

# A Study on Work Life Balance with Work Place Flexibility of Women Employees towards Supporting Family and Own Satisfaction

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## Abstract

Work life balance concept recently gained attention due to its relevance and importance to all employees, despite of their relationship status, family size and number of children. Consequently families are undergoing rapid changes due to urbanization and modernization. Especially women are playing different roles. This resulted in tremendous pressure towards their Career and performing their family responsibilities, which affects their physical, emotional and social well- being. The major problem is to balance professional life along with personal life. This has resulted in development of WLB and WPF both which has gained significance especially with regard to women employees & has significant Scope for research in the present scenario. Flexible working timings and places can benefit WLB. Work Place flexibility has significant impact on healthy WLB in so many ways. This paper mainly focused on how the women are balancing two different things in her life, generally the problems faced by women employee while working in the Society, and how it will be easy to attain WLB with the help of Work Place Flexibility which leads to overcome stress and leads to happy life.

**Keywords** – *Work Life Balance(WLB), Work Place Flexibility (WPF), Productivity, Efficiency, Stress.*

## 1.Introduction

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. Work life balance, in its broadest sense, is as a satisfactory level of involvement between the multiple roles in a person’s life and interaction between paid work and other activities, including unpaid work in families and the community, leisure, and personal development. Work –life balance is the combination of 2 distinct words one is work and another one is life. Each and every employee wants to balance and fulfill their both inside and outside of work. More work-life balance brings physical and mental health as well as a better relationship at work life and personal life.

Due to the vast progress taking place in information and communication technology employees have to follow fixed schedules, strict deadlines and rising corporate targets in order to survive in today’s competitive business environment. Thus, making work-life balance the need of the hour.

Women and men generally have a different perception of what the "life" part of the balance involves. For women it tends to be devoting more time to family, while for men it is spending more time pursuing personal interests. Women are playing different roles in their lives like a mother, sister, and wife etc... Indian women faces unique cultural and societal challenges that derail their desire and conspire to force women to either settle for dead-end jobs or leave the workforce. Indian families are undergoing rapid changes due to the urbanization and modernization. Indian women belonging to all classes entered to occupations so that they can earn some money. At present, exposure of Indian women's to educational opportunities is higher than it was some decades

ago, especially in the urban area. This has not only opened new vistas but also increased awareness and raised aspirations of personal growth. This, along with financial pressure, has been instrumental in influencing women's decision to enter the work force. Most studies of employed married women in India have reported financial need as being the main reason given for working Supplies etc.

Work-life balance has become an important issue for both employees and organizations. The business environment can be demanding with deadlines and tight schedules, Changing demographics, competition, globalization, and technological development influences the development of work-life programs. The utilization of work-life balance practices to help reduce work-life conflict and increase positive employee appraisals of the organization Work-life programs can improve organizational structural, cultural, and relational support for work and family

### **1.1. The significant components of WLB**

Self-management, time management, stress management, change management and technology management which are supposed to be the part of research. Whole organization, employer as well as employees get benefited through WLB policy implementation such as Increase productivity, less stressed from workforce, improvement in health and wellbeing of work force

, lower absenteeism from work, greater loyalty, commitment and motivation towards work, more positive perception and satisfaction.

It is necessary to study which factors create imbalance of work life as we are on the path of making work life balance these factors are lack of social support, organizational factors, stress factors, work issue factor family issue factor, individual factor etc. 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.

Some strategies to be adopted to implement work life balance can be summarized here put the best work first, prevent burnout, get further engagements, don't overbook, learn how to say no where it is requiring so, use of technology

### **1.2 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.

## **2. Research Methodology**

### **2.1 Research Design**

Research design of the proposed project work, considering its objectives, scope and coverage will be exploratory and descriptive in nature.

### **2.2 Source of Data**

The research would make the use of both Primary Data as well as Secondary Data sources of information as the case may be.

### **2.3 Primary Data**

The primary data will be collected through surveys, by preparing questionnaires, meeting respondents personally and gathering information from them. Hence the questionnaire is the main source of primary data.

### **2.4 Secondary Data**

The secondary data collected from publishing by search engine, newspapers, books, magazines, journals, websites and other relevant information.

