

# Work Life Balance Study of Working Women of Udaipur District

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## Abstract

With the fast paced trending life style, education scenarios and economic need of the family are pulling out the women from their conventional role to the most modern role of working women. But, with this revolution the roles and responsibilities of women is increased in multifold way, as the conventional thinking process of Indian families do not let the women escape from her family responsibilities and at the very same time at the work place women have to manage all the necessary work profile with full dedication. So, managing both the aspects of life is tough and how to manage and organize both the roles, and managing the balance in achievement and enjoyment is "Work-Life Balance". The present research work is an effort to assess the factors and significant characteristics which a working woman of Udaipur city manages in her life to ensure success and satisfaction, in both the professional and personal life. This study primarily focuses on the working women of different sectors of Udaipur, and how properly they manage their personal as well as professional life and their opinion for the factors listed in the questionnaire which are generally opted for the work life balance either at personal level or offered by the organizations to working women as employee attrition or women centric care or wellness practices was procured for the study purpose. The study also tried to present the factors responsible for imbalance of work life for the working woman, which affects their personal and professional life simultaneously. The study revealed that there are significant differences in the working women's perception for the work life balance practices followed by women at personal level and professional level.

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**Keywords:** Work Life Balance, Professional Life, Personal Life, Working Woman, Modern Role

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## Introduction

Work-life balance refers to balancing of the differences between the work place and personal demands and issues of time, energy and stress. Any kind or type of imbalance results into ineffective management and arrangement of personal or professional life, which ultimately results into stress, fatigue, depression and so on. An absence of synchronization between personal life and the workplace life, causes incredible individual and financial hardship, both to the individual and the organization. The need of work-life balance is not limited to the organizations only which are under focused strain to accomplish high efficiency and require representatives with solid work-life adjustment as a representative with great work-life adjustment will be in a situation to contribute more towards the hierarchical development and achievement (Naithani, 2010) but also focuses on the personal satisfaction and family health.

Establishing the balance of imbalanced daily process of personal and workplace life is an art, and this can vary from person to person. It is some time the tricks and tactics the individual used to manage both. It is sometimes setting up priority among both. It sometimes results into stress, and sometimes it affects life very negatively, if someone is unable to manage the both. Such situations of managing the personal and workplace life in women is comparatively higher than men, especially in Indian culture, where women are still playing significant role by performing their role of house maker and also establishing their identify as working women professionals. The dramatically changing role of women is realized due to economic and financial needs of families, ambition for career succession due to higher education, spirit and zeal to make personal identity into society, family pressure,

spirit of contributing into the nation building with man and many more. The conventional role of a woman as house maker was restricted to the daily practices of managing the house related works, but with the advancement and introduction of new role as working professional roles and responsibilities are doubled with the roles of their work place. It is very difficult to make the priority between these two, especially after marriage because as a woman she has to manage and maintain proper balance in between work, health & family. Such multi fold uplifting of roles and responsibilities of woman is emphasizing the need of assessing the work life balance rather than work family balance.

Balancing workplace life with personal life is challenging every one either man or woman, and resulting into several unmanageable issues and problems in daily life. The extent and criticality of such issues and problem is comparatively higher in women than man. Work-life balance is a continuous daily attempt by the individual to organize proper time for living the life with family and friends, community involvement, participating in religious gathering, application of personal development, self-care, and many other personal activities. Managing work life balance does not mean managing the equal balance between personal and professional life. It may be setting of the priorities among the needs and necessities of family & work place, which is quite compulsory to do. Working woman is socially liable to fulfill family and house responsibilities and parallel to get involved in career advancement to cope up with the competition at the workplace and market to sustain. These two roles or personal and workplace life increase the level of pressure and

stress on them, and sometimes result into physical and mental disorders.

This study primarily focuses on the working women of Udaipur district of Rajasthan of different working sectors, and how they manage personal and professional life and the practices they generally opt for the work life balance at personal level or offered by the organizations as women care or wellness practices. This research work also focuses on assessing the factors responsible for imbalanced work life balance by working woman, which affects their personal and professional life simultaneously.

