

CHAPTER 5

Findings, Suggestions and Conclusion

Based on the outcomes obtained through various statistical tools and analysis, an elaborated list of demographic profile findings, major findings, inferential statistics findings and some important suggestions followed by conclusion of this research work are given:

5.1. DEMOGRAPHIC PROFILE FINDINGS

In any research based on the descriptive analysis, demographic profile plays a vital role in getting a clear picture about various parameters of the respondent which will surely enhance the conclusion from level of 'better' to the 'best' one. Thus list of findings pertaining to demographic profile are given below. From the study we find that,

- Women in the age group above 30 years are high.
- Women employees working in private sector are evenly distributed based on the sector.
- Majority of women have 1-5 years experience.
- The income level of a majority of women employees in private sector lies between Rs.10000-20000.
- Major part of women employees working in private sector live in nuclear family system.
- More women employees working in private sector are in the category of 'married'.
- 49.5 percent of the respondents have no children and 25.3 percent of the women have one child.
- Majority of women employees working in private sector has multiple earning.
- Majority of 65.5 respondents are taking care of other family members.
- 29.5 percent of the women employees said that they take care of older people.
- 37.4 percent of women employees spent 5-7 hours with the family members in a day generally.

- 36.8 percent of women employee's children are take care by the women employee's parents.
- Majority of 51.1 percent of the women employees are working 6 days in a week generally.

5.1.1. MAJOR FINDINGS

From the study we find that,

- 37.0 percent women employees are working in private sector are highly dissatisfied with the workload.
- 34.2 percent of the women employees are highly dissatisfied with the salary package.
- 37.0 percent of the women employees are highly dissatisfied with the job security.
- 32.0 percent of the women employees are dissatisfied with the colleagues' support.
- 40.6 percent of the women employees are dissatisfied with the superior's support.
- 39.7 percent of the women employees are satisfied with the rewards and recognition of the work.
- 30.4 percent of the women employees replied 'neutral' for the welfare measures.
- 27.9 percent of the women employees are satisfied with the work environment and culture.
- 44.5 percent of the women employees are highly dissatisfied with the working time.
- 37.4 percent of the women employees are satisfied with the non- monetary benefit.
- 25.8 percent of the women employees are dissatisfied with the job autonomy/job initiative.
- 29.5 percent of the women employees replied neutral for monotonous in their job.
- 31.5 percent of the women employees are highly dissatisfied with the internal politics.
- 35.8 percent of the women employees replied neutral for gender discrimination.
- 33.1 percent of the women employees are dissatisfied with the work pressure.
- 40.9 percent of the women employees are dissatisfied with the glass ceiling competition.
- 29.2 percent of the women employees are dissatisfied with the work safety.
- 37.9 percent of the women employees are dissatisfied with the spouse/Family support towards job.

- 38.1 percent of the women employees are highly dissatisfied with the family roles and responsibilities.
- 41.8 percent of the women employees are highly satisfied with the nature of family.
- 38.8 percent of the women employees are highly satisfied with more number of family members.
- 35.4 percent of the women employees replied 'neutral' for the economic status of the family.
- 28.3 percent of the women employees are highly satisfied with mutual trust of the family members.
- 32.2 percent of the women employees are dissatisfied with Child care and Elder care.
- 34.0 percent of the women employees are highly satisfied with the relative's problem.
- 39.0 percent of the women employees are satisfied with the social status of the family.
- 37.7 percent of the women employees are dissatisfied with the participation in social events of the family.
- 25.1 percent of the women employees replied yoga/meditation as a technique to control the stress.
- 31.7 percent of the respondents are dissatisfied with their time management at work.
- Majority of 74.4 percent of the women employees are not undertake medical check-up.
- 27.9 percent of the women employees agree that they miss the valuable time with their family and friends.
- Majority of 70.8 percent of the women employees are able to spend time on their self development activities.
- Majority of 56.6 percent of the women employees are not able to spend time for their personal interest/hobbies.
- Majority of 68.0 percent of the women employees replied that their work stress affects their family.
- 27.9 percent of the women employees answered work stresses affect their family to great extent.
- Majority of 68.7 percent of the women employees replied that the family stress affects their work.

- 27.6 percent of the women employees replied that family stress affects their work to great extent.
- 33.3 percent of women employees are highly dissatisfied with the work life balance.

