

A STUDY ON WORK LIFE BALANCE OF WOMEN PROFESSIONALS IN KERALA

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1. INTRODUCTION

Today India is the most powerful economy because of the talented and educated women. Women have started recognizing their talents and skills and have been working to achieve the excellence in those areas. In the existing set-up where the primary responsibility of women is to maintain the household activities, they are overburdened and that generate a throw into turmoil in their work and life roles. Women in dual role have to negotiate house work, child care and need to support their partners in order to maintain and develop their relationships. Dual roles also engage in status enhancement work to support their partner in their employment and face special challenges as they will come across. Long work hours, inflexible work hours, less positive work environment are some of the factors that can lead to work family conflict. Work-family conflict starts when the responsibilities of work and family interfere with each other.

Work-Life balance is a broad concept, which includes proper prioritizing between career and ambition on one hand, compared with pleasure, leisure, family and spiritual development on the other. It is a key factor, which determines employee satisfaction, loyalty and productivity. Globalization, working couples, nuclear families, and technology are some important factors contributing to work-life imbalance. The employees are struggling and caught between family commitments, organization's expectations, personal aspirations and with the technological innovations whereas, managements are struggling with adverse economic situation, stiff competition, mounting costs, threatening deadlines and similar constraints forcing them to reduce costs and increase productivity which has direct bearing on employees. The organizations need to achieve these without affecting employee morale and without compromising on organizational goals.

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Work life and personal life are inter-connected and interdependent. Spending more time in office, dealing with clients and the pressures of job can interfere and affect the personal life, sometimes making it impossible to even complete the household chores. On the other hand, personal life can also be demanding if you have a kid or aging parents, financial problems or even problems in the life of a dear relative. It can lead to absenteeism from work, creating stress and lack of concentration at work. Work life and personal life are the two sides of the same coin. According to various work life balance surveys, more than 60% of the respondent professionals surveyed said that are not able to find a balance between their personal and professional lives. Traditionally creating and managing a balance between the work-life was considered to be a woman's issue. However, increasing work pressures, globalization and technological advancement have made it an issue with both the sexes, all professionals working across all levels and all industries throughout the world. Achieving "work-life balance" is not as simple as it sounds. Work-personal life conflict occurs when the burden, obligations and responsibilities of work and family roles become incompatible. Obligation of one can force an individual to neglect the other. As the separation between work and home life has diminished, WLB has become more relevant than before.

Statement of Problem

Working women have a dual role to play. They have to take care of their homes along with their job. This may affect their mental and physical well-being. There are pressures and demands of the job and women have to fight with the problems and tensions of their family. It's like they are turned in to 24x7 working regime with no breaks to help them relax. As a result, they are always worried about problems at work or something that demands their attention at home.

The present study has been conducted to know the influence of work life balance on women professionals in Kerala district which is done among different categories of women professionals in like Doctors, Engineers, Lecturers, Bank officers and lawyers. The study explains about the factors influencing work life balance among women professionals.

Scope of the Study

1. Finding an acceptable balance between career and family is a difficult challenge for women professionals.
2. Working women have a dual role to play, when they take up jobs. They have to care of their homes along with their outside employment. This puts strains on them affects their mental and physical well-being.
3. The present study has been conducted to know the factors influencing work life balance among women professionals like doctors, engineers, lawyers, bankers and lectures.

Objectives

1. To study the influence of work life balance on women professionals in Kerala district.
2. To study the problems of women professionals regarding work life balance issues.
3. To study the measures to improve the work life balance of women professionals.
4. To study the factors significant for work life balance of women professionals.

2. HYPOTHESIS OF THE STUDY

One way Anova and Chi - square has been used to find out the relationship between variables.

Chi-Square Test

1. There is no relationship between family functions by profession.
2. There is no relationship between suffer any stress related diseases by Hours in a weekly normally work.
3. There is no relationship between family functions by Difficulty in spending time with your family.
4. There is relationship between children miss your presence at home by Profession.

Anova Test

There is no association between work life balance by profession.

3. RESEARCH DESIGN

Research design used for the study is descriptive.

Sources of Data

- **Primary data:** Primary data is the data which are collected for the first time directly by the researcher.

The primary data was collected from the respondents by administering a structured questionnaire and also through observation.

- **Secondary data:** Secondary data is the data that have been already collected by and readily available from other sources. Apart from the primary data collected, the data collected through the journals and websites for the study.

4. POPULATION

Population for the data collection is Kerala.

Sample Size: A sample of 100 respondents is taken as sample size of the study.

Sampling Techniques Used: Here the sampling technique used is **Simple Random Sampling** technique which is a probability sampling technique where we select a group of subjects for study from a larger group.

Tools for Data Collection: Structured Questionnaire was used to collect the primary data.

Tools for Data Analysis: The tools used in this study are One Way Anova, Chi Square test and Ranking method. Data analysis was done using SPSS (Statistical Package for the Social sciences).

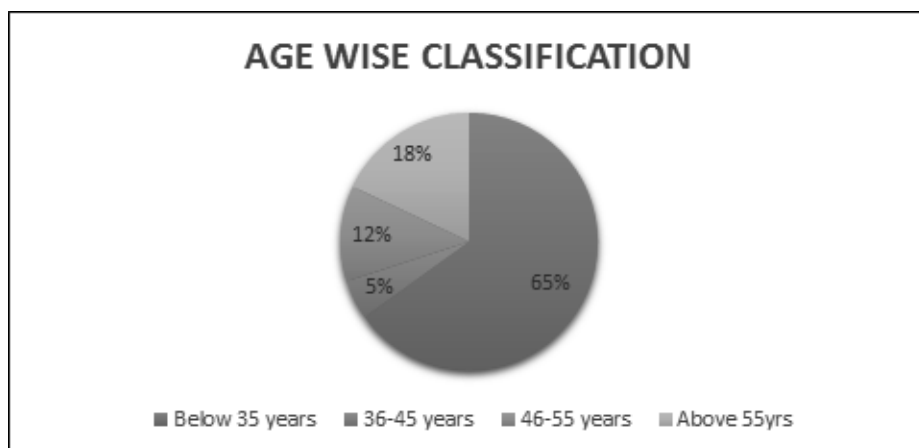
5. DATA ANALYSIS AND INTERPRETATION

Age Wise Classification

Table 1

	<i>Frequency</i>	<i>Percent</i>
Below 35 years	65	65.0
36-45 years	5	5.0
46-55 years	12	12.0
Above 55 years	18	18.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 1



Source: Primary Data

Interpretation

Table indicates that more than 65 per cent of the respondents comes below 35 age category, 5 per cent of them comes under 36-45 age category, 12 per cent of them comes between 46- 55 age category and 18 per cent of the respondents are above 55.

Inference

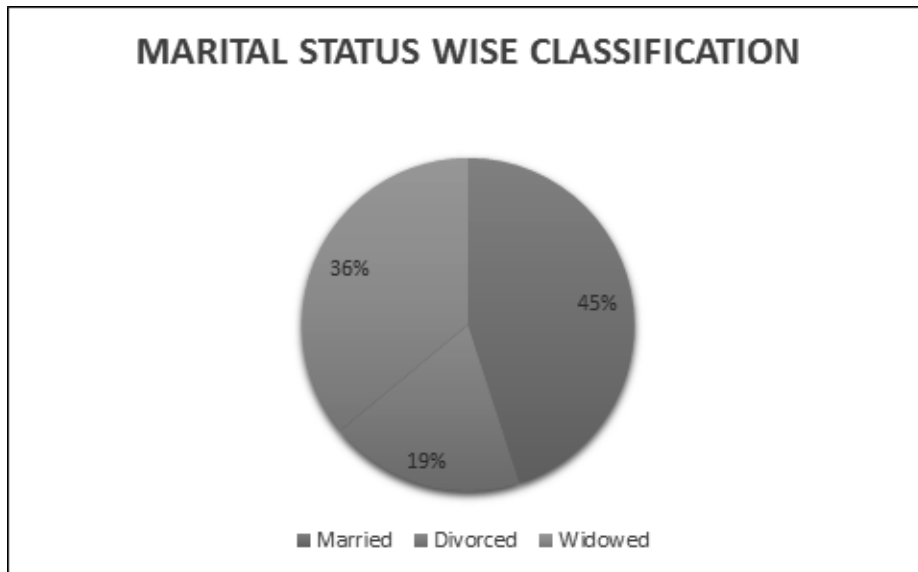
Study focusing on work life balance of women professionals in Ernakulam district. More number of respondents comes below the age 35 and only few of them comes under 36-45 age category.

Marital Status Wise Classification

Table 2

	<i>Frequency</i>	<i>Percent</i>
Married	45	45.0
Divorced	19	19.0
Widowed	36	36.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 2



Source: Primary Data

Interpretation

Based on the table it is revealed that more than 45 per cent of women professionals are married. 36 per cent are widowed and 19 per cent of them are divorced.

Inference

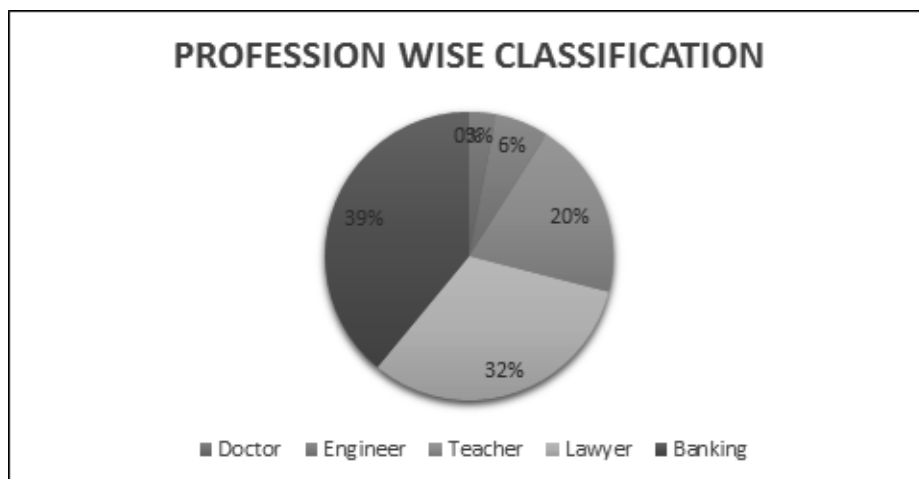
Out of the total women professionals, 19 per cent of them were divorced. The work life imbalance could be a reason for this increased percentage.

Profession Wise Classification

Table 3

	<i>Frequency</i>	<i>Percent</i>
Doctor	3	3.0
Engineer	6	6.0
Teacher	20	20.0
Lawyer	32	32.0
Banking	39	39.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 3



Source: Primary Data

Interpretation

Out of the total respondents, 39 per cent of women are banking professionals. 32 per cent of them are lawyers. 20 per cent of them belong to teaching professionals. 6 per cent of them are engineers and 3 per cent of them belong to doctor professionals.

Inference

Study focuses on work life balance of women professionals and five different professions had been chosen for the study i.e., doctor engineer, teacher, lawyer

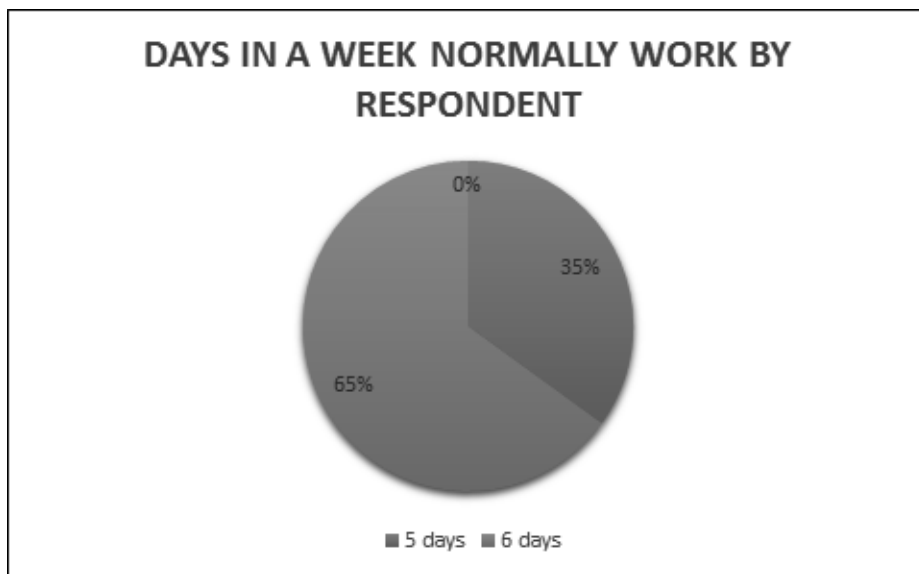
and banking profession. Among these, more number of women professionals are bankers. Targets fixed by their top managers may create problems in career as well as their personal life.