### Literature Review

Rebecca Bundhun cites (2009) that women and men both have a different and an alternate view of what "life" is and what is the need of managing the personal and professional life. For women it is to dedicate more time to family, while for men it is investing more energy seeking after individual work of interest. She likewise cited the paper of Katty Marmenout, an exploration individual at the INSEAD School in Abu Dhabi with his words that work-life adjust isn't just about similarly separating the time spent on one's professional or workplace and personal life, yet setting up an agreement that mirrors a person's needs. Along these lines, this takes into consideration acknowledgment of the cheerful workaholic life or the fulfilling the life as mum or father with full satisfaction. So, how we quantify or assess Work Life Balance matters and some conclusion may come as the best marker would be that it should feel right.

Tasnim et al. (2017) studied the work life balance for the working women of Bangladesh and concluded that the balancing the work-life and personal life is a significant problem for the

working women of Bangladesh. This imbalance become relatively difficult because of the several factors such as unsupportive attitude of supervisors, long working hours, increased pressure for job sustaining and work overload. Work-life balance practices allow working women to adjust both the professional and personal life efficiently and effectively. An imbalanced work-life can hamper one's psychological peace and prompts misery which causes a few mental issues. According to this study, organizational support can help in maintaining work-life balance, including with the support from the supervisor, family and colleagues can also positively contribute in this matter.

Murphy and Doherty (2011) in their study revealed that it is not quite easy to assess the work-life balance, it is because of individual perception and the way of handling the problem situation of personal life including with the establishment of the harmony that reflects the individual's set of priorities whereas employees must draw a firm line between their home and work lives and be sure that the line is in the correct place (Harvard Business Review, page 184).

Vijaya Mani (2013) study revealed that the major issues which significantly affects the Work Life Balance of the Women professionals in India are the role conflict, lack of personal and professional recognition, organizational affairs and politics, gender discrimination, mental and physical un-safety issues, elderly and children care issues, health quality, time management and improper social and family support.

Mathur and Julka (2017), in their study over the Work- Life Balance among Women concluded that to attain the WLB working woman have to

establish certain goals and excel both in career and family. Some of the strategies of personal life must be employed at work place and some of the skills of work place must be employed in personal life such as planning, organizing and defining the limits, as these can be useful in satisfying and fulfilling the objectives of professional and personal life. The study suggested and recommended that the organizations should adopt the human resource strategies and policies for women centric issues and wellness to help them to manage the work life balance.

Adholiya Ashish and Shilpa (2017), studied the live in relationship and confirmed that the live in relationship draws new horizon in the current generation women's life. For the sake of personal independence individual has to manage their own mental and financial needs, and any stress in such relationship may affect their overall personal and professional life.

Bansal and Raj (2017), in their study "A Study on Work Life Balance of Women Employees in Indian Oil Corporation Limited Mathura (U.P.)", revealed that in order to maintain a proper balance between the work life and personal life is very crucial issues to assess and to attain this challenge, organizations should make dynamic stride in encouraging their representatives that assistance them to oversee, to perform and to develop in their work-life cycle.

### Research Objectives

1. To study the factors generally opted for the work life balance by the working women.
2. To study causes or factors of work life imbalance of the working women.
3. To study the working sector effect on the work life balance ability of working women.

### Research Methodology

**Scope of the Study** - The present study is restricted to the working women professionals of Udaipur city. Udaipur is a well known tourist destination because of its pleasant seasonal variations and lakes. Women professionals who have been working in the different sectors (Education, Healthcare and Hospitals, Banks, Hotels, Public Administration, and Insurance Companies etc.) were chosen as the sample of the study.

**Research type** - Descriptive research

**Data Type Used** - Primary data - accumulated from the working women of Udaipur district of different sectors, and Secondary data was collected from the journals, website, magazines and books.

**Sampling Technique** - Convenience sampling - This sampling method is adopted to make the research effective as while selecting the women respondent it was under consideration that working women should understand the concept of work life balance and at least having more than 2 year of experience as working professional.

**Sample Size** - 100 working women from different sectors.

**Questionnaire** - Based on the objectives of the study, questionnaire is designed. The questionnaire comprises few dichotomous (YES/NO) questions, few multiple choice questions and statements using Likert Scale method.

**Research Hypotheses** -

$H_{01}$ : There is no significant difference in the causes of work life imbalance of working women of different sectors.

H<sub>02</sub>: There is no significant difference in the practices followed for work life balance by working women of different sectors.

H<sub>03</sub>: There is no association between working sector and ability to balance their work life of working women.

