

“A Study on Empowerment of Women & the Impact of the Employment on their Work Life Balance and Protection of Women at Various Organizations at Tumkur City”

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Abstract:

Tumkur city is presently highlighted as employment ocean as every year more number of companies/organizations/ colleges are established, as it is nearby to Bangalore and international airport, to give employment to more number of people. Women are entered into all types of jobs in comparison with men. But at working place there are still issues of work life balance especially for women. The purpose of this study is to examine the present situations of women professionals at work place and their work life balance at various organizations/collages at Tumkur city.

Women are facing dual problems one form family side and the other from management/co-workers side to balance their life. This paper also analysis the various problems along with suitable practical solutions to overcome the work life balance of women professionals at Tumkur city.

Key words: Empowerment, Employment, work – balance, Women, Effectiveness.

1. Introduction:

Work life balance has recently taken the attention of both researchers and executives. This subject interests almost everyone with a professional career. This widespread interest is partly due to its reflection on all aspects of life. For those who think that the main objective in life is to work, their career becomes the core of life. However, people have limited time and therefore have to perform many other activities other than their jobs. Without a balance between the two, many mishaps can be experienced in both. In this study work –life balance is analyzed from collages and organizational context.

The business case for work-life balance practices, as espoused by many organizations, rests on attracting better applicants and reducing work-life conflict among existing employees in order to enhance organizational performance. Women have never been in a stronger position to lead, change and shape the economic, social and political landscape. The 21st century has seen a dramatic shift in "traditional" family dynamics and greater recognition of gender in legislation has helped pull apart gender-role divisions. As a result women are far more economically independent and socially autonomous than earlier.

A relatively neglected factor is the role of stereotypes, reinforced by social and cultural norms, which underline certain expectations about gender. Decades of research has shown that stereotypes about men and women have a huge impact on our beliefs about how they should (or should not) behave. Consequently gender stereotypes reinforce social status and gender hierarchies: for example, surveys and experiments show that women are generally perceived as more "communal" and "loyal", whereas men are described more as "protectors" and "competent". Of course not everyone subscribes to these stereotypes, but there is evidence that men and women who behave in ways that contrast with these traditional stereotypes – such as career women or stay-at-home dads – are likely to be evaluated negatively by others. A lifetime of exposure to what women should be how they should behave and who they should represent drives and reinforces unconscious and unseen biases.

Unconscious bias is particularly important as it arises from the implicit assumptions and unspoken attitudes, beliefs and expectations that we all have about others. Study after study has highlighted that both men and women have unconscious gender biases. For example, people view men as more capable leaders, men are rewarded more highly than women – just having a male name is more likely to get you the job. If you are a mother, your chances of getting the job are reduced by 70%. Overcoming stereotypes and unconscious bias can only be achieved if we are all willing to address our own immediate judgments and can put in place practices and procedures to mitigate their potential effects.

In taking a gender sensitive approach, one recognizes that because of the different jobs women and men do and the different societal roles, expectations and responsibilities they have, women and men may be exposed to different physical and psychological risks at the workplace, thus requiring differing control measures. This approach also improves the understanding that the sexual division of labour, biological differences, employment patterns, social roles and social structures all contribute to gender-specific patterns of occupational hazards and risks.

In order to decrease the negative consequences of work- family conflict on working individuals, family friendly organizational culture and human resources applications have recently been in agenda of working women. The components of the organizational strategy are flexible working hours, child care and elderly care scheme, home working

,job sharing. Supportive programmes for the family life of employees in an organization contribute to providing work –life balance. By these programmes, the employees will be encouraged, their attendance will be supported and their efficiency will increase. Flexible working hours is one of the methods used to maintain work-life balance. For example employees with flexi-time will have to fulfill certain amount of time weekly. Other thing which can be done is to allow employees to work at home away from traditional work environment.

Women are entered into all types of jobs in comparison with men. But at working place there are still issues of work life balance especially for women. The purpose of this study is to examine the present situations of women professionals at work place towards work life balance at various organizations/collages at Tumkur city.

Women are facing dual problems one form family side and the other from management/ co-workers side to balance their life. This paper also analysis the various problems along with suitable practical solutions to overcome the work life balance issues of women professionals at Tumkur city.

2. Review of Literature

Delecta, P. (2011) in her study “WORK LIFE BALANCE” concludes that Life as a whole is composed of many other aspects along with work. Those who have achieved a balance among these aspects are sure to achieve the life balance, which does away with any imbalance.

Susi and Awaharrani (2011) in their study ” *Work-Life Balance: The key driver of employee engagement*” concludes that, the Work-life balance must be supported and encouraged at all levels of the organisation, including senior management, line managers and all staff. An organization which encourages work-life balance policies and practices will win the benefits of augmented employee engagement and also a positive outcome is dependent on a workplace culture that is supportive of using work-life initiatives.

