A Study of Work Life Balance of Married Working Women in It Sector

Ms. Dhanashri Satish Darekar

N. K. Varadkar Arts, R.V. Belose Commerce College, Dapoli Dist. Ratnagiri
Email ID: dhanshridarekar08@gmail.com

Abstract:
Work-life balance is a critical issue for women across various professions, as they often manage multiple responsibilities at work and home. This research explores the challenges women face in maintaining a balanced life, the impact of work-life imbalance on their mental and physical well-being, and strategies that individuals and organizations can adopt to support a healthier work-life balance.

Keywords: married working women, work life balance, Organisational policy, productivity, gender roles etc.

1. Introduction

Work and personal life were once considered to be two separate priorities. But with the changing times due to globalization and ever-increasing work pressures, maintaining work-life balance has attracted the attention of the organizations and employees as well. The employees who devote a crucial period of time of their entire day at work or sometimes work for extended hours, are faced with the challenge of balancing their personal lives with the demands of their profession. The origin of the term Work-Life Balance took place in early 80's, because of a sharp rise in the number of working women professionals having children in tender agegroups dependent on them. The demand for maintaining a work-life balance has risen unprecedentedly among the employees and the management has also acknowledged its importance in the current scenario. In future, work life balance will be one of the hot topics of debate in the boardrooms and is going to be a major area of concern for the management and HR professionals which they will be faced with. Work-Life balance refers to an effective management or striking a balance between the work which is remunerated and the personal or social responsibilities which an individual is expected to perform.

A. Importance of work-life balance for women:
Work-life balance is important for women because it can help them maintain their mental and physical health, and reduce stress.

Why it's important
1. **Mental health:** An imbalance can lead to depression, anxiety, and other psychological problems
2. **Physical health:** An imbalance can lead to chronic stress, sleep disturbances, and neglect of physical health needs
3. **Productivity:** A balance can help you be more present, engaged, and productive at work

4. **Well-being:** A balance can help you become a more well-rounded individual

How to achieve it
1. **Support from the organization:** This can include flexible work schedules, daycare services, and family support policies
2. **Support from family and colleagues:** This can include help with childcare and other responsibilities
3. **Self-care:** This includes eating a nutritious diet, exercising regularly, and getting enough sleep
4. **Planning and organization:** This can include setting limits and making plans for both work and family

B. Historical perspective and modern challenge:Challenges
Working women often experience more difficulty balancing work and family than men. This can be due to the different demands and norms of the workplace and home.

2. Objectives:
1. To identify the various factors like working hours, work involvement and family responsibility of women employees in their work life balance.
2. To study the effect of work life balance on quality of life of the women employee.
3. To study the work life balance of women employees across their demographic characteristic such as age group, number of children
4. To measure the work life balance on job satisfaction of women employees in IT sector.

3. Research Methodology:
a. Primary Data: Surveys and interviews with working women across different sectors.
b. Secondary Data: Analysis of existing research, government reports, and case studies.

4. Factors Affecting Work-Life Balance:
a. **Workload and professional demands :** Workload and professional demands" refers to the combination of the amount of work assigned to an individual in their job (workload) along with the various expectations and pressures placed on them due to their professional role, including deadlines, performance standards, and the need to maintain a certain level of expertise, all of which can contribute to stress and potential burnout if not managed effectively.
b. **Household responsibilities and caregiving duties:** Caregivers have many household and personal care responsibilities, including cleaning, meal preparation, and helping with medication. They also provide emotional support and companionship.
c. **Societal expectations and gender roles:** Societal expectations and gender roles" refer to the set of unwritten rules and beliefs a society holds about how men and women should behave, dress, and act based on their assigned sex, often encompassing stereotypes about masculinity and femininity, which can influence individual choices and limit opportunities depending on gender.

5. **Impact of Work-Life Imbalance:**
a. **Physical and mental health consequences:** A poor work-life balance (WLB) for married working women can lead to a range of negative physical and mental health consequences, including increased stress, anxiety, depression, sleep disturbances, muscle aches, fatigue, digestive issues, weakened immune system, decreased physical activity, and potential cardiovascular risks, often stemming from the pressure of juggling demanding work and family responsibilities without adequate time for self-care.

a. **Effect on career progression and job satisfaction:** Family and social life challenges: Families have a lot of expectations for married women, especially if they have children and elderly relatives to look after. They have the responsibility of juggling their family and careers. To split the workload, enlist the aid of people in your job and personal life

6. **Organizational and Policy Interventions**

a.Flexible work arrangements and remote work policies:

Organizational and policy interventions to support married working women can include flexible work arrangements, career planning, and family-friendly benefits.

1. Organizational interventions
2. Flexible work arrangements
3. Part-time work, remote work, and flexible hours can help women balance work and family responsibilities.
4. Career planning
5. Formal career planning, clear job ladders, and salary standards can help women advance in their careers.
6. Inclusive work environment
7. Child-friendly spaces, breastfeeding rooms, and inclusive events can help promote a more supportive work environment.
8. Policy interventions
9. Childcare
10. Publicly funded maternity leave and on-site childcare facilities can help women balance work and family responsibilities.
11. Taxation
12. Removing tax provisions that discriminate against secondary earners can help women participate in the workforce.
13. Education
14. Investing in education can help women participate in the workforce.
15. Social protection
16. Social protection, safety net, and public-works programs can help women participate in the workforce.

