HARMONIOUS LIFESTYLE: Ordeals Faced by Women Employees with regard to Work – Life Balance in IT & ITes Companies (A study with Special reference to Chennai and Kanchipuram District)

THESIS

Submitted to the

University of Madras

In Partial Fulfillment of the Degree of

DOCTOR OF PHILOSOPHY

In the

FACULTY OF COMMERCE

BY

AGILADEVI KASIMANI

Under the Supervision & Guidance of

Dr. C. PANNEERSELVAM, M.Com, MBA, MPhil, PhD

Assistant Professor & Research Supervisor

Centre for Research in Commerce,

Pachaiyappa's College, Chennai- 600 030

University of Madras

Chennai- 600 005

OCTOBER 2020

CHAPTER V

FINDINGS, SUGGESTION AND CONCLUSIONS

V.I. Demographic profile

- 61.5% of the working women are belong to ITES professional and 38.5% of the them are belong to IT professional. Hence majority of respondent are working in ITES organisation.

- Majority 61.5% of the them are under graduates (UG) followed by 28.4% of them are post graduates (PG), 5.3% of them have basic school education and 4.9% of them are professionally qualified, hence sizable number are under graduates working in IT and ITES organisations.

- The monthly earnings of working women shows 47.9% of them earning a monthly income of Rs.20,000 to Rs.40,000, 39.4% of them earning monthly income less than Rs.20,000, 12.6% of them earning monthly income of more than Rs.40,000. Hence maximum number of working women are earning between Rs.20,000 to Rs.40,000 per month.

- Employment level of working women in IT and ITES setups shows 50% of the working women are performing job at middle level in the organisation followed by 33.7% of the them perform at lower level in the organisation, 13.1% of them are performing at executive level in the organisations and rest 3.2% of them are performing at top level in the organisation. Hence majority of working women work at junior level in the organisation.

- Marital status of working women reveals 56% of the working women are unmarried and rest 43.4% are married. Hence sizable number of working women from IT and ITES are unmarried.

- Nature of family of working women displays majority 65.1% of working women lives in nuclear family followed by 34.9% of them are living in joint families. The prevailing job condition attracts them for nuclear family system.

- No of children in family of working women explicates majority 66.5% of working women have no children while 27.9% of them have one child and remaining 5.6% of the them have two children in their families. Concentration on employment and family planning leads to lower children in family.

- Parenting among working women shows sizable number of 57.5% do self parenting for their children, 17.6% of working women consider their In-Laws for parenting their children, 15.3% of working women consider their own parents for parenting their children, 6.8% of working women consider their spouse for parenting their children, 2.2% of the working women adopting maid for parenting their children and rest 0.6% of the working women follow crèche/day care centres for lookafter their children.

V.II. Organisation Profile

- Work days in a week in an the organisation reveals 82.4% of them work for 5 days a week followed by 15.7% of working women work for 6 days a week and 1.9% of them work for 7 days a week. The legislation of our country protect the values of women through minimum working hours and other benefits, hence they work less on week days.

- Hours of work per day performing by working women reveals majority 53.5% of working women work for 8 hours a day followed by 43.4% of them work between 10 to 12 hours a day and rest 3.1% of working women perform job for more than 12 hours a day.

- Time spent by working women on traveling to workplace express determined 48.5% of working women travel about 1 hour to reach workplace followed by 27.1% of them travel less than half an hour to reach workplace from their residence, 16% of them travel for 2 hour to reach workplace and only 8.4% of the working women take more than 2 hours to reach workplace.

- Opinion of working women in working shift at workplace reveals 66.5% of them satisfied with their working shift and 33.5% of them are not pleased with their current working shift in the organisation.

- Type of working shift of working women displays maximum 38.8% of working women work in general shift followed by 33.1% of them working in night shift and rest 28.1% of them working in alternative shift.

- Opinion of working women on comfortness of night shift at workplace reveals substantial 67.4% of working women are not satisfied with night shift while 32.6% of the them are feel comfortable with working in night shifts.

V.III. I. **DOMINANT DIMENSION OF CONVENIENT WORK LIFE BALANCE (CWLB)**

➢ 11 variables relating to Convenient Work Life Balance (CWLB) have been extracted into three independent dominant factors collectively explains 58.122% of variance in those 11 CWLB variables. The 3 independent dominant factors are namely F1, F2 and F3. These factors were identified with new names such as Work Culture Adaptable Factor (WCAF), Work Liberty Factor (WLF) and Kith and Kin Supportive Factor (KKSF).

➢ Flexible starting hours / time , Flexible hours in general and Career break are the factors with higher positive loading on Factor 1 and in order of their relative correlation and importance it has been labelled as "**Work Culture Adaptable Factor".**

➢ Working from home followed by Being able to bring child to work place on certain unavoidable circumstances, Inviting family members for the Corporate functions and Holiday / paid time off are the factors with higher positive loading on Factor 2 and in order of their relative correlation and importance it has been labelled as "**Work Liberty Factor (WLF)".**

➢ Support from colleagues at work followed by Support from family members and Time off for family engagements / events are the factors with higher positive loading on Factor 3 and in order of their relative correlation and importance it has been labelled as "**Kith and Kin Supportive Factor (KKSF)".**

V.III.II. **Confirmatory Factor Analysis - Convenient Work Life Balance (CWLB)**

➢ functional value comprising of three sub dimensions viz, WCA(**Work Culture Adaptable), WL(Work Liberty) and KKS(Kith and Kin Supportiveness).** Four items has been identified in WCA, four items in WL and three items in KKS. Observing at each of the constructs values individually at the present path CFA model of **Convenient Work Life Balance (CWLB),** developed using standardised co-efficient and squared multiple correlation, WCA1 signifies a indispensible role (0.87) in determining the Work culture adaptability, while WL3 plays an predominant

role (0.64) in determining work liberty and KKS3 plays a significant role (0.66) in determining Kith and Kin Supportiveness.

V.III.III. CONVENIENT WORK LIFE BALANCE (CWLB) CLUSTER FORMATION

➢ Two discrimination functions, the first discriminant function with **Eigen value** of **1.445** and **Canonical Correlation** of **0.769** along with **Wilks' Lambada** value of **0.187** and **Chi-square value** of **1133.118** at **df** of **6** and P-value of **0.000** level of significance and explains **54.9%** of **variance** in the differentiation in it, the dominant differentiating factor is **Self-determination Discriminant Function.**

➢ Second discriminant function with **Eigen value** of **1.186** and **Canonical Correlation** of **0.737** along with **Wilks' Lambada** value of **0.458** and **Chi-square** value of **528.612** at **df** of **2** and **P-value** of **0.000** level of significance and explains **45.1%** of **variance** in the differentiation in it, the dominant differentiating factor is **Sustainability Discriminant Function.**

➢ First cluster formed has 426 working women constituting 62.647% of all 680 working women by the study. The Second cluster has 45 working women constituting 6.618% of all 680 working women covered by the study and the third cluster has 209 working women constituting 30.735% of all 680 working women's. 98.1% of the classification is correct.