3. Objectives of the research paper:

- To analyze and understand the protection and work life balance of women at work place in Tumkur city.
- To study the effectiveness of the measures taken by the management and government for women towards protection and work life balance at work place in Tumkur city.

- To provide valuable suggestions to working women to balance their personal and work life more effectively and face the challenges

4. Hypothesis of the Study:

H0: There is no effectiveness of measures taken by management and government towards work life balance to working women in Tumkur city

5. Research Methodology:

The methodology of the study is based on the primary and secondary data. The study mainly depends on primary data collected through a well framed and structured questionnaire with five-point Likert scale to elicit the well considered opinions of the women professionals.

The study is confined to Tumkur city Karnataka, India only.

50 women professionals were selected from various NGOs, organizations and colleges by using market survey method, adopting non random based convenience sampling technique, for a period of 2 months from 25th September to 24th November 2015.

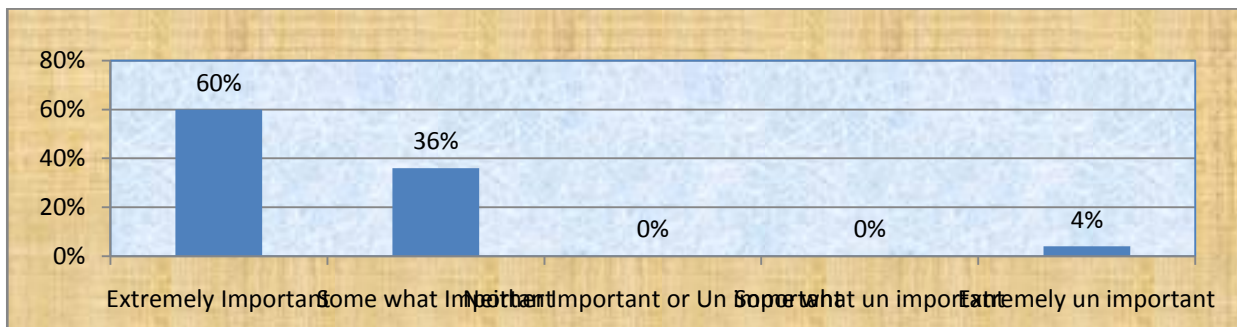
The information gathered through the questionnaires will be analyzed with the help of recommend statistical technique namely Chi square.

6. Limitations of the study:

Three limitations have been identified in this study. First the study is limited to the geographical region of Tumkur city only. Second the research includes a sample size of 50 women professionals only which is not enough to determine the work life balance at Tumkur city. Third a strong unwillingness on the part of the various women professionals to participate and aid the research may be due to fear or laziness.

7. Findings and interpretations :

1. How importance is work life balance to you?



Interpretation: The table shows that, the majority (60%) of the women professional are felt that the work life balance is extremely important, 36% felt it is somewhat important 4% felt it is extremely un important and 0% felt that it is neither important or un important and somewhat un important.

2. Do you think lack of work life balance has bad or adverse impact on your career?

Interpretation: The table shows that, the majority (40%) of the respondents agreed that lack of gender sensitivity and work life balance has bad or adverse impact on their career but 40% equally disagreed. 12% don't know and 8% can't say anything about this opinion.

3. When do you think you need to strike the perfect work life balance?

Interpretation: The table shows that, majority (32%) of the women professions said that they need to strike the perfect work life balance at just married and (32%) of the women professions said to balance at parenthood. 24% felt that they need to balance at bachelor hood and 12% said that they need to balance during pregnancy.

4. Which of your personnel hobbies or interests would benefit from work life balance initiatives?

Interpretation: The table shows that, the majority (44%) of the respondents said that study or training would benefit from work life balance initiatives . 32% said it is by voluntary work. 16% felt it is by religious and 8% felt it is by sports and fitness.

5. Have any of the colleagues resigned or taken a carrier break because of work life balance issues in the last one year?

Interpretation: The table shows that, the majority (56%) of the respondents said that NO colleagues resigned or taken a carrier break because of work life balance issues in the last one year. 28% respondents said yes, 12% Don't know and 4% can't say about this opinion.

6. Are you aware of the following initiatives for protection of women to overcome work life balance issues?

Interpretation: The table shows that, the majority (34%) of the respondents said that they are aware of Reservation for women in local self government, 27% aware of National policy for empowerment of the women 2001, 21% aware of National commission for women, 12% not given any response and 6% aware of the national plan of action for girl child 1991-2000.

