

## *Work life balance of Indian working women*

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She is a Mother, Sister, Spouse, Daughter & also the Manager, Organizer, Developer etc. Since independence 1947, the percentage of woman in the Indian workforce has been on steady increase. The liberalized Indian economy has created a large no of employment opportunities for woman. To grab such opportunities many women have started working. Most of them have occupied good positions in many sectors such as Medical, IT, Banking, Education also they entered in to male domain area such as Police, Army, Navy, Air-force, Politics.

To work at the workplace they have to come from their homes hence can't spend sufficient time with their families. While working at a workplace their strength gets utilized at optimum level and they have some weaknesses that gets' identified.

Today's career oriented woman is continually challenged by the demands of full time work and when the day is done at the office they carry more of the responsibilities and commitments to home. A better balance between work and life is an issue for everyone, not just for those with caring responsibilities. Stress levels have increased as the work environment has changed in the last decade.

Work-life balance is an often-used term in the IT / BPO sector and also in the hospitality sector. The question is 'What is the theoretical framework when we are looking at work-life balance?' When this is understood, it is easier to crack the problem. Work-life balance is the amount of time you spend at work with the amount of time you spend doing non-work. That is just one dimension of balance. The other dimension is satisfaction balance, which is about the quality of time.

### **Facts related to Indian working women**

- 1) Percentage of women in the Indian workforce has been on steady increase because most of the women have started working.
- 2) She has to utilize her strength & identified her weaknesses.
- 3) She has to face the greatest obstacles and challenges at workplace.
- 4) She has to toll between office-front as well as the home-front.

### **Objective:**

The objective of this study is to descriptively analyze and highlight the important issues relating to work- life

balance of Indian working women.

## **What is Work-Life Balance?**

“Work-life balance was coined in 1986 in reaction to the unhealthy choice many were making in favor of the workplace, as they opted to neglect family, friends and leisure activities in pursuit of corporate goals,” according to the Work-Life Balance Centre, a Newton Burgoland, Leicestershire, U.K.-based think tank and council dedicated to helping workers gain control of their workloads.

Since the late 1980s, achieving work-life balance has become a concern and goal for businesses, industry and governments worldwide. When one stops to consider the different areas of life, there are several that require thoughtful attention. If one thinks about it in terms of a pie-chart, each of these areas makes up one piece of that pie, such as Career, Relationships (spouse, family and friends community, colleagues / networking), Spirit (religion / spiritual development), Body (health and fitness), Mind (personal development and lifelong learning), Physical environment (home, office, or car), Finances & Fun and Leisure.

The concept of work-life balance is based on the notion that paid work and personal life should be seen less as competing priorities than as complementary elements of a full life. The way to achieve this is to adopt an approach that is “conceptualized as a two way process involving a consideration of the needs of employees as well as those of employers” (Lewis, 2000: p.105). In order to engage employers in this process it is important to demonstrate the benefits that can be derived from employment policies and practices that support work-life balance, and the scope that exists for mitigating their negative effects on the management of the business.

Working women face conflict between family life and professional life. They cannot give much time to their family because of the demands of the job. Sometimes also their work at the office gets affected because of the family problems. Women also fall into the trap of being over emotional and rigid. Women professionals did not face much difficulty in the first few years of their job experience. This is perhaps the period when they were relatively youthful and energetic and were either unmarried or recently married. Job performance difficulty was at its peak in the age range of 25-35 yrs when they had to look after their children and learn to adjust to newer and more challenging obligations.

Work life balance is about helping employees to better manage their work and non-work time. Work life balance also referred to as family friendly work arrangements and, in international literature, as alternative work arrangements. Three components should be in balance to achieve a healthy lifestyle- paid work, unpaid work, and personal time. Work life balance issues have been grouped under those pertaining to the workplace and those relating to particular life circumstances.

## **Categories within these two groupings are as follows-**

### **1. Work-life balance issues generated by aspects of the workplace:**

- Nature of work
- Types of workplace
- Issues in the workplace

### **2. work-life balance issues generated by different life needs –**

- Need for time for families and community
- Need for personal time as a member of a specific group

Having broken the traditional stereotypes

“The composition of today’s workforce is much more complex. Dual income families and single parents with

## ***Human Resource Management***

dependents are the norm. “Our lives are becoming increasingly complex with every passing year. We have more choices, more opportunities and more demands placed on us.

In order to better recognize personal and family life, organizations might want to consider implementing such practices as:

- Flexible work-schedules;
- Personal time-off programs;
- Job-Share arrangements;
- Reduced work weeks;
- Work-from-home arrangements;

and training programs that offer practical suggestions on how to better affect the balance between personal life and work life. Generally, programs to support work-life balance fall into the categories of alternative work arrangements, benefits, support programs and health programs.

## **Conclusion**

Many employers now recognize that work-life balance is a key issue and offer women employees a range of flexible working option. The perceived impact on career prospects, as well as a number of other factors, can be off putting for women employees. Individuals and their managers, therefore, need to be supported to get over some of the difficulties and barriers they experience to ensure work-life balance policies and practices work effectively.

Organizations that negotiate innovative work practices which also benefit staff are forward looking, competitive and profitable. Women employees want to be a great place to live and work. This means that employee can effectively use their optimum energy and skills to participate in paid work and all the other things that are important to them, society and the economy.

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