V.III.IV. DIFFERENCE BETWEEN/AMONG DEMOGRAPHIC PROFILE GROUP IN FACTORS OF CWLB AND OVERALL CWLB

➢ Significance of difference between organisation type in WLF, KKSF and CWLB has been identified.

➢ Significant of difference between marital status of working women in KKSF has been determined.

➢ There is significance of difference between nature of family in WLF has been identified.

➢ Significant of difference between opinion on working shift in KKSF has been determined.

➢ Significant difference among educational qualification group in WCAF and KKSF has viewed.

- Statistical significant difference among Monthly Income group in WLF, KKSF and CWLB has been found. Convenient work life balance is more consistently influence to those earning monthly income of less than Rs.20,000.

- Statistical significant difference among days of work group in WCAF and WLF. Working liberty is greatly identified among working women performing 7 days a week.

- Statistical significant difference among hours of work in WCAF, WLF, KKSF and CWLB has been found. Convenient work life balance is highly identified among working women work for 8 hours a day.

V.IV. I. DOMINANT DIMENSION OF RESPONSIBLE WORK LIFE BALANCE

- 7 Variables relating to Responsible Work Life Balance (RWLB) have been extracted into two independent dominant factors together explains 61.919% of variance in those 7 RWLB variables. The 2 independent dominant factors are namely F1 and F2. These factors were identified with new names such as **Persistent Inevitable Needs Factor (PINF)** and **Performance and Efficiency Factor (PEF).**

- Variables such as Starting & finishing time – time spent at office, Availing leave is not easy and Time required for travelling are the variables with higher positive loading on Factor 1 and in order of their relative correlation and importance it has been named as "**Persistent Inevitable Needs Factor (PINF)".**

- Expectations/attitudes of superior or managers followed by Expectations/attitudes of male colleagues, Deadlines & schedules and Nature of work are the variables with higher positive loading on Factor 2 and in order of their relative correlation and importance it has been named as "**Performance and Efficiency Factor (PEF)".**

V.IV.II. CONFIRMATORY FACTOR ANALYSIS (CFA) – RESPONSIBLE WORK LIFE BALANCE (RWLB)

> Functional values comprising of two sub dimensions that is **PIN (Persistent Inevitable Needs)** and **PE (Performance and Efficiency).** Three items has been examined in PIN while four items where examined in PE. Observing at each of the constructs values individually at the present path CFA model of **Responsible Work Life Balance (RWLB),** developed using standardised co-efficient and squared multiple correlation, PIN1 denotes a essential role (0.87) in determining the Persistent Inevitable Needs(PIN), while PE3 plays an predominant role (0.69) in determining Performance and Efficiency.

V.IV.III. RESPONSIBLE WORK LIFE BALANCE (RWLB) CLUSTER FORMATION

> Out of the two discrimination functions, the first discriminant function with **Eigen value** of **3.007** and **Canonical Correlation** of **0.866** along with **Wilks' Lambada** value of **0.187** and **Chi-square value** of **1133.118** at **df** of **4** and P-value of **0.000** level of significance and explains **90%** of **variance** in the differentiation in it, the dominant differentiating factor is **Necessities Discriminant Function.**

> Second discriminant function with **Eigen value** of **0.336** and **Canonical Correlation** of **0.501** along with **Wilks' Lambada** value of **0.749** and **Chi-square** value of **195.804** at **df** of **1** and **P-value** of **0.000** level of significance and explains **10%** of **variance** in the differentiation in it, the dominant differentiating factor is **Competence Discriminant Function.**

> First cluster formed and contributing in RWLB has 104 working women constituting 15.294% of all 680 working women in the study. The Second cluster has 191 working women constituting 28.088% of all 680 working women covered by the study and the third cluster has 385 working women constituting 56.618% of all 680 working women's. Cluster classification is 100% correct

V.IV. IV. **DIFFERENCE BETWEEN/AMONG DEMOGRAPHIC PROFILE IN FACTORS OF RWLB AND OVERALL RWLB**

I. Significance of difference between organisation type in PINF and RWLB has found. working women from IT sector expecting higher persistence and inevitable at their job compare to those working in ITES.

➢ Significance of difference between marital status group in PINF and RWLB has found. A married working woman reveals higher responsibility at their workplace compare to unmarried.

➢ Significant of difference between opinion on working in shift in PEF has identified. working women working in shift shows higher performance and efficiency at workplace compare to those not working in shifts.

➢ Significant of difference among educational qualification group in PINF, PEF and RWLB has determined. Working women with Professional Qualification shows greatest responsibility at work life balance.

➢ Significant of difference among employment level group in PINF, PEF and RWLB has shown hence working women at executive level (26.101) shows highest responsibility at work life balance.

➢ Significant of difference among hours of work in PINF, PEF and RWLB has found. Working women at executive level shows highest responsibility at work life balance.

➢ Significant of difference among days of work group in PINF has identified working women work for 7 days a week shows highest persistent and inevitable needs.

➢ Significant of difference among hours of work in PINF, PEF and RWLB have been found. Working women work for more than 12 hours a day (25.625) shows highest responsibility in work life balance at workplace.

V.V. I**. DOMINANT DIMENSION OF HURDLES TO ACHIEVE WORK LIFE BALANCE (HAWLB)**

➢ 9 variables relating to Herders to Achive Work Life Balance (HAWLB) have been extracted into two independent dominant factors together explains 51.037% of variance in those 9 HAWLB variables. The 2 independent

dominant factors are namely F1 and F2. These factors were identified with new names such as **Diminishing Productivity Factor (DPF)**and **Productivity Propelling Factor (PPF).**

➢ Relaxing and forgetting about work issue is too hard, Become less enthusiastic about my job, Working for the whole week is a strain, feel, emotionally drained from work, Feel exhausted at the end of the day and Feel tired when getting up in the morning & have to face another day on the job are the variables with higher positive loading on Factor 1 and in order of their relative correlation and importance it has been labelled as "**Diminishing Productivity Factor (DPF)**".

➢ Effectively solve the problems that arise in my job, Effective at Work and making effective contribution towards the progress of organisation are the variables with higher positive loading on Factor 2 and in order of their relative correlation and importance it has been labelled as "**Productivity Propelling Factor (PPF)** ".

V.V.II. CONFIRMATORY FACTOR ANALYSIS – HURDLES TO ACHIEVE WORK LIFE BALANCE

➢ The functional values encompassing of two sub dimensions that is **DP (Diminishing Productivity)** and **PP (Productivity Propelling).** Six items has been examined in DP while three items were examined in PP. Observing at each of the constructs values individually at the present path CFA model of **Hurdles to Achieve Work Life Balance (HAWLB),** developed using standardised co-efficient and squared multiple correlation, DP5 denotes an vital role (0.72) in determining the Diminishing Productivity(DP), while PP1 plays an predominant role (0.71) in determining Productivity Propelling.

