

An Impact of Work Life Balance of Women Employees: An Emperical Study of Selected Manufacturing Units in Vadodara

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ABSTRACT- In the years, research has revealed that there has been an increase in opportunities of jobs, and due to this there has been increased in skilled manpower also. Women have grown dramatically the disparity in wealth between men and women has widened considerably. Women's progress has accelerated since the twentieth century, and in the coming years, with a decent work-life balance, they will surpass males professionally and personally. Women started sharing responsibilities equally with men at work and at home for the betterment of their families, this has been done due to the financial demand of the family, living a stress-free life, and maintaining a decent work-life balance. Work-life balance has been proven to be essential for personal fulfillment. Furthermore, as more women enter the workforce, work-life balance has gotten even greater attention. This is because it is critical for women to strike a balance between their careers and personal lives.

KEYWORDS- Work-life balance, skilled man power, disparity, stress-free life, career, financial demand.

I. INTRODUCTION

Women's work-life balance has become a hot topic as we see them working in a variety of fields and sharing responsibilities equally with men at work and at home for the betterment of their families.[1] Work-life balance has gotten a lot of attention from employers, employees, and researchers in the last three decades, according to various studies. Gender roles and responsibilities were once classified into two groups. Man was supposed to work outside the home to provide for the family's needs, while women were primarily responsible for household activities and responsibilities such as child care, child nurturing, cooking, and so on.[2] With the help of higher education and globalisation, however, a substantial number of women have entered the workforce. Women's lives have changed dramatically as a result of this. It has allowed them to develop and form self-identities and occupations outside of their family responsibilities.[3] With India's economy increasingly shifting toward a knowledge economy, the meaning and importance of work-life balance has taken on new significance.[4]

Women used to have to fight a lot to define their identity in this competitive world, both in society and in the workplace. Things have improved to a larger extent as educational and training institutions have advanced.[5] According to historical data from India's employment

census, women's employment rates have risen dramatically. In India, women have knocked down barriers and formed bridges across professional divides.[6] Work-life balance is primarily concerned with two key aspects: achievement and enjoyment. This indicates that a woman should be able to have job satisfaction (enjoyment) while also being able to advance in her profession (achievement) in order to fulfil her goals, resulting in a positive work-life balance.[7]

Due to the impact on both professional and personal life in today's competitive world, the problem of work-life balance has piqued the interest of researchers and academics.[8] While a balanced work-life balance produces harmony in both professional and personal life, an imbalance between work and life can have a detrimental impact on an employee's personal life, leading to job discontent and a loss of productivity and reputation for the company.

II. LITERATURE REVIEW

S.A. Boamah 2022, has discovered that females in academics, science, engineering, medicine, and nursing are under a lot of stress. He also stated that nursing is a unique area that is dominated by female personnel, implying that there are a large number of women who are burned out and at a higher risk of professional and personal problems[13].

K.A. Bataineh 2019, According to the researcher, the purpose of this study was to look at the relationship between work-life balance, happiness, and employee performance. As a result, a questionnaire-based survey was carried out on a dataset of 289 employees from the (Med Pharma) using a multiple regression model. According to the findings, work-life balance and happiness have a favorable impact on employee performance[14].

H.K. Raghavendra et.al 2018, stated that the current study focuses on the notion of work-life balance for women working in engineering industries, as well as identifying the many elements that affect their life balance and proposing an appropriate model for balancing their lives in their professional pursuit. Female employees favored mechanical and manufacturing departments as their job options, according to this study[15].

Sandeep 2017, has noted that women's standing and responsibilities in society, which were traditionally firmly defined and set, have undergone significant changes. Women have made strides in industries that were previously uncharted territory for them. Women of the

current generation have obtained more schooling, resulting in major increases in their families' economic situation.

