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A Study on Work Life Balance among Women Employees in Public Sector Undertaking With Reference to Electronic Industries in Kerala

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Abstract: *Work life balance can be stated as a comfortable state of equilibrium achieved between an employee's primary priorities of their employment position and their private life style. The pressure of an increasingly demanding work culture perhaps the biggest and most pressing challenge in the present scenario. The cumulative effect of increased working hours is having an important effect on the life style of a huge number of people, which is likely to prove damaging to their mental wellbeing. The study concludes that a moderate level of work life balance was found among the respondents. The study also found that demographic variables namely age, managerial level, educational qualification, experience, and number of dependents influence the level of work life balance.*

Keywords: *Work Life Balance, Stress, Women.*

I. INTRODUCTION

Work life balance is one of the most challenging issues being faced by the women employees in the 21st century because of the type of roles they play at home and the spillover of personal life over work life. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable to have balance between work responsibilities and personal responsibilities.

Taking care of their children, meeting the parent's health needs, fulfilling the desires of the family members, etc have become difficult and challenging for the women employees. Work-life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self-care, and other personal activities, in addition to the demands of the workplace. This study focuses on the work life balance of the women employees in relation to their work environment and family environment. Thus, this study is focused on work life balance of women employees in electronic industry in Kerala and to identify the demographic factors influencing work life balance of the women employees.

II. STATEMENT OF THE PROBLEM

The balancing act of an individual in this three dimensional aspects of life namely organizational (Reduced work satisfaction, Poorer productivity and performance, lower organizational commitment, increased absenteeism etc) societal (Divorces, Infertility problems, Alcohol consumption, Smoking habits etc) and employee's personal life (tension, depression, migraine and Headache, Cardiovascular disease, weight loss etc) is termed as work life balance (WLB).

III. LITERATURE REVIEW

Anuradha and Mrinalini Pandey (2015). A Review of Work-Life Balance Practices Prevalent in Public Sector Undertakings in India.

- The findings shows that public sector undertakings have understood that WLB have a statistically significant impact on the organizational performance.

NeelniGiri Goswami (2014). Rewards and Work-Life Balance among Working Women: An Empirical Study in India Specific to Agra Region.

- The study found that rewards are one of the important factor which affect the work life balance of the employees.

IV. RESEARCH METHODOLOGY

Descriptive research design was adopted for this study. A sample of 368 women employees was selected from public industries (Electronic industry) by using the simple random sampling technique. The data was collected both from primary and secondary sources. The primary data was collected through questionnaire from women employees in electronic industry in Kerala. The questionnaire consists of two sections namely demographic profile and work life balance scale. The collected data was analyzed by using Percentage analysis, T – test, F – test and ANOVA.

V. OBJECTIVES OF THE STUDY

- To study the demographic profile of the women employees in Electronic industries, Kerala.
- To assess the level of family environment, work environment and work life balance of the women employees in Electronic industries, Kerala.
- To study the influence of family environment and work environment on the work life balance of the women employees in Electronic industries, Kerala.

VI. LIMITATIONS OF THE STUDY

This research is only related to work life balance issues of women employees employed in public sector with Reference to Electronic industries in Kerala. It excludes other areas of research. It excludes the women who are employees in private sectors via IT sector or agricultural sector. It excludes the male employed population.

VII. DATA ANALYSIS AND INTERPRETATIONS

OBJECTIVE - 1 To study the demographic profile of the women employees in Electronic industries , Kerala.

