

# A Study on Work Life Balance of Working Womens

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## Abstract

The study outlines certain aspects and identifies their impact on work-life balance. It can also be learned from this study that managing work-life balance is guided by the psychological makeup of individuals, especially women, which is purely a matter of attitude. Therefore, the study concluded that work-life balance can improve women's quality of work life. Women now occupy almost every position in the workplace. In other professions, teaching reports positive and negative experiences in working life. As the work-life balance presents new challenges for both employees and employers, this article has conducted an in-depth study of work-life balance.

**Keywords:** Work Life, Women, Professors Working, College.

## Introduction

Assuming a balance in life comes from the fact that a person's work and personal life may require conflicting results, and the requirements for both areas are equally important. Balancing life means maintaining a balance between work and family responsibilities. Balancing work is one of the most difficult challenges for 21st-century women workers because of the kind of responsibilities they have in the home and the effects of declining livelihood 'working life.

The study identified some aspects and identified the effects of life balance. It can also be learned from this study that managing the balance of life is driven by the political makeup of individuals, especially women, and this is an act of ignorance. Therefore, the study concluded that a balanced lifestyle can improve the quality of life of working women. Women today are almost everywhere in the workplace. In other works, education has reported positive and negative experiences in working life. Available in this article

Research on the work-life balance of college teachers working in Chennai universities considers work-life balance and family life. This study categorizes selected variables as occupational and family variables in the study of life balance. This article examines why women's professionalism has not reduced work and life. The survey included 50 responses from various colleges and institutes in Chennai. Statistical studies show that the most important causes of life inequality are workload and long working hours, followed by personal insecurity and time management and tolerance Work, reduced work hours and other workplaces can achieve a life-balance.[1][2]

## Objective of the Study

1. To study the prevailing work-life balance of female employees
2. To analyse the relationship and impact of work life balance on working female employees' personal life.
3. To analyse the relationship and impact of work life balance on working female employees' professional life

## Statement of the Problem

For decades, people have argued that working women are more capable of life than women. Most are financially independent and independent of their spouse's finances. This raises a question for researchers: whether hard work as a professional will lead to fatigue, anxiety and other stressful situations when balancing work at home. If this is the cause of stress and stress. Therefore, the purpose of this study was to identify the most important factors that cause the sample to respond to the stress of university teachers.



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**Components of Work Life Balance****Self-Management**

Managing yourself well can be challenging, especially with good sleep, exercise and nutrition. Self-management is an acknowledgment that the proper use of space in our lives is essential, and we have limited resources, time and resources available.

**Time Management**

Effective time management involves the best use of the day and resources available to you when resources and challenges are met. Time management can be improved with the right goals and identified important and urgent differences and major or urgent events. It is important to know when it is best to do it, and to gather the appropriate tools for specific tasks.

**Stress Management**

In fact, society has become more and more difficult over time. In the face of increasing pressures, stress on the individual is inevitable. Many voices, distractions and voices require each of us to be more comfortable and to work in stress. Many different stresses do not focus on one thing but stress increases.

**Change Management**

In our fast-paced world, change is a lot. Constantly adopting new ways and adapting to others is essential to successful success and happy family life. Effective change management requires a sustained and coordinated effort to ensure that the volume of change at work and at home is incomplete or unsuccessful.

**Technology Management**

Effective technology management means that the technology works for you and not for your advantage. Technology has been with us since the advent of cotton, flint, spears and wheels. The pace of change is now accelerating as suppliers seek to increase market share.

**Leisure Management**

Leisure management is the discipline that is truly under the control of work-life balance. It recognizes the importance of taking breaks and holidays that cannot be changed quickly, and that "rest" is an integral part of the human experience. Strangely enough, too much of the same entertainment activity, while fun, can be monotonous. Therefore, effective recreation management requires a change in one's activity.

**Ways to Improve Work-Life Balance****Recognize the role of work**

Work plays an important role in life. Newcomb said it maintains electricity, repays debt, pays off, pays, retires and allows annual leave. Understanding the right mindset allows you to celebrate and enjoy the fruits of your labor, rather than doing your work without end. We live in a relationship that never sleeps. Being outdoors gives you a chance to experience weekly relief. "This also gives us space for other ideas and ideas to develop," Stone said. "When you keep busy, you don't let other things get more important." 10 minutes of meditation is really good for my day. "

**Create (and stick to) a daily routine.**

It is important to do your job well, but it should not be a deadline. Before making this place, each person should prioritize activities or entertainment.

**Take vacation**

"Sometimes a break can be around 15 minutes around the barrier without looking at the phone, or it can take two or three weeks with family / friends," Stone said. "It's necessary to go back and restore your body and mind. If you have a good person working near you, then rest is easy."

**Be present, consistent and accountable**

"To be there you need to be at home, focused on your work and leisure. It's easy to work, but it is also important to spend time with family, friends or others who bring joy to our lives. , "Woods said. "Although it may not seem obvious at first, remembering spending time with love helps inspire new ideas and ways of thinking."