S. Pahuja et. Al 2016, has stated that finding a work-life balance is one of the most difficult issues that employees confront nowadays. Understanding technology has become more challenging as work pressure and advancement have increased. The author also stated that in the financial sector, where laws and regulations change on a daily basis, life has grown complicated, resulting in many disruptions and imbalances. It is becoming more difficult for female employees to strike a balance between their professional and personal lives as a result of this strain[16].

III. RESEARCH METHODOLOGY

A. Research Objectives

- Investigating women's work-life balance in a variety of businesses. The work-life balance of female employees differs by industry due to the nature of the job.
- To investigate how female employees at work manage their personal and professional life.
- To see how demographic factors influence things like personal life expectations, personal life satisfaction, work expectations, job satisfaction, and work load

B. Sample Design

The study's universe is made up of female employees at the organisation. The sample frame consisted of women working in a variety of industries, including banking, insurance, IT, BPO, health care, and education.[9]

C. Sample Universe

It comprises people who are 18 and older.

D. Sample Population

The female employees who are being polled are both single and married.

E. Sample Size

The study used a sample size of around 115 working women employees from diverse professions and jobs. Manufacturers, doctors, teaching instructors, software engineers, customer relationship officers, bank professionals, and others are among the sample responders.

Targeted Respondents: 115
 Filled Questionnaires: 115
 Rejected Questionnaires: 00

F. Data Collection

For the purposes of the study, both primary and secondary data are gathered. The survey approach is used to collect primary data for the research. The relevant information is gathered from the sample respondents using a specially prepared questionnaire as well as personal interviews. Secondary data is gathered through books, journals, periodicals, and websites, among other sources.

G. Research Method

The research designs are divided into two categories: fundamental research objectives and quantitative designs.

H. Statistical Tools

Pie chart, Bar chart, Column chart, Area chart. [10]

I. Limitatons of the Study

- The scope of this research is restricted to Gujarat and a number of its cities.
- Solely a hundred and fifteen folks were enclosed within the study' sample.
- The opinions of respondents are fluid and vary over time.
- Human error is usually a possibility. [11]

IV. INTERPERATION & DATA ANALYES

Table 1:Opinion regarding this Question

| Sr. No. | Question | | Never | Hardly ever | Some times | Often | Always | Total |
|---------|---|------|--------|-------------|------------|-------|--------|-------|
| 1. | How often do you find your partner or family is unsatisfied with your current job arrangements? | Resp | 48 | 29 | 33 | 3 | 2 | 115 |
| | | % | 41.73% | 25.22% | 28.69% | 2.61% | 1.74% | 100% |
| . | How often have you found it difficult to balance between your current work arrangements and family responsibilities? | Resp | 22 | 36 | 49 | 6 | 2 | 115 |
| | | % | 19.13% | 31.3% | 42.61% | 5.22% | 1.74% | 100% |
| 3. | How often does your work take up the time you have to spend with family? | Resp | 21 | 34 | 49 | 5 | 6 | 115 |
| | | % | 18.26% | 29.56% | 42.61% | 4.35% | 5.22% | 100% |
| 4. | To what extent do you think about quitting your job because of work life conflict? | Resp | 34 | 34 | 40 | 5 | 2 | 115 |
| | | % | 29.57% | 29.57% | 34.78% | 4.35% | 1.73% | 100% |
| 5. | How often does tension at home related to your job affect your job performance or relationship with colleagues at work? | Resp | 25 | 41 | 42 | 4 | 3 | 115 |
| | | % | 21.74% | 35.65% | 36.52% | 3.48% | 2.61% | 100% |
| 6. | How often do you arrive late or leave early at work because of home & family duties? | Resp | 23 | 30 | 54 | 5 | 3 | 115 |
| | | % | 20% | 26.09% | 46.96% | 4.35% | 2.6% | 100% |
| 7. | How often does your work schedule make it difficult for you to fulfill your home & family responsibilities? | Resp | 23 | 37 | 43 | 9 | 3 | 115 |
| | | % | 20% | 32.17% | 37.39% | 7.83% | 2.61% | 100% |

