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An analysis of working women in Bareilly, Uttar Pradesh in context to work life balance

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Abstract---Economic and societal factors have altered the roles and obligations of women across the globe. Thus, women who work are under great pressure to achieve professional success on par with their male colleagues while retaining an active role in their home life at the same time. Because of their increasing responsibilities, many working women are finding it more difficult to take time for themselves. Today's knowledge-based culture is overburdened with stress due to the proliferation of high-tech gadgets like smartphones, laptops, and other portable computing devices. All three aspects of a person's health are affected by this. In order to maintain a high standard of living while working, women must learn to strike a WLB. Women in the workforce have particular challenges in juggling their professional and personal lives. These are the questions that we want to answer with this study. This study found that a broad variety of factors affected married working women's ability to maintain a healthy WLB. The Industrial Society's handbook on work-life balance was used for this study. In a survey of working women in Bareilly, Uttar Pradesh, some shocking findings were found on the difficulties they encounter in juggling job and family obligations. According to the research, people's quality of life is also impacted by their work-life balance.

Keywords---Work-Life Balance, Quality of Life, Working Women, Personal Life, Professional Life.

Introduction

Those who worked in factories, farms, and retail stores in the early twentieth century were liberated from the confines of the household. It was difficult for

females to make their own choices since they were unable to go to college because of their dads' or spouses' views regarding women and labour. Because of the rapidly expanding information sector, there are now more opportunities for women to get higher education. Both their personal and professional lives have been transformed as a result of their education. In today's knowledge-based economy, women employees appear to be streaming into every profession on equal footing with men, where intellectual capacity is more vital than physical strength. As a result, this has become a difficult problem for women, who are expected to undertake a wide range of tasks both at home and at work. When working women marry and have children, their responsibilities expand, and they face increased pressure to maintain their career paths as they take on additional responsibilities such as providing primary care for their children and extended families. To meet the competing demands of multiple roles, today's working mother's balance caring for their families while also trying to remain fully engaged in their careers. Working moms are under a lot of stress because of the many obligations they have at home and at work. Working women are put under a great deal of stress when they try to organise, integrate, and balance all of their tasks and responsibilities in their various roles at the same time. As a consequence of this enormous cultural shift, the conventional line between work and personal life began to dissolve. The family becomes an organisational stakeholder. The book was written by (Denise Horner Mitnick, 2007). Workplace stress and physical inactivity are serious concerns for a large majority of Hong Kong employees, according to Richard Welford (2008). There is a direct correlation between low productivity and employee well-being. This study focuses on married working women in the city of Bareilly, Uttar Pradesh, who are struggling to combine their job and family lives.

Literature Review

Workers that have a "work-life balance" have a well-rounded personal and professional life, with little or no conflict between the two. For further information on this topic, see Clark (2000, 2005) and Ungerson and Yeandle (2005a). (Clark, 2000; Ungerson&Yeandle, 2005). For many people, balancing work and family duties is a complex issue that requires careful consideration (Marks and MacDermid, 1996). For further information, see "Marks and MacDermid (1996)". "Marks and MacDermid (1996)". As the number of working parents climbs and companies demand more from their employees, more workers are focusing on achieving a work-life balance. An increasing focus is placed on the need of assisting people in striking a healthy work-life balance. Changes in the employment's demographics, such as the rise of dual-career families and the presence of more women in the workforce, have made it necessary for employees to strike a better work-life balance ("Bharat, 2003"; "Komarraju, 1997"; "Rajadhyaksha & Bhatnagar, 2000"; "Ramu, 1989"; "Sekharan, 1992"). ("Bharat, 2003"; "Komarraju, 1997"; "Rajadhyaksha & Bhatnagar, 2000"; "Ramu, 1989"; "Sekharan, 1992"). There are a number of works by "Rajadhyaksha and Bhatnagar (2000)", as well as "Ramu 1989" and "Sekharan 1992". There has been a change in the demographics of families and marriages due to the digital economy, which has given women greater access to a broader variety of economic prospects. As a result, the proportion of working moms has risen in tandem with the proportion of women in the labour (Grossman, 1981). Grossman, R. E.

