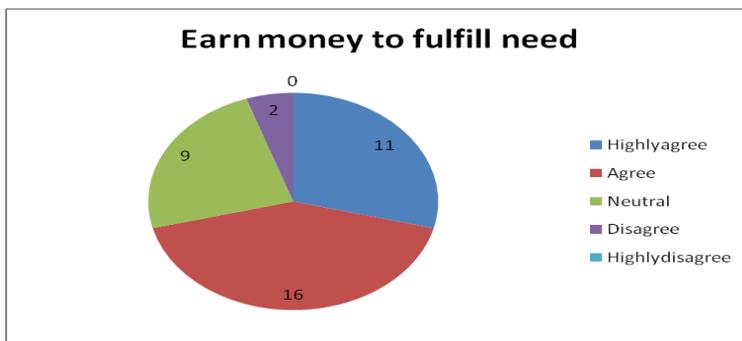


3) For refreshments



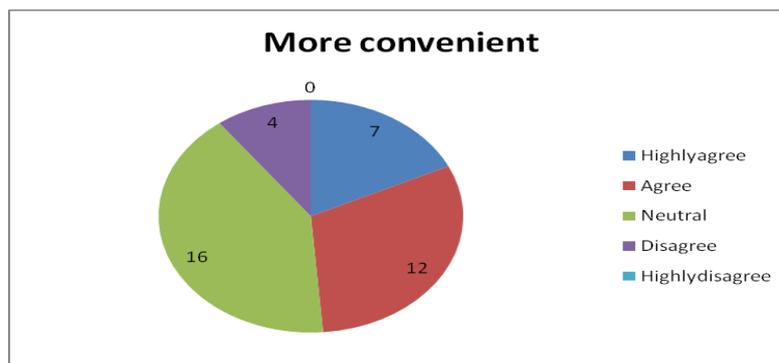
From the above data it is observed that 1% of the total respondent highly agrees that they prefer working part time for refreshments and 14% agree whereas 12% of the total respondent's are neutral and 10% disagree. And 1% respondent highly disagree. Majority of the respondents agrees that they prefer working part time for refreshments.

4) To earn money to fulfill your need?



From the above data it is observed that 11% of the total respondent highly agrees that they prefer working part time to earn money to fulfill their need and 16% agree whereas 9% of the total respondent's are neutral and 2% disagree. And Zero respondent highly disagree. Majority of the respondents agrees that they prefer working part time to earn money to fulfill their need.

5) It is more convenient?

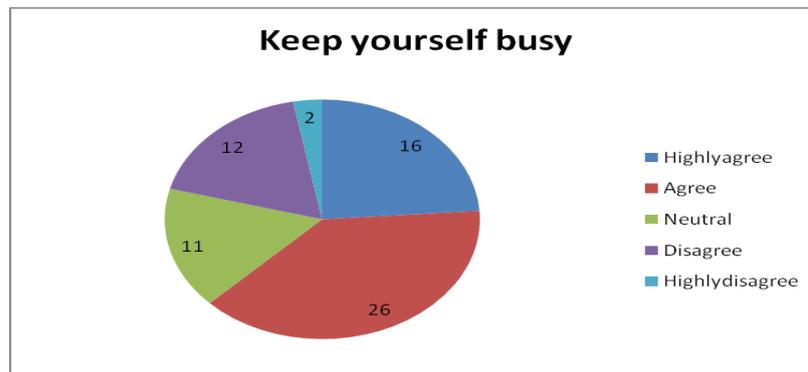




From the above data it is observed that 7% of the total respondent highly agrees that they prefer working part time because it is more convenient and 12% agree whereas 16% of the total respondent's are neutral and 4% disagree. And Zero respondent highly disagree. Majority of the respondents are neutral that they prefer working part time because it is more convenient.

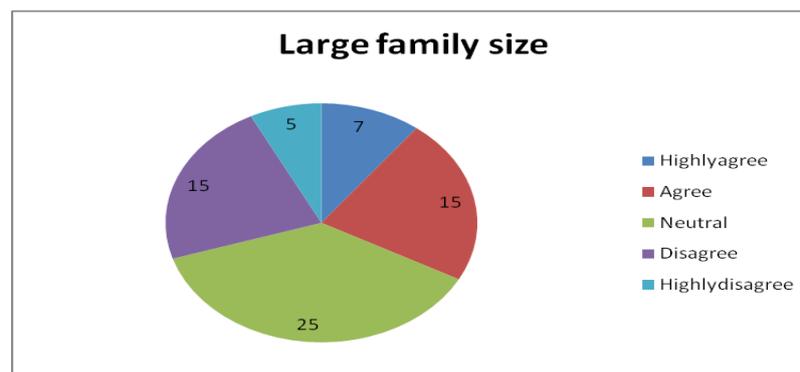
Q.3 Why do you prefer working Full-Time?