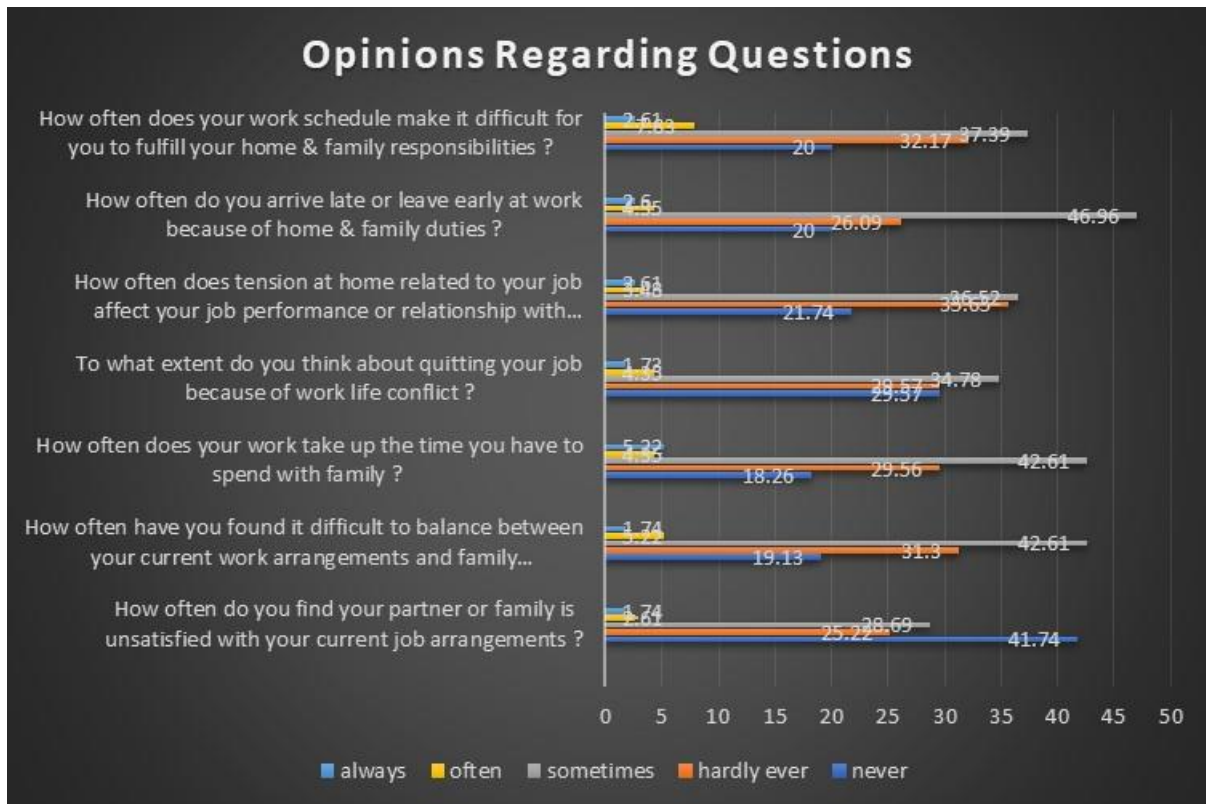


Figure 1: Opinion regarding this Question

A. Interpretation

From the above chart, the conclusion is 115 of respondents were,

- How often do you find your partner or family is unsatisfied with your current job arrangements are 41.73% with 48 are never, 25.22 % with 29 are hardly ever , 28.69 % with 33 are sometime , 2.61% with 3 are often , 1.74% with 2 are always .
- How often have you found it difficult to balance between your current work arrangements and family responsibilities are 19.13 % with 22 are never, 31.3% with 36 are hardly ever, 42.61% with 49 are sometime, 5.22% with 6 are often, 1.74% and 2 always.
- How often does your work take up the time you have to spend with family were 18.26% with 26 are never , 29.56% with 34 hardly ever , 42.61% with 49 sometime, 4.35% with 5 often , 5.22% with 6 are always .
- To what extent do you think about quitting your job because of work life conflict were 29.57% with 34 are never, 29.57% with 34 are hardly ever , 34.78% with 40 are sometime, 4.35% with 5 often , 1.73% with 2 are always.
- How often does tension at home related to your job affect your job performance or relationship with colleagues at work were 21.74% and 25 never, 35.52% and 41 are hardly ever, 36.52% and 42 are sometime, 3.48% and 4 are often , 2.61% and 3 are always.
- How often do you arrive late or leave early at work because of home & family duties 20% with 23 are never, 26.09% with 30 are hardly ever, 46.96% with 54

are some time, 4.35% with 5 are often, 2.6% with 3 are always.

- How often does your work schedule make it difficult for you to fulfill your home & family responsibilities are 20% with 23 are never, 32.17% with 37 are hardly ever, 37.39% with 43 are sometime, 7.83% with 9 are often, 2.61% with 3 are always.

V. HYPOTHESIS

Table 1: Hypothesis

| Descriptives | | | | | | | | | |
|---|--|-----|------|----------------|------------|----------------------------------|-------------|---------|---------|
