

# A Study on Work Life Balance of Women Employees with Special Reference to Kumbakonam Town.

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**ABSTRACT** - To analyze the balance for the working women. Women are facing many problems towards the working time. This study is helps to understand what are the challenges or balanced by the women between their personal and professional life. The study related to aspects of work life balance through relevant statistical tools like percentage analyses, chi-square test and factor to analyses to the study.

**Keywords:** Work Life Balance- Personal and Professional life-Working Women.

## I. INTRODUCTION

Work life balance of women employees has become an important subject since the time has changed from working women was the breadwinner, to today's the world where both men and women equally sharing the responsibility of family life. Though it is a subject which speaks about the career development on one side and the family care on the either side. It is necessary to know how the women balance the professional demands. Professional life means the aim to grew and earn respect in the organization and society at large and professional like means taking care of family, children, parents and spending the leisure time effectively with the development in education economical, and social standard, things have improved to great extent and the role of women have been able to achieve their balance, as each one of them has different challenges to balance.

Therefore the initiatives to achieve a work life balance. Work life balance for response to workers without responsibilities. It is helps employer balance their works line their personal like and leads to positive outcomes for the employer and the organizations.

Work life balance can be defined as the perfect integration between work life and life both not interfering with each others. In the work pressure will have an impact on their personal like and lead to imbalance in their work and life. Work life balance is the most important aspects in the success and development to educational institution. It is vital for any institution to provide facilities to their staff members to get received from stress for balancing of women employees.

Work life and personal life work life balance is the team used to elescibe those practices at working place that knowledge and aim to support the needs of employees in achieving a balance between the demand of their family life and work life's.

In organization and on home front, the challenges of work life balance are rising to the many employees and consciousness. Adapting to a strategy where an emotional intelligent become the lead factors would help achieve of the work life women employees. The study found that a respondent belonging to middle age category and their level of stress perceived is the highest among the women respondents. Majority of the response were not satisfied with their work life balance due to their work load. Observing the day-to-day lives of many employees two main issues to achieve work life balance. There are facing and challenges for the some stress or depression of the working women employees.

## II. REVIEW OF LITERATURE

**Vijaya Mani (2013)** has uncovered the central point impacting the work life parity of ladies experts in India for example, part clash, absence of acknowledgement, authoritative governmental issues, sex separation, elderly and youngsters consideration issues, nature of wellbeing, issues in time, administration and absence of fitting social backing.

**Shalini and Bhawna (2012)** reported in their study. Nature of work life is being utilized by the association as key apparatus to full and hold the responsibilities and all the more essentially to help them to keep up work life parity with equivalent consideration on execution and duty at work.

**Kathleen Garson(2011)** sociologist, in his experiment found that young people are searching for new ways to define care that do not force them to choose between spending time with their children and earning an income and are looking for definition of personal indentify that do not pit their own development against creating committed ties to others.

**Rupashree and Shivganesh (2010)** in their study reported that support work family culture are positively related to the job satisfaction and affecting commitment. No

significant association was found between work life benefits and job outcome measures. There are relationship between job characteristics and job outcome to be the balanced women employees.

**Rai (2009)** while some employer work in the standard time some others need to be available for work that normally starts early in the evening and continues well through the night. Sometimes they need to even work beyond the normal eight hours. This has further intensified the work demands on employees consequently there are going reports of stress and work imbalance.

### III. RESEARCH METHODOLOGY

#### 3.1 Objectives of the study:

To study the work life balance of women employees at Idhaya College for women, kumbakonam.

To study what are the factors are challenging the working women at Idhaya College for women, kumbakonam.

To know what are the problems affecting the women employees in their personal and professional life.

To analyses whether they are satisfied in their job.

To analyses how they are handling the problem in the society.

#### 3.2 Research design:

##### 3.2.1 Sampling Techniques:

Simple Random techniques was used for collection of data.

It is focused on particular group of the people.

There is a Equal chance for all women being for this research.

##### 3.2.2 Sample Size:

The sample size for this study was 20 women employees of Idhaya College for women, Kumbakonam.

##### 3.2.3 Methods of data collection:

"Questionnaire Method" was used to collect the data.

##### 3.2.4 Tools for analysis:

"Percentage Analysis" and "Chi-Square Analysis" were administered to questionnaire and statistical tools.

##### 3.2.5 Limitation of the study:

Some respondents were not willing to answer the questionnaire due to their work time, and engagement in their work.

### IV DATA ANALYSIS AND INTERPRETATION:

#### 4.1 EDUCATION QUALIFICATION WISE DISTRIBUTION OF THE RESPONDENCE

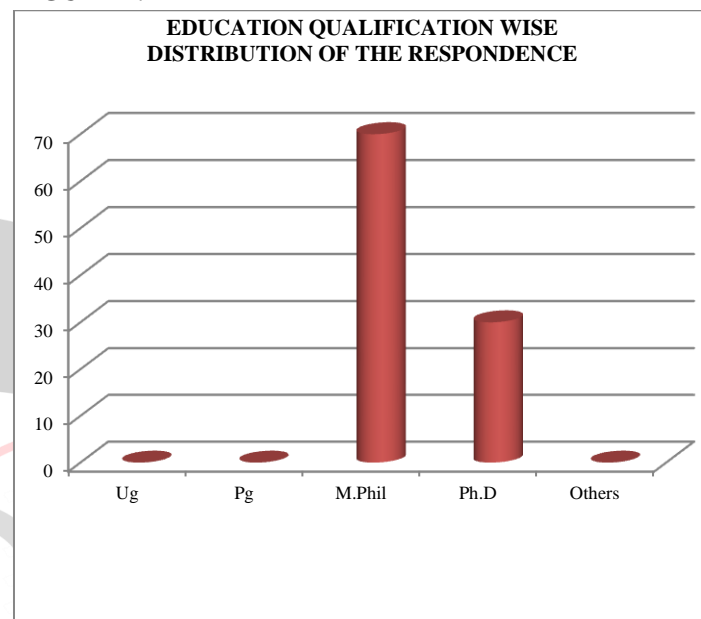
S.N O	PARTICULAR S	NO RESPONDENCE	OF PERCENTAG E
1	UG	0	0
2	PG	0	0

