

A Study On Work Life Balance Of Women Employees With Special Reference To Public Sector Banks In Palayamkottai

N.Abirami kaniyamuthu

Ph.D.Full time Research Scholar (commerce)

Reg.no: 18111191012011

Sadakathullah Appa College (Autonomous) Rahmath Nagar, Tirunelveli – 627 011

(Affiliated to Manonmaniam Sundaranar University, Abishekapatti, Tirunelveli- 627 012)

Dr.M.N.Mohamed Abusali Sheik

Assistant Professor

Department of Commerce

Sadakathullah Appa College (Autonomous) Rahmath Nagar, Tirunelveli – 627 011

(Affiliated to Manonmaniam Sundaranar University, Abishekapatti, Tirunelveli- 627 012)

ABSTRACT

In India, Public sector banks play a dominant role in terms of employment and investment. Since the key purpose of public sector banks is to serve public, their performance and development depends on the performance of its manpower. These banks recruit a large number of people, both men and women. The total numbers of women working in public sector banks are growing rapidly and this growth percentage will continue to increase when senior officials in public sector banks retire. Recently, government announced a plan to merge ten public sector banks into four, in order to create global sized banks, to compete nationally as well as internationally. This merger also gives wider scope, in terms of employment as well as productivity. The ample scope in the banking sector and job security in Public sector banks drove many women to opt for bank jobs. In general, work life balance is a person's ability to perform well in work and in personal life. Women, who have multiple responsibilities, have higher chances to develop stress when there is a lack of proper work life balance. Hence, this study is an attempt to study the quality of work life balance of women employees in Palayamkottai.

Keywords: Compete, Global sized, Growth, Merger, Productivity, Work life balance

INTRODUCTION

Nowadays, the major issue faced by almost all organisations, is to improve the quality of work life of their employees. The issue is not only about maintaining the quality of work life but also aims at improving productivity, retaining employees and overall organisational effectiveness. Since, the challenges faced by banking system are growing day by day, it is necessary to formulate new HR policies, which has to address the problems faced by employees

in maintaining work life balance. In current scenario, banking offers grand job opening for women. Anyhow, women have to face several problems in workplace, irrespective of their designation. These problems include sexual harassment, gender inequality, responsibilities in family and lack of unanimity among women. This increase the stress among women and difficulty in balancing their work life.

REVIEW OF LITERATURE

Prachi Bhatt(2011) reveals that the employees working in public sector banks are more satisfied when compared to private sector employees in respect to their job, working condition and their relationship with peers. Hence, they found it easy to balance their work life, compared to private sector employees and also the level of job satisfaction is relatively more than private sector.

Perna Patwa(2011) pointed that the variables for measuring the work life balance are attitude about the work itself, quality time available to spend with family members, number of working days in a week, time taken to travel to work place, steps taken to burst stress from work, daily working hours and bringing back home, work. In addition, the study shows that government take possible measures by developing programs, formulating policies and providing resources to address the necessities of workers and to reduce work-life conflict.

Ashwini.S and Kumaraswamy.M(2015) Found that employees need to maintain a proper balance between work and job. The employees who have proper work life balance are contributing more towards the prosperity of the organisation. These organisations are in a better position, to provide best services to their customers by owning highly productive and efficient employees. In today's scenario, factors such as single parenting, nuclear families, both parents working, increased household responsibilities and parents working at different places have great impact on individual's work life balance.

OBJECTIVES OF THE STUDY

- To figure out the influence of demographic variables such as designation, age, experience, education and income on the quality of work life among women employees.
- To find out the satisfaction level of women employees regarding various components which constitutes the quality of work life.
- To know the significance of quality of work life.
- To know about the remedial measures taken by the banks in order to achieve effective work life balance.
- To give suggestions based on the current study in order to improve the quality of work life of female bank employees.

MATERIALS AND METHODS**Area & Period of study:**

This study is conducted in Palayamkottai during the month of October and November, 2019.

Sampling design:

The data obtained is first hand information. The data is collected by way of questionnaire. Through convenience random sampling technique, samples were chosen. The size of sample is 50

.Data usage:

This study consists of both primary and secondary data. Primary data is collected through questionnaire. Secondary data is obtained from journals, publications and internet.

Statistical tool for analysis:

- ✓ Percentage analysis
- ✓ Weighted average method
- ✓ One way ANOVA

LIMITATIONS OF THE STUDY

- The size of sample used in this study is small (50 respondents). Hence, the stability of the results, obtained from this study is uncertain.
- The Area of the study is restricted to Palayamkottai and also in selected public sector banks only.
- Since the data was collected through questionnaire, respondents were in hurry to fill the questionnaire. Hence, we cannot expect accurate results.
- Due to time constraint, not able to provide comprehensive and detailed results.

RESULTS AND DISCUSSION**Table 1: Demographic profile of the Respondents**

Sl.no	Category	Particulars	No of respondents	Percentage
1.	Age	20-30 years	8	16
		31-40 years	19	38
		41-50 years	14	28
		Above 50 years	9	18
2.	Level of Education	UG	36	72
		PG	14	28
3.	Designation	Branch Manager	5	10
		Branch operations Manager	11	22
		Probationary Officer	13	26
		Other Staff	21	42
4.	Experience	1-5 years	18	36

		6-10 years	17	34
		11-15 years	9	18
		Above 15 years	6	12
5.	Level of Income	20,000 to 30,000	16	32
		30,001 to 40,000	18	36
		40,001 to 50,000	9	18
		Above 50,000	7	14
		Total	50	100

Source: Primary data

From the above table, it is observed that out of 50 respondents, the majority of 19 (38 percent) are in the age group of 31-40 years. Most of the respondents, 36(72 percent) are undergraduates. Majority of the respondents 21 (42 percent) are other staff working in PSBs. Majority of the respondents (36%) have 1 to 5 years of work experience .It has been observed that 36% of respondents fall in 30,001 to 40,000 income level .