| | | N | Mean | Std. Deviation | Std. Error | 95% Confidence Interval for Mean | | Minimum | Maximum |
| | | | | | | Lower Bound | Upper Bound | | |
| How often do you find your partner or family is unsatisfied with your current job arrangements? | Single | 43 | 1.95 | 1.045 | .159 | 1.63 | 2.28 | 1 | 5 |
| | Married, living with spouse | 67 | 1.94 | .952 | .116 | 1.71 | 2.17 | 1 | 5 |
| | Married or separated, living apart from spouse | 5 | 2.60 | .894 | .400 | 1.49 | 3.71 | 1 | 3 |
| | Total | 115 | 1.97 | .986 | .092 | 1.79 | 2.16 | 1 | 5 |
| How often have you found it difficult to balance between your current work arrangements and family responsibilities? | Single | 43 | 2.33 | .969 | .148 | 2.03 | 2.62 | 1 | 4 |
| | Married, living with spouse | 67 | 2.45 | .892 | .109 | 2.23 | 2.67 | 1 | 5 |
| | Married or separated, living apart from spouse | 5 | 2.20 | .837 | .374 | 1.16 | 3.24 | 1 | 3 |
| | Total | 115 | 2.39 | .915 | .085 | 2.22 | 2.56 | 1 | 5 |
| How often does your work take up the time you have to spend with family? | Single | 43 | 2.30 | 1.103 | .168 | 1.96 | 2.64 | 1 | 5 |
| | Married, living with spouse | 67 | 2.60 | .970 | .119 | 2.36 | 2.83 | 1 | 5 |
| | Married or separated, living apart from spouse | 5 | 2.60 | .548 | .245 | 1.92 | 3.28 | 2 | 3 |
| | Total | 115 | 2.49 | 1.012 | .094 | 2.30 | 2.67 | 1 | 5 |
| To what extent do you think about quitting your job because of work life conflict? | Single | 43 | 1.98 | 1.035 | .158 | 1.66 | 2.30 | 1 | 5 |
| | Married, living with spouse | 67 | 2.25 | .893 | .109 | 2.04 | 2.47 | 1 | 5 |
| | Married or separated, living apart from spouse | 5 | 3.20 | .837 | .374 | 2.16 | 4.24 | 2 | 4 |
| | Total | 115 | 2.19 | .972 | .091 | 2.01 | 2.37 | 1 | 5 |
| How often does tension at home related to your job affect your job performance or relationship with colleagues at work? | Single | 43 | 2.28 | 1.098 | .167 | 1.94 | 2.62 | 1 | 5 |
| | Married, living with spouse | 67 | 2.25 | .823 | .101 | 2.05 | 2.45 | 1 | 5 |
| | Married or separated, living apart from spouse | 5 | 3.00 | .707 | .316 | 2.12 | 3.88 | 2 | 4 |