Variable	Particulars	No. of Respondents	Percentage
Age	Below 30	147	40.0
	31-40	112	30.4
	41-50	67	18.2
	51 and above	42	11.4
Education	12th and below	37	10.1
	ITI	34	9.2
	UG	174	47.3
	PG	123	33.4
Marital status	Married	268	72.8
	Unmarried	100	27.2
Experience	Below 5 years	183	49.7
	6-10 years	109	29.6
	11-15 years	38	10.3
	16-20 years	24	6.5
	Above 20 years	14	3.8
Dependents	Spouse	51	13.9

	Spouse and Children	116	31.5
	Spouse and Parents	26	7.1
	Spouse, Parents and Children	65	17.6
	Parents	61	16.6
	None	49	13.3
Monthly Income	Below Rs.10000	40	10.9
	Rs.10001-15000	69	18.7
	Rs.15001-20000	108	29.3
	Rs.20001-25000	79	21.5
	Above 25000	72	19.6
Family income	Rs.10001-15000	9	2.4
	Rs.15001-20000	37	10.1
	Rs.20001-25000	133	36.1
	Above 25000	189	51.4

SOURCE: Data Collected and Interpreted through a Questionnaire

The findings of the study shows that 40.0 percent of the respondents belong to the age group below 30 years, 54.6 percent of them belong to middle level management, 47.3 percent of them had completed their UG degree, 72.8 percent of them were married, 49.7 percent of the respondents had an experience below 5 years, 69 percent of the respondents had experience below 5 years in the present organization, 31.5 percent of the respondents had spouse and children as the dependents, 29.3 percent of them were earning an income between Rs.15001-20000 and 51.4 percent of the respondents had a monthly family income above Rs. 25000.

LEVEL OF WORKING ENVIRONMENT ,FAMILY ENVIRONMENT & WORK LIFE BALANCE

OBJECTIVE – 2 To assess the level of family environment, work environment and work life balance of the women employees in Electronic industries , Kerala.

Level of Working Environment	No of Resp	Percent
Very Good	92	25.0
Good	86	23.4
Normal	116	31.5
Poor	74	20.1
Level of Family Environment	No of Resp	Percent
Very Good	82	22.3
Good	76	20.7
Normal	128	34.8
Poor	82	22.3
Level of Work Life balance	No of Res	Percent
Very High	99	26.9
High	73	19.8
Moderate	138	37.5
Low	58	15.8

Source : Data Collected and Interpreted through Questionnaire

- The findings shows that 31.5 percent of the respondents had a normal working environment.
- 34.8 percent of the respondents had a normal family environment.
- 37.5 percent of the respondents had a moderate level of work life balance.

FACTOR ANALYSIS FOR FAMILY ENVIRONMENT USING PRINCIPLE COMPONENT ANALYSIS**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.762
Bartlett's Test of Sphericity	Approx. Chi-Square	3289.398
	Df	435
	Sig.	.000

WEIGHTED AVERAGE SCORE

Factors	Mean	Rank	Test statistics
Cohesion	3.47	2	Chi-Square = 820.424 Df = 4 Sig = 0.000
Conflict	4.52	1	
Independence	1.89	4	
Active-Recreational	3.35	3	
Organization	1.77	5	

It is interpreted that conflict and cohesion are the foremost factors which influence the family environment level of the employees. The employees have to concentrate on this factor and find appropriate strategies to combat the problem of conflict and cohesion which in turn increase a favorable family environment.

FACTOR ANALYSIS FOR WORKING ENVIRONMENT USING PRINCIPLE COMPONENT ANALYSIS**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.796
Bartlett's Test of Sphericity	Approx. Chi-Square	3500.755
	Df	435
	Sig.	.000

WEIGHTED AVERAGE SCORE

Factors	Mean	Rank	Test statistics
Peer Cohesion	3.71	3	Chi-Square = 970.49 Df = 4 Sig = 0.000
Supervisor	2.43	4	
Autonomy	3.93	1	
Work pressure	1.03	5	
Clarity and control	3.89	2	

It is interpreted that autonomy and clarity in work are the foremost factor which influences the work environment of the employees. The employers have to concentrate on this factor and find appropriate strategies to increase autonomy and clarity in work which in turn increase the level of work environment.

