

Work Life Balance: An Analytical Review

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ABSTRACT

The present study focuses to gather various views regarding work life balance especially in relation of working women. The research is mainly based on secondary data. This research paper is describing the details and contents of various researches have already performed on the subject.

I INTRODUCTION

“And on the seventh day God ended his work which he had made; and he rested on the seventh day from all his work which he had made”. Genesis 2:2, King Bible

Work-life balance, defined as a term to harmonize the levels of professional and personnel grounds, a person sets in a life. During the time period of 1800s, during and following the industrial observing the patterns and loads of work emerges out as a result of Industrial revolution, industrialists and unions unanimously agreed on the point that workers needed a day off. This later became a two-day ‘weekend’. During those times the work was more on manual side and the pressures of work was also reasonably manageable. Eventually the complications, complexity in jobs, rising competitions has generated an enormous pressures on the individuals both on professional and on personnel ground.

The phrase “Work Life Balance” is having its origin since past. Recently the meaning of this phrase has taken up a new dimension due to the technological advancement and other related issues like, working seven days in a week or the concept of 24 *7. It’s really being tough to bring parity in professional and personnel world especially in current days. Various techniques and tools have been applied by the organization to maintain the work pressure levels of their employees so as to impart them a harmony. Various researcher from time to time tries to explore the various angles and dimensions of work life balance, its effects, tools and techniques used to maintain work life balance.

II OBJECTIVE & RESEARCH METHODOLOGY

The present research paper is a small attempt to understand the term Work Life balance and to critically review the literature based on it so as to develop a frame of understanding related to the subject matter especially in relation to working women. The data is purely secondary in nature. The type or research used is descriptive in nature.

III LITERATURE REVIEW

- (a) J. Sudha, Dr. P. Karthikeyan, in their paper “Work Life Balance for Woman Employee” has discussed that in order to achieve a Work Life Balance, every women should adopt the strategies of planning, organizing and setting limits both at workplace and at home for balancing life both at personal and professional level.
- (b) Vijya Mani titled “Work Life Balance and Women Professionals” attempts to gain imminent about women employed in different occupation, in pairing work and life in Tamil Nadu, India. The findings revealed that role clash, lack of acknowledgment, organizational politics, gender bias, elderly and children care issues, quality of health, problems in time management and lack of proper social support are the major factors influencing the WLB of women professionals in India.
- (c) N Gayathri, P Karthikeyan, titled “Work Life Balance –A Social Responsibility or a Competitive Tool” emphasis the Long term Strategy that the employers should soon need to provide trainings to employees on how they can manage work with other aspects such as family and friends.
- (d) Ahuja M & Thatcher J. in their paper "Moving Beyond Intentions and Towards the Theory of Trying: Effects of Work Environment and Gender on Post-adoption Information Technology Use" has taken a survey of 75 school teachers and 75 KPO women employees and have found that “organizational commitment, job autonomy and perceived work overload are strong contributors to a sense of balance for an employee. Indian professional is looking for supportive work places that help them manage their multiple roles. This would have a spillover effect on the commitment and low attrition rate and at the same time enhance an individual's Work-Life Balance.”
- (e) Singh S. in his study titled “Work Life Balance: A Literature Review” says that the notion that work and private life are separate and conflicting requires a change and researches about the positive connections of work life and family life should be emphasized and become the essence of Work Life balance.

- (f) Balasubramanian, L. in a news article on “When You Should Quit Your Job?” has discussed that the major reasons for women employees quitting their job is earthly timings and dissatisfaction they have from their jobs. Reallocation after marriage is also one big reason for quitting jobs. They found that WLF is more necessary after marriage.
- (g) M.A.Raajarajeswari, Dr.R.Saravanan, have done their study on “Work Life Balance of Women Employee: A Literature Review to achieve WLB” each woman ought to set the objective and exceed expectations both in profession and Family methods like, arranging, sorting out and setting cutoff points can be applied at home and work place for achieving a fantastic and enjoyable all around life both professionally and in home front.
- (h) Kumari K Thriveni, Devi V Rama in Impact of Demographic Variables on Work-Life Balance of Women Employees (with special reference to Bangalore City), has analysed that there is significant relationship between demographic factors and work life balance of women employees. Work-life balance initiatives is planned to help employees balance their work and personal lives are not only an option, but also a necessity for many employers today.
- (i) Shilpi Gupta, Dr. Prachi Singh, in Work Life Imbalance as a Cause of Withdrawal Attitude in Women: An Exploratory Study of the Challenges Faced By Women, has discussed the problem faced by working women due to societal barriers and hypocrisy that exists. Problems like Caring about family, Lack of support in accomplishing dreams, Non co-operation from family and society, and Gender inequality existing in the society, non tolerability of modern role of women are some of the issues that are faced by the working women on daily spheres of life.
- (j) M.Mano Samuel, Dr. Mahalingam, in their study on “A Study on Work-Life Balance Among The Women Faculties in Arts & Science Colleges With Special Reference to Madurai city”. It was found that modern organizations, especially education institutions should create some practical approaches of Work life Balances, so that the employees achieve a greater level of Job satisfaction.

IV CONCLUSION

Thus in nut shell it can be interpreted that Work life balance specifically in relation to women is becoming a matter of concern. The reviews and studies stated aforesaid provide a glimpse of the current scenario of work life balance, techniques being used to optimise WLB and the variables and the factors predominantly defining work life balance in totality.

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