

A STUDY ON QUALITY OF WORK-LIFE BALANCE OF WOMEN EMPLOYEES WITH SPECIAL REFERENCE TO ACETECH MACHINERY COMPONENT COMPANY PRIVATE LIMITED COIMBATORE

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ABSTRACT

The quality of work-life balance (QWL) among women employees is a critical factor influencing their overall well-being, job satisfaction, and productivity. This study examines the challenges faced by women in balancing professional and personal responsibilities, considering factors such as workload, organizational policies, workplace flexibility, and societal expectations. Through a comprehensive analysis of various industries, this research highlights the impact of long working hours, lack of support systems, and work-related stress on women's quality of life. The study also explores the role of family support, employer initiatives, and government policies in enhancing work-life balance. Findings suggest that organizations adopting flexible work arrangements, inclusive policies, and employee-friendly environments contribute significantly to improving women's QWL. This research aims to provide valuable insights for employers, policymakers, and individuals to create a more balanced and supportive work culture for women employees.

Keywords: Work-life, Women employees, Challenges, Work environment, Work management, Personal commitments, Safety, struggles, gender equality.

1. INTRODUCTION

In the dynamic and fast-paced professional environment, maintaining a balance between work responsibilities and personal life has become a critical concern for employees across industries. For women, this challenge is often more pronounced due to societal expectations, cultural norms, and additional responsibilities they shoulder at home. The concept of quality of work-life balance refers to the equilibrium between professional commitments and personal well-being, ensuring that employees can perform effectively at work while leading a fulfilling life outside the workplace. Over the years, this issue has garnered significant attention, particularly in the context of women employees, as their participation in the workforce continues to rise globally.

The importance of work-life balance for women extends beyond personal and professional fulfilment. It has broader implications for society and the economy. Women constitute a significant portion of the global workforce, and their active participation is vital for sustainable economic growth. However, the inability to balance work and personal life often leads to higher attrition rates among women employees, causing organizations to lose valuable talent.

SCOPE OF THE STUDY

This study explores the factors influencing the quality of work-life balance (QWL) among women employees, focusing on both personal and professional aspects. It aims to identify challenges, evaluate existing workplace policies, and suggest measures for improvement. The scope includes various industries to provide a comprehensive understanding of how work-life balance affects women's well-being and productivity.

STATEMENT OF THE PROBLEM

The company need to improve its work-life balance polices, to help women balance work and personal life better. The Company does not have enough support systems like childcare, job satisfaction and mentorship programs to help women employees. Career growth opportunities for women employees may be limited due to the struggle between professional aspirations and personal responsibilities. Too much work stress affects the mental and physical health of women employees.

OBJECTIVES

1. To analyse the factors influencing the work-life balance of women employees.
2. To identify the challenges faced by women employees in achieving work-life balance.

2. RESEARCH METHODOLOGY

RESEARCH DESIGN

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy to procedure. Decisions regarding what, where, how much, by what means concerning an inquiry or a research study constitute a research design.

SAMPLE SIZE

The sample size taken for this study is 124 respondents. Women employees from various sectors were chosen through convenience and purposive sampling, considering roles and industries. Data was collected using structured questionnaires distributed via online surveys and in personal interactions, ensuring a balanced and practical approach to gathering the insights on work-life balance.

AREA OF THE STUDY

The study was conducted in Acetech Machinery Component Company Pvt Ltd., Coimbatore.

SOURCE OF DATA

The study includes both primary and secondary data was collected for this study.

- **Primary Data:** Primary sources of data which is collected for the first time it is original data for the data purpose of collection of primary data, questionnaire were filled by the respondents.
The questionnaire comprises of close ended. The data have been collected from various departments working women employees, this gathers quantitative and qualitative responses regarding their experiences, challenges, and perceptions.
- **Secondary Data:** Secondary data were already collected by and readily from other sources. In this project, that data have been collected from the following sources journals, articles, websites and books.

Tools used for analysis

- Descriptive analysis
- Ranking analysis

LIMITATIONS OF THE STUDY

- The study is restricted to Acetech Machinery Component Company Pvt Ltd. Only.
- The results of the analysis made in this study only on problem faced by working women employees.

3. REVIEW OF LITERATUTRE

1. **R. Balaji – (2014)** This study explains the Work-life balance of women in manufacturing sectors is gaining the domain place in highly discussed topics. Family–work conflict and work–family conflict, are more likely to exert negative influences in the family domain, resulting in lower life satisfaction and greater internal conflict within the family. Variables such as the size of family, the age of children, the work hours and the level of social support impact the experience of Work family conflict and Family work conflict. The main Aim is to study various factors which could lead to a in depth knowledge about work life balance and stress undergone by women employees. Findings and Conclusion: The findings of the study emphasized the need to formulate guidelines for the management of work life balance at organizational level as it is related to job satisfaction and performance of the employees.
2. **N. Sheethal & J. Katyayani – (2016)** This study explains the Family-work conflict (FWC) and work-family conflict (WFC) are more likely to exert negative influences in the family domain, resulting in lower life satisfaction and greater internal conflict within the family. Studies have identified several variables that influence the level of WFC and FWC. Variables such as the size of family, the age of children, the work hours and the level of social support impact the experience of WFC and FWC. However, these variables have been conceptualized as antecedents of WFC and FWC; it is also important to consider the consequences these variables have on psychological distress and wellbeing of the working women. This paper attempts to identify key factors and challenges that feel overwhelmed to the female by continuous pressure derived from the high expectations of the job.
3. **A. Vasumathi – (2018)** The review of literature on work life balance of women employees has been outlined up in view of its increased popularity with the major objective to have prosperity of society. WLB is a major concern for women employees in today's scenario, as extended work hours in the organisation pulls women employees' productivity and time which they actually meant to devote to their family sphere. The researcher has reviewed the literature on work life balance (WLB) of women employees with regard to significance of WLB, theories of WLB, determinants of WLB, facilitators of WLB, coping strategies of WLB, WLB and performance and finally, consequences of WLB. In this article, the researcher has dealt the various aspects of work life balance through the review of existing literature.
4. **Dr. G. Balamurugan, M. Sreeleka – (2020)** This study explains the Work life balance of women employees plays the major role because they have to manage their personal life for their good quality of life. The employee's satisfaction is based on the employee to be happy and deliver the level best. Even in the Worst scenario the employee

