

## **Chapter 1**

### **Introduction**

Technology changes the way we work in time. It also changes the relationship at the work place. Technology has also significantly changed the system and process of governance.

But the muscle power was gradually replaced by knowledge power. Blue collar workers were first replaced by white collar workers and then by knowledgeable workers.

The traditional role of female at home and society also got changed. Being empowered by education, they entered almost all arenas of life such as industry, government jobs, politics, etc. Despite that these traditional roles in running families have not reduced.

Ancient India has evolved a system where women can enjoy all kinds of freedom. **Gargi** was a university vice chancellor (head of school of philosophy). **Renuka**, wife of **Jamadagni** and mother of **Parashurama** was an army general.

**Lopamudra**, wife of **AgastyaMuni** offered first armed resistance against **Ravan**. If the system didn't have supported women, they would not have gone to these heights.

But in medieval period, women's role in the society became inferior and again in modern time, revival is taking place.

These revivals have created many opportunities and challenges like at one place open sky is available for the women to fly high whereas in the other place, family responsibilities have tied them up to some extent. If women ignores her family, then the children cannot be raised properly which will be a big loss of the society in the future and thus family responsibilities are also important to be fulfilled by them.

Women play a more important and decisive role in running the household. Moreover they need time for themselves also.

Therefore, work life balance is a critical issue in the current life scenario. The critical issue in the life of professional women in this thesis is an attempt to understand the problem of work life balance of women and to create a model for effective work life balance.

## **1.1 Conceptual Framework**

Work-Life balance was first coined in the late 1970s to describe the time devoted by an individual at work and in personal life. Thus Work life balance is a broad concept including proper prioritizing between "work" on one hand and "life" on the other.

In effect, Work includes inter-alia career and ambition whereas Personal life emphasizes on pleasure, leisure, family and spiritual development. Women who earlier stayed at home to attend their domestic duties now maintain both work and home simultaneously participating in the process on an equal footing with men in social and economic development. Women have moved away from their traditional roles of homemaker and child rearing to social and business solutions. This has become the order of the day. The reasons are obvious. Dual Career Couples and Single Bread Winner Concept are very much necessary on account of the priorities which have encompassed the life of every family. This is due to some of the following reasons:

- Economic requirement of the people
- Proper Education to Children
- Status in the society
- Expenses on Medical Hazards
- Legal Complications in today's scenario.

Consequently, today, women are facing a lot of stress both at home and also at work. As such she has to balance at home and also at her workplace. The pressure is making her to balance the imbalances created in her work life. The study is based on collection of Secondary data from various journals, internet, magazines, newspapers etc. The study has thrown light on the problems faced by women professionals in achieving WLB and accordingly suitable suggestions were provided by the researchers which would benefit both individual and the organization.

**Work:** Work is the activity or effort that we put to produce or accomplish something. We work to put food on our table and roofs over our head. We work towards the prospect of children in college and ourselves. We work because we have to. People usually understand the world of work as it is related to making money. However many reasons are often cited for want of work, besides money which include productivity, ambition, esteem and contribution to society.

**Life:** Life is more than just our age count. It is a collage of our happiness, sadness, celebrations and peacefulness to name a few work is the part of life. Life is broadly related to certain aspects like ambition, acquisition, achievements etc., which may promote stress while part of life should be taken as stress releasing agent also.

## 1.2 Works-Life Balance

The expression Work-Life balance was first used in the late 1970s to describe the balance between an individual's work and personal life. Work-life balance is a broad concept including proper prioritizing between "work" (career and ambition) on one hand and "life" (pleasure, leisure, family and spiritual development) on the other.

The term 'work-life balance' describes a person's ability to effectively manage their paid work commitments with their career goals, personal, community and cultural responsibilities, interests and obligations.

There are three major aspects of work/life balance:

- **Time balance**, which concerns the amount of time given to work and non work roles.
- **Involvement balance**, meaning the level of psychological involvement in, or commitment to non work roles.
- **Satisfaction balance** or the level of satisfaction with work and non work roles.

### **1.3 Women and Work Life Balance:**

Time is changing from traditional view where the husband earned, and the wife stayed at home to the modern view where the husband earns and wife also earns. But still cooks, cleans and runs the house. So, today's women are striving continuously for "WLB". Today's women are mostly into full time services and are working 8 hours per day and 5 days in a week minimum and are confronted by increasing workload every day. So, most of them carry work and responsibilities to home but balancing between these two complex situations in present day fast life is very difficult. So, how does she balance her work with life at home?

