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## A COMPARATIVE STUDY ON THE WORK LIFE BALANCE OF WOMEN EMPLOYEES AMONG THE HEALTH AND IT SECTOR

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### ABSTRACT

*Now a days, young women who are educated getting better exposure are ready to work for a better future, for financial stability, self-reliance and for a feeling of importance. Married women are working to become economically independent, to help her husband, to meeting their everyday expenses, to be role model for their children, to pay for the emergencies or contingencies, when the partner is suddenly not able to work and earn livelihood etc. Not only the educated women but also the moderately educated and uneducated women are also willing to go for job according to their ability and qualifications because the benefits of having a job, earning penny and stand in one's own feet. But these women face various problems in balancing their personal life and work life due to multiple roles. So this study aims at finding out the work life balance of women employees working in healthcare and IT sector*

### KEYWORDS

IT sector, healthcare, work life balance, multiple roles.

### JEL CODES

J28, J29.

### INTRODUCTION

Today, in this twenty first century, most of the Indian women wants to be independent, and they want to support their family and to equally contribute like men. Most of the women are now going for job for the same. As a result of changes in the culture, by passage of time, increase in education and knowledge, advancement of technology and all encouraged the women to take the role of an employee in their own workplace and along with their role as a responsible wife, mother and daughter in their family life also.

Earlier women prefer for only 9am to 5pm jobs since women had several restrictions from the family, society and commitments towards their family. As the time passes, now women are ready to go for jobs having shifts and are hesitate to go for even night shifts.

Now a days, women are in every field like teaching, banking, IT sector, hospital sector, arts and media, engineering, aerospace industry etc. Among them most of common sectors women opt for were teaching, banking, IT, healthcare sector. Because it is felt that it is most appropriate professions for women according to the perceptions of society. Among these sectors it is the IT and health care sectors, workers are required to work on shift basis irrespective of gender factors.

The working women are required to perform variety of roles in their family and at workplace. Working women is required to maintain a balance between their family life and work life, because they work for the overall betterment of their family and if they do not able to maintain a balance between their family and work life, and when they are spending more time in work space and concentrate more only on work related matters then there is no point to say that they are working for their family. In this point the concept of Work Life Balance gains its significance. Work life balance is having an equilibrium between an employees work life and personal life.

### REVIEW OF LITERATURE

**E. Jeffery. Hill, Joe collihan, Sara Weiners and Brent miller (2006):** They made a study under the heading 'Influence of Virtual Office on the Aspects of Work-Life Balance'. This study is conducted among the employees of IBM. The study revealed a conclusion that virtual work provides more flexibility, productivity, longer work hours and there are negatives also which are lack of teamwork, higher morale etc.

**David Boohene, K.Sanantha Lakshmi and T. Ramachandran.** 'Analysis of work life balance of female nurses in hospitals -comparative study between private and government hospitals in Chennai'. The study arrived to a conclusion that there is no significant difference between the stress level of the female nurses in both sectors and work life balance of female nurses in both the sector is challengeable one. There is need for the periodical review regarding the balance between the personal life and work life because its absence leads to severe stress and the study made a suggestion that both private and government hospital need to closely monitor factors like stress, work place, demographic, motivation and other benefits will improve the work life satisfaction which will in turn improve the satisfaction of personal life also.

**Sagar Surendra Deshmukh, Deepa Nanjappan (2013):** they made a study on the work life balance of Indian women. They came to a conclusion that the organisation which gives importance for the WLB of employees can effectively reduce absenteeism, employee turnover and increase the productivity and effectiveness of organisation. The study had also found that organisation has to give importance for the women employees who belongs to the age group from 25 to 35 because the women in that category have more responsibilities in home as well as in work place.

**NEED/IMPORTANCE OF THE STUDY**

Women plays variety of significant roles in family, workplace and in the society. They have to face several challenges and issues from the family and from work space. It is highly important to strike a balance between the family life and work life. Today in this 21<sup>st</sup> century where majority of women are working it is necessary to conduct a study on the work life balance. And particularly, as a part of the requirement of their job IT professionals and healthcare employees are required to work for even in night shifts.

**STATEMENT OF THE PROBLEM**

Work life balance is maintaining a harmony between employee’s work life and personal life. In this present study, Work Life Balance of women employees among the IT sector and Health care sector are studied and compared, as in these sectors employees are required to work on shift basis. Both these sectors had certain similarities that both jobs are increasingly opted by women and both the jobs have work shifts, including night shifts. This study presents how the women employees in IT and Health care sector in Ernakulam strikes a balance between work life and personal life.

