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A STUDY ON WORK LIFE BALANCE OF WOMEN EMPLOYEES DURING PANDEMIC

Dr. M. Vidya

Assistant Professor

Department of Management Science,
Sri Krishna Arts and Science College,
Coimbatore (Tamil Nadu)

E-mail: vidyam@skasc.ac.in

Dr. K. Meenatchi Somasundari

Assistant Professor

Department of Management Science,
Sri Krishna Arts and Science College,
Coimbatore (Tamil Nadu)

E-mail: meenakshik@skasc.ac.in

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Abstract:

Pandemic has created a drastic change in the life of working women in diversified fields. Many feel it too difficult to manage both the ends. The Work life balance is the ability of the individual to prioritize personal and professional activities in an individual's life. The roles to be performed in family are unlimited so as at the workplace. The success depends upon the ability to match between the two. Professional development is needed to attain the career goals of the individual whereas family needs and leading a good life. But it has been observed that for achieving this goal people fail to manage and allocate the time in the proper and balanced manner due to which they face a lot of trouble in the both the aspects of their lives. This study is conducted to analyze the work life balance of women employees at various sectors. The study being descriptive in nature the sample size chosen was 100 female employees working in various sectors were chosen using convenient sampling method and the results were analyzed using the various statistical tools.

Keywords: work life balance, family, professional development

Introduction:

The individual performs different roles in the family as well as at the workplace and concentrates on development in both the areas. The pandemic made the role of the women employees even worse as it was too tough to manage their work and home. Various commitments and assignments made few to feel the importance of work life balance during this pandemic. For working women dual roles are important as personal role leads to a happy life and workplace leads to career advancement and progression. When discussed about work life balance we see the responsibilities or the commitments that are ably filled at the dual roles than exclusively

concentrating on the time management. The conflicting roles to be identified and as career is also much important for the survival and to meet the cost of living. The issue should be resolved making the working women to be successful as a member of the family and a good talented workforce to the company.

Need for the study:

- To analyze how women employees balance their work life and the family life.
- To analyze whether they are aware of work life balance
- To analyze how the employees overcoming the work life conflict.
- To analyze the kind of stress faced by the employee both in the work and family environment.

Objectives of the study:

- To study the work life balance of women employees among various sectors.
- To know what are the top most priorities of employees.
- To know that employee's position in the firm affect their balance between dual life
- To know how the employees manage stress from work and family.

Scope of the study:

The scope of there search is confined to study about the work life balance of the women employees in the various organizations. The scope is further extended to identify the women employees balance in between work and family

Limitations of the study

- The women employees were hesitant to provide the necessary information.
- Only 100 respondents were selected for sampling.
- Data is collected only from women employees using convenient sampling.
- The results pertained only to the respondents and the results cannot be generalized to all working women.

Review of Literature:

Rangarajan (2018) assessed the work life balance of women those who were working at Chennai. Variables like hours of work, quality time, tiredness and reason for not balancing work life were considered for the study. Work satisfaction, workload and work expectation were found to be

significant with the age of the employees. The study revealed the women employees getting pressure in life and it suggested the ways of overcoming the issue.

Thriveni Kumari and Rama devi (2015) examined the work life balance of selected women employed at various sectors. The study revealed that there were variations identified in the women employed in different jobs. The organisations should ensure and make the employee comfortable by providing appropriate work-life balance.

Research Methodology:

The research design is descriptive in nature. Both primary and secondary data collection methods were used in the study. Primary data was collected using questionnaire method from women employees belonging to various sectors. The secondary data were collected from books, journals and websites. The study used convenient sampling method and the sample size constituted 100 women employees belonging to various sectors working at Coimbatore. The data were collected, tabulated and analyzed using the statistical tools.

Data analysis:

Table: 1

Information related to the profile of the respondents and their opinion on work life balance

S. No	Variable	Category	Number of Respondents	Percentage (%)
1	Age of the respondents (years)	18 - 20	3	3
		20 -30	21	21
		30 - 40.	45	45
		40 years and above.	31	31
2	Type of family	Nuclear Family	74	74
		Joint Family	26	26
3	Work experience	Less than 12 Months	8	8
		1-2 years	21	21
		2-4 years	23	23
		4-6 years	34	34
		Above 6 years	14	14
4	Thinking about working hours	Always	2	2
		Most of the time	20	20
		Sometimes	43	43
		Never	35	35
5	Ways to relieve from stress	Spending time with Friends/Colleagues.	24	24