(Grossman, 1981). Now that we live in a more technologically advanced society, women have more professional options and upward mobility than ever before. For today's professional women, this gift has turned into a major challenge, as they are subjected to the same demands and conflicting expectations as males in the workplace. For women, employment has given them a sense of self-determination, but it has also made them juggling the demands of job and family a necessity." Even if they've gone to work, women's duties as "nurturing" and "care-giving" are still very much a part of their identities, regardless of whether or not they're CEOs. (Sunita Malhotra & Sapna Sachdeva, 2005). In an effort to strike a work-life balance while still taking care of their families and other responsibilities at home, many women today wear several hats. Anxiety over work-related concerns is likely to manifest itself in the home as well, therefore it's important to maintain a healthy work-life balance. Work/family stress hampered the capacity to concentrate at work for 28% of men and 53% of women, according to Francene Sussner Rodgers (1992) study, which included employees from 20 Fortune 500 companies. Working women's lives seem to be very challenging. According to Pleck's (1977) study, women are more likely than males to experience spillover effects from their personal lives to their professional lives. All women throughout the globe are under a lot of stress, but women in developing nations experience it much more intensely than women in rich countries, according to a new study based on surveys. Women in India account for 87% of all time-related stress and strain ("Nielsen Survey, June 2011"). Many studies have explored the health effects of work-life conflict on women. According to ASSOCHAM, 103 women working in the corporate sector from 72 different companies/organizations across 11 main industries were surveyed for this study. More than seventy-five percent of working women are depressed or anxious, and this is mostly due to the stress and pressure of long hours, deadlines and a lack of direction (Nusrat Ahmad, March 2009).

It's becoming more tough to establish a work-life balance. People must be pleased that they have completed all of their duties in order to attain real balance. In certain cases, work-life balance issues are so serious that they must be addressed right away. When it comes to the actual world, "Friedman and Greenhaus (2000)" suggest that the tensions between job and family may be detrimental. Both men and women's capacity to raise a family and develop in their jobs is significantly impacted by this. Women may be forced to choose between having an active and fulfilling profession or a family, children, and a happy home life, which may restrict their options for a career, limit their ability to develop in their career, and limit their success in their work position. What works best for you at home and at work is the key to achieving a healthy balance between the two areas. An employee-friendly company's Work-Life Balance Programs (WLBPs) may tackle the problem of work-life balance. Researchers Thomas and Ganster found that Work-Life Balance Programs (WLBPs) may minimise work-family conflict and stress in their study (1995). (Thompson and Protas, 2006). In Kirchmeyer's definition of a balanced existence, "achieving rewarding experiences in all life domains, and to do so needs personal resources like as energy, time, and commitment to be effectively distributed across domains" (2000). Every married working woman must put in a significant amount of effort both at home and at work in order to maintain a decent level of life. Nevertheless, the work-life balance she seeks forms a normal element of her total happiness. When a person's work and home lives

are out of sync, it may have a negative impact on their overall well-being. A study by Kofodimos found that those with unbalanced lifestyles were more likely to suffer from high levels of stress, a worse quality of life, and a decreased ability to perform at work (1993). People's overall well-being may be improved if they devote equal time and effort to both their job and personal lives. If married women are to enjoy a decent quality of living in this day and age, the problem of work-life balance for working women must be addressed immediately.

Rationale of the Study

This study examines the WLB among married working women. A secondary goal is to highlight and explore the challenges married women encounter in juggling their job and family lives. In the past, the majority of India's female workers worked in low-level, non-management roles. As a result, they now fill almost every job in the workplace. Women's roles in the home and in society have become more complex as a result of these shifts in work culture (Mathew & Panchanatham 2009a; 2009b). Due to tensions between personal and family requirements and job responsibilities, this situation seems to be a common one. Research undertaken by "Rout", "Lewis", and "Kagan (1999)" shows that Indian women suffer significant pressure to do everything for the family, both in the mornings before they go for work and after they get home. Conflicting demands of work and family may lead to an unhealthy balance in the work-life continuum, according to Peeters et al (2005). WLB and its implications need to be explored since more women are working and their challenges are obviously significant. In order to better understand how married working women in Pondicherry manage their work-life balance, we've conducted this research. It's important to highlight that many people in the workforce are having a tough time managing their job and personal lives. Manual for Maintaining a Healthy Work-Life Balance Any woman may utilise Daniels and McCarraher (2000) checklist handbook for the Industrial Society to verify her personal work-life balance, regardless of whether she works in academia, health care, or information technology. There is an increasing need for policies and programmes that promote work-life balance among Indian women, which necessitated this study.

