

**A STUDY ON WORK LIFE BALANCE OF WOMEN WORKING IN
UNORGANISED SECTOR**

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ABSTRACT

The workforce of today comprises of sizeable number of women population. These are the ones who not only have to overcome the challenging situations at workplace but at house work also, which has a tremendous impact on the performance of work. In today's competitive environment, work life balance and stress management for women employees is highly desirable and if there is no job satisfaction and regularity in life, it can create a problem for working women. Stress of work life balance is seen in every corner of the world which occurs to everyone. The objective of this study is to assess the level of occupational stress among working women and to provide a greater understanding of the work-life balance experiences of women working in unorganized sectors. Simple random sampling was followed to collect data from working women in Chennai city. Questionnaires were distributed to 100 respondents and the data were analyzed using rank correlation and ANOVA single factor with the help of SPSS package. Women experience high levels of stress and anxiety due to poor work-life balance. It is also found that they experience conflict as there is job spill over into the home more frequently than home spill over into work.

Keyword: Work Life Balance, Stress, Women, Unorganised Sector

INTRODUCTION

The Indian culture with regard to career development of women is undergoing rapid changes due to the increased pace of urbanization and modernization. Indian women belonging to all classes have entered into paid occupations. At the present time, Indian women's exposure to educational opportunities is substantially higher than it was some decades ago, especially in the urban setting. This has opened new vistas, increased awareness and raised aspirations of personal growth. This, along with economic pressure, has been instrumental in influencing women's decision to enter the work force. The economic need is considered to be the first criteria for married women to go for work in India. Workingwomen's employment outside the home generally has a

positive rather than negative effect on marriage, the effects of family life on women's job performance and work attitudes. The result revealed that women with children were significantly lower in occupational commitment relative to women without children; contrary to expectation, women with younger children outperformed women with older children. The significance of the work-related stressors was evidently greater than that of the stressors associated with the family function, although the relationship between family functioning, stress and wellbeing was also significant. The study was undertaken to provide a greater understanding of the work-life balance and occupational stress of women working in unorganized sector

STUDY VARIABLES:

The researcher have chosen demographic variable such as age, educational qualification and years of experience to assess the worklife balance and occupational stress among women working in unorganised sector.

STATEMENT OF THE PROBLEM:

In developing countries like India, around 90% of total workforce is from unorganised sector. Majority of Indian semi skilled and unskilled women work in unorganized sector. They have to manage both the home life and work life. They are outside the reach of protective laws. They are not offered proper wages and the workload is high which lead to occupational stress leading to unbalanced work and home life. Hence this study is undertaken to assess the occupational stress and worklife balance of women working in these sector.

OBJECTIVE OF THE RESEARCH

- To assess the level of occupational stress among working women.
- To provide a greater understanding of the work-life balance experiences of women working in unorganized sectors.
- To understand how stress affects the work life balance of women.

LIMITATION OF THE RESEARCH:

The study on worklife balance and occupational stress of women is restricted to unorganized sector in Chennai city only. As the sample size consists of only 100 participants, its accuracy has its limitations.

RESEARCH METHODOLOGY

This study is mainly out of the analysis made from the data collected. Simple random sampling was followed to collect data from working women in Chennai city. Questionnaires were distributed to 100 respondents and the data were analyzed using rank correlation and ANOVA single factor with the help of SPSS package.

LITERATURE REVIEW

MOHANRAJ, DR.L. MANIVANNAN 2013 states The most important feature of Indian labour market scenario is increased migration rate from rural and backward areas in job search. Movement for job is livelihood strategy in India. An unorganized sector plays a crucial role in providing job opportunities to the migrants.

K. Santhana Lakshmi¹ and S. Sujatha Gopinath published in International Monthly Refereed Journal of Research in Management & Technology (March 13) says In this fast growing and competitive world, as every possible opportunity for employment is increased, the organizations need to create a congenial atmosphere where employees can balance their professional and personal life. Only when an employer has a positive WLB, she can be productive and give her best to her organization. Hence industries are working out schemes which can attract as well as retain their employee.

J. Sudha et. al. International Journal of Management Research & Review 2012 Published by IJMRR says major factors influencing the Work Life Balance of Women professionals in India such as role conflict, lack of recognition, organizational politics, gender discrimination, elderly and children care issues, quality of health, problems in time management P and lack of proper social support.

K.Santhana Lakshmi et al, (March 2013) says the Educational institutions should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement the policies to support the teaching staff to manage their WLB.

Kapur (1979) shows that the twin roles of women (family functioning and work life) cause tension and conflict due to her social structure which is still more dominant.

Viven and Thompson, 2001. Factors like lack of career advancement, work overload, risk taking and decision making, employee morale and organization climate also causes stress

Nielsen Survey, June 2011 reveals that Women in India (87%) are most stressed/pressured for time.

Francene Sussner Rodgers (1992) says reports that work-family stress affected their ability to concentrate at work hence revealing that more than half the women and almost a third of the men reported that work/family stress affected their ability to concentrate on the job. Life at work seems so difficult for working women.

