

Psychological Well Being and Work-Life Balance of Working Women - A co-relational study

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Abstract—The world of work is tremendously varied. In today's world, balancing between work and life causes anxiety, sorrow, and reduced efficiency especially for women who take care of dual responsibilities of home and office. There are a rising number of women taking up useful employment. Working women are no longer a scarcity and are now recognized as an integral part of the working force.

Psychological well-being person refers to as one who perceives himself individually active and socially approved on the other hand Work-life balance (WLB) is the capability of persons to follow successfully their work and non-work lives. Keeping this in mind the present study compares the Psychological Well Being and Work Life Balance of working women of four sectors i.e. Information Technology, Banking, School Teachers, and College Lecturers. The sample consists of 200 working women (50 each) with the age group of 25-45 years of Pune city and sample was collected randomly through convenience sampling method. The tool used for the same were "The Ryff Scales of Psychological Well-Being" by Spring in 2005 and "Work -life (W-L) balance scale proposed by Pareek and Joshi in 2010. The results of the study revealed that women working with banks and schools were psychologically more stable and so their overall Work-life balance was high as compared to those who work with colleges and IT companies. It may be due to higher work pressure and long working hours. Women employees can balance their work-life by taking some initiatives and decisions for themselves. This study emphasizes the need to understand the necessity of the balance between work and life and keeping oneself psychologically fit. Many countries like UK and China have already taken big steps towards assured work life balance to employees; Indian government should also take initiative for enforcing similar regulations or laws. Only with this clear perceptive programs can be successfully conducted for the employees benefit.

Index Terms— Co-relational study, Information Technology, Lecturers, Psychological Well Being, School Teachers, Work Life Balance, Working Women.

1 INTRODUCTION



IN today's competitive world of work there is a huge marathon in proving oneself among others. Earlier men were known to be the bread winner of the family. Since earlier times men are considered as financial folks, who usually take care of financial responsibilities of the family while women as housewives who are in charge of their children and family. (Narang (2014)

Women in India are subjected to many changes from earlier times till now. Earlier they used to confine in houses and work just as care givers to their family. Weather educated or uneducated their responsibilities lies within their family and household chores only.

Today both men and women are equally giving their best in their work field. Women are no less behind men in selecting their occupation; in fact they are proved to be very good at their workplace. Women are equally contributing in the family both financially and socially. Rather they are carrying out dual responsibilities of home and office. They take care of children and family on the one hand and office on the other. According to Rao (2008), there is a major part of women in the workforce because of several factors like literacy rate, growing economic needs, greater sex equality and suitable soft jobs (Public relations, HR managers, receptionist etc).

Modern women today are much more advanced and confident enough to perform dual errands of home and career. Sheena (2004) suggested that employment gave women more decision-making powers and an enhanced position at home. But they are more stressed as compared to non - working women (Harshpinder et al. 2006).

Psychological well-being is as important to an individual as good physical health. Like, in all other spheres of life, a psychologically sound person performs well at his work place. Good psychological well-being leads to enhanced memory, motivation, self-efficacy, positive judgements

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about others, being more fruitful and fewer distractions. It fosters the development of organizational loyalty among

employees. So, psychological well-being of an employee is a pre-requisite for their effective performance at work.

According to psychological well-being theory, individual's psychological health depends on his positive functioning in certain aspects of his life. Individual should have in positive relationship with others; should be dominant over the environment; should accept himself and his past; should has a goal and meaning in his life; should have personal development and the ability to make his own decisions (Özen, 2005).

Work-life balance (WLB) refers to the ability of individuals to pursue successfully their work and non-work lives, without unnecessary burdens from one domain undermining the acceptable experience of the other. (M. Noon, & Blyton, 2007).

A "good" work-life balance is explained as a state in which workers feel that they are capable of balancing their work and non-work commitments, and, for the most part, do so (F. Moore, 2007). Work and family are the two most important domains in a person's life. Work-life stability is a main aspect of the quality of work and life of individuals and couples trying to manage multiple roles.

Major difficulties for career women are the superficial inappropriateness of their roles as wife and mother with their roles of being employed. Coping with the various roles usually contribute to increased levels of stress and difficulty for working mothers (Vosloo, 2000).

