

A Study of Impact of Family Life on Job Satisfaction of Women Employees (Working in Selected Services with Special Reference to Ahilyanagar District)

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Abstract

The purpose of this research paper is to study the impact of family life on the job satisfaction of women employees working in selected service sectors, with special reference to Ahilyanagar District, Maharashtra. For this study, the researcher collected data from 500 women employees working in the banking and insurance sectors of Ahilyanagar District, Maharashtra, India, using the Stratified Random Sampling technique. A self-prepared, structured, closed-ended questionnaire was developed by the researcher, keeping in view the purpose of the study, and the required data were collected through a Google Form, supplemented by telephonic discussions and personal conversations with the respondents. The findings of the research reveal that the majority of respondents expressed satisfaction with their jobs, attributing this satisfaction to several interconnected factors: employment appears to enhance women's social standing and recognition within their familial and kinship networks, as respondents reported increased value and respect within the family and among relatives; despite professional commitments, most respondents also felt they were able to allocate adequate time to family responsibilities, suggesting a manageable balance between work and home domains; and respondents further indicated that their job enabled them to lead a happier and more fulfilling life overall, reflecting that employment contributes positively not only to economic independence but also to emotional and psychological well-being.

Keywords: job satisfaction, working women, family life, work-life balance

Introduction

Life satisfaction is a broad and multidimensional concept, influenced by several interconnected elements that shape an individual's overall sense of well-being. Among these, family, attitude, religion, and job stand out as particularly significant, each contributing in its own way to how a person experiences and evaluates their life. Family offers emotional support, companionship, and a sense of belonging; attitude shapes the way individuals perceive and respond to life's challenges and opportunities; religion provides many individuals with a sense of purpose, moral direction, and community; and job satisfies the need for financial security, achievement, and social identity. Of these elements, family and work stand out as the two most influential, since they occupy the greatest share of an individual's time, energy, and emotional investment on a daily basis. Together, they add meaningful value and happiness to a person's life, making the balance between them critical to overall well-being. When individuals are able to effectively manage the demands of both their professional and family roles, they tend to lead more satisfying lives and perform better in their respective jobs. However, this balance is often difficult to maintain. Increasing work demands, longer working hours, and mounting professional responsibilities frequently limit the time and attention individuals can devote to their families and household responsibilities. Over time, this imbalance can strain personal relationships, reduce involvement in family life, and diminish overall quality of life, both at home and at work. Given this close and often competing relationship between professional and family life, understanding family dynamics becomes essential to any comprehensive study of life satisfaction. It is for this reason that the present study places significant emphasis on examining family life as a key variable, alongside job-related factors, in assessing the overall well-being and satisfaction of individuals.

Objective of the study

The objectives of the research paper are as under:

1. To study the impact of family life on the job satisfaction of women employees working in selected service sectors, with special reference to Ahilyanagar District, Maharashtra.
2. To examine the influence of family responsibilities on the professional lives of women employees in the banking and insurance sectors.
3. To assess the extent to which employment enhances women's social standing and recognition within their family and kinship networks

Research methodology of the study

The present study focused on various problems faced by working women at workplace, Ahilyanagar District, Ahilyanagar. The sample of the study was women working in banking and insurance sector in 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 data about the relevant topics.

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 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 reference would include books by management experts, Ph.D thesis, article in periodical, newspapers, research paper; journals. Secondary also collected from the internet.

Scope and limitations of the study

The scope and limitations of the study:

1. The study focuses only on various problems faced by working women at workplace. No other matter was being investigated by the researcher.
2. The study was confined to women working in banking and insurance sector.
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

DATA ANALYSIS AND INTERPRETATION**1. Job does not adds significant pressure and anxiety**

Women employees have to carry both the responsibilities of work and home. In both aspects she has to prove herself but number of times it happens that being employed in job brings continuous work pressure on her, which increases anxiety in life. The researcher has asked respondents are they dissatisfied with job as it adds significant pressure and anxiety in life. These responses are presented in Table No. 1.

Table No. 1.

