

A STUDY ON IMPACT OF CURRENT WORK – LIFE BALANCE OF WOMAN IN TUMKUR CITY

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ABSTRACT

The 'balance between fun and serious activities' is viewed as one of the significant issues that assume an essential part in hierarchical achievement. In any case, balance between serious and fun activities is seen diversely in various society. This paper means to figure out the reasons, which make work-life lop-sidedness. A female representative, this study has been led in light of essential examination where an example of 50 female workers from various associations is chosen. Poll and meetings were taken to uncover the reasons that lead the purposes behind which female representative are confronting inconvenience to keep a balance between fun and serious activities are for the most part a direct result of : long working hours, work unbending nature, work over-burden, obligation and biasness at work place, absence of administrative help, prevailing administrative style and scant family support. The finding of the review centers around planning an organized rule for the associations so the previously mentioned reasons can be discarded and female representatives can adjust their expert and individuals life and live as one.

1. INTRODUCTION

In the present serious world, the issue of balance between fun and serious activities has gotten the notice of scientists and scholastics due with its impact on proficient as well as private life. Clear show that while a decent work-life blend makes concordance in both expert and individual life, unevenness among work and life can make pessimistic effect on a representative's very own life which prompts work disappointment that harms association's efficiency and notoriety. The ladies have been taking part and contributing astoundingly in our economy. In spite of it, working ladies experience different deterrents in their own as well as expert life. Ladies are battling to adjust between work-life which at last hampering their public activity. While attempting to adjust work-life, ladies feel the tension from their work place as well as from their loved ones. Since ladies need to assume various parts in the public eye, its especially more enthusiastically for ladies to keep balance between work-life.

This paper means to figure out the causes that make awkwardness in work-life of working ladies in Tumkur. Results and plausible arrangements have been given too since it is totally important to figure out a helpful method for wiping out the issues that hampers balance between fun and serious activities of working ladies in Tumkur. Taking into account all viewpoints, an endeavour has been made to resolve the accompanying inquiries : 1) Causes that make awkwardness in work-life of working ladies. 2) Results of the causes. 3) Likely answers for keeping up with balance between work-life of working ladies in Tumkur

2. OBJECTIVES

- To explore the relationship between work life balance and job satisfaction.
- To explore the relationship between work life balance and mental health outcomes.
- To evaluate the impact of the career aspirations and goals of womens.
- To examine the role of family and social support system in influencing the work-life balance.
- To identify the challenges faced by women in achieving a satisfactory work life balance.

3. LITERATURE REVIEW

1). Gayatri Pradhan

Gayatri Pradhan Foundation for social and financial Change, 2016 this paper investigates the manners by which working ladies balance their work and day to day life. There has been a developing worry over work-family issues and the thought of adjusting these two spaces because of a rising number of ladies entering the universe of paid business. Such a conversation seldom comes into the image on account of men. An obvious outline among work and home is made with men being less associated with errands at home. The idea of work family balance has been utilized to make sense of the harmony between obligations at work and obligations outside paid work. Having an equilibrium in the work and

family spaces suggests that this balance is in the expected extent for the concerned person. A few examinations have been directed on work- family issues in western nations, yet discoveries from these investigations can't be projected to different nations since work and family jobs are seen contrastingly in various nations. Work-family experience isn't general, yet rather culture- explicit which is obvious in the writing. In this manner, there is a need to break down how functioning ladies balance work-family issues across various nations.

2). Shobha Sundaresan

OIDA Worldwide Dairy of Supportable Improvement 2014 Balance between fun and serious activities is a term used to depict the harmony between a singular's very own life and expert life. A sound balance between serious and fun activities expects extraordinary importance for working ladies especially in the ongoing setting in which both, the family and the work environment have represented a few difficulties and issues for ladies. The elements of the workplace have applied tremendous strain on working ladies as the need might arise to adapt to essentially two everyday positions one at the workplace and the other at home. Audit of writing connected with the subject has uncovered that functioning ladies experience more noteworthy trouble than men in adjusting work and family. It is likewise found that they experience struggle as there is work spill over into the home more regularly than home overflow into work. Other than to prevail in one climate, working ladies are frequently called upon to make penances in one more as every one of the conditions sets various expectations for them and have particular standards to stick to.

