

WORKLIFE BALANCE: AN APPROACH TOWARDS STUDY OF WORKING WOMEN

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ABSTRACT

A healthy work life balance is extremely important, especially in the current situation when both the family and the job have created many difficulties and hurdles for working women. Women have an important role in their homes and in the workplace. Women's lives have changed dramatically in the contemporary period. Working women's lives today are extremely demanding. They are having many challenges in both their personal and professional lives since they are unable to devote enough time to their families and organizations. Work-life balance (WLB) has arisen as a significant and universal concern for working women in today's world. The primary goal of work-life balance is to learn when, where, and how to work. When a working woman is happy in both her personal and professional life, she may achieve this. Working women must fulfill a variety of tasks and obligations throughout their lives. Conflict arises when they are unable to strike a balance between their career and personal lives. As a result, maintaining a balance between professional and personal life is essential in the position of working women. The main purpose of the study is to identify the work life balance of working women. The study also explores the reasons why work life balance is so important in the workplace and suggests some measures to improve it. The study was based on secondary data which has been collected through various websites, journals, magazines, and articles. The study concluded that work life balance has a greater impact on the performance of working women.

Keywords: Work-life balance, Quality of work life, Stress, Family conflict and Self Esteem.

INTRODUCTION

The term "work life balance" refers to the harmony between a person's personal and professional lives. For working women, maintaining a healthy work-life balance is extremely important, especially in the present climate when both the family and the job have created many difficulties and hurdles for women. Working women are under a great deal of stress as a result of the dynamics of the workplace, which require them to manage almost two full-time jobs: one at the office and the other at home. Work-life balance refers to the happy situation attained between a person's top priorities in her professional and personal lives. It is concerned with creating and maintaining a healthy working environment. The importance of women's work-life balance has increased as a result of their equal participation of the financial burden of raising their families. Women are entering the workforce, and they do so even after being married. Working women are assigned extra responsibilities once they get married and have

kids. Because women have to manage their homes and children, which is quite demanding on them, they are under more pressure to retain their employment married women have greater responsibilities than men. The tenacity and dedication of the working women enable them to successfully handle challenging circumstances. As a result of their involvement in income-generating activities, women are better able to meet their domestic demands. To develop their abilities in all four spheres of life, working women must carefully manage their personal balance and deftly combine their jobs. Women's work-life balance among employees includes a list of several traits that contribute to WLB. Therefore, in order to maintain a balance between their personal and professional life, working women are obliged to manage a variety of activities and extensive obligations simultaneously in their lives. They must deal with tremendous pressure and impact on their health due to the increasing workload. Throughout their lives, working women must fulfill a variety of jobs and obligations. Conflict arises when they are unable to strike a balance between their career and personal lives. As a result, maintaining a balance between professional and personal life is essential in the position of working women.

LITRATURE REVIEW

K.Santhana Lakshmi , (March 2013) have determined that educational institutions should adopt a comprehensive approach when designing and implementing policies to help teaching personnel in managing their work and personal lives.

Santosh, Jain (2016) that is the topic of "A Study of the Influence of Commuting ik Working Hours on the Work-Life Balance of Working Fathers in Mumbai," which has been demonstrating for a long time and is making adjustments that have a crucial effect on the work-life balance of working pioneers in this metropolis. In order to enhance the quality of life and productivity of male employees in a major Indian metropolis, they also sought to look at the kinds of courses available.

Heather S,McMillan , (2011) argued that a New Harmony based on conflict and enrichment had emerged as a result of individual harmony and its impacts.

N.lCrishna Reddy , (2010) Consequently, it was determined that married women employees do in fact experience work-family conflict (WFC) while striving to combine their personal and professional life.

Kofodimos (1993) shows that imbalance—especially work imbalance—raises stress levels, lowers quality of life, and eventually decreases people's productivity at work.