V.V.III. DIFFERENCE BETWEEN/AMONG DEMOGRAPHIC PROFILE IN HAWLB FACTORS AND OVERALL HAWLB

➢ Significance of difference between marital status group in DPF, PPF and HAWLB has been identified, married working women reveals higher Hurdles to achieve work life balance compare to unmarried working women at the workplace.

- Significance of difference between opinion on work in sift group in PPF has found. Working women those not working in shift shows higher productivity propelling compare to those working in shift at workplace.
- significant of difference among educational qualification group in DPF, PPF and HAWLB has found.

V.VI. I. DOMINANT DIMENSION OF WORK-SPILL OVER HAMPERS WORK LIFE BALANCE (WSHWLB)

- 13 variables relating to **Work-Spill over Hampers Work Life Balance (WSHWLB)** have been extracted into two independent dominant factors, together these factors explains 61.848% of variance in those 13 WSHWLB variables. The 2 independent dominant factors are namely F1 and F2. These factors were identified with new names such as **Predominant Family Perturbing Factor (PFPF)** and **Role Scarcity Factor (RSF).**
- Uncompleted Jobs at home followed by work interference with home and family life, Work from home consumes personal life., Miss out quality time with family & friends because of work pressure, negative effect on personal life, Relationship with partner suffers because of work pressure or long working hours, Feel anxious / upset due to work pressure or nature of work and Miss important family activities because of my job are the variables with higher positive loading on Factor 1 and in order of their relative correlation and importance it has been named as "**Predominant Family Perturbing Factor (PFPF)".**
- Dislike that often pre-occupied with family life followed by Work gets affected because of family demands, Home life interferes with responsibilities at work, Demand of family needs affects the work related activities and Miss work to meet family responsibilities are the variables with higher positive loading on Factor 2 and in order of their relative correlation and importance it has been named as "**Role Scarcity Factor (RSF)".**

V.VI.II. CONFIRMATORY FACTOR ANALYSIS – WORK-SPILL OVER HAMPERS WORK LIFE BALANCE

➤ The functional values encompassing of two sub dimensions that is **PFP (Predominant Family Perturbing)** and **RS (Role Scarcity).** Eight items has been examined in PFP while five items were examined in RS. Observing at each of the constructs values individually at the present path CFA model of **Work-Spill over Hampers Work Life Balance (WSHWLB),** developed using standardised co-efficient and squared multiple correlation, PFP5 shows an main role (0.78) in determining the **Predominant Family Perturbing** (PFP), while RS2 plays an predominant role (0.84) in determining Role Scarcity(RS).

V.VI.III. WORK-SPILL OVER HAMPERS WORK LIFE BALANCE (WSHWLB) CLUSTER FORMATION

➤ Two discrimination functions, the first discriminant function with **Eigen value** of **6.74** and **Canonical Correlation** of **0.933** along with **Wilks' Lambada** value of **0.129** and **Chi-square value** of **1384.66.118** at **df** of **4** and P-value of **0.000** level of significance and explains **100%** of **variance** in the differentiation in it, the dominant differentiating factor is **Distress Discriminant Function.**

➤ The second discriminant function with **Eigen value** of **0.000** and **Canonical Correlation** of **0.019** along with **Wilks' Lambada** value of **1.000** and **Chi-square** value of **0.252** at **df** of **1** and **P-value** of **0.615** level of significance and explains **0%** of **variance** in the differentiation in it, the dominant differentiating factor is **Insufficiency Discriminant Function.**

V.VI.IV. DIFFERENCE BETWEEN/AMONG DEMOGRAPHIC PROFILE IN WSHWLB FACTORS AND OVERALL WSHWLB

➤ Significance of difference between marital status group in RSF and WSHWLB has found. WSHWLB in married working women is higher than unmarried working women, hence married working women reveals higher work spill over difficulties at workplace.

➤ Significance of difference between nature of family group in PFPF, RSF and WSHWLB has identified. Women Working living in joint family shows

higher work spill over difficulties at workplace compare to those living in nuclear family.

➢ Significance of difference between opinion on work in shift group in RSF and WSHWLB has viewed. Women Working in shift shows higher work spill over difficulties at workplace compare to those not working in shifts.

➢ Significant of difference among monthly income group in PFPF, RSF and WSHWLB has revealed. Earning monthly income of less than Rs.20,000 reveals highest work spill over difficulties at workplace.

➢ Significant of difference among days of work group in PFPF Women working work for 7 days a week reveals the highest family disturbance at workplace.

➢ Significant of difference among hours of work group in PFPF, RSF and WSHWLB has been found. Those who Work for more than 12 hours a day reveals highest work spill over difficulties at workplace followed by those work for 10 to 12 hour a day.

V.VII.I. DOMINANT DIMENSION OF PARENTING IN RELATION TO WORK LIFE BALANCE (PRWLB) VARIABLES

➢ 11 variables relating to **Parenting in Relation to Work Life Balance(PRWLB)** have been extracted into three independent dominant factors, together these factors explains 95.875% of variance in those 11 PRWLB variables. The 3 independent dominant factors are namely F1, F2 and F3. These factors were identified with new names such as **Parenthood and Child Enlighten Factor (PCEF)**, **Child Indoctrinate Factor (CIF)** and **Hand on Child-Care Factor (HCCF).**

➢ Talk to child regarding his / her interest & hobbies and encourage the same followed by Praise children while doing good work, Able to spend quality time with children, Time to express affection to child, Warm & intimate times together with children, Aware of problems or concerns about children in school, Try to control my temperament at times and Patiently explain when child misbehaves are the variables with higher positive loading on Factor 1 and in order of their relative correlation and importance it has been considered as "**Parenthood and Child Enlighten Factor (PCEF)".** The

Eigen value for PCEF factor is 5.276 and percentage of variance explained is 47.968%.

➢ Attend the parent teacher meeting and Attend child's school events are the variables with higher positive loading on Factor 2 and in order of their relative correlation and importance it has been considered as "**Child Indoctrinate Factor (CIF)".** The Eigen value for CIF factor is 2.675 and percentage of variance explained is 24.315%.

V.VII.II. CONFIRMATORY FACTOR ANALYSIS – PARENTING IN RELATION TO WORK LIFE BALANCE

➢ The functional values including of two sub dimensions that is **PCE (Parenthood and Child Enlighten)** and **CI (Child Indoctrinate).** Eight items has been examined in PCE while three items were examined in CI. Observing at each of the constructs values independently at the present path CFA model of **Parenting in Relation to Work Life Balance,** developed using standardised co-efficient and squared multiple correlation, PCE5 shows an main role (0.99) in determining the **Parenthood and Child Enlighten,** while CI plays an predominant role (0.98) in determining Child Indoctrinate.

