

A SURVEY REGARDING WORK-LIFE EQUILIBRIUM AND JOB FULFILMENT OF FEMALE BANK EMPLOYEES IN THE PRIVATE SECTOR

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ABSTRACT

The survey also enquired about their present employment. It also focused on components of their employment functions, such as role clarity, job authority, and the effects on their job. This study included 100 samples, of which 80 were collected. The statistical data is analysed using IBM SPSS software. In this study, percentages are employed as instruments. This study also looked at women's perceptions toward job satisfaction and how it affects work-life balance. It addressed female employees' attitudes regarding their family roles and the impact of work on family and family on work. The study intended to address female employees' perceptions toward the impact of life happiness on work-life balance. The present investigation also included female employees' responses to the aspects that contribute to work-life balance and imbalance. Work-life balance demands balancing professional and personal duties. As a result, there is less conflict between official and personal life. Work-life balance is very wanted for female employees in the current environment, and if there is no job satisfaction and consistency in life, it can create a difficulty for working women. This study outlines and explores the challenges that women encounter when juggling job and family life. This study was significant in recognizing the growing demand in India for work-life balance policies for working women. The primary goal of this research is to identify and fund preventive measures to address the issue of work-life balance among women working in public sector banks. The research relied on original data. Identifying the balance point between work and life is challenging for the employee alone. As a result, the organization's assistance is critical. The level to which the employee requires assistance from the employer is a qualitative factor that varies from person to person. The goal of this study is to discover the elements that influence work-life balance and to assess the work-life balance of banking workers.

Keywords: Female, Work-Life Equilibrium, Job Satisfaction, Private Sector Banks, Sound Lifestyle, Work Life Imbalance.

Introduction

Work-life balance is a crucial element of a healthy workplace. Maintaining a work-life balance reduces stress and helps to prevent job burnout. Work-life balance refers to the interaction of both paid and unpaid employment in families and communities, as well as leisure and personal growth. Utilizing more time in workplaces, engaging with clients, and the demands of the job can all cause complications and delays in one's home life. Personal life, on the other hand, might be stressful if employees have a child orating parents, financial troubles, or problems in the life of a close relative, which can lead to skipping work, creating pressure, and lack of alertness at work. As a result, an attempt is made in this chapter to investigate the relationship between the respondents' profile factors and their ability to maintain work-life balance. Gender, age, religion, marital status, spouse working, ethnicity, nature of

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family, educational qualification, monthly income of the family, current position, years of working, and nature of appointment were discovered to have a relationship with the work life balance of the employees in the current study. However, these factors influence the work-life balance of private sector bank personnel, and the extent of work-life balance has been investigated.

Work life and personal life are the two sides of the same coin. Traditionally creating and managing a balance between the work-life was considered to be a woman's issue (Kumar & Mohd., 2014). But increasing work pressures, globalization and technological advancement have made it an issue with both the sexes, all professionals working across all levels and all industries throughout the world. The technological developments like e-mail, text messaging and cell phones which were thought of as tools to connect them to their work being away from their workplace, have actually integrated their personal and professional lives (Sivakumar & Sarkar, 2013). Now professionals find themselves working even when they are on vacations. Work life and personal life are inter-connected and interdependent. Spending more time in office, dealing with clients and the pressures of job can interfere and affect the personal life, sometimes making it impossible to even complete the household chores. On the other hand, personal life can also be demanding if you have a kid or aging parents, financial problems or even problems in the life of a dear relative. It can lead to absenteeism from work, creating stress and lack of concentration at work.

Many a times, successful people, in the quest for reaching the top, work so hard, that they miss out on the real pleasures of life (Negi & Singh, 2012). While it is absolutely great to have a flourishing career, it is equally imperative to have a life outside work. Work-personal life conflict occurs when the burden, obligations and responsibilities of work and family roles become incompatible. Obligation of one can force an individual to neglect the other. The ever-increasing working hours leave the individuals with less time for themselves and to pursue his hobbies or leisure activities. This hinders the growth of the person as an individual in terms of his personal and spiritual growth. Professionals working in the multi-national corporate such as BPO industry, doctors and nurses IT, banking industry professionals are the few examples who are facing the brunt of the hazard constantly (Rao, 2016).