1) To keep yourselves busy?



From the above data it is observed that 16% of the total respondent highly agrees that they prefer working full time to keep themselves busy and 26% agree whereas 11% of the total respondent's are neutral and 12% disagree. And 2% respondent highly disagree. Majority of the respondents agrees that they prefer working full time to keep themselves busy.

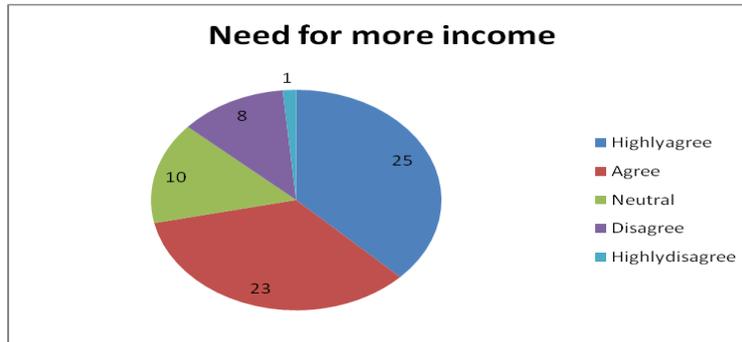
2) Large family Size?



From the above data it is observed that 7% of the total respondent highly agrees that they prefer working full time because of large family size and 15% agree whereas 25% of the total respondent's are neutral and 15% disagree. And 5% respondent highly disagree. Majority of the respondents are neutral that they prefer working full time because of large family size.

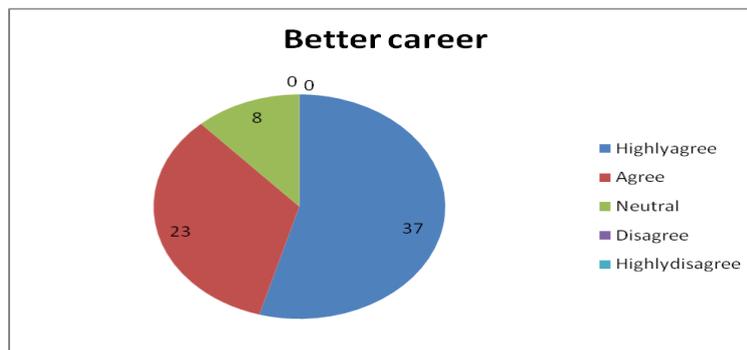


3) Need for more income?



From the above data it is observed that 25% of the total respondent highly agrees that they prefer working full time for the need of more income and 23% agree whereas 10% of the total respondent's are neutral and 8% disagree. And 1% respondent highly disagree. Majority of the respondents highly agrees that they prefer working full time for the need of more income.

4) Better career?



From the above data it is observed that 37% of the total respondent highly agrees that they prefer working full time to get better career and 23% agree whereas 8% of the total respondent's are neutral and Zero respondent disagreed or highly disagreed. Majority of the respondents highly agrees that they prefer working full time to get better career.

CONCLUSION:

From this study it is conclude that majority of respondents are highly agreed that they prefer working full time for the need of more income and to get better career. And they also agreed that it is easy for them to take duty leave at the time of urgency, they are conscious about their health, they don't work overtime to complete the task assigned, they meet on the expectation of their supervisors & peers, they are able to devote quality time with their family, they meet prescribed deadlines & schedules, they are able to participate in social and community activities, they don't feel fatigue at the end of the day, they teach their



children at home, they bring additional office assignments at home, they grab the opportunity to enjoy holiday trip with family, they get ample of time when somebody is sick in their family. It is also conclude that they agree that they prefer working part time because of physical disorder, for refreshments, to earn money to fulfil their need. And they also agree that they prefer working full to keep themselves busy.

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APPENDIX

Occupation	No. of respondents
Academic field	9
Accountant	1
Administrator	2
Advocate	1
Banking sector	9
Beautian	5
Computer operator	1
CT	2
Employee	5
Job	3
Lecturer	21
Librarian	1
Shop owner	1
Social worker	1
Tailor	1
Teacher	15
Architecture	2

Occupation	No. of respondents
C.A	3
Service	2
Dietician	1
Physiotherapist	2
Event manager	3
HR expert	1
Doctor	2
Lawyer	1
Business woman	1
Receptionist	2
Fashion designer	1
Interior designer	1