CHAPTER 6
FINDINGS,
SUGGESTIONS
AND OVERALL
CONCLUSION
6.1.1 FINDINGS BASED ON FREQUENCY DISTRIBUTION AND PERCENTAGE ANALYSIS:

MAJOR FINDINGS:

On the basis of frequency distribution and percentage analysis it is identified that

1. Majority of women employees are between the age group of 21-30 yrs.
2. Majority of women employees are Married.
3. Majority of women employees are having Graduation Degree.
4. Majority of Respondents are Hindu.
5. The educational qualification of the husbands’ of majority respondents is graduation.
6. Majority of respondents replied that their husbands are employed.
7. Husband of Majority of the respondents are engaged in Service.
8. The income of husband of majority respondents is between 20000 Rs.-30000Rs.
9. Majority of married respondents are having single child.
10. Age of the children of Majority respondents is between 00-05 yrs.
11. Majority of respondents get help from their in-laws and husband in taking care of their children.
12. Majority of women employees are living in joint family.
13. Majority of respondents are having 3-5 members in their family.
14. Double income of the family and social status are the reasons for taking of the job.
15. Majority of respondents are having 2 earning members in the family.
16. Majority of respondents are having 30000 Rs.-60000Rs as their family income.
17. Majority of respondents are taking care of their older people
18. Majority of respondents get Help of their husband in household work.
19. Majority of respondents are living in their own house
20. Majority of respondents are using refrigerator and washing machine as a common white goods to save their time and makes their tasks easier.
21. Majority of respondents are having their separate bank A/C.
22. Majority of respondents themselves take decision regarding their expenses and investments (including unmarried respondents also)
23. Majority of respondents are working respondents were working in Private organisation.
24. Majority of respondents are having salary below 10000 Rs.
25. Majority of respondents are having permanent job.
26. Majority of respondents are having 00-03 years of work experience
27. Still general shift is considered as the idle working shift for women employees. As we can identify that Majority of respondents are working in general shift in their job.
28. Majority of respondents are working 5-8 hours a day.
29. Majority of respondents have 6 km-10 km distances between their workplace and their home.
30. Majority of respondents use their personal vehicle to go office daily.
31. Majority of respondents have permission to use mobile phones at their work places during work timings.
32. Majority of respondents give 1st Preference to the personal career development.
33. Majority of respondents feel very happy time they spent at their workplace
34. Majority of respondents view work life balance considerations as critical while taking decision whether to join or remain with an employer.
35. Majority of respondents may refuse promotion if it negatively affects their work life balance.
36. Majority of respondents rate WLB and increased earnings are of equal importance
37. Majority of respondents feel work life balance policy in the organization should be according to individual needs
38. Majority of respondents think learning to say NO will help manage the work and life
39. Majority of respondents think outsourcing some of household work will help in managing balancing issue
40. Majority of respondents think prioritizing the activities will support to a great extent balancing the work and life
41. Majority of respondents think lengthy hours of gossiping at work with colleagues waste a lot of time and that time can be utilized properly for something creative
42. Majority of respondents think access to well equipped childcare and eldercare arrangements at workplace will help in managing work and life
43. Majority of respondents think conducting regular seminars on work life balance best practice initiatives by organizations will help
44. Majority of respondents listen music to manage stress arising out of work.
45. Majority of respondents suffering from no stress related problems.

6.1.2 FINDINGS BASED ON CROSS TABULATION:

Majority of (103 Married respondents and 109 unmarried respondents) are between the age group of 21-30 years. So we can say that more and more young women are now a days entering into a workforce. Majority of married women employees are living in joint family, as still the traditional pattern of the family structure is followed by the families in the Indian families. Majority of married respondents are working for 5-8 hours. Majority of graduate women employees are earning Rs.0-10000 as their monthly salary. This shows lower level of salary structure in the workplace. Majority of respondents get 10000 Rs.-20000 Rs. as their monthly salary where as their husband get 20001 Rs - 30000 Rs as their income per month. Only 8 respondents get higher salary than their husbands Majority of respondents living in the joint family agreed that they do all the basic preparation of next day on previous night. This shows the women employees if want to balance work and life, they have to find out such kind of coping mechanisms.

