



A STUDY ON WORK-LIFE BALANCE OF WOMEN WORKERS ENGAGED AT DIFFERENT UNORGANIZED SECTORS IN CHENNAI CITY

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Abstract

Today both men and women equally share the responsibility of earning for the betterment of their family life. Hence it is for the betterment of their family life. Therefore it is very necessary to know how the women balance their work life and domestic life. The Current study focuses on the concept of work life of women workers engaged in different types of unorganised sectors in Chennai City. For the study the researcher has taken a sample size of 105 respondents. The data were collected through a self-structured questionnaire. The research instrument was validated by the researcher via pilot study to check the reliability. The researcher has utilised conveyance sampling method to collect the samples. The major outcome of the study was found to be that the women workers engaged at various unorganized sectors are unaware of the concept of work life balance. The researcher concludes by stating that both government and voluntary bodies have to come forward to bring in awareness regarding work life balance and its need for the women workers.

Keywords: Work life balance – Women Workers- unorganized sectors.

INTRODUCTION

Work life balance of women workforce has become an important subject since the time has changed in the pattern in which usual society used to function. Where, the men in the household used to earn for the family living. Today both men and women equally share the responsibility of earning for the betterment of their family life. Hence it is for the betterment of their family life. Therefore it is very necessary to know how the women balance their work life and domestic life. In the initial stages, women had to struggle a lot to establish their identity in this competitive world, both in the society as well as in the work life. But with the advancement in educational and training institutions, things have improved to a great extent. After the Industrial Revolution in the second half of the 18th century, there was a tremendous change in the pattern and concept of how work has to be carried out. This has given a new dimension to work-life balance. But there is no one perfect shape to work-life balance. It varies from individual to individual because priorities differ according to individual life styles. It not only changes in priorities but also changes in status, like when one is unmarried, after marriage, after childbirth, when a new career begins and this keeps on changing till one's retirement. With this increasing industrialization and education, employment opportunities for women have also increased. And with increasing economic conditions, it has become a necessity that both husband and wife need to work to have a normal life. In this fast growing and competitive world, as every possible opportunity for employment is increased, the persons managing the unorganized sector need to understand and to create a congenial atmosphere to their workers, so that

they can balance their work life and personal life. Only when a worker has a positive WLB, she can be productive and give her best to her in the workplace.

UNORGANIZED SECTOR – AN OVERVIEW

The sector which is not registered with the government and whose terms of employment are not fixed and regular is considered as unorganised sector. In this sector, no government rules and regulations are followed. Entry to such sector is quite easy as it does not require any affiliation or registration. The government does not regulate the unorganised sector, and hence taxes are not levied. This sector includes those small size enterprises, workshops where there are low skill and unproductive employment. The working hours of workers are not fixed. Moreover, sometimes they have to work on Sundays and holidays. They get daily wages for their work, which is comparatively less than the pay prescribed by the government. The term unorganised sector when used in the Indian context is defined by National Commission for Enterprises in the Unorganised Sector, in their Report on Conditions of Work and Promotion of Livelihoods in the Unorganised Sector as *..consisting of all unincorporated private enterprises owned by individuals or households engaged in the sale or production of goods and services operated on a proprietary or partnership basis and with less than ten total workers*. Amongst the characteristic features of this sector are ease of entry, smaller scale of operation, local ownership, uncertain legal status, labour-intensive and operating using lower technology based methods, flexible pricing, less sophisticated packing, absence of a brand name, unavailability of good storage facilities and an effective distribution network, inadequate access to

government schemes, finance and government aid, lower entry barriers for employees, a higher proportion of migrants with a lower rate of compensation. Employees of enterprises belonging to the unorganised sector have lower job security and poorer chances of growth, and no leaves and paid holidays, they have lower protection against employers indulging in unfair or illegal practices. A NCEUS report estimates that in 2005 out of the 458 million persons employed in India, 86 percent or 395 million worked in the unorganised sector, generating 50.6 percent of the country's Gross Domestic Product.

NEED OF THE STUDY

This study is basically for assess the work-life balance of women workers engaged in different unorganized sectors. The purpose is also to present and discuss specifically the problems women face in the process of balancing their work and family life.

