A Study On Impact of Work-Life Balance of Married Women on Human Resource Development

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ABSTRACT: The role of working women has changed throughout the world due to economic conditions and social demands. This has resulted in a scenario in which working women have pleasure to develop a career as robust as sustaining active management in personal life. Work-life balance has become one of the major challenges in women’s life which has a larger influence on human capital development. A Likert scale based questionnaire for collecting information on the work-life balance of women was administered with 50 respondents by survey method. The data was analyzed using SPSS. This study revealed the statistically significant factors responsible for work-life balance of women under Indian conditions.

Keywords- Work-life balance (WLB), human resource management, quality of life, working women, personal life, professional life.

I. INTRODUCTION
In recent years, work-life balance has become one of the main interesting topics at the academic, business, political and social level. This phenomenon emerges as a response to demographic, economic and cultural changes such as the increasing integration of women in the workplace, the rising number of couples both working outside home, or the transformation of family structures as well as population ageing, technological advances, birth rate decline and the need to improve human capital management. In addition, work-life balance is one of the main concerns of the so called "Generation Y" (born between 1982 and 2000), who value flexibility in time and space at work.

These social, economic and political changes led companies to a greater involvement in work, family and personal life issues. The need for work-life balance arises as a response to work-family conflict, which occurs when the requirements of personal role are mismatched with the ones of the productive role and vice versa. This conflict generates tension in individuals who bear exposure to an increased stress, reducing their productivity level and causing a negative impact on organizational performance.

In this context the organizations should have a proactive approach to implement work-life practices, creating a flexible structure to undertake environmental changes and contribute to increase individuals’ life satisfaction. Hence, work-life balance -as any other human resource policy- can be seen as a main challenge for organizational leaders, while also as a source of competitive advantage. For companies expecting to attract and retain highly motivated and committed personnel, work-life balance can help to retain skillful employees in the organization, achieving a higher return on investment.

II. OBJECTIVES
The objectives of the study are:

1. To ascertain the factors that affects the work-life balance of women of various professions.
2. To reveal the effect of work-life balance of married working women on their performance at work.
3. To determine the work-life balance problems of married working women across their demographic characteristics such as age group, number of children and spouse’s profession.

III. RESEARCH METHODOLOGY

A. Description of Sample
A study was conducted among the married working women of Chennai. A sample of 50 married working women was selected using Random Sampling. They were from Teachers, Professors, IT Industry, Government Employee, Private Employee and Other sectors. Since the study focused only on married working women, all the 50 respondents were married.

B. Description of the Tool Used–
Tools used for analysis are:

- **Chi-square test:**
The Chi-square test procedure tabulates a variable into categories and computes a chi-square statistic. This goodness-of-fit test compares the observed and expected frequencies in each category to test that all categories contain the same proportion of values or test that each category contains a user-specified proportions of values. The chi-square test for independence examines whether knowing the values of one variable helps to estimate the value of another variable.

\[
\chi^2 = \sum \frac{(O_i - E_i)^2}{E_i}
\]

Where O – Observed frequency, E – Expected frequency

- **Independent Sample t-test:**
The independent sample t-test is a member of the t-test family, which consists of tests that compare mean value(s) of continuous-level (interval or ratio data), normally distributed data. The independent sample t-test compares two means. It assumes a model where the variables in the analysis are split into independent and dependent variables. The model assumes that a difference in the mean score of the dependent variable is found because of the influence of the independent variable. Thus, the independent sample t-test is an analysis of dependence. It is one of the most widely used statistical tests, and is sometimes erroneously called the independent variable t-test.

- **MLRM (Multiple Linear Regression Model):**
A statistical technique that uses several explanatory variables to predict the outcome of a response variable. The goal of multiple linear regression (MLR) is to model the relationship between the explanatory and response variables. The model for MLR, given n observations, is:

\[
y_i=\beta_0+\beta_1x_{i1}+\beta_2x_{i2}+...+\beta_px_{ip}+E_i; \text{ where } i=1,2...n
\]

- **Likert Scale Scoring Method**
Likert items are used to measure respondents’ attitudes to a particular question or statement. To analyze the data it is usually coded as follows: 1 = strongly disagree 2 = Disagree 3 = Neutral 4 = Agree 5 = Strongly agree

This is a very useful question type when you want to get an overall measurement of sentiment around a particular topic, opinion, or experience and also to collect specific data on factors that contribute to that sentiment.

The scope of the study was limited to the married working women of Chennai from various sectors regarding the challenges that they face in balancing the personal and professional life.
III. ANALYSIS AND INTERPRETATION

In order to subject the data to statistical testing, the collected data were coded and analyzed using SPSS (originally Statistical Package for the Social Sciences) version 16 for Windows. The data were also tabulated with frequency tables and percentages using MS-Excel.

The study contains 50 women. In this study, the average age of respondents is 30 yrs.

