

A Brief Study on Role of Family Support in Balancing Personal and Work Life of Women Employees

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Abstract

The Economy and Financial needs of the Family made the women to come out the home and work for livelihood. They try to do different jobs and sometimes they can choose a difficult. The main challenge for working women is to balance family and jobs. Literature recognizes many aspects such as career progress, work-related stress, career expectations, job responsibility related family contradictions, and family conflicts, work-life balance and child care.

This study is related to the various challenges and issues that handled by working women during job with family responsibility. This study helps reduce stress, frequency, turnover, divorce, birth rates and problems of women's degradation. The aim of this study is to gain or control the performance of women in each of the roles as well as to discover ways in which women can manage their dual roles.

Keyword: Women, Family Support, Work-Life Balance, Professional life Challenges, Personal life Challenges.

Introduction

As we know, Existing universities and infrastructures have encouraged women to stay high in the business world. The current global competitive environment has created a company that forms various women's welfare policies that can demonstrate the untapped potential of women's labor. Many women choose jobs that earn good jobs and receive financial support for their families. To ensure a happy life and self-satisfaction women strive to maintain a balance between work and privacy. With the support of your spouse, parents, children, bosses, friends and colleagues, you can balance your paid and unpaid responsibilities. Workplace Life Balance (WLB) practices improve absenteeism and stress by improving job satisfaction and job performance. Due to immense social changes taking place in Indian families and financial commitments, modern standard of living this particular change is observed. In addition, the employment rate of women has also increased due to changes in bank management policies and rapid changes in the banking and financial sectors. As a result, I began to work diligently to increase the financial responsibility of spouses and improve the standard of living of women. Compared to in large cities, the employment rate is very high.

Objectives of the Study

On the biases of intense literature review and gap analysis the researcher has framed the following objectives of the study:

1. To examine the present Work Life Balance among females working in banks and insurance companies in Punjab.
2. To identify the factors that enables or constrains the performance of working females in both personal and professional roles.

Literature Review

Haslam et al. (2015) reports findings on the challenges working mothers endure and what they consider as their main support systems. Discussions were developed through the use of a semi-structured interview format, which included questions such as: "What are the challenges working parents face? What are the benefits of being a parent who works?"

Does working as a parent have effects on their employments? Do 11 parents who work experience effects on their parenting? What makes people attend support programs for parents?” (p. 2465). Results of these questions showed that most participants (94%) reported that balancing work family demands was hard for them. Eighty-one percent of the participants stated that support programs for working parents are needed and would help them achieve balance. This research provided eight themes which were: “the effects of guilt as well as the effects of work on family life, their support systems, their balance, parenting roles, career effects, the wellbeing of their relationship ad last but not least the need for support programs” (p. 2463).

Crowley and Kolenikov (2014) showed in their study that the control mothers had on their time-off was significant and relevant to their perceptions of work and parenting demands. This finding supported another research conducted by Crowley and Weiner (as cited in Crowley and Kolenikov, 2014), in which mother’s control on their time-off flexibility was considered extremely important. When participants were asked to design an ideal job, they reported that time-off options were more important than having flexibility to work arrangements.

Jerina et.al (2013) found that there was a negative impact on the family work of the Family Worker (FWC) and the Family Worker Tatar (WFC), which helped reduce child satisfaction and hampered women's activities at the wedding. , which is the pressure Prosperity Women are the cause of happiness. Helping the features of the car helps to improve the level of WFC. Women working in hospitals have been told to become more WFC while being better known than women working in the FICC sector.

Levy’s (2012) master research provided a summary of studies associated with work-life balance. In her study, Marks and Macdermid (as cited in Levy, 2012) claimed that women who have good balance in their roles as mothers experience higher levels of wellbeing. The study showed that 14 those who were more balanced in their lives were not necessarily the ones who worked the fewest hours. The amount of hours women worked were not dictators of self-esteem, and depression levels.

Valk and Srinivasan (2011) in a study of women's work and family factors, Indian IT experts have identified six key themes that are going to negotiate the family's impact on lifestyle choices and responsibilities. Multiple roles, personal and professional identity, professional tasks and struggle strategies, organizational and practical policies and social reinforcement.

Krishna Reddy et al. (2010) have analyzed many variables that affect the levels of WFC and FWC. Variables were family size, age of children, hours of work and showed that family-family conflict and labor disputes were likely. This will have a negative influence on family domination leading to loss of life, satisfaction and greater internal conflict within the family. Thus the hypothesis, that there is a significant relationship between personal variables (age, income, marital status) and work life balance of working females

According to Marshall (2009), professional women reported personal benefits, such as the ability to enrich the lives of and be able to provide for their children. These women also experienced personal gratification for making their children proud. Marshall (2009) also identified the professional advantages of having a career. The women in the study reported loving their careers because it taught them to be more understanding, compassionate, and sensitive, and in the end making them better mothers. They explained that having a career was important for these women because they were making a

positive impact on society by helping others. In short, these women loved being mothers and professionals. Even though there is no a magic way to find balance, the women in this study reported that they were able to fulfill their roles as professionals and mothers. Their answers included being able to prioritize, make sacrifices, and compromise as well as being able also to embrace their love for their careers and families by believing in themselves and knowing their strengths and abilities.

