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An Empirical Study on the Factors Affecting Work Life Balance among Women Entrepreneur and Salaried Women

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Abstract: India has experienced prompt evolution in the past years in several domains. Women's involvement in the employment force is, therefore, viewed as a key of their empowerment. It is trusted that financial freedom gives them individual self-sufficiency and the energy of basic leadership. Women's entrepreneurship can create a solid impact to the monetary prosperity of the family and groups, decrease in poverty and women's empowerment. This comparative study concentrates on the factors affecting work life balance among women entrepreneurs and salaried women. The sample consisted of 20 women entrepreneurs and 20 salaried women. Questionnaire is prepared and circulated among them.

Keywords: Women entrepreneurship, Work Life balance, Salaried Women, Women empowerment, Work Stress, psychological health,

INTRODUCTION

Work-life balance Definition

Work life balance is an appropriate strategy for this competitive world. That is balancing the work and the social commitments. This is identified as a suitable thing to lead a peaceful life in the organisation. In simple words, it can be termed as a trade-off between the employee's role and their private role in the life. Work life balance is an opposite game plan of a person's work commitment and their social commitment. It doesn't mean that both of them can be equally balanced and it is not possible too in the real world. Life is to be accepted the way in which. In that case Indian ladies instructive open doors significantly more than few decades prior. So this will create an impact on ladies choice to enter the work compel and the need to balance the different roles in their life. Generally Indian ladies are well known for their versatility, but playing a multiple role found to have stress on both positive and negative on mental health of the women.

Sometimes women playing the multiple roles found that better psychological and physical health. It might be due to extra ordinary motivation from their family side, cherished morale on themselves etc.,

Salaried employee Definition

A salaried worker is an extraordinary sort of representative in the present workforce. Salaried workers come in a few assortments, however their positions are lessening as work laws confine the meaning of salaried and absolved.

Self- Employee Definition

An individual works for himself in a business or any profession that pays wages or salary. A self-employed individual will lead an independent role in his business or in profession having a freedom of decision and productive operations that he works for himself.

There is Substantial writing which recommends that ladies encounter more prominent work life strife when contrasted with men. While some recommend this is the consequence of their hormonal reaction to various stressors (Jick and Mitz, 1985) there are other people who contend that these reactions are the aftereffect of contrasts in part desires and socialization of men and ladies (Duxbury and Higgins,2001). Ladies, independent of their association in paid work, are fundamentally more probable than men to hold up under the essential obligation regarding home tasks and childcare (Statistics Canada, 2000a).

There is a noteworthiness distinction in the working parts of Women and Men and Substantial light has been tossed on the same by thinks about led by Super (1977), Schein (1978), Arnold and Feldman (1986) and Bradwick (1980).

OBJECTIVES OF THE STUDY

- To study the factors that influencing the work life balance of salaried women.
- To study the factors affecting the work life balance of self- employed women.
- Comparative study between work life balance of salaried women and self- employed women.

LIMITATIONS

- Qualitative research subjectivity indicates to procedural issue.
- Self-employed women showed less interest in responding to the questions.

REVIEW OF LITERATURE

Jennifer Redmond, Maryann Valiulis and Eileen Drew(2006) felt that the writing on work-life adjust, working environment culture and maternity/childcare issues is interrelated and corresponding. Many issues traverse to the degree that they are similarly imperative for thought under more than one heading. For instance, work-life adjust strategies are imperative for accomplishing more prominent congruity amongst work and individual obligations regarding all laborers, yet they are especially vital for working guardians.

Among the examinations identifying with singular variables impacting WLB, the significant concentrate had been on the components, for example, identity, prosperity and passionate insight.

Desai (1996) in his examination expressed that with instruction and preparing, ladies pick up the certainty to do a wide range of work. Assist that he said that throughout the years, the informed ladies have turned out to be yearning, have gained involvement and fundamental aptitudes, competency and confidence by controlling their stressors.

The Administration of India has been influenced sensible efforts to altogether build the pith of business enterprise between ladies from Fifth Five year to prepare.

