

A study on Approach of Working women's towards work life balance in Mumbai

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ABSTRACT

This study is based on descriptive research and the primary data has been collected from 65 women employee as respondents working in different sectors in Mumbai city. The main objective of this research is to identify the concept, factor affecting, efficiency, approach of Working women's towards work life balance and to find out challenges in work life. The result of this paper will gives an idea about the changes in current trends in family type, salary and motivational factors and their influences on work life balance among working women in Mumbai.

KEY WORDS

Work life balance, working women

INTRODUCTION

Work-life balance of working women is gaining the domain place in highly discussed topics factors like the volume of family, the age of kids, the work hours and the level of social support, experience of Work family conflict and Family work conflict. It is also significant to note the success level gained by women in career and family in spite of all the stress they undergo at work place. It is important to consider the effects these factors have on psychological distress and balancing of the working life of women.

MEANING OF WORK LIFE BALANCE:

Work life balance is about successfully running the juggling act between office work and the domestic work of working women. In other words work life balance means keeping balance between women's personal life and professional life. Work shouldn't completely pack out the with things that matter to people like voluntary work, time with family, participation in community activities, personal development, leisure and recreation. The balancing personal thing that will change person to person at different times of her lives. To some the women's the issue is being able to get into work or find more work rather than having too much work. A balanced life is one where women spread her energy and effort on emotional, intellectual, imaginative, spiritual and physical, between key areas of importance.

CHALLENGES TO WORK LIFE BALANCE

1. More paper work no implementation: several organizations have the policies only on paper but, less concern for the execution of the policies.
2. Require of communication: It requires communication about work life balance programs . Although an organization may offer a rich menu of work/life benefits, the desired effect—yielding positive business results—is unlikely to occur if employees do not know about the programs or understand them.
3. Team Work: Introducing, operating and implementing work-life balance requires collaborative working and is very much a holistic process.
4. Time Consuming: Implementing a work life balance policy takes time. Timescales for implementation need to be realistic

RESEARCH METHODOLOGY

It is a Research based on primary and secondary data for the proper finding and analysis. Primary data is collected with the help of the questionnaire and interview. This study is based on descriptive research and the primary data has been collected from 65 women employee as respondents working in different sectors in Mumbai city. Secondary Data is collected from newspapers, periodicals, books, journals, website, HR textbooks, Articles of HBR ascend.

OBJECTIVES OF STUDY

1. To study concept and challenges of work life balance of working women's.
2. To study the factors affecting work life balance of working women's.
3. To study that long working hour affect working women's efficiency.
4. To know what are the top most priorities of working women's.

SCOPE OF THE STUDY:

FUNCTIONAL SCOPE:

Research area mainly focuses upon Work life balance of working women in Mumbai city only, i.e. it considers only concept, factors affecting, problems of Work life balance of working women in Mumbai city.

GEOGRAPHICAL SCOPE:

This research is related with Work life balance of working women in Mumbai city only

RESEARCH QUESTIONNAIRE QUESTIONS:

It is the study about Work life balance of working women in Mumbai city only and so generally question is based on Work life balance of working women.

SAMPLE SELECTION:

Researcher had used the Google questionnaire form for data collection from Work life balance of working women's in Mumbai city only, The survey was carried out on 65 respondents.

SAMPLE UNIT:-

In this paper sampling unit consisted of the various working women's of Mumbai city

SAMPLING TECHNIQUE: -

In this paper for the research convenient sampling technique was used.

LIMITATIONS OF THE STUDY:

