

A STUDY ON IMPACT OF WORK LIFE BALANCE OF WOMEN EMPLOYEES IN SELECT COMMERCIAL BANKS IN ERODE DISTRICT

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Abstract

The fast developing knowledge and economy of our Indian sub-continent has given place for more number of women to be enlightened by higher education. Education has not only empowered them but also has given them robust careers. Though women have made their entry into the labor market they still face obstacles at their work place which are related to the hazards or risks which are common to all the workers; and the risks which working women face in their families and in the society. There is increasing evidence that work life balance has a direct impact on societal issues and decreasing labor supply. The multiple roles in work and family can be the source of multiple satisfactions for employed women but the combination of career and family roles is often associated with conflict, overload and stress. This paper is an attempt to explore the impact of work-life on home-life and home-life on work-life among women employees in banking sector at Erode District. A sample size of 566 respondents was taken for the study. The findings of the study stated that in accordance with the younger age group and married respondents had work-life influence on their home-life. So they need leisure in between their work hours which will enhance their work efficiency and peaceful home atmosphere. The organisations must provide human resource department to guide the managerial staff through counseling which make them stress free at their home atmosphere.

KEYWORDS: *Work life balance, Impact, Home-life, Work-life*

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Introduction

Work-life balance is about maintaining healthy work environments at work place and at home for handling personal responsibilities and thus encouraging employee loyalty and productivity. Women professionals struggles to fulfill demands of the family and at the same time do match to the demands of their profession at work place. This issue should be considered in country like India where women needs to be empowered, hence stressful jobs not only affects female employees' ability to harmonise work and family life but also linked with health risks, diabetes and cardiovascular diseases, weight gain and depression.

Work life balance is seen more as women issue due to the traditional mindset, where the woman is considered primarily responsible for the smooth running of the day to day affairs of the family irrespective of her job profile and official responsibilities that is why managing work and family responsibilities can be very difficult for women. So the employers should consider work life balance as an extension of the fringe benefits offered to employee. In the current slow down an employer which neglects issues, related to employee work life balance will end up with lower employee productivity and in turn will find it more difficult to overcome the recessionary challenges and it is equally important for organisation to see that how employees' perceive the work life balance facilities given by the organisations and impact of these facilities on their performance.

Review of Literature

Wesley and Muthusamy (2005) conducted a study which revealed that permeability of work into family was more than permeability of family into work and this study assumed that work life conflict as a significant bi-directional construct. This study signals the emergence of egalitarian society among the educated urban families, however without much negotiation with the culture.

Arun Raj (2013) concluded in his study that work life imbalance of an employee has negative impact on well being and effective functioning of that employee. The author also suggested that the employee's needs for well being and self fulfillment that individual should manage real potential conflict between different demands by her time and energy to attain the state of work life balance.

Padma and Sudhir Reddy (2013) found that the family support plays a significant role in balancing personal and professional lives. The authors also suggested that the employees with elder children need a helping hand of organisational support to balance their personal and professional works.

Purushottam (2013) revealed in his study that heavy work and extent working hours causes work life imbalance and also observed that reduced working hours with flexi time at work place leads to achieve work life balance. The author concluded from this study that the women employees definitely need high level of work life balance from their employers.

Objectives of the Study

The objectives of the study are:

1. To investigate the impact of work-life on home-life and home-life on work-life.
2. To offer valuable suggestions to enhance the work life balance of women employees.

Methodology

The present study is mainly based on primary data collected from 566 women employees working in public and private sector banks at Erode District. Multi stage random sampling is used for choosing the sample respondents. The views and perception of the respondents are collected through questionnaire. The statements in the questionnaire designed by using Likert's five point scale starting from strongly agree to strongly disagree. Secondary data was collected from various journals and articles.

Hypotheses

1. There is no significant relationship between Age, Marital Status, Designation, Number of Children and the impact of work-life on home-life.
2. There is no significant relationship between Age, Marital Status, Designation, Number of Children and the impact of home-life on work-life.

Data Analysis and Interpretation

Age and Impact of Work-Life on Home-Life

The mean scores for each age group were found out and are given below:

Table-1

Age and Impact of Work-Life on Home-Life

Age	Impact of Work-Life on Home-Life		
	No. of Respondents	Mean	S.D
21 – 30 years	256	17.43	4.59
31 – 40 years	195	17.77	2.61
41 – 50 years	62	17.32	1.82
51 – 60 years	53	18.36	1.64
Total	566	17.62	3.54

Source: Primary Data

It is observed from the table 1 that the mean score of impact of work-life on home-life is highest (18.36) for the age group of 51 – 60 years. The respondents in the age group of 41 – 50 years have the lowest mean score of 17.32.

Marital Status and Impact of Work-Life on Home-Life

The mean scores for each marital status were found out and are given below:

Table-2

Marital Status and Impact of Work-Life on Home-Life

Marital Status	Impact of Work-Life on Home-Life		
	No. of Respondents	Mean	S.D
Married	412	17.86	3.30
Unmarried	154	17.00	4.06
Total	566	17.62	3.54

Source: Primary Data

It is observed from the table 2 that the mean score of impact of work-life on home-life is highest (17.86) for the married respondents. The unmarried respondents have the lowest mean score of 17.00.

Designation and Impact of Work-Life on Home-Life

The mean scores for different designations were found out and are given below:

Table-3

Designation and Impact of Work-Life on Home-Life

Designation	Impact of Work-Life on Home-Life		
	No. of Respondents	Mean	S.D
Manager	113	18.12	2.88
Officer	195	18.16	2.83
Cashier	73	18.19	3.45
Clerk	185	16.53	4.30
Total	566	17.62	3.54

Source: Primary Data

It is observed from the table 3 that the mean score of impact of work-life on home-life is highest (18.19) for the cashier. The clerk category respondents have the lowest mean score of 16.53.