It is discovered that social help, Authoritative variables, Stress elements, and IT factors are the main considerations which influence the work-life adjust of a person.

The Legislature of India announced the year 2000-2001 as the ladies strengthening year, keeping in see the social and financial prosperity of female group. There is require fortify and streamline the part of ladies in the advancement of different divisions by legitimate supporting of the female youngster so when they grow up, they are sufficiently sure to go out on a limb and end up noticeably effective business visionary. They are individuals who perceive the qualities, shortcoming, open doors for its prosperity. In addition, a business visionary means a man who releases the entrepreneurial elements of coordination, association, supervision, chance bearing, high requirement for accomplishment, critical thinking, defining objectives and achieving these objectives by one's own particular endeavors.

McClelland (1961) contended that one reason for being worked on in India is low accomplishment inspiration of its kin, and he brought up that Indian guardians don't energize the requirement for accomplishment; they don't prepare their youngsters to set higher objectives for magnificence, and don't urge kids to endeavor to accomplish them in an individualistic and focused soul. As per McClelland, requirement for accomplishment will incite entrepreneurial conduct, which thusly will be converted into higher financial development. McClelland clarified the ascent and fall of a nation with high and low score in accomplishment, inspiration, which thusly is identified with socialization and tyke raising practice sin those nations.

Marlow (1997) showed that as an outcome of their experience, Scandinavian ladies set up organizations in the administration part with a little utilization of cutting edge innovation, with moderately little preparatory costs, generally bring down prospects of salary, and lower development potential.

Kjeldsen and Neilson (1997) felt that ladies' unique attributes are not evident on the grounds that they are seen from a conventional, male point, which is viewed as normal regarding the setting up, improvement, and administration of a venture. As an informative factor, they presented the idea of "androcentrism," which mirrors a typical presumption that conventional, male focused plans of action are the nonpartisan or ordinary models. This androcentrism influences chiefs, legislators, writers, endeavor proprietors, and scientists.

The sexual orientation contrasts can convey focal points to the associations that representative both the genders. The contrast between both the genders credit diverse attributes, qualities and practices. This can prompt diverse styles of work(Helgesen, 1990, Powell, 1993, Rosener, 1990).

Plantenga and Hansen (1999) found that ladies in European nations by and large spend around four fold the amount of time as men on minding errands.

- Susan B. Anthony (US): Battled for Ladies' Rights in the Unified States, including the privilege to control property and helped lead selection of the nineteenth amendment.
- Vinoba Bhave (India): Organizer and pioneer of the Land Blessing Development, he caused the redistribution of more than 7,000,000 sections of land of land to help India's untouchables and landless.
- Dr. Maria Montessori (Italy): Built up the Montessori way to deal with early adolescence training.
- Florence Nightingale (U.K): Author of present day nursing, she built up the main school for medical attendants and battled to enhance healing facility conditions.
- Margaret Sanger (U.S): Author of arranged parenthood Organization of America, she drove the development for family arranging endeavors the world over.
- John Muir (U.S): Naturalist and traditionalist, he built up the national stop framework and helped found The Sierra Club.⁴

Colleges and Exploration Organizations additionally add to the advancement of ladies business visionaries through arrangement of mentors and specialists, and through direct research on enterprise with specific concentrate on Ladies, and by featuring their commitment to the neighborhood, territorial and national economy. Concentrates on ladies business visionaries in the industrialized nations propose that ladies entrepreneurs have developed to a great extent from the informed, monetarily experienced fragments of the female populace. However the relating class of ladies in the creating nations has gotten little consideration either from improvement organizers or from scholarly analysts. The few examinations that explored ladies business people in creating nations relate to a great extent to the exceptionally poor, uneducated ladies in country ranges who are associated with survival arranged exercises on the edges of the economy.

The most common drivers of entrepreneurial movement are individual women traits, their social status and their individual attitudes and attributes. From the past research findings it indicates ideally wide authenticity than sexual introduction specific nature of these drivers, we will consider the full degree of these potential factors in our examination.