A decade back, employees used to have fixed working hours. The boundary between the work and home has disappeared with time. With globalization people working across countries are realizing that the concept of fixed working hours is fading away. The technological blessings like e-mail, text messaging and cell phones which were thought of as tools to connect them to their work being away from their workplace, have actually integrated their personal and professional lives. Now professionals find themselves working even when they are on vacations. The ever-increasing working hours leave the individuals with less time for themselves and to pursue his hobbies or leisure activities. This hinders the growth of the person as an individual in terms of his personal and spiritual growth.

Professionals working in the banking industry are facing the brunt of the hazard constantly (Bishayee, 2012). There are a number of highly contentious issues associated with flexible working. For example, government policy may favour a reduction in the legal restrictions on the hiring and dismissal of workers, which would most certainly increase flexibility. However, this could have significant, often harmful, consequences for many groups and individuals. This is a key issue for many developing and advanced economies. Many countries have a legally enforceable minimum wage, but the consequences may be higher unemployment levels among Low-skilled, particularly young, people. In many countries governments are considering age discrimination legislation, in particular to prevent discrimination in the employment of older people. Although it is recognized that government has a role to play, the impact of often unintentional consequences of government intervention, can be damaging. Getting it 'right' is rarely straightforward (Brooks, 2009). It is evident that this real or perceived need for flexibility is increasingly influencing employment conditions. Within organizations, people are both the most vital and the most costly resource. Traditionally, however, people have often been seen, rightly or wrongly, as being prone to inflexibility and inertia. As a consequence many organizations have sought to achieve greater flexibility in employment conditions in recent decades. Both employers and employees lead the trend, with governments often regulating, sometimes supporting, and developments via legislation. That said, 'flexibility' often means different things to individuals as opposed to business.

The corporate world of today is exceedingly demanding. Today the deadlines are getting tighter and an individual's job is not only to match that deadline but also to give quality output. Due to this work pressure, it becomes exceedingly difficult to maintain a family life (Anitha & Sarika, 2009). It becomes very difficult to have the engagement of mind with the engagement of body. In every individual's life there are four stakeholders- own personality, job, family and society.

Review of Literature

Alam Sageer, Dr. Sameena Rafat, Ms. Puja Agarwal (2012) studied various variables that are responsible for employee satisfaction such as Organization development, Job security, Work task, Policies of compensation and benefit and opportunities etc. The Study concluded that an organization should develop strategies that strengthen the work environment and increase the employee morale and employee satisfaction to enhance employee performance and productivity, which ultimately results in high profits, customer satisfaction as well as customer retention. And suggested the various ways by which one can improve employee satisfaction.

Shobha Sundaresan (2014) in her study focussed on topics, related to the subject, has revealed that working women experience greater difficulty than men in balancing work and family. It is also found that they experience conflict, as there is job spill over into the home more frequently than home spill over into work. Besides to succeed in one environment, working women are often called upon to make sacrifices in another as each of the environments makes different demands on them and have distinct norms to adhere to.

Sucheta Agarwal, Usha Lenka (2015) in their research focussed on working women executives' problem of work-life balance. Developing family responsibilities as well as their potential roles, generate the issue of role conflict. In order to overcome role conflict, they need to balance between work and personal life style. To gain more flexibility and control on their work and personal obligations, women start up their own business. They contribute in job creation, innovation, and economic development of nation through their entrepreneurial activities.

Omar Fayaz Khan, Asif Iqbal Fazili (2016) in their innovative study has analysed the heightened debate of balance between work and personal life owes to i) high speed technological innovations, ii) considerable raise in expectations for both employees and employers, and iii) a realisation among employees for a fit between work and personal life which has got blurred due to mobile technologies. Work-life balance is a much broader concept in comparison to work-family balance in the sense, that it encompasses multiple roles outside family life e.g. community, leisure and religious roles, that an individual engages in.

