

Work Life Balance among Women Employees in Gorakhpur

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Abstract- From the accessible information the exploration attempts to endeavor the compulsion among work and the individual existence of women employees in Gorakhpur, India. The accentuation is fundamentally on polished methodology was done by directing an overview among respondents who were the 21st century ladies' workers. Information was overviewed and broke down by irregular examining alongside the survey. The information was gathered and examined so as to investigated and exhibit the affectability of ladies and their sentiment towards the general public as to accentuation the qualities, mentalities and convictions of ladies in formal work association and essential family framework. The discoveries. Uncovered that the job strife, absence of acknowledgment, authoritative legislative issues, sexual orientation segregation, youngsters care issues, nature of wellbeing, issue in time the board and absence of appropriate social help are the central point in impacting the work life parity of ladies experts in Gorakhpur. Segment factors like pay, age, understanding, condition, training and conjugal status can likewise impact the women employees in their work life balance. The change in the work place and in representative socioeconomics in the previous not many years have prompted an expanded worry for understanding the limit and the cooperation between worker work and non-work life.

Indexed Terms- work-life balance, role conflict, family support, Demographic variables

I. INTRODUCTION

Work and their family life balance in a women's life is vitally important. Working women have continuously battled against not only in their personal life as well as in their professional life. Work life balance is all about maintaining the work activities and their priorities in their day to day life. Making a

balance and working efficiently between paid work and the other household activities that are important for women life. The stress and challenges rapidly growing day by day. This is mostly because a large percentage of women employees work overtime due to the main responsible pillar of the family. Women are sensitive and more devoted towards their family. This is the reason for their health issues and not getting the proper support from their family and continuous criticism of the society makes their life dull. Work life balance is a person's control over the terms and conditions and norms in their workplaces. The women can feel more satisfied when their personal and professional life are equally balanced. Various structured strategy offers a variety of means to reduce stress level and helps in increasing the Job satisfaction among employee while enhancing profits for the employer. The majority of Women employees are working about 12-14 hours daily to maintain the lifestyle and contribute in family income. In our increasing heated world, the life demands to find a balance between work and place.

Women in Gorakhpur have squirmed to build up uniqueness and make a space for themselves in their working environment. The greatest worry of present-day times is that women have additional efficient gadgets yet have less accessibility. Women are worried by life which appears to keep accelerating on them. They work for longer hours and take less occasions. They feel more hopeless than any other time in before. They are more contactable than any other time in before, regularly interfered with during family get together or other significant occasions by a cell phone rings.

More women now seek greater adaptability in their work lives and are eager to forfeit more so as to deal with their home lives. Work/family strife likewise push and pull the work and family obligations. The

growing diversity of family structure is a responsible reason for the stress or depression in the working women. Not getting personal time to think their own life structure or the events/accidents happening in their own life create tiredness, task avoidance and the violence in their work place. Though this is the indication that women are do not feel any more as though they need to make everything in their profession, the spouse and the children and are eager to settle on some unforgiving decisions that bring about penances in a single aspect of their lives. Then again, might be this is an indication of sex clashes at home withdrawing to past standards where ladies were relied upon to be the homemaker and men were required to work. The present ladies are for the most part in full time benefits and are working 8 hours out of each day and 5 days in seven days least and are gone up against by expanding remaining task at hand each day. In this way, the greater part of them conveys work and obligations to home however adjusting between these two confused circumstances in the present-day quick life requires ability, politeness and expertise.

II. REVIEW OF LITERATURE

Kulkarni and Kulkarni (2012) have opined that effective representatives are perceiving that positive Work life balance results for ladies workers from accomplishing work life parity to the fulfillments of testing work and profession advancement are key elements of a fruitful business procedure..

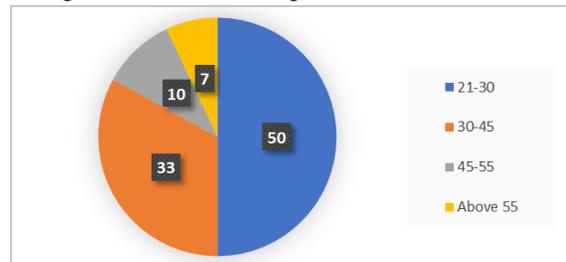
Parida (2012) has referenced that now a days the lives of workers, both male and female, is progressively expended of family and other individual duties and interests. Accordingly, with an end goal to hold representatives, it is progressively significant for associations to perceive this work life balance.

Gupta and Charu (2013) analyzed the effect of Work Life Balance on work fulfillment of IT segment representatives. Information have been gathered from 100 representatives by receiving comfort inspecting technique. A self-arranged survey has been directed. Chi-square outcome shows that work life balance and burnout influence the activity fulfillment among representatives in IT area.