Other interventions include:

1. Providing information on work opportunities and returns to employment
2. Training in socio-emotional skills

3. Addressing gender norms by engaging partners and family members

7. Best Practices and Recommendations:

Strategies for women to manage work and personal life effectively :

To effectively manage work and personal life, women can utilize strategies like: setting clear boundaries, prioritizing tasks, practicing time management, communicating needs openly with employers and family, leveraging flexible work arrangements, engaging in self-care, and learning to say no when necessary; essentially creating a balance between professional responsibilities and personal well-being.

8. Conclusion:

Studies on work-life balance (WLB) of married women in the IT sector conclude that poor WLB can lead to poor job performance and family issues. To improve WLB, the study recommends that women plan their careers effectively and that managers provide flexible schedules.

Key conclusions

1. Poor WLB can lead to poor job performance
2. Poor WLB can lead to family issues
3. Women need to plan their careers effectively
4. Managers should provide flexible schedules
5. Managers should provide telecommuting options
6. Managers should provide personal time off
7. Managers should provide onsite childcare
8. Managers should provide other family-focused programs

9. Reference:

1. Sheel S, Khosla Sindhwani B et al. Quality of Work life, employee performance and career growth opportunities. Zenith International Journal of Multidisciplinary Research 2012; 2(2): 13-21.
2. RamdossK. 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.
3. Alegre, J. and Pasamar, S. (2018). ―Firm innovativeness and work-life balance.‖ Technology Analysis & Strategic Management, 30(4):421–433.
4. A.RashidaBanu,K.Duraipandian.(2014).―DevelopmentofanInstrumenttomeasureWorkLifeBalanceo fITProfessionalsinChennai.‖InternationalJournalofManagement (IJM), ISSN 0976 – 6502(Print), ISSN 0976, Volume 5, Issue 11, November (2014), pp.21-33. DevappaRenukaSwamy,TSNanjundeswaraswamySrinivasRashmi.(2015). ―Quality of Work Life: Scale Development and Validation.‖ International Journal of Caring Sciences, Volume 8, Issue 2.
5. Mehtha, V. R. (2012). ―A study of work life balance wlb among women employees in service sector with special reference to pune city.‖ Shodhganga, http://hdl.handle.net/10603/5663.
6. Mathew, R. V. and Panchanatham, N. (2011). ―An exploratory study on the work-life balance of women entrepreneurs in south India.‖ Asian academy of management journal, 16(2).
7. S. H. Lease Jun. (1999). ―Occupational role stressors, coping, support, and hardiness as predictors

of strain in academic faculty: An emphasis on new and female faculty.‖ Research in Higher Education, vol. 40, no. 3, pp. 285-307.

8. Tiwari, M. (2017). ―Work life balance of female employees in private institutions, gwalior:Aninvestigation.‖IOSRJournals,Volume19,Issue5.Ver.V.(May.2017),PP 35-38.

9. U. Byrne Mar. (2005). ―Work-life balance: Why are we talking about it at all?‖ Business Information Review, vol. 22, no. 1, pp. 53-59, Srivastava V. Employment of educated women in India; its causes and consequences. New Delhi: National Publishing House; 1978.

10. RamannaA,BombawaleU.Transitorystatusimagesofworkingwomeninmodern India. Indian J Soc Work 1984;45:189-202.

11. GreenhausJH,BeutellNJ.Sourcesconflictbetweenworkandfamilyroles.*Acad Manage Rev.* 1985;10:76–88. FuCK,ShafferMA.Thetugofworkandfamily.*PersonnelRev.*2001;30:502–22.

12. StoverDL.Thehorizontaldistributionoffemalemanagerswithin organization.*Work Occup.* 1994;1:385–402.

13. BurkeRJ.Organizationavalues, workexperices and satisfactionsamongmanagerial and professional women. *J Mangament Dev.* 2001;20:346–54.

14. AmateaES,FongML.Theimpactofrolesstressorsandperonalresoucnesonthe stress experience of professional women. *Psychol Women Q.* 1991;15:419–30.

15. SharmaS.Multipleroleandwomen'shealth:Amulti-linearmodel.*EqualOppor Int.* 1999;18:16–23.

16. GillS,DavidsonMJ.Problemsandpressuresfacinglonemothersinmanagment and professional occupations - A pilot study. *Women Manag Rev.* 2000;17:383–99.

17. RapoportR,RapoportRN.NewYork:PraegerPublishing;1980.Work,familyandthe carrer.

18. WhiteB.Thecareerdevelopmentofsucessfulwomen. *WomenManage Rev.* 1995;10:4–15.

19. FolkmanS,LazarusRS.NewYork:SpringerPublishing;1984.Stress,appraisaland coping.

20. CoserLA.NewYork:TheFreePress;1974.Greedyinstitutions:Patternsof undivided commitment.