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Work-life balance of married woman self employers of Puducherry

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ABSTRACT

A Balance between work and life is something for which every woman is striving for. Good WLB is made-up to be live when there is a good environment prevails at work (business) and at home with the minimum role of conflict. Running a business is not as easy as going for a job. In business, the responsibility is more for the owner compared to the worker. A woman taking care of own business and taking care of family are two big responsibilities for her. For a self-employed woman, it is necessary to be in the place of business for longer hours as she is the investor or owner. For an employee, it is 8 hours. But for the business owner, there is no such limit in working hours. As per the situation prevailing in the place of business, she has to present herself for longer hours. This paper attempts to study the WLB between married female self-employers and salaried women in Puducherry, Objectives of the study: The primary objectives of the study shall be 1) To Study the WLB of married Female self-employers at Puducherry. 2) To study the perception and satisfaction level of WLB by married self-employers at Puducherry. For this, 80 Samples were collected using Simple Random Sampling method. Tools such as Percentage analysis and t-test were used. The study found that there is a significant difference in work-life expectation and work life satisfaction between women self-employed and salaried women in Puducherry.

Keywords— WLB, Perception level and Satisfaction level, Married female self employers

1. INTRODUCTION

As per the new study in the UK, most people become self-employed just believing that they can have better work-life balance, but now 27% of people say that they work longer hours and 21% says that as they worked before. A Study on 1000 Self employer says that they find themselves working for 13 hours a day in their business. An article titled “More Money, More Family Time: Survey Reveals Why Self-employment is so Popular Right Now” by Danielle Higley founds Self-employment requires sacrifice.

One of the main reasons why people choose to be self-employed is they can pick their wards to form school and they can get a break mid in the morning. When your business and personal life orb bleed into each other’s case, self-employed can never unplug themselves from the schedules of their business. But, until the business gets its own place in the competitive market, the free face of self-employment cannot be possible.

2. REVIEW OF LITERATURE

Vijaya Mani (2013) has revealed the major factors influencing the Work Life Balance of Women professionals in India such as role conflict, lack of recognition, organizational politics, gender discrimination, and elderly and children care issues, quality of health, problems in time management and lack of proper social support. It was found from the study titled “A Study on WLB in working women by G.Delina and Dr.R.Prabakar Raya (2013)” that the problems faced by the working women of Pondicherry in terms of WLB are quite high. The results also show that the WLB of individuals affects their quality of life. The various factors affecting the WLB of married working women have been examined in this study. The tool used for the study in the manual in WLB of the industrial society. P. Delecta (2011) in her article titled “WLB, analyzed the WLB from organization context”, concluded that if one has managed to allocate the required time for every aspect of life duty and not to reflect the problems in one part of life to another it means that he has been able to achieve Work-Family Balance. Swarnalatha in her study titled “A study of the perception of owner-employees of banks”, it is found from the study that, all the aspects of workplace support got by the women employees working in urban areas do not carry equal importance. It is also aimed at identity to women employees’ perception on Work-Life Balance to analyses the women employees’ opinion about working of a family environment.

3. RESEARCH METHODOLOGY

Sample Size: Totally 162 Samples were collected from various Married Female Self employer in Puducherry. Samples were collected using Simple Random Technique. Type of data: Primary Data was collected from the respondents (Married Female Self

employer). Secondary Data was collected from various portals of Government. Data Collection Method: Primary Data was collected using a validated Questionnaire. The statistical tools used for the analysis were Percentage Analysis and t-test.

3.1 Limitations of the study

The limitations of the study are as follows,

- (a) The study is limited only to a Married Female Self employer.
- (b) The study is limited only to the Puducherry region.

4. DATA ANALYSIS AND INTERPRETATION

Show the difference between work-life expectation of Self-employed married women and Public married women.

Table 1: difference between work-life expectations of Self-employed

Variable	Self employed		Public		t - test	P Value
	Mean	SD	Mean	SD		
Work Life expectation	14.95	4.87	16.25	4.46	1.811	0.050*

Source: Primary data *- 1 per level ** - 5 per level NS= Not Significant MWE = Married women employees

The table shows the differences in Work life expectation among self-employed and public. The Mean Value of self-employed is 14.95 and the mean Value for the public is 16.25. The work-life expectation of Public is higher than self-employed. T-test was implemented to test the differences and t value is 1.811 and p-value is found to be <0.001, i.e. 0.050. Since the P-value is <0.001, we conclude that there is a significant difference between self-employed and public MWE

Show the difference in Work Life Satisfaction between married women self-employed and Public sector married women employee.

