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A Study on the Work and Family Environment in the Work Life Balance among the Women Employees

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Abstract: *A conducive environment in both the work and family is important to have a quality of work life balance of the employee. The spill over the work responsibilities for the family and family responsibilities for the work can be balanced by means of having a conducive environment in both the family and work. When compared to men, women share more responsibility in the family due to traditional practices. Thus, the present study focuses on the influence of the work and family environment on the work life balance of the women employees. The findings show that the work environment and family environment have a positive influence on the work life balance of the women employees.*

Keywords: *Quality Human resource.*

I. INTRODUCTION

Every organization depends on its human resources for its growth and success. Human resource is an inevitable source for the success of any organization. Quality human resource means the employees must have satisfaction, involvement and commitment. Apart from work the employees have to meet their family needs, which requires time and resources. When it is not met by the employees they tend to get dissatisfaction and intend to leave the job. At the same time, the present work nature of the most jobs are filled with the workload which requires more time to accomplish the same. It disturbs the employee's family responsibilities and creates stress among the employees which in turn influence the work. Thus, work life balance is considered as an important factor in an employee's life which is to be taken care by both the employee and management. In an effort to address these problems, the study examines the effects of WLB practices in the public sector (Electronic Industries) in Kerala.

II. REVIEW OF LITERATURE

Arafatur Rahaman and Khadiza-Tul-Jannat (2015), The findings of the study show the imbalance in the personal life and professional life of the women employees so they are unable to give their best performance. Nidhi Aggarwal (2015) Work Life Balance in E- Age: A Study of Women Employees. They state that the employers give importance to the work life balance of their employees, but the programmes and strategies adopted are not in life with the requirements of the employees. The present study shows that 36 percent of the women employees state that they are able to manage their personal life without affecting their work life.

Renee Arathi J., Rajkumar R, (2015) their study results reveal that the t-test value depicts that there is a statistical significant difference in the level of work-life balance between the male and female employees. The mean value shows that the male employees have high work life balance compared to the female employees. Delina G and Prabhakara Raya (2013) have stated that the work life balance problems are more among the working women. The work life balance has a significant impact on the quality of life of the working women. Meenakshisundaram M and N.Panchanatham (2012), A Study of Work Life Balance of Employees with Reference to a Garment Industry- Unit. The findings depicts that nearly half of the employees

(45.7 percent) agree that the nature of their job environment is of problem solving rather than fault finding and 34.3 percent of the employees have a neutral opinion towards the reasonable work load. More than one-third (35.7 percent) of the employees agree that they get help from their supervisor when needed.

The study is specifically designed to see the relation between the hectic lives and work place and also to note the interference in the employee's family organization. Work life Balance is harder to achieve now a days due to increase in the work demand, the need for speed and globalization of business. It affects the health of the women employees, increase the stress level and increase turn over and absenteeism. In the long run the Organizational productivity and performance will be affected. This study is carried out to ensure the following research question; What are the factors which contributes to the WLB of the women employees?

III. OBJECTIVES

1. To assess the level of the family environment, working environment and work life balance of the women employees.
2. To analyse the relationship between the family environment, working environment and work life balance among the women employees.
3. To examine the family environment and working environment as a predictor of the work life balance of the women employees.

IV. METHODOLOGY

Descriptive design is used in the study. The population of the study is the women employees working in the public sector (Electronic Industries) in Kerala. Simple random sampling is used with the lottery method to collect the sample data for the study. A sample size of 368 women employees are included in the present study. Questionnaire is used to collect the data which consists of personal details, family environment scale, working environment and work life balance scale. The reliability scores of the scales are above 0.8 for the selected scales. The researcher use the face validity to measures the validity of the scales. The statistical tests like simple percentage analysis, correlation and multiple regression are used to analyze the collected data.

