

A Study of Impact of Domestic Responsibilities on Job Efficiency of Working Women (With Selected Service Sector in Ahilyanagar District)

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Abstract

The researcher wants to understand the effects of various domestic responsibilities on job efficiency of the working women working in education, banking and insurance Sector in Ahilyanagar District, Maharashtra. The present study focuses on the various family problems faced by the working women and the family perception towards working women. For this study the researcher has collected data from 500 women employees working in education, banking and insurance Sector in Ahilyanagar District, Maharashtra, India. These samples were selected by the Stratified Random Sampling technique. A self-prepared structured closed-ended questionnaire was prepared by the researcher by keeping in view the purpose of the study. The required data were collected through a Google form and also collected information through telephonic discussion and personal conversation from the respondents. The finding of the research showed that the working women have a good support from family to work. Working women can live happily with enjoying dual responsibilities of both house and office. The finding shows that the domestic responsibilities don't affect the job efficiency of working women.

Keywords: Job Efficiency, Domestic Responsibilities, Works Responsibilities family problems, working women, work-life balance

Introduction

Job efficiency describes the extent to which time and efforts used by the employees for performing various tasks and responsibilities assigned by the superior. Efficiency is doing things right at right time. It is the capability of an individual to come up with specific outcome effectively with minimum amount of efforts, energy and expenses. Working woman has to show her continuous efficiency at job and along with this she has to shoulder all her household responsibilities. While managing the reasonable balance between family and job, she has to come across many things, which affect her mentally. To perform well in the organization it is essential for individual to be in healthy state of mind. Domestic responsibilities place a heavy double burden on working women. Working women has to manage a perfect balance between works and domestic responsibilities; an imbalance limits career of working women, lowers earnings and causes a high physical and mental stress.

Objective of the study

The objectives of the research paper are as under:

1. To study the various domestic problems faced by the working women.
2. To study the impact of domestic responsibilities on job efficiency of working women.
3. To study the family perception towards working women.

Research methodology of the study

The present study focused on the impact of domestic responsibilities on job efficiency of working women, Ahilyanagar District, Ahilyanagar. The sample of the study was women working in education, banking and insurance sector of Ahilyanagar District. The stratified random sampling technique was used to select the sample size of the study. 500 respondents (working women) were selected in order to gather information for the present study.

METHOD OF DATA COLLECTION

A. Primary data

Questionnaires

The data for the present study has been collected by the researcher. A self-prepared structured closed ended questionnaire was prepared by the researcher by keeping in view the purpose of the study. The researcher gets a structured questionnaire filled from 500 women working in education, banking and insurance sector of Ahilyanagar District through Google form and also collected some information through face- to-face interviews.

B. Secondary data

The secondary data refers to information that has already been collected by someone else for a different purpose and is later used by the other researcher for their own study. It includes sources such as books by management experts, Ph.D thesis, article in periodical, newspapers, research paper, journals and library records.

Scope and limitations of the study

The scope and limitations of the study:

1. The study focuses only on the impact of domestic responsibilities on job efficiency of working women. No other matter was being investigated by the researcher.
2. The study was confined to only women working in education, banking and insurance sector which includes both public and private organization.
3. The scope of the present study was confined to Ahilyanagar District, Maharashtra state, India. Another geographical area was not included in this study.
4. The sample of the study was 500 women employees.
5. The sample was selected by Stratified Random Sampling method.

The detail of the sample provided below:

Area	No of respondents	% Of sample
Education		
Teachers	100	20%
Junior college lecturer	50	10%
Senior college lecturer	50	10%
Total	200	40%
Banking		
Public sector	75	1%
Private sector	75	1%
Total	150	30%
Insurance		
Public sector	75	15%
Private sector	75	15%
Total	150	30%
Grand Total	500	100%
Marital Status		
Unmarried	185	37
Married	302	60.4
Divorcee	4	0.8
Widow	8	1.6

Separate	1	0.2
Total	500	100

DATA ANALYSIS AND INTERPRETATION

Over burden of household work

Human have limited physical capability to perform various task. Here over burden of work related with pressure of completing their domestic work as well as their job responsibilities in time. This element has taken by researcher to know does working women job efficiency influenced by pressure of work at home and job. Researcher has asked the respondents and the responses are presented below