Work – life Balance of women employees has become an important subject since the time has changed from men earning the family living to today's world where both men and women equally share the responsibility of earning for the betterment of their family life. Hence it is very necessary to know how women balance their professional and domestic life. In the initial stages, women had to struggle a lot to establish their identity in this competitive world, both in the society as well as in the professional life. But with the advancement in educational and training institutions, things have improved to a great extent.

Women of the early centuries were mostly confined to their kitchens and those who were employed worked in factories, farms or shop works. Very few women had the access to higher education and they were forced to be at the mercy of their fathers' or husbands' attitudes towards women and work. The fast developing knowledge economy has given place for more number of women to be enlightened by higher education. Education has not only empowered them but also has given them robust careers. With brain power being the requisite skill in this knowledge era, rather than endurance or physical strength, the women workers seem to flood into every industry on par with men. But this has indeed become a

tough challenge for women as they have to perform a lot of duties in home and office as well.

Historical data from employment survey in India indicates that the employment rate of women have remarkably increased by 3.6% per year from the year 1991 to 2001. Women in India have broken barriers and built bridges on the professional platforms. Work-Life Balance focuses on two main aspects called Achievement and enjoyment. This means that a woman should be able to have job satisfaction (Enjoyment) and at the same time be able to grow up in her career (Achievement). When a working woman is able to achieve and enjoy her professional and personal life; it means she has a positive work-Life Balance.

After the Industrial Revolution in the second half of the 18th century, there was a tremendous change in the pattern and concept of professionalism. This has given a new dimension to work-life balance. But there is no one perfect shape to work-life balance.

It varies from individual to individual because priorities differ according to individual life styles. It not only changes in priorities but also changes in status, like when one is unmarried, after marriage, after childbirth, when a new career begins and this keeps on changing till one's retirement.

Through a broad lens, we simply define work-life balance as the healthy blend of an employee's professional and personal responsibilities. It's about being able to make the two works together over the long term, understanding that on any given day, employees may not be fully "balanced" in one way or the other. Rather, positive work-life balance means employees have the control and flexibility to be successful on both fronts.

#### **1.4 So Why Does Work-Life Balance Matter?**

Work-life balance is the product of greater flexibility—employees want greater control of their work and their schedules. Additionally, respondents said work-life balance is the number one consideration in evaluating overall satisfaction with their current job.

With this increasing industrialization and education, employment opportunities for women have also increased. And with increasing economic conditions, it has become a necessity that both husband and wife need to work to have a normal life. In this fast growing and competitive world, as every possible opportunity for employment is increased, the organizations need to create a congenial atmosphere where employees can balance their professional and personal life. Only when an employee has a positive WLB, she can be productive and give her best to the organization. Hence industries are working out schemes which can attract as well as retain their employees.

Over the past few decades, a dramatic change has occurred in the labor market and demographic profiles of employees. Work – life Balance of women employees has become an important subject since the time has changed from men being the breadwinner to today's world where both men and women equally sharing the responsibility of family life. Work – life balance for teaching professional has become one of the greatest challenges in today's world. Teacher's work load not only demand their time in the institution but also extend to their home so as to get prepared for the following day, apart from maintaining student records and attending to various institution related functional requirements. When it comes to human environment, it focuses on human aspects that influence an employee's performance and job satisfaction. Job satisfaction has been defined as the degree to which employees have a positive & effective orientation towards employment by the organization.