STATEMENT OF THE PROBLEM

In India, the primary reason for the women workers to work in an unorganized sectors is primarily the poverty that they face in the society, in order to uplift the family's financial position the women folks engage themselves in some or the other works in an unorganized sectors. The most significant issue facing our society is the changing work and family roles of Indian Women. But performing different roles create work life conflict in the lives of women. The consequences of conflict affect both work environment as well as their personal environment. In this scenario, it is necessary for women to reduce the work life conflicts or to overcome such conflicts. This is possible only by getting right balance between work life and personal life. It is widely recognized that the workers who can achieve better work-life balance, work more efficiently with more commitment towards the work they carry on. Thus the researcher has made an attempt to address the area of work life balance of women workers working in different un organized sectors.

OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVE

To analyse the work life balance of women workers engaged in different unorganized sectors.

SECONDARY OBJECTIVE

1. To study about the relationship between age and work-life factors.
2. To study about the relationship between work environment and Individual factor.

HYPOTHESIS OF THE STUDY

H0: There is no relationship between the age and work-life factor.

H0: There is no significant relationship between work environment and Individual factor.

RESEARCH METHODOLOGY

POPULATION OF THE STUDY

In this study, the population includes women work force working in different unorganized sectors in Chennai city.

RESEARCH DESIGN

The researcher has used both descriptive and exploratory design for the present study.

DATA USED FOR THE STUDY

The researcher has used both primary and secondary data for the present study.

DATA COLLECTION INSTRUMENT

The study involved the measurement of Women workers Work-life Balance (WLB) in the Personal environment and work environment. The framework of the study is focused on the work-life balance problems of women workers in different unorganized sectors. The primary data for the current study were collected by a well -defined structured questionnaire from the women workers working in different unorganized. The secondary data were collected from various journals.

PILOT STUDY

The researcher conducted a pilot study with 35 respondents. There was no need of any change in the questionnaire. This pilot study was conducted during the third week of May 2017.

PRE TEST

The pilot study was conducted to test the reliability of the questionnaire designed and the values indicated have proved the reliability and validity of parameters taken for the study. The pre test was conducted to understand the respondent's ease in answering the questionnaire. The questionnaire consists of 26 questions to measure 5 factors and demographic variables. A sample of 105 women workers working in different unorganized sectors where considered for the study. The questions were rated at five- point Likert scale, having 1=strongly disagree, 2= disagree, 3= Neutral, 4 = agree and 5= strongly agree. The reliability score was 0.82 for the pre -test and the reliability score for the main test was 0.86. Based on the results of the reliability test and views of the respondents the questionnaire was standardized and the primary data were collected with the standardised questionnaire.

RELIABILITY AND VALIDITY TEST

Reliability of an instrument refers to the degree of consistency between multiple measurements of variables. It is extent to which an experiment tests or any measuring procedures yield, the same result on repeated attempts. Reliability was estimated through internal consistency method which is applied to measure the consistency among the variables in a summated scale. In the present study, the Cronbach's Alpha co-efficient of

reliability was found based on primary data of the present study and the details are as follows:

RELIABILITY MEASURES FOR THE STUDY

Factors	No of items	Alpha
Social Support	3	0.79
Work related Factor	4	0.83
Stress Factor	3	0.78
Work and Family issues Factor	3	0.84
Individual Factor	5	0.83
Problems faced by women workers	4	0.83
Work Life Conflict	3	0.79
Overall reliability of the study	25	0.86

Source: Primary data

Both Face and Content validities were established in the study. The face validity was done by the investigator and the content validity was established by the experts in the field of investigation. Face validity, it appears to measure whatever the author had in mind, namely, what he thought he was measuring. The rationale behind content validity is that to examine the extent to which a measuring instrument provides adequate coverage of the topic under study.

DATA ANALYSIS

The validity, reliability and analysis of the data in this study were analysed using Statistical package for social sciences (SPSSv16.0). Statistical Tools Applied for the Study. The data collected were statistically analysed

by applying tools like simple percentage, Chi-Square, and correlation.

