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Gender Differences Pertaining To Work Life Balance

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Abstract

This paper demonstrates about work life balance in accordance with genders. Men and women are generatively facing work life imbalance. Although organizations are playing a vital role in maintaining a Supporting work climate to improve work-life balance. In the present era, Indian organizations are looking after strategies to look after flexible working hours, part time work, facilities and provisions for child care. Such initiatives are similar even what other countries provide. Off course it is a promising trend. Yet the respondents in this survey have also oddly demonstrated their inability to reconcile their career and personal life. In the existence of this finding, the paper indicates the need to more efficiently improvise the worklife balance and to manage lives of employees. The paper would also explain how workplace can be More convenient for workers and more beneficial to their professional work.

Keywords: *work life balance, Co operative work, and demographic profile.*

1. Introduction

Hyderabad, India's ultimate nizam city, visualizes a shift in their culture and tradition. Today, this metropolis is gracing employment opportunities in the service sector, which are more common in the IT field, offering jobs to both men and women equally. Both working groups are mainly young people, but middleaged people are still vying for these position because of a increase in employment opportunities. Work life usually born out with unpredictable share of complexities, such as pressure of work, prolonged working hours, non co operative work environment, over confining goals because of which employees generously feels work life pressure. In this sense, the current study focuses on howing gender gaps, if any, and this analysis aims t

o narrow the research gap in worklife balance Problems. Further the results obtained in the study might be useful in illustrating the organisation gender specifications to address work life imbalance.

2. Literature Review

It can be observed from the very recent past that there are changes in work schedules which could be witnessed even today. The earlier working hours for the IT sector where it has now changed eight hours a day to 24 * 7 meaning twenty-four hours for seven days a week (Bharat 2008). Most workers still work on Saturday and Sunday, and also a shifting trend of working hours typically happens with night shifts now between 9 a.m. and 5 p.m. (Bharat 2009). Employees often do have to str

etch out and run more than eight hours a day. (Rai 2009). With the rise in working hours & the workload, workers are forced to show more reproductively their dedication to work (Ishaya & Ayman 2008). A large part of the workers are eventually forced to be present at their workplace because of which they are unable to give much of their time at home. As technology vaporizes, it's now available and makes it easier for the company to reach its workers via the internet and cell phones, both during the day and at night (Morgan 2003). There's no question there's a sharp rise in tension and job imbalance (Bhagwagar 2009).

Employees are expected to be on the job almost All the time, especially with regard to the IT sector. This is assured at the very moment of selection by the organisation of the candidate by giving more priority to the person's attitude, in particular if the employee is versatile at any time in his or her work (Yasbek 2004). Apart from professional life, family life is also turning to be more complicated these days. Larger and joint family system is extincting slowly in India (Patel 2005). Nuclear family with both working spouse have come to existence. In addition to this there is an increase in number of single parent households as because of the rise in divorce cases (Amato et al. 2003). Since from the past decade women employment is also growing to its continuity. As the time had come when more women moving out from the four walls for work, there have been certainly changes in household responsibilities (Singh 2004). Three varied criteria's of measures of work life balance were considered by Fisher and Layte(2003) i.e; flexible time, coincidence of work and family life, and time spent with other people. Jenkins (2000) observed that problems like child care and other multiple roles also must be balanced. Although women take care of all of her primary domestic tasks, even without overwhelming their professional responsibilities. Too many female workers still face difficulties in dealing both work & family (Hyman and summers 2004).

3. Research Methodology

Data collection method: Questionnaire, a primary method of data collection tool was used for the study. Questionnaire was distributed to employees through electronic media and further their response

was collected. Sample size that was selected for this survey was 100. Convenience sampling method was used herein order to choose an appropriate sample for further study.

4. Result & Discussion

Table 1 demonstrates sample demographic profile. The majority of those surveyed were men (70%). 29% of the respondents, they were under 25 years of age and 52% were between the ages of 26-35. More of the respondents (55%) were married than unmarried. About 45% were parents of one or more children. Many respondents had 5-15 years of productive experience (59%) compared to those with less than 5 years of experience (33%).

Improvement in work- life balance: Five factors that play a significant role in work life balance are listed here. Of these five factors three are work related and two are family related factors. Work based factors include flexible working hours, an option for part time work and work from home could be the third factor. Personal life factors in rather sense family related factors include facilities for child care and facilities for taking care of home emergencies.