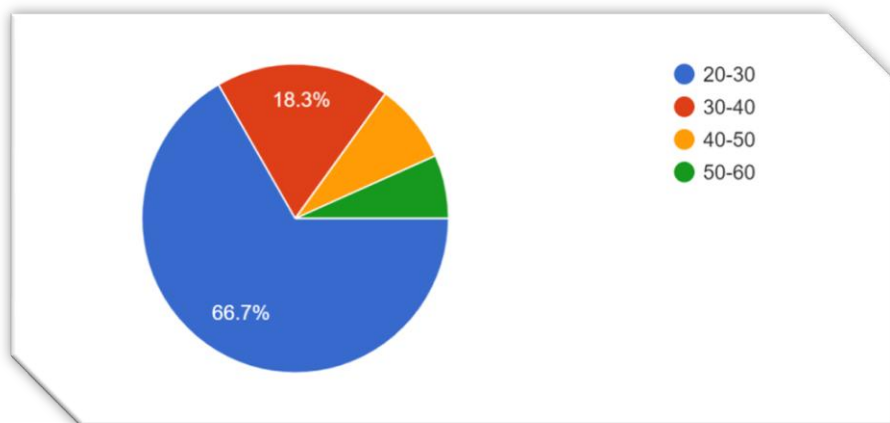
1. The study is limited to working women's in Mumbai city only
2. A sample of 65 respondents was selected.
3. The time period of study was very limited

COLLECTION AND ANALYSIS OF DATA AND STATISTICAL TOOLS:

Here we deal with the presentation of data, its analysis using various statistical tools and the interpretation of the data. The information collected through the questionnaires and other sources is analyzed with the help of Microsoft Excel Sheets. The statistical tools like tabulation, average, Graph, Pie Charts, Bar Diagram and percentage are used for analyzing the data.

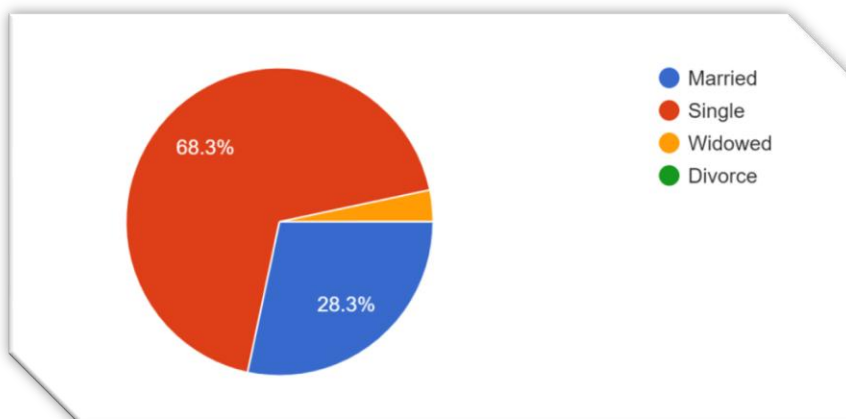
The few analysis of data is as provided under:

1 Age Of Respondent



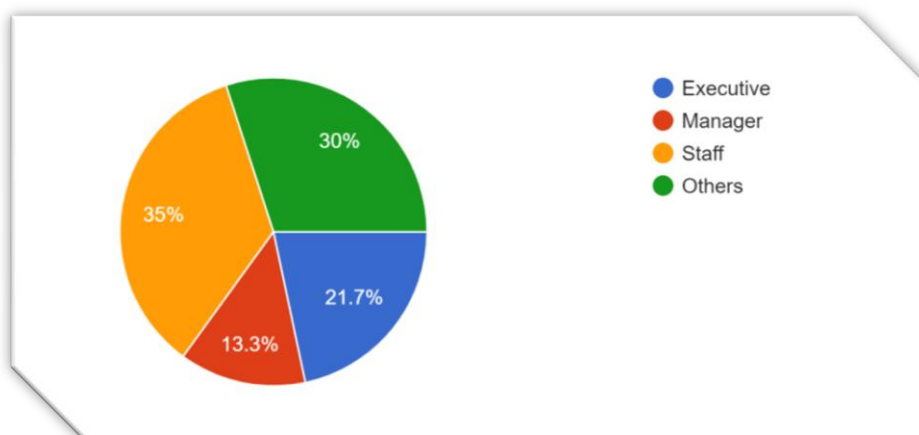
Above pie chart explain data related to age group of the respondent. There are 66.7% of people who are between 20-30 age group, and 18.3% are between 30-40 age group.

