



## IMPACT OF WORK LIFE BALANCE ON WOMEN EMPLOYEE PERFORMANCE IN SELECTED GOVERNMENT OFFICES OF NANDED CITY: A CASE STUDY

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### Abstract

*There is dire need of the day to find out the proper balance between the work and life. Proper working condition play very important role in balancing the work life balance. In highly competitive world it felt necessary to find out the elements to create the obstacle in work and life. This paper is aimed to understand the impact of work life balance on women's performance.*

**Keywords:** Work life balance, working condition, obstacles, work family balance, work life over, work life conflict.



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**Introduction: - Genesis of work-life Balance: -** The specific expression “Work-Family Balance” was first used in **UK in late 1970** to define an individual’s stability between work life and personal life. Over the past years there was a change in terminology from work-family balance to present work-life balance, which acknowledges that - besides family; people are occupied with multiple roles in their personal and professional life to fulfill varied goals. The revised term “work-life balance” (WLB) till date remains to be inconsistently defined. **Kalliath and Brough (2008)** in this connections, has mentioned that, “despite the contradiction in the definition, a large part of literature has defined work-life balance as being either the absence of work-life conflict or work-life over”. This is predominantly influenced with less defined role with the genders creating the opportunity for more work-life spill over.

Work and life are not separate entities. Work is part of life and in fact two thirds of the day hours of life are work. Work-life balance is not a program; rather it is a philosophy that is infused throughout the organization. The change in the pattern of work and the concept of the “ideal home” in which the earning members spouse took care of the home. Work-life balance is about people having a measure of control over when, where and how they work. It is achieved when an individual’s right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefits of the individual, business

and society. In day to day life it's the work which occupies the major time which result in negligence of other important things of our life. There is no denial that one cannot survive without work because this is what ultimately gives the money which is the source of everyone's survival but along with work other things are also necessary. With increasing demands and pressure of work, conflicts between work and personal roles seem to be increasing. Changed demographics of the workforce have been the primary force for the increased focus on family- work issues.

### **Review of literature:-**

- 1. G. Delina & R. Prabhakara Raya, (2013):-** In the article entitle "*A Study on Work-Life Balance in Working Women*" researcher studied the prevalence of work-life balance problem among the married working women. Women work involvement and family responsibilities affect married working women's. Author suggested working women across their demographic characteristics such as age group, number of children and author output affect of work-life balance on the quality of life of married working women and difficulties of women are multi-dimensional as evident from the literature reviewed.
- 2. J. Sudha & .P. Karthikeyan.(2014):-** In the article entitles "*Work Life Balance of Women Employee*" have examined women work life balance is very critical and conflict condition handling very well. Women work life balance is every time changes in role work because women handle whole family, children and every person in the family member care these women. Women work life balance is very stressful not a peacefully life. This paper overview of the various challenges and issues faced by women employees to achieve work-life balance.
- 3. Mrs. V. R. Mehta, (2012):-** IN the article entitles "*A Study of Work Life Balance among Women Employees in Service Sector*" Researcher identify the determinants of work life balance of women employee. Researcher very deeply studied to find the current policies by the organizations to facilitate work life balance and identify the perception of women employees towards benefits and challenges towards work life balance. So researcher recommended suggests ways for improving work life balance of women employee.

### **Some Definitions of Work-Life Balance:-**

**According to Mr. Hakanen et al. 2006):-** “Work –life balance is a term that is always used in context of employees in general, but now a day’s teachers are found to be overburdened due to their academic work load and career issues”

**According to Kalliath & Brough (2008):-** “Work-life balance is the individual perception that work and non-work activities are compatible and promote growth in accordance with an individual’s current life priorities”

### **Effective phrases for Performance Appraisals:-**

**1) Achievement:-** Incorporate this in to phrase, such as “achieves optimal levels of performance with/for...”

**2) Creativity:-** Appreciating employees creative side can make for happier, more motivated staff. In a performance review try “seeks creative alternatives”, followed by specific examples and result.

**3) Improvement:-** Employees like hearing that they are importing and that it’s being noticed “continuous to grow and improve and is continuously planning for improvement” are two constructive phrases to use in a performance review.

**4) Communication Skills:-** Phrases like “effectively communicates expectations, “or excels in facilitating group discussion” go a long way with an employee.

