

Impact of Job in Managing Personal Life by Women Employees

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Abstract

Women employees encounter a lot of challenges in their personal and professional life and if they do not care themselves then they won't be able to balance their personal life with work. In light of this, the purpose of the present research article is to study the level of job effect in managing personal life of women employees with special reference to Educational Institutions in Varanasi.

Keywords: Women Employees, Job Effect, Educational Institution, etc.

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Introduction

Working women are important contributors to human progress and enjoy a prominent position in society. In the past, men dominated society and provided all the resources required for the family, while women were responsible for household responsibilities such as child care, child rearing, and home management. However today women, have entered various areas to build strong careers on par with males, thanks to education and socioeconomic improvements. Working women now a day's face tough competition and challenges in both their professional and personal lives. They find it challenging to manage and balance the demands of the workplace and the responsibilities of home and family. In today's world, striking a balance between work and life is a significant issue for female professionals for which work-life balance is significant (Shanker, 2019). As a result of changing economic and social situations, working women's roles have shifted around the world. It accounts for enormous pressure on working women to face & build a career on par with their male counterparts while maintaining active involvement in their personal lives. Working women are suffering as a result of growing work pressure, leaving them with less time for themselves. In the current scenario, the growing duties on the personal front, along with technological blessings such as improved mobile phones, notepads, and other devices that merge work and personal lives, creates stress on both personal and professional levels.

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This has an impact on a person's physical, mental, and social health. As a result, attaining work-life balance is a must for working women'-(Delina & Raya, 2013).

“You don't have to make yourself miserable to be successful. It's natural to look back and mythologize the long nights and manic moments of genius, but success isn't about working hard, it's about working smart.” It is rightly said by Andrew Wilkinson, founder of Meta Lab. Mental & physical harassment, unequal pay, etc. are the problems women faced at workplace where as family duties, time balance, mother responsibility, health & fitness, etc. are the problems faced by them at family (Shiva, 2013). The organization's expectations of its personnel are rising in this cutthroat competitive environment. To meet the demands of the business, employees must extend themselves and focus more on their work, resulting in a work-life balance that is unbalanced. In reality, establishing a balance between work and personal life is one of the most difficult difficulties for women in the workplace in the twenty-

first century. Many female professionals in numerous industries are believed to have a disrupted work-life balance, which is contributing to an increase in divorces, strained family relationships, organizational conflicts, and suicides" (Balamurugan & Sreeleka, 2020).

Review of Literature

G. Delina and Dr. R. Prabhakara Raya had analyzed that the problems faced by the working women of Pondicherry in terms of work-life balance are quite high their results also indicate that the work-life balance of individuals affect their quality of life. Their study was able to measure the work-life balance of working women finding that married working women find it very hard to balance their work and personal life irrespective of the sector they are into, the age group they belong to, the number of children they have and their spouse's profession. They also analyzed that the IT sector working professionals were found to have more difficulties in balancing work and family. Conflicts in work-life balance of working women affects their health reporting more stress, headaches, muscle tension, weight gain and depressed than their male counterparts. Zameer Ahmad Bhat analyzed Women have proved, time and again, that they are in no way inferior to men in all walks of life. The male dominated society is not yet ready to accept it. Women just need the necessary support and encouragement of the family and the society. Women have been playing a paramount role in the socio-economic development of any country across the world. it remains true that Indian women still constitute a large body of under-privileged citizens. Even the global picture about the status of women seems no different from that of India.

Whether the issue is improving education in developing world, or fighting global climate, or addressing nearly any other challenge we face, empowering women is a critical part of the equation. And we require serious, positive, down to earth policy on empowerment of women.

Dr. Rinku Rani analyzed that working married women have to face more difficulties in their lives as compared to non-working married women It concludes that on some aspects working married women cannot

contribute significantly for the well-being of their family. Their attention is diverted because of working in two situations. They cannot give proper attention to their marital lives and this cause marital mal adjustment. Working women because of the added responsibilities of job may suffer from more severe causes of maladjustment at home or in the office, while on the other side they have to take care of the children, husband, and in-laws and perform other domestic duties.

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while on the other side they have to take care of the children, husband, and in-laws and perform other domestic duties. A healthy work-life balance is especially important for working women in the current climate, in which both the family and the job have created several obstacles and concerns for women. Several researches on the subject have found that women face role conflict more frequently than men, according to this literature review. Professional-family conflict arises when an individual's family and work roles have incompatible expectations, making participation in both roles more challenging. At the work-life nexus, this imbalance causes friction. Many family-friendly businesses recognize the need of work-life balance, which involves attracting and retaining qualified employees, as well as lowering costs. Employee stress, job happiness, absenteeism reduction, health benefits, and a better work-life balance are all factors to consider. Some successful initiatives in the area of working hours, Flexible working hours, for example, can help to improve work-life balance (Alqahtani, 2020).