6.1.3 FINDINGS BASED ON FACTOR ANALYSIS:

The cumulative score is found to be 74.833% for 32 statements identified for studying their effect on work life balance. Through factor analysis all these 32 statements were broadly categorized in six broad categories which are 1. Factors related to time management. 2. Factors related to assistance and cooperation 3. Factors related to
psychology of women employees. 4. Factors related to family of the employees 5. Performance related factors 6. Factors related to technology and peer support. Out which factor 1 related to time contents maximum 9 statements and factors 5 performance and factor 6 technology and peer support content 2 statements each.

6.1.4 FINDINGS BASED ON CORRELATION:
There is a significant impact of age, no. of children and marital status on work life balance of women employees. And there is no significant impact of type of family and educational qualification on work life balance of women employees.

6.1.5 FINDING BASED ON HYPOTHESIS (Pearson’s chi-square):
There is a significant impact of age, marital status, type of family and number of children on work life balance of women employees. There is no significant impact of educational qualification on work life balance of women employees.

6.2 SUGGESTIONS:
Following are the major suggestions made by the researcher after the systematic examination of the collected information:

The suggestions are broadly classified into three major categories:

6.2.1 SUGGESTION TO WOMEN EMPLOYEES:
Women employees must make sure that they practice proper time management. So as to manage several scheduled as well as emergency or extra events which they are supposed to execute. This would help them in saving the excessive use of energy, cost and resources.

It is also suggested that women employees must find some mechanisms for stress bursting, such as meditation, some soft exercises at work place (like taking a power nap for 5 minutes, having a little walk within the organisation).
This will help them in rejuvenating themselves and would help them in improving their productivity. They also need to set their priorities and would have to have perfect equilibrium between their family needs and professional needs.

If possible and if it is permitted they must use various IT gadgets and information technology system for making job role less complex and completing their assignments in time.

A simple practice for learning to say “NO” in specific situation will help a woman a lot to balance her work and life. Even though a person has the capacity to do the particular work but saying no sometimes saves time and efforts.

Women employees should do logical planning, they should select good organisation, their focus at work should be on outcomes not hours worked, they should learn to prioritize, be honest about their limitations, make schedules for exercise, reduce time wasted at workplace in gossiping and behind social media, try to set boundaries between work and home, try not to wear busyness as a baggage of pride, they ought to make deliberate choice about what they want in life, try to turn off distractions, have goals aligning with pursuing their passions, they should develop a strong network.

6.2.2 SUGGESTIONS TO ORGANISATIONS AND GOVERNMENT:

Organization must come out with a separate work policy for women employees, whereby they should make sure that the female employees are treated fairly and equally and several issues like maternity benefits, child parenting, female friendly work atmosphere, flexible work hours, etc can be accommodate.

They should make sure that female employees must also get equal opportunities like their male counterparts. Hence they must create awareness and motivate women employees for attending workshops, training programs, taking up challenging assignments etc. which would help the employees to sharpen out their skills and abilities, improvise their productivity and performance and would help them in getting better prospects.
The employees should be properly recognized and awarded for their performance and initiatives accordingly to make them satisfied with their job. The exercise/spiritual guidance programs should be organized by the organization (Yoga, Art of living, etc.) to reduce their stress levels. The organization should provide welfare facilities regarding pension, causality and superannuation, recreational facilities like cultural programs, games, sports, events, get to gathers,, health care facilities to the employees and also to their families.

The flexi time working, shift working should be there in the organization so as to help the women employees to maintain healthy balance between their work life and personal life.

It is also suggested that the laws framed and enforced by the state as well as central government of India time to time, pertaining to women employees in various sectors of India must be strictly followed by employers as well as peers and superiors of women employees.

Though, several remarkable activities have been undertaken by the government, so far for the protection of basic rights of women employees in India. But even then the percentage of activities is negligible or little. Hence forth it is urged that a kind of system like “Abhayam” help line for protecting females a helpline should be inculcated by the government, for protecting professional rights of women employees in India.

