



WORK LIFE BALANCE OF WOMEN EMPLOYEES IN IOCL

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ABSTRACT: This research focused on examining the relationship between work-life balance and various influencing factors, such as working hours, management practices, and workplace conditions, specifically among female employees at I.O.C.L. Mathura. The study included 34 women workers and aimed to test two hypotheses: first, to explore whether personal factors have an impact on work-life balance, and second, to evaluate the influence of organizational factors on work-life balance among these employees. The results indicated that personal factors did not show a significant relationship with work-life balance. Conversely, while there was some association found between organizational factors and work-life balance, this connection was not statistically significant. Overall, the findings underscore the difficulties that female employees face in achieving a satisfactory balance between their work and personal lives.

Keywords: Work-life balance, Management practices, Organizational Strategies

1. Introduction:

In the 21st century, women play dynamic roles across various sectors, both professional and domestic. Today, women share equal responsibilities within their families, making the balance between work and personal life a critical topic in society. Despite the challenges of marriage, women continue to fulfill their roles to improve their families' well-being. In the Indian context, married women, compared to men, often bear greater family responsibilities, particularly regarding young children.

Work-life balance involves effectively managing personal and professional responsibilities in a way that aligns with individual needs. According to Clark (2000), this balance is characterized by "satisfaction and effective functioning at work and at home, with minimal role conflict." For female employees, their professional and personal lives are deeply interconnected, much like two sides of a coin. When one aspect is sacrificed for the other, it can lead to adverse effects, including role conflict, increased stress, poor time management, and various health issues.

To achieve a healthy work-life balance, individuals must allocate their time wisely between personal and professional obligations, ultimately fostering a fulfilling and healthy lifestyle. However, this balance is not solely dependent on personal efforts; it also requires support from organizations, families, and society at large (Gayatri and Karthikeyan, 2013).

2. Factors affecting work life balance with review of literature:

Several factors significantly impact the work-life balance of women in India, including job strain, gender discrimination, childcare responsibilities, lack of recognition, health issues, time management challenges, and social support deficits [1]. These factors can be categorized as follows:



1. Work-Family Conflict Factors

Research conducted by scholars such as [2] emphasizes the prevalence of work-family conflicts, indicating that conflicts arising from work affecting family life are more common than those stemming from family obligations interfering with work.

2. Individual-Related Factors

Various personal factors, including age, marital status, and emotional intelligence, play a significant role in shaping work-life balance. Studies by [3] reveal notable gender differences, with women frequently facing greater challenges in balancing work and family responsibilities. Additionally, emotional intelligence has been associated with improved work-life balance

3. Family-Related Factors

Issues related to children, spousal support, household responsibilities, and parental duties play a crucial role in work-life balance. Research indicates that greater spousal support leads to lower work-family conflict, ultimately promoting a more balanced work-life dynamic [4].

4. Employment-Related Factors

Job characteristics such as task autonomy, variety, complexity, hours worked, role ambiguity, and flexibility are important in understanding work-life balance. Studies indicate that job stressors significantly impact time-based conflicts for both genders, but their effects may be more pronounced for women [5].

5. Individual Strategies for Balance

Strategies like open discussions to reduce work-family conflict and accommodation efforts can enhance work-life balance [6]. However, corporate cultures that emphasize high commitment can create tension between personal needs and professional expectations.

6. Organizational Strategies for Balance

Organizational responses to non-work commitments vary, with approaches categorized into separation, integration, and respect [7,8]. Programs aimed at improving work-life balance include parental leave, flexible work hours, job sharing, and on-site childcare services. Research by scholars has examined these initiatives' effectiveness and the challenges faced in implementing them.

These factors collectively underscore the complexity of achieving work-life balance for women, highlighting the need for supportive structures both at home and in the workplace.

3. Research Objective:



- 1) To figure out the relationship between private variable and balance between serious and fun activities at work environment.
- 2) To figure out relationship between association factors balance between serious and fun activities.

NULL / ALTERNATIVE HYPOTHESIS :

H0: 1 There is no critical relationship between personal factors and balance between serious and fun activities of womens employees.

H0: 2 There is no relationship between hierarchical factors and balance between serious and fun activities of womens representatives.

4. Research Plan

This study takes an evaluative and indicative approach, aiming to examine the relationship between the balance of serious and recreational activities and various influencing factors. The goal is to identify all perspectives that impact this relationship. The following steps were undertaken for an effective analysis:

Sample Size and Selection

The study focused on female representatives at I.O.C.L., with a target population of approximately 50 women. All were approached for data collection, ultimately resulting in 34 completed surveys. This yields a response rate of about 68%.

Data Collection

Both primary and secondary data were utilized in this research. Primary data was collected through direct surveys, while secondary data was gathered from manuals, brochures, published reports, and relevant literature.

Data Collection Instruments

A widely used survey instrument was employed to measure the balance between work and leisure activities. This survey utilized a five-point Likert scale to assess work-life balance, with response options ranging from "very dissatisfied" to "very satisfied."

fulfilled. The coefficients for overall satisfaction ranged from 0.14 to 0.64. Moreover, the individual factors, the questionnaire contains 50 proclamations of fifteen aspects named as working hours, family time hours, WLB significance, capacity to make due, commencement by management, working climate, camps and picnics, facilities, individual perspectives, vocation possibilities, the executives strategy, execution framework, support, fulfilment.