| | | | | | | | | | |
|---|--|-----|------|-------|------|------|------|---|---|
| | Total | 115 | 2.30 | .936 | .087 | 2.12 | 2.47 | 1 | 5 |
| How often do you arrive late or leave early at work because of home & family duties? | Single | 43 | 2.28 | 1.008 | .154 | 1.97 | 2.59 | 1 | 5 |
| | Married, living with spouse | 67 | 2.51 | .894 | .109 | 2.29 | 2.73 | 1 | 5 |
| | Married or separated, living apart from spouse | 5 | 2.80 | 1.095 | .490 | 1.44 | 4.16 | 1 | 4 |
| | Total | 115 | 2.43 | .947 | .088 | 2.26 | 2.61 | 1 | 5 |
| How often does your work schedule make it difficult for you to fulfill your home & family responsibilities? | Single | 43 | 2.26 | 1.177 | .179 | 1.89 | 2.62 | 1 | 5 |
| | Married, living with spouse | 67 | 2.49 | .842 | .103 | 2.29 | 2.70 | 1 | 5 |
| | Married or separated, living apart from spouse | 5 | 2.60 | .894 | .400 | 1.49 | 3.71 | 2 | 4 |
| | Total | 115 | 2.41 | .981 | .092 | 2.23 | 2.59 | 1 | 5 |
| How satisfied are you with your current working arrangements to help you managing work / home responsibilities? | Single | 43 | 3.23 | 1.288 | .196 | 2.84 | 3.63 | 1 | 5 |
| | Married, living with spouse | 67 | 3.64 | .811 | .099 | 3.44 | 3.84 | 1 | 5 |
| | Married or separated, living apart from spouse | 5 | 3.40 | .548 | .245 | 2.72 | 4.08 | 3 | 4 |
| | Total | 115 | 3.48 | 1.020 | .095 | 3.29 | 3.67 | 1 | 5 |

Table 2: Anova

| ANOVA | | | | | | |
|--|----------------|----------------|-----|-------------|-------|------|
| | | Sum of Squares | df | Mean Square | F | Sig. |
| How often do you find your partner or family is unsatisfied with your current job arrangements? | Between Groups | 2.054 | 2 | 1.027 | 1.056 | .351 |
| | Within Groups | 108.868 | 112 | .972 | | |
| | Total | 110.922 | 114 | | | |
| How often have you found it difficult to balance between your current work arrangements and family responsibilities? | Between Groups | .582 | 2 | .291 | .344 | .710 |
| | Within Groups | 94.809 | 112 | .847 | | |
| | Total | 95.391 | 114 | | | |
| How often does your work take up the time you have to spend with family? | Between Groups | 2.341 | 2 | 1.171 | 1.146 | .322 |
| | Within Groups | 114.389 | 112 | 1.021 | | |
| | Total | 116.730 | 114 | | | |
| To what extent do you think about quitting your job because of work life conflict? | Between Groups | 7.328 | 2 | 3.664 | 4.085 | .019 |
| | Within Groups | 100.463 | 112 | .897 | | |
| | Total | 107.791 | 114 | | | |

| | | | | | | |
|---|----------------|---------|-----|-------|-------|------|
| How often does tension at home related to your job affect your job performance or relationship with colleagues at work? | Between Groups | 2.610 | 2 | 1.305 | 1.502 | .227 |
| | Within Groups | 97.338 | 112 | .869 | | |
| | Total | 99.948 | 114 | | | |
| How often do you arrive late or leave early at work because of home & family duties? | Between Groups | 2.063 | 2 | 1.032 | 1.153 | .319 |
| | Within Groups | 100.197 | 112 | .895 | | |
| | Total | 102.261 | 114 | | | |
| How often does your work schedule make it difficult for you to fulfill your home & family responsibilities? | Between Groups | 1.659 | 2 | .829 | .859 | .426 |
| | Within Groups | 108.132 | 112 | .965 | | |
| | Total | 109.791 | 114 | | | |
| How satisfied are you with your current working arrangements to help you managing work / home responsibilities? | Between Groups | 4.418 | 2 | 2.209 | 2.165 | .120 |
| | Within Groups | 114.277 | 112 | 1.020 | | |
| | Total | 118.696 | 114 | | | |