This study examines the elements influencing balance between serious and fun activities among working ladies and the outcomes of poor-balance between serious and fun activities. Information were gotten through an organized survey directed to 125 haphazardly chosen working ladies across associations/ organizations in Bangalore city. The reaction rate was around 93% and the acquired information were measurably dissected. Results show that a huge extent of working ladies are encountering trouble in adjusting work and family because of exorbitant work pressure, too brief period for them and the need to satisfy other's assumptions for them. Greater part of the functioning ladies experience work spill over into the home as they need to place in longer hours. Significant results of unfortunate balance between serious and fun activities are elevated degrees of stress and tension, disharmony at home, encountering position burnout and failure to acknowledgment maximum capacity. They feel peevish and angry frequently because of their failure to adjust work and day to day life. The discoveries have suggestions for working ladies and give bits of knowledge into tracking down answers for keep up with sound balance between fun and serious activities. Two models of balance between serious and fun activities, viz, job investigation model and three component model have been created to empower working ladies settle the contention caused because of unfortunate balance between serious and fun activities. These models furnish ladies with the component to work out some kind of harmony and make them more astute, better and more joyful in each aspect of their lives. Both the models accept more prominent importance for working ladies across the world as it assists them with setting the situation of dealing with their various jobs in the individual and expert lives.

3). Ms Vani Bharadwaj, Meera Shanker

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Working ladies assumes a vital part in human advancement and hold a critical spot in general public. Before, man assumed a prevailing part in the general public and gave every one of the assets expected to the family, while lady was answerable for family errands like mindful, sustaining youngsters and overseeing home. Notwithstanding, because of advanced education and financial turns of events, ladies have gone into various fields to assemble strong vocations at standard with men.

The present working ladies are confronting clashing requests from both work and life spaces. They find it challenging to oversee and adjust between the tensions of work spot and obligations having a place with home and family. Accomplishing a harmony among work and life is a critical issue for ladies representatives now a days. Balance between serious and fun activities is an idea that arrangements with keeping a legitimate harmony among work and home liabilities. This paper depends on the survey of existing writing that arrangements with different parts of balance between fun and serious activities of working ladies.

This writing survey illuminates definitions and speculations connected with balance between serious and fun activities, factors of balance between fun and serious activities, challenges connected with working ladies, work life drives and techniques for balance between fun and serious activities and results of fun and serious activities.

The paper will help in acquiring a comprehension of the issues connected with balance between serious and fun activities of working ladies.

4. RESEARCH METHODOLOGY

The study primary data take the surveys , papers , books, and relevant websites. The practical sampling technique is used to collect data from respondents. The data that was shown in tables.

SOURCES OF DATA COLLECTION

The primary data collected through interview and questionnaire.

The secondary data used for my research work is collected through internet, reports and books.