Objectives

The study's goals are as follows:

- 1) There will be an investigation of the incidence of work-life balance issues among married working women.
- 2) Study the amount to which different aspects of working a married woman's work-life balance, such as hours worked, job participation, and family duties, are affected.
- 3) How does a woman's capacity to maintain a work-life balance after marriage depend on which factors?
- 4) Examine the challenges of juggling work and family life experienced by women who are both working and married, regardless of their husbands' occupation or number of children.
- 5) Studying how married working women's quality of life is affected by their work-life balance.

Research Methodology Description of Sample

Bareilly city's married working women were surveyed for the study's findings. Convenient Sampling was used to choose a group of 176 married working women. They came from a variety of fields, including academia, IT, and healthcare. The research drew on a pool of 60 women drawn from each industry. Considering that this research was limited to married working women, it's safe to assume that all 176 participants were married.

Use this checklist to see whether your personal life is in a healthy state of balance	A Agree (3)	B Sometimes (2)	C Disagree (1)
Q1 I'm now working long hours due to the nature of my employment.			
Q2 In the week, there isn't much time for socialising, relaxing, or seeing relatives.			
Q3 Most nights, I'm compelled to bring my work home with me.			
Q4 In order to complete paperwork without interruptions, I often work late or on the weekends.			
Q5 It's difficult to unwind and forget about job difficulties while you're on vacation.			
Q6 Work-related stress is affecting my health, and that worries me.			
Q7 Pressure or long shifts at the office have taken a toll on my relationship with my spouse.			
Q8 My family is losing out on my thoughts and ideas because I don't spend enough time with them or because I'm tired.			
Q9 Time management is a challenge when it comes to things like hobbies, vacations, and maintaining close links with extended family and friends.			
Q10 Although I'd prefer to lower my workdays and stress levels, the present circumstance makes it difficult for me to do so.			

Description of the Tool Used

A total of 20 questions were asked in the survey. The checklist ("Daniels and McCarragher, 2000") was an important aspect of The Industrial Society's guidelines on work-life balance ("now the Work Foundation"). Participants are asked to say yes, no, sometimes, or disagree to ten statements about work-life balance. Studies on the WLB of married working women in Bareilly may benefit from include these additional observations.

Demographic information about responders is presented here in four statements.

- 1) "Age group,"
- 2) "Number of Children,"
- 3) "Profession of Spouse and"
- 4) "Industry/Sector the respondent is working in."

To respond, choose 'yes' or 'no' to the following five broad statements:-

- 1) My personal and professional lives are well-aligned.
- 2) Working women have a major problem in balancing their job and personal lives.
- 3) There is a significant connection between work-life balance and overall well-being.
- 4) I believe that having a better work-life balance will enhance my well-being.
- 5) The quality of my life gives me a lot of pleasure in general, and I'm happy about it.

Interpretation Guidelines for Checklist Responses
You may already be feeling the strain of a lack of work-life balance if you checked all or most A's. It is possible that your productivity may decline over time, as well as your relationships, your health, and your long-term employment prospects. Start attending to your own needs on a personal level. To the benefit of everyone at work, foster a healthier work-life balance. You might not achieve the perfect work-life balance, but you have the power to avoid a catastrophe. You may contribute to create a better working environment for yourself, your company, and your coworkers by urging your business to implement a work-life plan. In context to work-life balance, C's indicate that you've chosen your own priorities and have made them work for you. Is your company gaining more from you than just personal advantages? By promoting a work-life balance culture that recognizes the unique needs of people at different points in their lives, you show leadership. A feeling of control over one's work-life balance may help people cope better in today's fast-paced workplace.

