

Work Life Balance of Women Employees

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Abstract

Worklife balance of women in IT sectors is gaining the domain place in highly discussed topics. Family-work conflict and work-family conflict are more likely to exert negative influences in the family domain, resulting in lower life satisfaction and greater internal conflict within the family. Variables such as the size of family, the age of children, the work hours and the level of social support impact the experience of Work family conflict and Family work conflict. It is also significant to note the success level gained by women in career and family in spite of all the stress they undergo at work place. It is also important to consider the consequences these variables have on psychological distress and wellbeing of the working women.

Aim:

To study various factors which could lead to a in depth knowledge about work life balance and stress undergone by women employees.

Findings and Conclusion:

The findings of the study emphasized the need to formulate guidelines for the management of work life balance at organizational level as it is related to job satisfaction and performance of the employees.

Keywords: *Married, women, work-life balance, employed*

INTRODUCTION

The Indian culture with regard to career development of women is undergoing rapid changes due to the increased pace of urbanization and modernization. Indian women belonging to all classes have entered into paid occupations. At the present time, Indian women's exposure to educational opportunities is substantially higher than it was some decades ago, especially in the urban setting. This has opened new vistas, increased awareness and raised aspirations of personal growth. This, along with economic pressure, has been instrumental in influencing women's decision to enter the work force.

The economic need is considered to be the first criteria for married women to go for work in India. workingwomen's employment outside the home generally has a positive rather than negative effect on marriage, the effects of family life on

women's job performance and work attitudes. The result revealed that women with children were significantly lower in occupational commitment relative to women without children; contrary to expectation, women with younger children outperformed women with older children. The significance of the work-related stressors was evidently greater than that of the stressors associated with the family function, although the relationship between family functioning, stress and well-being was also significant.

Professional women in Multitasking

Rather than following a transitional sequence from one role to another, women are required to perform an accumulation of disparate roles simultaneously, each one with its unique pressures. Multiple role-playing has been found to have both positive and negative effects on the mental health and well-being of professional women. In certain instances, women with multiple roles reported better physical and psychological health than women with less role involvement. In other words, they cherished motivational stimulation, self-esteem, a sense of control, physical stamina, and bursts of energy. However multitasking have also lead to lots of issues in women s health like mental and physical health, frustration, depression and stress.

Work-life balance

Work-life balance is considered to be the prime factor as nowadays people getting deviated from their goal is becoming a common criteris. External environment temptation is making them to lose their basic culture and common sense which they are supposed to have as human beings. An increasing number of articles have promoted the importance of work-life balance. This highlights the current concern within society and organizations about the impact of multiple roles on the health and well-being of professional women and its implications regarding work and family performance, and women's role in society. Role strain experienced because of multiple roles, i.e., role conflict and role overload.

Family conflicts and Work life

Work–life balance is the maintenance of a balance between responsibilities at work and at home. Work and family have increasingly become antagonist spheres, equally greedy of energy and time and responsible for work–family conflict. These conflicts are intensified by the “cultural contradictions of motherhood”, as women are increasingly encouraged to seek self-fulfillment in demanding careers, they also face intensified pressures to sacrifice themselves for their children by providing “intensive parenting”, highly involved childrearing and development. Additional problems faced by employed women are those associated with finding adequate, affordable access to child and elderly care.

Work Family Conflict has been defined as a type of inter-role conflict wherein some responsibilities from the work and family domains are not compatible and have a negative influence on an employee's work situation. Its theoretical background is a scarcity hypothesis which describes those individuals in certain, limited amount of energy. These roles tend to drain them and cause stress or inter-role conflict. Results of previous research indicate that Work Family Conflict is related to a number of negative job attitudes and consequences including lower overall job satisfaction and greater propensity to leave a position.

Workplace characteristics can also contribute to higher levels of WFC. Researchers have found that the number of hours worked per week, the amount and frequency of overtime required, an inflexible work schedule, unsupportive supervisor, and an inhospitable organizational culture increase the likelihood that women employees will experience conflict between their work and family role. It has been found that women who had multiple life roles (e.g., mother, wife, employee) were less depressed and had higher self-esteem than women who were more satisfied in their marriages and jobs compared to women and men who were not married, unemployed, or childless. However, authors argued quality of role rather than the quantity of roles that matters. That is, there is a positive association between multiple roles and good mental health when a woman likes her job and likes her home life.