5.2. INFERENCE STATISTICS FINDINGS

1. Factors affecting work life balance of women employees in private sector.

- From the Factor analysis it is found that, the p - value (0.000) is less than the assumed significance value 0.05; So the null hypothesis H_0 is rejected, the alternate hypothesis H_1 is accepted. Hence the factor analysis is valid. Next, the KMO coefficient has been used to cross check Bartlett's test. This coefficient is found as 0.946 which is more than 0.5, so this agrees with Bartlett's test that the factor analysis is valid and the sampling adequacy is sufficient.

Based on the rotated factor loadings for the 28 statements regarding factors affecting work life balance, they had been extracted in to four factors namely **“Family and Personal related problems”**, **“Work related problems”**, **“Children care problems”**, **“Organization problems”**. Thus, these four factors mainly affect the work life balance of women employees.

2. Satisfaction level of the women employees in private sector at work and life.

- From the Independent sample t-test it is found that, there is no significance relationship between the age and level of satisfaction of women employees at work for the above factors such as Workload, Job security, Colleagues' support, Rewards and recognition of work, Working time, Job autonomy/Job initiative, Monotonous, Internal politics, Gender discrimination, Work pressure, Glass ceiling competition, Work safety relating to satisfaction at work.

- From the Independent sample t-test it is found that, there is significance relationship between the age and level of satisfaction of women employees at work for the above mentioned five factors such as Salary packages, Superior's support, Welfare measures, Work environment and culture and Non-Monetary benefits.
- From the Independent sample t-test it is found that, there is no significance relationship between the family type and level of satisfaction of women employees at work for the above factors such as Workload, Salary packages, Job security, Colleagues' support, Superior's support, Rewards and recognition of work, Welfare measures, Work environment and culture, Non-Monetary benefits, Job autonomy/Job initiative, Monotonous, Gender discrimination, Work pressure, Glass ceiling competition, Work safety related satisfaction at work.
- From the Independent sample t-test it is found that, there is significance relationship between the family type and level of satisfaction of women employees at work for above mentioned two factors such as Working time and internal politics.
- From the Chi-square it is found that, there is no significance relationship between the experience and level of satisfaction of women employees at work, for the above factors such as Workload, Salary packages, Job security, Colleagues' support, Superior's support, Rewards and recognition of work, Welfare measures, Work environment and culture, Working time, Monotony, Internal politics, Gender discrimination, Work pressure, Glass ceiling competition relating to job satisfaction.
- From the Chi-square it is found that, there is significance relationship between the experience and level of satisfaction of women employees at work for above mentioned three factors such as Non-Monetary benefits, Job autonomy/Job initiative and Work safety.
- From the Chi-square it is found that, there is no significance relationship between the monthly salary and level of satisfaction of women employees at work for the above

factors such as Salary packages, Job security, Colleagues' support, Superior's support, Rewards and recognition of work, Welfare measures, Work environment and culture, Working time, Non-Monetary benefits, Job autonomy/Job initiative, Monotony, Internal politics, Gender discrimination, Work pressure, Glass ceiling competition, Work safety relating satisfaction at work.

- From the Chi-square it is found that, there is significance relationship between the monthly salary and level of satisfaction of women employees at work for above mentioned two factors such as Workload and Job autonomy/Job initiative.
- From the Anova it is found that, there is no significance relationship between the type of sector and level of satisfaction of women employees at work for the above factors such as Workload, Salary packages, Job security, Colleagues' support, Superior's support, Rewards and recognition of work, Work environment and culture, Working time, Non-Monetary benefits, Job autonomy/Job initiative, Monotony, Internal politics, Gender discrimination, Work pressure, Work safety relating satisfaction at work.
- From the Anova it is found that, there is significance relationship between the type of sector and level of satisfaction of women employees at work for above mentioned two factors such as Welfare measures and Glass ceiling competition.
- From the Chi-square it is found that, there is no significance relationship between the marital status and level of satisfaction of women employees at work for the above factors such as Workload, Salary packages, Job security, Colleagues' support, Superior's support, Rewards and recognition of work, Welfare measures, Work environment and culture, Working time, Non-Monetary benefits, Job autonomy/Job initiative, Monotony, Internal politics, Gender discrimination, Work pressure, Glass ceiling competition and Work safety relating satisfaction at work.
- From the Independent sample t-test it is found that, there is no significance relationship type of sector and level of satisfaction at family factors such as Spouse/Family Support

towards job, Family roles and responsibilities, Nature of family, More number of family members, Economic status of the family, Mutual trust of the family members, Children care/Elder care, Relatives problems, and Participate in social events.

