INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, IT & MANAGEMENT

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INTRODUCTION

REVIEW OF LITERATURE

NEED/IMPORTANCE OF THE STUDY

STATEMENT OF THE PROBLEM

OBJECTIVES

HYPOTHESIS (ES)

RESEARCH METHODOLOGY

RESULTS & DISCUSSION

FINDINGS

RECOMMENDATIONS/SUGGESTIONS

CONCLUSIONS

LIMITATIONS

SCOPE FOR FURTHER RESEARCH

REFERENCES

APPENDIX/ANNEXURE

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BOOKS

• Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.

• Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

CONTRIBUTIONS TO BOOKS

• Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

JOURNAL AND OTHER ARTICLES

• Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

CONFERENCE PAPERS

• Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–23

UNPUBLISHED DISSERTATIONS

• Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

ONLINE RESOURCES

• Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

WEBSITES

• Garg, Bhavet (2011): Towards a New Gas Policy, Political Weekly, Viewed on January 01, 2012 http://epw.in/user/viewabstract.jsp

A STUDY OF WORK LIFE BALANCE AMONG PROFESSIONAL WOMEN

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ABSTRACT
In present scenario, the role of professional women has changed throughout the world due to economic conditions and social demands. Work life balance is a necessity for working women to have a good quality of life. This paper is an attempt to explore the challenges faced by working women in maintaining a balance between their personal and professional life. The various factors affecting the work-life balance of professional women have been examined in this study. Statistical tools like descriptive statistics, Factor and F-test statistic were used in analyzing the data, the analysis significantly affect work life balance of professional women by demographic variables such as nature of job, age, education, income and marital status.

KEYWORDS
work life balance, professional women, personal life, professional life.

JEL CODES
J16, J28.

1. INTRODUCTION

Work and life balance about creating, maintaining and supportive healthy work environments, which enable employees to have balance between work and personal responsibilities. Work life balance is about people having a measure to balance three major things of the personal life and official life, when to work, how to work and where to work. Work life balance is a necessity for working women to have a good quality of life.

In present, govt. and non-governmental organizations, such as the Self-Employed Women's Association in India, have been effective in improving women's economic status because they have started with the premise that women are fundamental to the process of economic development. In the current scenario it is very important that what place a woman is holding in the society. Working women have to maintain a balance between family, career, health and society but professional women balancing a challenging career with life outside work is a complex task. The study has been conducted with the working women maintain a balance between life work and the influence of work life balance on women professionals in Panchkula district, Haryana.

2. REVIEW OF LITERATURE

Krishna Reddy et al. (2010) found that the number of hours worked per week, the amount and frequency of overtime, inflexible work schedule, unsupportive supervisor and an inhospitable work culture increases the likelihood of women employees to experience conflict between their work and family roles.

Rincy and Panchanatham (2011) revealed that role overload, dependent care issues, quality of health, problems in time management and lack of proper support from the family are the major factors causing imbalance in work and personal life of women entrepreneurs.

Santhi and Sunder (2012) found that supporting environment in the organization, provision of welfare measures plays a primary role and alternative working time, child care and recreation play the secondary role in balancing work and personal life.

Lavanya and Thangavel (2014) identified the impact of demographic factors in the usage of work-life balance practices in the organization. The study found that level of management and annual income influence the take up of flexible work practice and age, number of dependents and level of management influence the use of work-life balance practice related to career development practices.

Das and Mishra (2016) found that the issues of work life balance of women IT executives of Mumbai city. The study was conducted among 50 women IT professionals through questionnaire survey and issues like working hours, family responsibilities and career growth were considered as parameter of work life balance. The paper also tries to find out causes of work life balance and possible remedial measure and finding that most of the respondents (85%) are suffering from life style diseases like anxiety, mood swing and hypertension.

3. OBJECTIVES OF THE STUDY

To identify the variables effects on the work life balance of professional women in Panchkula dist. Haryana.

4. DATA COLLECTION AND RESEARCH METHODOLOGY

The data for the research paper was collected from the structured questionnaire on 5-point Likert scale, 1 for strongly agree, 2 for agree, 3 for neutral, 4 for disagree and 5 for strongly disagree. The Sample size of the research consists of non-probability convenience-cum-judgment sampling was used and responses of 100 women working under these four sectors are education sector, Banking sector, corporate sector and health sector. The sample included in the study was drawn from Panchkula dist. Haryana.