**Scope of the Study**

"To get there, you need to focus on work and home entertainment. It's easy to travel, but it's also important to be with family, friends, or other people who bring joy to our lives," said Woods. "Although it may not seem obvious at first, remembering to spend time with love helps inspire new ideas and thinking."

**Review of Literature**

This study was designed to examine the impact of self-help groups on women's empowerment. A comprehensive literature review is essential to good research because it provides researchers with an opportunity to design and analyze research. Since the early 1980s, there have been many studies that have explored many aspects of self-help groups and women's strengths. This chapter attempts to provide a brief introduction to the literature on the power of women and their support groups

1. In his paper "Microfinance and Women's Acceptance: The role of the NGO," discusses microfinance and women's relationships and their validity, taking into account historical perspectives on participation. of women in wage and lending activities and the role of NGOs in the women's sector Microfinance. and their access to the poor and their problems can be a factor in strengthening their role in microfinance. The roles and roles of microfinance can be summarized as organizing aid, agriculture aid groups, the promotion of responsibility, mobilization of resources and the formation of human organizations.
2. In his paper "Micro Finance for Self-Help Groups", has reviewed the initiatives taken at the national level with a few 4 institutional arrangements to support this programmed for alleviation of poverty among the poor, with special focus on women.
3. In a documentary entitled "Microfinance in Kerala" he examined the example of a community-based organization in 1993 to liberate poor women in Alappuzha, Kerala. It is clear from this study that members who are skilled in

previous forced movements can use microcredit in their development / transformation to gain the ultimate advantage. In some cases, the failure of group activities has created a financial and unbalanced crisis for all members, but personal tasks are not difficult. It is noted that few women dominate these groups.

4. In the "Self-help-Kerala Experiment Group", she shared her research findings with the Agricultural College in Kerala, with a group of real-life helpers. His research shows that, although both groups use the same loan, the repayment rate for the relief group is 95% to 100%, with the same rate. recovery for the relief group is 60% to 70%. The reason is that members of the self-help group receive only 4.5% of their pay after removing the government's 5% campaign, which is usually 9, 5%. Low interest rates and government payments make the income and profits of members covered by self-help groups different from those of other members.
5. In his study "Political-Self-Help Groups" explored the role of groups that contribute to the development of tribal people. According to him, aid groups can vary in style and function, but they have not created a working culture that is recognized by their own ethnicity. He believes that voluntary agencies and government agencies need to coordinate the five tasks to make them better.

**Micro Finance and Self help groups' by Edwin, Gnanadhas M., Mahalekshmi M., (2011)**

The book introduces microfinance activities and development of self help groups in order to understand economic development. In this well research book, author analyses and describe the microfinance issues and social banking with the development gap in the economy.

**Microfinance and Rural Development in India' by Das, S.K., Nanda B.P., Nanda Rath J. (2008)**

Published by New Century Publications, New Delhi. In this study the micro finance and self help groups programmers for women is being increasingly landed by development agencies as an effective intervention with a positive impact on economic growth and improvement in the social status of women.

'Indian Microfinance: The Challenges of Rapid Growth' by Prabhu Ghate SAGE publication, New Delhi, 2007. : In this comprehensive and focused study author highly emphasis on the role of microfinance is that financial inclusion and the main objective of microfinance is often regarded as poverty alleviation, but financial inclusion subsumes this objectives as long as reaching the poor is given equal attention to products, delivery systems and monitoring.

6. SAGE Publication has deals with basically self help groups and member's family and microfinance mechanism. In this study author finds out that Microfinance, however, has proven beneficial for women, availability of micro credit have provided them livelihood source. As a result, their household income improves the

overall quality of life for the whole family, especially their children. In general, the rate of pay for women<sup>6</sup> is higher than that of children. Women's pay rates are often higher than men's, making them a more sustainable and reliable investment.

Auxiliary Group of Indians; light and shade research, led by the EDA Rural System and MahilaAbhivaruddi Association of Andhra Pradesh (APMAS), called LSS (EDA and APMAS 2006) Does the "Do-help-Do-Group" group provide money? Prakash (2005) has 750 SHG and 30 in five states. In the field and research work above, similarities in the distribution of lending rates, interest rates, and many other studies indicate that consolidation women through subsidies increase income and reduce many lenders.

"Small loans: a study by P. Natarajan in Sivaganga District in 2004, highlighting lenders' willingness to repay debt on time, with cooperation and assistance 'of the group.

Published in "NANARD's Microfinance Status" published in 2009-10 and states that the number of self-help groups and microfinance programs has increased and shows that poverty and financial inclusion have decreased rural India. The bank's SHG communication program has become a potential tool for NABARD access. The evolution of SHGBank's affiliate program can be seen from the perspective of women's participation in financial activities, micro start-ups and micro-insurance.

The Government of India (2008), the Rangarajan Commission Report on the "Finance Committee 2008" highlights that recent political action has focused on promoting financial access by providing only basic financial services to civilians<sup>7</sup>. The main purpose of financial inclusion (FI) is to expand the work of organized financial institutions to include low-income individuals.