On one hand they try to meet out the demands of their profession which may result in high level of frustration and conflict. On the other hand, the mind sets of Indian families have not yet changed. Thus a woman has to do lots of efforts to balance her work and home.

Before, the feminine workers in India were mostly working in non-managerial profile. Now, they are working in almost all categories of positions in the workplace. These changes in work culture have supplemented to women's obligations and accountabilities to their family as well as to society (Mathew & Panchanatham 2009a; 2009b). Pressures from the job and family domains are often incompatible, giving rise to imbalance (Peeters et al., 2005)

Women's career is affected more by their family responsibilities, i.e., dual role (Home and Office). Coping with the various roles usually contribute to increased levels of stress and difficulty. They sometimes fail to adjust in

between their work, family, in laws and husband and therefore become emotionally unstable.

2 AIM

To study the relationship between the Psychological Well Being and Work Life Balance of working women.

3 OBJECTIVES

- To find out the Psychological Well Being of the total sample with respect to their occupation.
- To find out the Work Life Balance of the total sample with respect to their occupation.
- To find out the Psychological Well Being of the total sample with respect to their age (25-45 years).
- To find out the Work Life Balance of the total sample with respect to their age (25-45 years).
- To study the relationship between Psychological Well Being and Work Life Balance of total sample.

4 HYPOTHESES

On the basis of above objectives, following major hypotheses were being framed:

- Ho1 There will be no relationship between the Psychological Well Being of the total sample with respect to their occupation.
- Ho2 There will be no relationship between Work Life Balance of the total sample with respect to their occupation.
- Ho3 There will be no significant difference between the Psychological Well Being of the total sample with respect to their age (25-45 years).
- Ho4 There will be no significant difference between Work Life Balance of the total sample with respect to their age (25-45 years).
- Ho5 There will be no correlation between Psychological Well Being and Work Life Balance of total sample.

5 METHODOLOGY

Research methodology starts from initial identification of the problem to its final conclusion. The purpose of the present study is to assess the Psychological Well Being and Work Life Balance of working women of different occupation in the age group of 25-45 years.

5.1 Sample

The populations selected for this particular study are the Working women from four major sectors i.e. Information Technology, Banking, School Teachers, College Lecturers.

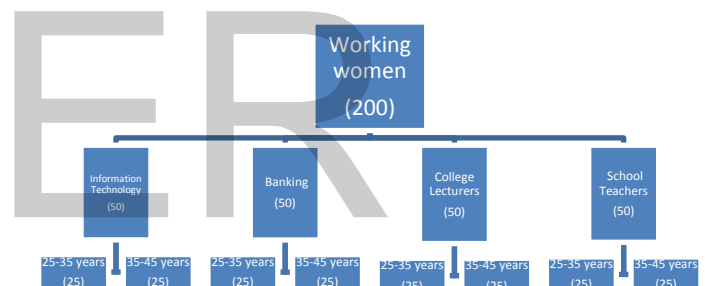
5.2 Sampling

The sampling population of this research includes 200 Working women living and working in Pune city, Maharashtra. The sample is collected by purposive convenience sampling method. The population belonged to age group of 25 to 45 years are taken in study. Other inclusions include;

- Only married female employees were taken.
- To control the age, subjects of 25 to 45 years group were taken.
- Working women who were having work experience of 2 to 5 years were taken.
- Working women having working hours of 6-8 hours were taken for the study.
- Those working women living in nuclear families having 1 or 2 children were taken for the study.

6 RESEARCH DESIGN

The following schematic outline will also lend guidance that might help explain the patterns of research done.