**OBJECTIVES**

1. To compare the work life balance of women employees among health care and IT sector.
2. To identify the satisfaction level of women employees in IT and Health care sector.

**HYPOTHESIS**

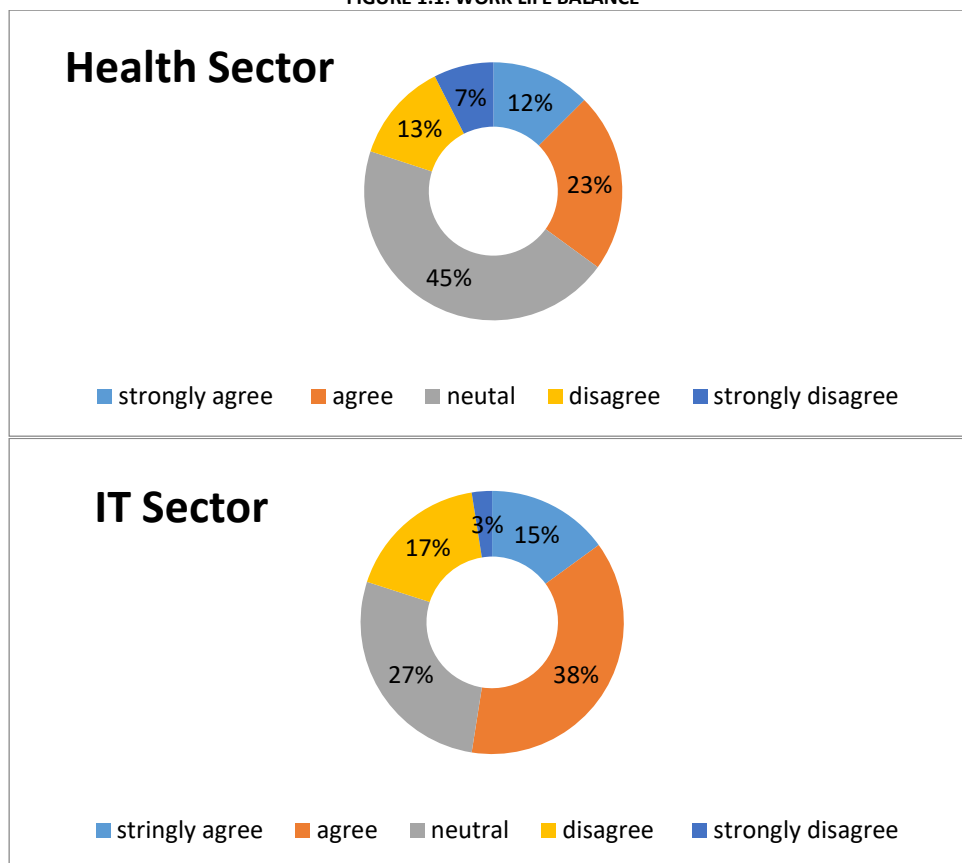
H<sub>0</sub>: there is no association between the satisfaction of the employees and different working sector.  
 H<sub>a</sub>: there is association between the satisfaction of employees and different working sector.

**RESEARCH METHODOLOGY**

Descriptive analysis has been carried to study the work life balance of women employees among Hospital and IT sector. For the study both the primary data and secondary data were collected. Primary data was collected from 40 respondents each from healthcare and IT sector in Ernakulam District with the help of questionnaire using convenience sampling method. Secondary data is collected from various text books, journals, websites etc. For the analysis of data collected, various statistical tools like chi square test, charts, graphs etc. were selected.