Over burden of work

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	41	184	73	142	60	500
%	8.2	36.8	14.6	28.4	12	100

It was found that majority of 45% of the respondents said that they were overloaded with household responsibilities and it affect their job efficiency because lots of time and efforts was spend by them on completing these responsibilities. Researcher also found that these women were basically from joint family. Whereas 40.4% of the respondents said that overburden of work does not affect their job efficiency, as they were competent to manage all the things of both home and work. Majority of these women were from nuclear family. 14.6% of the respondents were neither agreed nor disagreed

Fighting with husband

It was important to study husband's support and relationship which has influence on life of married women. Support and encouragement by their husband leads more happiness in their life, which indirectly correlated with her performance in job. Researcher has asked the respondents and their responses are presented below

Fighting with husband

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	9	29	195	192	75	500
%	1.8	5.8	39	38.4	15	100

It was found that 7.6% of the respondents said that fighting with husbands affect her job efficiency. This makes them emotionally disturbs and brings anxiety, which do not make possible for them to perform well whereas 53.4% of the respondents said that even if they had fighting with their husbands it never have any impact on job efficiency or they don't have any fighting with husband. When they are at work, they forget everything about domestic issue and do their work with proper efficiency. 39% of the respondents were neither agreed nor disagreed. Among these 39% of the respondents majority were unmarried, some respondents were divorced, separated or widow.

Clashes with In –Laws

In India In- laws are traditionally oriented. They always expect more from their daughter-in-law. Sometimes it is not possible for her to reach at that expectation and it created negative perception towards her. At the same time mother-in-law and daughter-in-law are representing the different generation. There is a generation gap between them and their views are different. Such kind of negative perception and differences in views brings clashes between both the parties

and leads to dislike or oppose to each other decision, which affect emotionally. Researcher wants to know do the clashes with in-laws have any effect on job efficiency of respondents. The responses of respondents are presented below in Table.

Clashes with in –laws

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	11	56	207	167	59	500
%	2.2	11.2	41.4	33.4	11.8	100

It was found that 45.2% of the respondents don't any clashes with their in-laws and even if it was there it does not affect their job efficiency to perform their work responsibilities whereas 13.4% of the respondents said that the clashes with in-laws bring mental stress and tension for them, which prohibits them to perform well. 41.4% of the respondents were neither agreed nor disagreed. Among these 41.4% of respondents majority were unmarried, some respondents were divorced, separated or widow.

Doubt about affairs

Researcher wants to know does it affect job efficiency of respondents when family members have doubt about their affairs with male. The reason behind asking this question is that working women have to spend time with male counterparts at workplace and it may create doubt about affairs in mind of family members. The responses of respondents are presented below in Table.

Doubt about affairs

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	21	50	133	184	112	500
%	4.2	10	26.6	36.8	22.4	100

It was found that as women have to work with male counterparts and they stay together for long time at workplace, for 14.2% of the respondents it creates doubt about their affairs in the mind of their family members. They always have suspicious behavior on her. This suspicious behavior leads to depressed mood and affects her ability to carry out job responsibilities and they heisted to build a good interpersonal relation with male counterparts. Whereas a large majority 59.2% of the respondents said that their job efficiency was not affected by the suspicious behavior of family members or they don't have suspicious behavior from family members. 26.6% of the respondents were neither agreed nor disagreed. This group of respondents never cares for such behavior of family members.

Physically abused by husband and in-laws

There is no doubt in that even in today's modern time women has face domestic violence and most of the times it was found that they didn't rise their voice against domestic violence and go for many adjustments in life. Such domestic violence leads to negative emotion, depression, and worries which affect the individual. The researcher has asked the question to the respondents does their job efficiency was affected when there was physically abused on them. The responses are presented in following Table.

