

## **A PERSPECTIVE STUDY ON: WORK LIFE BALANCE AMONG WOMEN WITH SPECIAL REFERENCE TO BHILWARA**

**Dr. Kavita Pareek**

*Assistant Professor, Shiv Charan Mathur Institute of Management & Technology, Bhilwara, Rajasthan*

*Email: kavita29.bhl@gmail.com*

---

**Abstract**—*Work plays an important role in the lives of most people. Work, whether paid or unpaid, also help us to keep our identity, gives a purpose to our existence, allow us-or forces us- to sector our time, gives us a useful way to spend our days, contribute to our social status, family, bring us into contact with other. Work life balance describe the relationship between work and the commitment in the rest of life, and how the impact on one another. It amount of time you spend doing your job work compared with the amount of time you spend with your family and doing things you enjoy. The study on work life balance among women was carried out in different section of the society where women devoted her services, in Bhilwara. The research work is not restricted to the boundaries of women working outside their home but also consider the home markers for interviewing in the work life balance culture they are having or practicing. The main objective of the work was to find out how the work life balance by woman carried out in the city, Bhilwara and the word of women regarding the work life balance concept and the perception their developed about living a life and working simultaneously as they may retire from organization but never from work at social institution. The study was done as a part of descriptive research and convenience sampling technique. The primary data was collected from various analysis and interpretation to understand women work life balance.*

**Keywords**—*Achievement, Commitment, Enjoyment, Social Status, Work Life Balance.*

---

### **INTRODUCTION**

The work-dichotomy was invented in the mid-1800. Paul krassneer remarked that anthropologists use a definition of happiness that is to have as little separation as possible “between your work and your play”. The expression “work life balance” was first used in the United Kingdom in the late 1970s to describe the balance between an individual’s work and personal life. In the United States, this phrase was first used in 1986. 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 is related to the idea of lifestyle choice. As such there is no perfect, one size fits all, balance you should be striving for. The best work - life balance is different from each of us because we all have different priorities and different lives. However, at the core of an effective work- life balance definition are two everyday concepts that are relevant to each of us. They are daily “ACHIEVEMENT AND ENJOYMENT” ideas almost deceptive in their simplicity. Work -life balance does not mean an equal. Work- life balance is the ability to experience a sense of control and to stay productive and competitive at work while maintain happy, healthy home life with sufficient leisure. The right balance of one today may be different tomorrow. it also differs when an individual is Single, married, if there are children and also when one starts a new career as well as when one is a nearing retirement.

### **COMPONENTS OF WORK LIFE BALANCE**

- Self –Management
- Time- Management
- Stress -Management
- Change- Management
- Technology- Management

### **BENEFITS OF WORK LIFE BALANCE**

- Increase productivity
- Lower absenteeism from work
- A happier, less stressed from workforce
- Improvement in health and wellbeing of work force
- A more positive perception
- Greater loyalty, commitment and motivation towards work

### **STRATEGY TO IMPLEMENT WORK- LIFE BALANCE**

- Put the best work, first
- Prevent Burnout
- Get further engagements
- Don't overbook
- Priorities ruthlessly
- Learn how to say no where it is requiring so
- Use Technology

### **IMBALANCE OF WORK**

An imbalance is fundamentally a lack of clearly defined and consistently enforced boundaries between work- life and personal- life. When we fail to have a healthy work-life balance, people end up experiencing emotional stress, anxiety and depression. People who have the tools to balance their professional and personal lives are happier, healthier and more productive.

### **FACTORS OF WORK -LIFE IMBALANCE**

- Social support
- Organizational factor
- Stress factor
- Work issue factor
- Family issue factor
- Individual factor

### **CONSEQUENCES OF WORK LIFE IMBALANCE**

- Health risk: - obesity, exhaustion, emotional problem
- Absenteeism
- Burnout
- Stress

### **REVIEW OF LITERATURE**

Vijaya Mani (2013), has concluded that the prime factors influencing the Work Life Balance of women professionals in India like- lack of recognition, role conflict, gender discrimination, organizational politics, quality of health, elderly and children care issues, problems in time management and lack of proper social support.

N.Gayathri, Dr.P.Karthikeyan, (2013), different kinds of behavior learn from workplace life and private life by the employees . Since reciprocal interactions between both the life domains occur a Green Work Life Balance Concept is suggested to facilitate environmentally friendly behavior for them.