Ishaya and Ayman 2008) tells Increasing workloads have pressurised employees to demonstrate their commitment to work in more obvious ways

DATA ANALYSIS AND DISCUSSION:

CORRELATION

Correlation between age and difficulty in maintaining personal life

TABLE: 1

FACTORS	VARIABLE	R-VALUE	SIGNIFICANCE	RESULTS
Age of the respondents	Difficulty in maintaining personal life	0.356	0.000	Positively correlated

** Correlation is significant at the 0.01 level (2-tailed).

From the above table, it is inferred that there is a significant correlation between the age of the respondents and difficulty in maintaining personal life, since the p-value less than .05. If you look at the Pearson Correlation value of .356, it shows the relationship between age of the respondents and difficulty in maintaining personal life.

Correlation between age of the respondents and work overload for the respondent

TABLE: 2

FACTORS	VARIABLE	R-VALUE	SIGNIFICANCE	RESULTS
Age of the respondents	Work overload for the respondents	0.300	0.002	Positively correlated

** Correlation is significant at the 0.01 level (2-tailed).

From the above table, it is inferred that there is a significant correlation between the age of the respondents and work overload of the respondents, since the p-value less than .05. If you look at the Pearson Correlation value of .300, it shows weak correlation between age of the respondents and workload of the respondents

Correlation between calm and pleasant environment and good relationship with coworkers

TABLE: 3

FACTORS	VARIABLE	R-VALUE	SIGNIFICANCE	RESULTS
Calm and pleasant environment	Good relationship with co-workers	0.483	0.000	Positively correlated

** Correlation is significant at the 0.01 level (2-tailed).

From the above table, it is inferred that there is a significant correlation between the calm and pleasant environment and good relationship with co-workers, since the p-value less than .05. If you look at the Pearson Correlation value of .483, it shows the relationship between calm and pleasant environment and good relationship with co-workers.

Correlation between feeling depressed and feeling about the work

TABLE: 4

FACTORS	VARIABLE	R-VALUE	SIGNIFICANCE	RESULTS
Feeling depressed/tired	Feeling about work	0.462	0.074	Positively correlated

** Correlation is significant at the 0.01 level (2-tailed).

From the above table, it is inferred that there is no significant correlation between feeling depressed and feeling about the work, since the p-value more than .05. If you look at the Pearson Correlation value of 0.462, it shows the relationship between feeling depressed and feeling about the work.

ANOVA

Age and stress due to time pressure

H₀ There is no significant difference between age and stress related diseases

TABLE 5

Particulars	Mean	Std. Deviation	Significance	Result
Stress due to time pressure	2.64	0.859	0.654	Accept

As p value (0.654) is greater than (0.05) the null hypothesis is accepted. And hence there is no significant difference between age of the respondent and stress due to time pressure.

Stress and work overload of the respondent

H₀ There is no significant difference between stress and work overload of the respondent

TABLE 6

Particulars	Mean	Std. Deviation	Significance	Result
Work overload for the respondent	2.35	.730	0.001	Reject

As p value (0.001) is lesser than (0.05) the null hypothesis is rejected. And hence there is a significant difference between stress and work overload of the respondent.

Stress and Likeliness to work with co-workers

H₀ There is no significant difference between stress and likeliness to work

TABLE 7

Particulars	Mean	Std. Deviation	Significance	Result
Likeliness to work with co-workers	3.72	.922	0.029	Reject

As p value (0.029) is lesser than (0.05) the null hypothesis is rejected. And hence there is a significant difference between age of the respondent and the stress related diseases

Stress and calm and pleasant environment

H₀ There is no significant difference between stress and calm and pleasant environment

TABLE 8

Particulars	Mean	Std. Deviation	Significance	Result
Calm and pleasant environment	3.21	.844	0.22	Accept

As p value (0.22) is greater than (0.05) the null hypothesis is accepted. And hence there is no significant difference between stress and calm and pleasant environment.

FINDINGS

- There is a significant correlation between the age of the respondents and difficulty in maintaining personal life
- There is a significant correlation between age of the respondents and workload of the respondents
- There is a significant correlation between the calm and pleasant environment and good relationship with co-workers
- There is no significant correlation between feeling depressed and feeling about the work
- There is no significant difference between age of the respondent and stress due to time pressure

- There is a significant difference between stress and work overload of the respondent.
- There is a significant difference between age of the respondent and the stress related diseases
- There is no significant difference between stress and calm and pleasant environment.

RECOMMENDATIONS

It is recommended that Govt must take appropriate measures in identifying and reducing the psychological problems by conducting periodical studies at district, state and national mandatory campaigns. It is suggested that Govt must also conduct health and medical campaigns to reduce the health problems of the women labourers in unorganized sector. The main findings of the study indicate that women labourers face many problems due to the conflict between domestic commitments and workplace demands. The study suggests that they should take a fresh look at their personal and professional commitments and devise ways to balance them Unpredictable schedule and workload is the major problem faced by the women labourers in unorganised retail sector. The superiors who assign the work must be sensitive to the workload assigned.

CONCLUSION

Work life balance and work stress are having positive relationship. Normally if a woman has good work life balance, they are more committed with their work. Hence, Organization should come forward to make their life is important and give due weightage on personal life. The industry should treat employees as their internal clients. Even in a challenging environment the demands are balancing both work and life responsibilities. Organization should actively seek to improve commitment and job satisfaction as well as it must aim at reducing stress both at work and life through employee friendly welfare measures.

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