Number of Children and Impact of Work-Life on Home-Life

The mean scores for number of children of the respondents were found out and are given below:

Table-4

Number of Children and Impact of Work-Life on Home-Life

Number of Children	Impact of Work-Life on Home-Life		
	No. of Respondents	Mean	S.D
None	223	17.52	4.17
One	147	18.00	3.87
Two	185	17.46	2.27
Three	11	17.55	1.97
Total	566	17.62	3.54

Source: Primary Data

It is observed from the table 4 that the mean score of impact of work-life on home-life is highest (18.00) for the respondents those having a single child. The respondents those having two children have the lowest mean score of 17.46.

Age and Impact of Home-Life on Work-Life

The mean scores for each age group were found out and are given below:

Table-5

Age and Impact of Home-Life on Work-Life

Age	Impact of Home-Life on Work-Life		
	No. of Respondents	Mean	S.D
21 – 30 years	256	14.48	4.61
31 – 40 years	195	14.90	3.09
41 – 50 years	62	15.65	2.96
51 – 60 years	53	14.30	2.64
Total	566	14.74	3.82

Source: Primary Data

It is observed from the table 5 that the mean score of impact of home-life on work-life is highest (15.65) for the age group of 41 – 50 years. The respondents in the age group of 51 – 60 years have the lowest mean score of 14.30.

Marital Status and Impact of Home-Life on Work-Life

The mean scores for each marital status were found out and are given below:

Table-6

Marital Status and Impact of Home-Life on Work-Life

Marital Status	Impact of Home-Life on Work-Life		
	No. of Respondents	Mean	S.D
Married	412	14.98	3.77
Unmarried	154	14.09	3.90
Total	566	14.74	3.82

Source: Primary Data

It is observed from the table 6 that the mean score of impact of home-life on work-life is highest (14.98) for the married respondents. The unmarried respondents have the lowest mean score of 14.09.

Designation and Impact of Home-Life on Work-Life

The mean scores for different designations were found out and are given below:

Table-7

Designation and Impact of Home-Life on Work-Life

Designation	Impact of Home-Life on Work-Life		
	No. of Respondents	Mean	S.D
Manager	113	15.17	3.38
Officer	195	15.48	3.86
Cashier	73	12.67	2.56
Clerk	185	14.51	4.14
Total	566	14.74	3.82

Source: Primary Data

It is observed from the table 7 that the mean score of impact of home-life on work-life is highest (15.48) for the officer. The cashier category respondents have the lowest mean score of 12.67.

Number of Children and Impact of Home-Life on Work-Life

The mean scores for number of children of the respondents were found out and are given below:

Table-8

Number of Children and Impact of Home-Life on Work-Life

Number of Children	Impact of Home-Life on Work-Life		
	No. of Respondents	Mean	S.D
None	223	14.31	4.09

One	147	14.97	4.36
Two	185	15.02	3.00
Three	11	15.45	2.16
Total	566	14.74	3.82

Source: Primary Data

It is observed from the table 8 that the mean score of impact of home-life on work-life is highest (15.45) for the respondents those having three children. The respondents those have no child have the lowest mean score of 14.31.

Hypotheses

Table-9

Impact on work-life on home-life

Factors	Calculated Value	Table Vale	Results
Age	1.270	2.621	Not Significant
Marital Status	6.641	3.858	Significant
Designation	9.145	2.621	Significant
Number of Children	0.757	2.621	Not Significant

Table-10

Impact on home-life on work-life

Factors	Calculated Value	Table Vale	Results
Age	1.899	2.621	Not Significant
Marital Status	6.128	3.858	Significant
Designation	10.763	2.621	Significant
Number of Children	1.573	2.621	Not Significant

Findings

Impact on work-life on home-life

1. The advancement of age does not influence the family life of women employees

- irrespective of their work and work place.
2. The married women employees work life reflects on their home-life than the unmarried women employees.
 3. The cashier cadre employees had higher impact of work-life on home-life when compare to other categorised employees.
 4. The single child motherhood employees had higher impact of work-life on home-life.

Impact on home-life on work-life

1. The influence of home-life on work-life increased with the advancement of age of the respondents
2. The married women respondents had more influence of home-life on work-life than the unmarried women respondents.
3. The managerial staff had higher impact of home-life on work-life than the lower grade staff.
4. The preponderance increase in number of children made more impact of home-life on work-life of the women employees.

Suggestions

1. Dedication makes an individual with better work engagement and it will enhance their work efficiency and peaceful home atmosphere.
2. Increasing the number of cashier cadre employees which make them free from their hectic work schedule.
3. The employer should provide creche facilities to manage the employees' child care.
4. The married and older age group respondents must divide their home responsibilities with spouse and / or family members which make them stress free at working environment.
5. The organisations must provide human resource department to guide the managerial staff through counseling which make them stress free at their home atmosphere.
6. The respondents should aware of their predecessors' parenthood ability and make changes according to their well being which enhances their work life balance.

Conclusion

Work life management is the important tool for the organisation in this globalised world. Balancing work and life gives a relief to all the employees and employers who suffer heavily due to this concern. If it is strategically implemented in the organization then it will benefit both organisation as well as the employees. So, implementation of the work life balance strategy and continuously monitoring and supporting will make the organisation to keep away from day to day problem faced by the organisation and employees.

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