Shalini and Bhawna (2012), suggested in their study, Organizations used the Quality of work life as a strategic instrument to attract and retain the employees. Attention on performance and commitment at work, more important to help them to maintain work life balance.

Nielsen Survey (2011) recommended that all parts of the world female respondents are pressured for time, they feel stressed and overworked most of the time rarely have time to relax, but women in emerging countries feel the tension even more so than women in developed countries. Women in India (87%) are most stressed for time.

N.Krishna Reddy et al, (2010), concluded that the Work Family Conflict (WFC) while attempting to balance their work and family lives, the married women employees indeed experience. Thus, Organization required formulating guidelines for the management of WFCs since they are associated to job satisfaction and performance of the employees.

Ungerson & Yeandle, (2005), work–life balance is defined as an employee’s perception that multiple domains of personal time, family care, and work are maintained and integrated with a minimum of role conflict.

### **RESEARCH METHODOLOGY**

The study is a descriptive method. Descriptive research provides data about the population of the universe being studied. It is used when we are interested in knowing the characteristic of certain groups such as age, sex, educational level and occupation etc. but it can only describe the ‘Who’ ‘what’ ‘when’ ‘where’ and ‘how’ of a situation, not what cause it. Descriptive research is used when the objective is to provide a systematic description that is as factual and accurate as possible. Random sampling was chosen as the sample selection procedure. The universe for this study was the city Bhilwara of state Rajasthan. The respondent who was asked to fill the prepared questionnaire are the sampling units. These comprise of varied women working at organisation on social institution or both in the city Bhilwara. The sample size was taken to be hundred working women some of whom were interviewed directly and individually and asked to fill the questionnaire and some of them were handed the questionnaire to fill either by phonic apps or by internet. The secondary data was collected with the help of various books and websites. The data collected from books and website is good enough to be included in the study analysed and concluded but the data got from the respondent/ woman was the almost accurate and reliable.

### **SCOPE OF THE STUDY**

In term of the subject of study the scope was wide enough as there was a lot of understand and learn. In term of area where the studies conducted was limited as the study was done in the one single city of the country and also there was no comparative study made with regarding the subject.

### **OBJECTIVES OF THE STUDY**

1. To find out the work -life balance by woman carried out in the city
2. To identify the strategy used to implement the work- life balance in their lives
3. To identify the person perception of women to our benefit and challenges to add  
Work -life balance

1. To exclude the strategy measures to work- life balance among women of the city
2. To identify the determinant of work- life balance of women
3. To find out how women of city pop up with consequences of imbalance
4. To identify the satisfaction level of work and life among women