- Design of research
The study analysis the issues of work life balance among women employees in any organization in Gorakhpur.
- Method of research
The method of research is primary method. The data obtained for research through questionnaire.
- Types of research
Descriptive research
- Sampling size
A sample size of 50 respondents.
- Sampling
Convenient sampling
- Sample area
The area for the research is based on the data collected from the women employees of Gorakhpur.
- Research Approach
Quantitative approach is used for data calculation.

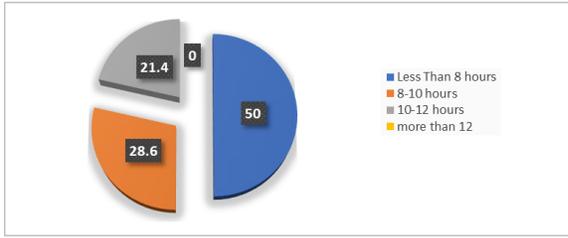
III. DATA ANALYSIS

i) Age distribution of Respondent



Interpretation-
In the sample of 120 women employees, 50% belong to the age group 21-30 years, 33% are a age group of 30-45 years age group, 10% are 45-55 years and 7% are above 55 years of age. 80% respondents are working in a government sector where the work load is comparatively less exception are banks. 15% belongs to private sector and rest 5% works on temporary basis.

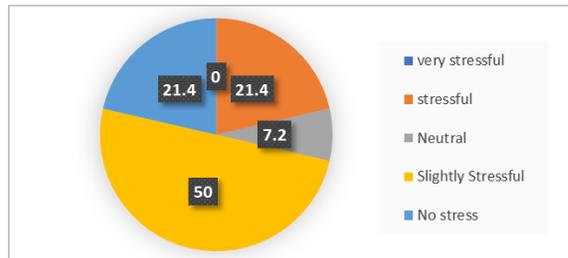
ii) Time Constraints



Interpretation-

The women are working for almost 8-10 hours a day at office and worried about this fact that men could remain late and get the opportunity to socialize which helps in a promotion and cracking the deal. Often married women feel that promotions are slow and rewards on job as comparatively not aligned with their hard-work. Socializing and networking are significant parts of expert life and help in further success of a career. Women are not able to extensively participate in get together of the family and their friends. Ladies thought that it was hard to travel with home responsibility and with children. Single women also had some opportunity of getting time for friends and family because they have less responsibility as compared to married women. Even though single girls(age of 22- 30 years)could live alone, in the long run they need to live their employment and start another vocation after marriage. This id considering the way that the word related qualification of a companion is seen as logically huge in Gorakhpur. Employment and start another vocation after marriage. This id considering the way that the word related qualification of a companion is seen as logically huge in Gorakhpur.

iii) Level of Stress

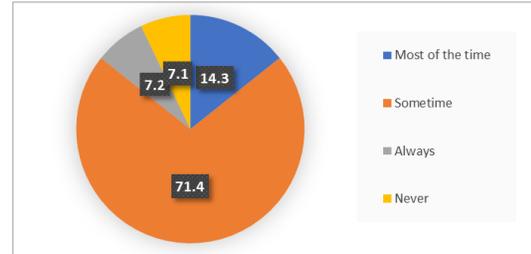


Interpretation-

In Gorakhpur, the marriage is considered to be very important for the women before the age of 26 because of family pressure. 50% women are in stress because

of their family expectation and not able to get support from them. 21.4% women are feeling less stress because they are not aware with digitalization and modern facilities available. 21.4% have no stress because of work flexibility, family support and their easily adaptable nature.

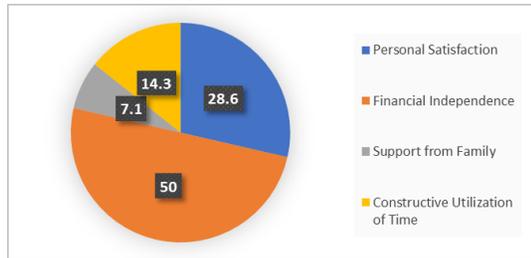
iv) Effect on efficiency



Interpretation-

The respondents of Gorakhpur took their decision jointly with the help of family members and the stress created by the criticism of the society affect their efficiency. 71.4% respondents think that their efficiency sometimes get affected by the work pressure in organization.

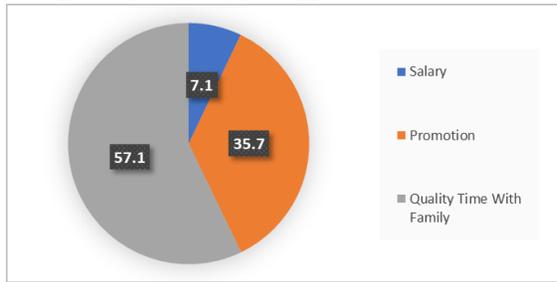
v) Motivation for job



Interpretation-

50% respondents motivated towards the job because of the financial independence. Gorakhpur is a middle class of city of India. It affirms up works so as to obtain a social status and the get the fact that woman do take purchasing power. 28.6% women are motivated towards their work because of their personal satisfaction. They feel confident and active in a society. 14.3% women motivated towards their job because of constructive utilization of time. They find power and superiority complex in the society.

