
ARE THE WORKING WOMEN BALANCED IN LIFE? ANTECEDENTS OF WORK-LIFE BALANCE

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Abstract:

The most important integral section of Indian workforce is female labor segment. The main purpose of the study is to render insight on the antecedents of work life balance. Work family facilitation, work family conflict and work stress, the three important domains is been analyzed to know the effectiveness of work life balance of these causal working labor women. The data were collected from 125 respondents of low waged earning work fields of construction, housekeeping, parking lot attendants, laundry & dry cleaning and food preparing helpers in Coimbatore City through questionnaires. The result revealed that work family facilitation; family work conflict and work stress have positive correlation and age factor plays a significant positive relation in balancing work life.

Key words: Family Work Interference, Work Family Interference, Work Life Balance, & Work Stress.

INTRODUCTION:

Women is important sole source of household income in middle or low middle class group and their main intention is to participate in the labor market in order to make a contribution to the household economy. This group of people is of mostly dual earners in order to meet the struggling economic stability of the family. The interaction of family, employment and welfare regimes results in different labor supply conditions for men and women (Lewis, 1992), and this shapes women's relatively high vulnerability to low pay.

Combining work and family is the most tedious task for working women. Work-family fit and balance are defined as the combination of conflict and facilitation (Barnett, 1998; Frone, 2003). The article focuses on work-to-family facilitation because the two directions of facilitation (work-to-family and family-to-work) are likely to be distinct and have different antecedents (Frone, 2003; Grzywacz & Marks, 2000).

Objective:

- Impact of Work family facilitation over Work life balance
- Role of work family conflict in balancing Work and life
- Influence of work stress in balancing work life of these casual labors.

REVIEW OF LITERATURE:**Work Life Balance:**

Attention towards Work life balance has begun to grow (Brough & Kalliath, 2008). Blyton et al., (2006) say work-life balance is that "Individuals have successfully segmented or integrated life and work so as to achieve a satisfying quality of life, overall satisfaction and less strain or stress around juggling conflicting role demands". WLB is generally related to working time, flexibility, (un)employment, welfare, social security, family, fertility, migration, demographic changes, consumption, leisure time and so on (Dex and Bond 2005; Hardy and Adnett 2002; MacInnes 2006; Noor 2003; Smithson and Stokoe 2005).

A 'balanced' living occurs when activities and aspirations in one domain do not have negative effects on activities in the other ones. WLB is generally constructed via spill-over effects from either work onto family (work-to-family conflict) and/or family onto work (family-to-work conflict) in large-scale social surveys (Clarke 2004; Crompton and Lyonette 2006; Noor 2003). People who combine all aspects of their life in a balanced manner should therefore be the most satisfied and the ones who have pleasant feelings more often than others (Pichler 2008).

Work family Facilitation:

The concept of facilitation is gaining a place on the work-family map and is defined as "the extent to which participation at work (or home) is made easier by virtue of the experiences, skills, and opportunities gained or developed at home (or work)" Grzywacz, 2005 & Frone, 2003, p. 145. Hill (2012) explored, "The relationship between work and family is seen as bidirectional; that is, work affects family and family affects work". Based on Voydanoff's (2002) application of ecological systems theory, Hill (2012) adds, "Work, family, and individual characteristics are seen to have direct effects on work, family, and individual outcomes and as direct effects on the perception of work family conflict and facilitation". Wayne and colleagues (2007) proposed that work family facilitation can benefit the family domain because an individual can apply the skills, perspectives, or esteem gained at work to their family role, which can lead to more positive marital and parental child interactions and greater overall family well-being.

H1: Work family facilitation has significance with work life balance.

Work Family Conflict:

Many researchers have recognized that work-family conflict is a complex, multi-dimensional construct (Ahmed, 2008). Work-family conflict is intellectualized as a construct with dual direction

(work-to-family and family-to-work), multiple forms (time-based, strain-based, and behavior-based) and specific to multiple life roles (e.g., spouse, parental, elder care, home care, and leisure). Conflict between the demands of the workplace and those of the family will be felt more strongly by women and will take a larger toll on them" (Barnett, 1998). These studies claim that work family conflict leads to negative consequences and to it Rose and Colleagues 2007 concluded that both genders experience negative consequences, the relationships are stronger in women.

H2: Work family conflict has significance with work life balance.

Work Stress:

Stress of women employees with dual career has become growing problem in most of the work place. Hochschild (1997) estimates, based on major time-use studies, that woman in dual career families work an extra month of 24 hour days each year compared to men. Bruke (2002) claims that Women working in lower status jobs indicated high levels of job stress, more harassment in their workplaces, a more hostile, harassing work environment, greater job insecurity, greater exposure to physical hazards at work, greater physical demands (e.g. bending, lifting) in their jobs, and less comfortable workplace temperatures. Katherine. J.C. Sang & Andrew. R. J Dainty (2009) explained about causes of stress are due to long working hours, job insecurity and poor WLB low professional worth and temporary teams.