### **LIMITATION OF THE STUDY**

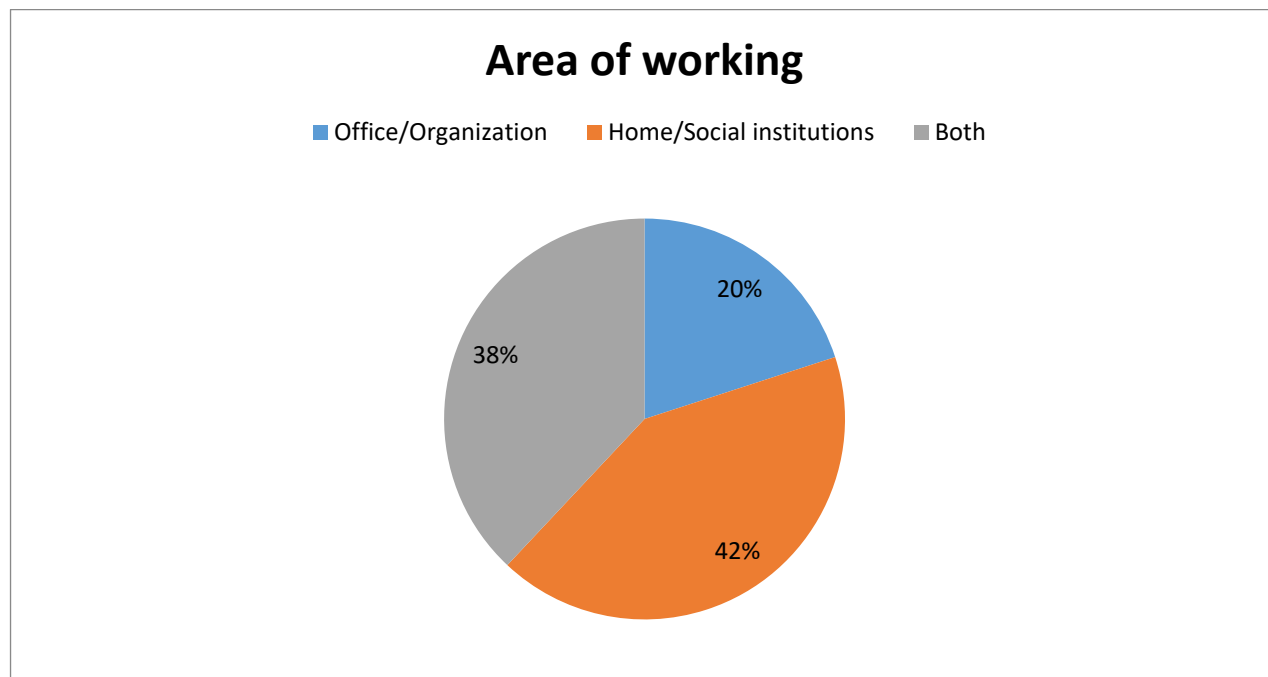
1. The area of Bhilwara was large and it was not possible to deal with each and every working women.
2. Many of the women were not Co-operative when they are asked to give few minutes and fill the questionnaire.
3. To convenience of women for a proper interviewing process is also difficult.
4. No comparative study can be made due to non-availability of correct prior information.
5. Women were having a hesitation to open up their answer.
6. Few women found lack of command on English language. So, it needed an extra time and efforts by me to make them understand the question. Few women working at home for their family and in the organization found the lack of knowledge regarding the concept of work - life balance. So, it required again some extra effort and time to first provide knowledge about the concept and then filling of questionnaire.

**DATA ANALYSIS AND INTERPRETATIONS**

**WORKING AREA OF WOMEN**

Working area like office, organization, home and social institute or both women related to these zones.

<i>S.No.</i>	<i>Area of working</i>	<i>Percentage</i>
1	Office/Organization	20%
2	Home/Social institutions	42%
3	Both	38%

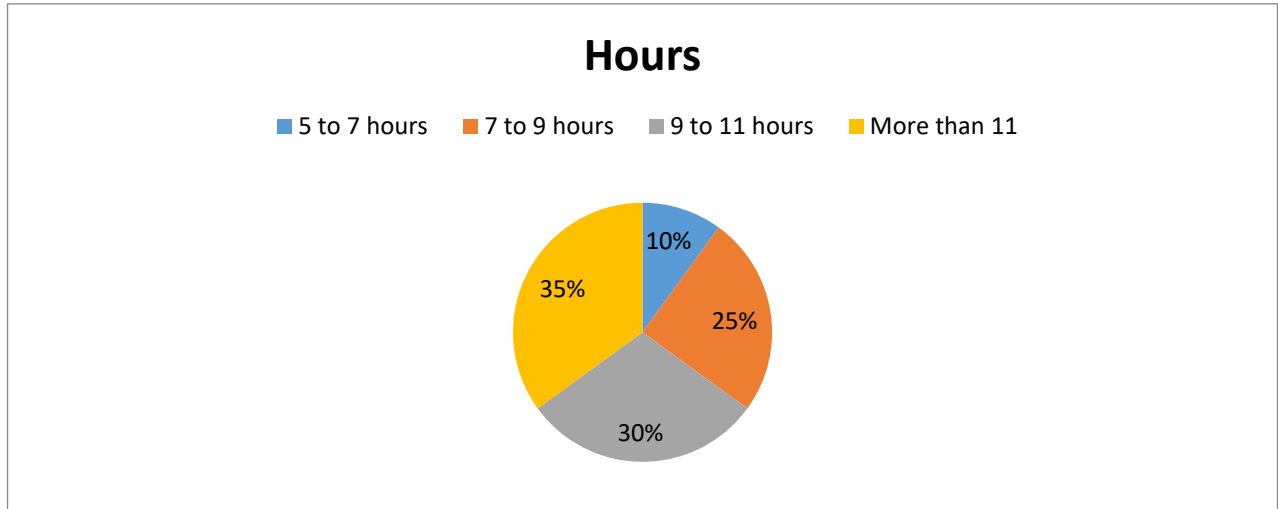


Above geographical representation shows that maximum 42% of women devoting their services at home. Minimum 20% of women are engaged in only office work only and between minimum and maximum point lays 38% of women who are managing office and home together.