**RESULTS & DISCUSSION**

FIGURE 1.1: WORK LIFE BALANCE

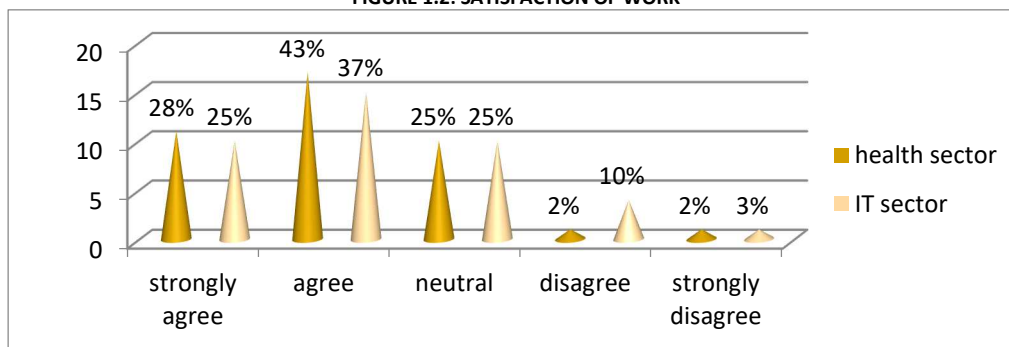


Source: primary data

**INTERPRETATION**

In case of maintaining a balance between work life and personal life, 12% and 15% of health sector and IT sector respectively able to maintain a balance between both. While comparing both sectors the IT sector employees are more able to maintain a balance, whereas in Health sector majority is rated neutral in maintaining a balance between both work life and family life.

FIGURE 1.2: SATISFACTION OF WORK



Source: primary data

**Chi square test**

H<sub>0</sub>: there is no association between the satisfaction of the employees and different working sector.

H<sub>a</sub>: there is association between the satisfaction of employees and different working sector.

Calculated value: 40.854

Table value: 16.919

Degree of freedom: 9

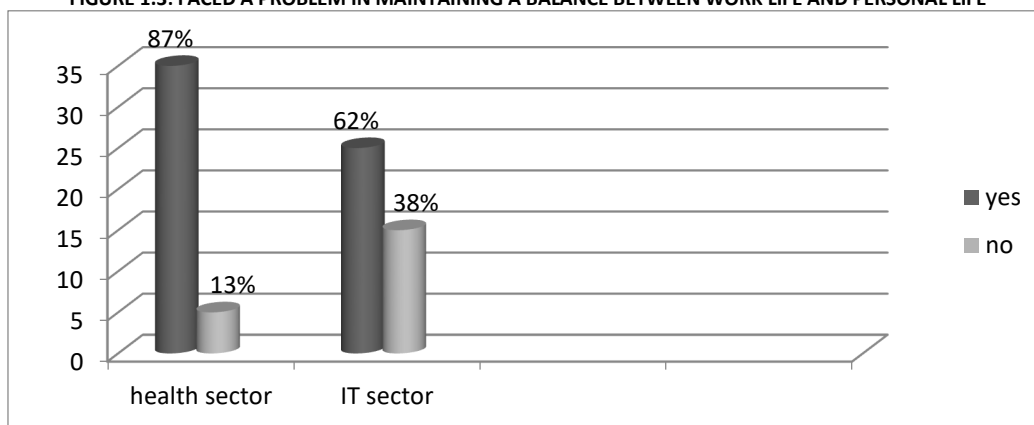
Level of significance: 5%

Since the calculated value is more than the table value, we reject null hypothesis; we accept the alternative hypothesis, so that there is significant association between the level of satisfaction of employees and the sector in which they are working.

**INTERPRETATION**

When comparing the satisfaction level, 28% employees of health sector strongly agreed that they are satisfied with the work, and 43% agreed that they are satisfied with work and only 2% strongly disagree that they are not satisfied with their work. In case of IT sector 25% are strongly agreed that they are satisfied with their work where as 3% said that they strongly disagree about the satisfaction level. When comparing both the sectors, it is in the health sector majority are satisfied.

FIGURE 1.3: FACED A PROBLEM IN MAINTAINING A BALANCE BETWEEN WORK LIFE AND PERSONAL LIFE



Source: primary data

**INTERPRETATION**

In case of healthcare sector majority of 87% women employees had faced a problem in maintain a balance between the work life and personal life, where as only 13% have not faced any problem. When it comes to IT sector less number of person when compared to health sector, less percentage of employees had faced a problem in maintaining balance between family life and work life.

**FINDINGS**

1. In IT sector majority are agreeing that they can maintain a balance between work life and personal life where as the majority of health sector employee has opted neutral.
2. There is significant association between the work satisfaction and the working sector. And work satisfaction is more in health sector than in IT sector.

**RECOMMENDATIONS**

1. Organisation should ensure consider the employees as the most valuable assets of their institutions, and they have to be provided with better working conditions, grant leave when there are emergencies, allow flexible timing, provide recreation facilities etc.
2. Avoid the continuous occurring of nigh shifts and long and tedious hours of working.
3. For the working mothers having small kids, the organisation should arrange childcare facilities in the workplace itself or near to the work place.
4. Provide training and awareness programmes about the importance of WLB.

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