

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

Neeraja .S Iyer
M.Sc. Biostatistics,
SDNB Vaishnav College for Women, Chennai-44
(kriphaneeru@gmail.com)

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

II. OBJECTIVES

The objectives of the study are:

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.

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

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.

$$\chi^2 = \sum_{i=1}^n \frac{(O_i - E_i)^2}{E_i}$$

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

C. Data Collection

The questionnaire was distributed to the married working women from various sectors in person and 50 fully filled questionnaires were received.

D. Scope

across their demographic characteristics such as age group, number of children and spouse's profession.

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:

$$y_i = \beta_0 + \beta_1 x_{i1} + \beta_2 x_{i2} + \dots + \beta_p x_{ip} + E_i; \text{ where } i=1,2,\dots,n$$

✓ 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

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

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

Independent sample t-Test

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

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.

married working women based on the type of family.

H₁: There is significant difference on the stress level in WLB and LWB among

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means					
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference
									Lower
x1	Equal variances assumed	.053	.819	3.191	48	.003	2.911	.913	1.077
	Equal variances not assumed			3.208	47.550	.002	2.911	.908	1.086
x2	Equal variances assumed	.889	.350	1.807	48	.077	1.383	.766	-.156
	Equal variances not assumed			1.795	45.357	.079	1.383	.771	-.168

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.

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	37.775	2	18.887	6.169	.004 ^a
	Residual	143.905	47	3.062		
	Total	181.680	49			

a. Predictors: (Constant), x2, x1

b. Dependent Variable: dep

From the result R²=46% of variation in y can be explained by the linear effect of x₁ and x₂. 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.

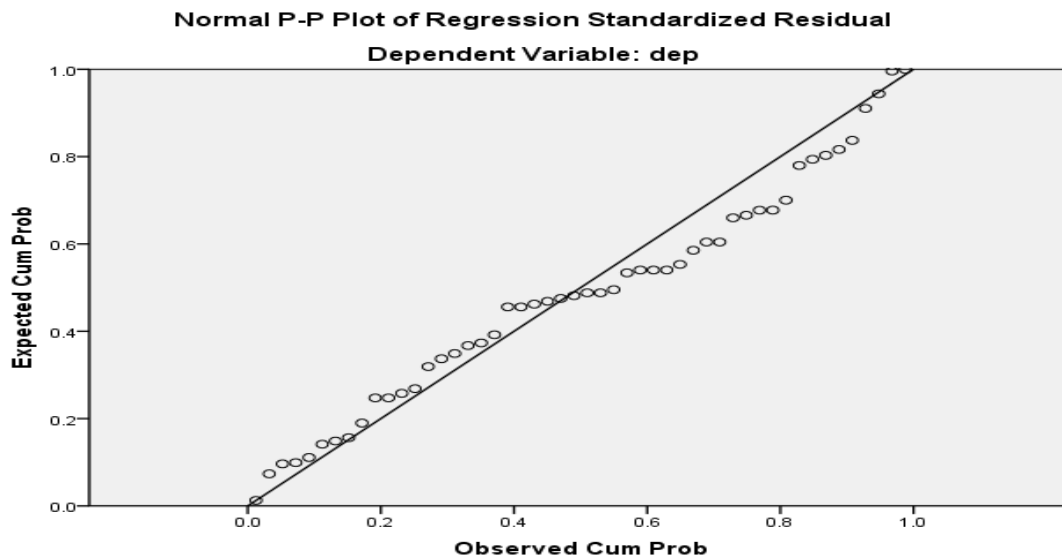
Coefficients (a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.680	1.057		17.680	.000
	x1	.028	.101	.052	.279	.781
	x2	-.343	.129	-.491	-2.663	.011

The MLRM model for this data is
 $y = 8.680 + 0.028X_1 - .343X_2$
 where X₁ is the impact of work on home and X₂ is the impact of home on work.

.028 score is the expected increase in y₁ corresponding to unit score in x₁ when x₂ is held to be constant. Similarly, because β₂ = -0.343 being an estimate of expected decrease in

y_1 corresponding to unit increase in x_2 by keeping x_1 as constant.



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.

- Most of the women (42%) have work that affects their house hold activities.
- Out of 25, those who are under 30 years 15 are able to balance their professional and personal life.
- Out of 22 private employees, 15 of them feel that they are able to balance their professional and personal life.
- Out of 27, those who are in nuclear family, 17 of them feel that they are able to balance their professional and personal life.
- Out of 21, those who have one child, 16 of them feel that they are able to balance their professional and personal life.
- From the chi-square test results, we conclude that women are able to balance their work and personal life even though they carry their office work to home.

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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