Singular statistic attributes contemplated for their effect on taking the entrepreneurial way are for the most part the age, instructive accomplishment and family wage. The part of age as a choice driver at the edge of entrepreneurial vocation depends on the open door expenses of time. For the most part, with expanding age the open door expenses of inclusion in an entrepreneurial action increment (Levesque and Minniti, 2006). The suppositions about impact of instructive accomplishment are identified with the idea of human capital. Singular human scholarly capital speaks to an information base deciding the person's ability to perceive and seek after entrepreneurial open doors (Ramos-Rodríguez et al., 2010). Past experimental research demonstrated human capital, somewhat operationalized through instructive fulfillment, to be emphatically identified with business opportunity acknowledgment (Ramos-Rodríguez et al., 2010) and incipient enterprise (Kim et al., 2006). At long last, the part of family wage in connection to inclusion in entrepreneurial movement can be seen through the money related assets point of view, particularly with

the open door expenses of lessening this pay. As per Kim et al. (2006), at bring down pay levels, people may consider the open door expenses of beginning business low, while at higher salary levels, people may see that the loss of their present wage exceeds forthcoming (and still unverifiable) picks up from another business.

The most regularly examined singular characteristics with respect to the contribution in entrepreneurial movement are simply the readiness to entrepreneurial open doors, certainty and dread of disappointment identified with beginning a business. Perspective of good entrepreneurial open entryways is related to individual subjective status to awesome open entryways for starting up and running an endeavor. As showed by Kirzner (1979), status to unexploited business openings is a key perceptual typical for entrepreneurial direct and a vital precondition for entrepreneurial action. Preparation to awesome entrepreneurial open entryways has yet been shown by trial investigate as an imperative driver driving individuals towards engagement in aggressive undertakings (e.g. Arenius and Minniti, 2005; Koellinger et al., 2007). Individual entrepreneurial bravery relates to the possibility of self-sufficiency. Seen self-amplessness addresses one's judgment of case ability to execute an action and convey allotted levels of execution (Bandura, 1994). Thus, it has been developed as a strong marker of different goal facilitated works on, including business undertaking. Self-feasibility is unequivocally related to seen behavioral control and limit (concerning how easily the particular direct is controlled), which together with mindset toward lead and subjective standard effects the objective, that along these lines impacts the veritable direct of an individual (Ajzen, 1991). Past trial examinations have shown the positive association between strange measures of self-practicality and individual entrepreneurial activity (e.g. Arenius and Minniti, 2005; Lukes et al., 2013; Wong and Lee, 2005). Fear of frustration addresses a subjective perception with respect to the threat of entrepreneurial dissatisfaction and its possible outcomes. Since the predominant piece of individuals ought to be chance restricted by nature, extended fear of dissatisfaction is depended upon to go about as an inhibitor of entrepreneurial movement (Arenius and Minniti, 2005). Observational research has given certain verification supporting these assumptions considering entrepreneurial activity (e.g. Arenius and Minniti, 2005; Lukes et al., 2013; Wagner, 2007).

Social capital is carefully characterized and multidimensional term (Davidsson and Honig, 2003) that generally suggests to interpersonal organizations of a person that empower to remove profits by these social structures, systems and participations through the social trade (Portes, 1998). It speaks to an outer learning gave by other individuals in the business person's condition (Ramos-Rodriguez et al., 2010) and which encourage the disclosure of chances, their misuse and additionally the ID, accumulation and assignment of rare assets (Davidsson and Honig, 2003). A standout amongst the most important wellsprings of social capital for beginning period business visionaries are different people with later. Business enterprise has been characterized by analysts in a few ways (Orhan and Scott, 2001). Yet, it isn't a man. It is the limit and ability (of a man) to create, sort out and deal with a business wander alongside any hazard keeping in mind the end goal to make a benefit (Brewer, 1992). The most evident case of business enterprise is the beginning of new]businesses. In financial matters, business joined with arrive, work, normal assets and capital can deliver benefit (Shane, 2003). Entrepreneurial soul is portrayed by advancement and hazard taking. It is a basic piece of a country's capacity to prevail in a regularly changing aggressive worldwide commercial center. The individual endeavor every one of these dangers is called a business person. The individual can take care of business or a lady.