Data Collection

People from all industries were personally handed out the questionnaire. With the dissemination of 200 instruments and the gathering of 176 completed questionnaires, total 88% responses were collected.

Scope

Bareilly's married academic, medical, and IT workers were polled to see how they balance work and home life.

Analysis and Interpretation

The acquired data was coded such that it could be tested statistically. MS-Excel was used to create frequency tables and percentages from the raw data.

Results and Discussions

- 1) *Reliability Analysis*: Testing for reliability using Cronbach's Alpha showed that the data had an acceptable (0.731) Cronbach's Alpha score, indicating that the scale's internal consistency was satisfactory for the study's unique sample.
- 2) *Respondents' Personality Traits*: There were 176 married working women who took part in the poll, and the majority of them were between the ages of 30 and 40 years old (38.9 percent). Sixty-five percent of those surveyed had at least two children. There were 18.9 percent who worked in business, 17.2 percent in academia, and so on for their spouses' professions.

Table 1

Respondents' Personal Information and Demographics	Frequency	Percentage
<u>Age group of respondents :</u>		
Under 30 years	53	30.11
30 to 40 years	68	38.64
Above 40 years	55	31.25
TOTAL	176	100
<u>Spouses Profession:</u>		
Business	29	16.48
IT industry	33	18.75
Healthcare	24	13.64
Academic	27	15.34
Insurance	21	11.93
Marketing	20	11.36
Others	22	12.50
TOTAL	176	100
<u>No. of Children:</u>		
None	33	18.75
One	24	13.64
Two	110	62.50
Three or More	9	5.11
TOTAL	176	100

- 3) To determine the degree of agreement among respondents, compute the mean and standard deviation for each question.

Table 2

Sr No.	Statements	N	Mean	S.D.
Q.1	I'm now working long hours since my job requires it.	176	2.58	.747
Q.2	Time spent with my spouse and family is limited when I am at work.	176	2.53	.780
Q.3	Most nights, I'm required to report to work.	176	2.03	.765
Q.4	In order to complete paperwork without interruptions, I often work late into the	176	2.14	.898

	night or on the weekends.			
Q.5	In order to unwind and forget about the stresses of work, it is difficult.	176	2.21	.837
Q.6	I'm concerned about the impact that job stress will have on my health.	176	2.57	.702
Q.7	As a result of the stress or long hours I put in at work, my relationship with my spouse is failing.	176	2.39	.808
Q.8	My family doesn't hear what I have to say since I don't spend enough time with them or am fatigued.	176	2.65	.744
Q.9	Many people find it difficult to make time for their interests such as vacations, hobbies, and socialising with friends and family members.	176	2.76	.657
Q.10	Because of the present scenario, I am unable to cut my job hours and stress levels.	176	2.63	.732

A lack of free time, as shown in Table 2, means that married women who work full-time often have to choose between spending time with their extended families or engaging in hobbies. The average score here is 2.76, which shows that married working women are having a difficult time with this issue. Married working women got mean scores of "2.65" and "2.63", respectively, for the statements "My family loses out on my contribution since I don't see enough of them/am too tired" and "I would want to lessen my working hours and stress levels, but feel I have little control over the present situation." For "At the moment because of the job responsibilities, I typically work long hours" and "I worry about the impact of stress on my health," married working women had average scores of 2.58 and 2.57, respectively. Both "My connection with my partner is failing because of the stress and long working hours" and "There isn't much time to socialise or relax with my husband throughout the week" had mean scores of "2.53" and "2.39", respectively, in the table below. In order to complete paperwork without interruption, I often have to work late into the night or on the weekends." The mean score for "I have to" was 2.03, indicating that most people didn't bring their work home with them at night.

4) Distributional Frequency and Percentage Analysis

- a) Analysis of replies to the question "Can I balance my personal and professional life?" was carried out, and the results were summarised in a frequency and percentage distribution.

Table 3

Responses Percentage of People Who Gave a Response		
YES	31	17.61
NO	145	82.38

More than eighty percent of the 176 married working women in Bareilly said that they were unable to manage their career and family lives; just one-sixth of them reported that they were successful.

