

To study gender and work-life balance

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ABSTRACT

Work-life balance is a concept that supports employee's efforts to divide their time and energy between work and other important aspects of their lives. In addition to workplace demands, work-life balance is a daily endeavor to make time for family, friends, community involvement, spirituality, personal development, self-care, and other personal activities.

As time changed, the lives of women have also changed. She changed her life to the extreme that she was getting educated and earning the equivalent of her husband. But she still cooks and washes and also runs a household and her primary responsibility is still in our Indian society as a childcare and care-provider. Therefore, it is difficult for women employees to balance their work and home.

The present article highlights the factors affecting the work-life balance of female employees, the influence of organizational variables on work-life balance, and organizational policies addressing the work-life balance of female employees.

KEYWORD

Women, Gender, Homework, Telework, Workforce, Work and Family, Work at home, Work-life balance, Responsibilities.

I. INTRODUCTION

Work-life balance is defined as "a person's balance between work and their life outside of work" by the National Framework Committee on Promoting Work-Life Balance. The balance must be healthy, personal fulfillment is important inside work and satisfaction outside work can increase contributions to employees' work.

Changes in the family sector, which have affected the work-life balance of individuals in today's context, include nuclear families, single-parent households, dual-income parents, working parents at various locations, and increasing household chores. Therefore, it has become very difficult to meet family demands. Another change is the entry of women into the workforce on a large scale, while still continuing with her former role of a housewife.

Therefore, the women are playing a dual role, who is also a housewife. It is usually women who take primary responsibility for childcare and who adjust their working lives to accommodate family pressures in conflict situations. All this puts an additional pressure on female employees.

Work life balance (WLB) serves as strategies that increase employees' independence and coordination with non-work aspects of their lives. Work-life conflict is a form of inter-role conflict, where the role of work interferes with the role demands of home or leisure activities.

Tensions have increased among employees in most sectors of the economy due to disagreements between the domains of home and work.

There is a dire need for organizations to adopt HR policies and strategies that can simultaneously accommodate work and life needs and reduce work and family roles.

The issue of work / life balance is gaining increasing attention by employees related to all organizations and managing conflicts between work demands and family responsibilities has become a serious challenge for organizations.

Management of increasing demands from the domains of work and family represents a source of high stress for many employees which also lead to health problems among employees.

When a woman achieves a successful work-life balance, she is satisfied with the job and becomes highly committed and productive and is successful in her career. But, in some cases women fail to succeed due to their inability to balance their work and personal lives.

She is unable to set her priorities. As a result she withdraws from her job due to simple reasons such as caring for her children, in-laws / parents, and other family pressures. If a man is able to share some of her responsibilities, then she will be successful women employee.

A literature shows that the majority of women have succeeded work life balance , as their husbands form an equal partnership in both professional and personal lives. With the advancement in technology, and education and revolution in the industrial sector, there has been little change among Indian men.

Both partners need to set their working hours and personal hours so that they can lead healthy lives professionally and personally. Women should also

educate their children to share responsibilities to make life better and fruitful.

II. GENDER ISSUES

Many women are unable to have as many hours as their male counterparts due to reluctance or multiple reasons. Married women are less likely to be able to stay in the office until late at night, as long as no coercion is required, as they may face objections from their parents or in-laws or social disapproval.

While young bachelors find a social life in the office that motivates them to stay up late, women rarely become part of this exercise and in fact the men might find women's presence to be a drag. In addition, women are required to arrive home safely, although companies usually arrange drops at night.

Married women face additional barriers in that they have domestic responsibilities (from which married men usually survive) that they need to leave at a responsible time. Finding a suitable support system for children is a major issue for women.

Because of these constraints, when there is work pressure or an urgent deadline to meet women, which is often flawed by their male colleagues being unavailable or not pulling their weight in the team; the reluctance of women to engage in such high-pressure work creates resentment and a tendency to marginalize women in terms of work allocation.

Men in all-male teams have been known to oppose when it comes to hiring a female staffer for the team — they believe that it will not only bring down the team's performance, it will be a part of the job of male camaraderie. Will also spoil the atmosphere; Gender informality, in which off-color jokes, for instance are permitted.

Through peer pressure within the team, the system of control can be against women, who are in a minority in any case, creating subtle pressure on them and marginalizing them if they do not meet the expectations of other team members.

The allocation of work within the team is done by the team leader through a process of interaction with the employees. Women may be given less responsible tasks because they are considered unable or unwilling to handle more difficult tasks.

Another obstacle in career development for women is the need travel and short and long term onsite work.

While unmarried women usually eagerly accept onsite assignments, and one finds too many women working abroad with their male colleagues, married women prefer not to do these tasks due to domestic or other pressures.

While an employee cannot be forced to go onsite by the company, such refusal becomes a black mark on her record if she consistently refuses these assignments and this will affect her career growth if women There are interruptions in career, especially in view of the adverse impact on their growth due to child bearing, rapid changes in technology and the need to sustain new development.

