

ASSESSING WORK-LIFE BALANCE AMONG WOMEN EMPLOYEES: A POST-PANDEMIC PERSPECTIVE

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Abstract

Work life balance is giving quality time to both family and work. Many of the women faces this challenge while they have to juggle between family and work. In a male dominated society where most people think that household work is women responsibility, it becomes very difficult to balance between work and family. This paper attempts to study some aspects of work life balance of women. Many multinational companies across the globe have given work from home facilities and flexi time to the employees. Companies like google has rooms to take rest, laundry facilities and they provide good food to the employees within the company which saves lot of time in household chores thereby enabling the woman to give quality time to spouse and children.

Keywords: Work life balance, Women, Employees, Pandemic, Covid-19.

Introduction

Work-life balance plays a significant role in a person's life. Managing work and personal life is very important for preventing a person from stress and contributing effectively to organizational objectives. Many good companies focus on giving their employees work life balance by introducing flexi timing facilities and work from home facilities. This paper studies work-life balance among female employees as women face a challenge of dual responsibilities. Today both couples working has become a necessity to maintain a good standard of living. Again, there is growth in the number of single parents making work-life balance more challenging.

Companies like Google, Starbucks etc. are world's famous workplace which are known to keep their employees' happy large stores and super markets do not have any standard timing in India. You may find malls and department stores open until 20:00 hours, 7 days a week. One of the important rules to which most businesses in India are subject to is "the shop and Establishment Act".

The Act includes

- Hours of work
- Interval for rest and meal
- Prohibition of employment of children
- Opening and closing hours
- Close days Weekly holidays Leave policy
- Wages for holidays

Most companies start around 9AM and end around 6PM for 5 days a week, Saturday is a half day and

on Sunday everything is closed except for restaurants and petrol pumps. Also one can see in the teaching profession, teachers find it difficult to manage work life as they have very early work. When their kids at home are having exam, they cannot take holiday as they cannot take holidays during supervision. Professions like Police, Doctor, Nurses etc faces tough time of shift duties which affects their work life balance.

Researchers in India while examining the perceptions of Indian employees regarding the quality of work life at workplace have found four underlying dimensions such as

1. Supportive management and favorable work environment,
2. Personal growth and autonomy,
3. Nature of the job,
4. Stimulating opportunities and friendly co-workers.

In their four factor model Rao and Mohan (2008) have found that Indian employees viewed a high-quality work life as one in which there were no negative impacts on personal life and would also exhibit an absence of inappropriate work demands.

Research Methodology

The data needed for the study is collected personnel interview using questionnaire. A sample of 40 respondents were studied by asking few questions related to work life balance.

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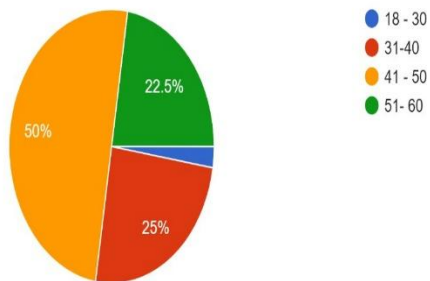
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Findings and Analysis

The analysis of the survey is as follows:

Age

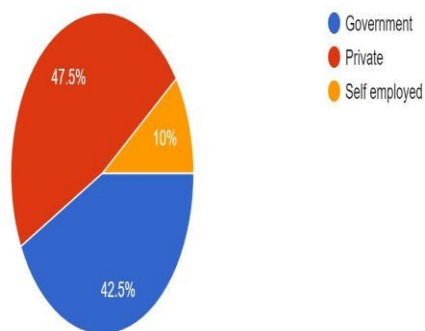
40 responses



The above shows that 50% ie majority of the respondents were between 41 – 50 years of age. 25% of the respondents were of the age group 31-40 year.

Type of organization

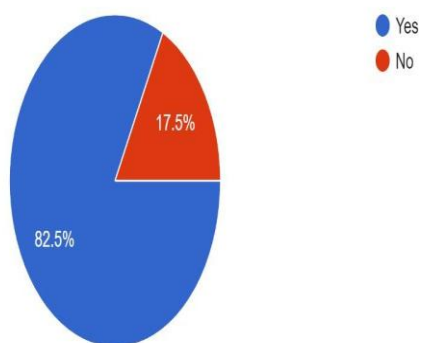
40 responses



47% of the respondents were in the government sector. 42.5% of the respondents were in the private sector 10% of the respondents were self employed.

Do you have supportive management ?