**5) Management Ability:-** Having Leadership skills and the ability to manage other is key for employee success.

**Statement of the Problem:-** Major Parts of Indian women are allowed to work; still they face some problem in work-place and family. The problem faced in their work place are Indian working do not get the respect from their male colleagues in the workplace. In case of married working women is they are not allowed by family members to go for office tour. Gender discrimination is another problem faced by women in case of pay. Even women professional are in high position in their office, they have to return from office in correct time, cook, clean and look after their family affairs. This makes them more stress and leads to some health problem. Another most difficult problem faced by working women who have small children is they forced to leave their child in daycare or in hands maid on whom they have little faith. This creates more tension in them and less concentrate on their work. Although working women hired maid to do their household work they have to give more pay. Working women are not able to attend family function due to lack of leave and also not able

to give proper care to family members. This research is to find out more challenges faced by working women.

**Objectives of the Research Study:-** The main objectives of study are as follow:

1. Examine the effect of work life balance on work performance and attitude of women's.

**Hypothesis of the Research Study: -** Hypothesis of study is as follow:

1. H0 2; work-life balance does not affect the performance and attitude of women.

**Limitations of the Research Study:-**

Sample size taken in to consideration is only 150, Only married employees in government as work life imbalance can be a problem with work, work support and work expectations and Research was carried in single city – Nanded.

**Source of Data Collection:-** The required data for the purpose of research were collected from primary as well as secondary source of information. The detail source of data collection is given below.

**Phase I: - Primary Source:-** Required and necessary information were collected from the respondents visiting in person scattered in various selected government offices across a Nanded city. For the collection of primary data from the respondent separate questionnaire has been design and distrusted among the respondent and requested them to provide exact and correct information. Primary information also were collected by observation and conducting short interview, interaction and through dialogue

**Phase II:- Secondary data:-** The required information for the research work were collected from various secondary source of data collection like research paper, research articles, books, research journals, news papers, government record of reports, review of literature and extensive use of various web sites.

**Universe/Population of Study:-** for this research work on Nanded city as a whole consider as universe. There are so many state and centre government offices located in Nanded city. But selected government offices have been selected for this research work.

**Table No.1. The lists of Selected Government Offices are as follows:-**

Sr. No.	Office Name	Total	Sample	Percentage
1	Post Office	09	08	88.88 %
2	Z.P. Office	58	18	31.03 %
3	Collector Office	34	19	55.88 %
4	S. P. Office	260	49	18.84 %
5	NWMC	29	20	68.96 %
6	Tahasil, Panchayat Office	56	16	28.57 %
7	S.R.T.M.University Nanded	42	20	48.78 %
	<b>Total</b>	<b>488</b>	<b>150</b>	<b>30.73 %</b>

- **Sampling Unit:-** In order to get the correct response from the respondent the researcher has define the sampling unit such as married women's working in selected government offices in Nanded city.
- **Sampling Frame:-** for the purpose of survey list of all married women's working in selected government offices has been prepared.
- **Sample Size:-** There is 488 married women's working in selected as sample government offices, out of which 150 women's has been selected for this research study.

#### **Methods of Sampling:**

- **Selection of Government Offices:-** Due to unavailability the list of all government offices of Nanded city, hence purposive sampling methods of non-probability sampling method has been used selected. Purposefully one central government, one autonomous government office and five state government offices have been selected.
- **Selection of Women:-** Researcher must use systematic random sampling method for the selection of working women's, but due to causal leaves, medical leaves, special leaves, and other leaves researcher is not able to contact the selected women's which is selected through systematic sampling method. Researcher feces difficulties in gathering data for research study. After three to four visit researcher could not gather data hence at last researcher has decided to choose convent sampling method for collection of required data for the research data.
- **Sample size:-** contently 150 working women's has been selected for this research work
- **Response Rate:-** The researcher distributed questionnaire to the 160 working women in selected government offices but only 150 despondent has been given response to the questionnaires. Hence the response rate is 93.75%.
- **Contact Method:-** Researcher used direct method of contact for survey to avoid the sample error and statistical error. Researcher meet respondent personally to get first hand information for the research work.
- **Data Processing:-** A number of tables to be prepared to bring out the main characteristic of the collecting data, Inferences to be drawn from the data.
- **Statistical Tools Used:-** Chi-Square test, Total Waited Measure, Average, Ranking test, Top box scoring has been used of data analysis & testing of hypothesis.

