

## A STUDY ON THE BALANCE BETWEEN WORK AND LIFE OF WOMEN EMPLOYEES IN THE SERVICE SECTOR IN THE COIMBATORE DISTRICT

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### ABSTRACT:

The ability to maintain employees in a gig depends on a balance between fun and serious activities, which is a creating region in human assets on the board. Workers, especially women, take a terrible risk by juggling family responsibilities and work obligations. Administration in the fields of education, banking, security, and emergency medical care are especially needed in this context and in the more rural areas as well. In light of this context, the aim of this review was to attempt to put a number on the amount of time female aid workers spend on both leisure and work-related pursuits in various parts of the Coimbatore District. The analyst has successfully recruited fifty women for positions in education, healthcare, banking, and security. The data was gathered using a structured survey as a template, and then analyzed using statistical tools like the rate and Chi-square. Based on the findings, it appears that the majorities of female employees across all support sectors are highly fulfilled in their personal lives and have a moderate level of satisfaction at work.

**Keywords:** Work life balance, Service Sector, Personal Expectation, Work Expectation.

## **INTRODUCTION**

The functioning propensities for all kinds of people have developed in the cutting edge period. Ladies are working in a wide range of occupations across all enterprises. The job that ladies play in the labor force is impressive, especially in help businesses like educating and friendliness. Balance between serious and fun activities is an area of human asset the executives that is quickly advancing. From one side of the planet to the other, the idea of work has developed because of moving monetary and prevalent burdens. In this exceptionally serious environment, female workers should adjust the requests of being a homemaker with their craving to expertly develop. The greatest issue looked by female experts is shuffling the requests of both their home and expert lives.

## **Review of Literature**

Most of female representatives in India used to be limited to low-profile or non-administrative positions. The story has changed from that point forward. They are omnipresent in the work environment, in a wide range of spots. Because of these progressions in the workplace culture, ladies representatives currently have more commitments to their families, their bosses, and society all in all (Mathew & Panchanatham, 2009). Accordingly, it is critical to research cases and issues with balance between fun and serious activities. Balance between serious and fun activities was recognized as one of the main seven wellsprings of discontent for working ladies representatives, as well as being a cause of sadness (Hughes, 2007).

Balance between fun and serious activities of Women representatives both individual and expert lives are significant and ladies workers battle to do reasonableness to both the jobs and all the while on the off chance that they invest more energy seeking after one situation rather than the other can prompt unfriendly results (Nair, 14 2010) According to Peeters, Montgomery, Bakker and Schaufeli, (2005), work requests and family requests are regularly hopeless making an awkwardness between the two.

As a matter of fact, ladies regularly focus on accomplishing a balance between their profession and life (Kirton, 2006). Undoubtedly ladies support in the work market is developing, and yet, their personality and responsibility draw out to be connected with really focusing work particularly on kids (Thilakshi Kodagoda, 2010). Equivalent open doors are not only for ladies entering the labor force as equivalents. It is likewise about men being approved to take on contemporary jobs or calling (Nona Walia, 2012).

Gayathiri & Ramakrishnan (2013) directed a review to research the idea of nature of work life and to investigate nature of relationship it has with work fulfillment. The outcome shows that work life quality is multi-layered and it impact representative's utilization of abilities, information, relationship with other and proficient cooperation and joint effort. A positive relationship exists stuck between work fulfillment and nature of work.

### Need for the Study:

In the current situation, ladies are exceptionally taught and serious to do any nature of work. Ladies overlay has more liability than men in their home. However there are many examinations in balance between fun and serious activities, an endeavor has been made in this review to dissect the balance between serious and fun activities of ladies representatives in Coimbatore District. The review region is a provincial region, so the ladies representatives are working generally in Teaching, Healthcare, Insurance and Education areas as it were.

### OBJECTIVES OF THE STUDY

The following objectives were undertaken for the study:

- To survey the individual and work future of the respondents
- To gauge the general fulfilment of the respondents
- To assess the area wise arrangement and fulfilment of respondents in both individual and work life.

### RESEARCH METHODOLOGY

#### Area of the study

This study was conducted in Coimbatore District.

#### Sampling techniques

The simple random technique was used for selecting respondents. The researcher has taken fifty women employees in service chosen sector.

#### Sources of data

The study is constructed on both primary and secondary data. The primary data were collected with the help of structured questionnaire. The required secondary was gathered from books, magazines and websites.

#### Tools Used

- Percentage analysis
- Chi-square test

### LIMITATION OF THE STUDY

The study is confined to the following restrictions:

1. The review is restricted to Coimbatore District just and ends attracted may not have any significant bearing to different regions.
2. Time and cost are the others factors prohibitive the review test to 50 respondents.
3. The current review is transcendently in view of essential information. Thus the likelihood of inspecting mistake is inescapable.
4. It is hard to tell whether the anxious respondents are truly delegate.