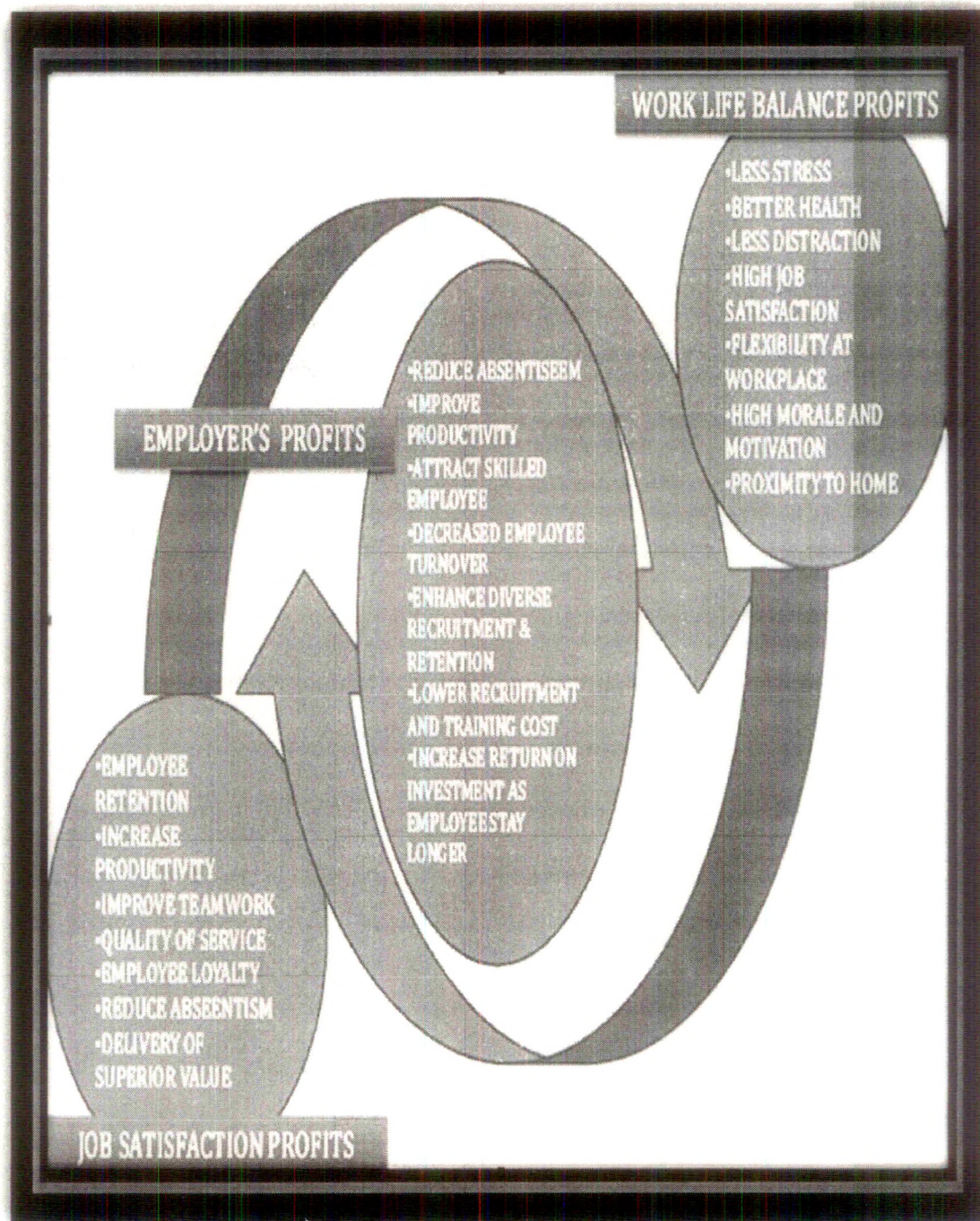


Work determines a person's worth and place in society and it influences one's psychological identity and sense of well being. The term "work" is being used to paid work or employment. Work establishes one in the community of human kind. It links a person to others, advances the goals of culture, and gives purpose to one's existence. Work is a purposeful human activity which is directed towards the satisfaction of human needs and desires.

It is obvious that work needs to be satisfying the job for a mutual beneficial relationship between employee and employer. Job satisfaction creates innovative ideas among the employees. Individuals may become more loyal towards the organization. Employees will be more satisfied if they get what they expected with efficient work life balance. Employees are greatest resource of an organization. Attracting and retaining the right people is critical to the success of an organization. When it comes to human environment, it focuses on human aspects that influence an employee's performance and job satisfaction. Job satisfaction has been defined as the degree to which employees have a positive & effective orientation towards employment by the organization. Work determines a person's worth and place in society and it influences one's psychological identity and sense of well being.

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**Fig 1.1 Profits of Work Life Balance**



Individuals may become more loyal towards the organization. Employees will be more satisfied if they get what they expected with efficient work life balance. This study shows the factors affecting work life balance and job satisfaction level of women employees working in banking and education sector in Bhopal. Logically it is the satisfied worker who shows the maximum effectiveness and efficiency in his work.

