

# Lack of work life balance among working Women

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**Abstract -** A woman plays significant role in a family. For the well-being of a working women, there need to be a balance between with their work and family life. As a woman there will be lot of stress as she has to play dual role at home and at work. Due to urbanization and modernization there are changes taking place. Women are able to enter every field. Their view towards the society has drastically changed. They are able to do the work which they love. At present era exposure to the education, knowledge, Internet has helped women realize their dreams. When we compare to ages ago women were not allowed into certain fields. There were certain jobs which was meant only for Men. The gender stereotypes which a child goes through during the early ages does not help them grow in all areas. They are bound by the rules, restriction and the behavior which they should possess when they grow up.

The situation has now been changed due to the increased awareness, Women do aspire for their all-round development. They do think of their personal growth as well as their family growth. Being a working women helps them to be independent and take care of their lives without any support from men. The studies undertaken especially in India also testified that working women were able to meet their economic need without being dependent on others.

This paper defines the lack of work life balance among women.

**Index Terms -** Married, women, work-life balance, restriction, personal growth.

## INTRODUCTION

The working women can feel burden due to the double shift of work at home and at workplace. Sometimes the feel emotionally drained as they cannot be with their family when they need them most. Historically women were also responsible for most of the work at home. When we look at history we see that most of the workforce constituted men working in various areas. Now we find that women 's role is changing due to modernization and urbanization. The stereotype of patriarchal family is reducing. Women of all

credentials are in workforce. However, this has also led to increase in errands for women both at home and at workplace. The twin responsibility has led to increase in health issue, stress, negotiation of family time and also lower work productivity. Only when people are happy at workplace they can render their full capabilities.

If we look at the current pandemic situation, it has increased the stress among all. Women working especially in health care sector are more prone to get infected by the virus. Women at work who have young children do have stressful situation to find a good childcare facility. When they are unable to find the child care facilities they sometimes have to give up their work. Even preceding to the pandemic, women had to face various inequalities, discrimination, unfair treatment, Sexual harassment etc. Employers should take some measures where there is healthy working environment. Some of the women also convert their overburdened work into challenges and outperform their work. They have to be recognized and appreciated for it. The government should make certain policies to encourage them.

Most of the time women feel that it's a myth to attain perfect balance. Women try to seek support from various people at home or outside their workplace. Women need to express themselves when they have undesirable feeling or a stressful situation. Even due to the age factor they do feel powerless of doing certain things. Occasionally they do compare themselves with their co-workers and feel low when they are not in par with them. Having self – compassion is important. Without judging oneself to others enables them to build up confidence. Each person is unique and has her own capabilities. Instead of taking extra burden and tension to finish the work it would be better to work at their own pace. Sometimes due to work and family life imbalance it leads to conflict. There are cases of divorce and family problems. The children also feel stressed when they look at their family problems. The work environment should not over burden women.

Due to the work life imbalance Women sometimes feel that they do not want to bear more than one child because they do not have extra time for another child.

#### LITERATURE REVIEW

The literature indicates the views of various people who have undertaken the study on the work life balance. Different people have found the various reasons for the lack of work life balance. Different phrase is used to describe the reasons causing work life imbalance. Grzywacz & Carlson, 2007 they had an opinion that balance can be achieved when the expectations are sacrificed / shared between the role played by the women and the role related associated at work and in family. Clark (2000) had an opinion people have to live to work or work to live depends on the satisfaction and good functioning at work and at home. It can happen when there is less conflict of the multiple roles played by women. Clark also compares the work life and family life to various regions with different cultures. She explains women tormenting about work when they are at home. some women are expected to work additional for extra hours at very short notice by employer. The consequence may or may not be considered by the employer. Sometimes it may lead to consequence like they are unable to collect their child after school hours. Halford Al et. 1997 and Kanter 1977 opines that the home and work place should not be conceived as separate domain that does not have connection with each other. There is spillover effect if women cannot balance the work it shows negative impact on the work performed by her. Author also had an attitude that the work responsibility can also be carried to home. According to Baruch and Barnett women who has numerous roles to play. From the moment a girl is born she has a role of being daughter, sister, wife, mother and each role has its own responsibilities, when we compare the self -esteem of a women who are not married, unemployed, childless has less stress as they do not have much responsibility in comparison. The authors had argued that the quality of role matters than quantity of role. The attitude of women will be positive when she likes both working environment and her home life. It can be observed that naturally when women cannot balance their work and home life they tend to show negative behaviour and also when women have stressful situation they feel that their energy is draining and it could lead to

