

Traditional & Contemporaray Role of Women- Work Life Balance

Shikha Ranka

Abstract

Work- life balance means the balance between the achievement & enjoyment. Achievement & enjoyment both are necessary because a person spend half of his life at work place & half at home. In this research paper we explain various points regarding the work life balance of a woman. It is about the priority rather than equal balance between work and family life of a woman. After the globalization, the role of women continuously increasing in every field, it means Indian woman start her journey from home to long working hours. She needs family support as well as organizational support. The changing role of woman highly demanding due to the public expectations & financial situation. Traditional role of a woman was limited to the family. She was engaged fully with her responsibilities as a mother or as a housewife. In recent time women are more educated and more careers oriented. So she is the bearer of the responsibility of home as well as of her career. It is very difficult to make the priority between these two after marriage because Working women have to maintain the balance between work, health & family. The balance is different for everyone because everyone has different priorities & choice. The research paper explains the problems faced by a working woman because her personal and professional life goes simultaneously & as like others she has 24 hours in a day. The transition from traditional role to modern role increases the level of stress.

Keywords- Work life balance, Professional life, Personal life, working woman, Globalization, Maintain, priority.

Introduction

In recent time work-family balance has been replaced by work-life balance due to the growing assortment of the family composition. Balancing work and personal life is the major problem facing by the employees. Work life balance is a model that ropes the efforts of employees to slash their time and power between work and the other important aspects of their life. Work-life balance is a daily attempt to make time for family, friends, community involvement, religion, personal development, self-care, and other personal activities. Work life balance does not mean the equal balance; it means the set of priority of one's time and focus between family & work. Success begins with the well education level, a clean defined financial plan and ability to rethink. Traditional women were busy in take care of children, elders, husband and family. She spent all her time & energy to make the family happy but when she needs something, she has to spread her hands before her husband or father. The rapid development of economy increases the level of education of women. Higher education not only empowered women but also revitalize their career. It provide a sense of self confidence to women but on the other hand it becomes a difficult challenge for women because when a working women get married they carries additional responsibility as a spouse, as a daughter in law and when she becomes mother it will difficult for her to manage work & family. Working women try to fulfill their family liability as well as try to get involved in her career to coping with competitive market. These two roles increase the level of pressure

of them as they have to perform lots of duties & responsibilities and it becomes very difficult when they don't get any support. To perform these duties, she forgets about herself and as a result she suffers with health problem, stress problem, but the changing economic condition brings the work life balance at hit the highest point.

Literature Review

Number of studies has addressed this issue in different perspectives. Some of the papers related to this subject are reviewed.

Hyman and Summers (2004) classified seven major problems which are associated with current practices over work-life balance these are unevenness of adoption across different sectors and organizations, lack of formalization of policies at organizational level, restricted employee voice over the introduction and implementation of policies, policies are primarily to meet business needs rather than those of employees, there is no evidence of reduction in working hours, tangible and intangible work intrusions into domestic life, domestic responsibilities are still conducted primarily by women irrespective of their employment status.

Vijaya Mani (2013) has revealed the major factors influencing the Work Life Balance of Women professionals in India such as role conflict, lack of recognition, organizational politics, gender discrimination, elderly and children care issues, quality of health, problems in time management and lack of proper social support.

K.Santhana Lakshmi et al, (March 2013) have examined that the Educational institutions should address the Work Life Balance related issues among their staff, specifically women and take a holistic approach to design and implement the policies to support the teaching staff to manage their WLB. KumariK.Thriveni et al, (2012) have studied and analysed the significant relationship between the demographic variables and WLB. Shalini and Bhawna 2012 reported in their study, Quality of work life is being used by the organizations as a strategic tool to attract and retain the employees and more importantly to help them to maintain work life balance with equal attention on performance and commitment at work.

Heather S.McMillan et al, (2011) suggested that the individual harmony and its effects have developed a new Harmony based on conflict and enrichment.

N.Krishna Reddy et al, (2010) concluded that the married women employees indeed experience Work Family Conflict (WFC) while attempting to balance their work and family lives. Thus, Organization needs to formulate guidelines for the management of WFCs since they are related to job satisfaction and performance of the employees.

Niharika and Supriya (2010) have studied the work based factors and family related factors that are considered to contribute to work life balance. Work based factors are flexi time, option to work part time and freedom to work from home and the family related factors are child care facility and flexibility to take care of emergencies at home.

Masako SETO et al, (2004) have examined the effects of work related factors and Work Family Conflict on depressive symptoms among working women living with young children in a Japanese Metropolis.