2 Marital Status Of Respondent:



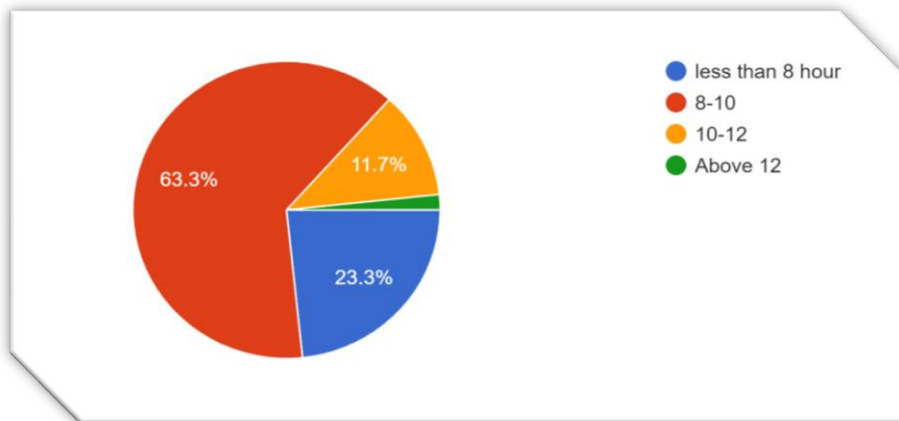
Above diagram shows the marital status of the respondent. There are 68.3% of people are unmarried that is single, and 28.3% are the people are married.

3. Designation Of The Respondent



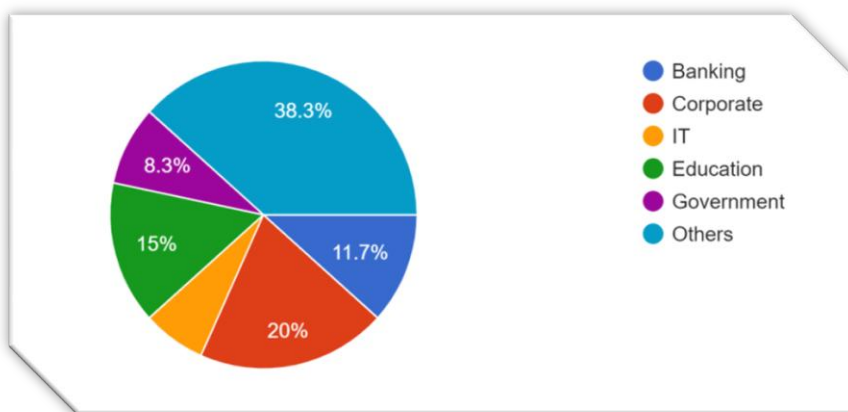
Designation or work position of the respondent explain by above pie chart. There are 35% of people working as staff, 30% of people they are include in others, 21.7% respondents are the executives and 13.3% of people working as the manager.

4 Working Hours Of Respondent



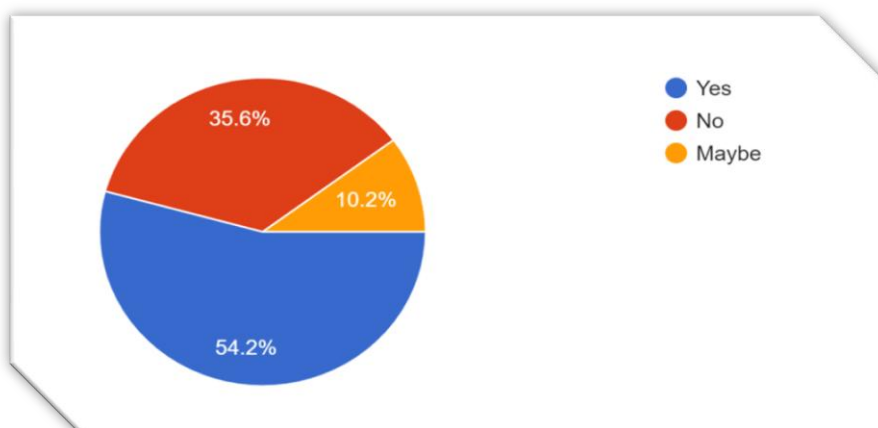
There are 63.3% of people who are working 8-10 hours a day, 11.7% of people who are working 1-12 hours a day, 23.3% respondent who are working less than 8 hour.

