Shrinkhla Ek Shodhparak Vaicharik Patrika

Work Life Balance: A Challenge For Women

Abstract

To describe the balance between an individual's personal life and professional life   the term work life balance is used. Of the total women surveyed mostly reported their work   life balance as the toughest challenge in the workplace. In the 21st century, woman wants be equal opportunities as man and foremost challenge is how to balance both- work and home. The dynamics of the work environment have enormous pressure on working women as they need to handle with virtually two full time jobs – office and   at home. Review of literature related to the subject has revealed that working women experience more difficulty than men in balancing with her work and family. It is also found that they experience conflict as there is job spill over into the home more frequently than home spillover into work.   This study investigates the factors affecting work life balance among working women and the consequences of poor-work life balance.

Key words: work place, factors, expectations, synchronization.

Introduction:

Work-life balance is a term which used for the idea that one can need time for both work and other aspects of life, Whether those are family- related or personal   interests. In the words of Jim Bird, CEO of worklifebalance.com, work-life balance does not mean equal balance between professional and personal life. It is careful synchronisation of an individual's varied pursuits that may include family, work, leisure, social obligations, health, career and spirituality. While some of the pursuits need greater attention, others may require lesser focus. Striking a fine balance by prioritising these human quests will result in work life balance. Work life balance encourages women to divide their time on the basis on priorities and maintain a balance by devoting time to family, health, vacations etc. along with making a career, business travel etc. The journey of life is full of expectations and surprise turns. Though these expectations and turns make life more interesting, sometimes they are stressful. Everybody, in their life time, has to experience both joyful (positive) and   difficult (negative) life events. Ancient civilization and cultures all over the world have their own perception about the occurrence of events and their purposes. In Hindu philosophy, these life events, whether positive or negative, is termed as karma (good or bad). Every man has to perform his/her karma without expecting the result. Any life event, good or bad, is considered as a fruit of previous karma. This philosophical idea strengthens the mindset of man and encourages him/her to face the life events in positive spirit. But, the modern man might have forgotten the positive way of thinking. He/she, usually, runs after behind so many things in order to make his /her life luxurious. As a consequence he/she has lost the most important thing in life i.e. peace of mind. The struggle starts from the first breath and as a women she has to make series of adjustment with regard to environment, and society. The situation faced by women in India appears and is in fact unpleasant amongst the nations in the world. Of all the unfairness and negation that women have to undergo is that they are forced to withhold their educational needs and oversee domestic needs. The situation faced by women in India appears and is in fact unpleasant amongst the nations in the world. Of all the unfairness and negation that women have to undergo is that they are forced to withhold their educational needs and oversee domestic needs.

Components of Work/Life Balance

While trying to understand the concept of work/life balance, one has to identify the components. In general, if we analyze the concept of work/life balance, we can identify certain important components such as:

Health of a person is an important component of work/life balance. The absence of healthy mind and body does not allow a person to realize his/her strengths and abilities fully. This poses a serious hindrance while practicing work/life balance.

Conducive and supportive environment at home and at workplace, is another hallmark of a good work/life balance practice. In case of crisis such as ill-health of spouse/parents/children, misunderstanding between husband and

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wife, unsupportive colleagues, dominating supervisor, an individual may not be able to achieve his/her professional goals and also cannot enjoy life outside office.

Love and faith are two major components of life. Without these two, an individual cannot focus on professional and personal roles and responsibilities.

A healthier relationship with friends and peer groups is also an important component of work/life balance[2]

Work Life Balance and its Determinants

Self-Management

Sufficiently managing ourselves is challenging particularly in getting proper sleep, exercise, and nutrition. Self management is a tool that effectively uses the spaces in our lives which is vital, and that available resources, time, and life are finite. It means becoming captain of our own ship; no one will come to steer for us.

Time Management

Effective time management involves making optimal use of our day. Time management is enhanced through appropriate and effective goals and deciding what is both important and urgent, versus important or urgent. It involves knowing what you do best and when, and assembling the appropriate tools to accomplish specific tasks.

Stress Management

In the face of increasing complexity, stress on the individual is inevitable. More people, distractions, and noise would require each of us to become adept at maintaining tranquility and managing ourselves out of pressure-filled situations. Most forms of multi-tasking ultimately increase our stress and hampers our focus which should be on one thing at a time.

Change Management

In our fast-paced world, change is virtually the only constant. Continually adopting new methods and re-adapting others is very important for a successful career and a happy life. Effective change management involves making periodic and concerted efforts to ensure that the pace and rate of change at work and at home does not overpower or defeat you.

Technology Management:

Effectively managing technology directly means to ensure that the technology serves you and not abuse you. Technology has always been with us, since the first walking stick, flint, spear, and wheel. Now, the rate of change is accelerating, brought on by vendors seeking expanding market share.

Leisure Management

The most overlooked of the work-life balance supporting disciplines, leisure management deals with the importance of rest and relaxation- that one cannot short-change leisure, and that "time off" is a necessary aspect of the human experience. Thus, effective leisure management requires varying one's activities.