SAMPLING UNIT – TUMKUR CITY

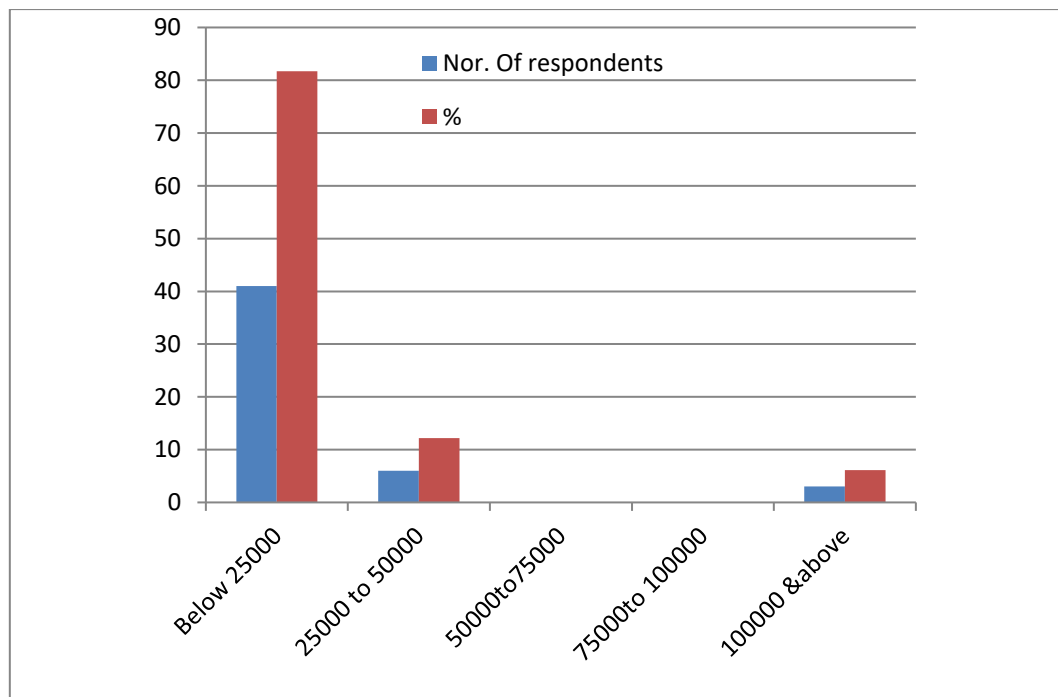
SAMPLING – 50

5. DATA INTERPRETATION AND ANALYSIS

1. Income

Name	Nor. Of respondents	%
Below 25000	41	81.7%
25000 to 50000	6	12.2%
50000 to 75000	0	0%
75000 to 100000	0	0%
100000 and above	3	6.1%
Total	50	100%

Analysis ; The table shows that 81.7 percentage of customers are having income of less than 25K. 12.2 percent of customers having their income of 25K to 50K. Percent of customer having their 50K to &75k. 6.1 percent of customers having their income of 100000 and above.

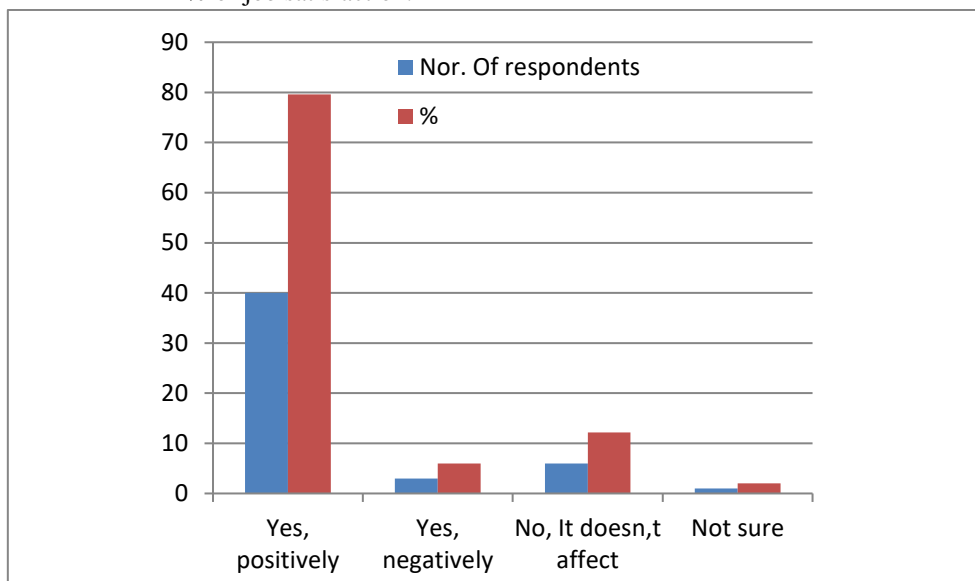


Interpretation : From the above graph it can be interpreted that most of the customer are belongs to the income group of less than 20k.

2. Do you feel that your work life balance affects your job satisfaction ?

Name	Nor. Of respondents	%
Yes, positively	40	79.6%
Yes, negatively	3	6.1%
No, It doesn't affect	6	12.2%
Not sure	1	2%
Total	50	100%

Analysis : A graph shows that based on that your work life balance affects your job is positively to 79.6%, and negatively 6%, and doesn't affect to 12.2% of job satisfaction.