confusion like they may not know what is expected from them at work. It may take extra time for them to figure out what is expected from them to be done. Finally, it leads to take more time and energy to complete the work within the allotted time.

#### DETERMINING FEATURE OF WOMEN'S WORK LIFE BALANCE

- Emotional attachment: when women are emotionally attached to their family they find it is difficult to leave them and work peacefully at work place. They are not able to concentrate in their work
- Role overload: As women have to play multiple roles they may sometimes feel over load of various roles. Sometime they develop the habit of working at home to complete the work on time.
- Dependent health and care issue: When women have more dependents at home like old aged mother, father or a younger child who needs personal care and attention. They may become incompetent at work due to the constant worries.
- Quality of health: when women may have hormone imbalance, reproductive health issues, maternal health issues they feel that they do not have the energy to work.
- Time management: women are expected to wake up early during the morning hours and do the household chores and at work place to be punctual and meet the deadlines. Due to the poor time management skills becoming an early riser can be challenging. Being accountable for profession and making sure that no one points of the faults also can be challenging. During the break hour at work they also feel the need to keep checking on their family.
- Proper support: when women do not have proper support from their co-worker, employer at work, supporting partner at home, caretaker for their young children. It leads to stressful situation. Women become emotionally drained and it leads to mental illness.
- Flexible organization: women can have work life balance when the organizations for whom they work recognize the need of having balance at home as well as at workplace. When they are rigid women may find it difficult to align with their

task. There must be open communication with the higher authorities where they allow employees to discuss the matter which is of much concern.

There are several theories which explain the work life balance like compensation theory which explains that people try to compensate for the lack of satisfaction in one domain with other. They try to find the satisfaction in other. The spillover theory explains that workers do carry emotions behaviour from one place to another. Researchers who conducted various studies have opined that women who plays multiple role have both positive as well as negative effects. On the positive side: the women who has multiple role are tend to be active than those who has less role to play. On the negative side women can also have loss in appetite, mental pressure, low self-esteem due to not completing the work on time.

Objective of the study:

The objective of this paper is to study the factors which lead to work life imbalance and suggest how the balance can be attained.

Methodology:

Primary data: A questionnaire was prepared and data was collected from 30 respondents

Secondary data: Information was collected from books and different websites.

### ANALYSIS OF THE SURVEY

Table 1. Are you working women?

Aspects	Yes	NO
Out of 100%	100 %	No

Source: Questionnaire

Interpretation: All the respondents were working women.

Table 2. Which age group you belong to?

Aspects	20 -30	30-40	40-50	Above 50
Out of 100%	53.3%	43.3 %	3.3%	Nil

Source: Questionnaire

Interpretation: Majority of the respondents were belonging to age group 20-30. There were no respondents of age group belonging to age group above 50 years.

Table 3. Are you satisfied with the working hours of the organization?

Aspects	Yes	No
Out of 100%	63.3%	36.7 %

Source: Questionnaire

Interpretation: Majority respondents were not satisfied with working hours of the organization

Table 4. Does after working hours you get enough time for your family?

Aspects	Yes	No
Out of 100%	36.7%	63.3%

Source: Questionnaire

Interpretation: Majority respondents felt that their working hours does not give them enough time for their family.

Table 5. Do you feel that you are able to balance your work life?

Aspects	Yes	No	Sometime
Out of 100%	40%	30%	30%

Source: Questionnaire

Interpretation: Majority responded that they are able to balance their work life.

Table 6. How often do you think or worry about work (when you are not actually at work or traveling to work)?