5. Nature Of The Organization



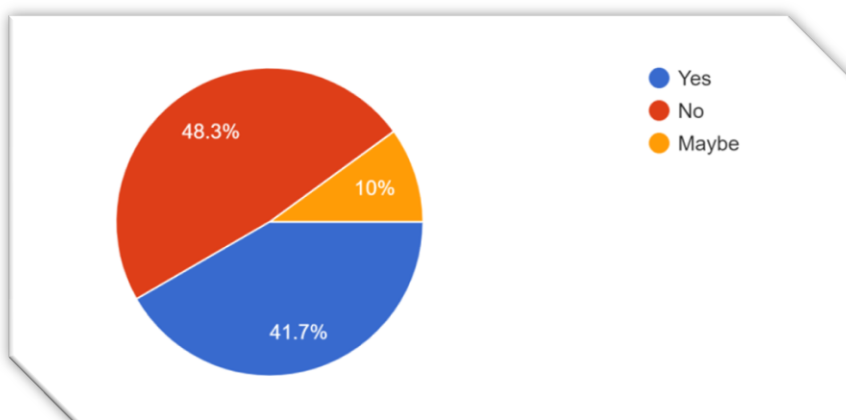
Above pie chart explains nature of organization of respondent. There are 38.3% of people work in banking sector, 11.7% people working as others, 20% of people works in corporate, 15% of people are working in educational sector, and 8.3% of people working in government department.

6. Awareness Of Work Life Balance Among Respondent



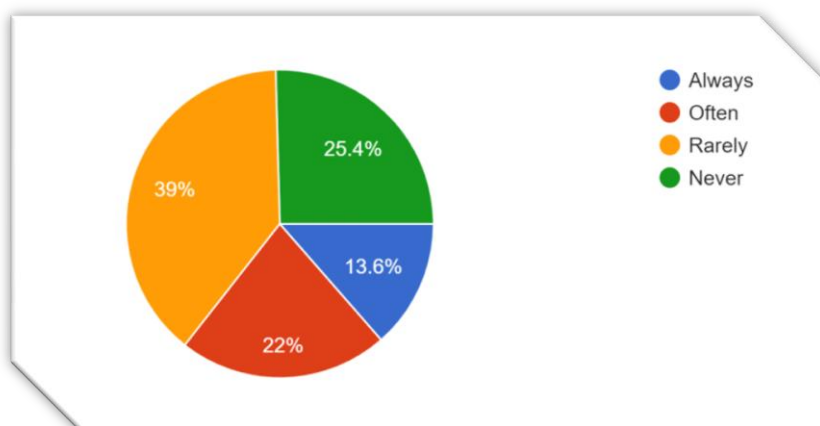
There are 54.2% of people who knows or aware about work life balance, 35.6% of people are not aware about work life balance whereas 10.2% of respondent are might know the concept of work life balance.

7. Does Your Company Provide Flexible Working Hours to Respondent



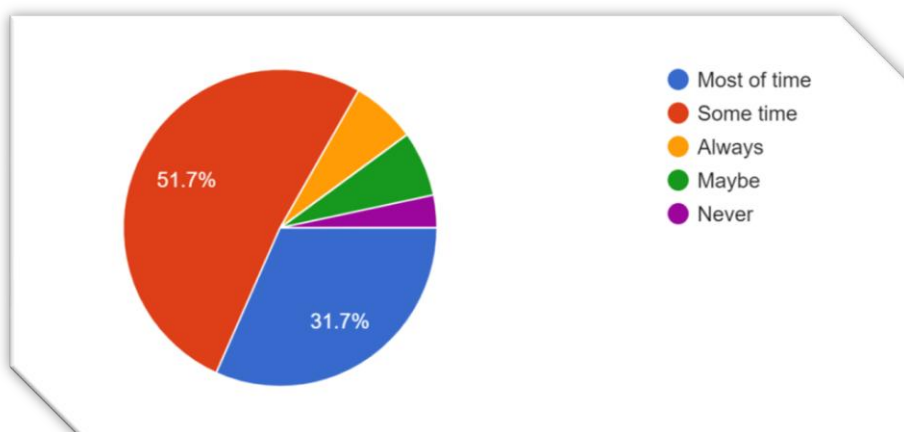
Above pie chart explains is companies provides flexible working hours to the respondent. There are 48.3% of respondent don't get flexible working hours for working and 41.7% people provides flexible working hours by their company, 10% of people might get flexible working hours in their company.