Objectives-

1. To discuss about the traditional & contemporary role of women.

2. To find out the benefits arises from healthy work life balance.
3. To study about the barriers or limitations regarding the work life balance.
4. To study about the various work balancing ways.

Research Methodology

Research type- Descriptive research

Type of data- primary data, secondary data

Sampling technique - Random sampling

Sample size -100 working women from different field.

Data collection method-

- o Primary and secondary data collected for this research.
- o Primary data was collected by a structured questionnaire.
- o Secondary data collected by websites, journals, magazines & news paper.

Traditional & contemporary role of women-

Traditionally a man was the person who brings money at home. He was the only person who work for his family and woman was supposed to stay home. She spent her whole life in the take care of her family but as the economic changes rising on, the role of woman also changed. Now she also focuses on her career and earn for her family even earn more than man.

Traditionally a man has been the “head of the family” and he carries all the power to take decisions but now this power shifted to woman also. Now she got the power to say in some decisions.

In the past man has been the dominant partner in the relations because he was the only earner but as the role of woman is changing she has been empowered to puts her point of view and makes the acceptable decision.

Benefits of work life balance-

For employee-

Healthy work life balances enhance the productivity.

With the support of family, work life balance would be healthy and women enjoy their other hobbies They can get enough time for yoga, dance, shopping, friends etc.

Healthy work life balance enhances motivation and satisfaction as the family & work commitments are being met appropriately.

Healthy work life balance reduces the impact of work on family & vice versa.

Sound work life balance reduces the stress and chances of healthy illness. It reduces the cost of illness, which beneficial for herself, family as well as for company.

For employer-

Healthy work place reduces the employee absenteeism.

Stress is the major reason of employee turnover. A healthy work life balance reduces the employee turnover.

A healthy work life balance if provided by the employer then company will be able to retain best employee's team. It ultimately creates a good image in the eyes of clients.

Major barriers of achieving work life balance-

Women sacrifice lots of her time just the sake of work. It increases the stress. She also sacrifices her quality time with family because of her work.

Many organization have policies only on paper, there is no proper implementation of these policies.

Workload required employees to work in extra time even in the weekends too. It reduces the time to spend with family.

Communication gap create additional work for employees.

Lack of family support.

Ways to achieve better work life balance-

Work from home- Some companies start the new policy WORK FROM HOME, in which employer allow their employee to work from home so that they can attain their family events.

Preparation of tomorrow- it is better to list out the work of tomorrow. Before leaving the desk, prepare a list of next day's work. It reduces the wastage of time and following morning will be more effective & productive.

Turn off the cell phone – Family is the reason for work. So when get to home, turn off the entire communication medium which connected to work so we can enjoy with family.

Proper sleep- Always takes a sleep of seven to eight hours in a day. It will make the person fresh and energetic.

Flexible working hours- Company provides flexible working hours to employees according their personal schedule.

Take a break- it is better to take a break than continue doing work. It make the person refreshing if they want to get something eat or drink.

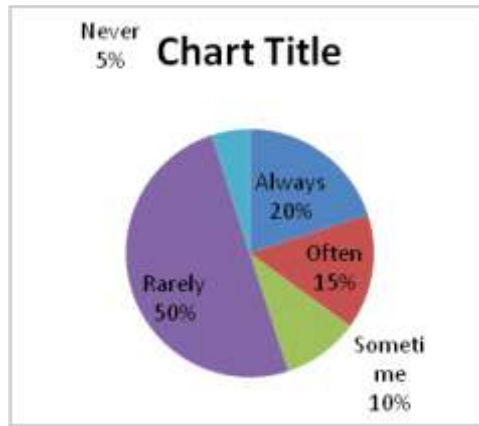
Communicate- if you won't be able to available for few hours in a day, let your colleagues & manager know about this and get their support.

Child care services- Company can provide babysitting and day care services for children of female employees.