HYPOTHESIS
There is no significance affect of demographic variables of work life balance.

RELIABILITY
The interactive Cronbach's Alpha values for overall reliability in responses of respondents were found 0.910. Statistical tools like descriptive statistics, Factor and F-test statistic is used.

5. ANALYSIS AND INTERPRETATION

TABLE 1: DESCRIPTIVE STATISTICS

	Mean	Std. Deviation	Analysis N
The factor influenced when you join the job (Status)V1	1.5700	.85582	100
Salary V2	1.1800	.43531	100
working hours V3	1.4300	.63968	100
working facilities V4	1.7000	.98985	100
Low job stress V5	1.7400	1.04078	100
Job security V6	1.2100	.57375	100
Personal security V7	1.2400	.42923	100
Leave V8	1.5100	.70345	100
Place of child care (creche) V9	1.3300	.55149	100
Transport Facilities V10	1.4900	.85865	100
Which factor influences the work life balance most. V11 Promotion	1.3300	.68246	100
Seminars V12	1.8900	.88643	100
Training V13	1.8200	.84543	100
Cooperative V14	2.0300	.94767	100
Participative V15	2.0700	1.00760	100
Health V16	1.3300	.58698	100
Timing V17	1.6000	.66667	100
Conflict V18	1.9800	.93182	100
Workload V19	1.7600	.74019	100
Cultural V20	2.0800	.91762	100
Relatives V21	2.0900	.88871	100
Religious V22	2.0300	.80973	100
Interest and hobbies V23	1.5800	.69892	100
Spouse and relationship V24	1.3900	.66507	100

Source: Primary (Data Processed Through PASW Statistic18.0)

Table no. 1 shows descriptive statistics which gives the value of mean and standard deviation make analysis on total sample size (n) is 100. The response on 24 items chosen of professional women used generally for opinion making before work life balance were collected on 5-point Likert scale. If the value is between (1-1.99) then it comes under the 1st option that is strongly agree, if value is between (2-2.99) then it comes under the 2nd option, value between (3-3.99) then it comes under the 4th option and for the 5th option value is between (4-4.99). There is important thing that which variable has high mean value then it mostly affect the opinion. In the above table variable Relatives V21 (2.0900) is more effective and the variable 2 (salary 1.1800) has low mean value is less effective.

TABLE 2: KMO AND BARTLETT'S TEST

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.760
Bartlett's Test of Sphericity Approx. Chi-Square	2943.649
Df	276
Sig.	.000

Source: Primary (Data processed through SPSS 18.0 Version)

Table no. 2 shows to test the appropriateness of factor analysis techniques correlation between the variables are checked and Keiser-Meyer-Olkin (KMO) measure of sample adequacy is also used for the same. The approximate Chi-square value is 2943.649 with 276 degree of freedom, which is significant at 0.05 levels. The value of KMO statistic, 0.760 is also large than 0.6.

TABLE 3: TOTAL VARIANCE EXPLAINED

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	11.655	48.564	48.564	11.655	48.564	48.564	5.585	23.273	23.273
2	2.722	11.343	59.907	2.722	11.343	59.907	4.163	17.345	40.618
3	1.844	7.683	67.591	1.844	7.683	67.591	4.125	17.189	57.807
4	1.419	5.912	73.503	1.419	5.912	73.503	3.202	13.343	71.150
5	1.232	5.135	78.638	1.232	5.135	78.638	1.797	7.488	78.638
Extraction Method: Principal Component Analysis.									

Source: Primary (Data processed through SPSS18.0 version)

Table no. 3 is the total variance explained table, there are as many components extracted during a principal components analysis, as there are variables that are put into it. Eigen values are the variances of the principal components. We conducted our principal components analysis on the correlation matrix, the variables are standardized. This column contains the Eigen values. The first component will always account for the most variance (and hence have the highest Eigen value), and the next component will account for as much of the left over variance as it can, and so on. Hence, each successive component will account for less and less variance. The column of per cent Variance contains the percent of variance accounted for by each principal component. The column of Cumulative per cent - contains the cumulative percentage of variance accounted for by the current and all preceding principal components. For example, the fifth row shows a value of 78.638. This means that the first five components together account for 78.638 percentage of the total variance.

