

Impact of Demographic Variables on Work-Life Balance of Women conductors in Kerala state Road Transportation

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Abstract

Today we see women working in almost all types of professions demonstrating that there is no gender difference in work. In fact, many organisations say that women are playing a major role in uplifting the organization. This is a positive development that women are making their presence felt in different walks of life. On the other hand, for every woman there is one more background to manage. That is home and personal life. Today with increasing demands at work place, the interface between work life and personal life assumed significance which demands more attention. Different factors affect work –life balance and one set of factors could be demographic variables. The present study is undertaken to determine the relationship between the demographic variables and work life balance. Women conductors in KSRTC constitute the universe for the study and a sample of 73 employees is chosen using stratified random sampling method. The hypothesis is tested using chi-square test and it has revealed that there is significant relationship between demographic variables and work life balance.

Keywords: *Demographic variables, Work Life Balance, Women employees.*

Introduction

Today with increasing demands at work place the interface between work life and personal life assumed significance which demands more attention. Managing work-life balance is the main issue for both organization and the employees. Inadequate work-life policies may lessen employee performance, decreases job satisfaction, and enhances job stress and attrition. Maintaining a perfect balance between work and life is the high challenge for the employees of organization. It was also found that the working women face tremendous pressure on balancing their life and work. Results of the study revealed that routine work, in-time finish of tasks, and contingency work flow are the significant work schedule in the organization. Similarly, time spending with family, child and elder care, and other routine household affairs are the main family work schedule. It was concluded that maintaining proper work-life

balance is vital for working women. When it comes to women they need to raise income for their family needs at the same time they have to be fully engaged in their family needs also.

Moreover, the employed women have to take care of their child education if their husbands are also working. In the workplace, the women employees are discharging their work as per the schedule provided. Results indicated that the work of information technology employees is target-oriented, and largely based on the project focus. The women employees are finding so much of difficulty to balance their work and life due to lot of commitments in work and life.

Demographic Variables and Work Life Balance

Demographic variables such as age, income, experience, marital status influence the women employees in their work life balance. The demographic factors of women employees have direct association with work-life balance. It was found that married, middle-aged, and low-income groups have higher family commitment. Moreover, unmarried, youngsters, and high-income groups have little family commitment; their work-life balance is high. Findings of the study revealed that the workplace policies should be designed to increase and develop work-life balance of women employees.

Table .1 Age wise classification of the respondents

Age	Frequency	Percent
21-30	1	1.4
31-40	42	57.5
41-50	30	41.1
Total	73	100.0

Age plays an important role in balancing work-life for women employees. The age of the respondents is classified into three categories. The following table shows the age -wise classification of the respondents. Table 1 shows that out of 73 respondents, 1.4% are in the age group of 21-30, 57.5% are in the age group of 31-40, 41.1% are in the age group of 41-50. The respondents' marital status is shown in Table 2.

Marital Status of the Respondents

Table 2. Marital status of the respondents

Marital status	Frequency	Percentage
Married	72	98.6
Unmarried	1	1.4
Total	73	100.0

As per Indian tradition majority of Indian women get married during the age of 20-30 years. Since majority of the respondents are in that age group of 31-40, it is observed from table 2 that 98.6% are married and 1.4 % of the respondents are unmarried.

Experience of Employees

One of the important socio-economic factors for working women employees is experience. The following table-3 shows the classification of respondents on the basis of their years of experience.

Table 3: Experience of employees

Experience of employees	Frequency	Percentage
1-5 years	31	42.5
5-10 years	16	21.9
More than 10 years	26	35.6
Total	73	100.0

From table 3, it is understood that 42.5 % of the respondents have less than 5 years of experience, 21.9 % of employees have put in 5-10 years of experience, 35.6 % have more than 10 years of experience.

Number of Family Dependents of the Respondents

Table 4: Number of family dependents

No of dependants	Frequency	Percentage
0	14	19.2
1	22	30.1
2	32	43.8
More than 2	5	6.8
Total	73	100.0

Another important factor affecting the work life balance of women employees is number of family dependents. Table 4 portrays that number of family respondents are divided into 4 categories. 19.2 % of the respondents have no dependents, 30.1 % and 43.8 % of the respondents have 1-3 family dependents, 6.8 % have more than 2 dependents.

Income of the Respondents

Table: 5 Income of the respondents

Income per month	Frequency	Percentage
10000-20000	15	20.5
20000-30000	58	79.5
Above 40000	0	0
Total	73	100.0

Table 5 shows the classification of the respondents on the basis of their income earnings. It is classified into 3 categories. 20.5 % of employees earn 10000-20000 per month, 79.5 % of respondents earn between 20000-30000 and nobody is getting a salary of above 40000.

Type of the Family

Table 6: Family type

Family type	Frequency	Percentage
Joint family	19	26.0
Nuclear family	54	74.0
Total	73	100.0

The present living style is more dominated by nuclear family which is also observed in the present sample. Table 6 gives the classification of the respondents based on the type of family: Joint and nuclear family. 26 % of the respondents belong to the joint family and majority i.e. 74% of respondents belong to nuclear family.

Satisfaction with Work-Life Balance

Table 7: Employees satisfaction with work-life balance

Satisfaction with work life balance	Frequency	Percentage
very much satisfied	6	8.2
Satisfied	13	17.8
Neutral	27	37.0
Dissatisfied	25	34.2
Very much dissatisfied	2	2.7
Total	73	100.0

Table 7 shows that 8.2 % of the respondents are highly satisfied with their work-life balance, 17.8 % of the respondents are satisfied, 37 % of respondents are neutral in their respond, 34.2% of women employees expressed dissatisfaction with their work life balance and 2.7 % are highly dissatisfied with their work life balance.

Results and Discussion

Chi-Square test has been applied to determine the relationship between work-life balance of women employees and demographic variables. The following hypothesis is framed for analysing the women employees' opinion on work life balance and demographic variables.

Ho: There is no significant impact of demographic variables on WLB of Women employees
H_a: There is significant impact of demographic variables on WLB of women Employees.

A cursory look at the relationship between demographic variables and work-life balance experienced by the women based on general understanding brings out certain observations. As age progresses and women get married they will have more responsibilities at home to handle that affects their work life balance. As their length of service increase their responsibilities at work place will increase while moving up their career ladder. The extent to which their economic needs can be met depends upon their income levels. Women employees living in a joint family will have more responsibility at home but at the same time she need not worry about their children as they will be taken care by other members when she is not at home. It is quite natural that with increasing number of dependents she will have more responsibilities that may affect her work-life balance. This reveals that there is some relationship between demographic variables and work-life balance. This is empirically tested using chi-square test.

Table 7 clearly depicts that there is a significant relationship between all demographic variables - age, experience, marital status, income, type of family, number of dependents and perception of work-life balance of women employees. Therefore, the null hypothesis is rejected and alternate hypothesis is accepted. This is conformity with the general understanding of the relationship between demographic variables and work life balance.

Conclusion

Based on the analysis it is concluded there is significant relationship between demographic variables and work life balance of women employees. The relationship between demographic variables and work-life balance of employees will be an important input in designing appropriate policies for employees to address work-life balance issues. Work-life balance initiatives designed to help employees balance their work and personal lives are not only an option, but also a necessity for many employers today.

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