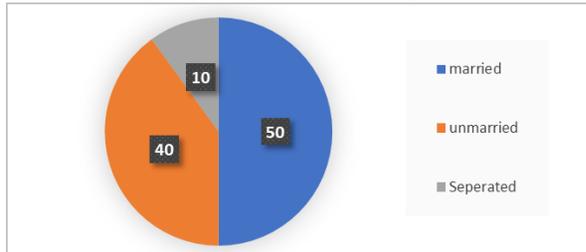
vi) Significance factor of happiness



Interpretation-

The chart distribution shows that 58% women employees are satisfied spending quality time with your family, 35.7% respondents' significance Factor is promotion and are respondents are salary.

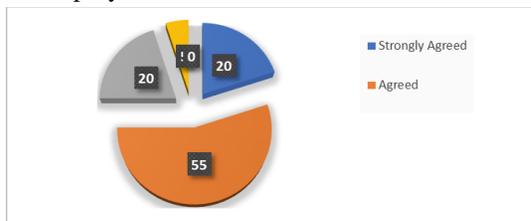
vii) Marital Status distribution of respondents



Interpretation-

Regarding the marital status, distribution shows that 40% respondents were unmarried, 50% respondents were married and 10% are separated. The analysis shows the number of unmarried employees is higher as comparison to married employees. According to analysis it interpreted that survival for female employees is difficult in organisation due to enhancement of personal responsibility and feel difficult to manage work and life.

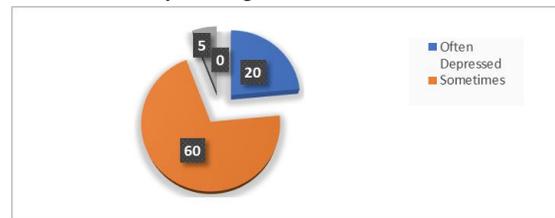
viii) Do you feel organisation should often conduct the family involvement program for women employees?



Interpretation-

The analysis of graph shows that most of the respondents are agreed strongly for the family involvement program, 20% are strongly agreed and 20% respondents were neutral, 5% respondents are disagreed and 55% respondent was agreed.. The analysis of graph shows that the one of the main factors responsible for work life balance issue is the quality time with family. therefore, it is difficult for female employees to spend enough time with their families and provide proper care to their respondents.

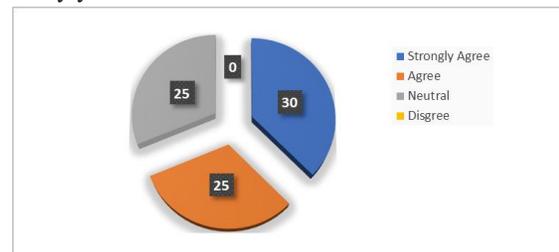
ix) Do you ever feel tired or depressed because of work- family management?



Interpretation-

The chart distribution shows that 20% respondents were often get depressed because of work family management, 60% respondents were sometimes got depressed, 5% respondent never feel tired and 15% respondents always feel tired because of family management.

x) Do you think that your health is getting affected by your work?



Interpretation-

25% respondents are agreed that their health is affecting by work life, 25% are neutral, 20% are disagree and 30% are strongly agree indulging in work, they are getting enough time to take care of health according to their body requirements.

IV. FINDINGS

- In any the working schedule is hectic; every women employee has to work more than 40 hours per week
- Mostly women employees have educational qualification, this shows that women employees stability position work pressure and uncertainty of work affect the work performances and imbalance the work and life of the female employees,
- Because of busy schedule in hotel industry, most of the women employees face the problem to manage the work – life balance.
- The significant factor for happiness for most of the female employees is spending quality time with family.
- The major factor for work life balance issue among female employees is long working hours, social disconnect, lack of quality for family & recognition at job.

V. SUGGESTIONS

- The significant factor for happiness for most of the female employees is spending quality time with family.
- The major factor for work life balance issue among female employees is long working hours, social disconnect, lack of quality for family & recognition at job.
- Optimum work timing should provide to the female employees.
- Provide the opportunity to female employees to work at senior management position.

CONCLUSION

The research conclude that issue of work life balance is available in Gorakhpur many female employees face the problem in balancing personal and professional commitments. The women employees feel difficult to manage work life balance due to heavy pressure at the workplace and hectic schedule and it will also resultant for increasing turnover of rate female employees. The study indicates the main factor for their happiness is get to spend some quality time with family from their busy work schedule. Women employees' thought about the work life balance is they

feel safe and secure if their work and personal duties are managed in suitable way with enjoyment & fun. The study indicates there is need for establishing and maintaining a supportive work environment and time to time entertain female employees by some family involvement at any organisation.

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