WORK-FAMILY CONFLICT: A COMPARATIVE STUDY OF WORKING WOMEN IN PUBLIC AND PRIVATE SECTOR BANKS

ABSTRACT

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With the liberalization and reforms of the Indian policies that resulted in Indian economy becoming connected to the global economy; there was an economic boom in the country. With increased employment opportunities, more and more women are entering the work-force in large numbers. With the advent of women into the paid work-force, families have to adjust to the fact that they no longer have a female caregiver at home to take care of the household and caregiving responsibilities. When women are not able to manage the demands of their work and family life then they experience work-family conflict. Work-family conflict occurs when demands from work and family are mutually incompatible. The aim of this study is to identify work-family conflict faced by working women in public and private sector banks and making comparison between both the sectors. Social support and job satisfaction in relation to work-family conflict is also been examined. Since the present study is focused on the role conflict of individuals in the society, the findings of the study are co-orelated with Talcott Parsons pattern variables also. And the coping strategies are examined which are being implemented by the working women and the organizations to reduce the level of work-family conflict. The study is mainly based on primary data collected through a well structured pre-tested questionnaire from total of 500 respondents, 250 each from public sector banks and private sector banks respectively with the help of personal interview.
method. The statistical analysis has been done with the help of different statistical tools viz. mean, standard deviation, factor analysis, regression analysis, z-test, t-test and chi-square test which has given meaningful conclusions. The results revealed that in the banking sector women are facing work-family conflict. Women working in both the sectors are facing work-family conflict, however, the factors are different in both the sectors that are amounting to work-family conflict. It is found that socio-economic profile is related to work-family conflict and job satisfaction is negatively related to work-family conflict. In the end, many important recommendations for working women as well as organizations have been made to decrease the work-family conflict.