

A STUDY ON WORK-LIFE BALANCE AMONG WOMEN CONDUCTORS AT THE KSRTC MANATHAVADY DEPOT

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ABSTRACT

This research delves at the nuanced issues surrounding female conductors' ability to maintain a healthy work-life balance at the KSRTC Mananthavady Depot in Kerala. Findings from this in-depth investigation of the various determinants of work-life harmony reveal that pay, the quality of the workplace, and the effectiveness of duty allocation techniques are all strongly correlated with work-life harmony. One important takeaway from the study is the importance of a fair wage and a positive work environment in encouraging a more healthy work-life balance. Results did not show a substantial association between interpersonal relationships at work and current management strategies, but they do suggest a multidimensional strategy to improving work-life balance. With the goal of empowering female conductors and boosting job satisfaction and general well-being, suggestions include reevaluating salaries, enhancing working conditions, and redistributing responsibilities, as well as providing training in interpersonal skills and reviewing policies.

KEYWORDS: *Work-Life Balance, Women Conductors, KSRTC, Work Environment.*

Introduction

Maintaining a healthy work-life balance is becoming more difficult in today's fast-paced, ever-changing environment. This balance is especially crucial for people who are responsible for both their careers and their families. Women conductors with the Kerala State Road Transport Corporation (KSRTC) at the Mananthavady Depot are among the few who master this juggling performance.

The Kerala State Road Transport Corporation (KSRTC) is an important government agency that serves the residents of Kerala by providing public bus transportation. The Mananthavady Depot is an essential part of this prestigious institution, and it is located in the beautiful and untouched Wayanad district. Among the verdant hills and valleys of Wayanad, a team of hardworking women conductors keeps the wheels of KSRTC's buses turning, allowing countless people to get where they need to go.

Women conductors for KSRTC are essential to the organization's success, but they also have personal lives to tend to, such raising families, maintaining relationships, and participating in extracurricular activities. They have distinct difficulties in striking a good work-life balance, which require special consideration.

This research aims to learn more about the KSRTC Mananthavady Depot's female conductors. It intends to probe the complexities of their everyday lives, including the methods people use to manage their job and personal responsibilities and the results that this has on their health and happiness. This study intends to give useful insights by providing light on the experiences, challenges, and goals of these women in order to improve work-life balance not only for them but for working women in similar roles across varied contexts. Our goal is to recognize the hard work and perseverance of these women conductors, whose contributions to the economy and social fabric of Wayanad and beyond are invaluable.

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Review of Literature

Sundar, A. (2019): This study conducted for explores the complex correlation between work-life quality and work-life balance in the transportation industry. Sundar's research establishes the fundamental basis for comprehending the diverse aspects that impact work-life balance within this particular business. The research elucidates the distinct difficulties encountered by professionals in the transportation industry, encompassing non-standard working schedules, prolonged periods of separation from their residences, and the physical exertions inherent in their occupation.

George, N., Kiran, P. R., and Sulekha, T. (2018) conducted a study. The research conducted to centers on examining the work-life balance of employees working for the Karnataka State Road Transport Corporation (KSRTC) based in Anekal town, located in South India. The research conducted by the authors offers significant contributions in understanding the many encounters and obstacles encountered by individuals employed within a government-operated transportation firm. This study examines the interplay between employment demands, shift patterns, and family responsibilities in relation to their influence on work-life balance.

Bansal and Raj (2017) conducted a study on the topic. The objective of this research is to examine the work-life balance experienced by female employees at the Indian Oil Corporation Limited. Through an examination of the experiences of women inside a prominent industrial organization, this research highlights the gender-specific dimensions of achieving work-life balance. This statement underscores the significance of implementing gender-inclusive policies and practices as a means of effectively resolving concerns related to work-life balance.

In the study conducted by Lakshmi and Gopinath (2013), the authors examined. The research conducted they investigates the phenomenon of work-life balance among female employees, specifically concentrating on individuals employed in teaching faculties. This research offers valuable insights into the realm of academia, where educators frequently have distinct difficulties in effectively managing the demands of their professional and personal spheres. The analysis encompasses various elements, including workload, institutional support, and family dynamics.

