

## **A Study of Work Life Balance in Working Parents with Special Reference to Sangli District**

**Smt. Dhanashree Sham Deshpande**

*Assistant Professor in Commerce*

*Smt. Mathubai Garware Kanya Mahavidyalaya, Sangli*

### **ABSTRACT**

The role of parents has evolved globally due to constantly shifting competition, economic conditions, and social demands. The rising work pressures have significantly reduced the time available for working parents to dedicate to both themselves and their families with the swift advancement of technology, accompanied by the rise of the internet, mobile phones, and so on. Working parents have successfully blended their professional and personal lives, leading to heightened stress levels. Consequently, it has become essential for them to prioritize a high quality of life. This paper aims to explore the obstacles that working parents in Sangli District encounter while striving to maintain a healthy work-life balance. Please rewrite the given text in a smooth style of writing, and insert where a line break is needed.

**KEY WORDS** - Work-life balance, quality of life, working parents, personal life.

## **INTRODUCTION -**

Work life adjust is characterized as an employee's recognition that different spaces of individual time, family care and work are kept up and coordinates with a least of part strife. Work Life adjust may be a key issue in all sorts of business as double career families have common and tall work requests with numerous a times long working hours. The significance of making a difference representatives accomplish adjust between the requests of their work and their domestic lives has been emphasized. Statistic changes is seen increase in number of working moms within the work put and double career families have created an progressively differing work constrain and a more noteworthy ought to adjust their work life and family life.

## **OBJECTIVES OF THE STUDY –**

- 1) To study the present Work Life Balance of working parents.
- 2) To study the problems and challenges faced by the working parents.
- 3) To study the remedies and suggestions given by the parents for better Work Life Balance.

## **IMPORTANCE OF THE STUDY -**

They view it as essential for assessing the prevalence of work-life balance among working parents. The reason is to also address and discuss specifically the challenges encountered by working parents in balancing their work and family life. The demands of work, trade, and family often conflict, leading to a sense of imbalance .Hence, the concept of Work Life Adjustment, along with its recommendations, should be a central focus for exploration given the increasing number of working parents and the challenges they are facing. This contemplation is crucial for understanding the increasing demand for work-life balance programs for working parents.

## **RESEARCH METHODOLOGY**

The data for the present research paper is collected both from primary data and secondary data. Primary data is collected in the form of questionnaire and observation method. A set of 22 questions were framed for the respondents which covered age, occupation, family size, domestic work, work load and seven scale Like arts scale was also used to assess the work life balance. The secondary data is collected from journals, books and magazines.

## **SAMPLE SIZE - 32 WHICH INCLUDES 16 WORKING PARENTS.**

The female respondents are from one sector that is teaching and the male respondents are from all sectors that is service, business and self employment.

**ANALYSIS AND INTERPRETATION –**

There are 32 respondents for the present study of which 50% are female and 50% are male. All the female respondents are teachers by profession and all are post graduates where as 50% of the male respondents are in service and 50% are in business and self – employed, 56% are graduates and 44% are post graduates. It is analyzed that 50% of both the parents are in the age group of 31-40 and 50% in the age 41-50.

It is analyzed that 75% of parents have self accommodation and 25% have rental homes. It is also observed that 60% parents have two siblings and 40% have one child. Almost 90% of the parents have 4 to 6 members in their family.

**Table no.1 Showing Preference To Domestic Work**

| <b>Responses</b> | <b>Female</b> | <b>%</b> | <b>Male</b> | <b>%</b> |
|------------------|---------------|----------|-------------|----------|
| <b>Always</b>    | 15            | 93.75    | 6           | 37.5     |
| <b>Usually</b>   | 1             | 6.25     | 4           | 25.00    |
| <b>Never</b>     | -             | -        | 6           | 37.5     |
| <b>Total</b>     | 16            | 100.00   | 16          | 100.00   |

It is observed from the above table that majority of female respondents' i.e.93.75% always help to do domestic work whereas 37.5% of the male respondents always help in domestic work and 25% usually help in domestic work and 37.5% never help in domestic work.