V.VII.III. PARENTING IN RELATION TO WORK LIFE BALANCE (PRWLB) CLUSTER FORMATION

➢ The first discriminant function with **Eigen value** of **55.832** and **Canonical Correlation** of **0.991** along with **Wilks' Lambada** value of **0.016** and **Chi-square value** of **2775.513** at **df** of **6** and P-value of **0.000** level of significance and explains **99.9%** of **variance** in the differentiation in it, the dominant differentiating factor is **Child Schooling Discriminant Function.**

➢ The second discriminant function with **Eigen value** of **0.068** and **Canonical Correlation** of **0.252** along with **Wilks' Lambada** value of **0.936** and **Chi-square** value of **44.407** at **df** of **2** and **P-value** of **0.000** level of significance and explains **0.1%** of **variance** in the differentiation in it, the dominant differentiating factor is **Personal Child Care Discriminant Function.**

V.VIII.I. DOMINANT DIMENSION OF FAMILY AFFINITY AND BONDING ENHANCEMENT (FABE)

- ➢ 8 variables relating to **Family Affinity and Bonding Enhancement (FABE)** have been brought down into three independent dominant factors, together these factors explains 76.076% of variance in those 8 FABE variables. The 3 independent dominant factors are namely F1, F2 and F3. These factors were identified with new names such as **Family Cordial Involvement Factor (FCIF)**, **Affection and Meticulous Factor (AMF)** and **Stress Coping Factor (SCF).**

- ➢ Dine together followed by Spend some time chatting with family members and Visit my relatives regularly are the variables with higher positive loading on Factor 1 and in order of their relative correlation and importance it has been labelled as "**Family Cordial Involvement Factor (FCIF)".** The Eigen value for FCIF factor is 2.357 and percentage of variance explained is 29.466%.

- ➢ Surprise them with gifts followed by Go for a drive / walk for pleasure with my spouse and Make sure that some time is spent with them are the variables with higher positive loading on Factor 2 and in order of their relative correlation and importance it has been labelled as "**Affection and Meticulous Factor (AMF)".** The Eigen value for CIF factor is 2.064 and percentage of variance explained is 25.798%.

- ➢ Watch a movie along with my family and Enough time for family bonding are the variables with higher positive loading on Factor 3 and in order of their relative correlation and importance it has been labelled as "**Stress Coping Factor (SCF)".** The Eigen value for SCF factor is 1.665 and percentage of variance explained is 20.812%.

V.VIII.II. CONFIRMATORY FACTOR ANALYSIS – FAMILY AFFINITY AND BONDING ENHANCEMENT (FABE)

- ➢ The measurement model has been developed for the construction of **Family Affinity and Bonding Enhancement** which holds **Family Cordial Involvement(FCI)**and **Affection and Meticulous (AM) and Stress Coping(SC)** with factor loadings of 8 items.

➤ The functional values including of three sub dimensions that is **Family Cordial Involvement (FCI)**, **Affection and Meticulous (AM)** and **Stress Coping(SC).** three items has been examined in FCI while three items were examined in AM and two items were also examined in SC. Observing at each of the constructs values independently at the present path CFA model of **Family Cordial Involvement (FCI),** developed using standardised co-efficient and squared multiple correlation, FCI3 shows an main role (0.83) in determining the **FCI**, while AM3 plays an predominant role (0.83) in determining AM and SC2 significantly determine (0.81) the SC.

V.VIII.III. DIFFERENCE BETWEEN/AMONG DEMOGRAPHIC PROFILE IN IN FACTORS OF FABE AND OVERALL FABE

➤ Significance of difference between organisation type in SCF has found. Working women work in IT organisations shows better stress coping at workplace compare to those working in ITES.

➤ Significance of difference between marital status group in FCIF, SCF and FABE has found. Married working women perceiving enhancement in family affinity and bonding among family member at living place compare to unmarried working women.

➤ Significance of difference between work in shift group in SCF working women not working in shift reveals higher stress coping at workplace compare to those work in shift.

➤ Significance of difference among level of employment group in AMF, SCF, FABE has been identified. Working women at middle level position in the origination shows greatest enhancement in family affinity and bonding among family member at living place.

➤ Significance of difference among days of work group in FCIF, AMF, FABE has determined. Women working for 5 days a week reveals greatest enhancement in family affinity and bonding among family member.

➤ Significance of difference among hours of work group in AMF has found. Women working for 10 to 12 hour of job reveals utmost affection and carefulness from family member.

V.IX.I. RELATIVE IMPORTANCE OF SELF-CARE HEALTH AND CAREER DEVELOPMENT (SHCD)

> Among the six SHCD aspects Enough sleep & proper food is most indispensible one with mean value of 3.340(1.239) followed by Enough time for self-care with mean value of 3.25(1.233), Relaxation time with mean value of 3.17(1.214), Able to develop my career prospects with mean value of 3.08(1.342), Recreation time with mean value of 2.97(1.202) and the least important one is Able to pursue my higher studies with mean value of 2.51(1.360).

V.IX.II. DIFFERENCE BETWEEN/AMONG DEMOGRAPHIC PROFILE IN OVERALL SHCD

> There is significance of difference between marital status group in SHCD. The mean value for SHCD in marital status group shows statistical significant difference, hence unmarried working women shows better self- care and career development at workplace compare to married working women .

> There is significance of difference between nature of family group in SHCD. The mean value for SHCD in nature of family group shows statistical significant difference, hence working women from nuclear family express better self- care and career development at workplace compare to those from joint family.

> Significance of difference among monthly income group in SHCD has found. The mean values for SHCD in monthly income group shows statistical significant difference among them, hence working women earning less than Rs.20,000 (18.906) reveals best self- care and career development at workplace.

> Significance of difference among days of work group in SHCD has determined. The mean values for SHCD in days of work group shows higher statistical significant difference among them, hence working women work for 5 days a week implies best self- care and career development at workplace.

> Significance of difference among hours of work group in SHCD has fund. the mean values for SHCD in hours of work group shows statistical significant

difference among them, hence working women work for 8 hours a day implies best self- care and career development

V.X.I. DOMINANT DIMENSION OF WORK LIFE IMBALANCE & HEALTH ISSUES (WLIHI)

➤ 8 variables relating to **Work life Imbalance & Health Issues(WLIHI)** have been brought down into two independent dominant factors, together these factors explains 65.612% of variance in those 8 WLIHI variables. The two independent dominant factors are namely F1 and F2. These factors were identified with new names such as **Chronic Health Issue Factor (CHIF)** and **Fitness Issue Factor (FIF).**

➤ Heart problems, Fatigue, Muscle tension, Change in appetite or stomach upset and Depression / Irritability are the variables with higher positive loading on Factor 1 and in order of their relative correlation and importance it has been name as "**Chronic Health Issue Factor (CHIF)".** The Eigen value for CFIF factor is 2.856 and percentage of variance explained is 35.697%.