In the study conducted by Kulshrestha (2014), The study conducted is a descriptive analysis that centers on the topic of work-life balance within the banking sector, specifically among female employees. The study emphasizes the distinct obstacles encountered by experts within this particular field, wherein the convergence of client expectations and legal mandates can result in extended work hours and elevated levels of stress. The statement underscores the need of implementing adaptable work schedules and fostering workplace cultures that provide assistance and encouragement.

In a study conducted by Meenakshi and Bhuvaneshwari (2013), conduct a study on the organizational structure and the equilibrium between work and personal life within the Business Process Outsourcing (BPO) industry. The Business Process Outsourcing (BPO) business is renowned for its distinctive work environment and the utilization of shift-based schedules. This study offers valuable insights on the strategies employed by employees in this particular industry to manage work-life balance issues, as well as the effects of different work schedules on their personal lives.

The research conducted by Chitra and Parashurama (2018) focuses on analyzing the impact of demographic variables on the work-life balance of bus drivers employed by the Karnataka State Road Transport Corporation (KSRTC). The present study examines the impact of demographic factors, including age, marital status, and years of service, on work-life balance outcomes in the transportation industry. This highlights the significance of customizing work-life balance initiatives to cater to the distinct requirements of various employee demographics.

Statement of the Problem

The main objective of this study is to fill the research gap concerning the investigation of the work-life balance experienced by female conductors in the specific setting of the Mananthavady Depot of the Kerala State Road Transport Corporation (KSRTC). The primary objective of this study is to explore the unique obstacles and determinants that affect the work-life equilibrium of individuals based on their gender. Additionally, it seeks to evaluate the efficacy of organizational policies and procedures in addressing these challenges. Furthermore, the research aims to analyze the effects of work-life balance on the overall well-being and job satisfaction of female conductors employed in the transportation industry.

Objectives of the Study

- To identify gender-specific work-life challenges encountered by women conductors in the transportation sector.
- To evaluate the effectiveness of organizational policies and practices in shaping work-life balance.
- To examine the impact of work-life balance on the physical and mental well-being, stress levels, job satisfaction, and job performance of women conductors.

Methods of the Study

Research Design

This study will adopt a **cross-sectional research design** to collect data at a specific point in time. It aims to understand the work-life balance of women conductors with a minimum of three years of experience at the Kerala State Road Transport Corporation (KSRTC) Mananthavady Depot.

Sampling Method

- **Purposive Sampling:** The sample selection will use purposive sampling to choose participants with a specific set of characteristics. In this case, women conductors with at least three years of experience at the Mananthavady Depot will be selected purposively, as they possess the relevant experience and insight into the subject of study.

Sample Size

The sample size will comprise **75 participants**, as determined by a **Cronbach's Alpha reliability test** to ensure statistical significance and data reliability. This sample size is considered sufficient to provide meaningful insights into the work-life balance experiences of women conductors at the Mananthavady Depot.

Data Collection

- **Questionnaire:** Data will be collected using a structured questionnaire designed to assess various aspects of work-life balance, including work-related factors, family responsibilities, stress levels, job satisfaction, and overall well-being. The questionnaire will be administered in-person to the selected participants.

Data Analysis

- **Statistical Analysis:** Quantitative data collected through the questionnaire will be analyzed using statistical software such as SPSS. The analysis will involve a comprehensive approach that includes:
 - **Descriptive Statistics:** Descriptive statistics, including means, frequencies, and percentages, will be calculated to provide a summary of the data. These statistics will offer a clear picture of the central tendencies, distributions, and variations in the collected responses.
 - **Inferential Statistics:** Inferential statistics will be employed to explore relationships between variables and draw meaningful conclusions. This will encompass:
 - **Chi-Square Analysis:** Chi-square tests for association will be conducted to examine the relationships and associations between different categorical variables. For instance, it will be used to investigate associations between work-related factors, family responsibilities, and job satisfaction.

Data Analysis

The findings obtained from the descriptive statistics analysis of the sample consisting of 75 women conductors employed at the Kerala State Road Transport Corporation (KSRTC) Mananthavady Depot present numerous significant observations. It is worth mentioning that a significant proportion of the female personnel, constituting more than 50%, have accumulated more than four years of experience within the same depot. This observation suggests that individuals who have been with the organization for a significant period of time and are well-acquainted with its operations may experience certain effects on their ability to maintain a healthy balance between their personal and professional lives, as well as their overall job satisfaction.