**Table no. 2 Showing Completion Of Daily Work**

| <b>Responses</b>      | <b>Female</b> | <b>%</b> | <b>Male</b> | <b>%</b> |
|-----------------------|---------------|----------|-------------|----------|
| <b>Yes</b>            | 13            | 81.25    | 10          | 62.50    |
| <b>To some extent</b> | 3             | 18.75    | 5           | 31.25    |
| <b>No</b>             | -             | -        | 1           | 6.25     |
| <b>Total</b>          | 16            | 100.00   | 16          | 100.00   |

It is observed from the above table that majority of both the parents' i.e.81.25% female respondents and 62.5% male respondents are able to complete their daily work successfully whereas almost 18.75% of the female respondents and 31.25% male respondents feel that they can to some extent complete their work.

**Table no.3 Showing Work Load**

| Responses | Female | %      | Male | %      |
|-----------|--------|--------|------|--------|
| Less      | 1      | 6.25   | 2    | 12.50  |
| Moderate  | 6      | 37.50  | 7    | 43.75  |
| Extra     | 6      | 37.50  | 6    | 37.50  |
| Can't say | 3      | 18.75  | 1    | 6.25   |
| Total     | 16     | 100.00 | 16   | 100.00 |

It is observed from the above table that majority of both the parents i.e. 75% of them feel that they have moderate to extra work than their usual work. It is seen that 18.75% of the female respondents and 6.25% of the male respondents can't say about their workload.

**Table no. 4 Showing The Job Security**

| Responses      | Female | %      | Male | %      |
|----------------|--------|--------|------|--------|
| Yes            | 8      | 50.00  | 8    | 50.00  |
| To some extent | 2      | 12.50  | 2    | 12.50  |
| No             | 4      | 25.00  | 4    | 25.00  |
| Can't say      | 2      | 12.50  | 2    | 12.50  |
| Total          | 16     | 100.00 | 16   | 100.00 |

The above table reveals that 50% of female respondents have job security. 12. 50% indicate to some extent they have job security, while 25% say they do not have job security. Additionally, 12.50% mention they can't provide a definitive answer. On the other hand, among male respondents, 50% claim to have job security. 12. 50% state having some level of job security, and a quarter (25%) confesses to lacking job security. Similarly, 12.50% cannot state their job security status.

**Table no.5 Showing Work And Family Life Interference**

| Responses         | Female | %      | Male | %      |
|-------------------|--------|--------|------|--------|
| Strongly Disagree | 3      | 18.75  | 3    | 18.75  |
| Disagree          | 4      | 25.00  | 4    | 25.00  |
| Somewhat disagree | 1      | 6.25   | 1    | 6.25   |
| No opinion        | -      | -      | -    | -      |
| Somewhat agree    | 6      | 37.50  | 6    | 37.50  |
| Agree             | 1      | 6.25   | 1    | 6.25   |
| Strongly agree    | 1      | 6.25   | 1    | 6.25   |
| Total             | 16     | 100.00 | 16   | 100.00 |

It is seen from the above table that 50% of the female respondents disagree that their work does not interfere with their family life whereas 50% agree that their work does interfere their family life whereas it is seen that 50% of the male respondents disagree that their work does not interfere with their family life where as 50% agree that work does interfere with family life.

**Table no.6 Showing Whether Job Affects Family Responsibilities**

| Responses         | Female | %     | Male | %      |
|-------------------|--------|-------|------|--------|
| Strongly disagree | 5      | 31.25 | 5    | 31.25  |
| Disagree          | 9      | 56.25 | 9    | 56.25  |
| Somewhat agree    | 1      | 6.25  | 1    | -      |
| Agree             | 1      | 6.25  | -    | 6.25   |
| Strongly agree    | -      | -     | 1    | 6.25   |
| Total             | 16     | 100   | 16   | 100.00 |

It is seen from the above table that majority of both the parents that is 87.5% strongly disagree that their job does not affect their family responsibilities whereas 12.50% of both the parents agree that their job does affect their family responsibilities.

**Table no.7 Showing That Due To Work Related Duties Changes Are Made In Family Activities.**

| Responses         | Female | %      | Male | %      |
|-------------------|--------|--------|------|--------|
| Somewhat disagree | 1      | 6.25   | 1    | 6.25   |
| Somewhat agree    | 5      | 31.25  | 5    | 31.25  |
| Agree             | 8      | 50.00  | 8    | 50.00  |
| Strongly agree    | 2      | 12.50  | 2    | 12.50  |
| Total             | 16     | 100.00 | 16   | 100.00 |

It is seen from the above table that majority of both the parents that is 93.75% agree that they have to make changes in their family activities due to the demand of their work related duties.