The working sphere of Women in India is changing at incredible pace due to progressive reduction in trade barriers, modern innovation in technologies, globally interconnected market place, cut throat competition and business rivalry and changing family and population patterns. These factors bring out tense anxiety into the life of the women and then it is magnified many times if both the husband-wife work and they have children of growing age and old age parents. An example of this can be “When Indra Nooyi was the CEO of Pepsi Company and one day when she returned back home from work- her mother asked her whether she has arranged for tomorrow’s milk? How will the kids go to school tomorrow without the breakfast?” This example proves that even the women working at such a higher hierarchy also need to strike balance between her work life and her family.

This constant worry can cause disorder on the psychological comfort of the women due to a feeling of diminished control over one's life and a hopeless perception that there is never enough time to have a sensible stability and balance in life. Apart from it there are a variety of factors that make women employee feel positive or negative about their job. Moreover, some employees may be satisfied with a few aspects of their work but dissatisfied with all other aspects. Factors that lead to hold positive or negative perceptions of their job have their own impact on work life balance. This mental stress for women can lead to physical stress and cause ill health, headache, gastritis, body ache, de-motivation, low morale etc.. lead to long term cardiac problems, high blood pressure, diabetes or other psychiatric

problems and low job performance etc. All these problems generate Work life conflict and job dissatisfaction especially for women employees, which results in:

- ✓ Increased Absenteeism
- ✓ Increased Employee Turnover
- ✓ Reduced Productivity
- ✓ Reduced Job Satisfaction
- ✓ Increased Managerial Stress
- ✓ Damage of Family and Social relationship

Work–life balance is the maintenance of a balance between responsibilities at work and at home. Work and family have increasingly become antagonist spheres, equally greedy of energy and time and responsible for work–family conflict (WFC). These conflicts are intensified by the “cultural contradictions of motherhood”, as women are increasingly encouraged to seek self-fulfillment in demanding careers, they also face intensified pressures to sacrifice themselves for their children by providing “intensive parenting”, highly involved childrearing and development. Additional problems faced by employed women are those associated with finding adequate, affordable access to child and elderly care.

## **1.5 Works-Life Benefits**

### **1. Reduced stress, absenteeism and health costs:**

Employees today are generally more stressed which reduce performance levels. Absenteeism due to family commitments and stress could be a major reason for low performance levels. Work-Life initiatives improve employee performance by reducing absenteeism, lateness, health care and sick-leave and enhance their related costs. People who are free of worry about what is going on at home can be more productive at work.

### **2. Improved staff morale and engagement:**

Work-Life helps employees lead a healthier and more balanced life by allowing them to better concentrate at work, improving the work environment by increasing motivation and job satisfaction. Other studies have shown that improved staff morale lead to more committed staff and better performance.

### **3. Improved customer satisfaction:**

Better customer response is possible through telecommuting and the longer operating hours that can be arranged by giving employees flexibility. At the same time, more motivated employees who have their personal needs addressed are more likely to go the extra mile to keep customers happy. Turnover, and the subsequent need for re-establishment of relationship and rework, is also listed as major factor contribution to loss of customers.

### **4. Reduced costs:**

Office rental and utilities savings due to telecommuting are the strongest quantitative researches to show the financial benefits of Work-Life Programmes.

## **5. Improved recruitment, retention and reduced turnover:**

Work-Life initiatives give organizations a human face that allows prospective employees to distinguish one employee from another. To attract employees and hold on to them, forward thinking companies are letting their employees know that they are just as concerned about their employees lives outside work and about helping them to manage their work and personal commitments and aspirations. Work-Life Programme's key advantage is therefore positive branding in recruitment and retention of talent. Employee referrals also increase.

## **1.6 EFFECTS OF WORK LIFE BALANCE**

If the life of employees is balanced, it can not only make them satisfied but also can increase the productivity of employees. It can drastically affect the working pattern and behavior of employees which in turn be beneficial not only for employees but also for organizations. Organizations can also grow and reach above expectations of management. Balanced life of employees can add many milestones in the life of employees and consequently in the future growth of organization. For this reason, every organization and family of employees should take care of this alarming situation and make policies and different routines pattern which bring changes in the life of working people.

