

A study of work-life balance of women employees during work from home in the period of COVID-19

Subhashini Sagar¹, Dr. Sumit Kishore Mathur²

¹Research Scholar, Faculty of Management, Barkatullah University, Bhopal (M.P.)

²Prof. and Head (Dept. of Management), SCOPE College of Engineering, Bhopal

Abstract

COVID-19 Pandemic has stand stilled the world with unprecedented changes in our society and economy. The announcement of lockdown by the government which eventually extended till some months has bought a change in the daily activities. Specifically, the lockdown has widened the existing gender inequalities and limited the opportunities for women. one of the way in which the pandemic has affected women differently than men is through increased burden of unpaid work. It has affected the physical and mental health making work and life imbalance of working women. some of the women were juggling with extra care giving duties because of the closure of schools, caring for elders, and some have cited working for longer hours and making them physically tiring and time consuming . Although the spouses of women has taken some responsibilities of household and children, but still the main onus rests on women's shoulders. Corona's pandemic circumstance has brought an idea of work from home for some areas. This paper is essential to discover the reasons for awkwardness and advantages of harmony among work and family during work-from-home. Ladies assume a significant part in the family and subsequently, associations should uphold a work-life-balance strategies.

Keywords: COVID-19, Work-From-Home (WFH), women employees, lockdown.

1. INTRODUCTION

Corona virus was found in India in March 2020 and the public authority of India announced the nationwide lockdown to forestall the spread of the Corona Virus. Imposition of lockdown during pandemic Covid-19 has compelled everyone to work from home and it became a challenge for working women to balance between work and life. Numerous organizations began working from the home system for their customary activities. A large portion of the representatives were permitted to fill in according to their adaptable timings. Workplaces often place a disproportionate burden on female workers, which include emotional and relational labor with workplace. During pandemic, women were most likely to feel pressure to work more, and to consistently feel burnout and exhaustion because of some expectations by the elderly or the children looking for their concern Balance between serious and fun activities is the idea of adjusting proficient life just as close to home life. Deflect P (2011) clarified the determinants of work-life-balance and the various parts of adjusting work and life. Work from home practice has its own upsides and downsides. For the study a structured questionnaire has been designed as it was impossible to go for door to door survey for this survey 75 females were selected randomly as respondents.

2. REVIEW OF LITERATURE

Ms. G. Delina and Dr. R. P. Raya (2013) talked about in their exploration that wedded ladies find numerous troubles while overseeing balance between fun and serious activities independent of the functioning area. Hitched working ladies need to manage work pressure, execution-related pressure just as liabilities towards family.

Dr. R. Rangarajan (2018) uncovered that functioning wedded don't get adequate quality opportunity to go through with their loved ones. He further expressed those functioning ladies stress over their work and they face a lot of issues in regards to balance between fun and serious activities. They feel tired as a result of work and execution-related exercises.

Gayatri Pradhan 2019 examined the balance between fun and serious activities of multifaceted working ladies. It is been noticed and demonstrated that there is no distinction between work life and everyday life adjusting issues among ladies working in various nations.

Bhumika (2020) concentrated on the difficulties of work and life balance during Coronavirus lockdown, particularly based on sexual orientation. She tracked down those functioning ladies were more stacked with office obligations and individual obligations because of which they battled to adjust their work and individual life.

3. RESEARCH GAP

Researcher found the gap in literature review that there is no study done on work-life-balance of working women during COVID-19.

4. RESEARCH OBJECTIVES

1. To study the challenges faced by working women during work from home.
2. To suggest remedies for improvement in work life balance of women employees during covid-19.

The sample size of the research study is 100 working women in Bhopal.

5. RESEARCH METHODOLOGY

The descriptive research method has been selected for this research. The aim of the researcher is to identify the challenges faced by working women and the impact of work from home on work life balance provided by the organization.

Data Collection

Primary Data - Questionnaire, telephonic conversation, whatsapp and Observation.
Secondary Data - Articles, research papers. News papers.

Sample Design

The sample size of the research study is 100 working women from education, banking service, government, medical and finance sectors in Bhopal. The respondents were selected by random sampling method.

6. FINDINGS

1. 59% of working women observed, much better working from home which leads to perform better for official tasks but at the same time 30% of the working women feels completely disagree and 11% of them were neutral.
2. 59% women agreed with work from home help them balance between personal life and professional life and 30% felt they were not able to balance between personal and professional life. 11% of the women were neutral, they couldn't answer.
3. 37% of the working women undergone through frustration due to extra work load of both official and family responsibilities but 56% of them manage extra work load and the family responsibilities with ease and 7% of them were neutral.
4. 62% of the working women stated that they were able to spend time for yoga, exercise and meditation for fitness and 27% of the women were not interested in this kind of activities and 11% of the working women were neutral.
5. 62% of the working women mentioned that they were able to complete their official tasks within

- deadlines and 29% couldn't answer and 9% were neutral.
6. 62% of the working women identified that they were performing their responsibilities more efficiently but 29% women disagreed and 9% were neutral.
 7. 36% women perceived that they were able to concentrate on their career advancement in this corona pandemic.
 8. 21% of the women suffered stress during work from home but 67% of the working women does not feel the same and 12% were neutral.
 9. 68% of the working women experienced that they got help from their family members for domestic work 23% has disagreed for this and 9% were neutral.
 10. 36% of the working women make out that they can spend more time on their hobbies and 53% does not felt the same and 9% of them were neutral.
 11. 81% of the working women noticed that the irrespective of organization provided flexible working hours for work from home and at the same time 29% completely disagreed with the statement.

7. SUGGESTIONS:

By noticing the above discoveries, the analyst referenced a few ideas for Working ladies just as Organizations that need to carry out.

- i. Communication is a critical part among workers and managers.
- ii. If somebody confronted challenges while work from home, the employer ought to mastermind gatherings and intelligent meetings to make them agreeable thro' video and visit as opposed to sending Emails.
- iii. Employees should design work before they start their day. Needs of work and timetable time including your family work and unexpected work call new assignments got from your manager.
- iv. Employees should know and know about the advances accessible for telecommute. They might utilize different applications which are accessible from Google like Google Hangout for Video gatherings and visit, Microsoft Team, etc.
- v. Employees ought to make a work area in their home that is helpful for telecommute.
- vi. Employer ought to mastermind online meetings for wellness like contemplation, Yoga, Zumba.
- vii. Invest in the furniture to make it agreeable.
- viii. The legitimate work area and ergonomic seat are superior to the back aggravation brought about by chipping away at a couch with your PC.
- ix. Keep the work area perfect and clean. Ensure there ought to be a divider or foundation that suits Skype or video calls with partners.

8. CONCLUSION

- a. The present review addressed the need to concentrate on working ladies and their viewpoints while working remotely in this pandemic circumstance.
- b. Given the consequences of the current review, respondents who are working ladies of various foundations, like schooling, administration, banking, and so on, and those functioning ladies who will telecommute if the workplace is acceptable and steady.
- c. Employers additionally have the chance to give strong and adaptable working hours to establish a superior workplace, which might bring about additional functioning ladies showing expanded readiness to telecommute and through higher occupation fulfillment and effectiveness.

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