



ISSN Print: 2394-7500
ISSN Online: 2394-5869
Impact Factor: 8.4
IJAR 2021; 7(6): 114-116
www.allresearchjournal.com
Received: 28-04-2021
Accepted: 30-05-2021

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A study on work life balance of male and female employees

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Abstract

For smooth function of psychological and sociological profile of the life, work life balance is important. The existing study was carried to make a comparative analysis of the male and female employees on their work life balance. Keeping in view, the study was carried in context of descriptive research. The researcher collected secondary data with the help of review studies, trend analysis and meat-analysis. The results of the study indicate that there seems significant difference between male and female employees on their work life balance. Male employees were seen with high work life balance as compared to female employees.

Keywords: working women, work life balance

1. Introduction

Since times immemorial, women Indian has played multiple role in the Indian country. Women have played the role of in earning, shaping family structure, rearing children, managing maternal affairs etc. The drastic change which has been taken place in the women empowerment in India in the last decade is that women are now contributing the nation development by changing their status from domestic servants to working women. Indian women have now started the working in different organisations, offices and other desirable positions of society. In the meantime, in the latest decade it has been revealed that the work life balance of working women is degrading day by day. Work-life balance refers to people getting some influence of their professional and personal lives by prioritising work and family equally. It indicates that women hold the rights to create balance in his personal and official life equally. Wok life balance is having separate challenges in the lives of men and women. Therefore, working role of women in Indian society is high and respectable. In addition to this, women played an additional role in the home in the past, as they were responsible for their children, elderly parents, and relatives in the case of a joint family. The responsibilities of male and female folk are significantly different in Indian context. Indian society has seen patriarchal in function and status. The male domination has been seen in all the spheres of women. The male mentality at the time was that women had to care for their families and all of the household needs, but times have changed, and women have come out to pursue careers, giving them a clear identity. The need for women to work has arisen for a variety of reasons, including financial support for their families and economic freedom. However, despite these efforts of women she is facing the number of complexities in performing their working role.

2. Research gap for existing study

Gender bias is existing in India family system. Women were subjected to perform multiple roles. So work life balance of women has emerged the burring issues in the domain of research and notable research studies have been conducted in the same domain. Besides, it is pertinent to mention here that in Indian context least number of the research studies has been conducted like the research studies conducted by; Kuriakose Gregorios College (KGC). Naithani, P (2010) ^[16], Mani V. (2013) ^[19], Hilary Harris (2004) ^[12], Mathew, R. V., & Panchanatham, N (2009) ^[20], Olivier Thévenon (2009) ^[23], Peeters, M. C. W., Montgomery, J. J., Bakker, A. B. & Schaufeli (2005) ^[24], Priya. C. Nair (2010) ^[25], Stolz-Loike, Marian

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(1992)^[32] and Sudha, J. (2014)^[33]. Besides, the impact of gender has not been explored by researcher in maximum extent yet. Accordingly, the investigator located the research gap and explored the below mentioned research study:

3. Research problem

The statement of the problem under exploration is reported as under:

A study on work life balance of male and female employees

4. Purpose behind study

The purpose of the study was to examine the impact of gender on work life balance.

5. Justification of the study

Indian society is patriarchal in nature. So women is subjected to perform multiple role. However, more complexities has been observed in the lives of working women relatively than men. Thus, working women has received high level of pressure from both domestic as well as on working place. Ajay, J., Sidhanta, D. G., Prasant, J., Majooj, J. N. (2014)^[1] found the male employees in Indian hold low level of stress as compared to female employees. The researcher further argued that work life balance of female employees is complex so they are facing too much problems Sharma, S. J. (2015)^[30] argued that working women are facing the "work life disequilibrium as they have to perform dual work load. One is obvious at their working place and other in domestic context. Sarmuad, J. N. (2012)^[29] found that there is significant impact of gender on work life balance. Male employees were seen with high level of work life balance as compared to female employees. Vijaya Mani (2013)^[19] found that Job dispute, lack of respect, organisational politics, and gender inequality, elderly and children care concerns, quality of health, time management problems, and lack of proper social support are among the major factors influencing the work-life balance of working women in India. Thus, the inferences generalised by these researchers indicate that Indian women is facing the multiple complexities like domestic work load, gender discrimination at work place, organisational bias which hamper in the process of work life balance. Sarhjaan, J. L., Karim, S, J. Ahad, A. T. Lone, H. F. (2015)^[28] inferred that there seems significant between male and female employees working in public and private sector on their work life balance. In pursuance to same, Fu *et al.* (2008) reported that demographic factors are also responsible for creating imbalance in work life conditions of women. Indeed, the progress of women employment has been emerged in the recent decades in India, which provided lift to women empowerment. However, despite those India women is facing the complexities in enjoying his life in balanced approach. Keeping in view, Bhat A.T. (2017)^[3] the investigator made the comparative study of working men and women. Accordingly, revealed that gender has significant impact on the work life balance of respondent. Therefore, the research studies conducted by these investigators reveal that there is existing imbalance in the working and life conditions of women. Besides, apart from the above mentioned research studies, large number of the research have revealed that working women are facing work life imbalance in their life and working condition. Among these the notable researchers are; Ajay, J., Sidhanta, D. G., Prasant, J., Majooj, J. N. (2014)^[1], Sarmuad, J. N. (2012)

^[29], Sarhjaan, J. L., Karim, S, J. Ahad, A. T. Lone, H. F. (2015)^[28] Kottayam, India: KuriakoseGregorios College (KGC). Naithani, P (2010)^[16], Mani V. (2013)^[19], Hilary Harris (2004)^[12], Mathew, R. V., & Panchanatham, N (2009)^[20], Olivier Thévenon (2009)^[23], Peeters, M. C. W., Montgemery, J. J., Bakker, A. B. & Schaufeli (2005)^[24], Priya. C. Nair (2010)^[25], Stolz-Loike, Marian (1992)^[32] and Sudha, J. (2014)^[33].

6. Conclusion

The results of the study indicate that there seems significant difference between male and female employees on their work life balance. Male employees were seen with high work life balance as compared to female employees. RTEH result may attribute to this fact that domestic overload is keenly associated with women as compared to men, otherwise the impact of competence is not existing there.

7. Recommendations

The researcher strongly recommended that women empowerment should be adopted properly, so that both men and women may enjoy equal rights. In this study it was recommended that putting equal time and effort into work and family would minimise work-family tension and stress, thus improving an individual's quality of life. As a result, it goes without saying that today's married working women will only have a good quality of life if they maintain a work-life balance. Further women work load should be decreased to some extent so that they may face simplicity in fostering their work life balance. Besides, the time reservation should be given to women working in different sectors. Apart from this efforts should be made by women to adapt high level of resilience in shaping their work life balance.

8. Conflict of interest

The investigator declared that there is no any conflict of interest.

9. References

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