APPENDIX

Work-life Balance - A Sociological Study of Women Professionals in Kerala
Interview Schedule

1. Name.

2. Age
   b. Between 30 and 40.
   c. Above 40

3. Religion.
   a. Hindu.
   b. Christian.
   c. Muslim.

4. Educational Qualification
   a. Graduate.
   b. Post-graduate.
   c. Super specialist

5. Profession:
   a. Doctor.
   b. Engineer
   c. Advocate.
   d. Chartered Accountant

6. Occupational Designation:
   a. Junior level.
   b. Middle level
   c. Senior level

7. Years of Service:
   a. Less than 5 years.
   b. Between 5 and 10 years.
   c. Between 10 & 15 years.
   d. Between 16 & 20 years.
   e. More than 20 years
8. Work-schedule:

8.1. a. Fixed.  
       b. Flexible.  
       c. Irregular.

8.2. a. 5 hrs\day.  
       b. Between 5 & 8 hrs  
       c. More than 8 hrs\day.

8.3. a. 5-days\week  
       b. 6 days\week  
       c. 7 days\week.

9. Work-sector:

   a. Private
   b. Public
   c. Government.

10. Type of family.

   a. Nuclear.
   b. Extended
   c. Joint.

11 No. Of children:

   a. 0
   b. 1
   c. 2
   d. 3
   e. More than 3.

12. Age(s) of children;

   a. Less than 5 years.
   b. Between 6 and 10 years.
   c. Between 11 & 15 years
   d. Between 16 & 20 years.
   e. Above 20 years.

13. Educational qualification of Husband:

   a. Equal qualification
   b. More qualified.
   c. Less qualified.

14. Occupation of Husband:

   a. Same Profession.
   b. Different Profession
   c. Non-professional.
15. Monthly Income (self)
   a. Less than 10000.
   b. Between 10000 and 20000.
   c. Between 20000 and 30000
   d. Above 30000.

16. Occupation of Mother
   a. Unemployed.
   b. Employed.(please specify)

17. What attracted you to this profession? Please rank in order of priority.
   a. Charm of the profession.
   b. Interest in the field.
   c. Financial security
   d. Any other. (Please specify).

18. How satisfied are you with your Profession?
   a. Highly satisfied.
   b. Moderately satisfied.
   c. Undecided
   d. Unsatisfied
   e. Highly Unsatisfied.

19. Which of the following needs do your career enable you to satisfy?
    Rank in order of priority.
    a. Economic
    c. Achievement.
    d. Affiliation.
    e. Self-actualization.

20. How do you perceive your career in comparison with your family?
    a. Equally important.
    b. Career has priority over family.
    c. Family has priority over career.
21. Please give your responses to the following

1. Never
2. Rarely
3. Sometimes
4. Always

a. I am an office-bearer of my professional organization
b. I attend seminars/conferences organized by my professional organization.
c. I stay back after office hours if there is extra work.
d. I am concerned about the way I do my job.
e. I do my best.
f. I am preoccupied with my job related matters even when I am at home.
g. I carry work home.

22. Did you take any degree/diploma in the last 5 years?

a. Yes.
b. No

23. If yes, what motivated you to do so? (please specify)

24. Did you leave your job in the past 5 years?

a. Yes.
b. No.

25. If yes, what were the factors that pushed/pulled you to do so? Please. Specify

26. Will you decline/reject promotion if there is a change of place of work?

a. Yes.
b. No

27. Please give your reasons
28. If given an attractive VRS, will you opt for it?
   a. Yes.
   b. No

28 1. Please give your reason.

29 Please state your opinion to the following

   1. Strongly Disagree
   2. Disagree
   3. Undecided
   4. Agree
   5. Strongly Agree

   a. I give top priority to my family. ○
   b. I take decisions beneficial to my family at the expense of my career ○
   c. I compromise on career growth to accommodate the needs of family. ○
   d. My husband supports me in my career. ○
   e. He considers my career as equally important ○
   f. I discuss career issues with him ○
   g. He encourages in career advancement ○
   h. My job enables me to attend to my family, as I would like to do ○
   i. My parents are very supportive in my career life ○
   j. My parents in law are very supportive in my career life. ○

29.1. Comment. “My husband looks after the family when I am busy at work”
   a. Extremely well,
   b. Moderately well,
   c. Not at all.
30. What is your arrangement regarding domestic work?
   a. Full-time servant.
   b. Part-time servant
   c. Self.
   d. Self & husband..
   e. A relative.
   f. Parents\in-laws.

31. Is it easy for you to combine family and career
   a. Very easy
   b. Easy.
   c. Can’t say.
   d. Difficult.
   e. Very difficult.

31.1. If easy, what are the reasons? Please list the factors according to priority

31.2. If difficult, what are the reasons? Please list the factors in order of priority.

32. Do you think you are underplaying \ sacrificing one role in your effort to combine work with family?.
   a. Yes.
   b. No.

32.1. If yes, which one?
   a. Family.
   b. Work
   c. Both.

33. Do you face work-family conflict?
   a. None.
   b. Mild.
   c. Intense
   d. Very intense.
34. Give your opinion to the following statements.

1. Never
2. Rarely
3. Sometimes
4. Always

   a. I feel exhausted when I get home from work.
   b. The job-stress makes me irritable at home
   c. Due to the work-pressure, I cannot relax even while at home
   d. My profession interferes with my family responsibilities
   e. My profession keeps me away from my family more than I would like

35. Do you face family-work conflict?

   a. None
   b. Mild
   c. Intense
   d. Very intense

36. Give your opinion to the following

1. Never
2. Rarely
3. Sometimes
4. Always

   a. Family demands limit my career performance
   b. Family matters haunt me while I am at work.
   c. Family responsibilities prevent my career growth
   d. Family responsibilities are so time consuming, that I get no time for career ‘updating’

37. According to you what are the problems women professionals encounter in contemporary Kerala? Please give the factors in order of priority.

38. How do you accommodate the needs of your Family with the demands of your Career?
39. How do you accommodate the demands of your Career on your Family?

40. If given a chance to choose again, what would you prefer?
   a. Full time career with family.
   b. Part-time work with family.
   c. Full-time career only.
   d. Full-time family only.

41. Please give your opinion
   1. Strongly agree
   2. Agree
   3. Undecided
   4. Disagree
   5. Strongly Disagree
   a. There is gender discrimination in my profession.
   b. Women are viewed as less career-oriented and more family oriented.
   c. There is no ‘pay-equality’ in my profession.
   d. Women are promoted more slowly than men in my profession.
   e. Women receive lower pay raises than men in my profession.
   f. Women are not taken seriously by the employers.
   g. The public consider women as inferior to men.
   h. Women face difficulty in achieving top positions in any profession.
   i. Women find it difficult to realize their potential.
   j. Women are subjected to sexist remarks and exploitation in my profession.
   k. Women professionals fail to achieve the recognition they deserve only because they are women.