### **2.5 Population**

Employees working in the MSEDCL (Maharashtra State Electricity Distribution Company Limited) Amravati

### **2.6 Sampling Frame**

The sample unit in appropriate and justified size would be conveniently drawn from employees working in the organization.

### **2.7 Sample Size**

The sample size of the survey will include a minimum 15 responses of employees working in the MSEDCL. Amravati

### **2.8 Sample Media**

Sample media would be questionnaires form for filling up of structured non-disguised close ended Questionnaire.

### **2.9 Sampling Method**

A Research was made by the survey in accordance to the convenience of the employees. So the sample type is convenience sampling.

### **2.10 Data collection Instrument**

Use of structured non disguised close ended questionnaires to get the responses from the employees of the organization.

### 3. Analysis of Data Collected

15 responses were collected for the study. Out of the responses received from various cadres, 20% were helpers, 26.66% operators, 40% technicians and 13.33% were junior Engineers.

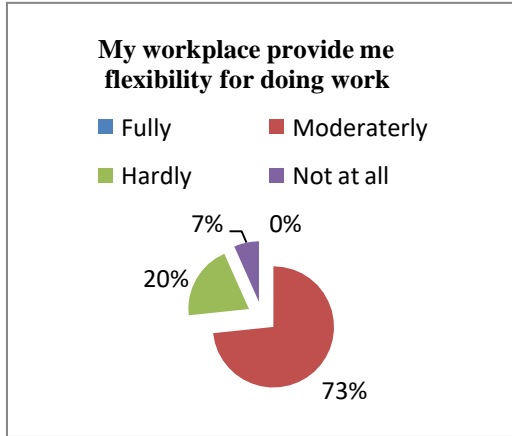


Figure 1.

#### Interpretation

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It is seen from the above table that as far as work place flexibility for performing work is concerned, 0% means no one getting flexibility for doing work, 73% employees are moderately agree for getting flexibility, 20% employees said their organization hardly provide flexibility for doing work, where 7% employees hardly get flexibility for doing work. Therefore it can be concluded that the workplace flexibility for doing work is moderate & at satisfactory level.

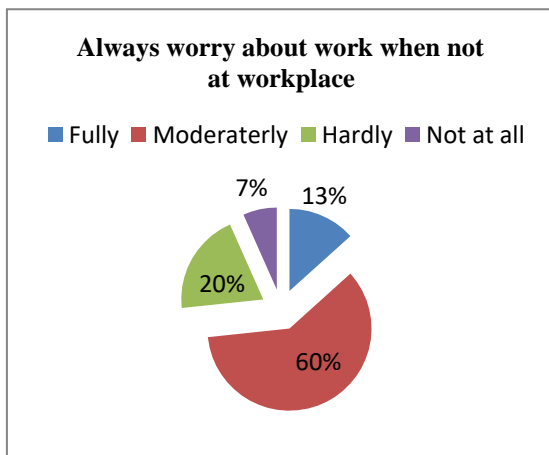


Figure 2.

#### Interpretation -:

According to the received data and personal talk with the employees 13% employees always worry about their work when they are not at

work place. From the above discussion it is clear that more than 50% employees are always in stress about their work when they are not at work place which affects their WLF adversely.

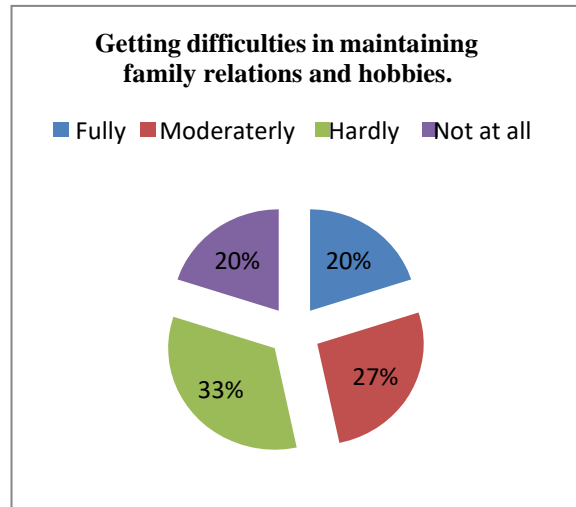


Figure 3.