Aspects	Always	Often	Sometimes	Rarely	never
Out of 100%	33.3%	23.3%	33.3%	10%	0%

Source: Questionnaire

Interpretation: Most of the respondents always or sometimes worried about their work.

Table 7 Does the organization take initiatives to manage work life of its employees

Aspects	Yes	No
Out of 100%	40%	60%

Source: Questionnaire

Interpretation: Most of The respondents felt that no initiative was taken by their organisation to manage work life of its employees

Table 7 If yes, what are the initiatives your organization has taken for managing work life

Aspects	Provided Flexible work Timing	Provide leaves to manage work life	relaxation techniques like meditation	None

			yoga etc. to reduce stress	
Out of 100%	25%	37.5%	8.3%	50%

Source: Questionnaire

Interpretation: Majority respondents felt that no initiative was taken by their organisation to manage their work life.

Table 7 Do you have more pressure of work in the organization or it is evenly distributed?

Aspects	Have Pressure	No, the work is distributed entirely
Out of 100%	63.3 %	36.7%

Source: Questionnaire

Interpretation: Majority responded that they have work pressure.

Table 8. Does the organization provide facility?

Aspects	crèche (maternity and paternity leave)	(maternity and paternity leave)	Holiday camps and picnics	None
Out of 100%	6.7%	70%	16.7%	23.3%

Source: Questionnaire

Interpretation: Majority respondents were provided facility like maternity and paternity leave. 23.3% also had opinion that their organization does not provide any facility to their employees.

### FINDINGS

1. Majority of working women belong to age 20 to 30 years.
2. Majority have responded that they do not have enough time for their family due to the workload.
3. The respondents opined that they worry about their work while travelling to work.
4. Some of the organisation have taken initiative to help women balance their work life like flexible work time, provides leave to manage work, they undertake relaxation technique like yoga, meditation to relieve strain.
5. The reasons they are unable to balance is the work timings, additional responsibility with no motivation, distance from workplace to house, deadline pressure.
6. The respondents require facilities like no pressure on weekend, planned work, Facilities like mental

health campaigns, yoga, meditation, organizing meetings on how they can improve their work life medical leave, other benefits and exposure to increase the work related knowledge, Increase in total count of leaves, Transportation facility, reward, free canteen facility, Flexible timing, paid leaves which can be taken when necessary and work from home option.

### SUGGESTIONS

1. Daily meditation and exercise at work place
2. The employer should not make the staff overwork.
3. A paid trip/ vacation form the employer will make the worker more energised.
4. Boundaries have to be set and over thinking about the work or home should be avoided.
5. To maintain healthy relation with the colleagues
8. Higher authority people should set example and allow personal time to employees.
9. Providing weekend off and leisure facilities after a stressful day.

### CONCLUSION

From the study conducted it is apparent that work life balance can lead to positive outcome where as a negative repercussion can lead to serious issues for the organisation and for the working women. When there is balance there will be lower risk of burnout and women feel that their work place is like their second home where they can peacefully work. This benefits both employer as well as the employee. When there is a schedule that works best for people they tend to be happier some people feel delighted that they tend to work more for their organisation than what is expected out of them. Accepting the fact that work life balance may seem ideal but it's not always possible. There may be a time where their children or family members feel that they need to spend their time with them or the employer expects more from the employee. Assessing the needs and setting the priorities becomes important to manage their life. Finding the job, they love and being passionate, dedicated towards the job helps them achieve their goals rather than dreading each morning as to what will happen on each day at work place. When we compare the machine vs human. in general no machine can do multiple work with being highly efficient. Our brains are designed to be maximally efficient to do more than one thing. The cognitive feature of our brain acts like a profound generalist. We

can do multiple role like write a novel, look after a child, complete office reports. The price one pays for it will be the cost of another. Most of them cannot perfectly balance their work life. Some at late night feel awful thinking about how they spent their whole day, but before anyone feels sad they must realise and ask themselves whether they have done their work with dedication. When they realise they tend to make wise decision and to be in a better understandable position. A balance cannot be achieved but work –life harmony can be realised. Humans need to be positive and spread positivity around.

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