- From the Independent sample t-test it is found that, there is significance relationship between the type of sector and level of satisfaction at family for the factor social status of the family.
- From the Weighted ranking method, it is found that women employees gave first rank to the factor Work environment & culture with the mean score of 3.34 followed by 'Non-monetary benefits' with the mean score of 3.09. Salary package and Job security got fifteenth and sixteenth rank with the least mean score of 2.15 and 2.06 respectively.
- From the Weighted ranking method, it is found that women employees gave first rank to the factor 'Mutual trust of the family members' with the mean score of 3.38 followed by 'More number of family members' with the mean score of 3.87. Family roles and responsibilities and Participate in social events of the family got the least score with the mean score of 2.28 and 2.27 respectively.

3. What extent the work stress affects the personal life of women employees.

- Majority of 68.0 percent of the women employees replied that work stress affecting their family.
- 27.9 percent of the women employees answered work stresses affect their family to great extent.

4. What extent the personal life affects the work of the women employees.

- Majority of 68.7 percent of the women employees replied that family stress affecting their work.

- 27.6 percent of the women employees replied that family stress affects their work to a great extent.

5. Perception of women employees about the challenges and benefits towards work life balance.

- From the Mean score analysis, it is found that women employees gave first rank to the challenges 'Less family support towards job' with the mean score of 2.84 followed by the 'High work pressure and mental pressure' got the second rank with the mean score of 2.71. Hence it is clear that Poor working condition and High work pressure and mental pressure are the major challenges faced by the women employees at work and family.
- From the Independent sample t-test it is found that, there is no significance relationship between the family type and perception about the challenges at work and family for the above factors.
- From the Independent sample t-test it is found that, there is no significance relationship between the marital status and perception about the challenges at work and family for the above factors such as Less family support towards job, Job insecurity, Less salary, Poor working condition, Policies and Procedures in the organization.
- From the Independent sample t-test it is found that, that there is significance relationship between the monthly salary and perception about the challenges for the above two factors such as work and family culture and High work pressure and mental pressure.
- From the Anova it is found that, there is no significance relationship between the type of sector and perception about the challenges at work and family for the above factors such as Work and family culture, Less family support towards job and Poor working condition relating organisation benefit.

- From the Anova it is found that, there is significance relationship between the type of sector and perception about the challenges at work and family for above mentioned six factors such as High work pressure and mental pressure, Job insecurity, Less salary and Policies and Procedures in the organization.
- From the Chi-square it is found that, there is no significance relationship between the age and perception about the challenges at work and family factors such as Work and family culture, Less family support towards job, Job insecurity, Less salary and Policies and Procedures in the organisation.
- From the Chi-square it is found that, there is significance relationship between the age and perception about the challenges at work and family for the above mentioned two factors such as High work pressure and mental pressure, and Poor working condition.
- From the Chi-square it is found that, there is no significance relationship between the years of experience and perception about the challenges at work and family for the above factors such as less family support towards job, High work pressure and mental pressure, Job insecurity, less salary, Poor working condition, Policies and Procedures in the organization.
- From the Chi-square it is found that, there is significance relationship between the years of experience and perception about the challenges at work and family for work and family culture factors such as work and family culture.
- From the Chi-square it is found that, there is no significance relationship between the monthly salary and perception about the challenges at work and family for the above factors such as less family support towards job, High work pressure and mental pressure, Job insecurity, Poor working condition, Policies and Procedures in the organization.

- From the Chi-square it is found that, there is significance relationship between the monthly salary and perception about the challenges for the above two factors such as work and family culture and Less salary.
- From the Independent sample t-test it is found that, there is no significance relationship between the family type and perception about the individual benefit.
- From the Anova it is found that, there is no significance relationship between the type of sector and perception about the organisation benefit for the above factors such as Cost reduction, Work involvement, Profit making and Reduced Absenteeism relating organisation benefit.
- From the Anova it is found that, there is significance relationship between the type of sector and perception about the organisation benefit for above mentioned six factors such as Increased productivity, Avoidance of waste, Work efficiency, Personal & Organizational growth, Consistency in contribution and Less employee retention.
- From the Chi-square it is found that, there is no significance relationship between the monthly salary and perception about the individual benefit for the above factors such as Affordable child care and elder care, Less stress, Increased motivation and Time to spend for personal hobbies/sports associated with individual benefit.
- From the Chi-square it is found that, there is significance relationship between the monthly salary and perception about the individual benefit for above mentioned four factors such as Good quality of life, Good health, Career progression and Time to spend with family & friends.

6. Satisfaction level of women employees about the current policies and practices followed in the private sector towards work life balance.