Data Analysis And Interpretation

1. Do you normally work more than 6 days in a week?

Response basis	Always	Often	Sometime	Rarely	Never
No. of Res.	20	15	10	50	5
Percentage	20%	15%	10%	50%	5%

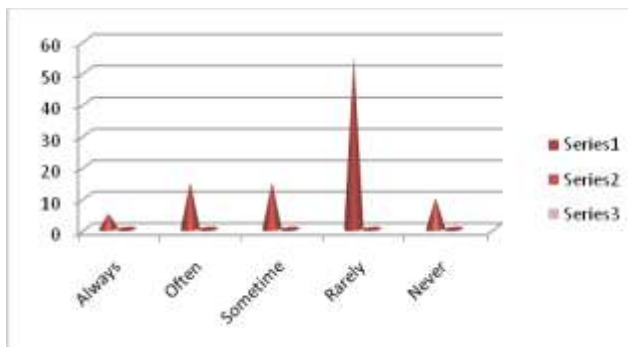


Interpretation-

Most of the companies have 6 day week. Working women have only one day holiday to spend free time with family and for their personal work. 20% women works 6 days in a week, 15% often work, 10% sometime work 6 days in a week and 5% never work 6 days in a week.

2. Do you normally work more than 12 hours in a day?

Response basis	Always	Often	Sometime	Rarely	Never
No. of Res.	5	15	15	55	10
Percentage	5%	15%	15%	55%	10%

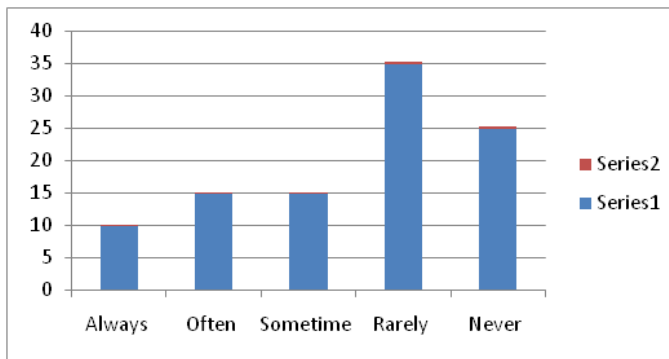


INTERPRETATION-

Only 5% women agree that they always work more than 12 hours in a day. Generally companies have eight or nine hours shift. 55% women rarely work more than 12 hours in special event or project.

3. Do you feel you are not able to balance your work life?

Response basis	Always	Often	Sometime	Rarely	Never
No. of Res.	10	15	15	35	25
Percentage	10%	15%	15%	35%	25%

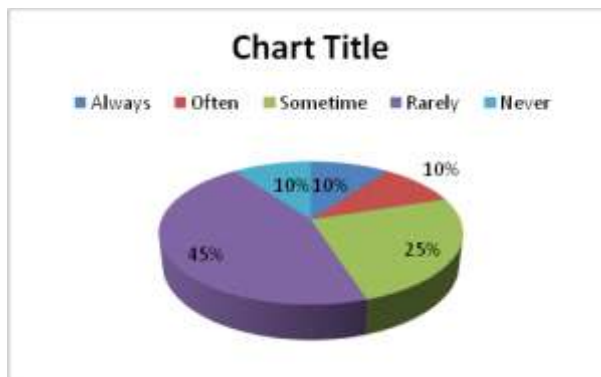


Interpretation-

Companies use various work life balancing techniques that's why most of working women able to balance their work life. 10% women agree that they always not able to balance their work life. 15% often, 15 % sometime and 25% never able to balance work life.

4. How often do you think or worry about work (when you are not actually at work)?

Response basis	Always	Often	Sometime	Rarely	Never
No. of Res.	10	10	25	45	10
Percentage	10%	10%	25%	45%	10%

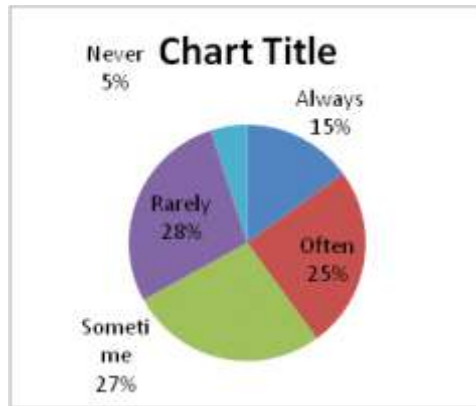


Interpretation-

Most of women carry their work problem at their home. 10% respondents always think about work when they are not actually at work while 10% often, 25% sometime, 45% rarely and 10% never think about work.

