A Study on Work Life Balance of Working Married Women Employed in software Industry with reference to Indore City

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Abstract

Today Work life balance of working married women in software industry is one of the key concerns for the industries and management practitioners. As in rejoinder to escalating organizational and societal needs person often ignores the other important factor that is the personal life. Our profession nowadays has become an integral part of our lives. Furthermore women now are performing a dual role i.e. of a wage earner as well as a homemaker. This study is carried out to find the existing level of work life balance as experienced by the working married women employed in software industry at Indore city. The objective of the study is to find the level of work-life balance among working married females employed at Indore city and to analyze the effect of demographic variables (age & income) on level of work-life balance. The results of the study indicated higher scores & hence better work life balance level among the studied group. Further it can be concluded from the study that women working in the software industry of all the age group and income group are equally good at balancing their work life.

Key words: Demographic Variables, Organizational needs, Societal needs, Work life balance.

Introduction

"Our life is a mixture of different roles. Most of us are doing the best we can to find whatever the right balance is... For me, that balance is family, work, and service." - Hillary Clinton

Work life balance is a appropriate prioritization between professional life & personal life .In today's speedy paced life a person desires to work harder

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than ever before in order to congregate the arising requirements of organizations and society. Nevertheless in response to such organizational and societal needs person often neglects the other significant factor that is the personal life. These days with increased level of competition and globalization, the demand for work has exaggerated and its reflection is visible in the attitude of the individuals also. Every individual has a life at work and at home and also a life in which he has a breathing space for leisure. Our profession nowadays has become a vital part of our lives. The escalating responsibilities on the personal frontage with the everyday changing technology which keeps work life integrated with personal life also creates stress in personal and professional life. The imbalance in the work life of a women employee has become a major deal of concern because of outsized number of issues related to women employee wellbeing, boredom at work place moribund level of productivity and competence at the employee level had started budding. Such imbalance has a negative effect on the personal life of working women in software Industry. There is a huge prospect for professionals in software industry as well as service sectors. As a result women's venture and job has also changed over the years. Today women are performing a dual role of a salary earner and of a homemaker. Work life balance has now become a vulnerable topic because it offers apparent benefits to organizations and its success Thus work-life balance is one of the key concerns for the software industries and management practitioners.

Review of Literature

Subramania Bala Jeshurun (2013) in their study deals with the balance between the work and life among the employees and has analyzed the reasons for work stress in the company so that bulk work can be shared and their working hours will be reduced. They also suggested that in order to get a clear understanding about the goals and objectives of the employees people should take the necessary actions to reduce the level of depression in work and also the employees should get enough time to relax them in their work and personal life**.**

Hewlett (2002) propounded that when women choose to pursue executive careers and start families, they run the risk of having neither. There are number of obstacles to career advancement documented earlier, many factors that suppress ambitious women's ability to marry and have children are been highlighted in the study, some of those includes the demands of ambitious careers, which leave little time to nurture intimate relationships, the fact that most successful men are not interested in

acquiring an ambitious peer as a partner, and the difficulties of bearing children later in life despite media sensations

Galinsky et al. (2003) Nelson & Burke (2000) stated that family pressures and lack of spousal support at home undermine women's ability to devote themselves to career advancement.

Richard Welford (2008) through his study work life balance in Hong Kong quotes that there is a distressingly high percentage of respondents who feel that work is the cause of health problems, specifically stress and lack of exercise. Health issues are expected lead to lesser output and efficiency of workers. Moreover work life balance refers to how people manage their paid work with life's other responsibilities. De Bruin & Dupuis(2004) opined that work-life balance was initially conceived in terms of work family conflict. The significance of administrating an employee's WLB has amplified markedly over the past two decades.

Shiva G. (2013) conducted a study on challenges faced by working women and researched that the problems are faced by both the lower level and higher level employees. Her study provides an empirical explanation for pioneering policy development includes long work hours and work–life conflict. The main finding of the study is that long-term introduction of workers to too much work hours and high levels of work-to-family meddling increases their risk of mental and physical health problems. It is apparent from the research that solutions to these budding problems must deal with workload and job demands, employee choice and elasticity in work hours and arrangements, organizational cultures, and the behaviors' of managers at all levels. Research proves that working women faces several challenges to balances work and family. Both public private and sector needs to reframe the policies in order to balances family and life.

