Abstract

The concept of work – life balance has gained prominence in India for the past few years. In India the study of work – life balance has been mostly concentrated on the women employees as Indian society to a very large extent still believes in the gendered roles of men and women. In traditional gendered roles men are the bread earners for the family and women are the care givers in the family taking care of domestic matters, raising children and taking care of old parents and in laws. Since the last two decades Indian women have started to come out in large numbers to join the labor market and be financially independent.

The research focuses on studying the work – life balance experiences of both male and female employees in the city of Pune with the aim of finding out the differences in perception of both the genders with respect to work – life balance. When employees experience extreme work – life balance problems and are unable to resolve such issues then they are known to leave their organizations. For women employees it is usually post child birth they take extended breaks, sabbaticals or leave their organizations for good. For the Indian male employees the impact of work – life imbalance builds up slowly and they do also switch jobs but mostly in the long run.

The research finds out the importance of gender in work – life balance. Then a step by step approach is taken where firstly the gender differences in work – family conflict and job satisfaction are also analyzed. And finally the research tries to find out the differences in perceptions of both genders in considering work – life balance as an important factor to achieve a successful career. This research has been done from the point of view of the employees so apart from the employees the employers also can benefit from this study as it will reveal the mindset of both the genders regarding their attitude towards work – life balance.
Hypotheses have been formulated and statistical techniques like ANOVA, t test and chi square tests are used to analyze the data received from 200 respondents for the research. In addition descriptive statistical analyses were done for different variables using percentage, mean and standard deviation.

The result of the research revealed women employees experienced less of work – life balance and more of work – family conflict than the male employees. However no significant differences for both the genders were seen with respect to the level of job satisfaction experienced. Also irrespective of the kind of work – life balance the men and women employees experienced, both the genders considered work – life balance as a key factor for a successful career. This shows that in the Indian context work – life balance was important for both the male and the female employees as an important tool which enabled them to achieve a long, sustainable and successful career.