➤ Improper sleep/sleep disturbances followed by Stress and Back pain are the variables with higher positive loading on Factor 2 and in order of their relative correlation and importance it has been named as "**Fitness Issue Factor (FIF)".** The Eigen value for FIF factor is 2.393 and percentage of variance explained is 29.915%.

V.X.II. CONFIRMATORY FACTOR ANALYSIS – WORK LIFE IMBALANCE & HEALTH ISSUES (WLIHI)

➤ Measurement model has been developed for the construction of **Work life Imbalance & Health Issues** which holds **CHI (Chronic Health Issues)** and **FI (Fitness Issues)** with factor loadings of 8 items.

➤ The functional values obtained from WLIHI measurement model including of two sub dimensions that is **CHI (Chronic Health Issues)** and **FI (Fitness Issues).** Five items has been examined in CHI while three items were extracted in FI. Observing at each of the constructs values independently at the present path CFA model of **WLIHI,** developed using standardised co-efficient and squared multiple correlation, CHI4 shows an eminent role (0.88)

in determining the **CHI**, while FI3 plays an predominant role (0.79) in determining FI.

V.X.III. WORK LIFE IMBALANCE & HEALTH ISSUES (WLIHI) CLUSTER FORMATION

➢ The first cluster formed and contributing in WLIHI has 191 working women constituting 28.088% of all 680 working women in the study. The Second cluster has 200 working women constituting 29.411% of all 680 working women covered by the study and the third cluster has 289 working women constituting 42.501% of all 680 working women's. Cluster classification is 99.3% correct.

➢ The first discriminant function with **Eigen value** of **5.928** and **Canonical Correlation** of **0.925** along with **Wilks' Lambada** value of **0.144** and **Chi-square value** of **1310.86** at **df** of **4** and P-value of **0.000** level of significance and explains **100%** of **variance** in the differentiation in it, the dominant differentiating factor is **Health Issue Discriminant Function.**

➢ The second discriminant function with **Eigen value** of **0.002** and **Canonical Correlation** of **0.046** along with **Wilks' Lambada** value of **0.998** and **Chi-square** value of **1.452** at **df** of **1** and **P-value** of **0.228** level of significance and explains **0%** of **variance** in the differentiation in it, the dominant differentiating factor is **Fitness Issue Discriminant Function.**

V.XI.I. RELATIVE IMPORTANCE OF HEALTH CARE SIGNIFICANCE

➢ the six HCS regular walk is the most indispensible health care significance with mean value of 2.690(1.280) followed by regular exercise at home 2.15(1.188), Regular health check-up 2.10(1.125), Yoga 1.93(1.025), Meditation 1.83(0.999) and least important health care significance is regular to gym with mean value of 1.68(1.028).

V.XI.II. DIFFERENCE BETWEEN/AMONG DEMOGRAPHIC PROFILES IN ASPECT OF HEALTH CARE SIGNIFICANCE

➢ Significance of difference among educational qualification group in HCS has been identified. Hence working women with UG qualification(12.876) shows best health care significance at workplace.

- Significance of difference among days of work group in HCS has identified. women working for 5 days a week shows best health care significance at workplace.

V.XII.I. DOMINANT DIMENSION OF FAMILY SUPPORTIVENESS TO WORK LIFE BALANCE

- 6 variables relating to **Family Supportiveness to Work Life Balance** have been extracted into three independent dominant factors, together these factors explains 74.664% of variance in those 9 FSWLB variables. The three independent dominant factors are namely F1 , F2 and F3. These factors were determined with new names such as **Mental Health Stimulating Factor (MHSF)** followed by **Stress Easing Factor (SEF)** and **Family Companionship Factor (FCF).**

- Family are happy for successful at work followed by Family members have positive attitude towards job, family want to enjoy job and Family help with routine work are the variables with higher positive loading on Factor 1 and in order of their relative correlation and importance it has been labelled as "**Mental Health Stimulating Factor (MHSF)".** The Eigen value for MHSF factor is 2.732 and percentage of variance explained is 30.359%.

- Useful to discuss work problems with family followed by job gets very demanding need take on extra responsibilities and family tries to cheer up on tough time are the variables with higher positive loading on Factor 2 and in order of their relative correlation and importance it has been named as "**Stress Easing Factor (SEF)".** The Eigen value for SEF factor is 2.251 and percentage of variance explained is 25.010%.

- Members of family understand feelings and Family members do their fair share of household chores are the variables with higher positive loading on Factor 3 and in order of their relative correlation and importance it has been labelled as "**Family Companionship Factor (FCF)".** The Eigen value for FCF factor is 1.737 and percentage of variance explained is 19.295%.

V.XII.II. CONFIRMATORY FACTOR ANALYSIS – FAMILY SUPPORTIVENESS TO WORK LIFE BALANCE

➢ The measurement model has been established for the construction of **Family Supportiveness to Work Life Balance** which holds **Mental Health Stimulating Factor (MHSF)** followed by **Stress Easing Factor (SEF)** and **Family Companionship Factor (FCF)** with factor loadings of 9 items.

➢ The functional values obtained from FSWLB measurement model including of three sub dimensions that is **Mental Health Stimulating (MHS)** followed by **Stress Easing (SE)** and **Family Companionship (FC).** Four items has been examined in MHS while three items were extracted in SE and two items were extracted in FC. Observing at each of the constructs values independently at the present path CFA model of **FSWLB,** developed using standardised co-efficient and squared multiple correlation, MHS3 shows an predominant role (0.85) in determining the **MHS**, while SE3 plays an predominant role (0.88) in determining SE and FC1 reveals an eminent role (0.79) in determining FC.

V.XII.III. FAMILY SUPPORTIVENESS TO WORK LIFE BALANCE (FSWLB) CLUSTER FORMATION

➢ 3 clusters have been formed significantly differentiated by three FSWLB factors. the first discriminant function with **Eigen value** of **4.849** and **Canonical Correlation** of **0.911** along with **Wilks' Lambada** value of **0.163** and **Chi-square value** of **1227.906** at **df** of **6** and P-value of **0.000** level of significance and explains **99%** of **variance** in the differentiation in it, the dominant differentiating factor is **Corollary Discriminant Function.**

➢ The second discriminant function with **Eigen value** of **0.051** and **Canonical Correlation** of **0.221** along with **Wilks' Lambada** value of **0.951** and **Chi-square** value of **33.891** at **df** of **2** and **P-value** of **0.000** level of significance and explains **1%** of **variance** in the differentiation in it, the dominant differentiating factor is **Alleviating Discriminant Function.**

V.XII.IV. DIFFERENCE BETWEEN/AMONG DEMOGRAPHIC PROFILE IN IN FACTORS OF FSWLB AND OVERALL FSWLB

➢ Significance of difference between organisation type in FCF has determined. working women work in ITES organisations shows higher family companionship compare to those working in IT.