8 Does respondent take stress of work even on holidays



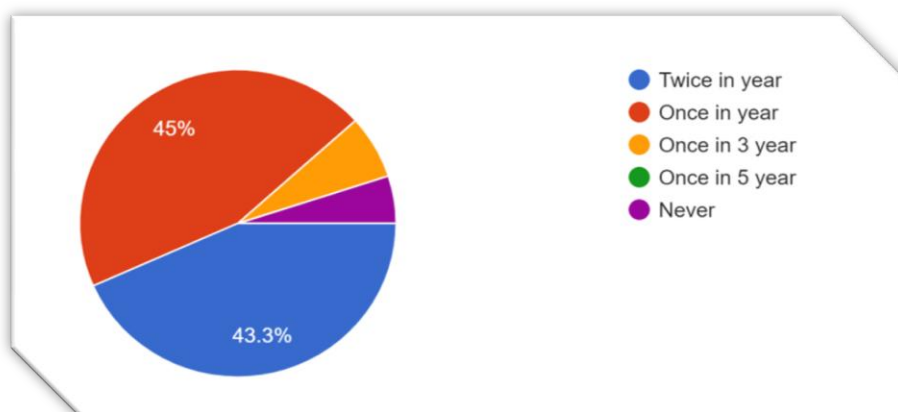
There are 22% of respondent who takes stress of work even on holidays, 39% of rarely takes stress of work, 25.4% of respondent are never takes stress of work. 13.6% are often take stress of work even on holidays.

9. Working women's able to attend social gathering in family



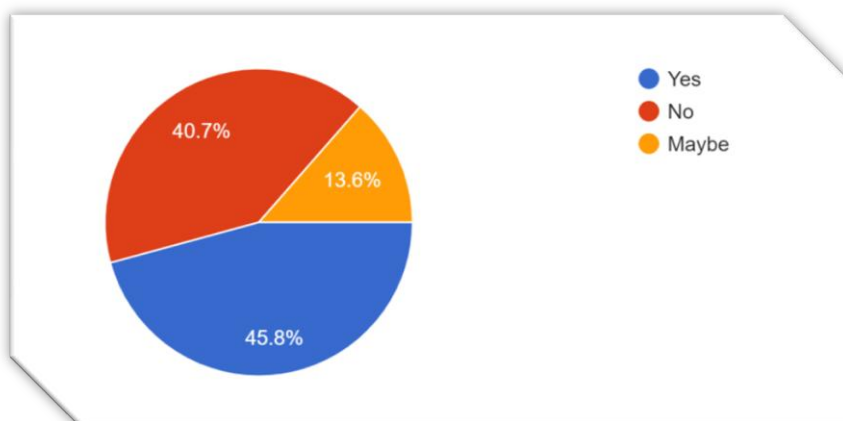
There are 51.7% of respondent some time able to attend social gathering in their family. 31.7% of respondent most of time attend their social gathering in family.

10. Can Working women's frequently go out on vacation with your family or friend



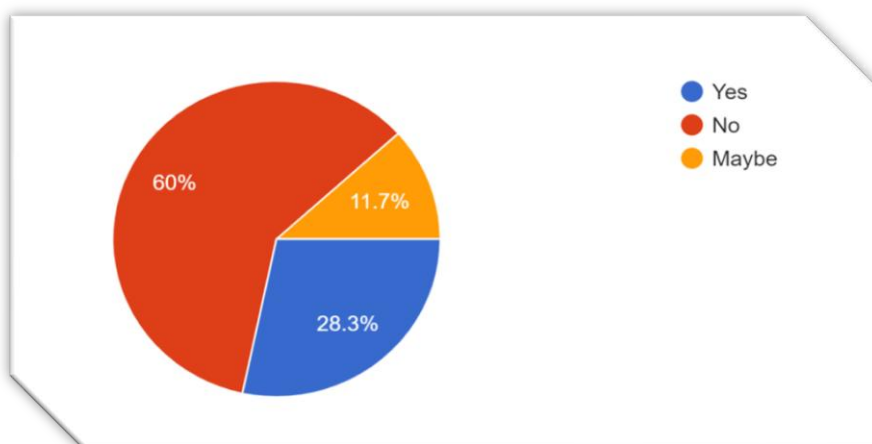
There are 45% of respondent who go out on vacation once in year with their friends and family, and 43.3% of respondent who go out twice in year.