Job does not adds significant pressure and anxiety

Particulars	Highly Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Highly Dissatisfied	Total
No. of Respondents	87	197	99	99	18	500
%	17.4	39.4	19.8	19.8	3.6	100

The above table shows that 17.4% of the respondents were highly satisfied and 39.4% of the respondents were satisfied with job as it does not adds significant pressure and anxiety in life whereas 3.6% of the respondents were highly dissatisfied and 19.8% of the respondents were dissatisfied with the job as it adds significant pressure and anxiety in life and remaining 19.8% of the respondents were neither satisfied or nor dissatisfied.

It was found that 23.4% of the respondents were dissatisfied with job as it adds significant pressure and anxiety in their life. These respondents have to handle huge responsibilities of both household and work and feel overburden. According to them doing job brings more responsibilities of work. Completing this job responsibilities within time period add a significant pressure and anxiety to their life. 56.8% of the respondents were satisfied with job as it does not add significant pressure and anxiety in their life. They enjoy their work and shoulder's the household responsibilities in proper manner. They were happy to be employed and enjoy their work. 19.8% of the respondents were neither satisfied or nor dissatisfied. They never care for such pressure and anxiety in life.

2. Quality time allow by job to spend with family

Researcher has asked respondents are they satisfied with job as it allows quality time to spend with family. These responses are presented in Table No. 2.

Table No. 2

Quality time allow by job to spend with family

Particulars	Highly Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Highly Dissatisfied	Total
No. of Respondents	96	250	75	65	14	500
%	19.2	50	15	13	2.8	100

The above table explains that 19.2% of the respondents were highly satisfied and 50% of the respondents were satisfied with job as it provides quality good time to spend with family. 2.8% of the respondents were highly dissatisfied and 13% of the respondents were dissatisfied with job as it does not provide quality good time to spend with family. Remaining 15% of the respondents were neither satisfied or nor dissatisfied.

It was found that 69.2% of the respondents were satisfied with job as it provides quality time to spend with family. Despite of performing all their responsibilities in job, they spend a sufficient time with the family members which develop deep and strong family bonds. 15.8% of the respondents dissatisfied with job as they find it difficult to have enough quality time to spend with the family member. These respondents have highest level of time-related stress. Remaining 15% of the respondents were neither satisfied or nor dissatisfied. These 15% of the respondents were unmarried of feel no need of quality time.

3. Balance between family life and work life

There are two types of conflict: work-family conflict and family-work conflict. Work-family conflict occurs when work interferes with family life and family-work conflict occurs when the demands of family life interferes with professional obligation. To avoid such conflict in life, employees should maintain the reasonable balance between family life and work.

Table No. 3.

Balance between family life and work life

Particulars	Highly Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Highly Dissatisfied	Total
No. of Respondents	136	253	70	36	5	500
%	27.2	50.6	14	7.2	1	100

The above table explains that 27.2% of the respondents were highly satisfied and 50.6% of the respondents were satisfied with the ability of maintaining balance between work and family whereas 1% of the respondent were highly dissatisfied and 7.2% of the respondents were dissatisfied with the ability of maintaining balance between work and family and remaining 14% of the respondents were neither satisfied or nor dissatisfied.

It was found that 77.8% of the respondents were satisfied with the ability of maintaining balance between family life and work. 8.2% of the respondents were dissatisfied with the ability of maintaining balance between family life and work. It was found that professional responsibilities interferes more with the family life than the family responsibilities and problem to interferes much with their work. High degree of tension between family life and professional responsibilities decreases marital harmony also. Remaining 14% of the respondents were neither satisfied or nor dissatisfied. Majority of this group consist of unmarried women.

4. Flexible Management

Management must understand women employee's problems, provides proper guidelines in work, provides healthy atmosphere in the organization encouraged employee for well performance which emphasizes on more employees commitment, high efficiency at work place. Hence, it was asked to respondents that how satisfied they are with management. The responses of the respondents are presented in Table No. 4

Table No. 4

Flexible Management

Particulars	Highly Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Highly Dissatisfied	Total
No. of Respondents	141	242	66	40	11	500
%	28.2	48.2	13.2	8	2.4	100

The above table shows that 28.2% of the respondents were highly satisfied and 40.2% of the respondents were satisfied with the management. Whereas 2.4% of the respondents were highly dissatisfied and 8% of the respondents were dissatisfied with the management and remaining 13.2% of the respondents were neither satisfied or nor dissatisfied.

