

# AN EMPIRICAL STUDY ON WORK LIFE BALANCE OF MARRIED WOMEN EMPLOYEES AT EDUCATIONAL SECTOR IN NAMAKKAL DISTRICT

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## ABSTRACT

Work life balance plays a major role in all the life of human being who is working. Especially it's a greater hurdle for the married women to balance both the home and work. Sometimes due to this imbalance of work they face a lot of problems in their families, even in their career growth. Harvard Business Review survey pointed out that the experts agree the compounding stress from the never ending workday is damaging. It can hurt relationships, health and overall happiness. Technology is one the reason make worker accessible around the clock. Under this study, in order to investigate the problem of work life balance, education sector has been chosen. As we aware that all education sector changing their way towards corporate way. And furthermore, how this imbalance causes stress to the women employees and the remedies to solute. For this study both primary and secondary data has been collected and statistical tool has been used to interpret the solution.

**Key Words:** Work life balance, stress, conflict, aggressive behavior and psychology

## 1. INTRODUCTION

Work-life balance is a concept including proper prioritizing between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). This concept increase more attention among the employees as they lack in balancing work and home. Even several companies like HFBC and Infosys and more companies are striving to solve the employees lack in balancing the home and work environment. As this shortage, predominantly affect the productivity, to avoid such a critical situation the companies are conducting work life balance programs.

The role of women in the family participation has been increased, as they are earner and they play a supportive role to give their shoulder. In India Women's exposure to educational opportunities is substantially higher than it was some decades ago, especially in the urban setting. The pressure of managing home and job is taking a heavy toll on the mental health of married working women, particularly those in a nuclear family.

### 1.2 NEED OF THE STUDY

- To find the factors cause stress for the work life balance
- To know the hurdles of married women employees in educational sectors
- To inculcate the both physiological and psychological problems on behalf of imbalance

### 1.3 OBJECTIVE OF THE STUDY

- To know the work life balance of married women employees
- To identify factors which is very delicate for their imbalance of work life

- To know the cause of stress due to imbalance
- To find the remedial measures to overcome occupational stress to avoid the imbalance of work life.

#### 1.4 SCOPE OF THE STUDY

This study suggests the women employees to take steps to keep time management strategies. And it gives remedial measures to avoid both work related and family related stress due to imbalance of work life. It also suggests the institution to give solution for avoiding stress for their employees related to work life balance.

#### 1.5 LIMITATION OF THE STUDY

- Respondents may be biased in giving their response to the questionnaires
- Time is very limited to conduct the survey, and the study focus only to the married women employees
- The study focused on Namakkal district alone

#### 1.6 REVIEW OF LITERATURE

The literature on work family balance is quite varied. Family-friendly work environment, such as flexitime, telework, etc has been portrayed as an important component of an individual worker's Preferences towards work time. It has been suggested that such work arrangements seek to help employees' obtain a better blend between their work and non-work lives while providing organizations with a means of recruiting, retaining and motivating their work force (Bachmann, 2000; Schwartz, 1994).

It is time to acknowledge and realize that WLBP are of value to all, which attract prospective employees and are tools for employee retention and motivation (Galinsky, Friedman and Hernandez, 1991). One should also keep in mind that new generation employees evaluate their Career progress not only in terms of lucrative job assignments but also in terms of their ability to maintain healthy balance between their work and non-work life

Both theory and empirical research have suggested a direct relationship between WLB programs and retention (Roehling et al., 2001). What research has not answered conclusively, however, is whether work-life balance itself has a role in this relationship. Rather than helping employees achieve a meaningful balance between work and personal life, these programs may only hold benefits for the employers rather than employees. In light of such arguments and in the context of recent research about the complexities of balancing work and personal life and the importance of balance for individuals' well-being (Friedman & Greenhaus, 2000;), it is necessary to investigate whether participation in organisational WLB programs is related to retention through the positive impact of these programs on individual's perceptions of balance.

#### 1.7 RESEARCH METHODOLOGY

Descriptive study has been implemented for this research. The major purpose of descriptive research is description of the state of affairs as it exists at present. The research has been focused on married women employees preferred in working educational sector. Simple random sampling has been used for the research and 100 samples have been collected for further analysis. Data has been collected through both primary and secondary. Primary data collected by framing questionnaires and secondary data collected through books, journals and web sources

Statistical tools used for this study is Garrett ranking method.