#### Interpretation -:

The intention behind this question was good family relations and hobbies helps to boost WLB. In this survey 20% employees are able to maintain family relations and hobbies, 27% are at moderate level, 33% can hardly able to maintain family relations and hobbies, and 20% employees are not able devote time for family relations and hobbies.

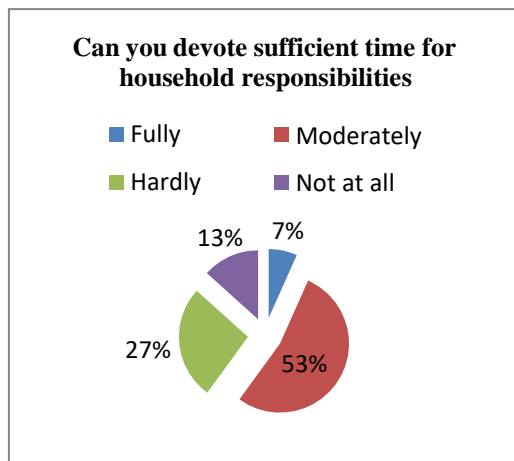


Figure 4.

#### Interpretatio-:

work place, 60% employees are at moderate level, where 20% are hardly worry about work and 7% not all worry about their work when they are not at It is seen from the above table that, only 7% employees can manage household responsibilities as per the requirements effectively,

53% can devote sufficient time and 27% employees are hardly get time for household responsibilities where 13% of them are not getting time towards better WLB. It is seen that the different cadres of the employees also affects the time span availability for them.

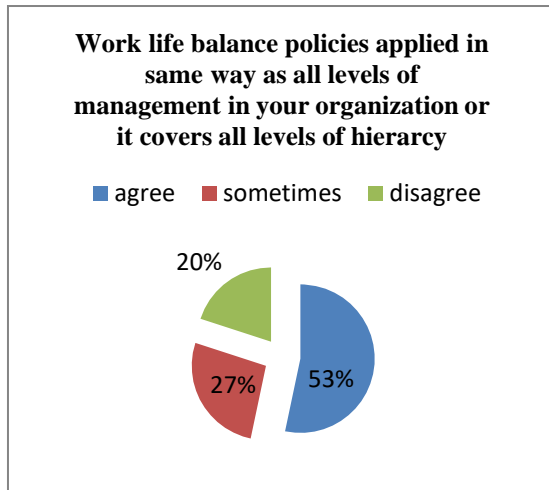


Figure 5.

#### Interpretation:-

From the above survey it is clear that 53 % employees benefited by WLB policies applied in the organization 27% are benefited partly and 20% of employees hardly getting benefit of WLB policy. Depending on the urgency of work, electrical breakdowns, unexpected faults and risk with responsibilities involved, this data may vary cadre wise.

In addition to the above, following points were also available in the questionnaire so as to identify and analyze the difference between expected work cultures with the existing one which are as under.

- 1) I am able to balance my personal and professional life well. (Yes / No)
- 2) As a working woman, my biggest challenge is work-life balance. (Yes / No)
- 3) There is a strong relationship between work-life balance and quality of life. (Yes / No)
- 4) Better work-life balance in my life can guarantee a better quality of life. (Yes / No)
- 5) In general, I am sufficiently satisfied with the flexibility available at my work place. (Yes / No)

## 4 Conclusion

Evidences suggests that improvements in people

management practices, especially work time and work Work-life balance programs have been demonstrated to have an impact on employees in terms of recruitment, retention/turnover, commitment and satisfaction, absenteeism, productivity and accident rates. Companies that have implemented work-life balance programs recognize that employee welfare affects the “bottom line” of the business. Parameters are required to ensure that programs are having the desired effect on both employees and the company.

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 of concept.

Women expecting few changes in the working conditions that can balance their work-life and sufficient number of women feel satisfied for what they are working but do not feel satisfied by the way they are living their lives. Ultimately any need for the betterment of employees and organization can be explored but not the greed.

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