Mohammad Abdolshah, Seyed Amir Mohammad Khatibi, Mostafa Moghimi (2017), the paper focuses on the relative importance of job satisfaction factors and their impact on employee overall job satisfaction. The current study is a cross-sectional study conducted in 2015. Senior executives from the Asgariyeh and Mehrlran banks in Qazvin and Alborz comprise the study population. Two questionnaires based on individual characteristics and one proprietary questionnaire were used in the research.

Manasa, K. V. L, Showry. M (2018) through their study reveals the extent to which work-life balance policies and practices contribute to work-life balance. The study found that organizational practices have a significant influence on work-life balance among women IT employees. It also shows that leadership plays an important role in implementing work-life balance practices and welfare programs, role conflict and job sharing are found to have higher level of satisfaction among the employees.

A.Vasumathi (2018) in her empirical study has swotted the literature on work- life equilibrium of women employees with regard to implication, theories, determinants, facilitators, managing strategies, performance and finally, consequences of it thereof.

Dr. G. Balamurugan, M. Sreeleka (2020) in their analysis found that women employees are coming forward to support their family. The problem women employees' face is health condition, Pregnancy discrimination, Sexual harassment, no equal pay, etc. Health problems are likely lead to lower sales and performance of the working women. This paper focuses on the tough life of women employees was working in different sector.

Tahani H. Alqahtani (2020) in his empirical study has analysed that Work-family conflict occurs when an individual experiences incompatible demands between family and work roles, causing participation in both roles to become more difficult. This imbalance creates conflict at the work-life interface. Many family-friendly organizations feel the need for work- life balance which includes recruitment and retention of valuable work force, reduced employee stress, job satisfaction, reduced absent. Additional future studies are needed in non- western places using samples that are often overlooked in the literature, as well as more cross- cultural research should be conducted on this topic in the future.

Objective of the Study

- To investigate the working environment of private sector banks in Vellore (from the perspective of work-life balance).
- To investigate the perception of work-life balance among working women in private sector banks in Vellore.
- Analyze the organization's initiative for effective work-life balance.
- To investigate the effects of work-life balance on working women in a private sector bank.
- To investigate the socioeconomic position of female workers of a bank that is private in Vellore.

Scope of the Study

The current study only included female bank employees. Only female bank employees were included in the study for the objectives of the research. The study's scope is confined to recognizing the numerous variables involved with female employees' work-life balance.

Statement of the Problem

Indian women are currently equally skilled and have greater skills than men. Women's career opportunities are growing on a daily basis. Needs and issues in the workplace are also growing. The majority of working women are being stretched to meet their duties at work and at home, affecting their work-life balance. As a result, the topic of work-life balance of female employees in the banking business must be chosen, as a big number of female employees prefer employment in the banking sector due to job stability, convenience, high salary, and pride.

Need for the Study

This inquiry is being carried out in order to collect data for this study in order to understand the work-life balance and job fulfilment of women staff workers in the private banking business, as well as to determine the impact of WLB and Imbalance on working lifestyle in the Vellore district.

Work Life Pyramid



- **Self:** One cannot exist in harmony with out the other and it all starts with the self. This is the foundation of any woman's legacy. 'Who am I?' 'Why do I do what I want to do?' are the guiding questions to the journey as a person, daughter, sister, wife, mother, friend. It is not about the destination and all about the journey. The self is the whole package of spirituality, health, personal grooming and education. The sense of well being then reflects on every facet of life – family and work. The secret is to put your own oxygen mask on first to be empowered to support and nurture the people around you. Happy, healthy women make great role models for their families and the resulting support drives them to be successful employees (Gest, 2016). It is like a stack of building blocks forming a pyramid.
- **Family:** It's an interesting to note that majority of women employees are married; obviously pointing to a trend that financial and emotional support is required not only to ensure success, but also to provide meaning to life. Strong family relationships are the foundation for most career women and they form great role models for their children and social network. All relationships need nurturing with time, love and a constant effort to fulfill needs and expectations. Happy healthy individuals have happy and healthy relationships and this then spills over in to their work.
- **Work:** "When you're passionate about what you do, would rather give their business to you than to your competitor," explains Richard Nelson Bolles, author of the bestselling book 'What Color is Your Parachute?'
- **Community:** Once they move beyond the self and family, women employees find that their playing field encompasses the community and they have the power to make a difference and leave a legacy of positive change in the word. In following their passion and purpose in life they touch the lives around themselves through contribution and effective giving to become social activist.