5. Do you find yourself unable to spend enough time with your family?

Response basis	Always	Often	Sometime	Rarely	Never
No. of Res.	15	25	27	28	5
percentage	15%	25%	27%	28%	5%

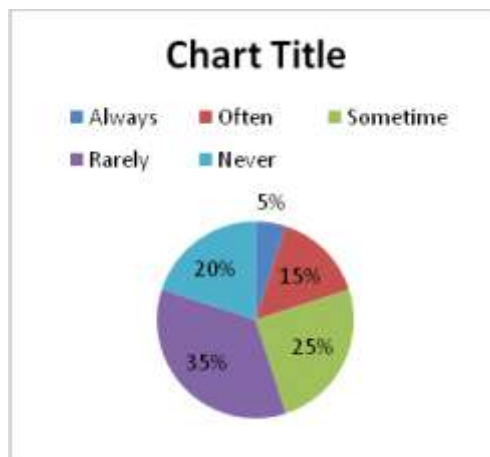


Interpretation-

Due to the workload and long working hours, a woman is unable to spend enough time with family. In this series 15% women agree that they suffer with this problem always. They don't have enough time to spend with family. 25% respondents often unable to spend time, 27% sometimes unable, 28% rarely unable while 5% always have enough time to spend with family.

6. Do you ever miss out any quality time with your family or your friends because of pressure of work?

Response basis	Always	Often	Sometime	Rarely	Never
No. of Res.	5	15	25	35	20
Percentage	5%	15%	25%	35%	20%

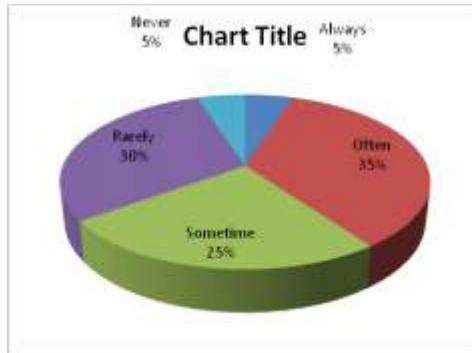


Interpretation-

Due to the workload, employees suffer from this and miss many family function. 20% respondents never miss out quality time with family, 35% rarely miss out, 25% sometimes miss out, 15% often miss out while 5% always miss out quality time.

7. Do you ever feel tired or depressed because of work?

Response basis	Always	Often	Sometime	Rarely	Never
No. of Res.	5	35	25	30	5
Percentage	5%	35%	25%	30%	5%

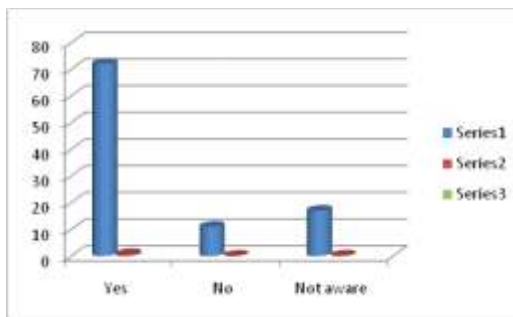


Interpretation-

It is but obvious that our work have a direct impact on home. The burden of work makes the employees stressed or depressed. 5% respondents always feel depressed, 25% respondents sometimes feel tired, and 35% respondents often feel depressed, 30% rarely feel tired while 5% never feel tired or depressed they keep their work tension at work place only.

8. Does your company have a separate policy for work-life balance?

Response basis	Yes	No	Not aware
No. of respondents	72	11	17
Percentage	72%	11%	17%



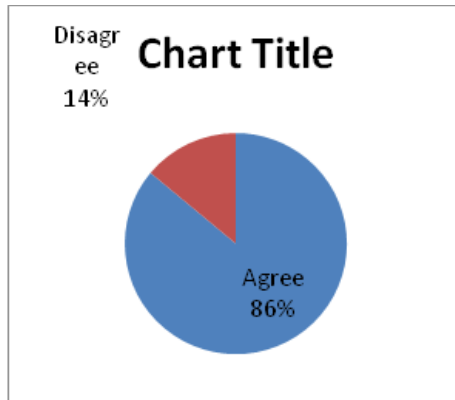
Interpretation-

If a company wants that its employees feel more comfortable at their working place that it should make some policies regarding the work life balance like child care service, maternity benefits, work from home etc. 72% respondents agree that their company have separate policy regarding this , 11% disagree with this while 17% does not aware with these policies.

If organization frames a policy for employees, what points you think are important and should be included in the policy yes what the provisions under the policy are?

9. Flexible working hours

Response basis	Agree	Disagree
No. of Respondents	86	14
Percentage	86%	14%

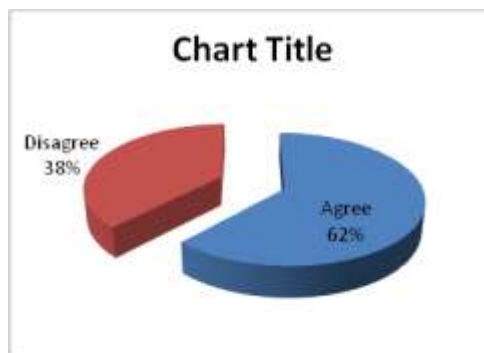


Interpretations-

Flexible working hour gives employee proper time to rest and reduce stress.86% respondents agree that their company apply this flexible working hour policy whether 14% disagree with this.