**WORKING HOURS PER DAY**

For calculation of working hours of women per day dividing time in these categories

<i>S.No.</i>	<i>Hours</i>	<i>Percentage</i>
1	5 to 7 hours	10%
2	7 to 9 hours	25%
3	9 to 11 hours	30%
4	More than 11	35%

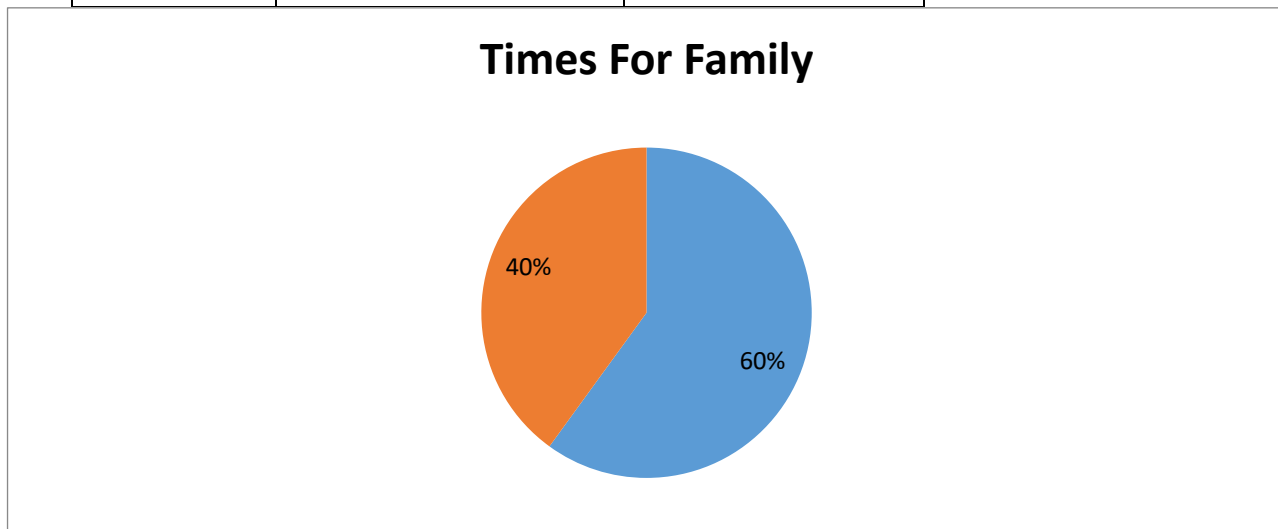


Most of women keep themselves busy for more than 11 hours for their works.30% women keep themselves busy for 9 to 11 hours for their works.

#### TIME FOR FAMILY

Working women have not enough time for family but they manage all work efficiently.

S.No.	Response Basis	Percentage
1	Yes	60%
2	No	40%



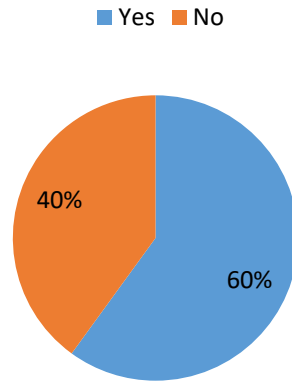
Most of women feel that they get enough time for family after their working hours.

#### 4. BALANCE OF WORK-LIFE

Women balance their working and social life. They do work meaningful and actively.