7 STATISTICAL TOOLS

The Ryff Scales of Psychological Well-Being

The Ryff Scales of Psychological Well-Being developed by Spring in 2005 was used to measure the Psychological Well Being of Working Women. The test re-test reliability of the tool is .81-.88. It consists of 84 questions (long form). It consists of six areas of psychological well-being: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. Respondents rate statements on a scale of 1 to 6, with 1 indicating strong disagreement and 6 indicating strong agreement. The Ryff Scales of Psychological Well-Being is a theoretically grounded instrument that specifically focuses on measuring multiple facets of psychological well-being. These facets include the following:

- Self-acceptance
- The establishment of quality ties to other

- A sense of autonomy in thought and action
- The ability to manage complex environments to suit personal needs and values
- The pursuit of meaningful goals and a sense of purpose in life
- Continued growth and development as a person

Work Life Balance Scale

Work -life (W-L) balance scale proposed by Pareek and Joshi, (2010) consisting of 36 items will be used for measuring work life balance. It has 6 dimensions - personal needs, social needs, time management, team work, compensation and works itself. The reliability of dimensions are .63 (personal needs), .72 (social needs), .69 (time management), .77 (team work), .71 (compensation) and .79 work. Out of 36 questions, 18 questions were reverse scored to ensure that the responses were reliable and accurate. It is Five point Likert scale varying from 0 to 4 (Not true to definitely true).

8 COLLECTION OF DATA

The samples were contacted at their homes and offices and were asked to fill both the questionnaire. A few who were not approachable were mailed the questionnaire and asked to fill in and mail it back.

9 STATISTICAL ANALYSIS

Data was coded in a predefined tabular format. The gathered was tabulated computed and analyzed using mean, SD and t test. The results were considered significant if p value was < 0.05.

10 RESULTS AND ANALYSIS

TABLE.1

PSYCHOLOGICAL WELL BEING OF THE TOTAL SAMPLE WITH RESPECT TO THEIR OCCUPATION

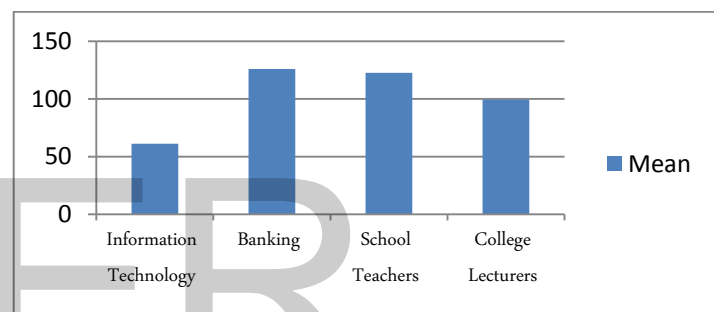
Occupation	N	Mean	SD
Information Technology	50	269.8	10.23
Banking	50	456.6	6.33
School Teachers	50	456.6	5.99
College Lecturers	50	302.2	4.54

The above results shows that Bankers and school teachers were found to be more psychologically fit and the reason might be the work atmosphere and work leniency. Srimathi and Kiran, (2010) examined the level of psychological well-being among working women in different professions. Results revealed that Women employees working in banks had medium level and those of teachers had highest total Psychological Well Being scores. Hence Ho1 is rejected.

TABLE.2

WORK LIFE BALANCE OF THE TOTAL SAMPLE WITH RESPECT TO THEIR OCCUPATION

Occupation	N	Mean	SD
Information Technology	50	61.22	3.24
Banking	50	125.95	4.92
School Teachers	50	122.62	2.75
College Lecturers	50	99.52	4.19



Results revealed that WLB of bankers and school teachers were more as compared to other two. This can be because of the flexibility of these jobs; this indicates that workplace flexibility is a key factor in reducing work-family conflict and balancing work life (Glass and Camarigg, 1992). Hence Ho2 is rejected.

TABLE.3

PSYCHOLOGICAL WELL BEING OF THE TOTAL SAMPLE WITH RESPECT TO THEIR AGE (25-45 YEARS)

Occupation	Information Technology			Banking			School Teachers			College Lecturers		
	N	Mean	SD	N	Mean	SD	N	Mean	SD	N	Mean	SD
25-35 Years	25	61.04	3.52	25	125.76	5.54	25	122.32	2.6	25	98.72	3.71
35-45 Years	25	61.4	2.99	25	126.12	4.31	25	122.92	2.92	25	100.32	4.56