**Table no.8 Showing That You Have Done Certain Things To Keep Your Job**

| Responses         | Female    | %             | Male      | %             |
|-------------------|-----------|---------------|-----------|---------------|
| Strongly disagree | 5         | 31.25         | 5         | 31.25         |
| Disagree          | 3         | 18.75         | 3         | 18.75         |
| Somewhat disagree | 2         | 12.50         | 1         | 6.25          |
| Somewhat agree    | 1         | 6.25          | 1         | 6.25          |
| Agree             | 3         | 18.75         | 3         | 18.75         |
| Strongly agree    | 2         | 12.50         | 3         | 18.75         |
| <b>Total</b>      | <b>16</b> | <b>100.00</b> | <b>16</b> | <b>100.00</b> |

It is seen from the above table that 62.50% of female respondents strongly disagree that they do not have to do anything to save their jobs whereas 37.50% agree that they have to do certain things to save their job. It is also seen that 56.25% of the male respondents disagree that they do not have to do anything to keep their job whereas 43.75% agree that they have to do certain things to save their jobs.

**Table no.9 Showing The Ability To Maintain A Perfect Work Life Balance**

| Responses      | Female    | %             | Male      | %             |
|----------------|-----------|---------------|-----------|---------------|
| Somewhat Agree | 3         | 18.75         | 3         | 18.75         |
| Agree          | 10        | 62.50         | 10        | 62.50         |
| Strongly Agree | 3         | 18.75         | 3         | 18.75         |
| <b>Total</b>   | <b>16</b> | <b>100.00</b> | <b>16</b> | <b>100.00</b> |

It is seen from the above table that 100% of both the respondents male and female agree that they are able to maintain a perfect work life balance.

**Table no.10 Showing Practices That Will Improve Work Life Balances.**

| Responses      | Female    | %             | Male      | %             |
|----------------|-----------|---------------|-----------|---------------|
| Disagree       | 1         | 6.25          | 1         | 6.25          |
| Somewhat agree | 2         | 12.50         | 2         | 12.50         |
| Agree          | 10        | 62.50         | 7         | 43.75         |
| Strongly Agree | 3         | 18.75         | 6         | 37.50         |
| <b>Total</b>   | <b>16</b> | <b>100.00</b> | <b>16</b> | <b>100.00</b> |

It is seen from the above table that 93.75% of both the respondents that is male and female agree that certain healthy practices in the organization for work life balance will improve the productivity of the employees.

## FINDINGS -

It is observed that almost the majority of parents are from the middle age group. They live in a joint family. It can be concluded that the other members of the family share the responsibility of the children. It is also seen that most of the male parents cannot contribute to domestic work which may lead to a disturbance of work life balance.

It is observed that almost 50% of parents lack job security and do not own their homes, which could be a factor contributing to the disruption of their work-life balance and an increase in their stress levels. The remaining 50% have job security and own their homes, allowing them to maintain a healthy work-life balance. A majority of parents strongly believe that they must prioritize work over their family life, leading to higher levels of stress and further disrupting their work-life balance. The majority of parents firmly believe that implementing effective work-life balance practices will enhance their productivity.

## SUGGESTIONS GIVEN BY PARENTS FOR BETTER WORK LIFE BALANCE

Majority of peoples suggested that they would like to develop proper time management techniques. They even suggested maintaining a healthy life with proper diet plan. They even suggested that to reduce the work load out sourcing of work should be done and have a weekly off so that they can give quality time to their family so that they can maintain a proper work life balance. They even suggested that if the organization where they work takes some measures such as providing recreational facilities maintain healthy environment and a transparent working system it would reduce the stress level and help to maintain the work life balance.

## CONCLUSION

The concept of work life adjust has pulled in the consideration of not as it were distinctive organizations but too analysts and HR professionals. This primarily may well be connected with fact of ever expanding requests of work at the side expanded family requests owing to the need of companions to be utilized and journey for individual accomplishments in individual life. This paper is an endeavor to get it this work life adjust of working guardians and their issues and challenges

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