



EFFECT OF WORK LIFE BALANCE ON HEALTH OF MARRIED WOMEN WORKING IN GOVERNMENT OFFICES, NANDED CITY

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Abstract

Family-work conflict and work-family conflict are more likely to exert negative influences in the family domain, resulting in lower life satisfaction and greater internal conflict within the family ultimately it affects health; the aim of this research paper is to study the effects of work life balance on married women.

Keywords: *work-life balance. Conflict, satisfaction, health, relationship, responsibilities, professional etc.*



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Introduction: -

Work-life balance has been describe in many different ways, including being judged by one prominent commentator as a complete misnomer on the grounds that work is, for most of us, actually a very important part of life. Through a broad lens, we simply define work life balance as the healthy blend of an employee's professional and personal responsibilities. Today work still is a necessity but it should be a source of personal satisfaction as well. Work-life balance describes the relationship between yours work and the commitments in the rest of your life, and how they impact on one another employees, employee and government want to maximize participation in the workforce. However in our demanding lives many people struggle to balance work and the responsibilities of caring for children, family members with a disability or elderly parents. There is no ideal work life balance everyone is different and the right balance may alter over time as families grow older and personal commitments change. Overall quality of life improves and business also benefits from employees higher moral and commitment. Work –life balance is not about the amount of time you spend working vs. not working. It's more about how to spend your time working and relaxing, recognizing that what you do in one fuels your energy for the other. Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. The pursuits of work-life
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balance reduce the stress employee's experience. Work life balance enables employees to feel as if they are paying attention to all the important aspects of their lives.

Review of Literature:-

- 1. K. Triveni Kumari & V. Rama Devi, (2015):-** In the article entitled "*A study on work life balance of women employees in selected service sector*". Suggested that the work life balance maintaining the balance between performing roles and responsibilities at work and home. The study purpose to examine work life balance of women employees and analyze various factors affecting work life balance. And this article focus prepares women employees, BPO, banking, insurance, information technology, health care, and education sectors.
- 2. Ioan Larzar, (2010):-** In the article entitled "*The role of work-life balance practices in order to improve organizational performance*" suggested this article argues that building an organizational culture which supports work-life balance is a long term process for large organizations. Changing demographics are behind the move to embrace work-life programs. In conclusion he wants to enhance that everyone benefits from good practice in work-life balance. In the end of article purpose several suggestions in order to improve our understanding, choice, implementation and effectiveness of work life practices.
- 3. Rajesh Ranjan, (2013):-** In the article entitled "*Work-life balance of loco-pilots (Railway driver) in India*" suggested that the railway drivers struggle to fulfill work and family responsibilities. This article deals with the quality of work life Indian of work life Indian railway's drivers and the factors that lead to an imbalance, causing high probability of accident. Work and life issues are related to the context of living. So the study on work and life Indian context is necessary. This paper discusses the working conditions and quality of life to the Indian railway drivers.

Some Definitions of Work-Life Balance:

According to Clark, 2000 Ungerson and Yeandle (2005):- "Work-life balance is define as the perception of employees on work personal and family time that are maintained and an integrated with a minimum of role conflict"

According to Hillary Clinton: - "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 services".

Women Work Life Balance: - Traditionally the role of women used to be of cooking, cleaning, raising children etc. They were looked upon as care giver or as home keeper and were denied access outside home. Today women have made their mark in every field. Be it literature, arts, politics, sport, corporate or any other sphere women are ready to take up challenges. Times are changing from traditional where the husband earned and the wife stayed at home to the modern when the husband earns and the wife earns too. But the wife still cooks, washes and runs the house. Although women have started spreading her wing in all spheres of life but the traditional concept of the women as the home maker has not gone away from peoples mind. So today`s women are striving continuously for work life balance.

Importance of Work Life Balance:-

1. The work life balance helps the employees in improving relationships with family and friends. It increases the time duration of work for any individual without decreasing their moral.
2. The employees will enjoy better physical and mental health by managing their work life properly.
3. Through proper work life balance employees and thus they can upgrade their knowledge.
4. There are more chances of growth and expansion because of work life balance. It is help us to reduce work-stress the work-stress from work place.
5. A diverse and talented workforce can be attracted thorough flexible working hours which is the main technique of work life balance.
6. Work- life balance has always been a concern of those interested in the quality of working and its relations to broader quality of life.
7. It is a very popular way to maintain balance between work and life, which is beneficial about keeping calmness under tremendous professional work, continuing along with personal work.

❖ **Objectives of the Research Study:-**

The main objectives of study are as follows:

1. To study the effect of work-life balance on Health of women`s.
2. To know the source of support to promote the work life balance of working women`s.

❖ **Hypothesis of the Research Study:-**

- ✓ H0 1: There is no significant relationship between work-life balance and health of the women

❖ **Source of Data Collection:-**

The required data for the purpose of research were collected from primary as well as secondary source of information. The detail source of data collection is given below.

- **Phase I: - Primary Source:** - Required and necessary information were collected from the respondents visiting in person scattered in various selected government offices across a Nanded city. For the collection of primary data from the respondent separate questionnaire has been design and distrusted among the respondent and requested them to provide exact and correct information. Primary information also were collected by observation and conducting short interview, interaction and through dialogue
- **Phase II:- Secondary data:-** The required information for the research work were collected from various secondary source of data collection like research paper, research articles, books, research journals, news papers, government record of reports, review of literature and extensive use of various web sites.