Meharaj A. (2015) Increased workloads might cause unneeded stress, which can have a negative impact on treatment and professional judgment. However, overwork is just as bad for the teachers as it is for the students. Between the college's and the faculty members' interests, there is a compromise made on the quality of work life.

Goyal Agrawel (2015) "issues and challenges of work life balance in banking industry of India The definition of the work-life balance policy and programs is probably investing in managements for excellent productivity, lowering absenteeism, getting the enhancement of client services, and for a good health, flexible working so they become satisfied and motivating the work forces especially in banking firm.

Murthy and Shastri (2015) "a qualitative study on work life balance of employees working in private sector" Parenting issues include the desire for time with the kid and the youngster's expression

of displeasure. Marriage issues: they desire to spend time with their families but are unable to make time for their marriages. These roles that individuals perform in their everyday lives, such as that of mother and daughter-in-law, present role conflict or role guilt.

Bhandari K., Soni H. (2015) According to the study "Incidence of Sex_ Age and Work Experience on Sufficient against Work Life Balance," male workers are less satisfied than female workers since women are entitled to maternity leave while men are not. It is too difficult for men to take time off from work to deal with their own personal / family issues because male employees are responsible for the entire family, not the women but their parents and children. The value of parental status is perceived as a major factor in the balance of fathers' working lives. Therefore, the corporation should be accommodating with regard to obligations to one's family.

Jeffrey H. Greenhaus, Karen M. Collins & Jason D. Shaw (2003) recommended that a high level of time and commitment in both job and family would lessen stress and work-family conflict, improving a person's quality of life. It therefore follows that the issue of work-life balance for working women is urgently needed. Married working women in our period can only enjoy a good quality of life when work-life balance is maintained.

Edison, Anthony and Julius (2015) In light of the research on this subject, concentrate on two key predictions. To gauge the chosen emotional intensity in relation to their life and future. The next step was to look at the important link between better motivation and management's organization of the work-life balance and the final results, which were targeted at respondents with at least two years and eight years of experience who also had a good work-life balance and were separated from them. After more than two or eight years of employment, respondents don't feel good about their ultimate work-life balance in the combinations.

Kakkar (2016) "Studying work-life balance from a gender viewpoint in the Indian service sector" The understanding of the study in the articles that are concentrating on the male that are surrounding in number is being highlighted as it relates to the issue that they encounter in work-life via the women at work area. The culture is now manifesting itself in both male and female significances, and wherever there is a hint of information about work-life balance, men are signaled to avoid it or to take it for granted as being the better and more helpful attractions, whether at home or at work. When there is an issue with work-life balance, there are many strong males who are in the globe who may not be able to grab the spotlight for the female.

BENEFITS OF WORK-LIFE BALANCE

The following are the advantages of work-life balance for women employees:

Telecommuting: Working from anywhere and at any time, as well as working from home, is part of it. It is now feasible due to technological improvements. Many businesses believe that teleworking benefits female workers the most since it reduces their travel times and allows them to use technology like cloud-based software, online videos, and meetings to do their job. Flexible Timings: When they put in a set number of hours each day or on certain days. Flexibility exists. establishing the remaining plans. This helps working women manage their personal and professional lives, which is an advantage.

Child care: Many working married women find it challenging to juggle family and career. To fulfill the needs of contemporary families, several organizations now offer various forms of child care. On-site child care is a feature they provide.

Alternative work plan: Employees who work 10 hours every day have three days off after that. The alternate timetable that is most widely used is this one. This has the advantage of encouraging authenticity at work and raising productivity among female employees.

- Lessens the strain of working from home and its effects on the family.
- Lowers degree of stress
- Managing time within your control
- Decision-making autonomy
- Enhanced job security
- Lower the cost of healthcare
- An improvement in staff commitment, retention, and motivation.
- Boost productivity
- Lowers staff turnover and recruitment costs
- Reduces hiring expenses and employee turnover
- Boost the level of competition.

OBSTACLES TO A WORK-LIFE BALANCE

Interpersonal Communications : Even while businesses provide a wide range of work-life perks, effective communication is still crucial for success. Because the female employees are unaware of it or incapable of comprehending it.