Days in a Week Normally Work by the Respondent

Table 4

	Frequency	Percent
5 days	35	35.0
6 days	65	65.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 4



Source: Primary Data

Interpretation

According to the table it can be seen that 65 per cent of women professionals work 6 days in a week and 35 per cent of them work 5 days.

Inference

Five profession had been chosen for the study and out of these, doctors, bankers and lawyers must have to work for 6 days, whereas engineers and teachers need to work only for 5 days. Sometimes it may vary depending upon the rules and regulation of their organisation.

Hours in a Week Normally Work

Table 5

	<i>Frequency</i>	<i>Percent</i>
7-8 hours	59	59.0
9-10 hours	36	36.0
11-12 hours	5	5.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 5



Source: Primary Data

Interpretation

From the above table it was understood that majority of them works 7-8 hours in a week. 36 per cent of them works 9 to 10 hours and only 5 per cent works 11 to 12 hours.

Inference

Doctors and engineers may have to work for 11-12 hrs and in need of emergency, it might go up. Usually teachers and bankers work for 7-8 hrs and rest of the

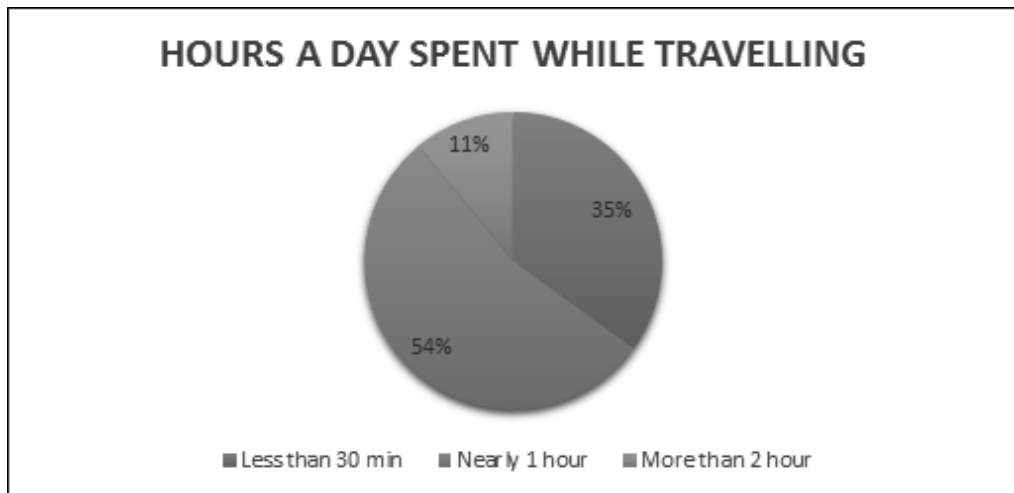
respondents works for 9-10 hours. Based on the nature of their work and rules of the organisation, time may vary.

Hours/Day Spent While Travelling

Table 6

	<i>Frequency</i>	<i>Percent</i>
Less than 30 min	35	35.0
Nearly 1 hour	54	54.0
More than 2 hour	11	11.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 6



Source: Primary Data

Interpretation

Table shows that 54 per cent of women professionals spend nearly one hour for travelling and 35 per cent of them spend less than 30 minutes for travelling to reach their work place. 11 per cent of them take more than two hours for travelling.

Inference

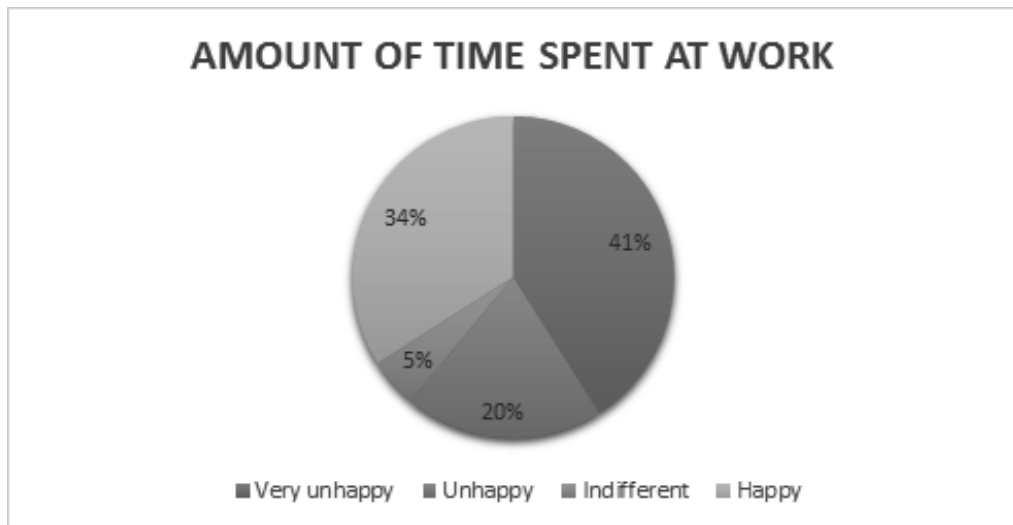
Working women prefer to get job near to their home so that it will be easy for them to balance their work and life. Here 54 per cent of the respondents could reach their work area within an hour and only 11 percent takes more than two hour for travelling.

Feel about the Amount of Time Spent at Work

Table 7

	Frequency	Percent
Very unhappy	41	41.0
Unhappy	20	20.0
Indifferent	5	5.0
Happy	34	34.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 7



Source: Primary Data

Interpretation

Table indicates that most of the respondent are very unhappy about the time spent at work place. 34 per cent of women professionals feels happy in spending time at work. 20 per cent are unhappy and 5 per cent is indifferent to time spend at work.

Inference

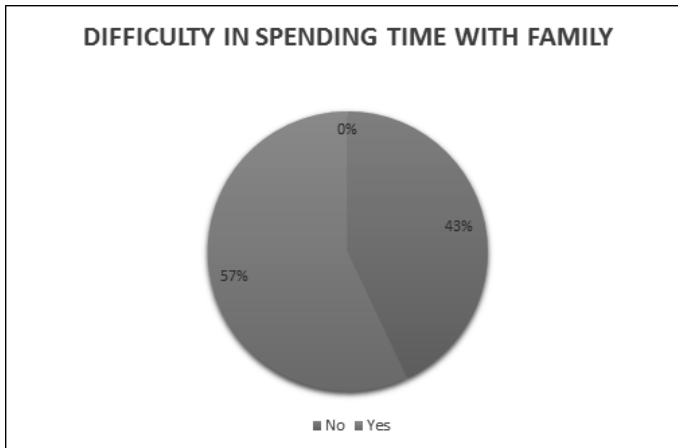
Most of the respondents were very unhappy about the time spent at work place. Reason for their unhappiness might be due to severe work pressure, unhelpful attitude of superiors and colleagues, over time works etc.

Difficulty in Spending Time with Your Family

Table 8

	<i>Frequency</i>	<i>Percent</i>
No	43	43.0
Yes	57	57.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 8



Source: Primary Data

Interpretation

Table shows that out of total respondents interviewed, 57 per cent of the respondents experienced difficulty and rest doesn't.

Inference

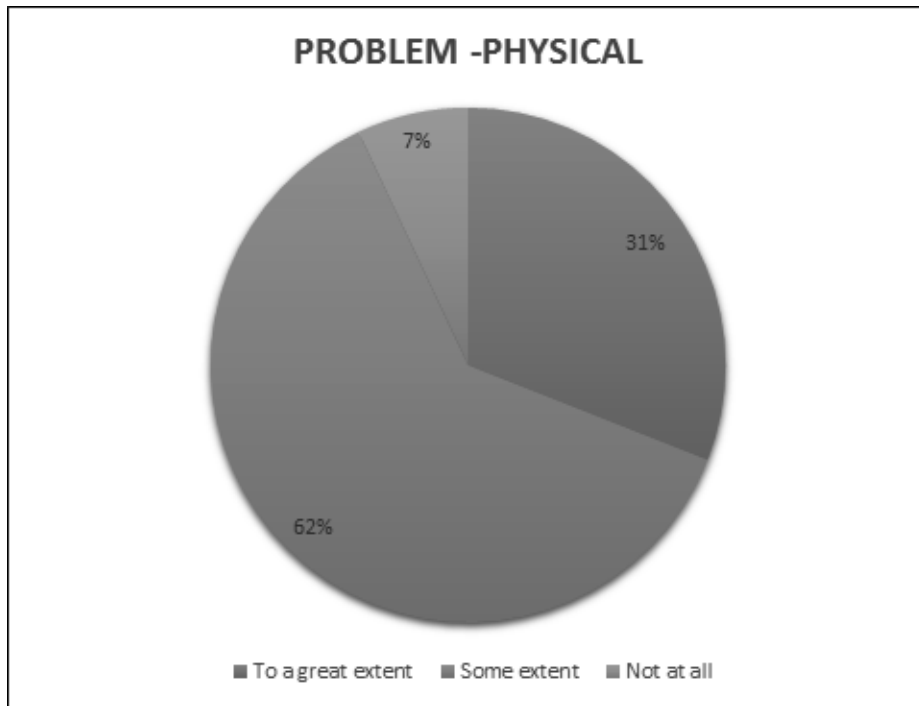
Due to over time and work load, majority of the respondents experienced difficulty in spending time with their family.

Problem-Physical

Table 9

	<i>Frequency</i>	<i>Percent</i>
To a great extent	31	31.0
Some extent	62	62.0
Not at all	7	7.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 9



Source: Primary Data

Interpretation

Out of the total population, 62 per cent have physical problems to some extent whereas 31 per cent experience it to a greater extent and 7 per cent are not at all affected.

Inference

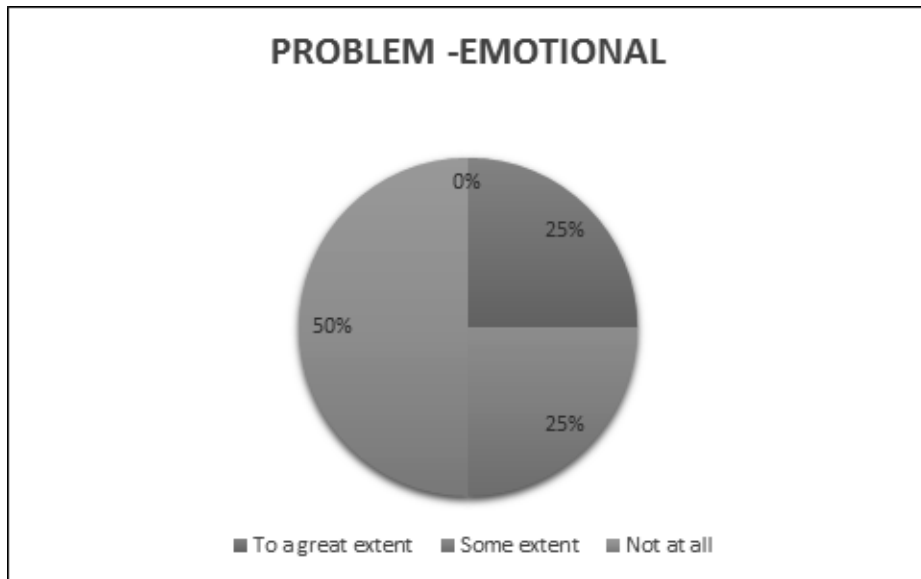
Over stress and work load may lead to physical problems like severe head ache, blood pressure, obesity, hypertension etc.

Problem-Emotional

Table 10

	<i>Frequency</i>	<i>Percent</i>
To a great extent	25	25.0
Some extent	25	25.0
Not at all	50	50.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 10



Source: Primary Data

Interpretation

Based on the table it is revealed that the majority of the respondents does not feel any emotional problem due to work life imbalance. 25 per cent of women professionals feels emotional problem to great extent and next 25 per cent of them feels emotional problems to some extent only.