Universe/Population of Study: - for this research work on Nanded city as a whole consider as universe. There are so many state and centre government offices located in Nanded city. But selected government offices have been selected for this research work.

Table No: 1 The lists of Selected Government Offices are as follows:-

Sr. No.	Office Name	Total	Sample	Percentage
1	Post Office	09	08	88.88 %
2	Z.P. Office	58	18	31.03 %
3	Collector Office	34	19	55.88 %
4	S. P. Office	260	49	18.84 %
5	NWMC	29	20	68.96 %
6	Tahasil, Panchayat Office	56	16	28.57 %
7	S.R.T.M.University Nanded	42	20	48.78 %
	Total	488	150	30.73 %

- **Sampling Unit:-** In order to get the correct response from the respondent the researcher has define the sampling unit such as married women’s working in selected government offices in Nanded city.

- **Sampling Frame:-** for the purpose of survey list of all married women's working in selected government offices has been prepared.
- **Sample Size:-** There is 488 married women's working in selected as sample government offices, out of which 150 women's has been selected for this research study.
- **Methods of Sampling:**
 - ✓ **Selection of Government Offices:** - Due to unavailability the list of all government offices of Nanded city, hence purposive sampling methods of non-probability sampling method has been used selected. Purposefully one central government, one autonomous government office and five state government offices have been selected.
 - ✓ **Selection of Women:-** Researcher must use systematic random sampling method for the selection of working women's, but due to causal leaves, medical leaves, special leaves, and other leaves researcher is not able to contact the selected women's which is selected through systematic sampling method. Researcher faces difficulties in gathering data for research study. After three to four visit researcher could not gather data hence at last researcher has decided to choose convent sampling method for collection of required data for the research data.
- **Sample size:-** contently 150 working women's has been selected for this research work
- **Response Rate:-** The researcher distributed questionnaire to the 160 working women in selected government offices but only 150 despondent has been given response to the questionnaires. Hence the response rate is 93.75%.
- **Contact Method:-** Researcher used direct method of contact for survey to avoid the sample error and statistical error. Researcher meet respondent personally to get first hand information for the research work.
- **Data Processing:-** A number of tables to be prepared to bring out the main characteristic of the collecting data. Inferences to be drawn from the data.
- **Statistical Tools Used:-** Chi-Square test, Total Waited Measure, Average, Ranking test, Top box scoring has been used of data analysis & testing of hypothesis.

Table No: 2 Effect of work life balance on Health

Sr.	Options	SA (%)	A (%)	N (%)	DA (%)	SDA (%)	Total (%)	TWM	Rank
1	Heavy work load causes stress	86 (57.33)	46 (30.66)	08 (5.33)	03 (02)	07 (4.66)	150	651	V
2	Are you facing lower back pain	95 (63.33)	41 (27.33)	00 (00)	09 (06)	05 (3.33)	150	662	III
3	Are you facing napkin	111 (74)	17 (11.33)	00 (00)	09 (06)	13 (8.66)	150	654	IV
4	Are you facing leg pain	112(74.66)	26 (17.33)	03 (02)	05 (3.33)	04 (2.66)	150	687	II
5	There is change in the menstrual cycle	117 (78)	27 (18)	00 (00)	04 (2.66)	02 (1.33)	150	703	I
	Total	521 (69.46)	157 (20.93)	11 (1.46)	30 (04)	31 (4.13)	750	3357	

Source: Field survey

Above table shows that 78% working women's are strongly agree that they is change in the menstrual cycle, 74% women's are facing leg pains, and neck pains, 63.33% women's are facing lower back pain and where as 57.33% women's are strongly agree that heavy work load causes stress. Hence from the above it is clear that due to work life imbalance, women's are facing health problem.

Table No: 3 Statistical Analysis

Chi Square value	3.05
Degree of freedom	4
P- value	0.54

- Statistical analysis about effect of work life balance and health shows that, calculated value of X^2 is 3.05 which is greater than the table value of X^2 at 0.05 level for 4 degree of freedom is 9.488. Therefore, it is highly significant. Hence above stated hypothesis is rejected. From this it is clear that there is effect of work life balance on the health of working women's.

Conclusion: - Work life balance play very important role that has to be realized by the very organization. All the employees are the assets of organization and the organization performance get affected by the employees. In spite of higher salaries and other monetary and non monetary benefits, a comfortable working environment, less work load and organizations taking care of employees, it is observed that sometimes employees fail to deliver expected performance. Though there can be numerous factors that affect the performance of an employee achieving balance in work and familial life is considered important in order to perform par excellence particularly in case of women's. Balance between professional and personal life improves performance at work and also helps in gaining job satisfaction. Research shows that 78% working women's are strongly agree that they is change in the menstrual cycle, 74% women's are facing leg pains, and neck pains, 63.33% women's are facing lower back pain and where as 57.33% women's are strongly agree that heavy work load causes stress. Hence there is need to take care of women's particularly because compared to male they have more responsibility. They should take care of family which includes children, house hold activities, old age parents etc.

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