WFC and FWC are generally considered distinct but related constructs. Research to date has primarily investigated how work interferes or conflicts with family. From work–family and family–work perspectives, this type of conflict reflects the degree to which role responsibilities from the work and

family domains are incompatible. That is “participation in the work (family) role is made more difficult by virtue of participation in the family (work) role.

The work domain variables such as work stress may cause work roles to interfere with family roles; the level of conflict in the family domain impacts work activities, causing more work conflict, thus creating a vicious cycle. Therefore, work domain variables that relate to WFC indirectly affect FWC through the bi-directional relationship between each construct. Family responsibility might be related to WFC when the employee experiences a very high work overload that impacts the employee's ability to perform even minor family-related roles. Such a situation likely affects WFC through the bi-directional nature of the two constructs.

Work pressure and its effects

Work stress is usually conceptualized as work-role conflict, work-role overload, and work-role ambiguity. Each has the potential to affect Work Family Conflict. With respect to work-role conflict, the more conflict among work roles, the greater the chances that stress will spill over and cause negative behaviors that interfere with fulfilling family roles. Role overload is the result of having too many things to do in a given time period.

As time is constrained by having too many tasks to accomplish at work, the employee may need to use time allocated to the family role which could cause WFC. Work-role ambiguity occurs when workers are unsure of what is expected of them in a work role. As uncertainty concerning work roles increase, employees use more mental energy to decipher it. This requirement may drain mental energy and attention needed for their family roles. It is found that role overload and role conflict were predictors of WFC, yet did not find significant results for role ambiguity.

It is studied the nature of specific strains and stresses among married women in their marital, occupational and house work roles. They found that strains and stresses are lower in family roles than in occupational and household roles among the married women. These have more severe consequences for the psychological well-being of women than occupational strains and stresses. Strains predicted distress through role-specific stress, with strains deriving from contribution of role-specific stress. Research studies have identified several variables

that influence the level of WFC and FWC. Variables such as the size of family, the age of children, the number of hours worked outside the home, the level of control one has over one's work hours, flexible or inflexible work hours and the level of social support impact the experience of WFC and FWC. However, these variables have been conceptualized as antecedents of WFC and FWC; it is also important to consider the consequences these variables have on psychological distress and well-being of the working women. Most of these studies revolved are in western context; there is a scarcity of research in this area in the Indian context. Hence, the researchers made an attempt to study various factors which could lead to WFC and FWC among married women employees.

Pros and Cons of Work-Family Conflict

Workplace characteristics also contribute to higher levels of WFC. In the present study, women working in hospital setting reported more WFC, whereas FWC was found to be more among those women working in industrial setting. Researchers have found that the number of hours worked per week, the amount and frequency of overtime, an inflexible work schedule, unsupportive supervisor, and an inhospitable organizational culture for balancing work and family increase the likelihood of women employees to experience conflict between their work and family roles

Dual role demands and expectation from working women by husbands was significantly related to high WFC and FWC among the working women in the present study. According to the study support and involvement of husband positively relates to lower levels of role conflict experienced by the married working women. It is found that experience of work demands negatively influenced family responsibilities in more instances than family demands that influenced work responsibilities. Job-parent conflict was reported to be the most often experienced conflict among the women.

Survey in West showed that young women are expected to combine a career with motherhood. In Indian context, a lot of women, especially those from the lower middle class, are seeking the job market today because they have to augment the family income. They have to provide a better life for their families, pay their children's tuition fees and plan a better future for them. In the present study, it is seen that the women working due to financial needs reported higher WFC when compared to those working for other reasons. found that the financial

need is the chief reported reason for women taking up employment. argue that many women take up job on compulsion, but it is the career which is extremely gratifying. In the present study, it is noted that only a few women had taken up employment for career. reported that problems can arise if woman works for money. In that case, woman needs to be careful not to bring home her frustration and unhappiness, which can affect family relationships.

Conclusion

It 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 and 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. There is a need to consider working environment, job satisfaction, family support and number of working hours in the future research. Future studies should also continue to refine the methodology used in the area of work-family research. In order to attain in-depth understanding of one's work and family life, researchers who study work-family roles should include multiple perspectives such as job stress, quality of life, mental health, and work demands. In addition, it is necessary to explore multiple waves of data collection over a longer period of time to better understand the changing nature of work family roles over time. Longitudinal studies need to be conducted to examine how the stages of life (e.g., marriage, child birth, and child rearing) affect work and family concerns. It is clear from the current study that married women employees indeed experience WFC while attempting to balance their work and family lives. Thus, organizations need to formulate guidelines for the management of WFCs since they are related to job satisfaction and performance of the employees.

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