The percentage score is calculated as

$$\text{Percentage score} = 100(R_{ij} - 0.5) / N_j$$

Where,  $R_{ij}$  is Rank given for  $i$ th item  $j$ th individual

$N_j$  is Number of items ranked by  $j$ th individual

The percentage score for each rank from 1 to 5 are calculated. The percentage score thus obtained for all the five ranks are converted into scale values using Scale Conversion Table given by Henry Garrett. The scale values for first rank to fifth rank is 75, 60, 50, 40, and 24 respectively. The score value ( $f_x$ ) is calculated for each factor by multiplying the number of respondents ( $f$ ) with respective scale values ( $x$ ). The total scores are found by adding the score values ( $f_x$ ) of each rank for every factor. The mean score is then calculated to know the order of preference given by the respondents for the factors. Based on the mean score, the overall ranks are assigned for each. The ranking analysis of the factors influencing the reason for going job and the factors which is very delicate for their imbalance of work life Garrett's Ranking Technique is shown in the below tables.

## 2. DATA ANALYSIS AND INTERPRETATION

It has been identify that most of the married working women struggling to balance their work and home to balance. They are paying less time in their home when compared to work. General analysis by splitting the 24 hours, 12 hour we read out of our family in that we are spending 9 to 10 hours at work, 2 hours for travel coming out of hectic terrific, 6 to 7 hours for sleeping and only remaining 5 hours we are filling our time for our family.

It has been interpreted that most of the married women are preferring job for their financial need and for their family support. And most has been stated that they are missing to take care of their children personally.

**Table No: 1 Factors influencing the reason for going to the job**

Factors		Rank Scale					Total	Total Score	Mean Score	Rank
		I (75)	II (60)	III (50)	IV (40)	V (24)				
Financial needs	f	38	27	20	9	6	100	5974	59.74	1
	fx	2850	1620	1000	360	144				
Career Growth	f	20	25	20	15	20	100	5080	50.8	3
	fx	1500	1500	1000	600	480				
Independence	f	9	19	28	27	17	100	4703	47.03	4
	fx	675	1140	1400	1080	408				
Family support	f	27	21	18	12	22	100	5373	53.73	2
	fx	2025	1260	1080	480	528				
To avoid boredom at home	f	6	8	14	37	35	100	4090	40.9	5
	fx	450	480	840	1480	840				
Total $\sum f$	100	100	100	100	100	100				

It is clear from the above Table that the married woman employees in education sector are giving more importance to the factor Financial need (59.74) followed by Family support (53.73), Career growth (50.8), Independence (47.03) and the least importance is given to avoid boredom at home (40.9).

**Table No: 2 Factors very delicate for their imbalance of work life**

Factors		Rank Scale					Total	Total Score	Mean Score	Rank
		I (75)	II (60)	III (50)	IV (40)	V (24)				
Traveling time	F	21	27	18	22	12	100	5263	52.63	2
	Fx	1575	1620	900	880	288				
Working hours	F	9	19	28	27	17	100	4703	47.03	4
	Fx	675	1140	1400	1080	408				
Attending family function	F	25	20	20	15	20	100	5155	51.55	3
	Fx	1875	1200	1000	600	480				
Caring children and dependent	F	39	26	20	9	6	100	6189	61.89	1
	Fx	2925	1560	1200	360	144				
Work Environment	F	6	8	14	37	35	100	4090	40.9	5
	Fx	450	480	840	1480	840				
Total $\sum f$	100	100	100	100	100	100				

It is interpreted from the above Table that the married woman employees in education sector for their fragile to imbalance of work life are giving more importance to the factor Caring Children and dependent (61.89) followed by

travelling time (52.63), Attending family function (51.55), working hours (47.03) and the least importance for work environment (40.9).

### 3. SUGGESTION AND CONCLUSION

Now a day's more corporate cultures are adopting in educational institutions. The imbalance of work life balance caused physical and mental pressure for the women employee. Get early morning and late bedtime cause physical problems and to avoid this problem it is suggested to follow the practice of good time management. And many employees are frustration at home due to bad experience at work; due to this they felt stress at home too. Sometimes personal issues may also cause stress. This kind of imbalance cause less dedication in the work environment and caused aggressive behavior with their co-workers and to their job. This sort of behaviors can be avoided by conducting work life balance programs and they can provide conducting of yoga or meditation course for those employees. And for the growth of the faculties they can conduct faculty enrichment programs by the institutions.

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