## Benefits of Work Life Balance

### A. For Employees

1. Work life balance leads to better time management skills and practice development.
2. Work life balance improves productivity, effectiveness and efficiency of the employee.
3. Proper work life balance allows the individual to manage other hobbies and interests such as music, yoga, dance, shopping, friends, gaming, personality development classes etc.
4. Work life balance motivates and improves the satisfaction of individual.
5. Work life balance practices reduce the impact of work stress or pressure on family & vice versa.
6. Work life balance helps in reducing the stress and frequency of getting sick. It reduces the cost of illness, which beneficial for herself, family as well as for company.
7. It improves the better control over life and offers autonomy and growth.
8. A balance work life improves the employee focus and concentration for the task which make him happier.
9. Boost the individual competitiveness

### B. For Employers

1. Healthy work place reduces employee

absenteeism and improves productivity.

2. Manages employee turnover.
3. If a healthy work life balance is provided by the employer, the company will be able to retain best employee team. It ultimately creates a good image in the eyes of clients.
4. Good work life balance practices help in retaining the top performers.
5. Helps in developing work oriented culture and atmosphere in the organization.
6. Boosts the organizational competitiveness.

## Ways to Achieve Better Work Life Balance

1. **Develop the work from home culture** - If the organization and the work associated is not place dependent then the work and jobs can be offered to the freelancers or employees for their homes.
2. **A Proper and Complete Nap** - A proper and complete nap makes your body and soul energetic and boosts you with new energy. It also handles and regulates the hormonal balance of the body.
3. **Flexi working hours** - 24\*7 culture organizations may offer the time customization to their employees and can allow one to work as per the flexi hour policy of the organization.
4. **Outings and Relaxing activities** - Employee should schedule proper outing and relaxing activities for him in the schedule way and employer should entertain the same one under the HRM practice. As, outing and relaxing activities make the person refresh.
5. **Proper and Reliable Communication** - Individual should have the habit of proper

and reliable communication which can lead to present the complete information and the same a proper communication linkage must be established between the employee and employer for the health organization culture.

6. **Child care services or Crèche** - A child care facility offered by the organization to employee can offer ease of life especially to the women.
7. **Learn the Employer Policies** - As an employee, one should learn the company policies and plans for the employee welfare and even employee can better ask for the customized policies if he/she is a good performer.
8. **Stop Always Saying Yes, Learn to Say 'No'** - It is always good to say no to the jobs you are not fit with and feel overburdened rather then start employing a part of time of the your life to make the assigned task complete, because ultimately it will lead into stress and inefficiency.
9. **Has a Schedule** - Always have an attitude to protect your personal timings for the personal life, protect yourself from unscheduled life.
10. **Develop the attitude of 'fight for the right'** - Develop the attitude of presenting your own viewpoint over an issue.
11. **Set the Priorities or Learn to set the Priorities**
12. **Look for the Support** - One should ask for the support if he/she is not much proficient with the job or the assigned task.

## Data Analysis and Interpretation

In order to subject to statistical testing of the primary data accumulated through the questionnaire, the data were encoded and statistically analyzed with the help of SPSS 21.0. Microsoft Excel was used for data tabulation, frequency table building and percentages analysis.

**Table 1: Women respondents' occupation/profession**

Sector	N	%
Education	32	32.00%
Healthcare and Hospitals	8	8.00%
Banks	16	16.00%
Public Administration	5	5.00%
Insurance Companies	19	19.00%
Hotels	15	15.00%
Others	5	5.00%
Total	100	100.00%

Source: Author's Compilation

A good composition of working women of different sector was observed in the research work (Education, Healthcare and Hospitals, Banks, Hotels, Public Administration, and Insurance Companies etc.). Out of the 100 women respondents highest 32 women respondents were from education sector, and least 5 women respondents were from public administration departments of Udaipur district. 16 women respondents were from banks, 15 were from hotels, 8 from health care and 19 from insurance companies.