TABLE 4: COMPONENT PATTERN

Reaction items	Component					Rotated component Matrix				
Reaction items	1	2	3	4	5	1	2	3	4	5
V1	.624	-.085	-.131	.314	-.319	.176	.549	.143	.494	-.128
V2	.673	-.315	-.138	.569	.130	.218	.909	.079	.137	.115
V3	.366	-.366	.486	-.262	-.410	-.218	.051	.782	.277	-.050
V4	.791	-.458	.102	-.115	-.031	.278	.518	.707	.101	-.068
V5	.810	-.352	-.029	-.180	.067	.450	.466	.622	.052	-.095
V6	.654	-.511	-.067	.312	.115	.169	.814	.335	-.006	.003
V7	.642	-.415	.234	.071	.010	.106	.525	.579	.098	.111
V8	.827	-.325	.108	.142	-.138	.228	.626	.541	.321	.014
V9	.276	.214	.622	.353	.446	.068	.173	.105	.064	.885
V10	.770	-.303	.022	-.127	.195	.460	.459	.563	-.014	.038
V11	.690	-.141	-.282	.204	-.097	.383	.591	.154	.282	-.169
V12	.758	.264	-.301	.105	.295	.793	.389	-.008	.188	.129
V13	.778	.236	-.406	-.030	.227	.853	.338	.042	.184	-.034
V14	.826	.184	-.270	-.183	.222	.849	.258	.240	.165	-.005
V15	.850	.251	-.166	-.224	.161	.836	.179	.302	.256	.046
V16	.584	-.174	.291	-.299	.245	.359	.136	.635	-.063	.224
V17	.724	-.118	.286	-.360	.048	.409	.116	.730	.148	.127
V18	.784	.447	.016	-.156	.006	.714	.038	.254	.481	.177
V19	.729	.481	-.037	-.186	-.206	.639	-.035	.228	.616	.025
V20	.833	.340	.010	-.084	-.210	.591	.146	.313	.624	.052
V21	.825	.354	.047	.030	-.270	.516	.197	.268	.705	.090
V22	.789	.158	.161	.153	-.279	.322	.340	.337	.651	.139
V23	.356	.499	.166	.378	-.284	.121	.102	-.145	.703	.292
V24	.093	.488	.666	.171	.259	.031	-.206	.032	.223	.832

Extraction Method: Principal Component Analysis.

a. 5 components extracted.

Source: Primary (Data processed through SPSS 18.0 Version)

Table no. 4 component pattern shows that the various values of the component matrix and the rotation component matrix. Component matrix contains component loadings, which are the correlations between the variable and the component. These correlations, possible values range from -1 to +1. Component matrix contains the loading of each variable on to each other. The component matrix indicates how each item in the analysis correlate with each of the 5 retained factors. The interpretability of the factors can be improved trough rotation. The rotation matrix gives us a clear indication how much items correlates with each other. Rotation matrix maximizing the loading of each variable on one of the extracted factors at the same time as minimizing the loading on all other factors. The purpose of rotation is to simplify the structure of the analysis, so that each factor will have nonzero loadings for only some of the variables without affecting the communalities and the percent of variance explained.