Additionally, there is a noticeable imbalance in the age distribution of the female workforce, with a greater concentration of individuals belonging to the older age group. The data indicates that more than half of the female employees at the Mananthavady Depot are aged 35 or older, implying that the workforce at this location is characterized by a higher level of maturity and experience. The age mix of employees can have an impact on their ability to effectively manage their work-life balance, taking into account various factors such as familial obligations and different stages of life.

Moreover, with regards to marital status, a substantial majority of the female staff members are in a state of matrimony. The data reveals that a significant proportion of participants are in a marital union, whereas a minority, consisting of only five individuals, indicated being divorced. The variety of marital statuses observed in the workforce of women conductors is a reflection of the distinct personal backgrounds of these individuals. This distribution may provide insights into the different family dynamics and support systems that exist among women in this profession.

Initially, a statistically significant correlation was seen between wage and work-life balance, with a p-value of less than 0.05. This finding implies that the income level significantly impacts the perceptions and management of work-life balance among women conductors, highlighting the significance of equitable remuneration in attaining a harmonious work-life equilibrium.

Furthermore, a comparable and statistically significant correlation ($p < 0.05$) was identified between the caliber of the work environment and the equilibrium between work and personal life. This finding emphasizes the importance of a favorable work environment in relation to the total work-life balance encountered by female conductors, hence emphasizing the influence of workplace conditions on their overall welfare.

Furthermore, the assignment of duties shown a statistically significant strong correlation with the equilibrium between work and personal life ($p < 0.05$). This suggests that the manner in which responsibilities are distributed and overseen within the business has a direct influence on the work-life balance of female conductors, underscoring the need of implementing effective responsibility allocation policies. In contrast, the evaluation of interpersonal interactions did not reveal any statistically significant correlation with work-life balance ($p > 0.05$). This finding indicates that under the given setting, the influence of interpersonal interactions on work-life balance outcomes among women conductors may not be the most significant factor.

Finally, the analysis revealed that there was no statistically significant correlation between management policy and work-life balance, as shown by a p-value greater than 0.05. This suggests that the work-life balance experiences of women conductors at the Mananthavady Depot may not be primarily influenced by the management regulations already in place.

Discussion

The primary discoveries of the research provide insight into key determinants that impact the work-life equilibrium of female conductors employed at the Mananthavady Depot of the Kerala State Road Transport Corporation (KSRTC). The study highlights the substantial influence of income levels on the balance between work and personal life, underscoring the significance of equitable remuneration in attaining this equilibrium. Moreover, the presence of a favorable work environment has been identified as a significant factor in enhancing work-life balance, underscoring the necessity for enhancements and employee support inside the workplace.

The study also revealed that the implementation of effective duty allocation strategies significantly influences work-life balance outcomes, underscoring the need of optimizing scheduling procedures. It is noteworthy that the present study did not find significant correlations between interpersonal interactions in the workplace, existing management policies, and work-life balance in the particular setting under investigation.

Based on the aforementioned findings, it is advisable for KSRTC to contemplate the appraisal of salaries, the implementation of workplace enhancements, and the modification of task allocation processes. These measures are intended to foster a more favorable work-life balance for female conductors. The inclusion of interpersonal skills training and a thorough examination of management practices may potentially enhance the establishment of a work environment that is both supportive and balanced. By implementing the aforementioned recommendations, the Kerala State Road Transport Corporation (KSRTC) can effectively improve the work-life experiences of female conductors, hence augmenting their job satisfaction and general well-being.

Conclusion

In summary, this research conducted at the Mananthavady Depot of the Kerala State Road Transport Corporation (KSRTC) has provided significant findings regarding the determinants that impact the work-life balance of female conductors. The importance of equitable remuneration, a conducive work atmosphere, and effective task distribution in influencing work-life equilibrium has been emphasized. Although there were no significant correlations found between interpersonal ties inside the workplace and existing management practices, it is important to adopt a holistic approach to address the varied nature of work-life balance in this particular setting. Suggestions for reevaluating salaries, implementing workplace enhancements, and improving duty allocation practices, in conjunction with providing training in interpersonal skills and conducting policy reviews, present a viable approach to empowering female conductors in attaining a more favorable equilibrium between their professional and personal lives. This, in turn, can significantly contribute to their job satisfaction and overall welfare. This study highlights the importance of organizations, such as KSRTC, placing a high priority on the well-being of their employees in order to achieve a state of equilibrium between work and personal life.

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