By custom, organizations had dependably been overwhelmed by men. In any case, the most recent ten years (1997 – 2007) the term ‘ladies enterprise’ has developed to mean the rising quantities of ladies who wandered into organizations around the world (Bernard and Victor, 2013; Cuervo, Ribeiro and Roing, 2007; Mattis, 2004; Tambunan, 2009). The rising enthusiasm for ladies business enterprise is additionally of significance to creating countries (Ahl, 2006; Gungaphul, 2010; Parvin, Jinrong and Rahman, 2012; Shepherd, Douglas and Shanley, 2000; Zahra, 2013).

RESEARCH METHODOLOGY

Research design

Descriptive (Empirical) research uses real evidence. It can achieve a portion of evidence during description. Research configuration fluctuates by field and by the inquiry being explored.

Data collection method: Primary data collection method is used through by way of structured questionnaires.

Sampling design: Stratified random sampling method is used

Sample size: 40 (20 Salaried women and 20 salaried women)

Data analysis and interpretation

	<i>Salaried Women</i>	<i>Women Entrepreneur</i>
Marital Status		
Unmarried	13	3
Married	7	17
AGE		
Below 25	9	4
26-35	7	5
36-45	3	3
46-55	1	4
Above 55	0	4
MONTHLY INCOME		
Less than 20000	6	4
21000-30000	4	2
31000-40000	8	2
41000-50000	1	5
Above 50000	1	7
YEARS OF SERVICE		
Less than 10	6	2
1-10	10	7
11-20	3	3

contd. table

	<i>Salaried Women</i>	<i>Women Entrepreneur</i>
21-30	1	4
Above 30	0	4
FAMILY SIZE		
1	0	0
2	3	1
3	7	3
4	7	12
Above 5	3	4
EDUCATIONAL QUALIFICATION		
Less than 10 th std	2	2
12 th std	0	2
UG	11	9
PG	5	7
Ph.D	2	0
REASON FOR BEING IN THIS FIELD		
Income	4	2
Family situation	2	2
Economic freedom	4	4
Job satisfaction	6	6
Identity	4	6

HYPOTHESIS TESTED H1 : There is a relationship between their monthly income and years of service as salaried women and women entrepreneur.

Test applied : Chi square

Findings: As P value (0.004) is less than 0.05 null hypothesis is rejected so there is a relationship between their monthly income and years of service as salaried women and women entrepreneur.

Years of service * Monthly income Crosstabulation

<i>Count</i>		<i>Monthly income</i>					<i>Total</i>
		<i><20000</i>	<i>21000-30000</i>	<i>31000-40000</i>	<i>41000-50000</i>	<i>>50000</i>	
Years of service	<1	4	1	3	0	0	8
	1-10	5	5	4	3	0	17
	11-20	1	0	2	2	1	6
	21-30	0	0	1	0	4	5
	>50	0	0	0	1	3	4
Total		10	6	10	6	8	40

Chi-Square Tests

	<i>Value</i>	<i>df</i>	<i>Asymp. Sig. (2-sided)</i>
Pearson Chi-Square	34.642 ^a	16	.004
Likelihood Ratio	39.228	16	.001
Linear-by-Linear Association	19.438	1	.000
N of Valid Cases	40		

a. 25 cells (100.0%) have expected count less than 5. The minimum expected count is .60.

Hypothesis Tested H2: There is a relationship between time for sufficient hours of sleep and stress due to income level of salaried women and women entrepreneur.

TEST APPLIED : REGRESSION ANALYSIS

Findings : The r value is 0.383 which indicates the relationship between their stress level and time for sleep. It is positively correlated. R² value is 14%. Level of influence caused by stress on hours of sleep The regression value is 0.015<0.05. Null hypothesis is rejected, so there is influencing relationship between level of stress from their job and the amount of sleep.