➢ Significance of difference between marital status group in SEF has identified, hence unmarried women shows higher stress easiness compare to married working women.

➢ Significance of difference between nature of family group in MHSF, SEF ,FCF and FSWLB has been determined, hence working women living in nuclear families shows higher family supports compare to those living joint families.

➢ Significance of difference between work in shift in FCF has been find, therefore working women not working in shift shows higher family companionship compare to those work in shift.

➢ Significance of difference among level of employment group in MHSF and FCF has been viewed, thus working women work at top level shows highest family companionship followed by those work at executive level.

➢ Significance of difference among hours of work group in MHSF has been found, hence working women work for 8 hours a day shows uppermost stimulation of mental health followed by those work for 10 to 12 hours a day.

V.XIII.I. DOMINANT DIMENSION OF WORK PLACE HOSPITALITY FACILITATION

➢ 15 variables relating to **Work Place Hospitality Facilitation** have been extracted into four independent dominant factors, overall these factors explains 67.283% of variance in those 15 WPHF variables. The four independent dominant factors are namely F1 , F2, F3 and F4. These factors were determined with new names such as **Self Wholesomeness Factor (SWF), Homework Appraisement Factor (HAF), Work Flexibility Factor (WFF)** and **Versatile Activities Factors (VAF).**

➢ Provide master health check-up at regular intervals followed by Provide leave to take care of elders, Provide gym facilities at subsidised fee, Provide in

house stores, Provide leave for child care and Provide child care / creche facilities are the variables with higher positive loading on Factor 1 and in order of their relative correlation and importance it has been termed as "**Self - Wholesomeness Factor (SWF)"**. The Eigen value for SWF factor is 4.240 and percentage of variance explained is 28.263%.

➤ Working from home occasionally (when needed) followed by Working from home regularly (under special circumstances), Compressed work hours and Part time are the variables with higher positive loading on Factor 2 and in order of their relative correlation and importance it has been termed as "**Homework Appraisement Factor (HAF)"**. The Eigen value for HAF factor is 2.516 and percentage of variance explained is 16.771%.

➤ Flexible start & ending time and Flexible work timing arrangements are the variables with higher positive loading on Factor 3 and in order of their relative correlation and importance it has been termed as "**Work Flexibility Factor (WFF)"**. The Eigen value for WFF factor is 1.798 and percentage of variance explained is 11.985%.

➤ Working in shift followed by Job sharing and Provide transport facilities are the variables with higher positive loading on Factor 4 and in order of their relative correlation and importance it has been termed as "**Versatile Activities Factors (VAF)"**. The Eigen value for VAF factor is 1.540 and percentage of variance explained is 10.263%.

V.XIII.II. CONFIRMATORY FACTOR ANALYSIS – WORK PLACE HOSPITALITY FACILITATION (WPHF)

➤ The measurement model has been established for the construction of **Self Wholesomeness Factor (SWF), Homework Appraisement Factor (HAF), Work Flexibility Factor (WFF)** and **Versatile Activities Factors (VAF)** with factor loadings of 15 items.

➤ The functional values obtained from WPHF measurement model including of three sub dimensions that is **Self Wholesomeness (SW), Homework Appraisement (HA), Work Flexibility (WF)** and **Versatile Activities (VA).** Six items has been examined in SW while four items were extracted in HA and two items were extracted in WF and three items were extracted in VA. Observing at each of the constructs values independently at the present path

265

CFA model of **WPHF,** developed using standardised co-efficient and squared multiple correlation, SW3 shows an predominant role (0.86) in determining the **SW**, while HA2 plays an predominant role (0.91) in determining HA, WF2 reveals an eminent role (0.89) in determining WF and VA2 play predominant role (0.55) in determining the VA.

V.XIII.III. WORK PLACE HOSPITALITY FACILITATION (WPHF) CLUSTER FORMATION

- ➢ 3 clusters have been formed significantly differentiated by three WPHF factors. the first discriminant function with **Eigen value** of **6.142** and **Canonical Correlation** of **0.927** along with **Wilks' Lambada** value of **0.134** and **Chi-square value** of **1356.92** at **df** of **8** and P-value of **0.000** level of significance and explains **99.3%** of **variance** in the differentiation in it, the dominant differentiating factor is **Healthfulness Discriminant Function.**

- ➢ The second discriminant function with **Eigen value** of **0.044** and **Canonical Correlation** of **0.205** along with **Wilks' Lambada** value of **0.958** and **Chi-square** value of **28.935** at **df** of **3** and **P-value** of **0.000** level of significance and explains **0.7%** of **variance** in the differentiation in it, the dominant differentiating factor is **Accomplishment Discriminant Function.**

V.XIII.IV. DIFFERENCE BETWEEN/AMONG DEMOGRAPHIC PROFILE IN IN FACTORS OF WPHF AND OVERALL WPHF

- ➢ Significance of difference between organisation type in SWF, HAF, VAF and WPHF has been determined, hence working women working at ITES shows relatively higher Work Place Hospitality Facilitation compare to those working in IT.
- ➢ Significance of difference between marital status group in HAF has been found, hence working women working at ITES shows relatively higher Homework Appraisement compare to those working in IT.
- ➢ Significance of difference between nature of family group in WFF and VAF has been found, hence working women reveals higher Work Flexibility at ITES organisation compare to those working in IT.

- Significance of difference between opinion on work in shift group in HAF and VAF has been found, hence working women not working in shift shows higher perception on Homework Appraisement compare to those working in shift basis along with working women working in shift shows higher Versatile Activities compare to those not working in shift.

- Significance of difference between Opinion on Comfortless with Night Shift group in HAF has been identified, hence working women with no comfortless with night shift group shows higher perception on Homework Appraisement compare to not working in night shift.

V.XIV. INFLUENCE OF PERSONAL PROFILE, ORGANISATIONAL PROFILE, OPINION ON WORKING CONFIGURATION, FAMILY PROFILE, CWLBF, RWLBF, HAWLBF, WHWLBF, PRWLBF, FABEF, SHCD, WLIHIF, HCS AND FSWLBF ON WORK PLACE HOSPITALITY FACILITATION FACTORS ON OVERALL WORK PLACE HOSPITALITY FACILITATION

- The **R-square** value of **0.579** signifies that the dependent variable "**Work Place Hospitality Facilitation**" has been accounted by combination of profiles of the respondents, Organisational Profile, Opinion on Working Configuration, Family Profile, Convenient Work Life Balance Factor, Responsible Work Life Balance Factors, Hurdles to Achieve Work Life Balance Factors, Work-Spill Over Hampers Work Life Balance Factors, Parenting in Relation to Work Life Balance Factors, Family Affinity and Boarding Enhancement Factors, Self-Care Health and Career Development, Work life Imbalance & Health Issues Factors, Health Care Significance and Family Supportiveness to Work Life Balance factors and explain **57.9%** of variance.