Zero execution: Many businesses have developed policies and plans in this area, but they simply exist on paper, and they don't give much thought to actually putting them into practice.

Longer working hours: Working women must put in longer hours because they must compete with their spouses for advancement and promotions in their fields of employment. In India's past, women have continued to serve as the major caregivers for children and the elderly, who spend more time at home and jeopardize their ability to combine work and life. Employees hardly ever have free time to engage in personal hobbies. No evidence exists.

Culture: Many female workers believe that society does not normally support a healthy work-life balance. The company is multi-cultural, and each department has procedures that facilitate work-life balance. But many female employees believe that their rules don't provide them enough leeway to strike a balance between work and family.

Team endeavor: To plan and implement the strategies and policies of work-life balance, collaboration and cooperative working are necessary.

Stress at work: Workload pressures are present for working women at all organizational levels. Women may be required to work longer shifts, bring work home, or work while on vacation if their workload increases. Conflicts between family and job obligations, increased stress, and health issues for working women are the results. When there is a greater burden, it is especially harder for women to handle caring for their families and kids while working.

Conflict between job and family life: The majority of respondents acknowledged that employment was impacted by family obligations. This may be due to the fact that working hours are frequently not limited to seven or eight hours per day and that workers in the private sector frequently put in 12 to 16 hours per day. It leaves them with no free time for their family.

Due to increasing hours spent on legitimate job, business might struggle with family life since the majority of respondents work in the private sector.

Technology: Technology has made it possible to telecommute, work from home, and boost workplace flexibility, but it has also invaded our precious free time at home. Many work units do not use telecommuting or other technical facilities, and occasionally female employees' bosses have questioned whether they were really working from home or not. As a result, female employees feel suspicious and want for wider telecommuting facilities.

Controller: The controllers in this situation are the managers, superiors, supervisors, administration, etc. They could benefit from the organizationally provided work-plan flexibility.

Self-esteem and respect: Employees, whether men and women, aspire to be respected and honored by their coworkers. India has a serious issue with it since they still hold the view that women cannot have strong knowledge and skills and live in a male-dominated society. Many female workers believe that their expertise is undervalued by management and that they are never given the time of day to voice their opinions.

CONCLUSION AND SUGGESTIONS

Today's women are educated and provide for their families financially and physically, but owing to various circumstances, they have neglected their careers and should be focusing on their families instead. To achieve work life balance they should use strategies and skills like planning, organizing, etc to maintain a balance between their professional and personal life. They face various problems and due to increase responsibility of family, motherhood and work most of them have break in their careers. Finding a balance between work and family has been a major challenge for both women employees and corporations. The stress level has increased as a result of increased responsibility for family, children, and job, and it is affecting people's health. Some people even disregard their health problems. Conflicts have become more frequent when people bring their job home or when family members interfere with their employment. This resulted in decreased productivity, missed deadlines for the organization's work, and family disputes and stress. Therefore, firms need to show more interest in establishing work-life balance strategies and policies and putting such strategies and policies into practice with their Human Resource (ER) department.

These are the few suggestions to improve the work life balance for the working women;

- Allowing for flexible work hours
- Stress management helps in taking care of your health and relax in order to balance your personal and professional
- social networking helps in better coordination and collaboration
- Technology awareness: Using technology allows for flexibility in the workplace and time savings.
- Utilize the resources supplied by the organization to help you maintain a healthy work-life balance.
- Planning helps in organizing all activities in a planned manner to provide work-life balance and the seamless operation of daily tasks.
- Offering maternity leave as required by law.

- The part played by HR in putting the plans for working women's initiatives and policies into action.
- Working women should avoid excessive hours.
- Time management: Prioritizing the completion of tasks at home and at work.
- Establishing child care facilities within the organizations so that mothers may work stress-free.
- Developing WLB strategies and procedures with management and female employees involved.

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