Research Methodology

Research Design	Descriptive Research
Source of Data	Primary
Sampling Method	Convenience Sampling
Data Collection Tools	Questionnaire
Targeted Population	Private banking sector in Vellore district
Sample Size	80/100
Statistical packaged	Ms-Excel and IBM SPSS

Table1: Socio-Economic Status of Employees of Private Sector Banks

Socio-Economic Profile	No. of Employees	Percentage
Age Group		
21–30 years	41	51.25
31–40 years	14	17.05
41–50 years	12	15.45
Morethan50years	13	16.25
Total	80	100
Educational Qualification		
HigherSecondary	23	28.75
Graduation	39	48.75
PostGraduation	18	22.05
Total	80	100
Designation		
Clerk	25	31.25
Officer	33	41.25
Manager	22	27.05
Total	80	100
Monthly Income		
BelowRs.20,000	33	41.25
Rs.20,001 –Rs.30,000	21	26.25
Rs.30,001 –Rs.40,000	18	22.05

Above Rs.40,000	08	10.00
Total	80	100
Work Experience		
Below5years	21	26.25
6–10years	18	22.05
11–15 years	33	41.25
Above15 years	08	10.00
Total	80	100

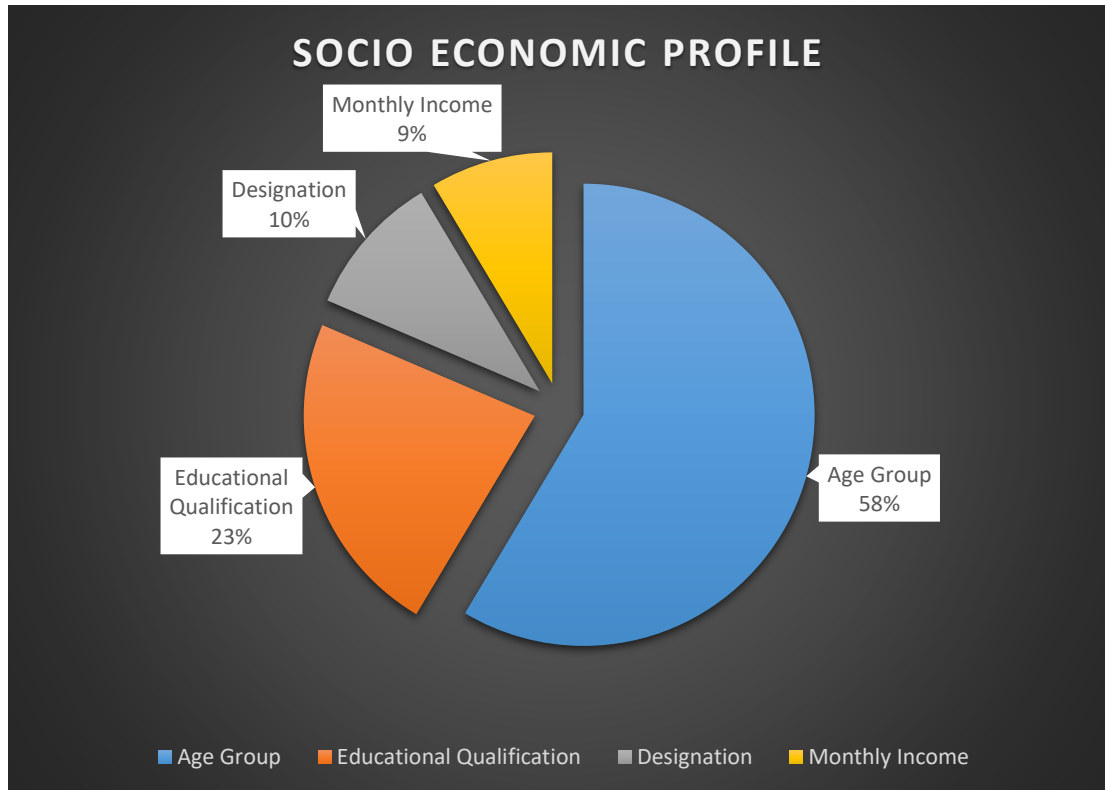


Table: 2 Reliability Statistics

Cronbach's Alpha	N of Items
0.823	5

The Researcher has used the Cronbach's Alpha test to measure the internal consistency for validate the survey questionnaire. The Cronbach's Alpha Value is 0.823

Table3: Difference between Socio-Economic Status of Women Employees and Determinants of WorkLife Balance in New Private Sector Banks

Particulars	F-Value	Sig.
Age Group and Determinants of Work Life Balance	24.796**	.00
Educational Qualification and Determinants of Work Life Balance	18.442**	.00
Designation and Determinants of Work Life Balance	15.115**	.00
Monthly Income and Determinants of Work Life Balance	12.162**	.00
Work Experience and Determinants of Work Life Balance	17.210**	.00

**Significance at one percent level

The results imply that the F-values are significant at one per cent level indicating that there is significant difference between socio-economic status of women employees and determinants of work life balance in new private sector banks.

Table 4: Influence of Determinants of Work Life Balance on Job Satisfaction of Women Employees in New Private Sector Banks

Determinants of Work Life Balance	Regression Co-Efficients	t-Value	Sig.
Intercept	1.112**	11.516	.000
WorkLife Balance Policies(X1)	.470**	8.652	.000
WorkLoad(X2)	.358**	7.048	.000
Organizational Support(X3)	.426**	7.980	.000
Financial Support (X4)	.394**	7.414	.000
R2	0.63	-	-
AdjustedR ²	0.61	-	-
F	29.754	-	.000

*Significance at one percent level

Work life balance policies, organizational support, financial assistance, and work load are significantly and favorably influencing job satisfaction of women employees in new private sector banks at the one percent level, according to the findings.

Suggestions and Recommendations