- **The Coefficient of Determination R-square** determines the goodness-of-fit of the estimated Sample Liner Regression Plane (SLRP) in terms of the proportion of the difference in the dependent variables explicated by the close-fitted sample regression equation. Therefore the **R-square value is** 0.579, which means about 58**%** of the variation in **Work Place Hospitality Facilitation** is explained by the estimated Sample Liner Regression Plane (SRP) that uses the Independent Variables such as SHCD, WLF, Age, DPF,

Type of Organisation, SCF, PPF, WCAF, HCCF, Marital Status and Monthly Income.

V.XV. SIMULTANEOUS INFLUENCE OF PERSONAL PROFILE, ORGANISATIONAL PROFILE, OPINION ON WORKING CONFIGURATION, FAMILY PROFILE, CWLBF, RWLBF, HAWLBF, WHWLBF, PRWLBF, FABEF, SHCD, WLIHIF, HCS AND FSWLBF ON WORK PLACE HOSPITALITY FACILITATION FACTORS

➢ there is significant and simultaneous impact of Type of Organisation followed by Monthly Income, Family size, No of children's, Children Age, Children Parenting, Days of work in a week, Time spent on travel to office, Opinion on work in shift, Type of Shift, Work Culture Adoptable Factor, Work Liberty Factor, Persistent Inevitable Needs Factor, Performance and Efficiency Factor, Diminishing Productivity Factor, Productivity Propelling Factor, Predominant Family Perturbing Factor, Role Scarcity Factor, Parenthood and Child Enlighten Factor, Hand on Child-Care Factor, Stress Coping Factor, Self-Care Health and Career Development, Fitness Issue Factor, Mental Health Stimulating Factor and Stress Easing Factor on each factor of Work Place Hospitality Facilitation Factors.

➢ Type of Organisation followed by family size, Number of children, Children parenting, Type of working Shift, Age of respondent, **Work Culture Adoptable Factor, Work Liberty Factor, Kin Supportive Factor, Diminishing Productivity Factor, Role Scarcity Factor, Parenthood and Child Enlighten Factor, Family Cordial Involvement Factor** and **Self-Care Health and Career Development** have significant influence on **Self Wholesomeness Factor (SWF).**

➢ Type of Organisation followed by family size, Children parenting, Hours of work in a day, Type of Working Shift, **Work Liberty Factor, Diminishing Productivity Factor, Productivity Propelling Factor, Parenthood and Child Enlighten Factor, Stress Coping Factor** and **Self-Care Health and Career Development** have significant influence on **Homework Appraisement Factor (HAF).**

➢ Family Size, Number of children, Days of Work, Educational Qualification,

Time Spent on Traveling, Opinion on Working in Shift, Years of Experience, **Work Culture Adoptable Factor, Persistent Inevitable Needs Factor, Performance and Efficiency Factor, Productivity Propelling Factor, Predominant Family Perturbing Factor, Stress Coping Factor, Self-Care Health and Career Development, Mental Health Stimulating Factor** and **Stress Easing Factor** have significant influence on **Work Flexibility Factor (WFF).**

➢ Type of organisation, Family Size, Monthly Income, Children Age, Opinion on Work in Shift, Type of Shift, **Work Culture Adoptable Factor, Work Liberty Factor, Diminishing Productivity Factor, Predominant Family Perturbing Factor, Self-Care Health and Career Development, Mental Health Stimulating Factor** and **Stress Easing Factor** have significant influence on **Versatile Activities Factors (VAF).**

V.XIV. STRUCTURAL EQUATION MODEL FOR IMPACT OF PERSONAL PROFILE, ORGANISATIONAL PROFILE, OPINION ON WORKING CONFIGURATION, FAMILY PROFILE, CWLBF, RWLBF, HAWLBF, WHWLBF, PRWLBF, FABEF, SHCD, WLIHIF, HCS AND FSWLBF ON OVERALL WORK PLACE HOSPITALITY FACILITATION

➢ SEM has been used to examine the influence of profiles of the respondents, Organisational Profile, Opinion on Working Configuration, Family Profile, Convenient Work Life Balance Factor, Responsible Work Life Balance Factors, Hurdles to Achieve Work Life Balance Factors, Work-Spill Over Hampers Work Life Balance Factors, Parenting in Relation to Work Life Balance Factors, Family Affinity and Boarding Enhancement Factors, Self-Care Health and Career Development, Work life Imbalance & Health Issues Factors, Health Care Significance and Family Supportiveness to Work Life Balance factors on Overall Work Place Hospitality Facilitation.

➢ Beta Coefficient value for the effect of **WSHWLB** influences is -0.183 which represents partial effect of **FSWLB** holding the other variables as constant. The estimated negative sign infers that **FSWLB** would enhance by 0.183 for every element detraction in **WSHWLB**. The Beta Coefficient value is significant at 1% level. The Beta Coefficient value for the effect of PRWLB influences is -0.078 which represents partial effect of **FSWLB** holding the other variables as constant. The estimated negative sign infers that **FSWLB**

would enhance by -0.078 for every element diminish in PRWLB. The Beta Coefficient value is significant at 1% level. The Beta Coefficient value for the effect of FABE influences is 0.322 which represents partial effect of **FSWLB** holding the other variables as constant. The estimated negative sign infers that **FSWLB** would enhance by 0.322 for every element enhance in FABE. The Beta Coefficient value is significant at 1% level.

➢ The Beta Coefficient value for the effect of HCS influences is 0.499 which represents partial effect of **SHCD** holding the other variables as constant. The estimated negative sign infers that SHCD would enhance by 0.499 for every element enhance in HCS. The Beta Coefficient value is significant at 1% level. The Beta Coefficient value for the effect of WLIHI influences is -0.086 which represents partial effect of **SHCD** holding the other variables as constant. The estimated negative sign infers that SHCD would enhance by -0.086 for every element diminish in WLIHI. The Beta Coefficient value is significant at 1% level.

➢ The Beta Coefficient value for the effect of HAWLB influences is -0.124 which represents partial effect of **SHCD** holding the other variables as constant. The estimated negative sign infers that SHCD would enhance by -0.124 for every element diminish in HAWLB. The Beta Coefficient value is significant at 1% level. The Beta Coefficient value for the effect of FSWLB influences is -0.114 which represents no partial effect of **WPHF** holding the other variables as constant. The estimated negative sign infers that **WPHF** would shows no enhancement by -0.114 for every element diminish in FSWLB. The Beta Coefficient value is not significant at 5% level.