Physically abused by husband and in-laws

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	8	16	196	142	138	500
%	1.6	3.2	39.2	28.4	27.6	100

It was found that 4.8% of the respondents suffer physically abused by husband and their in –laws. These respondents face physical abused at home by husband and in-laws which highly leads to negative emotion, less confidence and lowered self-esteem and which also highly influenced their daily routine of life and even influenced their performance at workplace. 56% of the respondents may not face any physical abused by their husbands and in-laws or may face physical abused by their husbands and in-laws but it didn't affect their job efficiency. This group of respondents lived happily with enjoying dual responsibilities of both house and office. 39.2% of the respondents were neither agreed nor disagreed. Majority of these 39.2% of the respondents were unmarried and unknown from such an experience.

Mental torture by husband and in-laws

It is not always happens that domestic violence against women take place only in physical form, it may be in mental form. Women face mental torture as a form of domestic violence against her. In this mental torture husband and in-laws make the continuous pressure on her to do things in their favor, continuously criticize her, blaming her for bad things and not supporting her. The researcher has asked the question to the respondents does their job efficiency was affected when there was mental torture on them. The responses are presented in following Table

Mental torture by husband and in-laws

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	15	21	210	121	133	500
%	3	4.2	42	24.2	26.6	100

It was found that job efficiency of 7.2% of the respondents were affected when they faces mental torture at home. Because of this mental disturbance these respondents can't concentrate at work, it leads them towards depression and finally affects their efficiency to work. 50.8% of the respondents may not face any mental torture by their husband and in-laws or may face physical abused by their husbands and in-laws but it didn't affect their job efficiency. Remaining 42% of the respondents were neither agreed nor disagreed. This group consist of majority unmarried respondents.

Non co-operation of family for self-development

Due to this era of tough competition, organization makes their employees competent and able to face any competition by providing different types of professional development trainings, conducting seminars, conferences and workshop. To participate in such kind of activities employees has to visit from one place to another place. Women participated in such activities with the prior permission of family. Number of time it happens that such activities are organizes in far places. It is difficult for them to participate in such program without their family's consent. The researcher asked the respondents whether it affect their job efficiency if their family members are not co-operating with them for participation in self development activities. The responses of the respondents are presented in Table

Non co-operation of family for self-development

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	17	80	130	164	109	500
%	3.4	16	26	32.8	21.8	100

From the above data researcher found that 54.6% of the respondents received co-operation from their family members to participate in self-development activities or even if their family members were not cooperating it does not have any effect on job efficiency. Whereas 19.4% of the respondents said that their job efficiency is affected when their family members are not co-operating with them. It means that family members don't allow these groups of respondents to participate in such self-development activities. 26% of the respondents were neither agreed nor disagreed. This group of respondents feels that there was no co-relationship between these two aspects.

Clashes with parents

Parent's affection, guides and support always leads happy life as well motivate individual towards achievement of aim of their life. The researcher has asked the question to the respondents does their job efficiency was affected when they are having clashes with their parents? The responses are presented in following Table

Clashes with parents

Particulars	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
No. of Respondents	19	64	108	185	124	500
%	3.8	12.8	21.6	37	24.8	100

Above data explored that 61.8% of the respondents were disagreed that clashes with their parents affect their job efficiency or they may not have any clashes with parents. It also indicated that they were happy with family environment. Whereas for 16.6% of the respondents feel that clashes with their parents makes them emotionally disturbs and which results in poor concentration in work and poor performance. 21.6% of the respondents were neither agreed nor disagreed. They were not come across such situation in life.

Finding

The finding of the present study states that the very less percentage of the working women faces the domestic problems and an average 15.9% of the respondents said that their job efficiency was affected by these factors of domestic life. According to them these domestic issues makes them to carry their worries and anxieties to the workplace. Their depressed mood, their unfocused attention or lack of motivation affects their ability to carry out job responsibilities. Whereas 40.4% of the respondents said that overburden of work does not affect their job efficiency, as they were competent to manage all the things of both home and work. The researcher had studied the responses of 500 respondents and overall concludes that an average 51.26% of respondents said that factors in domestic life does not have any influence on job efficiency. When they were at work place, they were very much concern about their work responsibilities only and they are truly dedicated to their job. They forget about these domestic issues and not allow these issues to influence them at work. When they were at home, they were not considering any job responsibilities. They spend their whole time with family. They were competent to manage the reasonable balance between work life and personal life.

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