Respondents Demographic profile :

Marital Status



Status	Number of Participants	Percentage (%)	Cumulative Percentage (%)
Single	17	50%	50%
Married	17	50%	100%

Work Experience

Experience Duration	Number of Participants	Percentage (%)	Cumulative Percentage (%)
Less than 2 Years	5	15%	15%
2-5 Years	6	18%	33%
5-10 Years	7	21%	54%
10-15 Years	9	26%	80%
More than 15 Years	7	20%	100%

Job Designation

Designation	Number of Participants	Percentage (%)	Cumulative Percentage (%)
Managerial	9	27%	27%
Supervisory	15	44%	71%
Other	10	29%	100%

Analysis of Demographic Variables and Work-Life Balance

Marital Status of Participants: As indicated in Table 1, there is an equal representation of married and unmarried female respondents, each comprising 50% of the sample.

Experience Profile of Participants: The experience profile, also detailed in Table 1, shows that the largest group of respondents (26%) has between 10-15 years of experience, followed closely by those with 5-10 years of experience (21%). This suggests a well-established workforce.

Designation Profile of Participants: According to the same table, a significant portion of the respondents (44%) are engaged in supervisory roles, while 27% hold managerial positions. This reflects a diverse distribution of job functions among the participants.



Age Profile of Participants: Table 1 reveals that the majority of respondents (35%) fall within the 25-30 age group, while 29% belong to the 30-35 age category. This indicates a relatively homogenous age distribution, suggesting that the sample is representative of younger professionals.

Work-Life Balance and Age

Importance of Age in Work-Life Balance: Age is a crucial factor in understanding work-life balance among female employees. It is essential to examine how this demographic variable relates to their ability to maintain a balance between personal and professional responsibilities.

the balance levels among respondents differ by age group. For instance, in the under-25 age category, three respondents are moderately balanced, one is highly balanced, and two are poorly balanced. In the 25-30 age group, there are three highly balanced individuals, eight moderately balanced, and a smaller number indicating low balance.

5. FINDINGS :

This analysis suggests that younger employees may experience varying levels of work-life balance, highlighting the need for targeted support based on age-related factors. Further examination of these differences can provide insights into how age impacts the ability to achieve work-life balance among female employees.

In examining the relationship between work-life balance and marital status among women employees, the analysis revealed distinct patterns. Among the unmarried respondents, three individuals were classified as highly balanced, twelve as moderately balanced, and two as low balanced. Conversely, for the married respondents, three were also highly balanced, while eleven fell into the moderate category, and three were low balanced. To determine the significance of these findings, a chi-square test was performed, yielding a calculated value of 6.599, which is notably less than the critical value of 18.548 at the 0.005 significance level. This outcome suggests that there is no significant association between marital status and work-life balance among women employees, leading us to accept the null hypothesis that marital status does not affect the balance between work and personal life.

In examining the relationship between marital status and work-life balance, a chi-square test, often referred to as the "Goodness of Fit," was utilized to evaluate the significance of the findings. The computed chi-square value was 0.243, which is below the critical threshold of 10.597 at the 0.005 significance level. This outcome supports the acceptance of the null hypothesis, suggesting that there is no significant association between marital status and work-life balance.

The study also investigated the link between work experience and work-life balance, aiming to determine if there is a correlation between the length of employment and the ability to maintain a balance between professional and personal life. It was noted that a significant number of respondents who reported a high level of balance fell within the 5-10 years and 10-15 years experience categories. To further evaluate this relationship, a chi-square test was performed,



yielding a value of 5.579, which is again lower than the table value of 21.955 at the 0.005 significance level. Consequently, the null hypothesis, which posits that there is no relationship between work experience and work-life balance among female employees, is accepted.

The designation of employees serves as the fourth factor in this study, aiming to analyze its relationship with work-life balance. A designation refers to the job title assigned to an individual within an organization, often reflecting the level of responsibilities and expectations associated with that role. It is commonly assumed that higher-level positions carry greater stress due to critical decision-making responsibilities, which may impact the balance between work and personal life.

The distribution of work-life balance among different designations reveals interesting insights. Among managerial-level employees, one individual is classified as highly balanced, seven are moderately balanced, and one is low balanced. In contrast, for supervisory-level employees, three are highly balanced, nine are moderately balanced, and three are low balanced. This indicates that a significant proportion of those categorized as highly balanced are from the supervisory level, suggesting that designations with fewer responsibilities may correlate with a better work-life balance.

The analysis of various factors influencing work-life balance reveals a range of correlation values. Notably, the working days show a moderate correlation of 0.338, while working hours exhibit a lower correlation of 0.229. Family hours present a moderate correlation at 0.398, alongside the importance of work-life balance, which also stands at 0.370. The ability to manage correlates moderately at 0.328. Factors such as initiation for work-life balance and camps & picnics demonstrate low correlations of 0.225 and 0.192, respectively. In contrast, the working environment shows a moderate correlation of 0.412, and facilities have a similar correlation of 0.333. Personal views and career prospects are both moderately correlated at 0.314 and 0.392, respectively. Significantly, management policy presents the highest correlation at 0.642, indicating its substantial impact on work-life balance. Other factors, including performance and support, also exhibit moderate correlations at 0.283 and 0.351. Finally, satisfaction reflects a low correlation of 0.149, suggesting that it may have a lesser impact on overall work-life balance compared to the other factors analyzed.

6. CONCLUSION:

In conclusion, maintaining a balance between work and life presents challenges that organizations must actively address. The findings highlight that women employees at IOCL express dissatisfaction with existing work-life balance policies, particularly noting that only maternity leave is provided, with no options for flexible working hours, work-sharing, paternity leave, or childcare facilities. However, IOCL does take initiatives to support work-life balance, such as offering transportation and medical facilities, conducting workshops on balancing work and life, and implementing grievance systems that empower women employees to voice their concerns.

7. REFERENCES:

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