Work-family conflict (WFC) and family-work conflict (FWC) are more likely to have a negative impact on the family domain, resulting in poorer life satisfaction and more internal conflict. Several factors that influence WFC and FWC levels have been identified in studies. WFC and FWC experiences are influenced by factors such as family size, age of the children, working hours, and social support. These variables, on the other hand, have been thought of as WFC and FWC antecedents. As a result, for working women to have a good quality of life, achieving work-life balance is

essential (Reddy et al., n.d.). Women have again proved that they are not inferior to men in all walks of life. Support from family and relatives are the major factor that affects the women performance at work (Zameer Ahmad Bhat, 2014). Anitha & Muralidharan, 2014 shows that demographic factors and work-related factors affect the level of work life balance of marketing professionals. In the study, demographic factors constitute age, salary, etc. whereas work related factors includes target-oriented work, working hours, etc. Rinku Rani, 2013 suggested that married working women encountered more difficulties as compared to non-working married women. Married women cannot contribute significantly for the well-being of their family.

Objectives of the Study

- To identify the level of job effect in managing Personal Life by women employees of Educational Institutions.
- To determine if there is a significant association between the Level of Job Effect and the Level of Income Groups of women employees in managing personal life.

Hypothesis Formulation

Below mentioned null hypotheses H_{0i} were formulated to test objective 2.

H_{01} : "There is no significant association between the Level of Job Effect and the Level of Income Groups of women employees in managing personal life."

Methodology

- *Research design*: Descriptive and Exploratory research designs were used.
- *Sampling design*: Convenience Non-Probability Sampling technique was used.
- *Sample Size*: 100 women employees were selected.
- *Data analysis Tools*: A pre-structured and pre-tested questionnaire was used.

Results And Discussion

Objective 1:

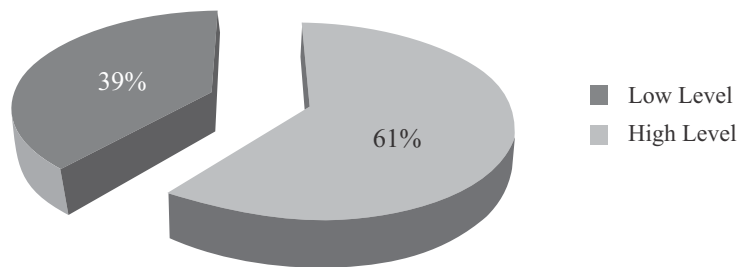
Table 1 Level of Job Effect

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Low Level	61	61.0	61.0	61.0
	High Level	39	39.0	39.0	100.0
	Total	100	100.0	100.0	

In a surveyed data, it is found that all the 100 respondents are classified into two groups according to the level of job effect., 61% of women employees are

having low level effect of job involvement whereas, 39% women employees were having high level of job effect in managing personal life.

Figure 1: Level of Job Effect



Objective 2:

Table 2 Crosstab: Level of Job Effect and Level of Income Groups

		Count				
		Monthly Income of Respondents (In Rs.)				Total
		6,000-15,000	16,000-25,000	26,000-35,000	36,000 and above	
Level of Job Effect	Low Level	7	8	14	32	61
	High Level	8	8	14	9	39
Total		15	16	28	41	100

Above Crosstab table indicate Monthly income of respondents and is classified into four categories and Level of Job Effect into two categories. 61 % of respondents belong to low level of Job affected group, out of which 32% women employees classified into Rs. 36,000 and above Income group and 14 % of them falls

under the category of Rs. 26,000-Rs. 35,000 Income group. Whereas remaining 39% respondents belongs to high level of Job affected group, out of which 14% respondents falls under the category of Rs. 26,000-Rs. 35,000 Income group and 9% women employees classified into Rs. 36,000 and above Income group.

Table 3 Chi-Square Tests: Level of Job Effect and Level of Income Groups

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.543a	3	.036
Likelihood Ratio	8.869	3	.031
Linear-by-Linear Association	6.070	1	.014
N of Valid Cases	100		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 5.85.

The statistical value 0.036 is lower than the alpha value 0.05 at 95% confidence interval. Thus, null hypothesis is rejected and it can be concluded that there is a significant association between the Level of Job Effect and the Level of Income Groups.

Conclusions

61% of women employees were having low level of job effect in managing personal life and the level of income significantly affect the level of job involvement in managing work and life together. Hence, when the women employees are earning more then their personal life gets affected and they don't have enough time for family and for themselves.

Suggestions and Recommendations

Working women are suggested to limit their timing for office work as well as for domestic work and try to perform within a given specified time. So that they can be able to spare some time with their family members and can get *ME* time too.

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