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WORK LIFE BALANCE AND WORKING INDIAN MOTHERS: AN EMPIRICAL STUDY

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Abstract— like the whole world, our Indian society too has undergone many changes. Indian women have become very aware of their rights. Now she does not want to depend on her husbands, for this she tries to be self-sufficient and independent. But the circumstances are not so simple. Managing work and family responsibility can be very difficult for the women employees. And if the woman is a mother, things get even more difficult, because responsibility also gets bigger. A woman who work or do any business or other work especially working mothers has to perform multiple roles in balancing their work life and personal life. Each role has its own set of demands and when such role demand overlaps/interacts, a difference is created leading to stress, attrition, absenteeism and other health issues etc. Thus, there is an increasing need for organizations to address these demands of working mothers by implementing innovative HR policies. Work-life balance is one such HR practice that enables the employees particularly working mothers to give proper prioritization between work and lifespan roles. Hence, work-life balance has become a growing concern in all the sectors. Indian women have created a history in every domains of life today. She is now more being confident and positive.

The present paper based on empirical research, delivers a deep insight of work-life balance of working mothers the problems faced by them in different phases of life. With the passage of time the relevance of work life balance becomes very important for working women when family responsibilities increase and care for children and other dependent become priority

Keywords— HR policies, Absenteeism, Work-life balance, HR practice

I. INTRODUCTION

As we all very much aware about the work life balance.it is a major issue of all our lives. We all probably always try to manage our lives and work in some way in daily basis. There is no perfect definition of any things. Everyone has their own viewpoint or we can say perception. Here is some definition given by the different researchers.

SERIAL NO	AUTHOR NAME	YEAR	DEFINATION
1	**Osterman**	1995	Work life balance plans are those institutionalized structural and procedural arrangements, as well as formal and informal Practices that make it easier for individuals to manage the often-conflicting worlds of work and family lives.
2	**Greenhaus, Collins & Sawh**	2003	Work life balance as the extent to which an individual is equally–self engaged and equally satisfied with –his or her work role and family role". Work-life balance does not mean an equal balance in units of time between work and life. It is not a tight rope walk between two poles acting as an organizational commitments and home demands at the same time, but it is about proper understanding of the priorities of the professional and personal level.
3	**Hudson**	2005	Work-life balance, in its broadest sense, is defined as a satisfactory level of involvement or 'fit' between the multiple roles in a person's life.

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4	**Johnson**	2005	The employees' age, lifestyle, and environment play important role in one's perception of work-life balance.
5	**Gibson**	2006	He offered two explanations regarding the interconnectedness of work and life in the organizational setting: 1) The compensation effect implies that employees tend to compensate for low work or personal life satisfaction by seeking contentment in the other domain; and 2) The spillover view that indicates that job satisfaction spills over into one's work life and vice versa

II. WORKING MOTHERS & WORK LIFE BALANCE

Working women are really a good manager, who can manage everything and anything. They are truly a fighter, who can fight against any odds. We are living in Indian society; we have given women the status of goddess. But one pathetic side is also we don't treat women well. India is a male dominated country.
Here man attains the highest position in family and the woman is responsible for all the household as well as outside work. For men it is so casual to work and make a mark at the end of the day that he has done a great job and he is more tired of his work, and is left with no energy to work inside the house, but working women in a way are required to play numerous roles. As the women has stepped out to work she has invited more worries and responsibilities to work on, and hence she lacks in some of the areas of her field and leads to a frustrated and unhappy life.

Work-life balance is somewhat every person struggles for, but it's increasingly difficult for women, especially for working mothers, Women try to be super wives, super moms, and career women. If seen, this is so difficult. Women also take care of their in-laws', Also helps husband, she also watches household chores and she also looks after the children herself 'after this. She also jobs outside. And also performs her job responsibilities well.

In today's era, balancing family and work is a challenge for women. Women struggle to keep pace with men on this measure as they begin to juggle work and family life. It has never been easy for women to juggle a thriving career and a happy family life. It still isn't because being a full-time working mom comes with bouts of stress and guilt for not being able to give equal time to work and family. This being said, it's 21st century and women from all walks of life are choosing to have it all — a blissful family, a rewarding career and some solitude to find some time for themselves.

May be every working women struggle in striking the right work-life balance post marriage, but as we know that resilience is one of the greatest strengths of a woman. For maintaining work-life balance requires constant adjustments, compromises, and sacrifices.

The present study gives a comparative analysis of work-life balance among working mothers at various age levels. The researchers on work-life balance among women employees found that female employees face the problem of balancing personal and family life, out of which more imbalance is observed in married women due to more family responsibilities.

Organizations always seek employees who are more flexible, productive and who can adjust to the business world. Work pressure, long working hours, night shifts, insufficient holidays, pressure to complete the tasks in time due to cut throat competencies etc., create an imbalance in work-life as well as family life. This results in a smaller amount of productivity at workplace, giving way for absenteeism, high attrition, low morale, high employee turnover etc.