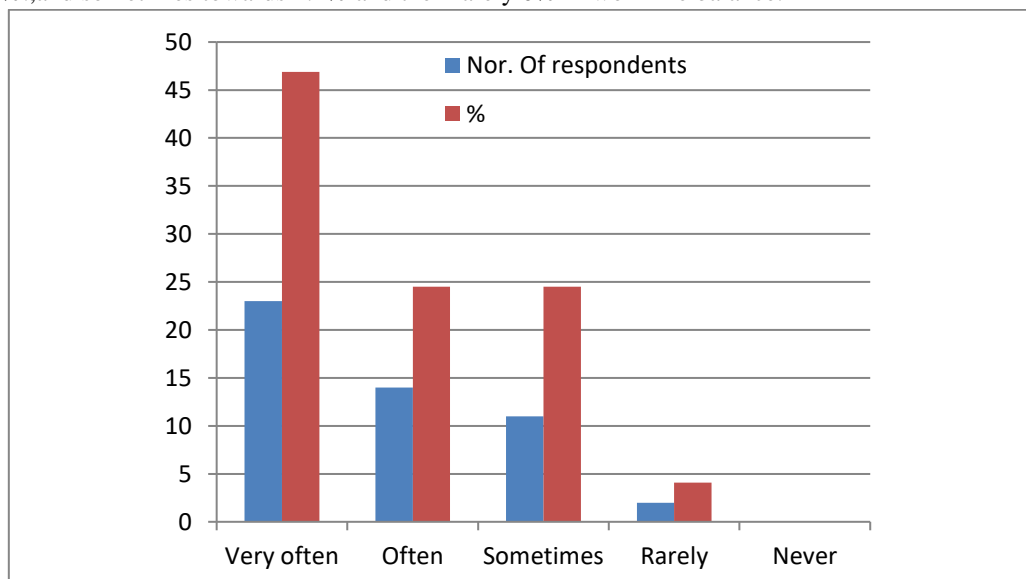


Interpretation : The balance between serious and fun activities can to be sure effect work fulfilment in different ways. A superior equilibrium frequently prompts higher work fulfilment as it can lessen pressure, increment work commitment, and given all the more thing to individual interests and connections.

3. How often do you feel you can openly discuss work – life balance challenges with your family ?

Name	Nor. Of respondents	%
Very often	23	46.9%
Often	14	24.5%
Sometimes	11	24.5%
Rarely	2	4.1%
Never	0	0
Total	50	100%

Analysis : A graph represents that the openly discuss work life balance challenges with your family to very often 46.9%. often 24.5%, and sometimes towards 4.1% and then rarely 0% in work life balance.

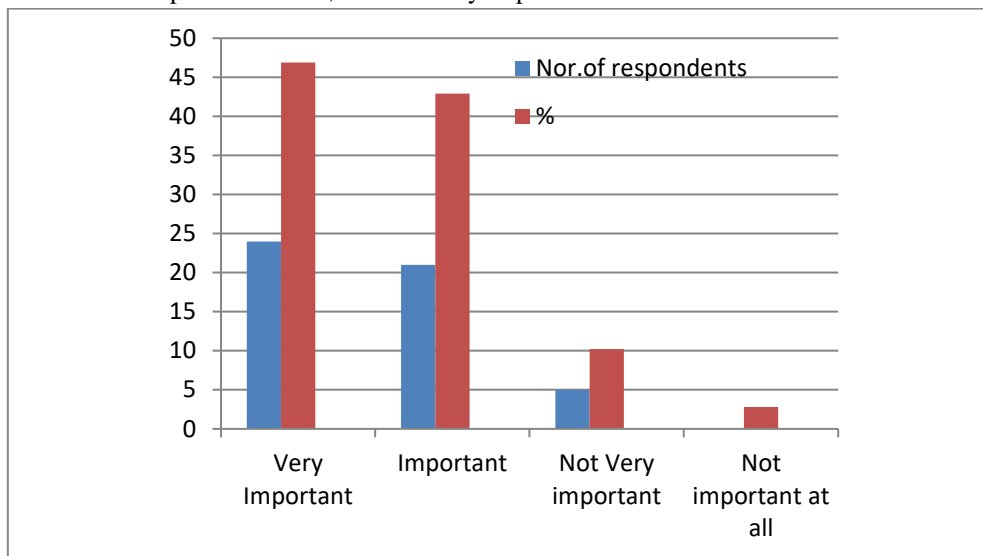


Interpretation : The family can fluctuate enormously contingent upon individual conditions, connections, and relational intricacies. Certain individuals might feel happy with examining these difficulties straight forwardly and routinely with their families, while others might find it troublesome because of different reasons like absence of figuring out, various needs, or a feeling of weight.