TABLE 5: CONFIRMATORY STATISTICS OF FACTOR INFLUENCING WORK LIFE BALANCE

Factor with Contained variables	Rotated Coefficient Value	Cronbach's Alpha	$\overline{X}$	Nature of Job		Age		Education		Salary		Marital Status	
				F Value	Sign. Value	F Value	Sign. Value	F Value	Sign. Value	F Value	Sign. Value	F Value	Sign. Value
1.Financial and non-financial Motivation			6.7200	5.529	.000*	.740	.296	3.210	.005*	2.361	.004*	.809	.546
Salary	.218	**.884**	1.1800	21.096	.000*	4.343	.005*	7.849	.001*	2.653	.003*	1.008	.318
Promotion	.383		1.3300	13.668	.000*	.651	.524	6.592	.002*	1.842	.015*	3.216	.076
Job security	.169		1.2100	13.905	.000*	7.240	.001*	7.791	.001*	6.871	.000*	1.064	.305
Leave	.228		1.5100	6.267	.000*	1.264	.287	5.754	.004*	2.474	.004*	2.750	.100
Transport Facilities	.460		1.4900	4.068	.004*	3.119	.004*	1.846	.163	1.551	.006	1.512	.222
2.Development Skills		**.897**	9.3900	6.277	.000*	1.249	.293	2.006	.085	1.709	.140	5.352	.000*
Seminars	.793		1.8900	5.368	.001*	.392	.677	4.267	.017	1.318	.273	2.522	.116
Training	.853		1.8200	4.691	.002*	1.534	.221	1.059	.351	1.331	.269	7.651	.007
Interest and Hobbies	.121		1.5800	.801	.527	.672	.513	.787	.458	1.000	.397	.981	.324
Participative	.849		2.0300	2.212	.073	4.018	.021	2.740	.070	.861	.464	4.027	.048
Cooperative	.836		2.0700	2.611	.040	3.454	.036	2.740	.070	2.007	.118	1.189	.278
3.Working environment/ conditions			10.210	3.078	.005*	1.422	2.14	2.521	.026	1.056	.395	4.009	001*
Timing	.359		1.6000	1.559	.192	1.049	.354	2.301	.106	6.261	.001*	.264	.609
Conflict	.714	**.856**	1.9800	2.585	.042	.381	.684	2.634	.077	2.841	.042	.139	.710
Workload	.639		1.7600	2.653	.038	.030	.970	.657	.521	5.899	.001*	.118	.732
Working facilities	.278		1.7000	8.540	.000*	2.688	.073	.218	.805	3.067	.032	.841	.361
Working hours	.218		1.4300	5.137	.001*	.701	.499	4.003	.021	4.579	.005*	.000*	.991
Low job stress	.450		1.7400	5.970	.000*	4.429	.014	.860	.426	3.674	.015	3.235	.075
4.Social Life		**.902**	7.770	2.662	.037	1.454	.222	5.329	.001*	5.349	.001*	3.352	.005
Cultural	.591		1.000	4.174	.004*	.116	.891	.933	.397	3.803	.013	.007	.932
Relatives	.516		.584	6.424	.000*	.014	.986	.734	.483	3.940	.011	.736	.393
Religious	.322		.490	6.213	.000*	.160	.853	4.804	.010*	6.623	.000*	.514	.475
Status	.176		.587	8.005	.000*	.993	.374	8.507	.000*	2.700	.050	5.463	.021
5.Personal Life		5.77	5.2900	1.814	.132	2.923	.025	.516	.005*	2.352	.004*	33.062	.000*
Spouse Relationship	.031		1.3300	1.187	.322	1.986	.143	1.836	.005*	6.582	.000*	115.132	.000*
Place of child care (crèche)	.068		1.2400	2.679	.036	1.823	.167	17.78	.000*	3.202	.008	40.349	.000*
Health	.359		1.3900	.841	.502	2.876	.061	1.594	.010	4.468	.006	.649	.422
Personal security	.106		1.3300	3.042	.021	3.181	.046	12.23	.000*	3.323	.006	4.223	.005*

Source: Primary, (data Processed through SPSS 18.0).

Note: *Significant at 0.05.

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After interpretation of the factor, Table 5 enlisted the rating of the factors on the basis of their importance and also depicts the results through ANOVA. It depicts that factor 3 is at the top by which professional women makes their opinion for working environment/ condition (Mean=**10.210**) factor 2 development skills (mean=**9.3900**). On the contrary, do not consider Personal life factor 5 (Mean=5.2900) and Social life factor 4(Mean=7.770).

Table 5 shows the Anova value and significant value of demographic variable such as nature of job, age, qualification, salary and marital status. Factor one **Financial and non-financial Motivation** factor has significant effected by nature of job (.000), education (.005) and salary (.004), factor two **Development Skills** is significant effected by nature of job (.00) and marital status (.000). Factor three **Working environment/ conditions** is significant effected nature of job (.005) and marital status (.001). Factor four **social life** is significant effected by qualification (.001), salary (.001) and marital status (.005). Factor five **Personal life** is significant effected by qualification (.005), salary (.004) and marital status (.000).

CONCLUSION

This study was able to measure the work life balance of professional women finds that it's very hard to balance their official work and personal life, its argues that the working environment/ conditions of work field and the supporting from home (personal and social) will encourage more work life balance. By analyzing the data of present study **Working environment** is effected by the demographic variables, nature of job (.005) and marital status (.001), **social life** is effected by qualification (.001), salary (.001) and marital status (.005) and **Personal life** is significant effected by qualification (.005), salary (.004) and marital status (.000).

SCOPE FOR FURTHER RESEARCH

The study has cover only 100 questionnaires for taking the working women in different sector view about the various questions. It may be extended with large sample size, different area and other statistical methods used for further research.

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