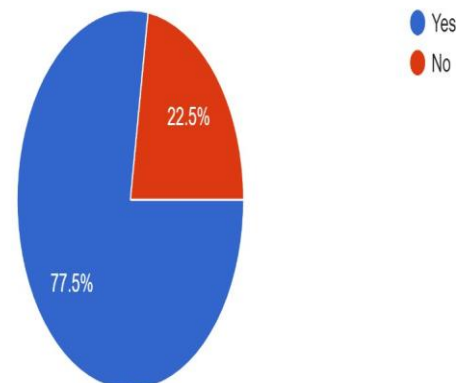
40 responses



82.5% of the respondents felt that their management was supportive.

Do you have favorable work environment?

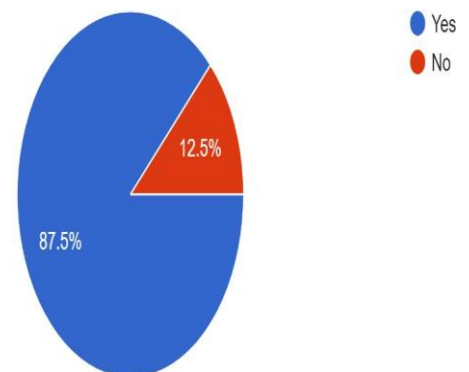
40 responses



77.5% of the respondents felt that they had favourable work environment.

Do you have personal growth and autonomy while working ?

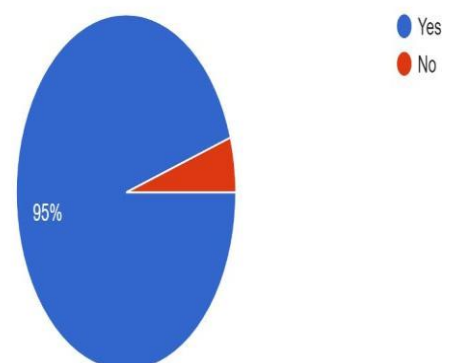
40 responses



87.5% of the respondents felt that they have personal growth and autonomy while working.

Do you have friendly co - workers?

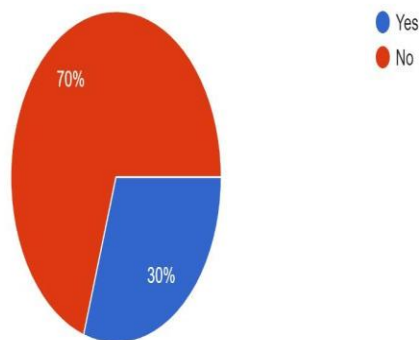
40 responses



95% of the respondents have friendly co – workers.

Do you get enough time to exercise ?

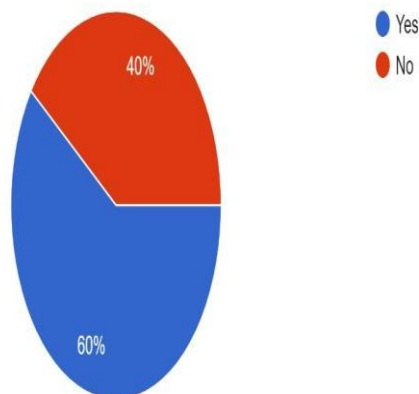
40 responses



70% of the respondents felt that they did not get time to exercise. This shows that they do not get enough time for their personal life. As exercise determines good health. Companies should make gym facilities for their employees so that they can exercise in free time.

Do you get enough family time ?

40 responses



60% of the respondents felt that got enough family time. However, 40% respondents felt they did not get enough family time which indicates that effort should be put to increase family time for these respondents by framing organizational policy favorable to them like flexi time, work from home, sabbaticals etc.

Conclusion

The above shows that 50% ie majority of the respondents were between 41-50 years of age. 25% of the respondents were of the age group 31-40 years 47% of the respondents were in the government sector. 42.5% of the respondents were in the private sector 10% of the respondents were self employed 82.5% of the respondents felt that their management was supportive. 77.5% of the respondents felt that they had favorable work environment.

87.5% of the respondents felt that they have personal growth and autonomy while working. 95% of the respondents have friendly co-workers 70% of the respondents felt that they did not get time to exercise. This shows that they do not get enough time for their personal life. As exercise determines good health. Companies should make gym facilities for their employees so that they can exercise in free time.

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Recommendations and Suggestions

Due to paucity of time, the study has a limitation that it did not study sector specific employees where the challenges may be diverse. However, some suggestions to improve work life balance in organizations. Gym facilities at workplace, Healthy food should be available, Like Google laundry facilities can be introduced, work from home facility, flexi timings, Staff Quarters near work place so that travelling time can be reduced. In case of single parents, special provision should be given and revision of Child Care Leave.

Conflict of Interest

There is no conflict of interest between the authors in this manuscript.

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