The suggestions pertaining to WLB issues of female bank employees are divided in three parts:

- **To the Women Employees**
 - Planning the activities and prioritizing the tasks can help to take out some free time which can be utilized for other purposes.
 - Drop activities that sap your time or energy.
 - Manage your time
 - A little relaxation goes a long way
 - Learn to say no
 - Use the facilities available for WLB in organizations
- **To the Organizations**
 - Long working hours of employees must be avoided as far as possible.
 - Should involve Women participation in strategy making.
 - Part time working during early stage of Child Care must be given.
 - Childcare Centre's at workplaces must be there.
- **To the Government**
 - Creating and strengthening an accurate and authentic data-base on women workers.
 - Protecting employees from long hours of work.
 - Realistic work life culture must be promoted amongst the employees.

Conclusion

Women in banking are able to balance their professional and personal life. According to the survey, there are no special policies for working women's work-life balance; nevertheless, the majority of female employees appreciated job sharing, and co worker support helps them balance work and life. Work-Life Balance is not a fixable problem; rather, it is a continuing issue that must be addressed. Work-life balance harms female employees' relationships because working too much causes women to miss family interactions and important occasions. Work-life conflict among female employees is caused by an imbalance between 'works' and 'life,' which leads to increased absenteeism, decreased productivity, decreased job satisfaction, higher management stress, and harm to family and social ties.

A bigger sample size should be used in future studies to acquire more generalized results. Work-life balance legislation, organizational assistance, financial support, and work load all have a significant and positive impact on the job satisfaction of women employees in new private sector banks, in accordance with the research. New private sector banks should offer work-family support programs such as child care assistance and flexi working hours to reduce employee stress and make it simpler to manage family and work.

Furthermore, new private banks must successfully establish anti-sexual harassment policies, annual health exams, and maternity leave. The new private sector banks must regularly implement work-life balance and family counselling programs for its employees. Moreover, the new private sector banks should encourage social media exchanges with its employees in order to better understand and meet their work-life balance objectives.

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