Table 1: Socio demographic features of the respondents

<table>
<thead>
<tr>
<th>Attributes</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Under 30 yrs</td>
<td>25</td>
<td>50</td>
</tr>
<tr>
<td>30-40 yrs</td>
<td>22</td>
<td>44</td>
</tr>
<tr>
<td>Over 40 yrs</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>Education</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PG &amp; above</td>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td>UG</td>
<td>29</td>
<td>58</td>
</tr>
<tr>
<td>Less than UG</td>
<td>17</td>
<td>34</td>
</tr>
<tr>
<td>Occupation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professor</td>
<td>9</td>
<td>18</td>
</tr>
<tr>
<td>IT Industry</td>
<td>5</td>
<td>10</td>
</tr>
<tr>
<td>Govt. Employee</td>
<td>18</td>
<td>36</td>
</tr>
<tr>
<td>Private Employee</td>
<td>17</td>
<td>34</td>
</tr>
<tr>
<td>Others</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Spouse</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professor</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>IT Industry</td>
<td>9</td>
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<tr>
<td>Govt. Employee</td>
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<td>20</td>
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<tr>
<td>Private Employee</td>
<td>22</td>
<td>44</td>
</tr>
<tr>
<td>Business</td>
<td>8</td>
<td>16</td>
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<tr>
<td>Family type</td>
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<td></td>
</tr>
<tr>
<td>Joint</td>
<td>23</td>
<td>46</td>
</tr>
<tr>
<td>Nuclear</td>
<td>27</td>
<td>54</td>
</tr>
<tr>
<td>No of child</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No</td>
<td>11</td>
<td>22</td>
</tr>
<tr>
<td>One</td>
<td>21</td>
<td>42</td>
</tr>
<tr>
<td>Two</td>
<td>11</td>
<td>22</td>
</tr>
<tr>
<td>Three or more</td>
<td>7</td>
<td>14</td>
</tr>
</tbody>
</table>

From the above table among the 50 married women, most of them (50%) were under 30 years. The highest education qualification groups are of UG level. 36% of the respondents are government employee. 54% of the respondents are from nuclear family. Most of the respondents i.e. 42% of women have only one child.

Hypothesis:

H₀: There is no significant difference on the stress level in WLB and LWB among married working women based on the type of family.

The independent t test compares the stress level in WLB and LWB among married working women based on the type of family.
married working women based on the type of family. 

H1: There is significant difference on the stress level in WLB and LWB among married working women based on the type of family.

From the above table we found that there is no significant difference on the stress level in WLB and LWB among married working women based on the type of family. The result was found that the criteria (WLB) does not influence much in the type of the family. But LWB was influenced in type of family where stress level found to be insignificant.

MULTIPLE LINEAR REGRESSION MODEL

The MLRM were conducted to examine the relationship between WLB among married women and various potential factor.

From the result $R^2=46\%$ of variation in $y$ can be explained by the linear effect of $x_1$ and $x_2$. $R$, the linear correlation between observed and predicted value.

From the ANOVA table, the significant value of $F$ is less than 0.05 which means that the variation explained by the model is not due to chance.

The MLRM model for this data is 

$$y=8.680+0.028X_1-.343X_2$$

where $X_1$ is the impact of work on home and $X_2$ is the impact of home on work.

.028 score is the expected increase in $y_1$ corresponding to unit score in $x_1$ when $x_2$ is held to be constant. Similarly, because $\beta_2 = -3.43$ being an estimate of expected decrease in
The above P-P plot is approximately normally distributed. The result was found that the criteria such as (excessive work load, stress due to family problems, insufficient time, professional growth, performance at work,) are the factor influence the WLB among married women.

**IV. SUMMARY OF FINDINGS**

This study was able to measure the work–life balance of women finding that married women find it very hard to balance their work and personal life irrespective of the sector they are into, the age group they belong to, the number of children they have and their spouse’s profession.

- Most of the women (52%) have colleagues who have resigned or taken a career break because of work life balance issues.
- Most of the women (28%) work overtime frequently.
- Most of the women (48%) spend 4 to 6 hours with their children/partner.
- Most of the women (56%) do not carry their office to home.
- Most of the women (44%) have job stress that affects their personal relationships.

**V. CONCLUSION**

Work life balance becomes highly important to study what women undergo in their career path as they will be handling their family as well at the same time. The stress and work pressure is far more than others as a lot of time management, job management, kid management, house management everything is put under criteria. It is critical for work and family research to fully understand the
conditions under which the married women employees experience conflict between their roles. It is clear from the current study that married women employees indeed experience WLB while attempting to balance their work and family lives which in turn affects the human resource development of the organizations. Thus, organizations need to formulate guidelines for the management of WLBs since they are related to job satisfaction and performance of the employees. The report argues that the organization (work) and the supporting value from home will encourage work life balance and in practice will reap the benefits and reduce the stress levels in both joint and nuclear family which will increase the productivity both at home and work.

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