Following points are included which should be taken care to increase the productivity by organizations:

- ❖ Worker's Punctuality, Teamwork, Customer service, work supervision responsibility, group behavior, peer interaction and leadership initiative by workers are reduced.
- ❖ Recognition is the part of job satisfaction. It is an act of notice, praise, or blame supplied by one or more superiors, peer, colleague, management person, client, and/or the general public. Failure in getting recognition leads to poor job satisfaction.
- ❖ Creativity, new job-expertise learning and innovation of worker are grossly damaged due to lowering of work related enthusiasm among workers.
- ❖ Seniority demands the promotion and promotion facilitates mental satisfaction. It refers to designate an actual change in upward direction in job status. The promotion to the next level will result in positive changes such as pay, autonomy and supervision etc.

- ❖ Workers having problem balancing work roles and family roles, set bad standard in the company work setting and often upset the friendly work ambience.
- ❖ Highest monetary satisfaction specially for women employee is monthly salary or pay. These are the sequences of events in which compensation plays a major role.

WFC has been defined as a type of inter-role conflict wherein some responsibilities from the work and family domains are not compatible and have a negative influence on an employee's work situation. Its theoretical background is a scarcity hypothesis which describes those individuals in certain, limited amount of energy. These roles tend to drain them and cause stress or inter-role conflict. Results of previous research indicate that WFC is related to a number of negative job attitudes and consequences including lower overall job satisfaction and greater propensity to leave a position.

## **1.7 Seven Categories of Work-Life**

1.7.1 Caring for Dependents

1.7.2 Health and Wellness

1.7.3 Workplace Flexibility

1.7.4 Financial Support for Economic Security

1.7.5 Paid and Unpaid Time Off

1.7.6 Community Involvement

1.7.7 Eliciting Management Buy-In and Transforming Organizational Culture

The working women have to take care of both the responsibilities i.e. home and work place simultaneously, especially when they are married. Due to this they have to pay attention at both the places. The most important responsibility of married working



women is to take care of children, husband and in-laws and it is very necessary so that mental peace can be maintained and attention can be paid to work. Therefore, employer-sponsored child care can be one facility which can almost half the burden and relieve a woman so that she can pay her attention towards work.

The working women suffer from many diseases as they are physically and mentally engrossed in playing dual role at work place and home. Therefore, they need to think for their health too. The employer and management can facilitate rest rooms, games and sports place, exercise room, yoga and meditation room to make employees relaxed. Except it, there should be facility of routine check-ups, health insurance which can secure employees up to some extent from fear of bad health.

The term workplace flexibility is introduced to increase engagement, retention, productivity and even wellness of employees. Flexibility in term of career strategies, flexible benefit options, management training and work design that makes more efficient processes and eliminates low-value work.

The purpose of working class people is to make themselves and their family financially strong to face the mishaps and future uncertainty. There are many situation where employees need financial support. Many organizations either provide various financial schemes to meet the financial need or help employees by taking the help of external financial support. Various schemes and policies which make employees financially strong are provident fund, pension plan, mortgage assistance, dependent care flexible spending accounts, voluntary benefits (e.g. auto, home, pet insurance), tuition reimbursement, etc.

To get the work life support, employees also have to pay in terms of time. They give their precious time to their loved ones and in their community. Some newer policies are

introduced in this category, include paid family leave for new mothers as well as fathers, and paid or release time for community service. Few examples of these programs and services are as follows:

- Personal day/Vacation
- Paid holidays
- Paid family leave for new parents
- Paid leave bank and buy-back programs
- After-hours email and calling policies
- Responsive shift-work policies

As we all are part of community, we come from community and we take many rituals, relations and many other things from community so it's our prime duty to serve the community. Here is the description of the seven categories of Work-Life balance:

### **1.7.1 Caring for Dependents**

Work-life support began in response to the influx of women into the workforce after World War II. The first work-life issue that employers faced was the need to find or provide quality care for the children of mothers going to work. Employer-sponsored child care is the highest quality in the country today. At a time when only a third of secondary school students' graduate and employers are faced with too many poorly educated workers, investment in dependent care for employees' children not only pays off in more productive, engaged employees but creates a more solid educational foundation for the workforce of the future. According to a 2010 U.S. Chamber of Commerce report, every dollar invested today in high-quality education for children from birth to age five saves from \$2.50 to as much as \$17 in the years ahead. Dependent care encompasses policies and services that are designed to reconcile parenthood, other unpaid care giving and employment, for men as

well as women. This service has greatly expanded over the past decade to include elder-care support for the parents and other elderly relatives of the growing number of dual-career families. More recently, given an increase in the incidence of children with special needs (such as autism) and elders with Alzheimer's, there is a new focus on providing support for employed caregivers themselves.