- b) It was determined whether or not respondents agreed with the statement "As a working woman, my main concern is finding a work-life balance."

Table 4

Responses Percentage of People Who Gave a Response		
YES	124	70.45
NO	52	29.54

Most married working women in Bareilly (70.56 percent) said that work-life balance was their main challenge, while just 53 (29.44 percent) stated that work-life balance was not a serious issue.

- c) "There is a substantial link between work-life balance and quality of life," was answered using a frequency distribution and percentage analysis.

Table 5

Responses Percentage of People Who Gave a Response		
YES	108	61.36
NO	68	38.63

108 of the 176 married working women in Bareilly are found to have a higher quality of life as a result of their work-life balance, whereas 68 (38.63%) do not.

- d) Many of those polled expressed the hope that achieving a better work-life balance would improve their overall well-being. By using yes/no responses, we were able to find the frequency distribution and percentage breakdown of the data.

Table 6:

Responses Percentage of People Who Gave a Response		
YES	101	57.38
NO	75	42.61

According to the data in the table above, 101 married working women in Bareilly (57.38 percent) feel that improved work-life balance may improve their quality of life, while only 75 (42.61 percent) disagree.

- e) According to the number of yes or no responses, the frequency distribution and percentage analysis were generated for the statement "In general, my level of satisfaction with my Quality of life is high."

Table 7

Responses Percentage of People Who Gave a Response		
YES	42	23.86
NO	134	76.13

More than 75% of the 176 married working women in Bareilly who completed the poll said they were content with their Quality of life, while just 23.86% of them indicated they were unsatisfied.

There is a clear disconnect between respondents' personal and professional life, as shown by the statistics. Married working women have serious issues balancing their job and home lives. A large number of respondents cited work-life balance as the most challenging part of being a working woman. So, it seems that balancing one's home and professional life is especially tough for women in the employment. There is widespread agreement among those who took part in the study that maintaining a good work-life balance is essential to improving one's overall well-being. According to the findings of the poll, married working women are dissatisfied with their current circumstances.

Summary of Findings

According to the findings of this research, married women who work, regardless of their age, marital status, number of children, or husband's career, struggle to find a work-life balance. It was observed that professionals in the IT sector had the most difficulty juggling their job and family obligations, followed by those in academia and finally those in the health care industry. Working women in the health care industry have greater time constraints than their counterparts in the IT industry when it comes to WLB issues caused by long work hours. For the most part, married working women in all fields struggle to find the time to indulge in their own interests and pastimes while still maintaining close social links. In terms of combining work and family life, married women under 30 and married women between the ages of 30 and 40 exhibited significant variances, whereas married women above the age of 40 performed somewhat better than the rest of the age groups. Results showed that individuals whose wives work in business had the lowest work-life balance, closely followed by those in marketing. To live a happy and fulfilling life, we discovered that striking a good work-life balance is crucial.

Conclusion

The ubiquity of multiple career spouses necessitates an urgent need for study on the dynamics of modern work-life conflict. In our survey, we found that of the 60 academic respondents, 48 (80%) indicated they couldn't reconcile job and family life, while just 12 (20%) said they could. Only 14 out of 60 healthcare employees, or a quarter, believe they can strike a balance between their job and personal lives, while 46 percent believe they cannot do so. In our survey, we found that, of the 60 IT professionals who took part, 54 (90 percent) said they felt they couldn't manage their work-life balance properly, while just 6 (10 percent) said they could. Work-family balance is a topic that hasn't seen much recent investigation. The

amount of time people spend at work, as well as their age, education, and caring obligations, all have a significant impact on their work-life balance. Women are more likely than males to suffer from stress, tension headaches, weight gain, and depression as a consequence of a lack of work-life harmony. When a person can't find a work-family balance, it might have a negative impact on his or her mental health. Increasing numbers of workers are demanding the right to juggle their job and personal lives in today's fast-paced society. Working women may benefit greatly from health and wellness initiatives that help them strike a healthy work-life balance. But they aren't enough to fix the imbalances in society. Women encounter a wide range of issues, as seen by the research conducted; as a result, further research is needed to better support working women in striking a work-life balance.

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