S.No.	Response Basis	Percentage
1	Yes	60%
2	No	40%

## Balance of Work-Life



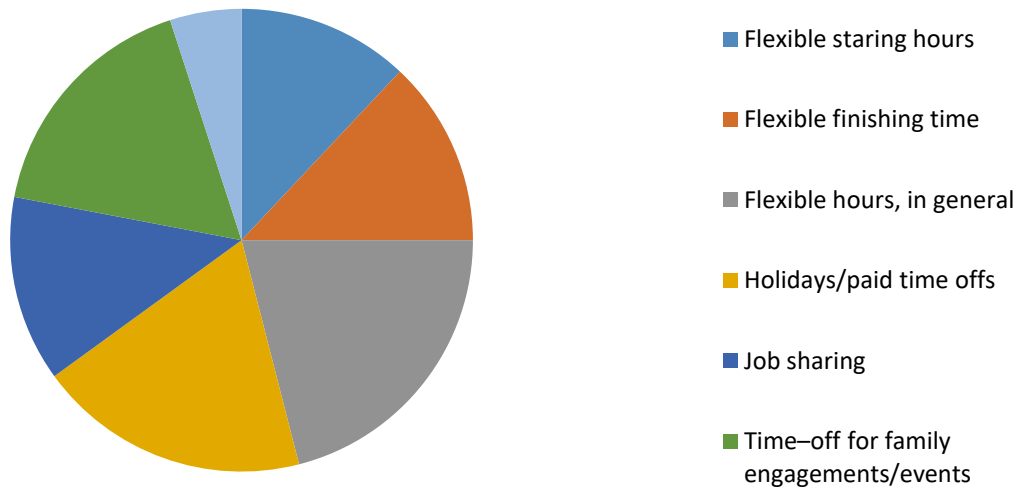
Women balance their work –life. Most of working women do all work with well planned.

### FACTORS EFFECT THE BALANCE OF WORK-LIFE

Some factors which are responsible for motivation of balance work. These are increasing the working efficiency.

<i>S.No.</i>	<i>Factors</i>	<i>Percentage</i>
1	Flexible starting hours	12%
2	Flexible finishing time	13%
3	Flexible hours, in general	21%
4	Holidays/paid time offs	19%
5	Job sharing	13%
6	Time–off for family engagements/events	17%
7	others	5%

### FACTORS EFFECT THE BALANCE OF WORK-LIFE



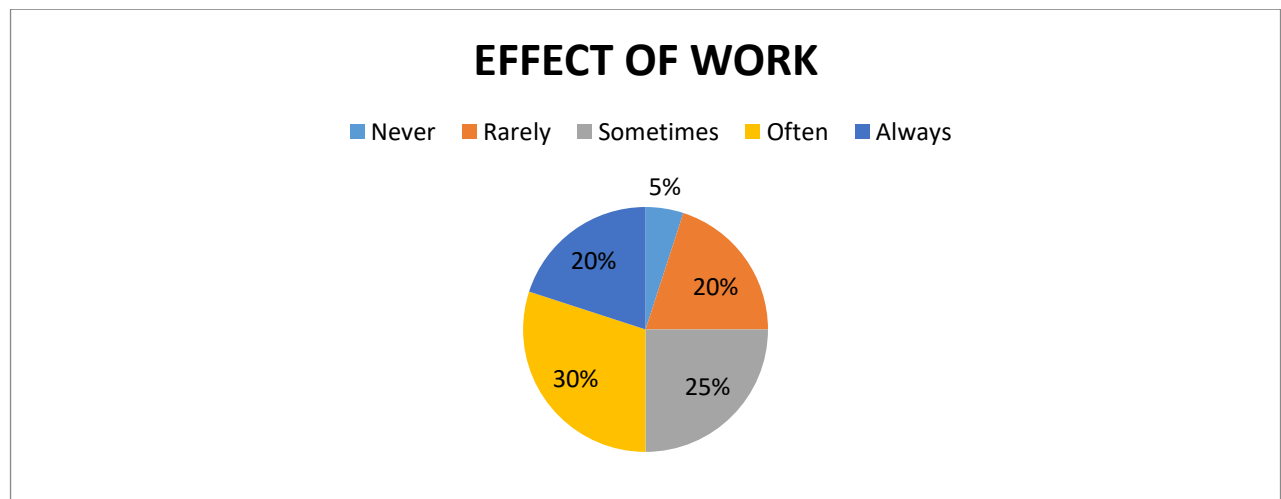
*A Perspective Study on: Work Life Balance Among Women with Special Reference to Bhilwara*

Most of women think that flexible hours in general can create balance in their work-life balance. Only 12 to 13% women preferred that flexible starting and finishing time can create balance in their work-life.