3	M.Phil	14	70
4	Ph.D	6	30
5	Others	0	0
6	Total	20	100

#### INTERPRETATION:

From the above table it clearly shows, that 70% of had an M.phil degree and 30% of them had a doctoral degree.

FIGURE 4.1



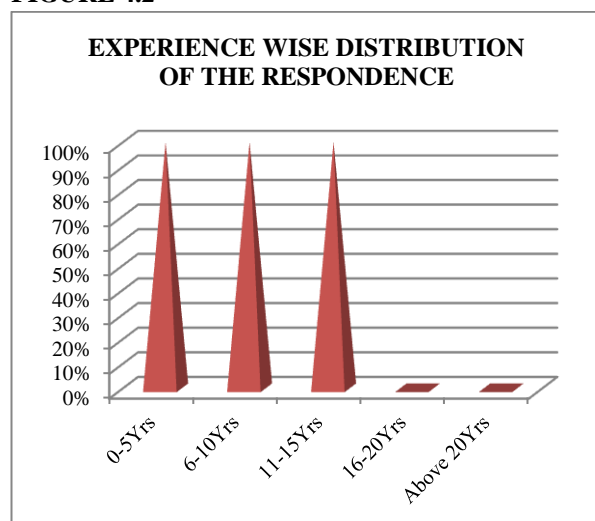
#### 4.2 EXPERIENCE WISE DISTRIBUTION OF THE RESPONDENCE

S.N O	PARTICULAR S	NO RESPONDENCE	OF PERCENTAG E
1	0-5Yrs	9	45
2	6-10Yrs	7	35
3	11-15Yrs	4	20
4	16-20Yrs	0	0
5	Above 20Yrs	0	0
6	Total	20	100

#### INTERPRETATION:

From the above table it clearly shows, that 45% of the respondents had an experience of 0-5 Years, 35% 6-10 Years and 20% of them had an experience of 11-15 Years.

FIGURE 4.2



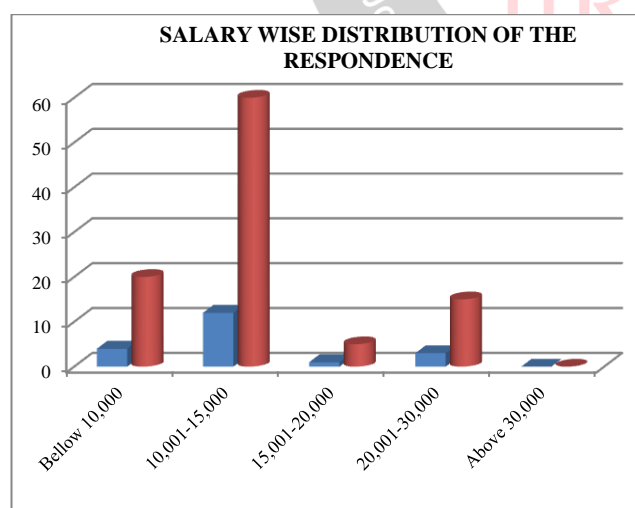
### 4.3 SALARY WISE DISTRIBUTION OF THE RESPONDENCE

S.N O	PARTICULAR S	NOOF RESPONSE	PERCENTAGE
1	Bellow 10,000	4	20
2	10,001-15,000	12	60
3	15,001-20,000	1	5
4	20,001-30,000	3	15
5	Above 30,000	0	0
6	Total	20	100

#### INTERPRETATION:

From the above table it clearly shows, that 60% of the respondents Salary was between Rs.10001-15000, and 20% earned below 10000, 15% of them earned between 20001-30000 and 5% earned between 15001-20000.

FIGURE 4.3



**Table: 4.4 Association between Salary and Nature of Job**

Null Hypothesis ( $H_0$ ): There is no significant relationship between Salary and Nature of Job.

Alternative Hypothesis ( $H_a$ ): There is a significant relationship between Salary and Nature of Job.

Chi-Square Test:

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.965 <sup>a</sup>	3	.113
Likelihood Ratio	4.122	3	.249
Linear-by-Linear Association	.605	1	.437
N of Valid Cases	20		

a.7 cells (87.5%) have expected count less than 5. The minimum expected count is 15.

#### Result:

Expected value: **.113**

Degree of freedom: **3**

Therefore, the table value at 5% level of significance is **.113**.

As calculated value < Tabulated value, null hypothesis is accepted.

Hence, there is no significant association between Salary and Nature of job.

## V. CONCLUSION

Women employees are balancing their professional and personal life more effectively and successfully. Therefore the initiatives to achieve a work life balance of women employees. The present study is aim at identifying the work-life balance and perception of the women views on their working institution. The majority of the respondents have the positive attitude towards the prevailing work-life balance. The most of the respondents the work-life balance is favorable for them. Then , following the data collection procedure and questionnaire analysis, the data were subjected to numerous statistical tests.

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