Most companies offer three months of maternity leave with an option of three months' extra payment and some allow women to return to work after maternity leave on a part-time or counseling basis or may allow them to work from home, One year or more. Some companies allow women to leave for one year without pay.

However, such devices provide only temporary relief for the problem of taking care of children with work. Some companies offer crèches, so it was found that most women do not take advantage of them, but prefer to make their own arrangements at home or in private

crèches — often due to long distances they have to go to work.

In a high-pressure job, women with young children often find it difficult to deal and leave employment. Women are also often finding it difficult to catch up for the loss of experience and learning, and maternity leave can give a big blow to their career growth and personal development.

The young couples handle their domestic situation ranging from heavy reliance on servants and crèches to restructuring joint families, inviting one or the other set of parents, mainly to provide childcare for them to live with. Use strategies. But creating and maintaining these systems often increases the stress on women.

In some cases such couples leave their children to grandparents in India when they are working abroad. Due to these difficulties, many women postpone having children until they feel they are more settled. Another aspect that affects the career of women is the career of the husband.

The main reason for men to leave is to advance their careers or because they are getting better offers elsewhere, while women usually leave when they are married, when they have children or because of the husband's moving. The husband's job usually takes precedence in the case of relocation or foreign assignment, which means that the wife will have to give up opportunities or they have to live separately.

III. LITERATURE REVIEW

The increasing participation of women in the labor force is facing many challenges. Among others' challenges, managing work and family responsibilities is one of the most important challenges facing women.

Work and family are often difficult for women due to the burden of family responsibilities. Women face an uneven distribution of child care and other household responsibilities that become major obstacles to the advancement of their carrier.

Managing work and family for women employees becomes even more difficult in Indian society where women are expected to share a larger responsibility of caring for the family.

There is also a belief that family roles are largely relegated to stereo typical gender roles, traditionally due to men's "being considered as bread-winners and women as housewives". Therefore, social construction of gender makes motherhood less negotiable than fatherhood.

IV. FACTORS OF WORK-LIFE BALANCE

Collaborative support, peer support, and job resources are positively associated with work life balance where inappropriate criticism in a job is negatively associated with work life balance.

The variables, partner support, childcare responsibilities, elder dependence, and peer support have different effects when analyzed by male and female employees.

Women perceive gender role attitudes between work roles and family roles and are the most important factors affecting their career, followed by the other four factors: i). Harmony in home and office, ii).

Organizational Support, iii) Family expectations, and iv). Parenting effect and professional skills.

Fearing relocation that disturbs family life and domestic peace and domestic work and office work, women executive for higher positions is no time to be fit.

In another study, five factors contributing to work life balance are assessed. Three are work related and two are family related factors.

Work-based factors are flexi time, part-time work options and freedom to work from home, and family-related factors considered in this survey are childcare facilities and the availability of flexibility for emergency care at home.

Role overload, issues of dependent care, quality of health, problem in time management and lack of proper social support are the major factors affecting the lives of working women employees in India.

The major factors affecting education are income ratio, professional experience, spouse stress and work load of professional women.

Family and work conflict (FWC) and work family conflict (WFC) increase negative effects in the family domain, leading to lower life satisfaction and larger internal conflicts in age groups such as family size. Children's working hours and social support levels affect WFC and FWC experience.

Family support, co-worker support and job, supervisor assistance, WLB policies, work family culture, and job characteristics predict work family enrichment, while family support and job characteristics predict family work enhancement little moderating influence of gender is found.

Gender moderated the relationship between work life balance policies and work family enrichment, such that the relationship between the two is stronger for women than for men.

V. EFFECT OF DEMOGRAPHIC VARIABLES ON WORK-LIFE BALANCE OF EMPLOYEES

Many demographic variables such as gender, age, income, experience, marital status affect employees in their work-life balance. Various studies were conducted in this way to determine the effect of demographic variables on the work-life balance of employees.

The study reported gender differences regarding family conflict at work. The study indicated that women reported more interventions in family work than men, spending almost the same number of hours in paid work as men. Although women spent more hours in family work than men, they reported similar levels of family intervention in work.

Investigated the effects of gender and life cycle phase on three components of work family conflict (e.g. role overload, intervention from work to family, and intervention from family to work).

In addition, women reported higher levels of family intervention with work than men in the early years, but compared the level of intervention to men in the third life cycle phase (i.e. children aged 10 to 18 years). Studies found that there was gender asymmetry in the permeability of boundaries between work and family life. The family made more intrusive work among women and more intrusive on family among men.

The results indicated major differences for gender and life cycle. Women experienced significantly greater role overload than men. Again women had more work experience in family interventions than men. Highest intervention when children were younger and lowest in the families with older children. Studies found that gender was negatively related to family work conflict,

suggesting that men did not experience family work conflict as much as women.

Women experienced higher family interference with work than men. However there were no significant differences between men and women in experience of work interruption with family.

As the age increases there is a juggling in variety of roles that have to play irrespective of having children. Therefore age is one of the restraints for work-life balance.