Table.1. Primary populations

Variables	Participant	Percentage
Age		
Below 25 years	29	29
26-35 years	52	52
Above 36 years	19	19
Total	100	100
Gender		
Male	70	70
Female	30	30
Total	100	100
Marital status		
Married	55	55
Unmarried	45	45
Total	100	100
Parent		
Yes	45	45
No	55	55
Total	100	100
Experience		
Below 5 years	33	33
5-15 years	59	59
Above 15 years	8	8
Total	100	100

Here comes a clear picture were in both men (97%) and women (90%) strongly believes that flexible

working hours can boost harmony in work life. Nearly around 93% of women and 83% of men perceived that work life balance would be more effective if they work part time. About 87% of men and 80% of women favoured that freedom for work from home could be necessary to maintain a balance between family and Work life. Further there must be a benefit to look after emergencies at home, for which majority of the women(87%) felt it strongly than men (74%) and further 90% women and 76% men felt that there must be availability of child care facilities as to improve work life balance. It can be predicted from Table 2 the differences perceived in improvement of work life balance pertaining to genders. More than men, it is the women who prefer for options like work from home,child care facilities, part time work and to look after emergencies at home.

Table.2.variables perceived in work life balance

Variable		Male	Female
Flexible working hours	Yes	68	27
	No	2	3
Option of part time work	Yes	58	28
	No	12	2
Option of working from home	Yes	61	24
	No	9	6
Providance of child care facility	Yes	53	27
	No	17	3
Flexibilityto overcome emergencies at home	Yes	52	26
	No	18	4

Table.3. variables perceived in adverse impact of work

Variable		Male	Female
Healthcare	Yes	37	9
	No	33	21
Sleep	Yes	21	9
	No	49	21
Exhaustiveness	Yes	36	5
	No	34	25

It was observed by Hyman et al (2003) that employees feel more satisfied in their jobs when they have a good access to family and friends, such measures were found to efficate the work life balance. In order to understand the adverse affect of work three factors were considered and further were analysed they were sleep, health, and

exhaustiveness. Table 3 reveals the results related to analysis across genders. 30% of women and 30% of men felt that the work affected their sleep. About 30% of women and 53% of men felt that work affected their health. Around 17% of women and 51% of men felt exhausted due to work.

Table.4. variables perceived in co operative work environment

Variable		Male	Female
Co operation from colleagues	Yes	41	19
	No	29	11
Co operation from boss	Yes	37	16
	No	14	33

Co operative work environment: Co operative work environment can be assessed in two forms i.e; co operation from boss and co operation from colleagues and team members. To reduce tension over work life a healthy and supportive work environment plays an important role. 63% of women and 59% men agree that they get co operation from their colleagues. 53% of women and 53% of men agree that they also get co operation from their boss, which can be observed from the above Table 4.

5. Suggestions

- It can be concluded from the above results that both men and women firmly accept that flexible working hours can boost the Work- life balance, in line with earlier research (Tausig and Fenwick,2001).
- Work from home is yet another aspect that i s favoured by both men and women to more easily manage work life.This result relates more to the Felstead et al. (2006) report.
- women believed that child care services could and must be open to maintain a successful work-life balance. It is more in line with Hogarth et al. (2000) results.
- Employment has a huge effect on both male and female workers, as it impacts their wellbeing and sleep.This suggestion is in line with Harrington’s(2001) finding.
- Both men and women firmly accept that an improved work –life balance is beneficial in maintaining co-operative work climate.

That is in line with Laursen 's earlier finding,2005.

Conclusion

This study brings out the facts related to work life balance in the Indian scenario. This study also predicts that work life balance issues are same as those in the west. Although most of the countries have implemented family friendly work practices, further the same is yet in development in developing India. With a hike in dual career couples, it is obvious that such practices must be implemented soon as they stand out to be a reason for enhancement of work and family life. A proper introduction of flexible time, child care facilities, part time work and work from home can lead to improvement of work life balance. Co operative work environment is another important factor which initiates work life balance. This study is based on the response of the sample employees. These responses vary for bigger and different sample. Moreover, it is understood that individual differences must be clearly noted in order to improve work life balance which could be initiated by organizations.

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