Table 2: difference between Work Life Satisfaction

Variable	Self employed		Public		t - test	P Value
	Mean	SD	Mean	SD		
Work Life expectation	14.49	4.76	15.37	4.30	1.507	0.046*

Source: Primary data *- 1 per level ** - 5 per level NS= Not Significant MWE = Married women employees

The table shows the differences in Work life satisfaction among public and working married women. The Mean Value of Public MWE is 15.37 and the mean Value for MW self-employed is 14.49. The WLS of Public MWE is higher than MW self-employed. T-test was implemented to test the differences and t value is 1.507 and p-value is found to be <0.001, i.e. 0.046. Since the P-value is <0.001, we conclude that there is a significant difference between Public MWE and Self Employed.

5. FINDINGS AND SUGGESTIONS

5.1 Personal life expectation

It is found from the study that, Majority of respondents strongly agreed that they expect to relax for minimum of 2 hours per day, Majority of respondents agreed that they expect to have nice sleep of minimum 8 hours, Majority of respondents strongly agreed that they expect that they need to have their breakfast in the morning without hurry, Majority of respondents agreed that they expect to go for a family trip during vacation once in a year. Majority of respondents agreed that they expect that they wish to cook and serve healthy food for their family. Majority of respondents strongly agreed that they expect to have official work-free leisure hours on weekends. Majority of respondents agreed that they expect to have relaxed weekend shopping and outing with their family. Majority of respondents strongly agreed that they expect to spend Quality time with their partner and children, Majority of respondents strongly agreed that they expect to spend Quality time for themselves, Majority of respondents agreed that they expect to do Exercise for at least half an hour every day, Majority of respondents strongly agreed that they expect to enjoy and celebrate well my children birthdays, shopping for festivals, Majority of respondents strongly agreed that they expect to have regular contact with the relatives, family members and friends, Majority of respondents agreed that they expect their partner to pick up and drop them at the office, Majority of respondents strongly agreed that they want to be more cheerful, Majority of respondents agreed that they wish to maintain good quality of family life strongly built with good Work life balance.

5.2 Personal life satisfaction

It is found from the study that, Majority of respondents strongly agreed that they are satisfied that they get free leisure hours, Majority of respondents agreed that they are satisfied that get nice sleep of minimum 8 hours, Majority of respondents agreed that they are satisfied that they have their breakfast in the morning without hurry, Majority of respondents agreed that they are satisfied on a family trip during vacation once in a year. Majority of respondents agreed that they are satisfied that they cook and serve healthy food for their family. Majority of respondents agreed that they are satisfied that they get official work-free leisure hours on weekends. Majority of respondents agreed that they are satisfied that they have relaxed weekend shopping and outing with their family. Majority of respondents agreed that they are satisfied to spend Quality time with their partner and children strongly, Majority of respondents agreed that they are satisfied to spend Quality time for themselves, Majority of respondents agreed that they are satisfied that they do Exercise for at least half an hour every day, Majority of respondents agreed that they are satisfied that they enjoy and celebrate well my children birthdays, shopping for festivals, Majority of respondents agreed that they are satisfied that they have regular contact with the relatives, family members and friends, Majority of respondents agreed that they are satisfied that their partner is picking up and dropping them at their office, Majority of respondents agreed that they are satisfied that they are more cheerful, Majority of respondents agreed that they are satisfied that they maintain good quality of family life strongly built with good Work life balance.

It is found from the study as a result of t-test that there is a significant difference between Public MWE and Self Employed in work-life expectancy and work-life satisfaction.

6. CONCLUSION

The study focused to analyze the WLB (Work-Life Balance) of Female Married Self employers in Puducherry. From the survey, it is found that Female Married Self employers are happy in managing their life. It is visible from the study that they have no much deviation in expectation level and satisfaction level of personal life. The study revealed various expectation factors in personal environment of Female Married Self employers and from the study, it is proved that there are no huge gaps between expectation level and satisfaction level in their Personal Environment of female Married Self employers in Puducherry.

7. REFERENCES

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