**EFFECT OF WORK ON THE BALANCE OF WORK-LIFE**

Work effect creates the tiredness and depressed the women. These situations are reasons of imbalance in work-life. These impact likes-

<i>S.No.</i>	<i>Response Basis</i>	<i>Percentage</i>
1	Never	05%
2	Rarely	20%
3	Sometimes	25%
4	Often	30%
5	Always	20%

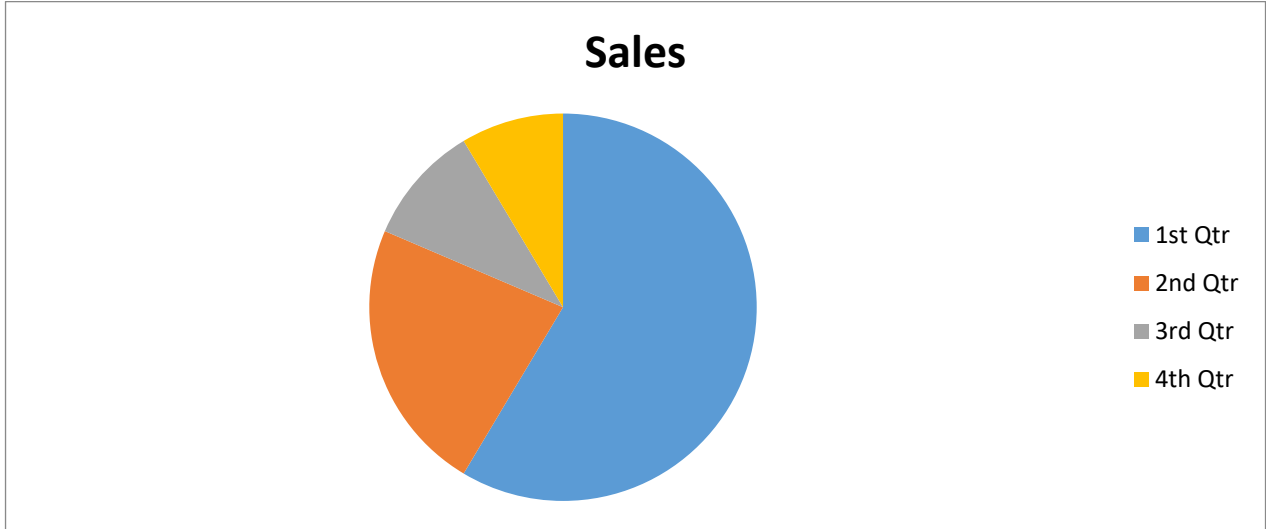


Working women often feel tired and depressed from their work only few women never face these.

**MANAGE THE STRESS**

It's important that how the women remove their work stress. Yoga, Meditation, Entertainment and others are main tools for come out from stress.

<i>S.No.</i>	<i>Response Basis</i>	<i>Percentage</i>
1	Yoga	25%
2	Meditation	15%
3	Entertainment	50%
4	Others	20%

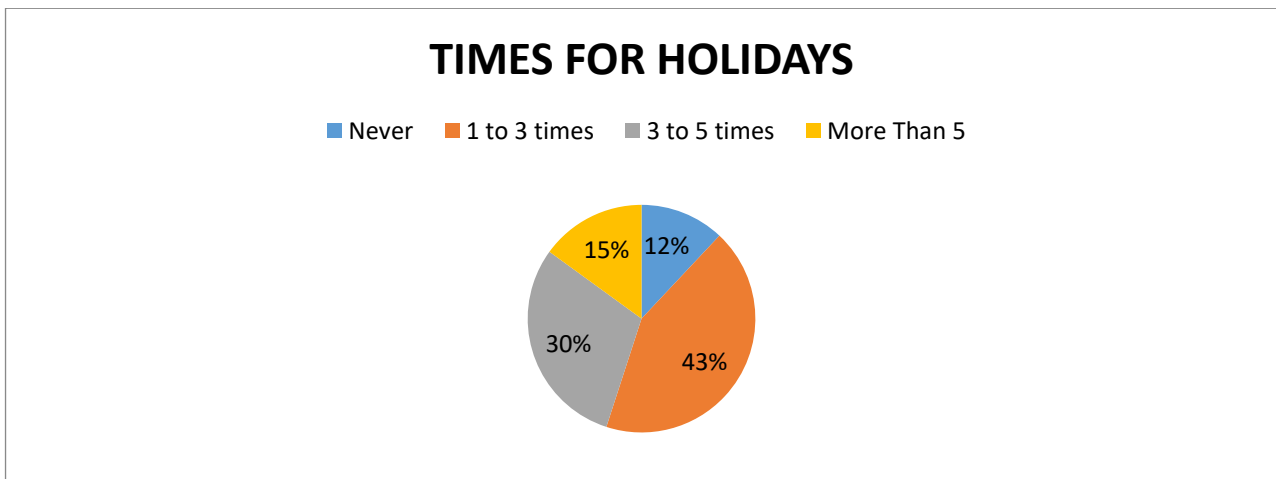


All most women handling their work stress by engaging themselves in various entertainment activities like music, movies, TV etc. Rarely women adopt the Meditation for stress management because women not aware from this.