11. Does Long Working Hours Effect Your Efficiency of Working women's



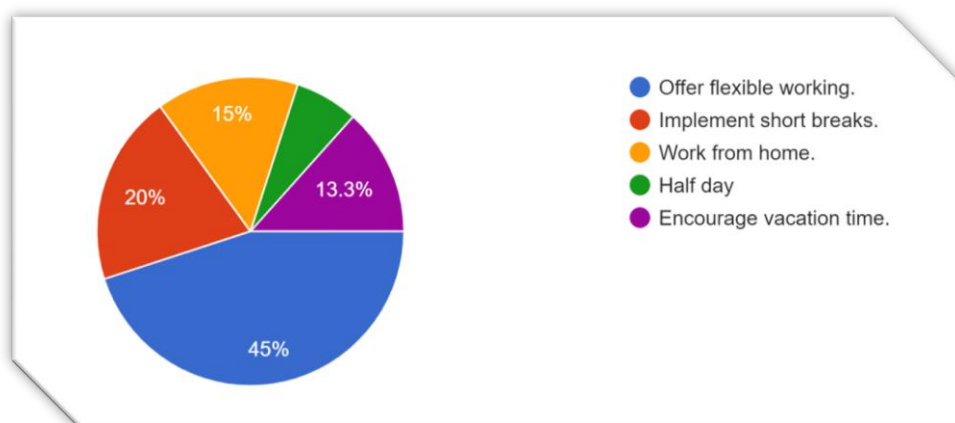
Above pie chart shows does long working hours effect on respondents efficiency. There are 40.7% of respondent saying that do not affect long working hours on their efficiency, whereas 45.8% said that they get affected by long working hour, and 13.6% are might get affected by long working hours.

12. Does company have a separate policy for Work Life Balance of Working women's



There 60% of respondents don't have separate work life balance policy in their company. Only 28.3% have separate work life balance policy in their company, whereas 11.7% are not sure about this.

13. Suggestion to improve Work life Balance of Working women's in their organization



Respondent's suggestions to improve work life balance in their organization. There are 45% of respondent suggest flexible working hours to improve work life balance, 20% of saying implement of short breaks, 15% are suggesting work from home and 13.3% of respondent suggest encourage vacation time.

FINDINGS:

1. As per the paper report survey very young age women's are working in the organization with age categories of 20-30 years.
2. Most of the working women's are working more than 8 hours a day.
3. No of women saying that their company not provides them flexible working hours.
4. As per the paper survey some women's takes stress of their work even on holiday.

5. Max veto of womens is sometime attended their family programs and social gathering.

SUGGETIONS:

1. Women must avoid long working hours since its effects on their efficiency.
2. Women's should ask to the organization for the flexible working hours.
3. Women's should ask to the company for the work from home facility sometimes.
4. Women's should take break from work go out on vacation with your family and friend for releasing stress and fresh your mind.
5. Along with her career personal life is also important so should find out some time for that.
6. Women's should aware about work life balance concept and make sure that your organization follows the same.

CONCLUSION

Some of the women are not aware about the work life balance concept and they are unable to balancing their personal life and professional life so they are taking more of stress of their work. Most of the young women workforces are working in organization which provides them flexible working hours also work from home facility. As per the survey we found that women which are working on high designation they are working long hours and taking stress of their work. Most of the women have suggested that flexible working hours may improve the work life balance concepts. It is concluded that it is necessary to balance work life of working women will defiantly solve problems faced in it.

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