

Work–Life Balance Among Married Working Women

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ABSTRACT

The aim of the study was to determine the prevalence of work–life balance among married working women at The Salvation Army Catherine Booth College of Nursing in Nagercoil, Kanyakumari district. Structured Daniels and Mc Carraher checklist was developed to assess the work–life balance among the samples. A total of 30 married working women were selected using non-probability convenient sampling for the data collection. Quantitative data were analyzed using Chi-square test. 33% of them had adequate work–life balance, and 67% of them had poor work–life balance. The study concluded that overall work–life balance among married working women was less. Health wellness programs and employee-friendly organization policy can promote work–life balance.

Keywords: circumference, disharmony, health problems, working women

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INTRODUCTION

At the present scenario where advancement in all the fields is as swift as lightning, it is necessary to keep in track with the changing trends. Among this, the condition of working women is very pathetic as fresh challenges are put forth before them. Women who were once confined to the inner compartment of their houses have now gained freedom to match their shoulders with men. As the light of education is shining through the darkness of ignorance, women have stepped out from their houses and enlarged their circumference to touch the height of success in occupation [1].

Women are now employed in almost all the fields. This makes them exposed to increasing demands from their personal and professional lives [2]. Like a kaleidoscope that produces changing pattern when the tube is rotated and its

glass chips fall into new arrangements, employed women also shift the arrangements of their carriers by rotating different aspects of lives to arrange their multiple roles and relationships in a better way. They end up in confusion but struggle hard to cope with tribulation. The employed women are the ones who are affected to the almost [3].

They undergo through waves of stress and sorrows and are unable to express their distress to anybody. They are thus caught in a snare of ferocious predator and have become prey to work–life imbalance and have greater difficulty in managing their role when compared to men. All this makes the life of employed women pitiable and make them victim to disharmony at home, experiencing job burnout and inability to realize their full potential.

Richard Welford (2008) in his survey on work–life balance in Hong Kong found

that there was alarmingly high percentage of respondents who feel that work is the cause of health problems specifically stress and lack of exercise [4]. Health problems are likely to lead to lower productivity and effectiveness of workers.

Research conducted by Rout, Lewis, and Kagan (1999) finds that women in India experience considerable pressure before going out to work and after coming in from work to do all that is necessary for the family [5].

Most studies of employed married women in India have reported economic need as being the primary reason for working. There are several problems that a woman encounters when she decides to undertake a job in India. The root cause of the problem is the patriarchal structure of the society, where women are expected to give the highest priority to the needs of the family irrespective of whether they work outside the house or not. Their primary role is considered to be looking after the home and children, and their employment outside the home is still regarded as secondary [6].

Work-life balance signifies the duration to which an employee experiences feeling satisfied and having her needs met in both work and non-work angles of life. This study is basically for assessing the prevalence of work-life balance among married working women [7, 8].

STATEMENT OF THE PROBLEM

“Work-life balance among married working women at Catherine Booth College of Nursing, Nagercoil”.

OBJECTIVES

- To assess the work-life balance among the married working women.
- To find out the association between the work-life balance of married working

women and selected demographic variables.

HYPOTHESIS

H1: There is a significant association between the work-life balance among married working women and selected demographic variables.

METHODOLOGY

A descriptive research design was used to conduct this study at The Salvation Army Catherine Booth College of Nursing. Thirty samples were selected conveniently. The data were collected by Daniels and Mc Carraher Checklist Manual on Work-Life Balance. It consists of two parts: the first part deals with demographic variables of working women and the second part consists of 10 checklist questions. It has a total score of 30 and the results were interpreted as 11--20 score—adequate work-life balance, and 21--30 score—poor work-life balance.

Data Collection Procedure

The study was conducted after approval by the research proposal committee of the institution. Tool was validated by three experts in the field of nursing. Study participants were explained about the purpose of the study and oral consent was obtained from them. Checklist was distributed to the working women in order to gather data. The married working women from administrative, clerical, lab, and teaching areas were included. The study was analyzed by using descriptive (frequency and percentage) and inferential statistics (Chi-square test).

RESULTS AND DISCUSSION

Table 1 reveals that, majority of the women, i.e. 50% (15), were between the age of 31 and 35 years, most of them, i.e. 92% (28), were Christians, nearly half of them, i.e. 57% (17), belong to nuclear family, more than half of them, i.e. 77% (23) were having two children, three-

fourth of children, i.e. 97% (29) were cared by family members. Majority of them i.e. 93% (28), were not having servants at home, 47% (14) were possessing monthly income of Rs.10,000–20,000, half of them, i.e. 60% (18), were from rural area, three-

fourth of them, i.e. 73% (22), were teaching staff, 37% (11) of them were coming from a distance of 16km and above, and majority of them, i.e. 67% (20), were coming to college by public transport.

Table 1. Frequency and percentage distribution of married working women according to their demographic variables (N = 30).