Table 2: Causes of work life imbalance

Work Days - Work throughout the week	Yes	No
Causes of work life imbalance	75	25
	75.00%	25.00%
Work Hours - More than 12 Work hours in a day	85	15
	85.00%	15.00%
Keep worrying about the Work and Job	80	20
	80.00%	20.00%
Not spend enough time with family & friends	77	23
	77.00%	23.00%
You feel that you missed quality time of your life	74	26
	74.00%	26.00%
Feel overloaded with work and tasks	78	22
	78.00%	22.00%
Lack of Organizational Support - Staff as well	65	35
	65.00%	35.00%
Lack of Family Support - Friends and Relatives too	70	30
	70.00%	30.00%
Feel Conflicted in Personal and work life	65	35
	65.00%	35.00%
High ambitions and unable to cope up	69	31
	69.00%	31.00%
Work load is resulting into Health issues	72	28
	72.00%	28.00%
Always puzzled with work and processes	73	27
	73.00%	27.00%
Lack of Support and Assistance at workplace	75	25
	85.00%	25.00%
No vacation and outing from long period	65	35
	65.00%	35.00%
Nature of the Job and Organizational Culture	63	37
	63.00%	37.00%
Incompetence for the work and department	80	20
	80.00%	20.00%
Lack of interpersonal communication	70	30
	70.00%	30.00%

Source: Author's Compilation

Table 2 revealed the percentage statistics of women professional opinion for the factors resulting into the work life imbalance in their life. 75% women respondents' confirmed that work days - work throughout the week, 85% women respondents' confirmed for Work Hours - More than 12 Work hours in a day, 80% women respondents' confirmed for Keep worrying about the Work and Job, 77% women respondents' confirmed for Not spend enough time with family & friends, 74% women respondents' confirmed for You feel that you missed quality time of your life, 78% women respondents' confirmed for Feel overloaded with work and tasks, 65% women respondents' confirmed for Lack of Organizational Support - Staff as well, 70% women respondents' confirmed for Lack of Family Support - Friends and Relatives too, 65% women respondents' confirmed for Feel Conflicted in Personal and work life, 69% women respondents' confirmed for High ambitions and unable to cope up, 72% women respondents' confirmed for Work load

is resulting into Health issues, 73% women respondents' confirmed for Always puzzled with work and processes, 75% women respondents' confirmed for Lack of Support and Assistance at workplace, 65% women respondents' confirmed for No vacation and outing from long period, 63% women respondents' confirmed for Nature of the Job and Organizational Culture, 80% for Incompetence for the work and department and 70% women respondents' confirmed for Lack of interpersonal communication as the significant cause of work life imbalance in their life.

**Hypothesis Test 1** - To assess the sector wise differences for the causes of work life imbalance of working women the ANOVA test was performed to measure the significance and hypothesis H<sub>01</sub> is under examination.

**H<sub>01</sub>:** There is no significant difference in the causes of work life imbalance of working women of different sectors.

**Table 3: ANOVA - causes of work life imbalance of working women of different sectors**

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	31.140	5	7.065	3.195	.029
Within Groups	998.480	94	2.211		
Total		99			

Source: Statistical test output

The ANOVA statistics presented in Table 3 revealed that F value (3.195) is found significant (.029) at 5% and therefore null hypothesis is rejected and alternative hypothesis is accepted

which conforms that there is significant difference in the causes of work life imbalance of working women of different sectors.



**Table 4: Women respondents' opinion for the practices opted for WLB**

Practices can be opt for WLB	Yes	No	Sometimes
1. Prefer to work from home	78.00%	22.00%	-
2. Took Proper and Complete Nap	64.00%	36.00%	-
3. Choose Flexi working hours organization	62.00%	10.0%	28.00%
4. Prefers Outing and Relaxing activities on vacations	65.00%	15.00%	20.00%
5. Prefer to develop Reliable Communication	72.00%	28.00%	-
6. Studies the Employer Policies properly	66.00%	14.00%	20.00%
7. Prefer to Say 'No'	48.00%	50.00%	2.00%
8. Have proper time management and schedule	52.00%	48.00%	-
9. Know how to set Priorities	38.00%	32.00%	30.00%
10. Prefer to maintain notes/ Diary	63.00%	17.00%	20.00%
11. Use of personal vehicle for commuting	69.00%	31.00%	-
12. Look for women friendly wok	79.00%	21.00%	-
13. Prefer work place with accommodation	32.00%	60.00%	8.00%
14. Avoid long work hours	67.00%	23.00%	-
15. Prefer to be Uni-tasking	82.00%	18.00%	-
16. Prefer to be on leave when feel overburdened	63.00%	27.00%	10.00%
17. Try to make work interesting	54.00%	22.00%	24.00%
18. Prefer to take help or assistance	81.00%	19.00%	-
19. Distribute to role of house maker	30.00%	70.00%	-
20. Prefer advance planning for week or month	68.00%	20.00%	12.00%