### ANALYSIS AND INTERPRETATION

#### Assessment of Work life Balance

Evaluation of work life balance is done by assessing the factors responsible for personal life expectation, work life expectation and overall satisfaction.

**Table 1**

**Statements for the Assessment of Respondents towards Personal Life Expectation**

Statements	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree	
	No	%	No	%	No	%	No	%	No	%
Support from the family	10	20	20	40	5	10	10	20	5	10
Caring the children and dependents	10	20	20	40	5	10	10	20	5	10
Time for Self Management	10	20	5	10	10	20	20	40	5	10

**Source: Primary Data**

**Interpretation:**

Individual life assumptions like help from the family, really focusing on the wards, and time for self-administration were taken for considering the balance between serious and fun activities, and the above table uncovers that most of the respondents (40%) concurred that they have family support, 40% of the respondents concurred that the minding of kids and wards is a huge part impacting the balance between fun and serious activities and larger part (40%) differ to possess energy for self-administration.

**Table 2**

**Statements for the Assessment of Respondents towards Satisfaction**

Statements	High satisfied		Moderately satisfied		Dissatisfied	
	No	%	No	%	No	%
Satisfaction on personal life	20	40	15	30	15	30
Satisfaction in work life	15	30	25	50	10	20

**Source: Primary Data**

**Interpretation:**

The above table uncovers the appraisal of respondents towards the fulfillment level, the larger part (40%) of the respondents has profoundly fulfilled on private life, and half of the respondents have modestly fulfilled on work life.

### Sector wise classification and Satisfaction of the respondents

Service sector wise classification of respondents and their satisfaction were measured using cross-classification table with the following hypothesis.

#### Hypothesis framed:

- There is no significant relationship between sector wise classification of the respondents and satisfaction in personal life
- There is no significant relationship between industrywise classification of the respondents and satisfaction in work life

**Table 3**

#### Sector-wise classification and Satisfaction of respondents in Personal life

Sector-wise Classification	Satisfaction in Personal life			
	High satisfied	Moderately satisfied	Dissatisfied	Total
Teaching	4	3	3	10
Healthcare	10	3	7	20
Banking	3	5	2	10
Insurance	3	4	3	10
Total	20	15	15	

Source: Primary Data

Chi-square table value: 11.07, Calculated value: 4.667

#### Interpretation

- The above table construes that most of the respondents in educating and medical care are exceptionally fulfilled. According to banking and protection, the larger part have decently fulfilled

The calculated value of chi-square is less than the table value, so we accept the Null Hypothesis and conclude that there is no significant association between sector wise classification of the respondents and satisfaction in personal life

Table 4

## Sector-wise classification and Satisfaction of respondents in Work life

Sector-wise Classification	Satisfaction in Work life			
	High satisfied	Moderately satisfied	Dissatisfied	Total
Teaching	3	6	1	10
Healthcare	5	12	3	20
Banking	5	3	2	10
Insurance	2	4	4	10
Total	15	25	10	

Source: Primary Data

Chi-square value= 6.1833 Table value= 12.59

## Interpretation

The above table reveals that larger part of the respondents in educating and medical services are having decently fulfilled according to banking, the larger part have high fulfillment and in protection four out of ten are having moderate disappointment in work life. The determined worth of chi-square is not exactly the table worth, so we acknowledge the Null Hypothesis and reason that there is no critical relationship between area wise characterization of the respondents and fulfillment in work life.

## FINDINGS

In Final, Most of the respondents has a place with the age gathering of 30-50 (60%), Out of the four chose administration areas 40% were working in Healthcare administrations, 60% working in government organizations. The greater part (60%) were in the pay level of 20000-30000. Greater part of the respondents were hitched with under two youngsters living in a family unit framework. According to the functioning elements, 70% were filling in as all day, with 15-30 hours of work each week.

## CONCLUSION

It is presumed that a large portion of the ladies representatives (40%) in various help areas are profoundly fulfilled in their own life and the greater part (half) are having moderate fulfillment in work life. The speculation is tried utilizing the Chi-square test. The outcomes show that there is a variety among ladies representatives on their fulfillment level in both individual and work life. In some help areas like educating, and banking the respondents were working all day, yet on account of medical services, the ladies representatives are taking care

of their responsibilities on a parttime and shift premise. The commitment of ladies representatives in the assistance area is undeniable, and they are attempting to flawlessly adjust their own and work life. The concerned foundation should consider the fundamental balance between serious and fun activities arrangements for the government assistance of the ladies workers. A blissful specialist will be more useful in their work bringing about valuable outcomes for the association.

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