10. Job sharing

Response basis	Agree	Disagree
No. of Respondent	62	38
Percentage	62%	38%



Interpretation-

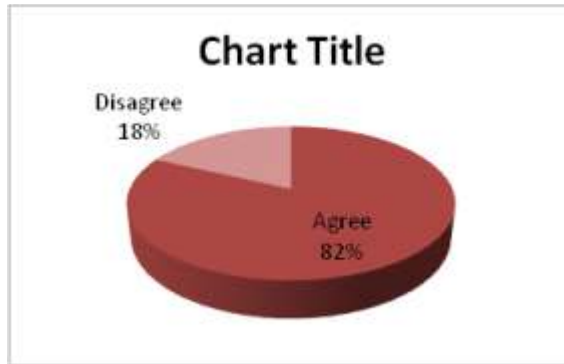
62% respondents enjoy job sharing policy but 38% does not enjoy job sharing because their company doesn't apply this policy.

11. Paid maternity leaves

Response basis	Agree	Disagree
No. of Respondents	82	18
Percentage	82%	18%

Interpretations-

Flexible working hour gives employee proper time to rest and reduce stress.86% respondents agree that their company apply this flexible working hour policy whether 14% disagree with this.

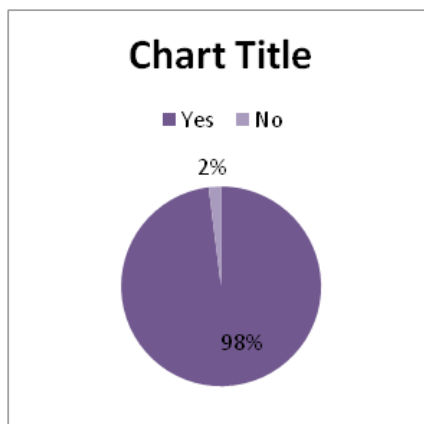


Interpretation-

82% working women agree that they paid maternity leaves. 18% working women agree that they do not paid maternity leaves. Some organization provides this facility to its female workers. They get back their same position and job after the maternity leave.

12. Do you think that if employees have good work-life balance the organization will be more effective and successful?

Response basis	Yes	No
No. of respondents	98	2
Percentage	98%	2%



Interpretation-

A healthy & sound work life environment makes the employees more comfortable and energetic. 98% working women agree that a healthy work life balance enhance the organization's success and effectiveness.

Conclusion

Through the research we can conclude that a sense of well settled career & achievement made the woman more inspiring & motivated mother. Achievement & enjoyment meant different from person to person. For some it meant to achieve their career goal and while for others it meant to spend time with family. Through this research this fact is explored that any disturbance in work life balances in working women life cause stress, headache, depression and other health issue. To maintain the balance between working and personal life affect the quality of life. Through this research we can conclude that it is the time when men and women both are play vital role in family, both need work life balance, both need family support as well as organizational support. Some companies initiate various healthy programs like yoga, stretching, healthy meal etc. lastly, through this research we can conclude that improvements in people management practices, especially work time and work position flexibility, and the expansion of considerate managers, contributes to increased work-life balance. Work-life balance programs have been established to have an impact on people in terms of recruitment, retention/turnover, commitment and satisfaction, absenteeism, productivity and accident rates. Achieving a good balance between work and family commitments is a mounting concern for contemporary employees and organizations.

Suggestions

We should follow "give and take" philosophy.

Work hard for career but never sacrifice social life and relationship.

Women should be feeling proud that they have contributed in family fund.

Women should have to keep friends, social group and work outside the home.

As a mother and as a wife, women should spend quality time with them like they can have dinner together, they can watch movie together, enjoy weekend etc.

Company should provide part time working in the early stage of child care.

Company should need to reduce the amount of work given to employees. For this company can hire more employee and start job sharing.

Proper training should be given to supervisor and managers to understand when staff is overloaded.

Company should organize various seminars for employees to let them know about the proper balance between family & work.

Company should allow work from home, flexible time, sick leave etc.

Assistant Professor

(Shiv Charan Mathur, Institute of Management & Technology, Bhilwara, Rajasthan)

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