### **1.7.2 Proactive Approaches to Health and Wellness**

Reduction of performance-inhibiting and morale-draining stressors in the workplace is the central premise of work-life effectiveness. Because the negative impact of stress-related illness has been shown to eclipse the combined annual profits of the FORTUNE 500 companies, focusing on this category of work-life support holds the most promise of contributing to the reduction of escalating health-care costs. Some examples of these programs and services are:

- Employee assistance programs (EAP)
- Health promotion initiatives
- Concierge service
- Workplace convenience services
- Fitness center affiliations
- On-site work-life seminars (e.g., stress reduction, financial planning, parenting, etc.)

### **1.7.3 Creating a More Flexible Workplace**

Workplace flexibility refers to management practices that optimize control over when, where and how work gets done by individuals and teams. Flexibility (broadly defined) is empirically shown to increase engagement, retention, productivity and even wellness, and is thus an essential pillar of the work-life portfolio. It is grounded in a business strategy that

connects flexible management practices with the need to increase the levels of speed, agility, innovation and creativity in an increasingly complex and ever changing global economy, social and political context. There are many tools and approaches employed to enhance workplace flexibility, including flexible career strategies, flexible benefit options, management training and work redesign that streamlines processes and eliminates low-value work. One of the most common tools employed to increase workplace flexibility involves the provision of flexible scheduling.

#### **1.7.4 Financial Support for Economic Security**

Providing financially for one's self and loved ones is fundamental for achieving work-life effectiveness. On this front, benefits, compensation and work-life professionals collaborate and communicate the value of financial strategies and programs.

#### **1.7.5 Creative Use of Paid and Unpaid Time Off**

Time to spend with loved ones and in one's community is the most fundamental element of work-life support. Some newer policies in this category include paid family leave for new fathers as well as mothers, and paid or release time for community service.

#### **1.7.6 Community Involvement**

Employers' and employees' interests are in close alignment when it comes to community, because both the workforce and customers come from the community in which the organization operates. Community focus is expanding to include not only new types of external community outreach, but also a renewed internal focus on building a strong internal sense of community.

### **1.7.7 Eliciting Management Buy-In and Transforming Organizational Culture**

Achieving culturally embedded work-life effectiveness at all organizational levels requires strong leadership in culture change management, change communication, new approaches to management education, training and role modeling to create collegial, agile, productive and more profitable work environment.

New research generated by the NIH-funded Work, Family & Health Network provides data on how specific behaviors by managers toward employees can predict employees cardiovascular risk, sleep duration and even elevated stress hormone production in children of employees. These insights are clarifying how imperative it is that everyone with managerial responsibility understands their role in creating and sustaining the most supportive, healthy and productive work environment possible. Culture is the organizational oxygen that everyone breathes, so employees need to understand their accountability as well. Great workplaces aren't accidental. They are engineered and sustained by a workforce committed from top to bottom to a higher quality of life or the good of the business, workers, their families and communities.