6.2.3 SUGGESTIONS FROM THE RESPONDENTS:

While filling of questionnaire from the respondents, researcher came across several suggestions by the respondents about strategies to improve work life balance. Few of the suggestions are included over here by the researcher:

1. “Working hours to be reduced and a few days break from job to spend quality time with the family like vacations or tour should be given”

2. “There should be extra curriculum activities during the job which would be related to the job as to refresh the mood of the employees on the job. As an individual you should try to make your routine work interesting so that can happily indulge into that.” “There
should be an environment for a woman employee in which she can upgrade her own self which can be helpful in managing work-life balance easily.”

3. “To improve work-life balance according to me it is more important to be clear with working goals and environment you need around in organisation. It is the kind of work which gives mental satisfaction and ultimately life becomes easy with money, work and satisfaction.”

4. “Work is a part of life, but we should not face any type of burden, because work-life should make our life prosperous and not stressful. So I give first priority to my personal life and then my work life.”

5. “We need time to think and relax and give themselves a break otherwise productivity will decrease., you need boundaries to achieve balance between your personal and professional life, work plays a significant part in life. It keeps the lights on joy, the mortgage; makes the car payment, funds retirement and permits yearly vacations. You should be present, consistent and accountable.”

6. “1. Start small, build from there. 2. Change the structure of your life, 3. Limit time wasting activities and people, 4. Let’s go for perfections, 5. Do exercise and meditation on daily basis. 6 think always positive.”

7. “I undersigned Neelamkaur state that its not easy to be a woman. She has no holidays till she is alive. So she should try to do all the activities which she wants and desires to do at all.”

8. “Reduce work load in organisation, create some quality time/event to reduce work stress. The family members should also help in household work so that woman can work easily and can spread happiness at job and also at home.”

6.3 CONCLUSION:

As government initiative is focused on the motto of “Beti Bachao – Beti Padhao” whereby the people of the country are informed to save their girl child and make them educated. The ultimate objective is to make every woman independent.
The reason for training and education will go futile if an educated woman in our nation will sit at their home before T.V and viewing a serial or watching news about the monetary advances of the nation.

Really she ought to be the part of the economy as though she is educated and have ability to contribute in the economy of a nation, a state and furthermore in her own family.

But she may be not ready to troll the double burden of the responsibilities at both the front. And when it comes to performing several roles at a time there exists a problem of role conflict which ultimately leads to the question of Work-Life balance.

As we know that the work life balance problem is unique for every individual, there are some common areas where improvement is required.

We need to begin rolling out improvements from the establishment. The initial step is required that the Indians ought to turn out from the patriarchic considering. In the 21st century, we the Indians still are living with the deep rooted traditions, customs and universal conviction framework.

We have received numerous marvelous innovative changes yet mental changing is still requests more. The outlook of Indian families ought to be changed and it ought to be changed by woman herself from the childhood of a person as she is the best educator of her kid. She ought to show her youngster about the correspondence of gender equality.

She should also teach her child whether he is a boy or girl that household work is now no more an area of woman only. It is the obligation of every last individual from the family to help in day by day family unit tasks as they are additionally the piece of the family.

The idea about gender equality will also help woman at workplaces as ultimately they will be considered at par with their male counterparts for many areas may be such as promotions, increments, foreign trips or either a challenging assignments.
To get an advancement or acknowledgment a woman at a workplace needs to endure a considerable measure. On the off chance that she gets a promotion or increment on the basis of her performance or capacity, that advancement or acknowledgment will be associated with her magnificence or character as opposed to giving a significance to the ability she have in actuality. And at a Particular point of time it becomes intolerable for the woman to handle such kind of situation at the workplace as well as home also and then she ultimately takes her steps back from the employment and choose to become a full time homemaker.

So just individual endeavors made by a woman alone won't profit her fully to accomplish her work life balance. A joint exertion from the general public, her family, her companions, her partner, the organisation and government ought to be thoroughly required to bode well a woman to be a "Super Woman".