Work life Balance

Work-life balance (WLB) attracts everyone, including individuals and companies around the world. Many people present different definitions, but there is no acceptable definition for this word. Work-Life Balance (WLB) is defined as a satisfactory level of involvement between many roles in a person's life. It is the person's control over the responsibility between workplace, family, friends and yourself. It is a comfortable balance that is achieved between the priorities of the workplace and the priorities of personal life. Many people participate in the life of everyone, including family, friends, bosses and their allies. They got support from them.

Present Work Life Balance Situations of the Respondents

Women working jobs in banking and companies have been selected to study. The factors related to rescue factors and balance of work in the previous chapter were analyzed in detail. Important aspects of life equality and balance of active life have been analyzed. Demographic data was detected on the balance between life and work and personal life and the relationship between life and balance of personal life was determined in relation to life's satisfaction. And the balance of professional life.

A high level of correlation was found between education and satisfaction. Where as a very weak relationship was observed between age and work life balance. It is clear from the relationships that the young female employees of bank and insurance organizations have a feeling of unrest as they are not satisfied, whereas the older employees feel more satisfied. There is a weak relationship found between financial targets as well as WLB. This is found especially in banks and insurance employees of private banks. Other than this these respondents also claimed two problems, i.e. office politics and office timings. Factors that enables or constrains the performance of working females in both personal and professional roles.

Types of Problems for working women

Burden of excessive work

67% of the working women agree that they have the problem of the burden of excessive work. Working women are confronted with tasks of family members and their social circle. To do this, they need to play another role in their personal life. With increasing demands at work, women should work long hours and sometimes do their work at home.

So most of them are under heavy work in their staff. This is a contributing factor to work life imbalance and may lead to conflict.

Interference of work with family life

Majority of the respondents agreed that work interfered with family life. This may be attributed to the fact that mostly work hours are not limited to 7 or 8 hours a day and the private sector employees spend 12-16 hours at work. This leaves

them with very little time for family. As more than one half of the respondents are employed in the private sector, there may be interference of work with family life due to long hours spent in completing official work.

Fulfill others' expectations

The majority of respondents (77%) say that they are under pressure to meet the expectations of others. Working women run between two full time workers and play many roles in both areas, so there is a lot of pressure on the work which causes conflict between work and life. Although many people expect to play a social role from the family, the organization also expects them to work effectively. In both areas, we expect that working women will act in all roles, which will create tremendous stress and tension. The above analysis shows that women who work to meet the needs of others often have little space to fulfill their personal interests.

Longer work hours

Working women are forced to spend more time because they have to compete with male partners at work to stay in the promotion and promotions competition. In Indian context, women are still the only carers for children and elderly dependents who need to work long hours at home, who threaten the balance between work and personal life. Working women know that they have little time for personal benefits.

No time for oneself

Most respondents agreed that they did not have the time. Most respondents (84%) do not often need to travel to work, and more than 50% of them get family support, but they work very long to work every day Does matter.

Different types of Family Support for Working Women

Their husband's relatives, their ancestors relatives, or women of the neighborhood loved sick women. Apart from this, some men expressed concern about the health of their wife and believed that women are fit for proper treatment.

Some other supports for working women are given below;

- Family support of working in form of caring her child during and after working.
- In kitchen, family can support of working women.
- By providing friendly environment in office also helps.

Conclusion

The results of this study show that family support plays an important role in maintaining a balance between personal and professional life. The regression chart clearly shows that family support is a pioneer in work-life balance. Employees with adult children can easily find the balance between women and children. Similarly, employees whose workforce has to avoid taking care of older parents / current laws have a lower work-life balance than their peers. Police therefore need to take the necessary steps to help workers in these categories to reconcile their personal and professional lives. Hospital facilities for employees and their families can help some of the hired women.

There is big challenge for the working women's to make equilibrium between the professional life and the personal life. Working women's are facing several types of problem not only at the work place but also at their home. They are suppose to manage both the ends with fully of efficiency and accuracy. They are playing double role in their life but up to what extent they were able to handle and mange their double responsibilities become important. It can be concluded women employees are mentally occupied about the office work devoting more time in office which affects their domestic

responsibilities which affects their temperament. Even though they are handling both the responsibilities they are not satisfied with the office support in managing their domestic problems. Due to that their domestic problems affects their professional work and vice-versa. Although the reason for such lopsidedness may be due to that the age group which they belong majority of them are between 25-35, their salary, experience and qualification.

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