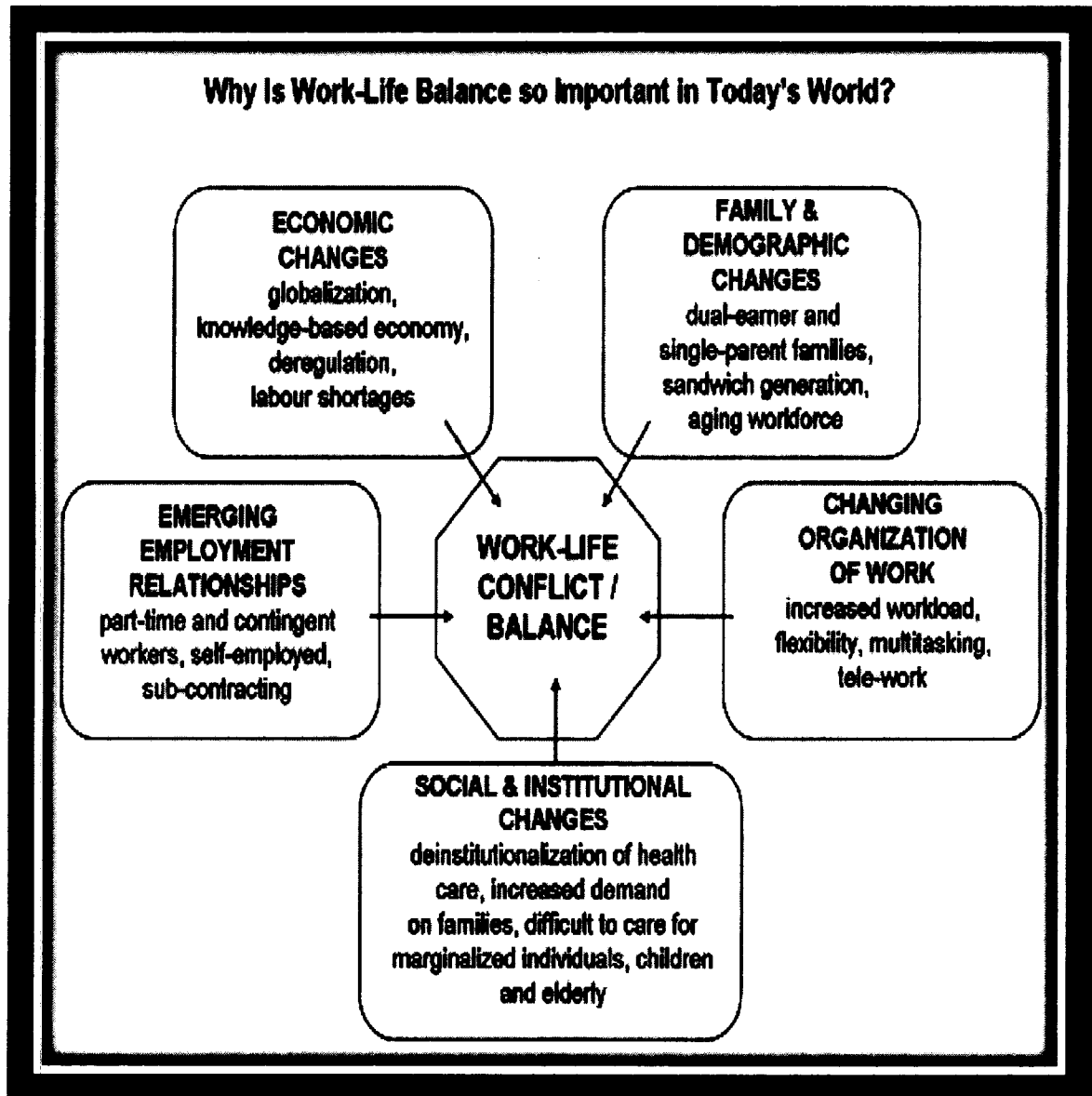
Family–work conflict (FWC) is also a type of inter-role conflict in which family and work responsibilities are not compatible. However, FWC is related to attitudes about the job or workplace. Both WFC and FWC basically result from an individual trying to meet an overabundance of conflicting demands from the different domains in which women are operating. Workplace characteristics can also contribute to higher levels of WFC.

A positive and healthy employee oriented culture translates into increased job satisfaction and productivity while work life imbalance causes relationship degradation and job dissatisfaction for women employees because working too much may cause women to miss

family interactions as well as important events. Relationships require nurturing, time and ongoing attention. Once damage is done, it is often more difficult and time consuming to repair.

Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. Today's workers have many competing responsibilities such as work, children, housework, volunteering, spouse and elderly parent care and this places stress on individuals, families and the communities in which they reside. Benefits of maintaining work-life balance for both employees and the organizations are leading to better productivity from employees.

Fig 1.2: Importance of Work Life Balance



The expression 'work life balance' was first used in United Kingdom in the late 1950's to describe balance between individuals work and personal life. Work life balance is a concept which is capable of making miracles in the life of many. Work life balance is a major concern now-a-days. The term work life balance is used to refer to the policies that strive to achieve a greater balance between work and home responsibilities. It is the most important critical factor for getting individual as well as organizational success. Women faculty

working in educational institutions faces a major problem of work life imbalance. Creating and managing a balance between work and personal life is considered as a work life balance issue. Personal life and professional life are interdependent and interconnected. In this interdependence and interconnection many problems are being faced by women employees.