Table 2: Opinions of the respondents on the components of the quality of work life

Components of the quality of work life	Highly satisfied	Satisfied	neutral	Dissatisfied	Highly dissatisfied	Weighted avg. score	Rank
Career development	12	10	15	7	6	165	II
Job satisfaction	8	6	6	17	13	129	X
Organizational culture	13	8	5	5	19	141	VIII
Work atmosphere	9	9	8	9	15	138	IX
Adequate resources	9	18	4	7	12	155	V
Autonomy of work	16	2	9	12	11	150	VII
Co operation from peers	11	7	20	9	3	164	III
Fair compensation & rewards	10	8	13	11	8	151	VI
Training	13	8	14	8	7	162	IV
Job security	35	4	3	3	5	211	I

Source: Computed primary data

From the above table, it is clear that 30% respondents show neutral towards career devolpment, 34%of respondents are dissatisfied in job, 38% respondents are highly dissatisfied with organizational culture, 30% of respondents are highly dissatisfied with work atmosphere whereas 36% respondents are satisfied with resources, 32% are highly satisfied with autonomy of work. It is observed that 40% respondents are neutral about co-operation from peers and 26% respondents are neutral towards fair compensation and results. Most of the respondents (36%)

are highly satisfied with training provided. Majority of the respondents (70%) are highly satisfied with job security.

One-Way ANOVA on components of the quality of work life among various age groups:

Ho: There is no significant difference among age group with respect to components of the quality of work life.

H1: There is significant difference among age group with respect to components of the quality of work life.

Table 3: ANOVA for significant difference among age group with respect to components of the quality of work life

Components of the quality of work life	20-30 years	31-40 years	41-50 years	Above 50	F value	P value
Job satisfaction	2.75 (1.909)	2.74 (1.408)	2.62 (1.387)	2.10 (1.101)	.486	.693
Job security	4.38 (1.188)	3.68 (1.734)	4.85 (.376)	4.30 (1.337)	2.027	.123
Training	3.75 (1.389)	3.26 (1.485)	2.85 (1.405)	3.30 (1.160)	.714	.549
Career development	3.00 (1.690)	3.68 (1.204)	3.00 (1.581)	3.20 (.632)	.922	.438
Rewards	3.25 (1.389)	3.11 (1.449)	3.00 (1.291)	2.70 (1.418)	.273	.845
Organizational culture	2.63 (1.685)	3.21 (1.718)	2.31 (1.548)	2.90 (1.853)	.772	.516
Work atmosphere	3.00 (1.512)	2.89 (1.449)	2.38 (1.502)	2.80 (1.751)	.375	.771

Adequate resources	3.13 (1.642)	3.16 (1.463)	2.69 (1.702)	3.50 (1.179)	.561	.643
Autonomy of work	3.63 (1.408)	3.26 (1.695)	2.54 (1.561)	2.60 (1.430)	1.193	.323
Co-operation from peers	3.25 (1.488)	3.32 (1.003)	3.00 (1.155)	3.60 (1.350)	.482	.696

*Significant at 5% level

Since p value is greater than 0.05, null hypothesis is accepted at 5 % level with regard to Job satisfaction, Job security, training, career development, rewards, organizational culture, work atmosphere, adequate resources, autonomy of work and co-operation from peers'. Hence, there is no significant difference among age groups with respect to the components of the quality of work life.

FINDINGS OF THE STUDY

The following are the findings of the present study:

- Majority of the respondents falls between 31-40 years of age.
- It is observed that majority of the respondents are highly satisfied with job security in public sector banks.
- Most of the respondents are not satisfied with organisational culture and work atmosphere of public sector banks. It clearly shows that work atmosphere need to be improved.
- It is found that majority of the respondents are neutral towards career development.
- It shows that there is no significant difference among various age groups with respect to the components of the quality of work life.

From the study it is clear that, in order to improve the quality of work life all the components of the quality of work life should be given equal weight age. Hence, PSBs need to focus on all components.

ARGUMENTS AND DISCUSSIONS

In Indian context, the study regarding the work life balance of women employees particularly in public sector banks are insufficient. A precise Indian approach to the problem of

quality of work life balance of women employees need to be developed. Studies on work life balance of women employees in PSBs during the period of merger is extremely limited. Hence, this study is an attempt made by the researcher to observe the components which forms the quality of work life of women employees in the period of rapid technological changes, increased competition and consolidation of public sector banks.

RECOMMENDATIONS

To public sector banks:

- Banks have to provide professional quasi-academic environment for career growth and advancement.
- Work life programmes will be arranged.
- PSBs should provide part time working options for young mothers.
- Childcare centre should be set up at workplace itself.
- Arranging tours and get –together will help employees to develop inter personal relationship

To female employees' in PSBs:

- Women should develop positive approach towards work
- Female employees are advised to have healthy diet and healthy lifestyle to withstand the stress in their workplace.
- Women employees have to learn to prioritise their tasks and time.
- Women have to practise self-discipline and meditation.

CONCLUSION

Women constitute a significant section of work force in banking sector. Imbalance between work life and personal life arises when the responsibilities held by women in household increases, long working hours, overburdening etc. This study shows that all female employees are not satisfied with their organisational culture and work atmosphere .As employees are the assets to any organisation, public sector banks need to improve the quality of work life in order to retain female employees. Hence, in order to improve the quality of work life of women employees, PSBs should concentrate on all the components which constitutes the quality of work life. Public sector banks need to acknowledge and encourage women employees in achieving optimum work life balance by providing nice work atmosphere, work from home options and organisational culture. Following are the recommendations based on the findings of the study:

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