Inference

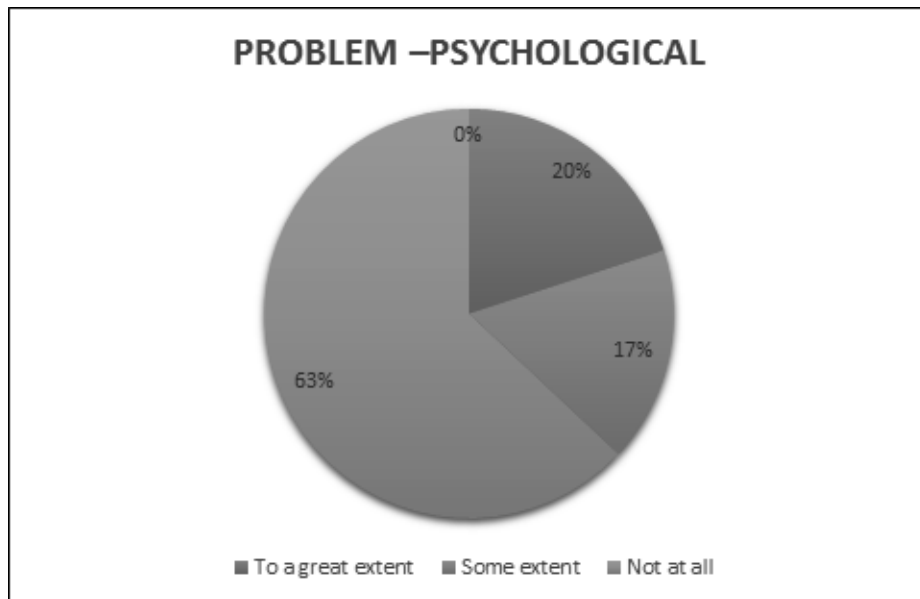
Emotional problems are less compared to physical problems. This is because, organisations might be taking necessary steps like entertainment programs, holiday trips etc. which help the workers to get relief from emotional problems.

Problem–Psychological

Table 11

	<i>Frequency</i>	<i>Percent</i>
To a great extent	20	20.0
Some extent	17	17.0
Not at all	63	63.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 11



Source: Primary Data

Interpretation

Table shows that the most of the respondents does not feel any psychological problem due to work life imbalance. 20 per cent of women professionals feels psychological problem to great extent and 17 per cent of them feels psychological problems to some extent only.

Inference

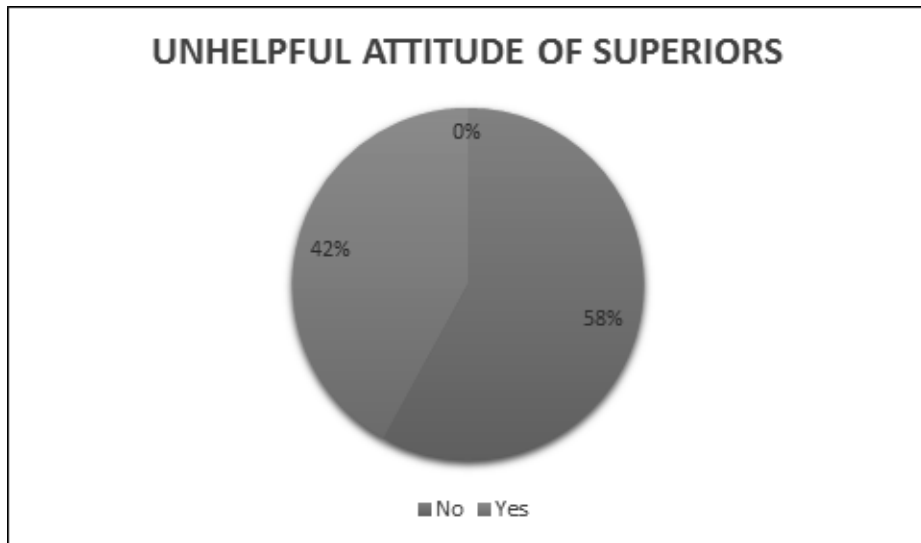
20 per cent of women professionals feels psychological problem to great extent. Over time, work pressure, unhelpful attitude of superiors and colleagues etc. could be the reason for their psychological problems. This may lead to work life imbalance.

Unhelpful Attitude of Superiors

Table 12

	<i>Frequency</i>	<i>Percent</i>
No	58	58.0
Yes	42	42.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 12



Source: Primary Data

Interpretation

From the table it can be seen that 58 per cent of the women professionals says unhelpful attitude of superiors does not hinder their work and life. And rest of them agreed that unhelpful attitude makes work life imbalance.

Inference

It will be difficult for the women professionals to adjust with the organization if the superior’s attitude is unhelpful. This may hinder their work life

Unhelpful Attitude of Colleagues

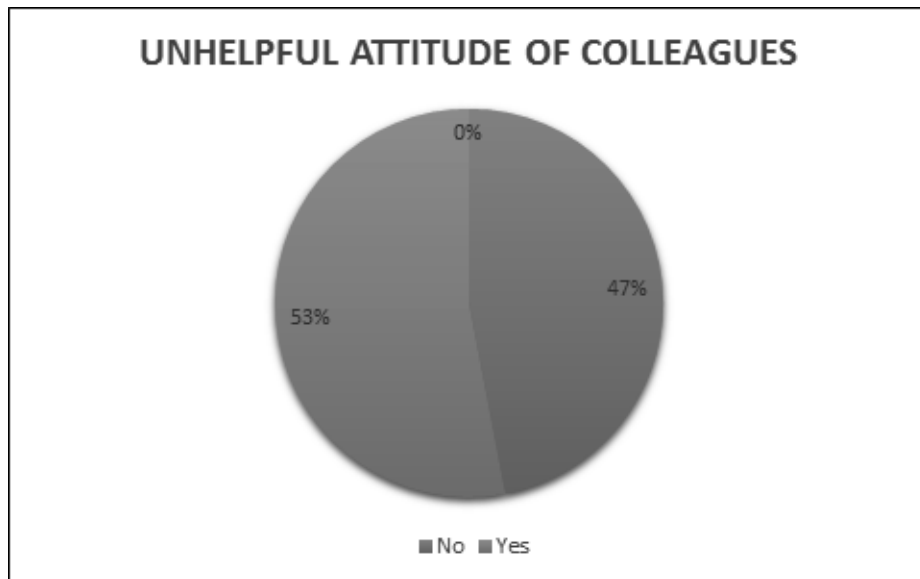
Table 13

	Frequency	Percent
No	47	47.0
Yes	53	53.0
Total	100	100.0

Interpretation

According to the table it can be seen that 53 per cent of the women professionals says unhelpful attitude of colleagues hinder their work and life. And rest of the respondents revealed that unhelpful attitude does not make work life imbalance.

Chart 13



Source: Primary Data

Inference

If the colleagues are not supportive and helpful, then it will be difficult for the women professionals to adjust with that working condition. It may affect their work and makes imbalance in their work life.

Unhelpful Attitude of Family Members

Table 14

	<i>Frequency</i>	<i>Percent</i>
No	28	28.0
Yes	72	72.0
<i>Total</i>	100	100.0

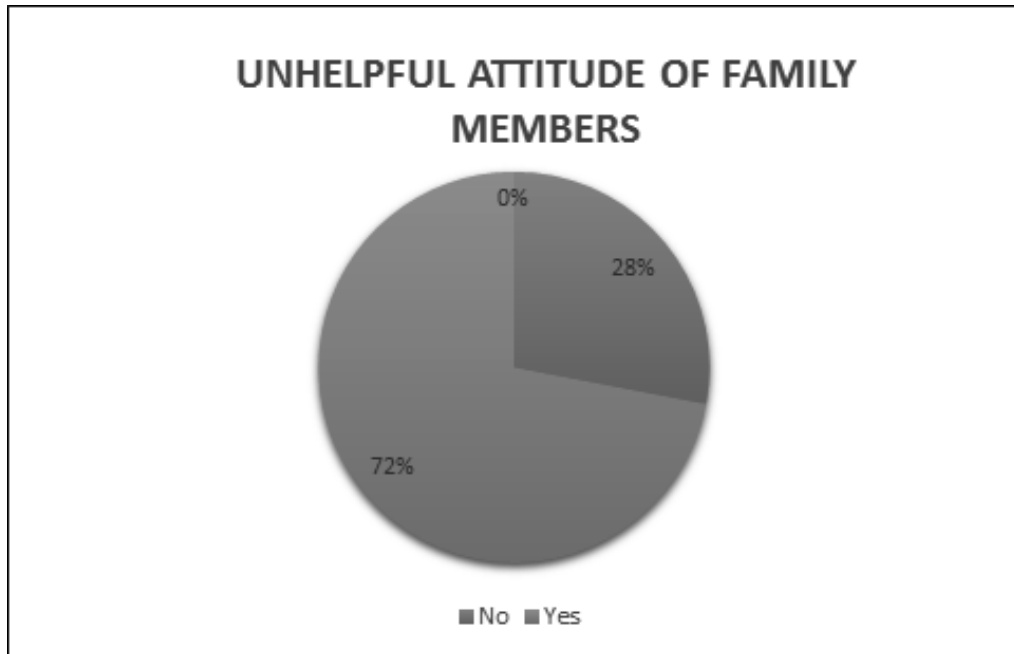
Interpretation

From the table, it states that 72 per cent of the respondents says they face the problem of family members' unhelpful attitude and rest of them doesn't face this problem.

Inference

If the family members are not supportive then it will be difficult for the women professionals to balance both work as well as their life. Unhelpful attitude of family members is a major problem that could create work life imbalance.

Chart 14



Source: Primary Data

Children Miss Presence at Home

Table 15

	Frequency	Percent
No	37	37.0
Yes	63	63.0
Total	100	100.0

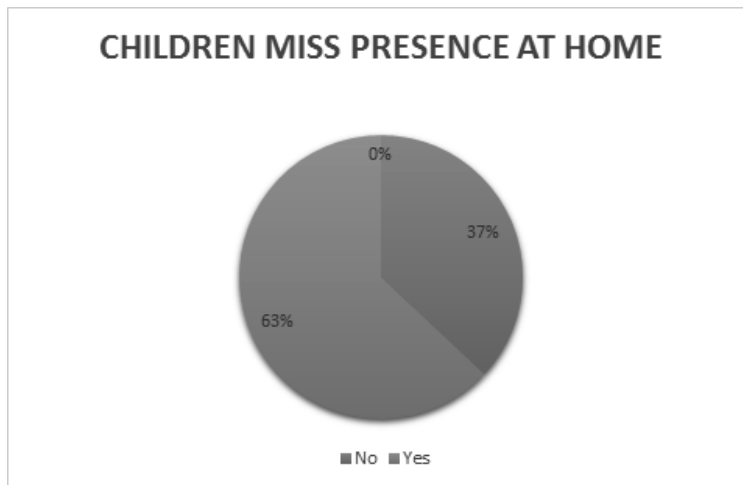
Interpretation

It can be seen from the table that 63 per cent of women professionals says that children miss their presence at home and 37 per cent of the respondents disagree to this.

Inference

Due to night shift and over time works, majority of respondents didn't get enough time to spend with their children. Therefore, kids miss the presence of their mothers in the home and they are not able to give their child proper care as they wish.

Chart 15



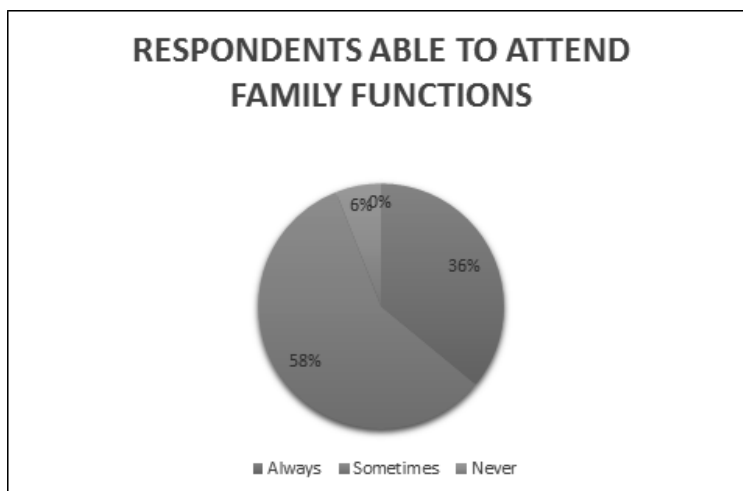
Source: Primary Data

Respondents Able to Attend Family Functions

Table 16

	<i>Frequency</i>	<i>Percent</i>
Always	36	36.0
Sometimes	58	58.0
Never	6	6.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 16



Source: Primary Data

Interpretation

From the above data, most of the women professionals says that they are available at family functions sometimes only. 36 per cent says that they will be always available at family functions and only 6 per cent says that they can never attend the family function.