**TIMES FOR HOLIDAYS IN A YEAR**

In Bhilwara women are engage hole the year for work towards family, social and job etc.

S.No.	Response Basis	Percentage
1	Never	12%
2	1 to 3 times	43%
3	3 to 5 times	30%
4	More Than 5	15%



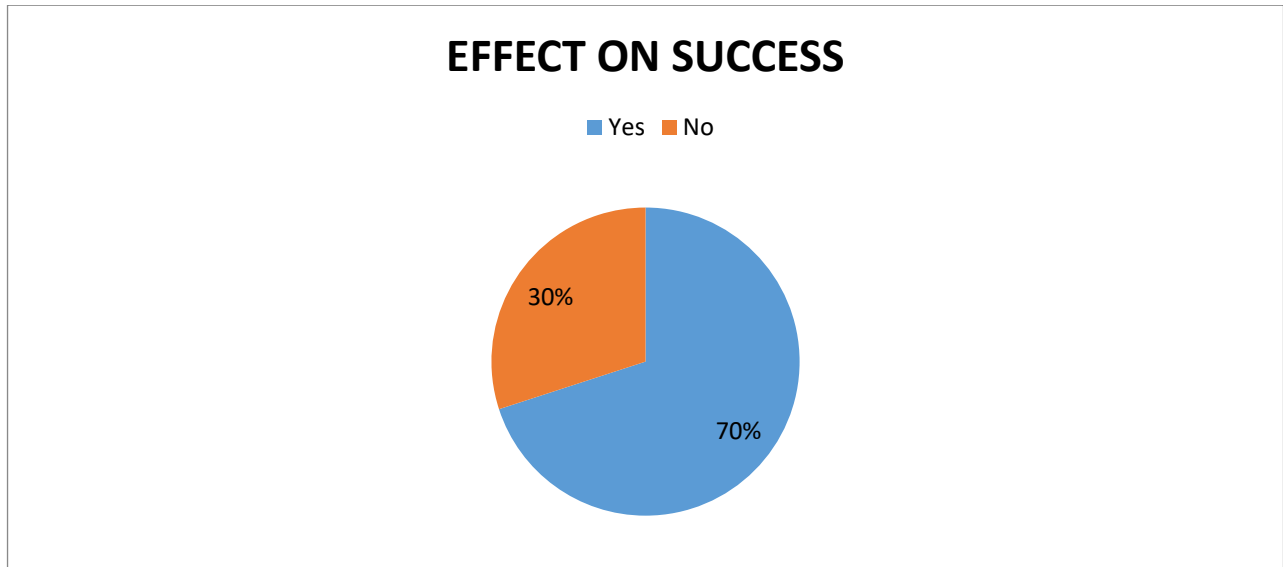
Holidays are an option for women to decrease the stress. Most of women have provisions of holidays 1 to 3 times in a year.60-70% women depend on people for whom they are working for any holiday or picnic plans.



## 9. EFFECT ON SUCCESS

Success is depending on balance of work-life. Successful women balance between work and personal life.

S.No.	Response Basis	Percentage
1	Yes	70%
2	No	30%



Most of women showed positive response and believes that if they will have a good work-life balance in their lives then they will be more effective and successful.

## FINDINGS

1. Most of the women are either engaged in the household works or in the combination of household and school teachings.
2. Those working at household and other Institutions together have good experience of working.
3. Most of women feel that they are more in happy zone and in different zone rather than the unhappy zone. But they do not feel that they get enough time for the family and life. This contradictory feeling raises the feel of imbalance and work –life.
4. More women are supported by family so that they can focus on work and therefore, few women rely and outsiders for help to take care of their children.
5. Women keep themselves in thinking or warring about their works when they are not working therefore they feel a lot of work pressure, tiredness and depressed.
6. Though the women don't feel much of work- life balance but women are going with the today's trend of Yoga, meditation, entertainments and outing to create a work- life balance.
7. Women are much dependent on people for whom they are working for their work- life balance and less of faith to be more effective and successful by adopting the work-life balance concept.