4. How do you perceive the role of work-life balance in achieving your career aspirations?

Name	Nor. Of respondents	%
Very important	24	46.9%
Important	21	42.9%
Not very important	5	10.2%
Not important at all	0	0
Total	50	100%

Analysis : A graph shows that the perceive the role of work life balance in achieving your career aspiration to very important in 46.9%. And important 42.9% , and not very important in 10.2% of work life balance in woman's.

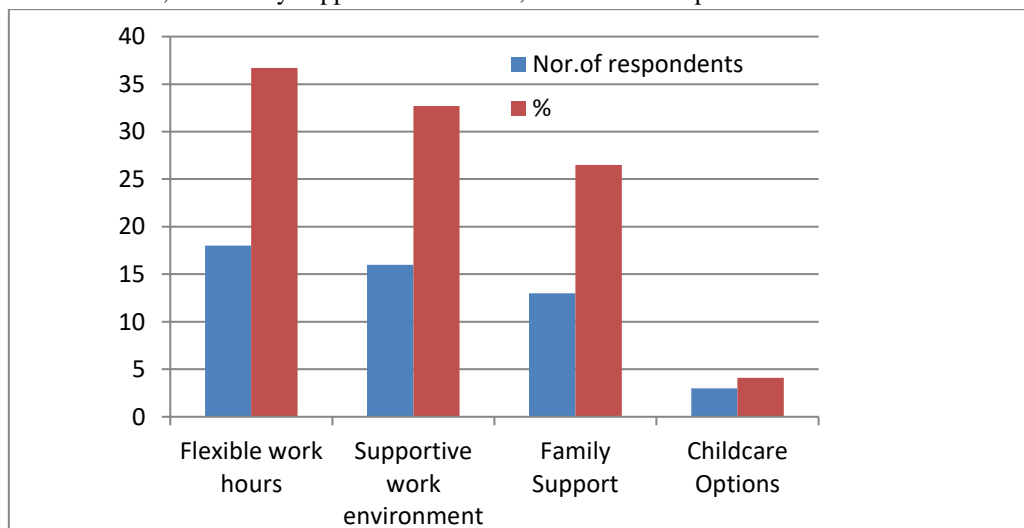


Interpretation: This equilibrium permits you to zero in on your vocation objectives with a reasonable brain, prompting better direction and execution.

5. What factors contribute to your work-life balance?

Name	Nor. Of respondents	%
Flexible work hours	18	36.7%
Supportive work environment	16	32.7%
Family Support	13	26.5%
Childcare options	3	4.1
Total	50	100%

Analysis : A graph represents that factors contribute to your work life balance to flexible work hours 36.7%, supportive work environment 32.7%, and family supportive in 26.5% , and childcare option 4.1% of women's.

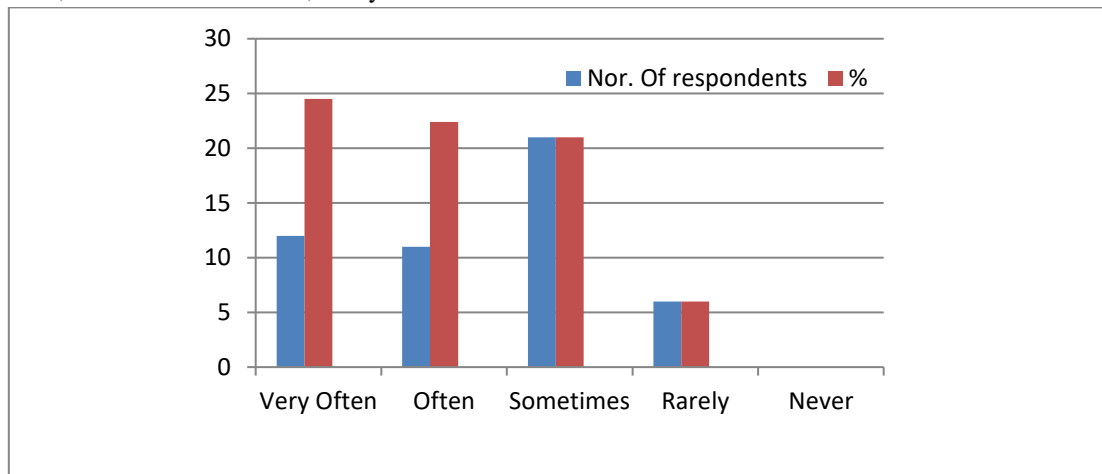


Interpretation : The adaptable work courses of action, such as telecommuting or adaptable hours, assist with adjusting work and individual life. What's more, great time usage abilities help in focusing on undertakings and settings a side a few minutes for individual exercises.