7. The sample included employees from 20 Fortune 500 companies; 28% of men and 53% of women report that their family decline affects their ability to focus on their work, with more than half of women and almost one third of men . The report said that work / family life affects their ability to focus on work. At work. They also highlighted the findings of the study that working in women's work is very difficult
8. The possible ways of doing the job and living longer in the university and in the workforce have been studied. This study identified differences based on gender and gender, and suggested the impact of family policy on higher education institutions. We have learned how other gender-based educational tools (such as jobs), authority, identity, occupation, etc., and more importantly, are all all of these aspects of institutions and discipline is different, which is the most likely cause of family conflict.
9. Balance in life is a major issue in every profession, as two-professional families are becoming more and more common, and working hours and demands for goods have become the norm. Emphasizing the importance of helping

employees balance work needs with their family life. It is evident from the increasing number of women in the workforce and in the two-family households that changes in demographic structure have resulted in a diverse workforce, and a growing demand for workers. 'Balanced work and a work life. Their research revealed that among women in India, family drivers have a greater impact on women, while family drivers have a greater impact on men. Research shows that female interviewers around the world are under pressure, and have little time to relax, stress and work most of the time, but the women in developing countries are less stressed than women in developed countries. Women in India (87%) are the main stressors / stressors of the time.

- It has been shown that inequality, especially inequality can lead to high stress, lower quality of life and ultimately reduce personal outcomes. They suggested that excessive investment and investment in work and family could reduce tensions and pressures at work and family, thus improving the quality of life of people. it is an individual. Therefore, they do not claim that working-class women in this age cannot simply have a healthy lifestyle on the subject of maintaining a balanced life.
- A sample analysis of the work-life balance for teachers was conducted, as teaching was found to be highly stressful. One of the most important reasons for educating educators about the balance of life is that this work is more feminine than any other, and they consider how teachers learn. It is known that full-time male teachers work an average of 54.8 hours a week. According to her female friends, she averages 52.8 hours a week. Teachers work longer hours per week than most professional jobs. Indeed, teachers work longer hours per week than most teachers in the white-collar sector.

#### Objectives of the Study

- To know the Demographic profile of the respondents.
- To know the level of work life balance among working women faculties.
- To determine the factors affecting work life balance.

#### Research Methodology

##### Sample Area

The sample relevant to this study is available to all university professors in science, science and engineering at Ajmer. However, interview candidates (units) were selected from different universities. They are learned from various fields such as teachers, research teachers, research teachers and self-taught teachers.

##### Sample Size

The questionnaire was distributed to the women faculty of the various colleges in person. A total of 50 questionnaires were collected.

##### Data Collection

- Primary data was collected by questionnaire survey method.

- Secondary data was collected from Journals and Research articles to support the research

#### Data Analysis and Interpretation

**Table1 Income Slab**

Monthly Income	Frequency	Percentage
Less than 50,000	15	30%
50,001 - 1,00,000	10	20%
1,00,001 - 1,50,000	17	34%
1,50,001 & Above	8	16%
Total	50	100%

**Table2 Occupation slab**

Occupation	Frequency	Percentage
Guest Lecturers	8	16%
Assistant Professor	15	30%
Associate Professor	10	20%
Professor	15	30%
Director	2	4%
Total	50	100%

**Table 3 Age Slab**

Age	Frequency	Percentage
21-25	6	12%
26-30	12	24%
31-35	12	24%
36-40	15	30%
41-45	5	10%
Total	50	100%

**Table 4 Qualification Slab**

Occupation	Frequency	Percentage
Graduate	8	16%
Post Graduate	20	40%
M.Phil	12	24%
Ph.D	10	10%
Total	50	100%

#### Interpretation

The above table shows that 24% of the respondents are in 26-30 age group, 20% of the respondents are working has an assistant professor, 24 % of the respondents are qualified Master of Philosophy and 24% of the respondents are earning 50,001 -100,000.

#### Findings

- Most interviewees are 22-25 year olds, assistant professors, and PhD graduates and earn between 500,000 and 1 500,000 monthly.
- Respondents are well aware that adequate time can be devoted to household chores and that work is often done on time and in good working terms because they feel they can manage family and relationships.
- Finding responders is neutral in the way they handle their personal and professional lives.
- Respondents have a positive attitude about negative self-esteem, negative peer attitudes, and technologies such as laptops / cell phones, extra workloads, unexpected tasks and job postings. Research and the neutral attitude of the agreement.
- Finding a commonality between the average rating of education outcomes at the general level of school and workforce life, and this is the main reason for the balance of life.

**Conclusion**

Work-life balance is a very important problem and the organization needs to solve it as early as possible. After all, employees are the biggest asset, and organizational performance is affected by employee performance. Organizations and employees must work together to develop strategies that help achieve a work-life balance that makes organizations the happiest workplaces. Despite higher wages and other monetary and non-monetary benefits, the work environment is comfortable, the workload is small, and in employee-holding organizations, employees can sometimes be observed not delivering expected sales. While there are many factors that can affect employee performance, it is considered important to achieve high performance to balance work and family life. The balance between professional and personal life can improve job performance and also help achieve job satisfaction. It gives people a sense of satisfaction and encourages individuals to take responsibility with a greater sense of responsibility. It helps to create a comfortable environment in the workplace and improves the family connection of employees.

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