## RECOMMENDATION AND SUGGESTIONS

The women should come forward for more of access of ways that can lead them to more of work- life balance. They should introspect thoroughly for making a clear understanding of the ways that gives satisfy to them with both ends of work- life. Women should take more of self-step to create a work- life balance rather than depending on others to manage their outing, trips or plans that lead them towards the work -life balance. Women should open up while making answer to such questionnaire. They should not hesitate to answer any proper or valid questions because in this process of filling of questionnaire the researcher gets the data and get the understandings of the subjects. Women should learn to make out the prioritised activities so that they can balance the work and life. Women should in prior understand that, what can give

value to their lives without taking the value of the work. Women should find and select the method which provides them the maximum satisfaction for life and motivation to work further with more enthusiasm.

## **CONCLUSION**

1. Woman of the city do not fully aware regarding the work- life balance concept and the basic requirement of it for an effective and efficient working but women do try to follow the concept at their best.
2. A good number of women feel satisfied for what they are working but do not feel satisfied by the way they are living their lives.
3. on an average the woman tries to live with the current trend of work- life balance but they need to go for a way to successful adoption for the concept.
4. Women feel need a few changes in the working conditions that can balance their work- life.
5. Knowingly and unknowingly women are trying to value both work and life without much of understanding about how they can value this.
6. It was a good and satisfies experience working with the subject of the study and taking the city, Bhilwara for undertaking or completing the study.

“I believe that being successful means having a balance of success stories across the many areas of your life. You can't truly be considered successful in your business life if your home life is in shambles.”

## **REFERENCES**

- [1] Gayathri N, Karthikeyan P. A Review on Green Human Resource Management with Exclusive Allusion to Green Work Life Balance. *International Research Journal of Business and Management*, 2013.
- [2] Shiva G. A study on Work Family Balance and Challenges faced by working women. *IOSR Journal of Business and Management* 2013.
- [3] Mani V. Work Life Balance and Women Professionals. *Global Journal of Management and Business Research Interdisciplinary*, 2013
- [4] Gayathri N, Karthikeyan P. Work life balance in India—A social responsibility or a competitive tool. *International Research Journal of Business and Management*, 2013.
- [5] Singh S. Work Life Balance: A Literature Review. *Global Journal of Commerce & Management Perspective*, 2013.
- [6] Santhana Lakshmi K, Sujatha Gopinath S. Work Life Balance of Women Employees with reference to Teaching faculties. *International Monthly Refereed Journal of Research in Management and Technology*, 2013.
- [7] Vijayalakshmi, Navneetha. Work Life Balance of Women Faculty working in Educational Institutions: issues and problems. *International Journal of Research in Commerce, Economics and Management*, 2013.
- [8] Sheel S, Khosla Sindhvani B et al. Quality of Work life, employee performance and career growth opportunities. *Zenith International Journal of Multidisciplinary Research*, 2012.
- [9] Yadav RK, Dabhade N. Work Life Balance amongst the working women in Public Sector Banks—a case study of State Bank of India. *International letters of Social & Humanistic Sciences*, 2013.
- [10] Wichert I. Kenexa High Performance Institute, Enabling Women's Career Progression, 2012.
- [11] Ramdoss K. Job demand, Family Supportive Organisational Culture and Positive Spillover from work-to-family among employees in the information technology enabled services in India. *International Journal of Business and Social Science* 2012; 3(22): 33-41.
- [12] Kumari KT, Devi VR. Impact of Demographic Variables on Work Life Balance of Women Employees (with special reference to Bangalore City). *International Journal of Advances in Management and Economics*, 2012.
- [13] Heather MS, Morris ML, Kate Atchley E. Constructs of the Work / Life interface: A synthesis of the Literature and Introduction of the Concept of Work / Life Harmony. *Human Resource Development Review*, 2011.
- [14] Mohan N, Ashok J. Stress and Depression Experienced by Women Software Professionals in Bangalore, Karnataka, *Global Journal of Management and Business Research*. Global Journals Inc. (USA), 2011.
- [15] Susi S, Jawaharrani K. Work life balance: The key driver of employee engagement. *Asian Journal of Management Research* 2011; 2(1): 474-483.
- [16] Krishna Reddy N, Vranda MN. et. al. Work Life balance among married women employees. *Indian Journal of Psychological Medicine*, 2010.

\*\*\*\*\*