Work Life Balance and Women

Traditionally, the women are always looked upon as nurturers and care givers and are generally assigned the roles related to maintaining and managing the family. In other hand men perceive themselves as a provider and the society generally expects them to perform work roles to earn and support his family. 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. The most affected employees are females because their dual role. The children care, eldercare, family care responsibilities also rest on the shoulders of the women employees. The work-family conflict can be time-based, strain-based or behaviour based. All these affect the potential source of life satisfaction. The ultimate aim of hard work is defeated by itself of work-family conflict on organizational out-come which is increasing slowly. This chapter made an attempt to understand the role of work life balance in women in higher education in southern Rajasthan. No doubt, work life balance has been effectively contributing to women in higher education. But performing different roles create work life conflict in the lives of women. The consequences of conflict affect both work environment as well as their personal environment. In this scenario, it is necessary for women to reduce the work life conflicts or to overcome such conflicts. This is possible only by getting right balance between organizational work and personal life.

Research Methodology

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 in bilaspur City. Results from the study Indicate that household responsibilities and workplace environment are strongly correlated to womens Work-life conflict. secondary data is used to understand and conclude the study.

Review of Literature

One of the very important part of the study is review of literature because it helps in formulating the methodology of the study, finding out the cause and the effect relationship of the study and exploring the existing research gap. Literature reviews provide a multipurpose guide to a particular research problem . A literature review is a critical and also the in depth evaluation of previous research.

The main reviews are:

1. Vyas, Ajayraj . M. (2018) In this study the researcher suggest that women employees must find some mechanisms for stress bursting, such as meditation, some soft exercises at work place (like taking a power nap for 5 minutes and having a little walk within the organization) working women should do logical planning, they should select good organization, their focus at work should be on outcomes not hours worked, they should learn to prioritize, be honest about their limitations, make schedules for exercise, reduce time wasted at workplace in gossiping and behind social media, try to set boundaries between work and home, try not to wear busyness as a baggage of pride, they ought to make deliberate choice about what they want in their life, try to turn off distractions, have goals aligning with pursuing their passions, they should develop a strong network.

2. Dave, Jyoti (2018) The study concluded that when there are work life balance initiatives in place the employees are more committed because they feel that the organizations take care of their non work obligations as well. The respondents also talked that when these initiatives are implemented properly they can continue to pursue their careers. The responses were segregated when it came to the question of integration or segmentation of work and non work life. They were a few working women's who wanted to integrate their work life and family life, while many of them wanted to keep both the spheres separated.

3. Reddy, S Priya (2018) In this study the researcher concluded that the three domestic factors, namely Turbulence, family crest and Motherhood play a very significant role in affecting the work-life balance of the women employees in IT and ITES. Family commitments, household responsibilities, and childcare disturbs both their personal and organizational performance and The three major work-related factors, namely Deterrent, Denial and Hostile Behavior are the major effects of poor work life balance of the women employees in IT and ITES. Therefore, it can be concluded that the poor work life balance affects their job commitment and concentration at work, which in turn results in the lack of job satisfaction and frequent absenteeism. All these factors make them behave in a very aggressive manner in their work spot.

4. Devi S V, Renuka (2018) In this study, the researcher suggests that the couple should discuss among themselves at least during weekends, when they are relatively away from the respective office burden, to minimize the difficulties in executing a perfect co-ordination to maintain peaceful and understandable family life which naturally enhance the performance of women employee in her work place. The researcher suggests that the stress may not be stressor if the women employee may not perceive the stressor as a threat, but rather as positive or even challenging. Therefore they should teach to manage their perceptive of the stressor and provide them with the ability and confidence to improve their lives and handle all of types of stressors.

5. S, Sunil (2018) In This research work has led to new insights in the field of work-life balance in the Magnesite industry of Tamilnadu and the various facts of the study have been presented in this report in appropriate places. In total, the study reveals that the Magnesite industry in Tamilnadu is not completely aware about the work-life balance policies and consequences of work-life imbalance. The researcher has used number of questions and statements. Some respondents indicate that excessive workload, journey to work place and insufficient holidays are some of the major causes of emotional ill-being and work-life imbalance.

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Conclusion

The struggle starts from the first breath and as a women she has to make series of adjustment with regard to environment, and society. The situation faced by women in India appears and is in fact unpleasant amongst the nations in the world. Of all the unfairness and negation that women have to undergo is that they are forced to withhold their educational needs and oversee domestic needs. The situation faced by women in India appears and is in fact unpleasant amongst the nations in the world. Of all the unfairness and negation that women have to undergo is that they are forced to withhold their educational needs and oversee domestic needs.careful planning and personal effort is the device from those who have found balance in both career and the home life.as one respondent summarized,"plan,prioritize and schedule as efficiently as possible…and don't be afraid of any hard work" work-life balance is a person's control over the conditions in their workplace.it is accomplished when an individual feels satisfied about their personal life and their paid occupation.it mutually benefits the individual,business and society when a person's personal life is balanced with her own job.sentence that brings the idea of work life balance to the point is:"work to live,but don't live to work".

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