is very loyal to their organization because of the employee Satisfaction. The quality of life is based on the professional life of each and every women employee who are coming forward to support to their family. The problem of the women employee's face is health condition, Pregnancy discrimination, Sexual harassment, no equal pay, etc. This paper says that how the women employees are balanced and Satisfied in IT sector and the factors that affect the work life balance of women employees are working hours, Job satisfaction, working condition, etc. and find out the women employee job satisfaction were analysed by using statistical method that is Chi-square and Correlation test.

5. **Rachana V** – (2023) This study explains that today we can see that women are working in every field which shows that there is no gender differentiation in work. This is the positive development that women are showing their skills and talent in different walks of life. So, the concept of work life balance has come from the fact that an individual work life and professional life may put forth conflicting on one another and demands for, both domain are very important for leading a happy life. Women employees in various professions like Marketing, Insurance, Banking, Corporate and Teaching at Chikodi. 415 constitute the population for the study and sample of 204 employees are chosen using stratified random sampling method. The hypothesis is tested by using chi-square test and it has come to know that there is a positive relationship between demographic variable and work life balance. Data has been collected through primary and secondary sources.

6. ANALYSIS AND INTERPRETATION

DESCRIPTIVE ANALYSIS

Table 1: Suggestiona And Initiatives To Implement In Work Environment – Descriptive Analysis

Descriptive Statistics					
Questions	No of respondents	Minimum	Maximum	Mean	Standard Deviation
What would you suggest as an improvement to your work environment?	124	1	4	2.37	1.118
What improvements or initiatives do think your organization could implement to help employees achieve better work-life balance?	124	1	4	2.56	1.091
Total	124				2.209

Source: Primary Data

INTERPRETATION

The average response for improving the work environment is 2.37, meaning employees see a moderate need for changes and for work-life balance initiatives, the mean is 2.56, indicating a slightly higher need for organizational support, the standard deviations (1.118 and 1.091) show variation in employee opinions.

INFERENCE

The improvements in organizations the highest mean with 2.56 and standard deviation of 1.091.

RANKING ANALYSIS

Table 2: Factors Showing The Rank Of Challenges By Respondents Of Their Work-Life

CHALLENGES	1	2	3	4	5	6	7	8	TOTAL	RANK
Lack of flexibility work arrangements	50	26	19	7	1	3	5	16	373	VIII
Household responsibilities	17	52	12	7	6	7	17	9	448	VII
Workplace expectation or pressure	17	4	23	38	19	14	7	5	514	VI
Limited organizational support	8	5	11	46	22	16	15	4	578	V
Health and Well-being Issues	5	7	14	14	52	21	6	8	609	IV
Lack of flexible work options	12	5	12	18	15	44	9	12	628	III

Long working hours	6	14	9	5	5	13	45	30	739	I
Job Insecurity	25	11	9	4	4	6	20	48	670	II

Source: Primary Data

INTERPRETATION

The table ranks the challenges affecting women's work-life balance, with "Long working hours" (Rank I) and "Job insecurity" (Rank II) being the most significant issues. "Lack of flexible work options" and "Health and well-being Issues" are also major concerns. Organizational support and workplace pressure impact balance but are ranked lower. Flexibility in work arrangements is the least challenging factor (Rank VIII), indicating other structural and personal issues take precedence.

INFERENCE

Long working hours and job insecurity are the biggest challenges affecting women's work-life balance, followed by a lack of flexible work options and health issues. This highlights the need for better job security, flexible work policies and health-focused support.

7. FINDINGS

The descriptive analysis of the study reveals that most women employees experience a moderate level of work-life balance, influenced by factors such as workload, flexible work arrangements, family responsibilities, and employer support. The mean scores indicate that job security, workplace environment, and supportive organizational policies contribute positively, whereas excessive work pressure, long working hours, and lack of personal time negatively impact their quality of work life. In the rank analysis, flexibility in work arrangements was identified as the most crucial factor affecting work-life balance, followed by family support, employer policies, and career growth opportunities. Workload management and mental well-being were also ranked as significant contributors. Meanwhile, factors such as financial benefits and social recognition, though important, were ranked lower compared to work-life flexibility and support systems. Overall, the findings highlight the need for organizations to implement flexible work policies and provide a supportive work environment to enhance the work-life balance of women employees.

8. SUGGESTIONS

- Consider including women employees from diverse industries and job roles to get a broader perspective.
- Study how family responsibilities and societal expectations affect women's work-life balance.
- Analyse stress, job satisfaction, and mental health aspects. Contrast corporate, government, and freelance work settings.

9. CONCLUSION

- The quality of work-life balance for women employees is a crucial factor that impacts their overall well-being, job satisfaction, and productivity.
- By analysing different factors such as flexible work arrangements, mental health support, and career growth opportunities, this study provides valuable insights into the current scenario and the areas that need improvement.

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