FACTORS OF FAMILY ENVIRONMENT INFLUENCING WORK LIFE BALANCE USING MULTIPLE REGRESSION

Model Summary				
Model	R	R Square	Adjusted Square	Std. Error of the Estimate
1	.877	.769	.765	7.77729
Coefficients				

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.347	2.799		6.555	.000
	Cohesion	1.226	.145	.242	8.476	.000
	Conflict	1.363	.120	.352	11.364	.000
	Independence	1.560	.178	.256	8.774	.000
	Active-Recreational	1.332	.149	.261	8.938	.000
	Organization	1.205	.168	.189	7.169	.000

The table shows that all the five factors of family environment are significant predictors of work life balance. An inspection of individual predictors revealed that conflict (Beta = 0.352, $p < .001$) is the foremost influencing factor of work life balance of the employees.

Factors of Work Environment Influencing Work Life Balance Using Multiple Regressions

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.841	.708	.703	8.74260

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.476	3.119		6.887	.000
	Peer Cohesion	1.157	.141	.283	8.180	.000
	Supervisor	1.255	.164	.251	7.646	.000
	Autonomy	1.219	.148	.280	8.224	.000
	Work pressure	1.359	.261	.177	5.204	.000
	Clarity and control	.876	.152	.196	5.746	.000

The table shows that all the five factors of work environment are significant predictors of work life balance. An inspection of individual predictors revealed that Peer cohesion (Beta = 0.283, $p < .001$) is the foremost influencing factor of work life balance of the employees.

FAMILY ENVIRONMENT AND WORK ENVIRONMENT INFLUENCING WORK LIFE BALANCE USING MULTIPLE REGRESSION

Objective : 3 To study the influence of family environment and work environment on the work life balance of the women employees in Electronic industries , Kerala.

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

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

An inspection of individual predictors revealed that family environment (Beta = 0.607, $p < .001$) and working environment (Beta = 0.332, $p < .001$) are significant predictors of work life balance. Thus it is inferred that family environment and working environment influence the work life balance of the respondents.

VIII. SUGGESTIONS FOR EMPLOYEE

- Ensure fairness and consistency in the way the policies that support work-life balance are implemented. So the women employees should be given the facilities like **flexi time, job sharing, telecommuting, day care facilities, master health check-up, canteen, transportation facility, good insurance plans, flexi leave system (Menstrual leave), child care program during vacation, eldercare facilities and Re-entry system** so that they feel that the organization is helping them in coordinating the family and professional life. 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. **Regular exercises, mediation, yoga and other soft skill practices** can improve the emotional balance of the employees. If the employees are given **freedom to choose their own work schedules**; quality and productivity of the work increases.

EMPLOYER / MANAGEMENT

- Organization should have **formal counselling department** to understand the workers work life balance problems and to help the workers to get the solution. Manager should undertake **employee's survey (performance feedback) periodically** to understand the requirements and views of workers related to work life balance. **Generous leave facility**, both with or without pay in case of family urgency should be considered as much as possible. The management may **organize Family tours, Picnics and Family parties** 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 job and adjust their home.
- As it shows that different **age groups have different perceptions regarding WLB**, so work should be distributed according to the age and qualification. It will improve the employee's commitment and satisfaction level along with productivity and profitability. Make arrangement for **infant / child care inside the office** for working women. Create a work environment free of harassment & discrimination.

IX. FUTURE SCOPE

Future research may be done on a wider sample, in order to get more generalized results. The future research can be done by comparing private sector and public sector employees work life-balance. The future study can also be focused on the IT sector and other sectors which were excluded in the recent study. The future studies may be done by including more variables which affects the work life balance of the employees.

X. CONCLUSION

The present study concludes that the work life balance among the women employees was found to be moderate. The demographic variables namely age, managerial level, income and experience influences the work life balance of the women employees. Similarly, working environment and family environment had a significant effect on the work life balance of the respondents. It is also concluded that working environment and family environment were found to be the significant predictors of work life balance of the women employees.

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