**Table No.2. Table Effect of Work Life Balance on Work Performance**

Sr.	Options	SA (%)	A (%)	N (%)	DA (%)	SDA (%)	Total (%)	TW M	Rank
1	I often finish my work without pending	61 (40.66%)	44 (29.33%)	25 (16.66%)	14 (9.33%)	06 (04)	150	590	I
2	I prepare work plan to fulfill my work commitment	63 (42)	32 (21.33%)	29 (19.33%)	16 (10.66%)	10 (6.66%)	150	572	IV
3	I am ready to take many task without stress	45 (30)	34 (22.66%)	36 (24)	16 (10.66%)	19 (12.66%)	150	520	VI
4	I perform my work without any delay	60 (40)	39 (26)	26 (17.33%)	15 (10)	10 (6.66%)	150	574	III
5	My work-life balance increase performance	51 (34)	37 (24.66%)	18 (12)	30 (20)	14 (9.33%)	150	501	VII
6	My Work-life Balance develop positive thinking	63 (42)	39 (26)	22 (14.66%)	12 (08)	14 (9.33%)	150	575	II
7	My Work-life Balance develop confidence	22 (14.66%)	56 (37.33%)	25 (16.66%)	21 (14)	26 (17.33%)	150	477	VIII
8	My Work-life Balance helps in motivation	48 (32)	50 (33.33%)	28 (18.66%)	15 (10)	09 (06)	150	563	V
	Total	560 (46.66%)	299 (24.91%)	158 (13.16%)	108 (09)	75 (6.25%)	1200	4372	

Source: Field Survey

Above Table shows that, 42% women's strongly agree that work life balance helps in developing positive thinking, and 40.66% women's are strongly agree that they finish his work without pending and 40% without delay. 34% women's strongly agree that they increase work performance. Further it is also indicated that majority of women's are strongly agree that they can finish their work without stress.

**Table No.3 Table Statistical Analysis**

<b>Chi Square value</b>	<b>21.93</b>
<b>Degree of freedom</b>	<b>7</b>
<b>P- value</b>	<b>0.0026</b>

Statistical analysis about effect of work life balance on performance shows that, calculated value of  $X^2$  is 21.93 which are much greater than the table value of  $X^2$  at 0.05 level for 7 degree of freedom is 14.067. Therefore, it is highly significant. Hence above stated hypothesis is rejected. From this it is clear that there is significant effect of work life balance on performance of working women's.

**Table No.4 Effect of Work Life Balance on Work Performance**

Sr. No.	Opinions	No. of Responses (%)
1	Strongly Agree	560 (46.66)
2	Agree	299 (24.91)
3	Neutral	158 (13.16)
4	Disagree	108 (09)
5	Strongly Disagree	75 (6.27)
<b>Total</b>	<b>150X8</b>	<b>1200 (100)</b>

Above table shows the overall response towards effect of work life balance on work performance indicates that 46.6% working women's are strongly agree that there is effects of work life balance on work performance.

**Major Findings:**

1. Research shows that, 42% women's strongly agree that good work life balance helps in developing positive attitude whereas bad work life balance develops negative attitude amongst employees. Hence there is impact of work life balance on work performance.
2. Research highlighted that, 40.66% women's are strongly agreed conducive work environment boost the morale of employees as a result of this they finish their work without pending.
3. Research indicates that, 40% women's opined that they work without delay.
4. Research reveals that, 34% women's strongly agree that they increase work performance.
5. Further research shows that, majority of women's are strongly agree that they can finish their work without stress.

**Conclusion:** - To conclude, this research paper has give very clear cut indications about the impact of work life balance on women's performance. It also identified a number of areas where improvement could be made and policies supporting flexible working arrangements could be further developed. Employees particularly women's expect that

organization should be empathetic towards employees' needs by providing Work life balance approach. It can influence employees' choice in terms of employment. From organization point of view, it makes good business sense to support Work life balance approach not just to recruit & retain employees but also because employees' feel that Work life balance approach enables them to work better.

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