		Spending time With Family.	37	37
		Staying alone	19	19
		Others.	13	13
		I Never get Stressed	7	7
6	Importance of work life balance	Very important	44	44
		Important	37	37
		Neutral	16	16
		Not important	2	2
		Not at all important	1	1
7	Priority to personal life	Strongly satisfied	14	14
		Satisfied	28	28
		Neutral	37	37
		Dissatisfied	20	20
		Strongly dissatisfied	1	1
8	Discussion of work stress with family members	Strongly satisfied	6	6
		Satisfied	46	46
		Neutral	26	26
		Dissatisfied	19	19
		Strongly dissatisfied	3	3
9	Stress due to work	Strongly satisfied	5	5
		Satisfied	22	22
		Neutral	29	29
		Dissatisfied	38	38
		Strongly dissatisfied	6	6
10	Energy drained at workplace	Strongly satisfied	5	5
		Satisfied	17	17
		Neutral	54	54
		Dissatisfied	24	24
		Strongly dissatisfied	0	0
11	Personal life affects my work performance	Strongly satisfied	3	3
		Satisfied	10	10
		Neutral	53	53
		Dissatisfied	32	32
		Strongly dissatisfied	2	2
12	Difficult to focus on personal life because of work stress	Strongly satisfied	3	3
		Satisfied	16	16
		Neutral	40	40
		Dissatisfied	39	39
		Strongly dissatisfied	2	2

13	Personal life brings energy to balance work life	Strongly satisfied	15	15
		Satisfied	73	73
		Neutral	20	20
		Dissatisfied	0	0
		Strongly dissatisfied	1	1
		Strongly dissatisfied	1	1

Source: Primary data:

Majority of the respondents were in the age group of 30 -40. 74 % of the women employees belong to the nuclear family and this made their life a tough as they have to play dual roles. Most of 34% of the respondents were at their mid-career level for their career advancement possessing 4-6 years of work experience at their respective fields. 43 % of the employees think about their activities to be done for the next day when are spending time with their family members. Many respondents feel that spending more time with their family would be a greatest stress reliever than other activities to relax themselves and few opine that because of their commitments they were not able to quit their jobs. 44% of the employees strongly feel that work life balance is very important for the working women. Most of the respondents opine neutral when they were asked about the priority to be given to their personal life. Majority of the respondents discuss about their work-related issues with their family members. Most of the employees because they have got experience do not feel that the work stress does not affect them much except during this pandemic as they have to monitor the family members all the time and take care of them.

54% and 53% of the respondents opine neutral that their full energy is drained at their workplace and personal life affects their work performance. Majority of 40% of the employees feel during this pandemic they feel that their work life is affecting and they could not manage dual roles as the commitments has drastically increased both financially and personally. Most of the women employees opine that relaxation has been obtained only at personal life as and even at times they sacrifice many things they feel a happy personal life helps them to have a good work life balance especially during this pandemic.

Table 2 – Level of satisfaction of the women employee during the pandemic

S.N O	LEVEL OF SATISFACATION	WEIGHTED AVERAGE
1	Priority to your work life than personal	3.34
2	Work stress discussion to family	3.33
3	Stress because of work	2.82

4	Thinks about work after working hour	2.25
5	Most of my energy is drained at my work place	3.03
6	It is hard for me to focus on work because of my personal matters	2.80
7	It is hard for me to focus on personal life because of work stress	2.79
8	Personal life gives me energy to balance work life	4.28
9	Job gives me energy to pursue personal activities	3.70

From the above table it was observed that the employees are satisfied with the personal life and feels that it gives them more energy to concentrate on their work. 3.70 percent of employees feel that having job security and satisfaction make them to have a good going in their personal life. Discussing of the work-related issues and giving priority to work than to family due to much commitments holds a satisfied opinion at the third average.

Findings:

- Majority of 37% of employees spend time with Family when they are stressed.
- Most of 44% of employees feels very important of Work life balance.
- 37% of the respondents neutrally agree that they give priority to their work life than personal life.
- Most of the respondents neutrally agree that Most of their energy is drained at their work place
- Maximum of 40% of the respondents disagree that their work suffers because of their personallife.
- The majority of 73% of the respondents agree personal life gives them energy to balance work life.

Suggestions:

- The employees should spend the time and fix time by giving equal importance to the workplace and family.
- The employees should prioritize health overwork.
- Stress bursting activities can be provided to the employees so that they get completely relaxed.
- Women employees should focus on activities to make them physically and mentally strong.

Conclusion:

Pandemic impact is viewed almost posing a greatest challenge to cope up with for the working women. Their roles and responsibilities have been extended both at home and at work. Effective time management and mental well-being should be the most vital areas to be concentrated. The understanding of dropping the issues at home or at work after leaving the place alone can give a balance of work. No taking over of tasks at opposite sides are advised as everyone in the family are in need of personal attachment and affection at this pandemic. To conclude women employees are satisfied and they try to manage work life but at times they feel a bit tough.

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