➢ The Beta Coefficient value for the effect of SHCD influences is 0.410 which represents partial effect of **WPHF** holding the other variables as constant. The estimated negative sign infers that **WPHF** would enhance by 0.410 for every element enhance in SHCD. The Beta Coefficient value is significant at 1% level. The Beta Coefficient value for the effect of CWLB influences is 0.376 which represents partial effect of **WPHF** holding the other variables as constant. The estimated negative sign infers that **WPHF** would enhance by 0.376 for every element enhance in CWLB. The Beta Coefficient value is significant at 1% level.

SUGGESTION OF THE STUDY

V.VI. I. Suggestion to Working women:

I. Working women need to take minimum time off for family engagement and family events.

II. Working women should make effective and efficient contribution towards the progress of the organisation.

III. Working women should equally support child schooling.

IV. Working women should give quality time for family bonding.

V.II.II. Suggestion to Working women Family's:

I. Family member should support women in their family in balancing both work life and family life.

II. The domestic chores can be shared, this would relieve them from strenuous household work.

III. Family should positively motivate and make women feel work to be important with less family work spillover.

V.II.III. Suggestion to Organisation

I. Women should be supported by their supervisor and senior employees at workplace.

II. Organisation should minimise the workload and work schedules of working women in the organisation.

III. Organisation should provide place for yoga, sports and entertainment for supporting working women in overcoming the job stress and become enthusiastic at work.

V.III. CONCLUSION OF THE STUDY

Accomplishing the balance between work and personal life is becoming increasingly difficult in today's digital world as workday often blurs into our personal life. Work life balance is the relationship between personal commitments and work, and its impact on one another. Depending on the various phases of life, work life balance may be distinct for different individuals. With the change in work force and the increase in the number of working women, dual earner and nuclear families, the need for the women employees to balance their work and personal life has amplified. The issues and struggles faced by women employee are multi-dimensional as it ultimately involves the problems of fatigue and lack of time. Research indicates that women still take the major responsibility of childcare and domestic chores & responsibilities amid long work hours, lack of flexible work provision, office commitments and tight meeting schedules. These aspects act as the impediment in achieving work life balance.

Also the inability to attain a reasonable balance between work and life is directly related to lack of motivation and lack of control over the workload to meet personal commitments. Juggling between family responsibilities, the organisational demands and continual attempts to maintain a balance between work and family can have significant consequences on their life by impacting their well-being and thereby overall work life balance. There lies a common desire among the women employees for the right to combine work and home life in today's busy world.

The corporates in order to compete with their rivals, promote their employees to extend their capacity beyond the limit. This effects the psychological, physical, familial, social and work equilibrium of the women employees. Health and wellness services provided by the organisation will definitely allow working women to balance their personal and professional lives. But they alone cannot be the solution to the problem of poor work life balance. Family plays an important role in achieving the balance, after all for many employees family is the key to healthy and happy life

Work life balance is not only organisational adaptability and career development it also about setting boundaries and integrating wellness into wellbeing. A healthy attitude towards the work life balance begins with the employer. The employer must view themselves not as a highest authority in the life of the employee, but rather as a

reliable companion that encourages a healthy lifestyle. At the end of the workday the employee is also responsible for achieving work life balance.

Adopting the work culture, working liberty at workplace and support from friends and relative greatly helps in enhancing convenient work life balance of women working in IT sectors. The dominant discriminant functions identified from three cluster groups are self-determination and sustainability functions. Women working at various level of management show identical influence on convenient work life balance. Lower working hours substantially enhance the work life balance of women working at IT and ITes. Persistent inevitable needs and performance and efficiency are the key elements of responsible work life balance. Women working in IT and ITes are clustered into three dominant groups highest responsible work life balance, higher responsible work life balance and high responsible work life balance. Women working in IT show better responsible work life balance compare to those working in ITes. Women working at executive level of management show highest responsible work life balance followed by those working for more than 12 hours a day express highest responsible work life balance.

Diminishing Productivity Factor and Productivity Propelling Factor are the key elements of Hurdles to Achieve Work Life Balance followed by Predominant Family Perturbing Factor and Role Scarcity Factor are the key element of Work-Spill over Hampers Work Life Balance. Two dominant discriminant function has been identified out of three cluster groups of Work-Spill over Hampers Work Life Balance namely Distress and Insufficiency discriminant function. Women working in IT and ITes reveal identical view on Work-Spill over Hampers Work Life Balance. Those working for more than 12 hours a day express highest Work-Spill over Hampers Work Life Balance. Parenthood and Child Enlighten Factor, Child Indoctrinate Factor and Hand on Child-Care Factor are the key element of Parenting in Relation to Work Life Balance. The three dominant cluster groups formed out of two discriminant function namely child schooling and personal child care discriminate function has been identified.

Regular walking and regular exercise at home are prominent health care significance identified which helps in overcoming the health and physical issues developed through work stress at work place among women working in IT and ITes. Women

working in IT and ITes show similar importance on health consciousness at workplace. Mental Health Stimulating Factor followed by Stress Easing Factor and Family Companionship Factor are the key elements of Family Supportiveness to Work Life Balance. Two discriminant function namely Corollary and Alleviating functions has been identified by forming three dominant cluster groups of Family Supportiveness to Work Life Balance. Self-Wholesomeness Factor, Homework Appraisement Factor, Work Flexibility Factor and Versatile Activities Factors are the key elements of Work Place Hospitality Facilitation. Two discriminant functions have been identified through three dominant cluster groups namely Healthfulness and Accomplishment functions. Women working in ITes express higher work place facilitation compare to those working in IT organisation. Those women working at top level and executive level of management observes best work place facilitation from the organisation. Hence higher the working position leads to higher facilitation at workplace. Women working in alternative shifts reveal highest work place facilitation compare to those working in night shift and general shift.

Study shows type of organisation positively determines the work place hospitality facilitation of women working. Women working at IT show higher facilitation compare to those working ITes. Marital status of working women also reveals positive determines the work place hospitality facilitation. Married women express higher facilitation at work place compare to unmarried women. Monthly income of working women positive determines work place hospitality facilitation. Women earning better income shows higher facilitation compare to those earning lower income.

To conclude work place hospitality facilitation has strongly determined by Self-care Health and Career Development of working women followed by Family Supportiveness to Work Life Balance. In long run work life balance is a concept in which maximum happiness of women employee acts as the fuel for productive and fulfilling work, for which both employer and employee are responsible.

V.VI. SCOPE OF THE FUTURE STUDY

I.   A separate study can be done on Quality of work life and Organisation working environment.

II.   Women participation in management and effect of quality of work life on organisation can be studied separately.

III.   Parent-hood and work life balance among executive working women can be studied separately.

IV.   A separate study can be done on Health Issues, Working Stress issues can be studied.

V.   Separate study on work life balance and money management skill of working women can be done.