3.1 Effectiveness of the maternity benefit act 1961 amended in 1995 on working women professionals.

HYPOTHESIS TESTING CHI SQUARE METHOD:

Q. no: 3.1 Effectiveness of the maternity benefit act 1961 amended in 1995 on working women professionals.

Hypothesis H0: There is no effectiveness of measures taken by management and government towards work life balance to working women in Tumkur city

Observed Values (Oi)	Expected Values (Ei)	(Oi-Ei)	(Oi – Ei) ²	$\frac{(Oi – Ei)^2}{Ei}$
2	10	8	64	6.4
10	10	0	0	0
10	10	0	0	0
18	10	8	64	6.4
10	10	0	0	0
50	50			12.80

$$x^2 \text{ obs} = \sum \frac{(O_i - E_i)^2}{E_i} x^2 = 12.80,$$

Degrees of freedom = x-1 = 5-1 = 4, Table value of $x^2 @ \alpha 5\%$ with 4 d.f = 9.488

$$x^2 \text{ obs} = 12.8 > 9.488.$$

Interpretation: The above indicate the $x^2 \text{ obs}$ value is 12.8 which is greater than 9.488. Hence the null hypothesis is rejected.

3.2 Effectiveness of the medical benefits provided by the management.

Interpretation: After the testing as per above mentioned method and procedure, the x^2 obs value is 11.6 which is greater than 9.488. Hence the null hypothesis is rejected.

3.3 Effectiveness the contract labour regulation and abolition act 1976

Interpretation: After the testing as per above mentioned method and procedure, the x^2 obs value is 10.0 which is greater than 9.488. Hence the null hypothesis is rejected.

3.4 Effectiveness of the equal remuneration act 1976

Interpretation: After the testing as per above mentioned method and procedure, the x^2 obs value is 18.4 which is greater than 9.488. Hence the null hypothesis is rejected.

3.5 Effectiveness of the indecent representation of women prohibition act 1987.

Interpretation: After the testing as per above mentioned method and procedure, the x^2 obs value is 20.8 which is greater than 9.488. Hence the null hypothesis is rejected.

3.6 Effectiveness of the protection of women from domestic violence act 2005

Interpretation: After the testing as per above mentioned method and procedure, the x^2 obs value is 4 which is less than 9.488. Hence the null hypothesis is accepted.

8. Conclusions:

The study is conducted to find out the of measures taken by management and government towards protection and work life balance to working women in Tumkur city. The results as per the hypothesis testing are the maternity benefit act 1961 amended in 1995, medical benefits provided by the management, the contract labour regulation and abolition act 1976, the equal remuneration act 1976 and the Indecent representation of women prohibition act 1987 were found effective as per alternative hypothesis there is effectiveness of measures taken by management and government towards protection and work life balance to working women in Tumkur city.

. Whereas the protection of women from domestic violence act 2005 found ineffective as per null hypothesis found that, there is no effectiveness of measures taken by management and government towards protection and work life balance to working women in Tumkur city.

After thorough analysis, interpretation and testing we conclude the effectiveness of above parameters is depends on co-ordination between management, government, Working women, their Family and Society.

The future work:

Further the research can be conducted at the District level on various parameters covered in this study. Also may include further parameters based on day to day new requirements.

9. Suggestion and recommendations

1. Women protection cell must be provided. With this suggestion 64% working women professionals felt that women protection cell is highly required, 16% felt moderately required, 12% may or may not be required, 4% moderately not required and 4% highly not required with this statement.

2. Awareness about the women protection should be given at work place. With this suggestion 80% working women professionals felt that awareness about the women protection at work place is highly required, 8% may or may not be required, 4% moderately required, 4% moderately not required and 4% felt highly not required with this statement.

3. Training and workshops must be conducted towards protection of women and work life balance. With this suggestion 40% working women professionals felt that Training and workshops conducted towards work life balance are highly required, 32% felt it is moderately required, 12% may or may not be required, 12% moderately not required and 4% highly not required with this statement.

4. Training and counseling must be provided to working women family members at free of cost for treating women with equal respect and care. With this suggestion 52% working women professionals felt that Training and counseling must be provided to working women family members at free of cost for treating women with equal respect and care is highly required, 24% felt moderately required, 12% moderately not required 8% may or may not be required and 4% felt it is highly not required with this statement.

5. Suggestion box must be kept exclusively for women protection and care. With this suggestion 68% working women professionals felt that Suggestion box kept exclusively for women protection and care is highly required, 12% moderately required, 12% may or may not be required, 4% moderately not required and 4% highly not required with this statement.

6. Legal aid must be provided by the organization at free of cost. With this suggestion 68% working women professionals felt that Legal aid must be provided by the organization at free of cost is highly required, 12% felt moderately not required, 8% moderately required, 8% may or may not be required, and 4% said it is highly not required with this statement.

7. Any issues like misbehavior or sexual harassment must be sorted out by organization and law immediately with justice. With this suggestion 60% working women professionals felt that Any issues like misbehavior or sexual harassment must be sorted out by organization and law immediately with justice is highly required, 16% felt moderately required, 8% may or may not be required, 8% moderately not required and 4% said it is highly not required with this statement.

10. References:

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