The above review of literature highlighted the problem of work-life imbalance among the employees in organizations. The problem is very critical especially among the married working professionals. This study collects empirical evidence to support this argument.

Research Methodology

Research Study: The study was carried out at Indore city & aimed at finding the level of work-life balance among working women employed in software Industry at Indore City.

Research Objectives

- To find the level of work-life balance among working married women employed in software Industries at Indore city.

- To analyze the effect of demographic variables (age & income) on level of work-life balance.

Research Hypothesis

- **H(1)0:** There is a significant affiliation of age with work-life balance.

- **H(2)0:** There is a significant affiliation of income with work-life balance.

- **H(3)0:** There is a significant affiliation of age & income with work-life balance.

Research Design

The study is concerned with unfolding the distinctiveness of a particular group & hence a descriptive study is been employed wherein association of the selected demographical variables of working women employed in software Industry at Indore City with their level of work-life balance has been tested.
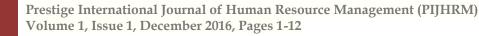
Sample Design

The sample, a subset of convenient size, represents the population. The sample for this particular study was drawn from software Industries at Indore City.

For the purpose of present research work the sampling plan prepared is as follows.

1. Sampling unit: The sampling unit consists of working women employed in software Industries at Indore City at various professional levels.

2. Sample size: For the purpose of this research, a sample size of 150 respondents was taken.

3. Sampling technique: Convenient sampling technique was used to reach out to the respondents from the selected sample.

The Tools Used

For Data Collection: In this study, data is collected from the various working women employed in software Industry at Indore City via questionnaires and personal interview.

1. Primary Data For the purpose of the study primary data have been collected through close ended questionnaire, filled by concerned respondents.

Questionnaire used for the purpose of study consists of the set of questions seeking demographical details/ independent variables (like age, income etc.) of respondents and dependent variable i.e. responses with respect to work-life balance were sought using a 15 item scale developed by Hayman (2005).

Total 168 working women employed in software Industry at Indore City participated in the research as respondents (150) yielding approximately 90% response rate.

For Data Analysis: Data analysis was done properly so as to reach the objectives framed for the research. The process for analyzing the data starts with data editing, coding and data entry and lastly data analysis. For the said purpose of analyzing the data under this study Two-way ANOVA test was performed with the help of SPSS software to test the dependency factor as well as association between the variables.

Results : Analysis, Discussion & Interpretations

This study assessed three dimensions of work life balance, i.e., work interference with personal life (WIPL), personal life interference with work (PLIW), and work/personal life enhancement (WPLE). The interpretation of scores on various dimensions is as under:

For WIPL and PLIW

• High score indicates less interference, thus high balance.

• Low score indicates high interference, thus low balance.

For WPLE

• High score indicates high enhancement, thus high balance.

• Low score indicates low enhancement, thus low balance.

The overall work life balance score was computed by adding the scores on the three dimensions.

The observed scores for the sample studied are:

WIPL 25.13953 (against the maximum reachable score of 35)

PLIW 15.02326 (against the maximum reachable score of 20)

WPLE 17.7907(against the maximum reachable score of 20)

The above observed values clearly indicate higher scores and hence better work life balance level among the studied group.

Tests of Between-Subjects Effects

Dependent Variable: WLB

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	663.889(a)	8	70.486	1.42	.169
Intercept	85077.135	1	85077.135	1585.699	.000
Age	312.352	3	100.788	1.790	.160
Income	69.328	2	37.214	.698	.508
age * Income	199.026	3	63.674	1.194	.425
Error	1702.762	34	53.317		
Total	145640.000	43			
Corrected Total	2366.551	42			

a. R Squared = .237 (Adjusted R Squared = .058)

The result of the study in the above table evidently specify that no affiliation among any of the studied variables, i.e.; there is no significant difference with respect to work life balance among respondents of different age group and varied income levels. Further it can be concluded that working married women employed at software industry in Indore

city of all the age group and income group are equally good at balancing their work life.

Research Limitations

- The study has been restricted to Indore city only.

- Sample of the study has been restricted to only married female employed to software industry of the region.

- Only selected individual variables, family related variables, work related variables have been incorporated in the study.

Conclusion

The empirical substantiation on the various factors related to work life balance highlights the magnitudes of situations faced by Working Married Women Employed in software Industry at Indore City, irrespective of their social status. This must be studied further in the context of social relations.

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