Inference

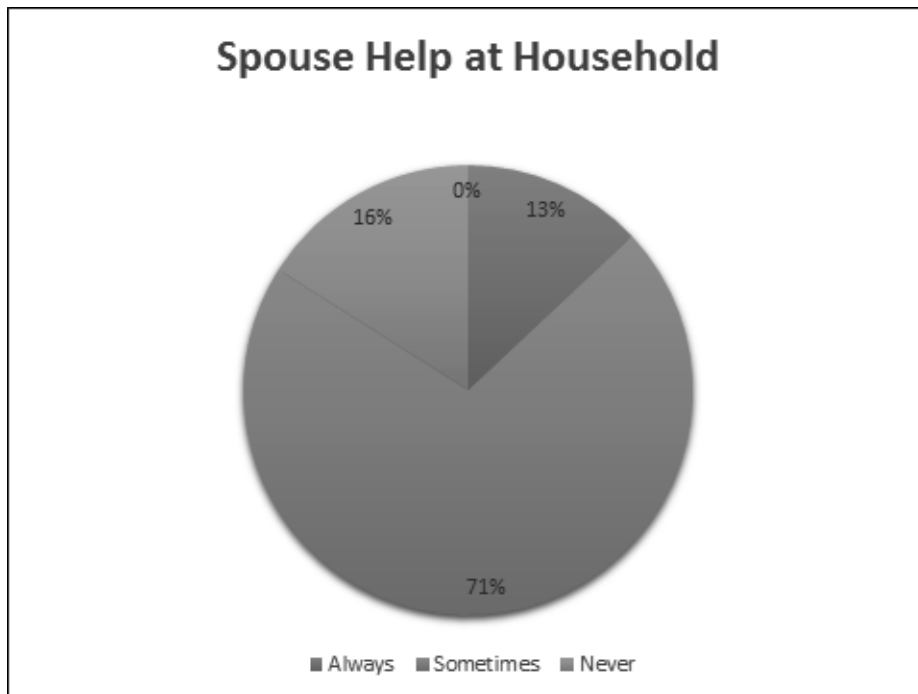
Most of the women professionals says that they are not able to attend the family functions because of their tight schedule and this may create problems in their family life.

Spouse Help at Household

Table 17

	Frequency	Percent
Always	13	13.0
Sometimes	71	71.0
Never	16	16.0
Total	100	100.0

Chart 17



Source: Primary Data

Interpretation

Table shows that out of total women professionals interviewed 71 per cent of their spouse help their household sometimes only. 16 per cent of them never helped and rest 13 per cent always help in their house hold work.

Inference

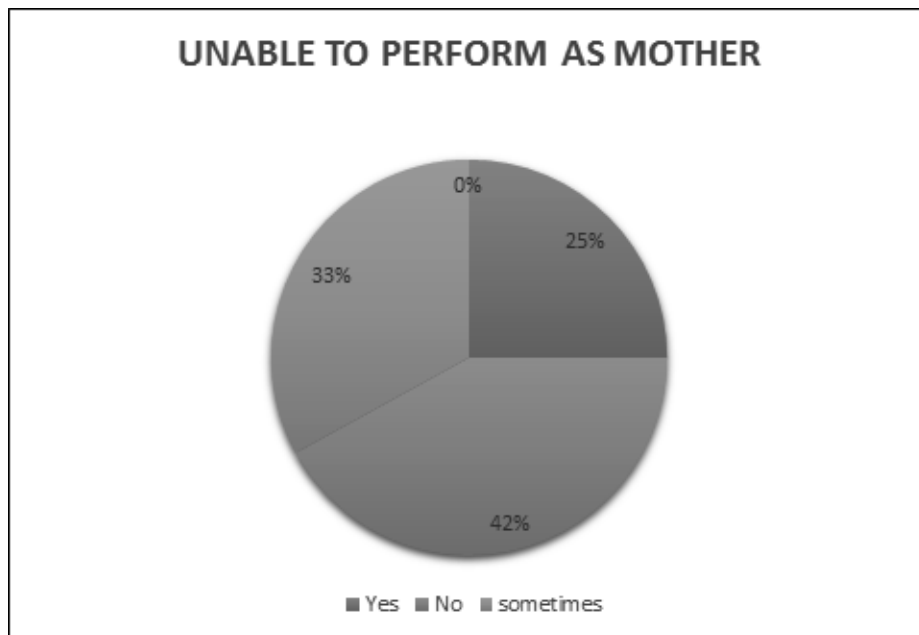
Support of spouse is very much essential for the success of a married women professionals. But this study reveals that, most of their spouse are not supportive and this could create problems in their life.

Unable to Perform as Mother

Table 18

	<i>Frequency</i>	<i>Percent</i>
Yes	25	25.0
No	42	42.0
Sometimes	33	33.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 18



Source: Primary Data

Interpretation

Table indicates, 42 per cent of women professionals says that they are able to perform the role as mother as they wish. 33 per cent revealed that sometimes they are not able to perform as a good mother and rest of them agrees that due to work imbalance they are unable to perform the role of a mother.

Inference

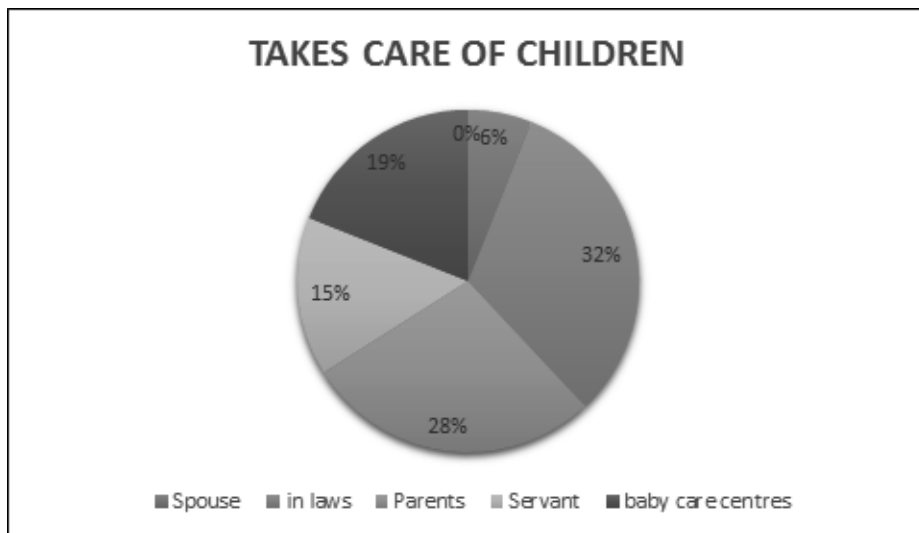
Unlike other mothers, it will be difficult for working women to perform the role as a good mother. They may not get enough time to spend with their children. This will affect the relation of mother and the child.

Takes Care of Children

Table 19

	<i>Frequency</i>	<i>Percent</i>
Spouse	6	6.0
In laws	32	32.0
Parents	28	28.0
Servant	15	15.0
Baby care centres	19	19.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 19



Source: Primary Data

Interpretation

Table reveals that most of the respondents depend there in laws to take care of their children. 28 per cent of women professionals seek the help of their parents and 19 per cent use baby care centres to look after their children. 15 per cent depends upon servants. Only 6 per cent seek the help of their spouse.

Inference

Most of the women professionals depend upon in laws and parents to take care of their children. Today the number of nuclear families is increasing day by day so they have to depend on baby centres to look after their children. Some IT companies are providing the baby care facilities near to their company in order to attract their workers.

Manage Stress from Work

Table 20

	<i>Frequency</i>	<i>Percent</i>
Yoga	13	13.0
meditation	28	28.0
entertainment	51	51.0
social media	3	3.0
Reading	5	5.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 20



Source: Primary Data

Interpretation

From the analysis it was understood majority of the respondents manage their stress through entertainment. 28 per cent do meditation and 23 per cent do yoga to reduce their stress. 5 per cent depend on reading to manage their stress. Only 3 per cent of them seek the help of social media to reduce their stress arising from their work.

Inference

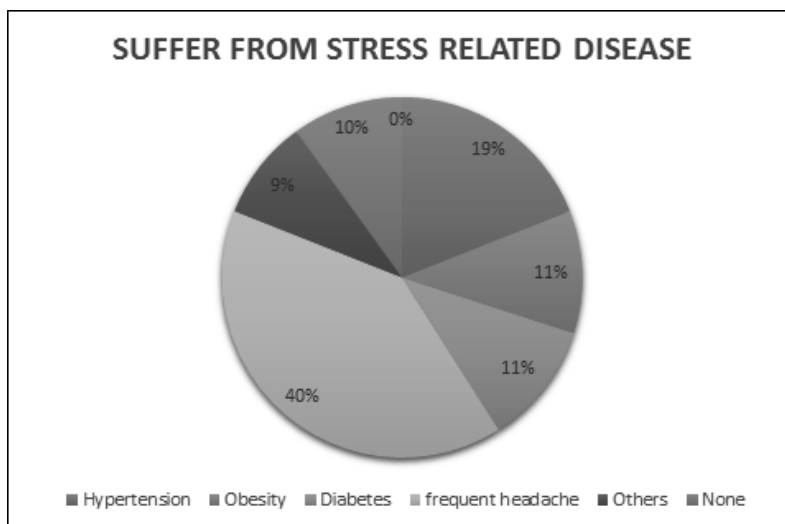
Majority of the respondents manage their stress through entertainments like seeing movies, holiday trips etc. They also depend on meditation and yoga to reduce their stress and few of them depend on reading and social media to reduce their stress arising from their work.

Suffer Any Stress Related Diseases

Table 21

	<i>Frequency</i>	<i>Percent</i>
Hypertension	19	19.0
Obesity	11	11.0
Diabetes	11	11.0
Frequent headache	40	40.0
Others	9	9.0
None	10	10.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 21



Source: Primary Data

Interpretation

Table shows that 40 per cent of respondents suffer frequent head ache due to heavy stress. 19 per cent have hypertension .11 per cent of women professionals suffer obesity and diabetes because of work load. 10 per cent of them have no disease and rest of them comes under other category.

Inference

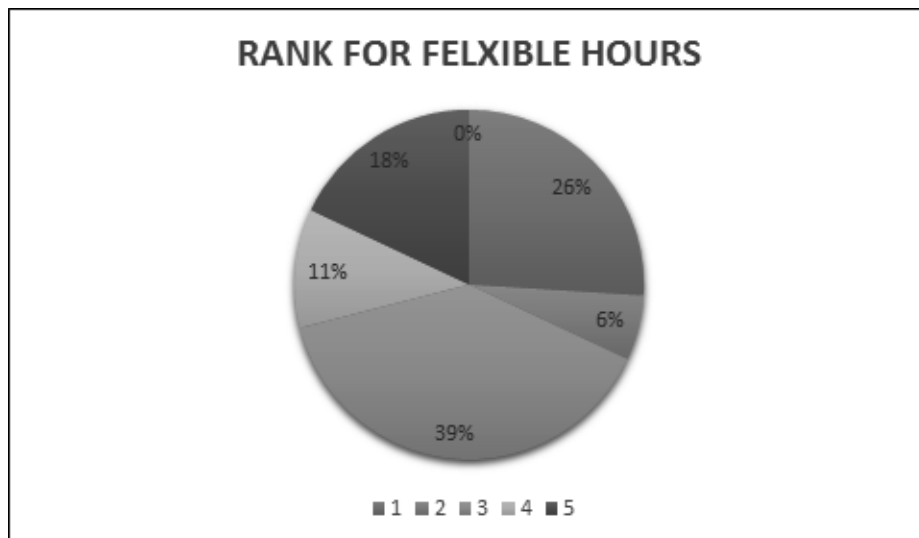
Work load and work pressure may lead to stress related diseases like hypertension, obesity, diabetes, frequent head ache etc. Most of the respondents suffer from frequent head ache due to over stress and tension.

Rank Given for Flexible Hours

Table 22

<i>Rank</i>	<i>Frequency</i>	<i>Percent</i>
1	26	26.0
2	6	6.0
3	39	39.0
4	11	11.0
5	18	18.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 22



Source: Primary Data

Interpretation

It can be seen from the table that 39 per cent of respondents give third rank for work life flexible hours as an important factor for work life balance. 26 per cent give first rank. 18 per cent and 11 per cent of the respondent give fifth rank and fourth rank respectively. 6 per cent of women professionals give second rank for flexible hours as important factor in the work life balance.