Whenever women work in group it come into play, at times creating avoidable misunderstandings. These are the innocent communication style, expectation, and experience-based misunderstandings that arise among women interacting in normal, friendly, cordial, and helpful ways, with no ill will intended. Managers need to be especially aware of the potential for such misunderstandings in the work environment, both in their own actions and reactions as well as those of their colleagues and staff towards each other. Women in this era have their hectic schedule because of their balance in both family as well as professional life. Lots of higher up men can't cope with women who have children being in their workplace. They say things like "If you really care about your child - you'd be at home". Life style of the working women is a bit lengthy, hectic and more stylish too. A working woman has more responsibility than a housewife.

Work-life balance is the term used to describe those practices at workplace that acknowledge and aim to support the needs of employees in achieving a balance between the demands of their family (life) and work lives. The work foundation, earlier known as the Industrial Society, believes that 'Work-life balance is about people having a measure of control over when, where and how they work. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm, to the mutual benefit of the individual, business and society. The concept of work-family (life)



balance has emerged from the acknowledgement that an individual's work-life and personal/family life may exert conflicting demands on each other.

Work-life balance is an important area of Human Resource Management (HRM) that is receiving increasing attention from government, researchers, and management and employee representatives. In the present scenario, a vast majority of people seem to be working longer and harder than ever before and consequently they are finding it ever more difficult to achieve a much desired WL. In particular, technological, structural and demographic changes brought about in employment, together with greater than ever demand for more multi-skilled and flexible knowledge workers are being allied with negative experiences of work such as involuntary contingent work and role overload. These experiences have been correlated directly and indirectly to the quality of family life, psychological well-being, and health.

A balance between work and life is supposed to exist when there is a proper functioning at work and at home with a minimum of role conflict. Therefore, the incompatibility between the demands from the work and non work domain give rise to conflict and consequently, people experience a lack of WLB. There is confirmation of the fact that people entering the workforce today are laying emphasis on the importance of WLB more than their predecessors. In spite of this, the extent to which this balance is being achieved is far less than what is desired.

From the perspective of employees, WLB is the maintenance of a balance between responsibilities at work and at home. Work life initiatives are those strategies, policies, programs and practices initiated and maintained in workplaces to address flexibility, quality of work life and work family conflict. In other words, WLB is about people having a measure of control over when, where and how they work? Strategies of WLB in

organizations include policies covering flexible work arrangements, child and dependent care and family and parental leave. Several studies have shown the benefits associated with the provision of work life in organizations.

For working women balancing a challenging career with life outside work is a complex task. Working women have to maintain a balance between family, career, health and society. In the current scenario it is very important that what place a woman is holding in the society. There is no single model that is right for everyone and no single approach is right for anyone for their whole life.

Women in India have struggled to establish an identity and create a space for themselves in their workplace. The biggest worry of modern times is that women have more time saving devices but less time. Women are very stressed by life which seems to keep speeding up on them. They work longer hours and take less holidays. They are sadder than ever before. They are more contactable than ever before, often interrupted during family dinners or other important events by a mobile phone ring Like a kaleidoscope that produces changing patterns when the tube is rotated and its glass chips fall into new arrangements women shift the pattern of their careers by rotating different aspects of their lives to arrange their roles and relationships in new ways. More women are now looking for flexibility in their work lives and are willing to sacrifice more in order to take care of their home lives. Perhaps this is a sign that women no longer feel as if they have to “do it all” for the career, the husband, the kids and are willing to make some tough choices that result in sacrifices in one area of their lives. On the other hand, may be this is a sign of gender roles at home regressing to previous norms where women were expected to be the caregivers and men were expected to work. Today’s women are mostly in full time services and are working 8 hours per day and 5 days in a week minimum and are confronted by increasing workload every day. So, most

of them carry work and responsibilities to home but balancing between these two complex situations in the present day fast life requires talent, tact, skills and cautions.

In the traditional society, women's role was naturally limited to the family. Since she was the bearer of children, she was fully occupied with her responsibilities as a mother and homemaker. This was no small feat, since the traditional household may be described as both a production and a consumption unit. Man's responsibility was to provide the household with raw materials, which were then converted by the woman into consumable products or conditions by means of rudimentary methods and tools. Work-Life Balance, is not just about women juggling a home and family-although that is certainly an important part of it. That is also about adjusting working patterns so that everyone, regardless of age, race or gender, can find a rhythm that enables them more easily to combine work with their other responsibilities or aspirations. Life is a balancing act, and it is safe to say that in current fast paced society everyone is constantly looking for the right Work-Life Balance. It is imperative to find the true meaning of Work-Life Balance. Indian women belonging to all classes have entered into paid occupations due to rise in education level.