Model Summary

<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
1	.383 ^a	.146	.124	.751

a. Predictors: (Constant), Getting stressed due to income level

ANOVA^a

<i>Model</i>		<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
1	Regression	3.677	1	3.677	6.522	.015 ^b
	Residual	21.423	38	.564		
	Total	25.100	39			

a. Dependent Variable: minimum 8 hrs of sleep is need

b. Predictors: (Constant), Getting stressed due to income level

Coefficients^a

<i>Model</i>		<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>		<i>Sig.</i>
		<i>B</i>	<i>Std. Error</i>	<i>Beta</i>	<i>t</i>	
1	(Constant)	2.325	.290		8.026	.000
	Getting stressed due to income level	-.248	.097	-.383	-2.554	.015

a. Dependent Variable: minimum 8 hrs of sleep is need

Hypothesis Tested H3: There is a significant relationship between marital status and the time for women to take care of their family members

TEST APPLIED : U TEST

Findings

As P value is more than 0.05 the H0 is accepted i.e., there is no significant relationship between marital status of a women to take care of their family members, from this result we can conclude that either a women is self employed or salaried her marital status doesn't showing any difference in taking care of their family members.

Ranks				
	<i>Marital Status</i>	<i>N</i>	<i>Mean Rank</i>	<i>Sum of Ranks</i>
Giving attention to family members	Unmarried	16	19.69	315.00
	Married	24	21.04	505.00
	Total	40		

Test Statistics ^a	
<i>Giving attention to family members</i>	
Mann-Whitney U	179.000
Wilcoxon W	315.000
Z	-.393
Asymp. Sig. (2-tailed)	.694
Exact Sig. [2*(1-tailed Sig.)]	.733 ^b

- a. Grouping Variable: Marital Status
- b. Not corrected for ties.

Hypothesis Tested H4: There is a significant relationship between age and time to plan their activities.

Test Applied : H Test

Findings: The value of H-test is 8.242 which is greater than 0.05. Therefore, Null hypothesis is accepted. In spite of their age group, they have sufficient time to plan activities.

Ranks			
	<i>Age</i>	<i>N</i>	<i>Mean Rank</i>
sufficient time to plan activities	<25	13	22.50
	26-35	12	24.75
	36-45	6	20.83
	46-55	5	9.70
	>55	4	14.25
	Total	40	

Test Statistics^{a,b}

	<i>sufficient time to plan activities</i>
Chi-Square	8.242
Df	4
Asymp. Sig.	.083

a. Kruskal Wallis Test

b. Grouping Variable: Age

From the above study it is found that level of income is the most important factor either directly or indirectly affect the work life balance comparing with other factors such as age, marital status etc.,

Managerial implications: Based on the study conducted, it is observed that overcoming the stress has positive impacts to women empowerment. Both salaried women and women entrepreneur having the same level of stress towards their job and social life. Their ability of maintaining the work life balance will make a magic in their work life. Based on cockroach approach theory, how the individual is approaching the problem will make huge difference. In our study, apart from Age, marital status, stress level it is observed that their attitude makes a good difference. Level of income is the most important factor that directly or indirectly affects their work life balance. They should know how to tradeoff between their income thirsty and their work pressure and social responsibilities.

CONCLUSION

Since globalization and competition is intensifying at an unprecedented pace, it affects the human life style including the Work life balance. As women is well known for versatility nature obviously her work life balance plays a vital role in forthcoming scenario. In our study we have analyzed the factors affecting the work life balance of the Salaried women and women entrepreneur and found that the opportunity available to women entrepreneur as well as to salaried women are plenty and they have upgrade themselves in technology in changing times

In the competitive scenario, there is a need to conduct the same research with wider perspective because the stress level and the work life issues will be greater than three folds with technological advancements like digital manufacturing, artificial intelligence in cognitive solutions brings in more robotic invasive and the stress for women entrepreneur and salaried women will be more.

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