Inference

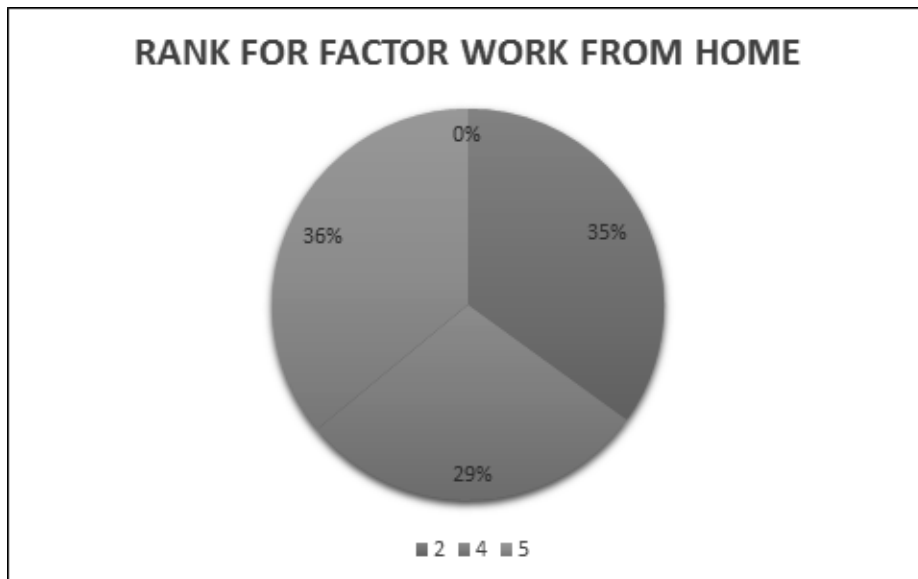
Flexible hours are an important factor for work life balance. 39 per cent of respondents give third rank for this factor. If the organisation provide this facility it will be helpful for the women professionals to balance the work life. Some prefer to work more hours during day time, whereas some others prefer to work in night.

Rank Given to the Factor-Work From Home

Table 23

<i>Rank</i>	<i>Frequency</i>	<i>Percent</i>
2	35	35.0
4	29	29.0
5	36	36.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 23



Source: Primary Data

Interpretation

Based on the table it is seen that 36 per cent of respondents give fifth rank for work from home as an important factor for work life balance. 35 per cent give second rank and rest 29 per cent give fourth rank for work from home as an important factor in work life balance.

Inference

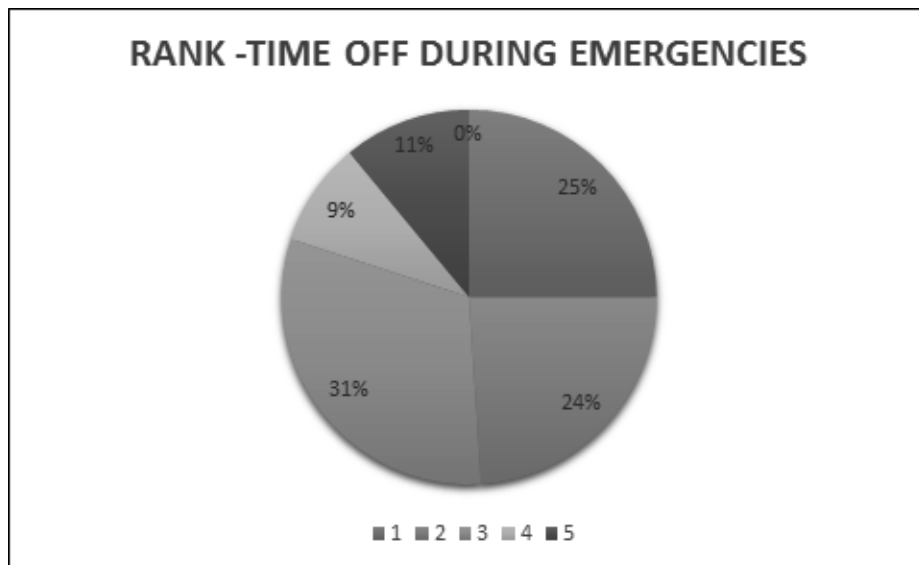
Work from home is another factor of work life balance. Here we can see that respondents give less preference to this factor. They usually prefer to work in the organisation under the guidance of their superiors.

Rank Given for Time off During Emergencies

Table 24

	Frequency	Percent
1	25	25.0
2	24	24.0
3	31	31.0
4	9	9.0
5	11	11.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 24



Source: Primary Data

Interpretation

It can be seen from the table that 31 per cent of respondents give third rank for time off during emergencies as an important factor for work life balance. 25 per cent give first rank. 24 per cent and 11 per cent of the respondent give second rank and fifth rank respectively. 9 per cent of women professionals give fourth rank for as important factor in the work life balance.

Inference

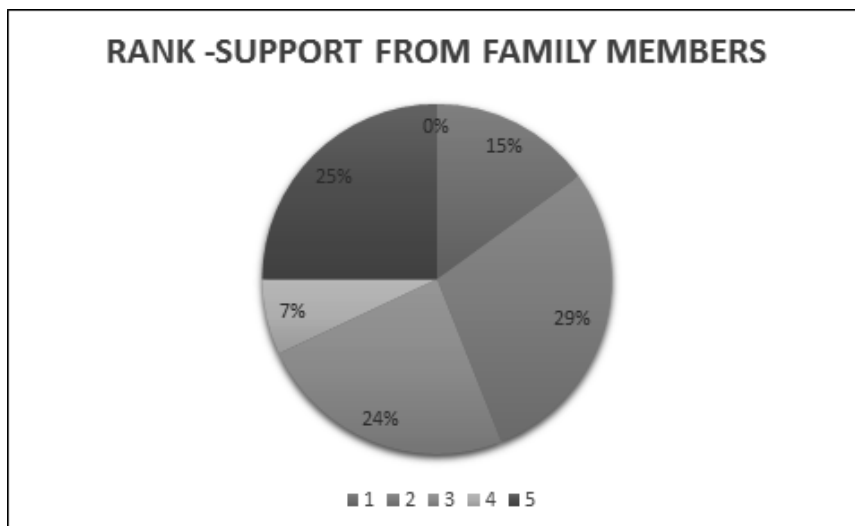
Organisation should give time off during emergency situations. 31 per cent of the respondents consider this as an important factor and they had given third rank for it. If they organisation doesn't provide this facility, then number of turnover and absenteeism may go up.

Rank Given for Support From Family Members

Table 25

	Frequency	Percent
1	15	15.0
2	29	29.0
3	24	24.0
4	7	7.0
5	25	25.0
Total	100	100.0

Chart 25



Source: Primary Data

Interpretation

It is evident from the table that 29 per cent of respondents give second rank for support from family members as an important factor for work life balance. 24 per cent give third rank. 25 per cent and 15 per cent of the respondent give fifth rank and first rank respectively. 7 per cent of women professionals give fourth rank for flexible hours as important factor in the work life balance.

Inference

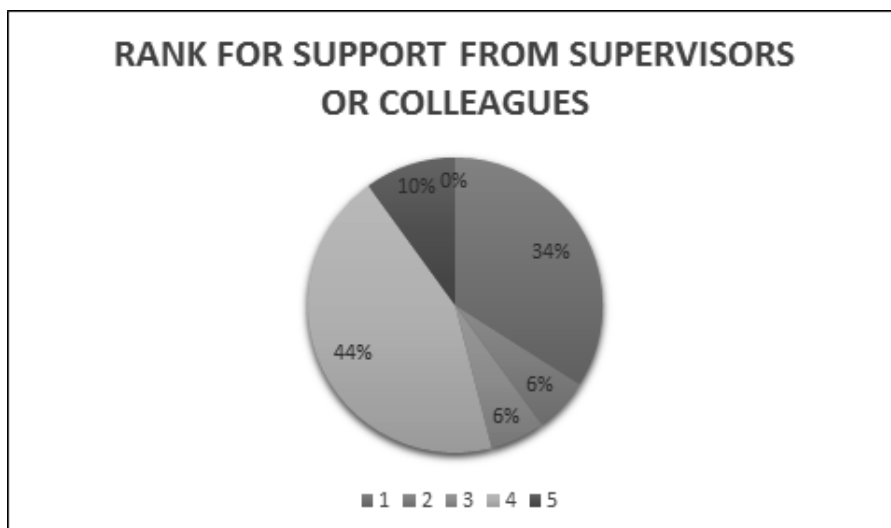
Support from family members are very much needed for women professionals to balance their work and life. Without the support of family, it will be difficult for them to move forward. Since it is an important determinant, most of them give second rank for this factor.

Rank Given for Support from Supervisors or Colleagues

Table 26

	<i>Frequency</i>	<i>Percent</i>
1	34	34.0
2	6	6.0
3	6	6.0
4	44	44.0
5	10	10.0
Total	100	100.0

Chart 26



Source: Primary Data

Interpretation

According to the table it is evident that 44 per cent of respondents give fourth rank for support from supervisors or colleagues as an important factor for work life balance. 34 per cent of women professionals give first rank. 10 per cent give fifth rank and 6 per cent of the respondents give second and third rank for support from supervisors or colleagues as important factor in the work life balance.

Inference

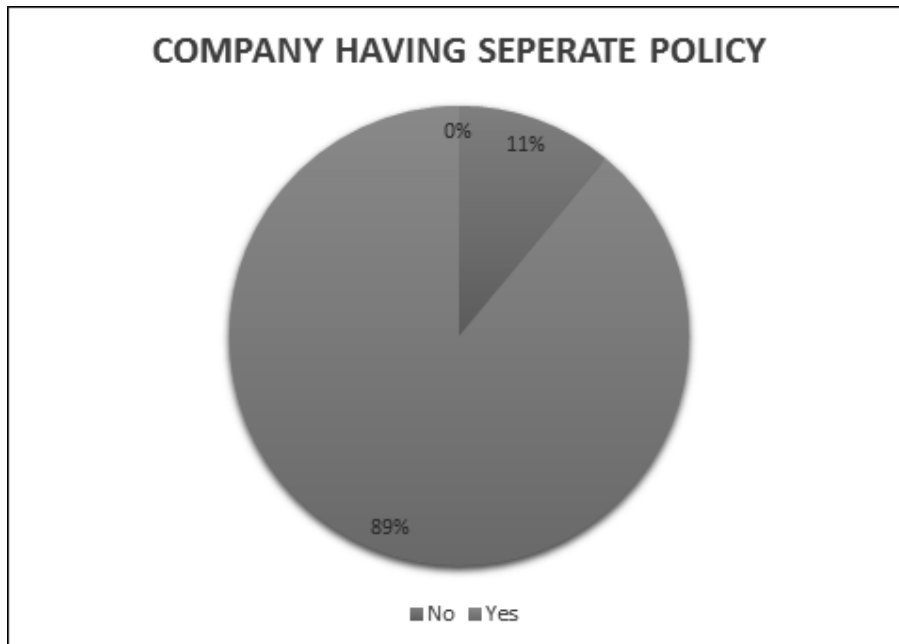
Support from colleagues and supervisors will help to improve the performance of women professionals. If the supervisors are not supportive, then it will be difficult for the professionals to adjust with that environment and gradually it will affect their work and career.

Company Having Separate Policy

Table 27

	<i>Frequency</i>	<i>Percent</i>
No	11	11.0
Yes	89	89.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 27



Source: Primary Data

Interpretation

From the analysis it is inferred that 89 percent of respondents says, their company have separate policy for work life and rest of them doesn't have a policy for work life.

Inference

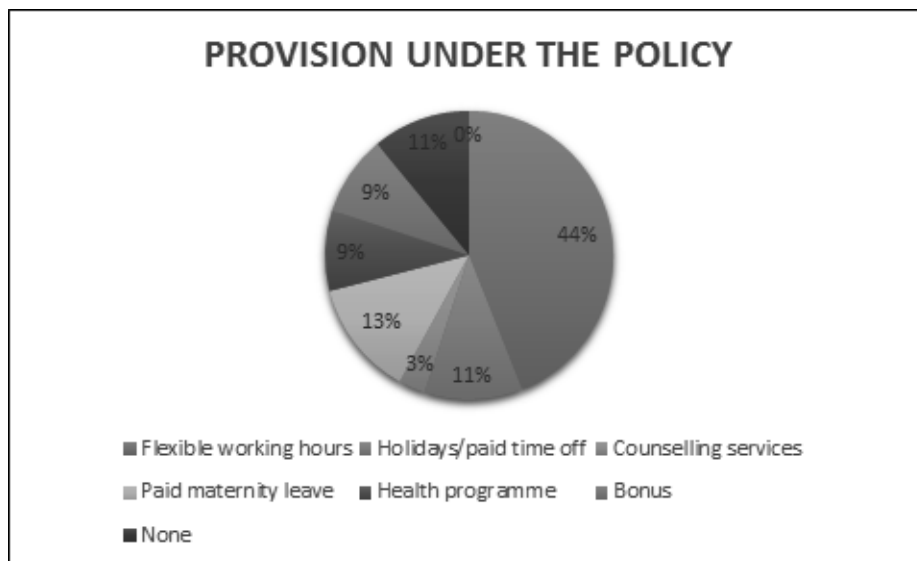
Majority of the respondents says that their company is providing them separate policy for work life. Policies provided by the companies are flexible working hours, holidays/paid time off, counselling services, paid maternity leave, health programs, bonus etc.