Work-life balance attracted management's attention due to the growing number of women with dependent children entering the workforce."

The study concluded that women with dependent children are finding it more difficult to balance their lives than those who do not have dependent children. Women who have dependent children will want to spend most of their time with them and their education.

Women are at risk of being super mothers or super managers in an effort to balance both career and children and these demands decrease when children reach school age. Being married and working with children has an impact on their level of work satisfaction and personal life.

As women age increase and get married, they have more responsibilities in household chores that affect their work life balance. As their length of service increases, their responsibilities at the workplace will increase, while their career ladder will move up.

The extent to which their economic needs can be met depends on their level of income. Women employees living in joint families will have more responsibility at home, but at the same time they do not have to worry about their children as they will be taken care of by other members when they are not at home. It is quite natural that with increasing number of dependents they will have more responsibilities which may affect their

work-life balance. This suggests that there is some correlation between demographic variables and work-life balance.

VI. ORGANIZATIONAL POLICIES ADDRESSING WORK-LIFE BALANCE

Various variables that contribute to the life of a working couple for managing work-life balance are - family responsibilities, adjustment of work load of female employees, level of exhaustion, demographic effects, women's organizational schedule for working hour's preference for the working couple, trust / feeling towards the organization, social support, gender impact on work life balance. Autonomy to women with positive work-life balance, facility of crèches at work sites, positive and family Friendly organization, greater satisfaction with positive impact on work-life balance, multiple roles help in managing stress and health problems, flexi work system, support from children to manage work life balance.

The greatest need for all working women today is social and organizational support, including adaptive working hours, part-time jobs, tele-commuting, job sharing, vacation pay, sick days, mandatory overtime limits, quality affordable childcare and Workplace flexibility is included. Therefore flexible work options will add to the competitive advantage of companies in retaining skilled women professionals.

There have been some private initiatives on women's self-employment in India, such as "Gharkamai (Earn from Your Home)" - an online portal for women who want to work from home.

Government intervention supporting such self-employment would be helpful, as self-employed women find it easier to overcome work-family conflicts. Given these features, it will be very easy for

women to take advantage of the same opportunities as their male counterparts in the job market.

Absence and the impact of work-life balance of women employees on turnover in different sectors. Although there are differences in their occupations based on work and life balance, we can say that the work environment may be different but their effect is the same on absenteeism and turnover. And to reduce this separate organizational policy to overcome the problem. Therefore these policies are becoming a paradigm for human resource practices and contemporary management.

Four policy areas are communal in the study of work-life of the general workforce: employee-centered flexible work practices; Working hours (e.g. access to part-time work); Paid and unpaid leave (such as parental leave); and access to childcare.

Multinational organizations have found that more work life balance practices have been imparted. In Indian government companies, interferences to protect employees from exploitation workplaces terms and conditions are made by employers.

In some cases, employers' practical concerns for the health, safety and well-being of their employees may be considered as the major reason behind introducing policies such as canteen facilities and employee-friendly office interiors, programs for families and children of employees.

Yoga and stress management workshops are regularly conducted as a part of employee welfare. Work and family outcomes such as role intervention, stress strain and life satisfaction are related to many strategies and orientation.

The traditional package of family-friendly public policies includes benefits designed to reduce tensions between work and family life such as parental leave, family services, and day care that balance work and family life.

The impact of work-related injury on women's ability to meet physical recovery or job security is to educate them in ergonomic techniques related to vocational as well as vocational tasks that will be beneficial for them to manage family life careers.

Family friendly policies at the workplace are becoming a challenge for employers to provide. They usually refer to policies that enable employees to balance the demands of paid work and personal life that may be in the first of workplace flexibility or work time flexibility. Flexible working practices may enable childcare for female employees beyond working hours. Leisure time, social networks, sports and personal confidence play a major role in balancing their work and family life.

Work life balance policies and practices have a positive effect on career advancement of women in senior management positions only in terms of payment of additional amount for maternity leave.

Through training the family balance of work can be improved. By providing work space flexibility, employers can adjust to the diverse goals and objectives of their employees. In addition organizations should build loyalty so that retention of key staff members is improved.

The HR department and employees of the organization must work together to help them achieve a work-life balance that makes the organization the happiest place to work.

Many women face difficulties associated with aspects of the organization during their professional lives, informal norms related to management positions and social and cultural representations associated with leadership.

If women want to be a good mother and have a bright career, there should be better management of the work practices put in by the entire team and their work life balance should be optimized.

VII. CONCLUSION

Lack of sufficient time, gender bias, social and cultural norms, as well as family responsibilities are the most important challenges women face to balance their professional and personal lives. The most effective strategies used by women to deal with competing roles of work and family are strategic planning, organizing, and delegating.

There is significant relationship between demographic variables and work life balance of female employees. The relationship between the demographic variables of employees and work-life balance will be an important input in designing appropriate policies for employees to address work-balance issues.

A work-life balance initiative designed to help employees balance their work and personal lives is not only an option, but also a necessity for many employers today.

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