Sl.no.	Demographic variables	Frequency (F)	Percentage (%)
1.	Age		
	a) 25--30 years	6	20
	b) 31--35 years	15	50
	c) 36--40 years	5	16
	d) 41--45 years	2	7
	e) 46 years and above	2	7
2.	Religion		
	a) Christian	28	92
	b) Hindu	1	4
	c) Muslim	1	4
3.	Type of family		
	a) Nuclear family	17	57
	b) Joint family	13	43
4.	Number of children		
	a) One	3	10
	b) Two	23	77
	c) Three and above	0	0
	d) No children	4	13
5	Developmental stages of children		
	a) Infant	5	17
	b) Toddler	4	13
	c) Preschooler	7	23
	d) Schooler -- primary	8	27
	e) Schooler-- high and higher secondary	3	10
	f) Adolescents	3	10
6	Spouse's profession		
	a) Business	3	10
	b) IT Industry	3	10
	c) Healthcare	7	23
	d) Others	17	57
7	Care takers of children		
	a) Family members	29	97
	b) Servant/crutch	1	3
8	Servant at home		
	a) Yes	2	7
	b) No	28	93
9	Family monthly income		
	a) Rs. 10,000--20,000	14	47
	b) Rs. 20,001--30,000	8	27
	c) Rs. 30,001- 40,000	2	6
	d) Rs. 40,001 and above	6	20
10	Living area		
	a) Rural	18	60
	b) Urban	12	40
11	Type of work		
	a) Administrative staff	3	10
	b) Teaching	22	73
	c) Non-teaching (lab)	5	17
12	Distance between house and college		

	a) 1–5km	9	30
	b) 6–15km	10	33
	c) 16km and above	11	37
13	Mode of transport to college		
	a) Bike	9	30
	b) Car	-	
	c) Auto	1	3
	d) Public transport	20	67

Table 2. Frequency and percentage distribution of work-life balance (N=30).

S. no.	Level of work-life balance	Frequency	Percentage
1	Adequate work-life balance (10--20)	10	33
2	Poor work-life balance (21--30)	20	67

Table 3. Frequency and percentage distribution of areas of work-life balance (N=30).

S.no.	Areas	Agree		Sometimes		Disagree	
		F	%	F	%	F	%
1	Worry on health	14	47	10	33	6	20
2	No control over work stress	15	50	8	27	7	23
3	Poor time management at work	20	67	8	27	2	6
4	Less time for relaxation	17	57	10	33	3	10
5	Inadequate time for family	20	67	7	23	3	10

Table 4. Association on work-life balance and selected socio demographic variables (N=30).

Sl. no.	Socio-demographic variables	Chi-square value	Df	Tabulated value
1.	Age (in years)	3.45	4	9.49
2.	Religion	2.77	2	5.99
3.	Type of family	3.37	1	3.84
4.	Number of children	1.25	3	7.82
5.	Developmental stages of children	2.28	5	11.09
6.	Spouse profession	1.048	4	9.49
7.	Care takers of children	1.35	1	3.84
8.	Servant at home	0.085	1	3.84
9.	Family monthly income (in Indian rupee)	3.57	3	7.82
10.	Living area	0	1	3.84
11.	Type of work	10.61	2	5.99
12.	Distance between house and college (in km)	1.45	2	5.99
13.	Mode of transport to college	2.6	3	7.82

Note: Level of significance at $p < 0.05$ level.

Table 2 reveals the frequency and percentage distribution of work-life balance. It is evident from the above table that 33% (10) of them had adequate work-life balance and 67% (20) of them had poor work-life balance.

Table 3 reveals the frequency and percentage distribution on areas of work-life balance. It is evident from the above table that 47% of them had worry on health, 50% of them have no control over work stress, 67% of them were poorly managing their time at work, 57% of them were having less time for relaxation, and 67% of them were have only less time to spent with family.

Table 4 reveals that there is an association between work-life balance and type of work and no association between work-life balance and age, religion, number of children, spouse profession, etc.

In this study, 32% (8) of the married working women had adequate work-life balance and 68% (17) of them had poor work-life balance. This finding is consistent with the findings of Dr. Saloni Pahuja in which he identified that work-life balance of female workers in Axis Bank has only medium level of work-life balance [3]. Delina and Prabhakara Raya found that, out of the total 60 respondents of Academic sector, 48 (80%) of them felt

that they are not able to balance their work and family life, while only 12 (20%) of them felt that they are able to balance their work and personal life [1].

It was found that there was an association between designation and work-life balance. 62% of the teachers felt that they are unable to balance their work and life while other staffs like clerical, administrative and other non-teaching workers had adequate work-life balance. Teaching faculties' working time and varieties of responsibilities like promoting student's academic performance, maintaining student's discipline, engaging extracurricular activities, producing skillful professional students and bringing the students as good citizens etc., increasing their burden. These are preventing the teachers from balancing their work and life.

CONCLUSION

This study has find out the employees' work-life balance. Struggling between family responsibilities and expectations of the institution constant effort to maintain a balance between work and family can produce serious implications on the life of an individual both physical, mental, and social well-being. This study has found that health and wellness programs and flexible institutional policy can help such working women in balancing their personal and professional life.

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