RELIABILITY

Reliability- Cronbach's alpha is a commonly used measure of reliability for a set of two or more construct indicators. With values ranging from 0 to 1.0, the higher values indicate a higher reliability among the items. Cronbach's alpha was used in this research to assess the scale's internal consistency in terms of how well the items measured the same construct or dimension of perceived training quality. Although a commonly used bench mark for acceptable reliability is .80, lower values have been deemed acceptable when the research is descriptive in nature.

RELIABILITY STATISTICS

Cronbach's Alpha	Nof Items
.736	17

PERIOD OF THE STUDY

The study is conducted during the period from July 2017 to Dec 2017.

Convenience sampling method was adopted by the researcher for the study

SAMPLE SIZE

Sample size for the present study is 114.

LIMITATIONS OF THE STUDY

1. The study had been carried out in Chennai city only and hence the findings of the study are valid to this particular area only.
2. The reliability of the data depends upon the responses given by the respondent.

SAMPLING METHOD

DATA ANALYSIS**DEMOGRAPHIC DETAILS OF THE RESPONDENTS****AGEDISTRIBUTIONOF RESPONDENTS**

Age	Frequency	Percent
18-29	29	27.6
30-39	29	27.6
40-49	15	14.3
50+	32	30.5
Total	105	100

MARITAL STATUS OF RESPONDENTS

Marital Status	Frequency	Percent
Single	25	23.8
Married	65	61.9
Divorced/ Widowed	15	14.3
Total	105	100

WORK EXPERIENCE OF RESPONDENTS IN CURRENT UNORGANIZED SECTOR

Experience	Frequency	Percent
Less than 1 yr	20	19.0
1-5 years	43	41.0
6-10 years	13	12.4
10+ years	29	27.6
Total	105	100

WORK-LIFE BALANCE AWARENESS OF THE RESPONDENTS

WLB Awareness	Frequency	Percent
Yes	11	10.5
No	94	89.5
Total	105	100

CHISQUARE ANALYSIS

HypothesisNo.1

H0–There is no significant association between age and work life factor.

H1–Thereis a significant association between age and work life factor.

TABLE I**CHISQUARE ANALYSIS FOR THE HYPOTHESIS ASSOCIATION BETWEEN AGE AND WORK LIFE FACTOR CHI-SQUARE TESTS**

	Value	df	Asymptotic Significance(2-sided)
PearsonChi-Square	65.409 ^a	12	.000
LikelihoodRatio	79.993	12	.000
Linear-by-LinearAssociation	.634		
NofValidCases	105	1	.426

10 cells (50.0%) have expected count less than 5.The minimum expected count is.71.

INFERENCE

Since p value is 0.426 at significance level 0.05, it is greater than the assumed significance level. Therefore, we reject the alternate hypothesis. Hence, there is no significant association between age and work life factor.

CORRELATION ANALYSIS

HYPOTHESIS

H0–There is no significant relationship between work environment and Individual factor.

H1–There is a significant relationship between work environment and Individual factor.

**TABLE II
CORRELATION ANALYSIS FOR THE HYPOTHESIS ASSOCIATION
BETWEEN WORK ENVIRONMENT AND INDIVIDUAL FACTOR
CORRELATIONS**

			Work environment	Ableto concentrate
Spearman's rho	Work environment	Correlation Coefficient	1.000	-.190
		Sig.(2-tailed)	.	.052
		N	105	105
	Ableto concentrate	Correlation Coefficient	-.190	1.000
		Sig.(2-tailed)	.052	.
		N	105	105

INFERENCE

From the above table, it is found that there is a positive relationship (r=0.105) between work environment and Individual factor. This implies that women, who feel that inadequate work environment and Individual factor. Therefore, there is a significant but moderate relationship between inadequate work environment and Individual factor.

THE MAJOR OUTCOME OF THE STUDY

From the findings it can be understood that women workforce engaged in unorganized sectors are unaware about the concept of work life balance.

SUGGESTIONS & CONCLUSION

In order to create a healthy environment around the women work force who are engaged at unorganized sector, it is more significant to make them aware and to attain proper Work-life balance, because the ultimate intention of human beings is well-being and life satisfaction. Since the place where the women workers are unorganized the government and local voluntary bodies can step up to create a situation that can bring in awareness about the need and importance to have work life balance for these women workers.

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