Provision Under the Policy

Table 28

	Frequency	Percent
Flexible working hours	44	44.0
Holidays/paid time off	11	11.0
Counselling services	3	3.0
Paid maternity leave	13	13.0
Health programme	9	9.0
Bonus	9	9.0
None	11	11.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 28



Source: Primary Data

Interpretation:

Table shows 44 per cent of the respondents says that their organisation provides flexible working hour as separate policy of work life balance. 13 per cent of women professionals agrees that they have paid maternity leave. 11 per cent of them respond that they get holidays and paid time off. 9 per cent says that they have health programs and bonus. 3 per cent of them have counselling services and rest 11 per cent says that their organisation doesn't provide any work life policy.

Inference

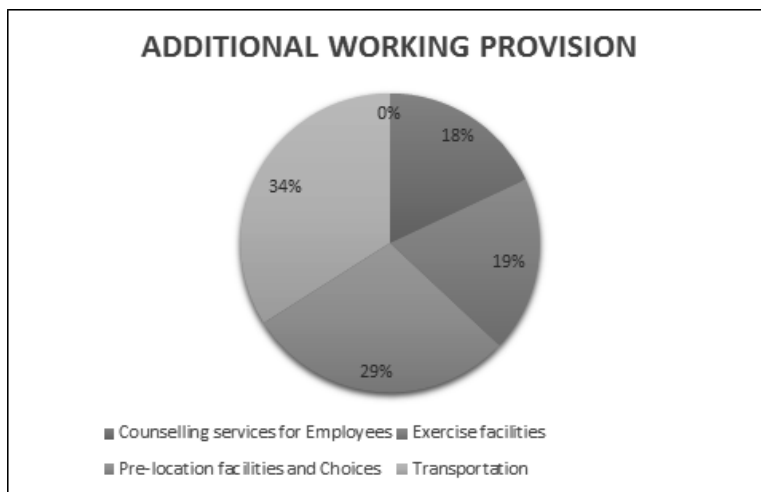
In order to attract and retain the professionals, various policies were provided by the organisation. Among these provisions, most of the women professionals get flexible working hours as a separate policy for work life. 11 per cent says that their organisation doesn't provide any work life policy, which make discomfort to the professionals working in those organisations.

Additional Working Provision

Table 29

	<i>Frequency</i>	<i>Percent</i>
Counselling services for Employees	18	18.0
Exercise facilities	19	19.0
Re-location facilities and Choices	29	29.0
Transportation	34	34.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 29



Source: Primary Data

Interpretation

Table reveals that 34 per cent of respondents says organisation provide transportation facilities as additional working provision. Out of total respondents 29 per cent of them have pre-location facilities and choices. 19 per cent of women professionals get exercise facilities from their organisation and 18 per cent agrees that organisation is providing them counselling services.

Inference

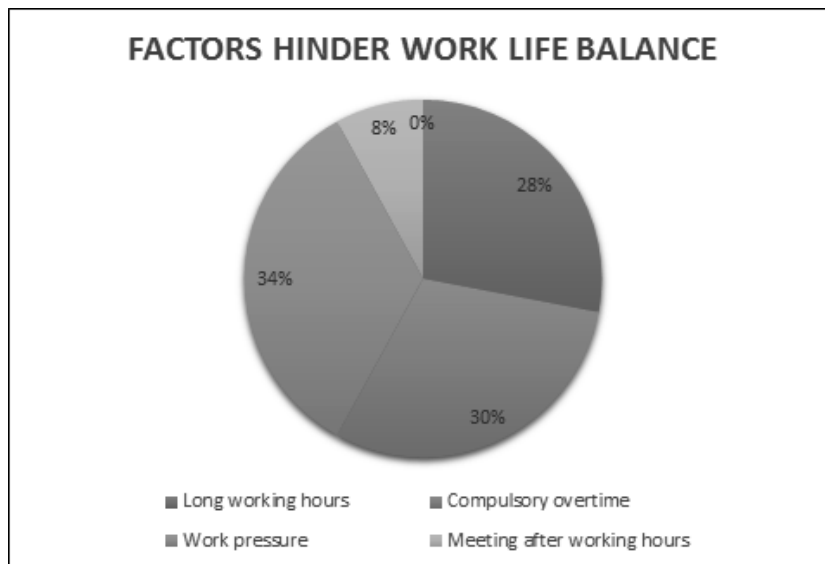
Organisation provide additional working provision to their workers like, transportation facilities, pre-location facilities, exercises and counselling services. Among these most of the respondents get transportation facilities as additional working provisions.

Factors That Hinders Work Life Balance

Table 30

	<i>Frequency</i>	<i>Percent</i>
Long working hours	28	28.0
Compulsory overtime	30	30.0
Work pressure	34	34.0
Meeting after working hours	8	8.0
Total	100	100.0

Chart 30



Source: Primary Data

Interpretation

From the table it is understood that 34 per cent of women professionals says, the main factor that hinder their work life balance is work pressure. Second factor is compulsory over time. 30 per cent agrees to second factor. 28 per cent says that long working hours is another factor that hinder work life balance and 8 per cent says that meeting after working hours cause work life imbalance.

Inference

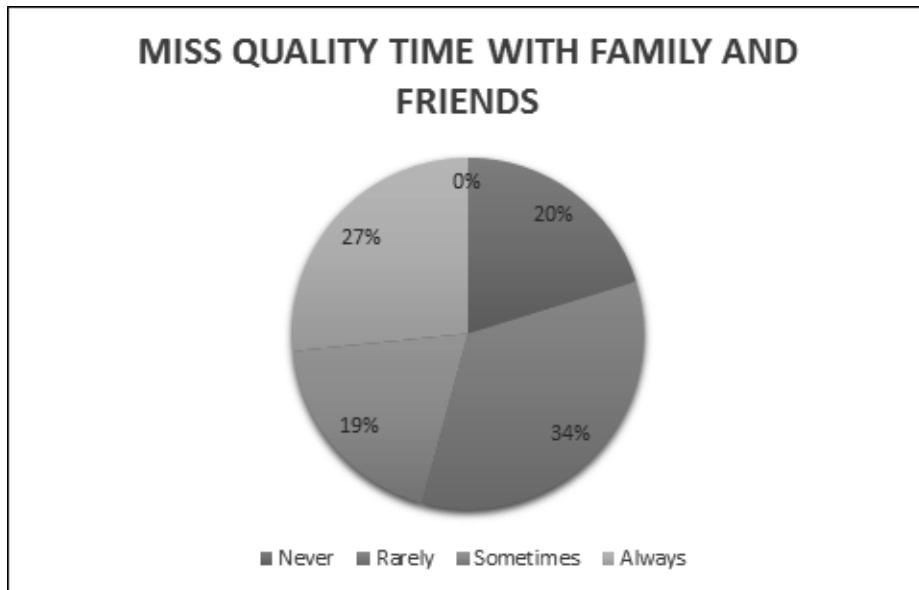
The main factor that hinder their work life is work pressure. Second factor is compulsory over time. The next main factor is long working hours and fourth factor is meeting after working hours. All these determinants hinder their work life balance.

Miss Quality Time with Family and Friends

Table 31

	<i>Frequency</i>	<i>Percent</i>
Never	19	19.0
Rarely	32	32.0
Sometimes	18	18.0
Always	25	25.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 31



Source: Primary Data

Interpretation

Table reveals, 32 per cent of women professionals respond that they rarely miss quality time with their family and friends. Out of the total respondents 25 per cent of them says that they always miss quality time with their family and friends. 19 per cent says they never miss time with their family and friends and 18 per cent respond that they sometime miss quality time with their family and friends.

Inference

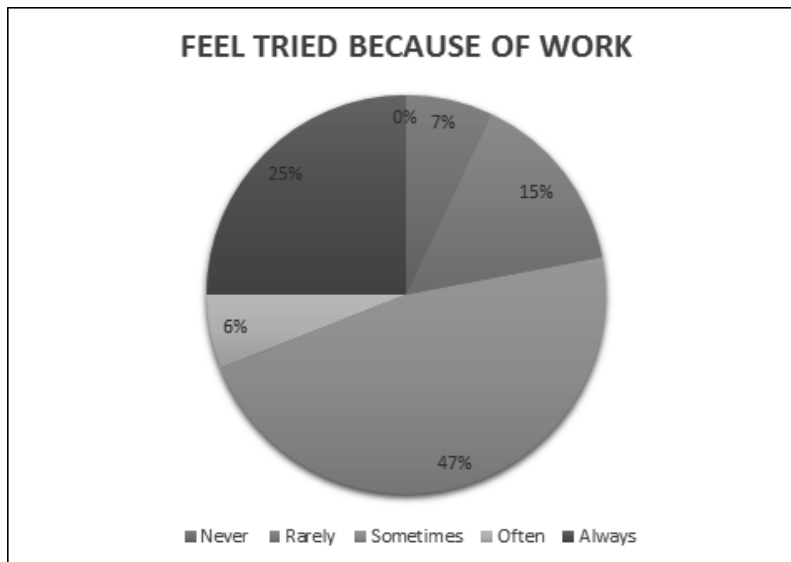
25 per cent of women professionals says that they always miss quality time with their family and friends due to compulsory over time, meeting after work, long working hours etc.

Feel Tired Because of Work

Table 32

	<i>Frequency</i>	<i>Percent</i>
Never	7	7.0
Rarely	15	15.0
Sometimes	47	47.0
Often	6	6.0
Always	25	25.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 32



Source: Primary Data

Interpretation

From the analysis it was understood that 47 per cent respondents says sometimes they feel tired because of work. 25 per cent says they always feel tiredness. 15 per cent rarely feel tired because of work. 7 per cent of women professionals never feel tiredness but 6 per cent of total population often feel tiredness and cause work imbalance.

Inference

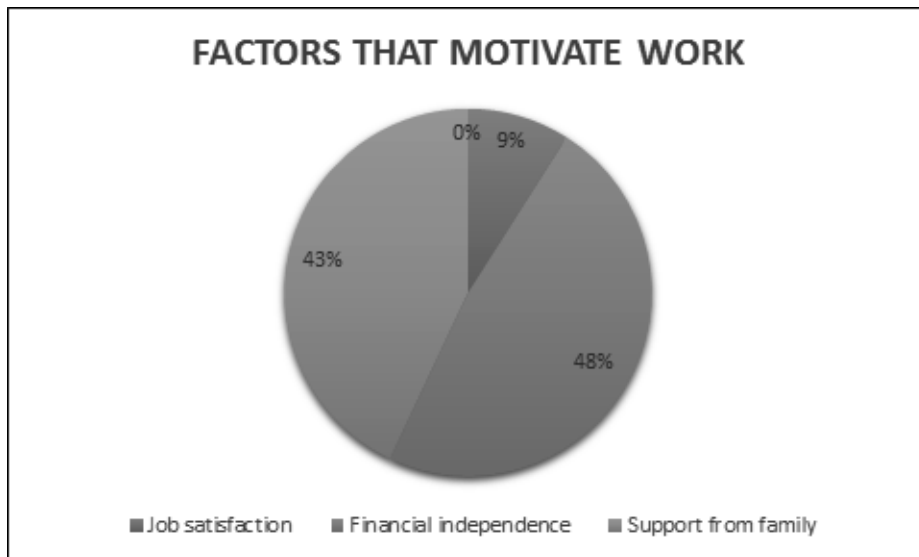
47 per cent of respondents says that they feel tired because of work pressure and work load. This will affect the performance of the workers and it may lead to imbalance in their work and life.