**Source: Author's Compilation**

Table 4 revealed that out of the listed 20 practices which can be opted for work life balance and maintained in the questionnaire, positive opinion was observed with higher percentage for Prefer to work from home with 78.00% yes, Took Proper and Complete Nap with 64.00% yes, Choose Flexi working hours organization with 62.00% yes, Prefers Outing and Relaxing activities on vacations with 65.00% yes, Prefer to develop Reliable Communication with 72.00% yes, Studies the Employer Policies properly with 66.00% yes, Prefer to maintain notes/ Diary with 63.00% yes, Use of personal vehicle for

commuting with 69.00% yes, Look for women friendly wok with 79.00% yes, Avoid long work hours with 67.00% yes, Prefer to be Uni-tasking with 82.00% yes, Prefer to be on leave when feel overburdened with 63.00% yes, Prefer to take help or assistance with 81.00% yes, and Prefer advance planning for week or month with 68.00% yes. All these higher confirmation statements show that women worker prefer them for their work life balance.

Prefer to say No and prefer the workplace with accommodation, for these two statements women respondents opinion with no opinion

was comparatively higher than the yes opinion. This confirms that saying no to the work and workplace with accommodation are less acceptable practices for the WLB among women.

**Hypothesis Test 2** - To assess the sector wise differences for the practices opted for work life

balance by working women the ANOVA test was performed to measure the significance and hypothesis H<sub>02</sub> is under examination.

H<sub>02</sub>: There is no significant difference in the practices followed for work life balance by working women of different sectors.

**Table 5: ANOVA - practices followed for WLB by working women of different sectors**

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	25.631	5	8.223	2.823	.031
Within Groups	768.269	94	2.912		
Total		99			

Source: Statistical test output

The ANOVA statistics presented in Table 3 revealed that F value (3.195) is found significant (.029) at 5% and therefore null hypothesis is rejected and alternative hypothesis is accepted which conforms that there is significant difference in the causes of work life imbalance of working women of different sectors.

**Hypothesis Test 3** - To assess the sector wise differences for the ability of managing work life by the working women the Chi-Square test was performed to measure the significance and hypothesis H<sub>03</sub> is under examination.

H<sub>03</sub>: There is no association between working sector and ability to balance their work life of working women.

**Table 6: Women respondents' opinion for their ability to balance their work life**

	Always	Moderately	Rarely	Total	
Education	10	15	7	32	$\chi^2=8.952$ df =10 P > NS 0.005
Healthcare and Hospitals	2	1	5	8	
Banks	8	5	3	16	
Public Administration	1	1	3	5	
Insurance Companies	8	6	5	19	
Hotels	3	4	8	15	
Others	2	2	1	5	
<b>Total</b>	<b>34</b>	<b>34</b>	<b>32</b>		

Source: Author's Compilation

The above Table 6 shows the sector wise analysis of work life balance of working women. It was found that a good number of women respondents i.e. 34 are always feel balanced, 34 women respondents feel moderately balanced work life and remaining 32 women respondents feel rarely balance work life. Chi-square test was used to extract meaningful information which is also known as the "Goodness of Fit". It is found that calculated value i.e. 8.952 is higher than the tabulated value i.e. 3.955 with 0.005 significance level. Thus, it could confirm and concluded that "There is significant association between working sector and ability to balance their work life of working women."

### Conclusion

This study revealed various factors that affect work life balance positively or negatively of working women, so at personal and organizational level these factors can better be managed. There is significant difference in the causes of work life imbalance of working women of different sectors; means sectors wise work life imbalance factors are different. There is significant difference in the causes of work life imbalance of working women of different sectors, which confirms that causes of imbalance of work life may vary according to the sectors, it is because of several personal and organizational issues. There is no association between working sector and ability to balance their work life of working women, which confirm that organization and organization culture for the women wellness significant affects their ability to manage their work life. Increase work life balance of helps to improve

morale to work more effectively and efficiently which further leads to increase productivity, retaining employees for longer period, and organization perform better and become more successful.

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