VI. INTERPRETATION

In hypothesis test the test used is anova test for the above question.

- How often do you find your partner or family is unsatisfied with your current job arrangements?

The impact of work-life balance consists of three groups (single, married and separated from spouse) that is in the sum of square 2.054 is the amount between groups and 108.868 is within the group and therefore the total amount is 110.922 and significance is 0.351.

- How often have you found it difficult to balance between your current work arrangements and family responsibilities?

The sum of square 0.582 is the amount between groups and 94.809 is within the group and therefore the total amount is 95.391 and significance is 0.710.

- How often does your work take up the time you have to spend with family?

The sum of square 2.341 is the amount between groups and 114.389 is within the group and therefore the total amount is 116.730 and significance is 0.322.

- To what extent do you think about quitting your job because of work life conflict?

The sum of square 7.328 is the amount between groups and 100.463 is within the group and therefore the total amount is 107.791 and significance is 0.019.

VII. FINDINGS AND SUGGESTIONS

- A total of 115 respondents took out the survey, with the majority of female employees (58.3%, or 67 respondents) being married, while 37.39 percent, or 43 respondents, are single, and the remaining 4.35 percent, or 5 respondents, are married or separated, living away from their spouse.

- After analysing the responses, it was discovered that the majority of female employees worked in private organisations (72.2 percent, or 83 respondents), while the public sector had 27.8%, or 32 respondents, for a total of 115 respondents.
- Based on the responses, it was discovered that 86.96 percent of female employees, or 100 female employees, had children, whereas 13.04 percent, or 15 female employees, do not.

VIII. SUGGESTIONS

- In today's competitive society, job demands have risen dramatically as a result of shifting demands, rules, and greater pressure. As a result, the female employee's stress level rises.
- The majority of respondents stated that their organisation does not have a specific policy for work-life balance, and that many people work extra.
- Respondents also stated that management has done little to develop and implement good work-life balance rules and procedures.
- Female employees may devote more time to their children and focus on their upbringing if their personal and professional lives are balanced, according to respondents.
- According to the studies, job stress was also connected to an increase in work-life conflict.
- Respondents also discovered that the amount and frequency of overtime, as well as an inflexible work schedule, exacerbates the conflict between their job and family roles by robbing them of time to engage in family activities.
- The study also indicated that some employees are so stressed that they are unable to perform household chores even after returning home from work because they are so fatigued and exhausted from working long hours.[12]

IX. CONCLUSIONS

The study's major goal was to look into the impact of female employees' work-life balance in various industries. As women continue to enter the workforce, it is vital to research their challenges. Because the literature on work-life balance does not sufficiently represent the experiences of professional working women and the numerous elements of women, work, and family, the study is necessary. Work-life balance study on working female employees is sparse, and it is frequently considered to be superficial.

The Working women encounter a variety of issues not only at work but also at home, despite the fact that they manage their families. Despite these problems, women play an important part in their lives in balancing their dual responsibilities. Women suffer from a variety of mental and physical health issues as a result of their dual lifestyle. To attain work-life balance, working women must manage their numerous realms of life with tact. She must deftly identify ways in which she and others gain mutually in all aspects of life. Because of their contribution to the nation's growth and economic progress, female employees are in higher demand in every area.

CONFLICTS OF INTEREST

The authors declare that they have no conflicts of interest.

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