Factors That Motivate Work

Table 33

	<i>Frequency</i>	<i>Percent</i>
Job satisfaction	9	9.0
Financial independence	48	48.0
Support from family	43	43.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 33



Source: Primary Data

Interpretation

According to the table 48 per cent of women professionals respond that factors that motivates them most is financial independence. 43 per cent respondents says that support from family motivate them to work and 9 per cent says that job satisfaction motivates them to work.

Inference

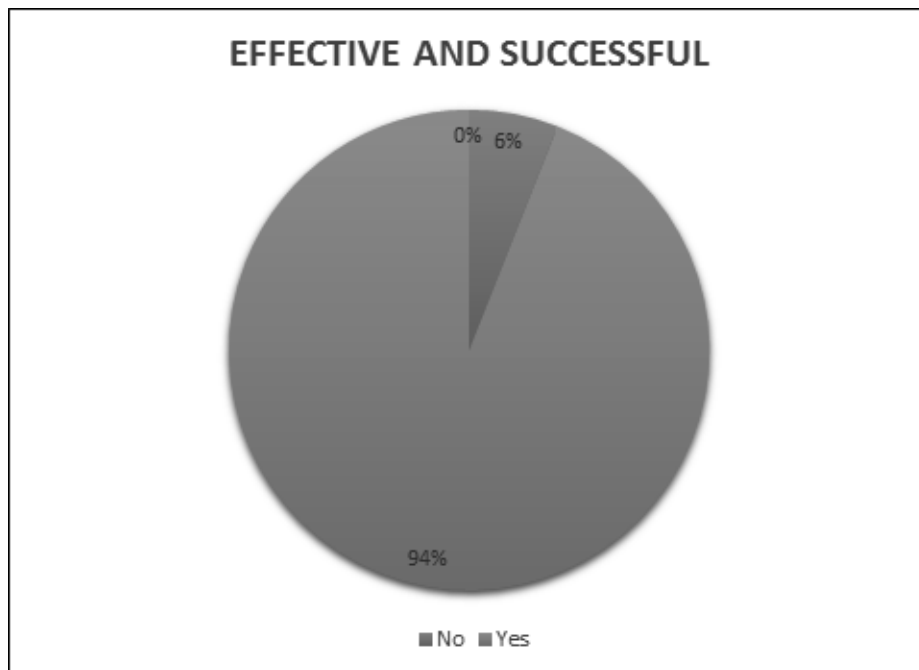
Majority of women professionals says that financial independence is the main factor that motivates them to work. Second factor motivates them is, support from family and few respondents says that job satisfaction motivate them to work.

Effective and Successful

Table 34

	<i>Frequency</i>	<i>Percent</i>
No	6	6.0
Yes	94	94.0
<i>Total</i>	<i>100</i>	<i>100.0</i>

Chart 34



Source: Primary Data

Interpretation

From the analysis 94 per cent of women professionals agrees that good work life balance can make the organisation more effective and successful and 6 per cent disagrees to this statement.

Inference

From the study, it is revealed that, good work life balance can make the organisation more effective and successful.

6. CHI-SQUARE TEST

1. To find out relationship between family functions by Profession

H0: There is no relationship between family functions by profession

H1: There is relationship between family functions by Profession

Table 35
Chi-Square Tests

	<i>Value</i>	<i>df</i>	<i>Asymp. Sig. (2-sided)</i>
Pearson Chi-Square	109.231 ^a	8	.000
Likelihood Ratio	55.322	8	.000
Linear-by-Linear Association	15.195	1	.000
N of Valid Cases	100		

Source: Primary Data

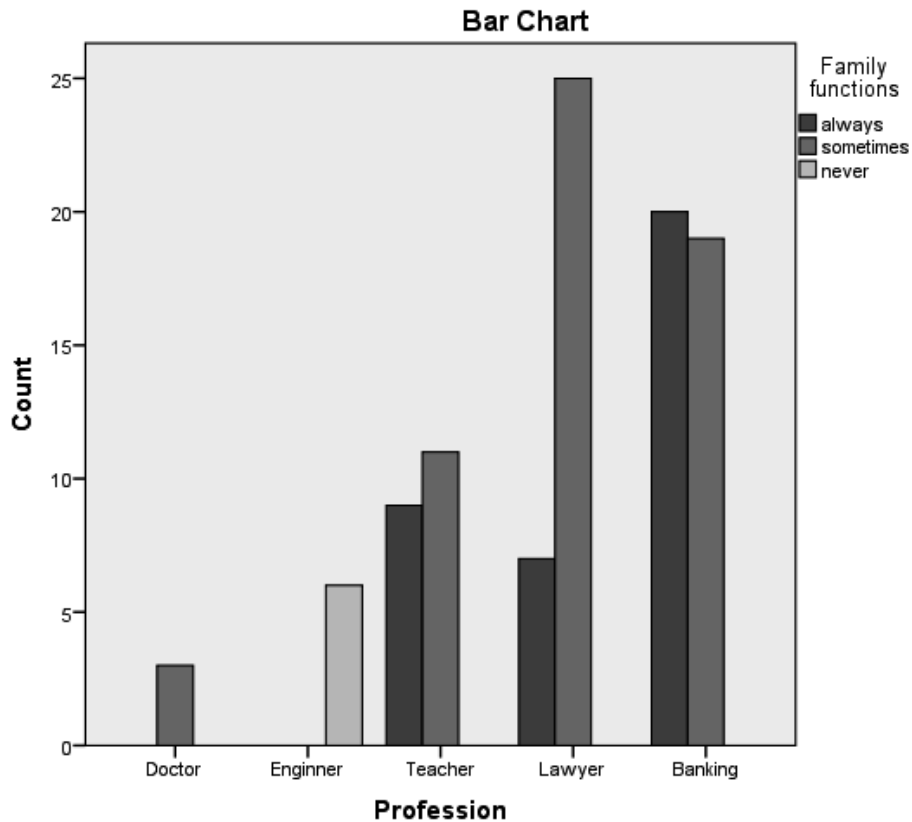
Interpretation

Here the Pearson Chi-Square value is 0.000 and the likelihood is 0.000. Since the significant level is less than 0.05, Ho is rejected H1 is accepted which means there is relationship between family functions by Profession.

Inference

Lawyers and bankers are the main two professionals which are mostly affected by the family functions. Due to work load they are not able to attend the family activities.

Chart 35



2. To find out the relationship between suffer any stress related diseases by Hours in a weekly normally work

H0: There is no relationship between suffer any stress related diseases by Hours in a weekly normally work

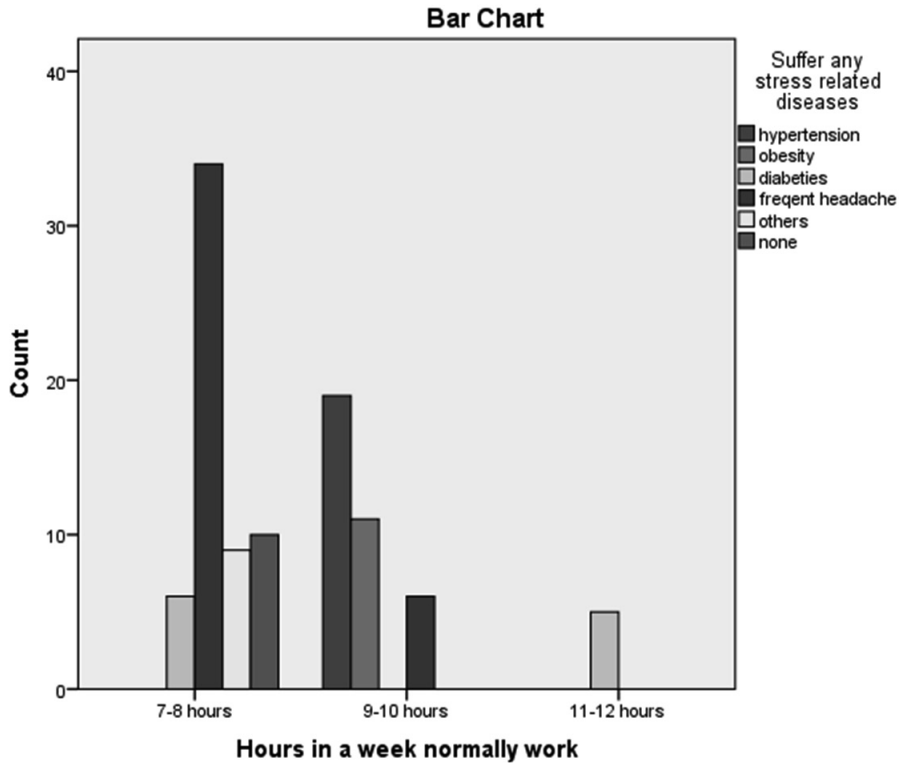
H1: There is relationship between suffer any stress related diseases by Hours in a weekly normally work

Table 36
Chi-Square Tests

	<i>Value</i>	<i>df</i>	<i>Asymp. Sig. (2-sided)</i>
Pearson Chi-Square	118.021 ^a	10	.000
Likelihood Ratio	116.802	10	.000
Linear-by-Linear Association	44.378	1	.000
N of Valid Cases	100		

Source: Primary Data

Chart 36



Interpretation

Here the Pearson Chi-Square value is 0.000 and the likelihood is 0.000. Since the significant level is less than 0.05, H_0 is rejected H_1 is accepted which means there is relationship between suffer any stress related diseases by Hours in a weekly normally work.

Inference

There is clear relationship between hours in a week normally work and stress related diseases. Most of them work between 7-8 hours and they suffer from frequent headaches.

3. To find out the relationship between family functions by Difficulty in spending time with your family

H_0 : There is no relationship between family functions by Difficulty in spending time with your family

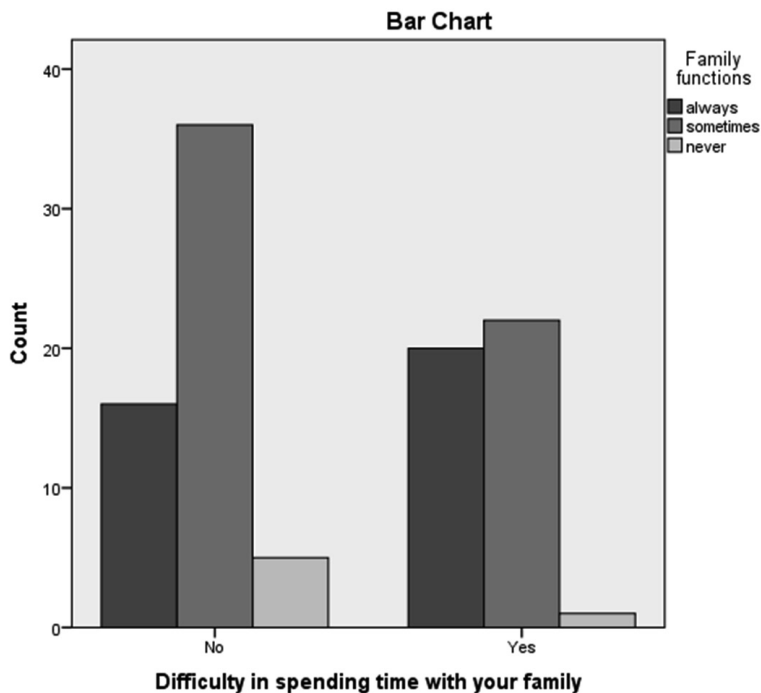
H_1 : There is relationship between family functions by Difficulty in spending time with your family

Table 37
Chi-Square Tests

	<i>Value</i>	<i>df</i>	<i>Asymp. Sig. (2-sided)</i>
Pearson Chi-Square	4.621 ^a	2	.099
Likelihood Ratio	4.803	2	.091
Linear-by-Linear Association	4.554	1	.033
N of Valid Cases	100		

Source: Primary Data

Chart 37



Interpretation

Here the Pearson Chi-Square value is 0.099 and the likelihood is 0.091. Since the significant level is greater than 0.05, H1 is rejected Ho is accepted which means there is no relationship between family functions by Difficulty in spending time with family.

Inference

There is no relationship between family function by difficulty in spending time with family.