It was found that 76.4% of the respondents were satisfied with management as it flexible and management understands their problems related to the work and personal life and provides sufficient support to overcome these issues. 10.4% of the respondents were dissatisfied with management. These respondents feel that management is so rigid to understand the importance of balancing work and family life. Management is not cooperating with them to overcome this situation. 13.2% of the respondents were neither satisfied or nor dissatisfied. Respondents of this group never have expectation for the management to understand their problems.

5. Job enables to lead a happy family life

Being employed in job brings additional responsibilities and also brings satisfaction of being employed. This helps the individual to lead a happy family life. Researcher has asked respondents are they satisfied with job as it helps them to lead a happy life. The responses are presented in Table No. 5.33.

Table No. 5

Job enables to lead a happy family life

Particulars	Highly Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Highly Dissatisfied	Total
No. of Respondents	180	201	81	34	4	500
%	36	40.2	16.2	6.8	0.8	100

The above table explains that 36% of the respondents are highly satisfied and 40.2% of the respondents were satisfied with the job as it enables them to live a happy family life whereas 0.8% of the respondents were highly dissatisfied and 6.8% of the respondents were dissatisfied with statement and remaining 16.2% of the respondents were neither satisfied or nor dissatisfied.

It was found that majority of 76.2% of the respondents were satisfied with job as it helps them to lead a happy family life. Monetary benefits they received from job helps to satisfied their entire family requirement, increase their financial position and make their future mores secure. Job provides opportunity to develop themself according to new trends and it makes them more knowledgeable and up to date. Job also offers them to meet a variety of different people at workplace which extend their social network and improved their interpersonal skills. 14.8% of the respondents were dissatisfied with job as it does not help them to lead a happy family life. Job increases their pressure and anxiety in their life. These respondents were unable to maintain the balance between work and personal life; it increases the work-life conflicts. This conflicts increases the job-stress, time-stress and it have negative impact on physical and mental health of employees. 16.2% of the respondents were neither satisfied or nor dissatisfied. They don't find any co-relation between two aspects.

6. Job increases value in family and relatives

Along with the satisfaction of being employed, job helps to increase the value of women in family and relatives. Researcher has asked respondents are they satisfied with job as it increases their value in family and relatives. The responses of the respondents are presented in Table No. 6

Table No. 6

Job increases value in family and relatives

Particulars	Highly Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Highly Dissatisfied	Total
No. of Respondents	225	232	14	26	3	500
%	45	46.4	2.8	5.2	0.6	100

The above table shows that 45% of the respondents were highly satisfied and 46.4% of the respondents were satisfied with the job as it increases their value in family and relatives whereas 0.6% of the respondents were highly dissatisfied and 5.2% of the respondents are dissatisfied with job and remaining 2.8% of the respondents were neither satisfied or nor dissatisfied.

Findings

The study analyzed the responses of 500 women employees working in the banking and insurance sectors of Ahilyanagar District, Maharashtra, to assess the impact of family life on their job satisfaction. The findings reveal that a majority of the respondents, on average 74.63%, expressed satisfaction with their jobs. These respondents attributed their satisfaction to several interconnected factors: employment increased their value and respect within the family and among relatives, allowed them sufficient time to spend with family, and enabled them to lead an overall happy and fulfilling life. This suggests that for a large proportion of women employees, work and family life function in a complementary rather than conflicting manner.

In contrast, an average of 11.87% of the respondents reported dissatisfaction with their jobs. These respondents indicated that their professional responsibilities added significant pressure to their lives and made it difficult to maintain a reasonable balance between work and family. For this group, employment appears to be a source of strain rather than fulfillment, with work demands adversely affecting their personal and family life.

The remaining 13.5% of respondents, on average, were neither satisfied nor dissatisfied with their jobs, indicating a neutral or ambivalent stance. This group may represent employees who experience a mix of both positive and negative outcomes from balancing work and family responsibilities, without a strong inclination toward either satisfaction or dissatisfaction.

Overall, the findings indicate that the majority of women employees in the selected service sectors experience a positive relationship between family life and job satisfaction, though a notable minority continues to struggle with balancing professional and familial demands.

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