H3: Work stress has significance with work life balance.

METHODOLOGY:

Variable	Items	Likert -Type	Alpha Score
Work Family Facilitation	7	5 Point scale	0.896
Work Family Conflict	8	5 Point scale	0.878
Work Stress	7	5 Point scale	0.894
Work Life Balance	5	5 Point scale	0.794

Sample:

Qualitative research technique is been used and had interviewed 125 female low wage paid worker who were working in Coimbatore. Purposive Non-Probability was used to collect data from five different groups of low waged working women in Coimbatore through questionnaire. The sample was chosen from Construction field, Housekeeping, Food preparing Helpers, Parking lot attendants, Laundry and dry cleaning workers. The sample size was 153 and 125 respondents had given the feedback.

ANALYSIS AND INTERPRETATION

Table 1: Following table shows the demographics characteristics:

FACTOR	VARIABLES	FREQUENCY	PERCENTAGE
Age	18 - 25 YRS	22	18%
	26 - 30 YRS	13	10%
	31- 35 YRS	27	22%
	36 - 40 YRS	25	20%
	> 40 YRS	38	30%
Years of working	<1 YR	0	0%
	1 - 2 YRS	8	6%
	2 - 3 YRS	8	6%

	3- 5 YRS	15	12%
	5- 10 YRS	23	18%
	> 10 YRS	71	57%
Education	Illiterate	32	26%
	Primary level	47	38%
	Matric	27	22%
	Higher sec	18	14%
	Degree	1	1%
Marital status	Unmarried	12	10%
	Married	97	78%
	Divorced	6	5%
	Widow	10	8%

- The table shows that 30 % of sample was above 40 years old, 22% of them were between 31 to 35 years, 20 % of them were between 36 to 40 years, 22% of them were between 18 to 25 years and 10 % of them were between 26 to 30 years.
- The table predicts that 57 % of samples have more than 10 years of experience, 18% of them have 5 to 10 years of experience, 12 % of them have 3 to 5 years of experience and 12 % of them have experience between 1 to 3 years.
- The table shows that 38 % of them have primary level of education, 26% of them are Illiterate, 22% of them have completed matric level of studies, 14 % of them have completed higher secondary and only 1% has completed Degree.
- The table shows 78 % of the sample are married, 10 % of them are unmarried, 8 % of them are Widow and 5 % of them are Divorced.

MULTIPLE REGRESSION ANALYSIS:

Table 2: Following table shows relationship between Work Stress, Work life conflict, Work life facilitation with work life balance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.943 ^a	.890	.887	.130

- a. Predictors: (Constant), work stress, Work life conflict, Worklife facilitation

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16.400	3	5.467	325.493	.000 ^b
	Residual	2.032	121	.017		
	Total	18.432	124			

- a. Dependent Variable: Work life balance

- b. Predictors: (Constant), work stress, Work life conflict, Worklife facilitation

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"A multiple regression was done to compare the relationship between Work life balance (DV) and Work family facilitation, work family conflict and work stress. (IV).As the test results shows, a high significant positive correlation between Work life balance and Work family facilitation, Work life conflict and Work stress. The r-Value indicated a high positive relationship between the forms of interference, which explains that an increase in one form of interference can increase the other form.

Paired Sample T test:

Table 3: Following table shows relationship between Age and Work life balance.

Paired Samples Statistics					
		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	Age	3.35	125	1.455	.130
	Work Life Balance	2.97	125	.386	.034
Paired Samples Correlations					
		N	Correlation	Sig.	
Pair 1	Age & Work Life Balance	125	.713	.000	

The Sig. (2-Tailed) value is .001. This value is less than .05. It is concluded that there is a statistically significant difference between the mean Age and work life balance. Paired Samples Statistics box revealed that the Mean number of Age was greater than the Mean of Work life balance, and concludes that Age plays a significant role in Balancing work and life.

DISCUSSION:

The main aim of the study is to know how well casual working women of five different sectors are been able to manage their work and life. The three important domains which affects the reconciliation of work and life - work family facilitation, family work conflict and work stress are been analyzed. The results show that the three important factors Work family facilitation, Work family conflict and Work stress are highly influential of work life balance. Age plays a significant role in balancing work and life effectively.

CONCLUSION:

The current study shows how the relationship of Work life balance is been affected by facilitation, Conflict and Stress of women work and life .In this fast moving world men and women face high amount of pressure in balancing their work & life and finds it more difficult in finding success in it. The three variables play a major role in effective balancing and it is very important for women as they have a vital play in both family and work.

IMPLICATION:

The study is basically about analyzing the balancing of work and life of casual working women labors and examining the role of Workfamily facilitation, Work family Conflict and work stress. The study helps other researchers in analyzing the Stress related factors and conflict related factors which affects the work life integration of these casual working women.

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