4. To find out relationship between children miss your presence at home by Profession

H0: There is relationship between children miss your presence at home by Profession

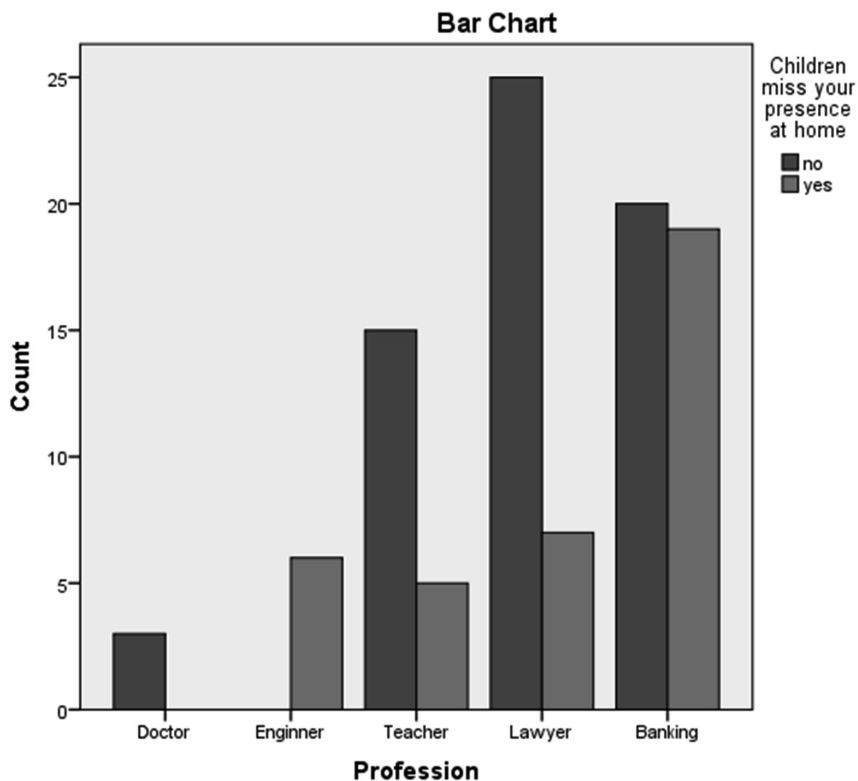
H1: There is no relationship between children miss your presence at home by Profession

Table 38
Chi-Square Tests

	<i>Value</i>	<i>df</i>	<i>Asymp. Sig. (2-sided)</i>
Pearson Chi-Square	18.651 ^a	4	.001
Likelihood Ratio	21.637	4	.000
Linear-by-Linear Association	.290	1	.590
N of Valid Cases	100		

Source: Primary Data.

Chart 38



Interpretation

Here the Pearson Chi-Square value is 0.099 and the likelihood is 0.001. Since the significant level is greater than 0.05, H1 is rejected Ho is accepted which means there is relationship between children miss your presence at home by Profession.

Inference

Women professionals working in engineering, lawyers and banking field miss their children more. It may be due to overtime work and unattainable targets fixed by the organisations.

7. ANOVA TEST

To find out the association between work life balance and profession.

H0: There is no association between work life balance and profession.

H1: There is association between work life balance and profession.

Table 39

		<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
Work life-flexible hours	Between Groups	35.621	4	8.905	5.417	.001
	Within Groups	156.169	95	1.644		
	Total	191.790	99			
Work life-time off during emergencies	Between Groups	62.916	4	15.729	15.631	.000
	Within Groups	95.594	95	1.006		
	Total	158.510	99			
Work life-work from home	Between Groups	149.746	4	37.437	242.043	.000
	Within Groups	14.694	95	.155		
	Total	164.440	99			
Work life-Support from family members	Between Groups	169.798	4	42.449	154.141	.000
	Within Groups	26.162	95	.275		
	Total	195.960	99			
Work life-Support from supervisors or colleagues	Between Groups	115.039	4	28.760	24.847	.000
	Within Groups	109.961	95	1.157		
	Total	225.000	99			

Interpretation

The significant values are 0.001, 0.000, 0.000, 0.000, and 0.000 for the work life like flexible hours, time off during emergencies, work from family members, support

from supervisors or colleagues, the values are less than 0.05. Hence Alternative Hypothesis is accepted which means there is association between work life balance and profession.

Ranking Method

Table 40
Descriptive Statistics

	<i>N</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Mean</i>	<i>Std. Deviation</i>
work life-flexible hours	100	1	5	2.89	1.392
work life-work from home	100	2	5	3.66	1.289
work life-time off during emergencies	100	1	5	2.57	1.265
Work life-Support from family members	100	1	5	2.98	1.407
Work life-Support from supervisors or colleagues	100	1	5	2.90	1.508
Valid N (listwise)	100				

Source: Primary Data

<i>Parameters</i>	<i>Mean</i>	<i>Rank</i>
Work life - flexible hours	2.89	4
Work life - work from home	3.66	1
Work life - time off during emergencies	2.57	5
Work life - support from family members	2.98	2
Work life - support from supervisors or colleagues	2.90	3

Interpretation

The respondents gave highest ranking or were highly satisfied with work from home, second to the support from family members, third to the support from supervisors or colleagues, fourth to the flexible hours, and fifth to the time off during emergencies.

8. FINDINGS

1. Study focusing on work life balance of women professionals in Ernakulam district. More number of respondents comes below the age 35 and only few of them comes under 36-45 age category.
2. Out of the total women professionals, 19 per cent of them were divorced. The work life imbalance could be a reason for this increased percentage.
3. Study focuses on work life balance of women professionals and five different professions had been chosen for the study i.e., doctor engineer, teacher, lawyer

and banking profession. Among these, more number of women professionals are bankers. Targets fixed by their top managers may create problems in career as well as their personal life.

4. Five professions had been chosen for the study and out of these, doctors, bankers and lawyers must have to work for 6 days, whereas engineers and teachers need to work only for 5 days. Sometimes it may vary depending upon the rules and regulation of their organisation.
5. Doctors and engineers may have to work for 11-12 hrs and in need of emergency, it might go up. Usually teachers and bankers work for 7-8 hrs and rest of the respondents works for 9-10 hours. Based on the nature of their work and rules of the organisation, time may vary.
6. Working women prefer to get job near to their home so that it will be easy for them to balance their work and life. Here 54 per cent of the respondents could reach their work area within an hour and only 11 percent takes more than two hours for travelling.
7. Most of the respondents were very unhappy about the time spent at work place. Reason for their unhappiness might be due to severe work pressure, unhelpful attitude of superiors and colleagues, over time works etc.
8. Due to over time and work load, majority of the respondents experienced difficulty in spending time with their family.
9. Over stress and work load may lead to physical problems like severe head ache, blood pressure, obesity, hypertension etc.
10. Emotional problems are less compared to physical problems. This is because, organisations might be taking necessary steps like entertainment programs, holiday trips etc. Which help the workers to get relief from emotional problems.
11. 20 per cent of women professionals feels psychological problem to great extent. Over time, work pressure, unhelpful attitude of superiors and colleagues etc. could be the reason for their psychological problems. This may lead to work life imbalance.
12. It will be difficult for the women professionals to adjust with the organization if the superior's attitude is unhelpful. This may hinder their work life.
13. If the colleagues are not supportive and helpful, then it will be difficult for the women professionals to adjust with that working condition. It may affect their work and makes imbalance in their work life.
14. If the family members are not supportive then it will be difficult for the women professionals to balance both work as well as their life. Unhelpful attitude of family members is a major problem that could create work life imbalance.

15. Due to night shift and over time works, majority of respondents didn't get enough time to spend with their children. Therefore, kids miss the presence of their mothers in the home and they are not able to give their child proper care as they wish.
16. Most of the women professionals says that they are not able to attend the family functions because of their tight schedule and this may create problems in their family life.
17. Support of spouse is very much essential for the success of a married women professionals. But this study reveals that, most of their spouse are not supportive and this could create problems in their life.
18. Unlike other mothers, it will be difficult for working women to perform the role as a good mother. They may not get enough time to spend with their children. This will affect the relation of mother and the child.
19. Most of the women professionals depend upon in laws and parents to take care of their children. Today the number of nuclear families is increasing day by day so they have to depend on baby centres to look after their children. Some IT companies are providing the baby care facilities near to their company in order to attract their workers.
20. Majority of the respondents manage their stress through entertainments like seeing movies, holiday trips etc. They also depend on meditation and yoga to reduce their stress and few of them depend on reading and social media to reduce their stress arising from their work.
21. Work load and work pressure may lead to stress related diseases like hypertension, obesity, diabetes, frequent head ache etc. Most of the respondents suffer from frequent head ache due to over stress and tension.
22. Flexible hours are an important factor for work life balance. 39 per cent of respondents give third rank for this factor. If the organisation provide this facility it will be helpful for the women professionals to balance the work life. Some prefer to work more hours during day time, whereas some others prefer to work in night.
23. Work from home is another factor of work life balance. Here we can see that respondents give less preference to this factor. They usually prefer to work in the organisation under the guidance of their superiors.
24. Organisation should give time off during emergency situations. 31 per cent of the respondents consider this as an important factor and they had given third rank for it. If they organisation doesn't provide this facility, then number of turnover and absenteeism may go up.

25. Support from the family members are very much needed for women professionals to balance their work and life. Without the support of family, it will be difficult for them to move forward. Since it is an important determinant, most of them give second rank for this factor.
26. Support from colleagues and supervisors will help to improve the performance of women professionals. If the supervisors are not supportive, then it will be difficult for the professionals to adjust with that environment and gradually it will affect their work and career.
27. Majority of the respondents says that their company is providing them separate policy for work life. Policies provided by the companies are flexible working hours, holidays/paid time off, counselling services, paid maternity leave, health programs, bonus etc.
28. In order to attract and retain the professionals, various policies were provided by the organisation. Among these provisions, most of the women professionals get flexible working hours as a separate policy for work life. 11 per cent says that their organisation doesn't provide any work life policy, which make discomfort to the professionals working in those organisations.
29. Organisation provides additional working provision to their workers like, transportation facilities, pre-location facilities, exercises and counselling services. Among these most of the respondents get transportation facilities as additional working provisions.
30. The main factor that hinders their work life is work pressure. Second factor is compulsory over time. The next main factor is long working hours and fourth factor is meeting after working hours. All these determinants hinder their work life balance.
31. 25 per cent of women professionals says that they always miss quality time with their family and friends due to compulsory over time, meeting after work, long working hours etc.
32. 47 per cent of respondents say that they feel tired because of work pressure and work load. This will affect the performance of the workers and it may lead to imbalance in their work and life.
33. Majority of women professionals says that financial independence is the main factor that motivates them to work. Second factor motivates them is, support from family and few respondents says that job satisfaction motivate them to work.
34. From the study it is revealed that, good work life balance can make the organisation more effective and successful.

35. From this study it is clear that work life imbalance is seriously affecting the life and career of every woman professional so that it has a major influence on their life.

9. SUGGESTION

It is suggested and recommended to arrange specific training programmes on tension free and stress reducing behavioural activities to balance both work and family life either individually or as a group. Employee Skill up gradation, Enhancing Job performance may be adopted for further improvement of work life, reducing attrition of employees and retain the talent manpower; and also, need to instil greater amount of faith in employees that the allocated resources are utilized fruitfully and for value addition. With the increase in number of dual career couple's practices must be adopted here too, as they would go a long way towards improving productivity and enhancing quality of work and family life. Flexi-time, home working, childcare facilities and the option to work part time are facilities that need to be introduced. Building a supportive work environment is yet another important initiative to be addressed. Structural change is needed to alter work routines and norms, such as the long- hour's culture and presentism. Management styles and practices are also crucial to work-life balance policies, and the study reveals the need for managers to receive support and training in order to effectively implement and assess flexible work life arrangements. Thus, managing and organizing both work and life of employees systematically and strategically in any public or private sector units have led to enhanced productivity in the end.

10. CONCLUSION

Problem is created within oneself and solution will also found with oneself. Striking an appropriate balance between one's personal and professional lives is bit of an art and science too. Work Life balance concerns adjusting working patterns so that women can combine work with their responsibilities. To achieve fulfilment and success at home and work, leisure and personal time must complement one's job passion and work and responsibilities, and reducing work- family conflict and increasing work family enhancement. The organisations want to give sufficient attention to the aspect of Work Life Balance of its employees. As per the study, majority of the women professionals have expressed that they are not able to balance their work life and personal life because of work pressure and compulsory over time. Most of them miss quality time with their family and friends. Due to work life imbalance, they suffer from various stress related diseases. From this study it is clear that work life imbalance is seriously affecting the life and career of every women professionals so that it has a major influence on their life. Therefore, organisation should take necessary steps to overcome work life imbalances. Entertainment activities, meditation, yoga etc. can manage stress to a greater extent. The research

study can be made more exhaustive by studying women professionals from various districts. The future study may comprise a larger universe instead of concentrating of one district. A comparative study between the various type of women professionals can also be done.

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