6. How often do you experience symptoms of stress due to work-life balance issues?

Name	Nor. Of respondents	%
Very often	12	24.5%
Often	11	22.4%
Sometimes	21	40.9%
Rarely	6	12.2%
Never	0	0
Total	50	100%

Analysis : A graph shows that the experience symptoms of stress due to work-life balance issues in very often 24.5%, often 22.4%, and sometimes 40.9%, rarely in 12.2% of women's.

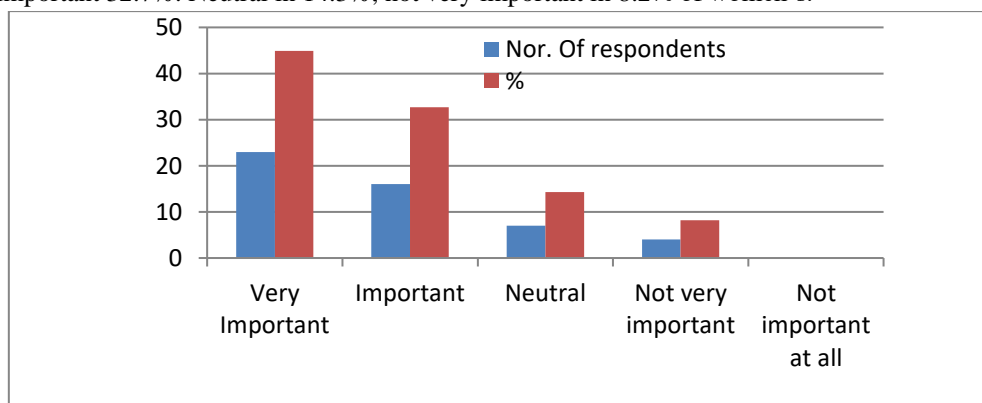


Interpretation : Its generally expected individuals to encounter pressure because of balance between serious and fun activities issues, particularly when they feel overpowered by work liabilities or battle to carve out opportunity for individual life and unwinding.

7. How important is work-life balance in your overall job satisfaction?

Name	Nor. Of respondents	%
Very important	23	44.9%
Important	16	32.7%
Neutral	7	14.3%
Not very important	4	8.2%
Not important at all	0	0
Total	50	100%

Analysis : A graph shows that the importance is work life balance in your overall job satisfaction in very important 44.9%, and important 32.7%. Neutral in 14.3%, not very important in 8.2% of women's.



Interpretation : At the point when people feel they can really offset their work responsibilities with their own lives, they are bound to be happy with their positions. A decent balance between serious and fun activities can prompt more noteworthy work fulfilment by lessening pressure, further developing wellbeing, and permitting people to seek after private interests and invest energy with loved ones.

6. FINDINGS

- Poor work life balance can lead to higher stress levels in women
- Women with better work life balance tend to be more satisfied with their jobs.
- Imbalance in work and personal life can strain family relationships for women.
- Women with good work life balance may have more opportunities for career advancement
- Organization that support work life balance for women often see higher employee retention rates

7. CONCLUSION

- The effect of balance between serious and fun activities on ladies is critical and complex. Accomplishing a harmony among expert and individual life can prompt better work fulfilment, psychological wellness, and in general prosperity. Ladies who can adjust work and life responsibilities really are many times more useful and participated in their positions. Also, they might encounter lower levels of pressure and burnout, prompting better actual wellbeing results.
- The accomplishing balance between serious and fun activities can be trying because of cultural assumptions, work environment societies. Businesses assume a significant part in supporting balance between serious and fun activities by offering adaptable work game plans, parental leave strategies, and steady hierarchical societies.
- The balance between serious and fun activities is fundamental for ladies' general joy, work fulfilment, and prosperity. By tending to the elements that effect balance between serious and fun activities, we can establish a more fair and steady climate for ladies in the labor force.

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