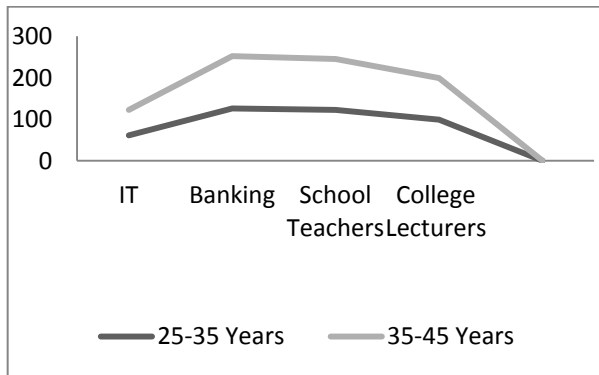
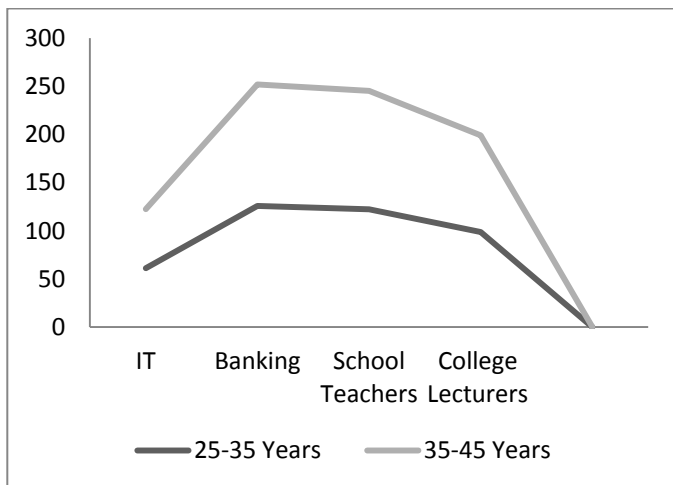


TABLE.4

WORK LIFE BALANCE OF THE TOTAL SAMPLE WITH RESPECT TO THEIR AGE (25-45 YEARS)

Occupation	Information Technology			Banking			School Teachers			College Lecturers		
	N	Mean	SD	N	Mean	SD	N	Mean	SD	N	Mean	SD
25-35 Years	25	61.04	3.52	25	125.76	5.54	25	122.32	2.6	25	98.72	3.71
35-45 Years	25	61.4	2.99	25	126.12	4.31	25	122.92	2.92	25	100.32	4.56



The results revealed that those with the higher age group (35-45 years) of age were psychologically more balance and hence their work life balance was good as compared to those of younger age group. Hence Ho3 &Ho4 are rejected.

TABLE.5

CORRELATION BETWEEN PSYCHOLOGICAL WELL BEING AND WORK LIFE BALANCE OF TOTAL SAMPLE

Variable	N	Correlation (r)	Sig(2-tailed)
Information Technology	50	.872*	.774
Banking	50	.321	.242
School Teachers	50	.231	.298
College Lecturers	50	.194	.169

Results were significant at the 0.01 level {2-tailed}. There is a positive correlation between the two, which means Psychological Well- Being plays a major role in the Work-Life balance of working women.

Study conducted by R Sadiq and A Zehra Ali (2014) about psychological well-being in married working women with dual responsibilities shows that married working women significantly reported more social dysfunction and depression. Paying dual responsibility at home and workplace is quit hectic causing psychological problems among married working women. Hence Ho5 is rejected.

11 CONCLUSION

Nowadays we see more people with depression, stress and more incidences of suicides and divorces. The outcome of the study helps the administrators, organisations and policy makers to bring change in the working strategies/pattern to meet out the current challenges in effective ways. The results of the study revealed that women working with banks and schools were psychologically more stable and so their overall Work-life balance was high as compared to those who work with colleges and IT companies. It may be due to higher work pressure and work complexities. Women employees can balance their work-life by taking some initiatives and decisions for themselves. This study emphasizes the need to understand the necessity of the balance between work and life and keeping oneself psychologically fit.

What You Can Do To Improve Psychological Fitness

- Exercise often
- Talk about what's bothering you.
- Be social.
- Stay positive.
- Be realistic.
- Cope with Stress

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