- From the Anova it is found that, there is no significance relationship between type of sector and level of satisfaction of current policies and practices in the organisation for the above factors such as Job sharing and Maternity leave relating to organisation benefit.
- From the Anova it is found that, there is significance relationship between the type of sector and level of satisfaction of current policies and practices in the organisation for above mentioned nine factors such as Career leaves (Medical leave, Long leave, Leave on personal affairs, Religious leave), Fringe benefits (Insurance, Retirement benefit etc.), Free medical checkup, Holiday picnics and camps, Incentive and bonus for best performance, Overtime wages, Health awareness programs/Fitness programs, Family participated programs.

7. Suggestions to overcome work life balance related problems of women employees in private sector.

- From the Kruskal wallis test it is found that, there is no relationship between the type of sector and ranks of suggestions to overcome WLB related problems at work place suggestions like Proper Time management, Schedule the work, Attend training programs for up gradation, Openness in communication and Develop Positive thinking.
- From the Kruskal wallis test it is found that, there is no relationship between the family type and ranks to overcome WLB related problems at family suggestions like sharing family responsibility, Visiting friends/ Relative house and Attending parties and family gatherings.
- From the Kruskal wallis test it is found that, there is relationship between the family type and ranks of to overcome WLB related problems at family for these two suggestions such as 'Sparing more time with family' and 'Arranging family tour'.
- From the Friedman test it is found that, there is significant difference in the ranks provided by respondents to the five suggestions to overcome WLB related problems at work place. 'Schedule the work' and 'Proper time management' got the first rank and

second rank. Hence, the women employees gave ‘Schedule the work’ and ‘Proper time management’ as the important suggestions to overcome WLB related problems at work place.

- From the Friedman test it is found that, there is significant difference in the ranks provided by respondents to the five suggestions to overcome WLB related problems at family. ‘Sparing more time with the family’ and ‘Arranging family tour’ got the first rank and second rank. Hence, the women employees gave ‘Sparing more time with the family’ and ‘Arranging family tour’ as the important suggestions to overcome WLB related problems at family.

8. Overall WLB satisfaction of women employees in private sector.

- From the Chi square test it is found that, there is no significance relationship between the type of sector, years of experience, monthly salary, family type and overall satisfaction of WLB of women employees.
- From the Chi square test it is found that, there is significance relationship between the age, marital status and overall satisfaction of WLB of women employees.
- From the Multiple regression analysis it is found that, all these four independent variables **“Family and Personal related problems”, “Work related problems”, “Children care problems”, “Organization problems”** are statistically significant in the model. Thus, it is proved that these four factors influence the overall work life balance of women employees.

5.3. SUGGESTIONS

The suggestions given in this chapter pertaining WLB issues are divided in to three parts:

1. Suggestions to women employees.
2. Suggestions to private sector.
3. Suggestions to family.

SUGGESTIONS TO WOMEN EMPLOYEES

- Time management is a skill; all women employees should develop the skill to start and to finish their works on time in both work place and home. This will be achieved by proper scheduling of their day-to-day works.
- Work life balance can't be achieved without effective prioritization. Set your priorities for each work and arrange them accordingly and do it effectively. So that women employees can get more time to spend with their family.
- Working women should develop the attitude 'know well in advance' of their capacity in doing a particular personal work and ready to seek help from the other family members without hesitation and ego. This will prevent you from the stress that may come out of failures of such personal work.
- Periodical medical check-up is important to maintain good health. However, maintaining good diet with physical activities in their daily routine, enough sleep, set aside time for doing yoga/meditation, listening music and other activities that you enjoy, will be helpful to reduce stress.

SUGGESTIONS TO PRIVATE SECTOR

- The private sector has to give job assurance to their women employees. So that they can work effectively without the mental stress.

- Private sector has to be intense on work ethics while assigning workload and fixing salary to the women employees. This will increase the goodwill of the organisation.
- The organisations have to take care of both professional and social life of their women employees because social connectivity is also important for all human being.
- The organisations can implement Employees Assistance Programmes for their employees to effectively handle the personal issues, work stress and other work life balance related issues.

SUGGESTIONS TO THE FAMILY

- As per our tradition, a woman is the whole responsible person for caring for children and elders in the family. This issue can be sorted out easily by sharing the responsibility equally with their spouse.
- By understanding the job nature of working women as well as developing the attitude like adjustability, helping tendency, ignoring the shortcoming etc., the family members could reduce the burden of working women considerably and support them to work peacefully.