V. DISCUSSION AND INTERPRETATION

Table 1: Level of Family Environment, Working Environment and Work Life Balance

	Family Environment		Working Environment		Work Life Balance	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Very High/Good	166	45.1	92	25.0	99	26.9
High/Good	0	00.0	86	23.4	73	19.8
Moderate/Normal	127	34.5	116	31.5	138	37.5
Low/Poor	75	20.4	74	20.1	58	15.8
Total	368	100.0	368	100.0	368	100.0

Source : Data Collected and Interpreted through Questionnaire

The above table reveals that 45.1 percent of the respondents have very good family environment, 34.5 percent of them have normal family environment and 20.4 percent of them have poor family environment. It also reveals that 25 percent of them have a very good working environment, 23.4 percent have a good working environment, 31.5 percent of them have a normal working environment and 20.1 percent of them have a poor working environment. The table also depicts that 26.9 percent have a very high level of work life balance, 19.8 percent of them have a high level of work life balance, 37.5 percent of them have a moderate level of work life balance and 15.8 percent of them have a low level of work life balance.

The findings shows that 34.5 percent of them have normal family environment, 31.5 percent of the respondents have a normal working environment and 37.5 percent of them have a moderate level of work life balance.

Table 2: Relationship between the Family Environment, Working Environment and Work Life Balance

Variables	Test	Family environment	Working environment	Work Life Balance
Family environment	Pearson Correlation	1	.858**	.892**
	Sig. (2-tailed)		.000	.000
	N	368	368	368
Working environment	Pearson Correlation	.858**	1	.853**
	Sig. (2-tailed)	.000		.000
	N	368	368	368
Work Life Balance	Pearson Correlation	.892**	.853**	1
	Sig. (2-tailed)	.000	.000	
	N	368	368	368

Source : Data Collected and Interpreted through Questionnaire

The above table shows that there is a significant positive relationship between the family environment, working environment and work life balance of the women employees at 0.01 level of significance. It is inferred that when the working and family environment is higher, the work life balance can be higher.

Table 3: Relationship between the Family Environment, Working Environment and Work Life Balance
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.908	.825	.824	6.73660

ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	78038.129	2	39019.064	859.796	.000
	Residual	16564.350	365	45.382		
	Total	94602.478	367			

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.326	2.553		2.478	.014
	Family environment	.612	.043	.607	14.248	.000
	Working environment	.330	.042	.332	7.805	.000

From the above model summary table, it is evident that the R-square value is 0.825, which shows that 82.5 percent of the variance is influenced by the selected independent variables namely working environment and family environment on the dependent variable work life balance. The ANOVA value also shows a significant result. The coefficient table reveals that the family environment and working environment have a significant influence on the work life balance of the women employees. The beta value shows that the family environment is found to be the most significant factor which influences the work life balance than the working environment.

VI. SUGGESTION

The management have to find the strategies to solve the problem to reduce its influence over the work. The management may organise family tours, picnics, family parties and birthday celebrations through which they can enhance the family relationship and reduce the conflict. This will help the family members to understand the nature of the women's job and adjust them at their home. Apart from addressing the Work life Balance specific counselling for the related problems must be given

so that they can learn to manage themselves better. If the employees are given freedom to choose their own work schedules; quality and productivity of the work increases. Because of the opportunity given to the employee will also bring to the responsibility for finishing work within specified time.

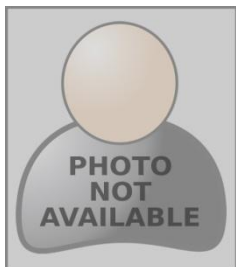
VII. CONCLUSION

The participation of women in the work force is increased day by day which is a positive sign for the development of the nation. Both men and women are equally responsible for the growth and development of the nation. Work life balance is an important issue which women are facing and thus this study is carried to understand the influence of family and working environment in the working life balance of the women employees. The study concludes that the work life balance among the women employees is found to be moderate. The study concludes that working environment and family environment positively influences the work life balance of the women employees. It is concluded that when the working and family environment is higher, the work life balance can be higher.

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Anila K.P, received the MBA degree in Finance and Marketing from Karpagam College of engineering Coimbatore and BBM (CA) degrees in Management from SNGC Coimbatore in 2010 and 2008, respectively. Having 5 years of experience as Research Executive.