

Work Life Balance: Indian Married Working Women

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ABSTRACT

Work-life balance is used to describe practices in achieving a balance between employee's family and work lives. The demands and pressures of workplace make difficult to expanse time for balancing work-life activities. Organization also may create work place culture and climates that reflect concern for employees' lives outside of work. The employer responsibility is to manage the employees I a good manner so that they can manage the work and their personal life. The study tries to find out the factors which are affecting the work life balance and the consequences of poor work life balance.

Keywords: Quality of Work, Work-Life Balance, Workplace Consequences, Socio-Cultural Aspects

Introduction

In the present era (Twenty first century) organizations are modernized by adopting change management concepts, uncertainties, pressure to complete the work, Shifts in workplace, increasing the productivity and achieving the organizational goals. All these changes in organization are disturbing the lives of employees it causing the stress and confusion. In simple term work life balance means how much time an employee spending in the workplace and the personal life for the betterment of personal and professional life.

Technological advancements and new inventions have impacted the sociocultural context by introducing multi-cultural life styles in Indian homes. In the midst of all this, the compelling need for growth in all spheres, for individuals as well as for organizations has resulted in imbalance in the lives of the workforce. The incessant demands on their time and effort to enhance productivity have created enormous stress.

Work Life Balance

WLB all about how an employee managing his or her professional and personal lives–(JI, 2014). Jim bird, CEO of worklifebalance.com defines work life balance is not about balance between personal and professional career of an employee, it is about synchronization of an individual's it involves social obligation, friends, family, spirituality, work, health, career. Striking a fine balance by prioritizing these human quests will result in work-life balance. It depends on individuals and its keep changing

over time–(Sundaresan, 2015)

Work life balance and Married Women

In traditional era, women's have been looking after the nurtures and care taker of families they were spending their whole life in managing the family and the men's are breadwinners they go out and earn for their family to satisfy family needs, society also expect men to earn.

In modern era concepts are changed men and women both are working to fulfill their family needs. Their working place and family is the two important institutes in their life. Women's having two full time jobs: managing the family and work. She not having time to think or plan about her career. Most of the time women's are forget to live their life they are stuck between the family happiness and work pressure.

Objectives of Study

- To gain an insight into the lives of married working women
- To identify factors contributing to stress
- To check the impact of work life balance of employees and suggest the specific steps for the betterment.

Literature Review

A study concluded that work life balance is the quality link between paid work and unpaid responsibilities. The problem of work-life balance has been raised in response to demographic, economic and cultural changes. Despite

the fact that work-life conflict has important business costs connected with lack of engagement, absenteeism, turnover rates, low productivity and creativity or poor retention levels, there are some element of organizational work-life culture that may determine availability and use of these practices. Some guidelines had been proposed in order to modify perceptiveness, choice, implementation and effectiveness of work-life practices (Lazar, Osoian, & Rău, 2010). Further one research explored work-life balance and its relation to job satisfaction of teachers in the higher education sector in the Sultanate of Oman and discovered that while work interference with personal life and personal life intervention with work had a negative relationship with job satisfaction, work and personal life enhancement had a positive relationship with job satisfaction also concluded that work and personal life needs to be incorporated and balanced by organizations through work-life balance initiatives —(Agha, Azmi, & Irfan, 2016). Another researcher disclosed that role conflict, lack of recognition, organizational politics, gender discrimination, elderly and children care issues, quality of health, problems in time management and lack of proper social support are the major section causing the Work Life Balance of women professionals in India (Mani, 2013). Further one study conducted semi-structured interviews with men and women in mid-life (aged 50 to 52 years) in order to compare their experiences of work-life balance and recommended that gender remains integrated in the ways that respondents negotiate home and work life and suggested ways in which gender-neutral theories of work-life balance may be extended —(Emslie & Hunt, 2009). Also one researcher examined whether marital status has an impact on work-life balance so that the organizations can believe and implement proper motivational policies and provided new information with regard to the relationship between marital status and work-life balance. Apart from the theoretical implications, these findings have practical relevance not only for employees, but also for employers. Becoming aware of these issues, the unmarried employees will no longer be afraid to start a marriage, especially in their early career. At the same time, the married working couples will no longer avoid having children, thinking that such a decision will have a negative effect on their career. The companies will stop acting in favour of parent employees by introducing programmes that promote work-life balance and will start treating unmarried, married without children or married with children employees equally (Panisoara & Serban, 2013). Another study examined the relation between work and life orientation and work interfere with personal life or personal life interfere with work of employees in China. The results display that there are four profiles of orientation: work orientation, life orientation, integration and disengagement orientation. There are evidential differences in work interfere personal life and personal life interfere work between different profiles. Also recovered

that employees' assessment of various profiles or work/life orientation are molded by both work commitment and life commitment (Ma & Yin, 2012). Further study focuses attention on alternative modes of expressing distress and the need to investigate particular manifestations of distress in relation to personal and cultural meaning complexes as well as the availability and social implications of coexisting idioms of expression. Idioms of distress more peripheral to the personal or cultural behavioral collection of Havik women are considered as adaptive responses in circumstances where other modes of expression fail to communicate distress adequately or provide appropriate coping strategies (Nichter, 1981). In 2016 a study explored from a phenomenological stand point, the lived experiences of thirty Indian women and struggle to pursue higher education post marriage. It encompasses the life-worlds of two distinct generations—women who had achieved higher education post-marriage, at least 20 years ago (pre-1994); and married women who are currently enrolled with a university. Using the life course perspectives' concept of time and social ecology, the experiences of these women have been analysed thematically to understand the changing patterns in these women's perception of a) self which includes identification with oneself, individual behaviour, motivational level, multiple roles management, concept of space and boundary and self-assertion; and b) environment which encompasses their interaction with the social environment, the available support systems and dynamics associated with it (Dutta, 2016). Another research examined that work-life balance and flexibility through the dual lens of gender and the body and mention how notions of 'flexibility' are applied differently to mothers and fathers also how social anticipate about professionally employed mothers and fathers, and work-life balance, are gendered —(Gatrell & Cooper, 2008). Further examined the influence of Work-Family Conflict (WFC) and Work stress (WS) perceived from married working women and found that there is a significant positive relationship between levels of occupational stress and family difficulties in working women. Determined that women in professional job positions with high job demand were more inclined to experience work-family conflict and work stress (Dhanabhakya, 2014). Another study examined the within- and cross-domain determining factor of work and family domain stressors and support on two forms of work-family conflict (i.e. WIF: work interference with family, and FIW: family interference with work). Among the proposed work domain antecedents of WIF, time commitment and work role expectation were significant. Among the planned family domain antecedents of FIW, parental demands were significant. Direct cross-domain effects included family role expectation and parental demand on WIF and work role prospect and family-friendly policies on FIW. Tests of the moderating effects of work and family support resulted in



support for both within-domain and cross-domain interactions. Implications for researchers and human resource managers are discussed (Luk & Shaffer, 2005)

Methodology

Primary and secondary data collected from married working Indian women across institute/organization at Ambala district in Haryana. Convenience sampling was used to distribute the questionnaire to the respondents. Secondary data collected from the journals and websites, magazines and books.

Findings:

Factors affecting the work life balance of Indian married women:

- More work burden
- Because of work pressure disturbance in family life
- Fulfilling the expectations of others
- Lengthy working hours
- Self-actualisation not possible

Consequences of poor work life balance of Indian married women::

- High level of stress and fretfulness
- Discomfort at home
- Job dissatisfaction
- Improper realization of full potential

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