III. OBSTACLES FOR WORKING MOTHERS IN MAINTAINING WORK LIFE BALANCE

This new generation of women wants to set an example of her perfection and has to find keys for a balance work life. Just being a trained homemaker will not serve the demand of the hour she has to stake equal and much higher roles at par with their male counterparts. Today women in India are also facing lot of dilemmas in chasing a smooth work life balance.

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S.NO	PROFESSIONALLY OBSTACLES	PERSONAL OBSTACLES
1	INFLEXIBLE TIME	LACK OF FAMILY SUPPORT
2	DISCRIMINATION IN WORK PLACE	NO SAFETY OF WORKING WOMEN WHILE TRAVELLING
3	OCCUPATIONAL PROBLEMS	PERSONAL INCOME
4	MENTAL HARASSMENT	AGE
5	SEXUAL HARASSMENT	MATRIMONIAL STATUS
6	JOB INSECURITY	NUMBER OF CHILDREN
7	WORKPLACE ADJUSTMENT	LEVEL OF EDUCATION
8	LOW SALARY AND WAGES	SINGLE PARENT FAMILIES
9	WORK POSITION FEATURES LIKE JOB OCCUPANCY, SIZE OF EMPLOYING ORGANIZATION, HOURS WORKED FOR EVERY WEEK	DUAL CAREER FAMILIES
10	WORK LOAD	TIME MANAGEMENT

To maintain work life balance, firstly we have to balance these two types of barriers. To overcome from these professionally and personally obstacles is very important and necessary. They have to equally distribute their personal & professional life in order to maintain a smooth and happy life. Indian women are still detained with the backwardness of people and still have lot of risk in this man dominating world to come out successful. The difficulties in her path are, job insecurity, salary inequality, mental and sexual harassments, lack of support at work and unsupportive family and in taking the care of family and society restrictions etc.

Professional working mother in India are still doing three jobs - office, housework and child care. Professional women hardly find space for themselves to accomplish basic essential of life like sufficient sleep, workout and a healthy diet. Physical & mental stress leads psychological effect among working mothers.

IV. WORK LIFE BALANCE PRACTICES IN INDIA

Just a few days ago there has been a study on work life balance in JAPAN; according to that report if employees work only four days in a week then their productivity will increase. This is the international research on work life balance. Here are we are discussing the work life balances practices in India.

A pleasant working environment, flexible working hours and workplaces, work from home, medical facilities, women friendly policies, supportive working environment & team, better communication policies keeps women employee highly motivated.

At a time when work-related stress is taking a toll on the life of employees, it is refreshing to see some companies go out of the way to make their staff love the work they do and also ensure they have a great work-life balance.

Here is a list of some companies and their key factors, which makes them in pioneer in work life balance practices in India.

RANK	COMPANIES NAME	WORK LIFE BALANCE—KEY FACTORS
1	RMSI	➢ Rewarding environment ➢ Healthcare and other benefits ➢ Initiatives for women--Anti sexual harassment' policy ➢ The music band, photography club, painting, acting, movie making, guitar classes, zumba lessons, sports tournaments
2	Google India	➢ Fitness and fun are woven into Google's history ➢ Access to best facilities ➢ Fun at work ➢ Women's initiatives ➢ Food - Three meals and unlimited snacks from the cafeteria are totally free of cost. ➢ For families - Involving families, Google hosts its annual 'bring your children to work' day. On this day, the company organizes engagement activities for children.

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3	Marriott Hotels India	➢ Taking care of our associates is at the heart of Marriott's core values ➢ What keeps employees happy-The hotels' discount policies, talent development program, international exposure, open door policy, cross department exposure, performance incentives and rewarding high performers boosts the morale of employees. ➢ Access to a gym, recreation, discount on food and beverages, room stay, assignments locally and internationally, international placements and health insurance are other benefits.
4	American Express India	➢ Creating an inspiring workplace is a top priority ➢ Promoting talent and growth ➢ Rewards & Recognitions ➢ Fun at work ➢ Gender diversity ➢ Smart savings
5	SAP Labs India	➢ Maternity Leave Policy ➢ Run Mummier-It is a maternity return program that focuses on ensuring the return of a female employee after her maternity leave as smooth as possible. ➢ SAPlings in-house crèche ➢ Business Women Network ➢ Work From Home Policy ➢ Temporary Part Time Work
6	Godrej Consumer Products	➢ Diversity & Inclusion program ➢ 100 Leaders Program- This program will ensure build leadership & functional capabilities and develop a pool of engaged leaders with global skills and mindsets. ➢ Maternity policy ➢ Godrej LOUD (Live out Ur Dream) is a new approach to spotting and attracting talent at business school in India.
7	Intuit Technology Services	➢ Diverse Workforce ➢ Maternity & Paternity Leave ➢ Medical Insurance ➢ Innovation At Intuit
8	Accor Hotels India	➢ Creating a caring and inspiring workplace ➢ Creating a culture where people have the freedom to exemplify their best work practices in an environment they enjoy. ➢ Its policies are based on professionalism, recognition, diversity and respect.
9	Forbes Marshall	➢ Communications are transparent and accessible ➢ High credibility, respect, fairness, pride and camaraderie policies. ➢ Equitable and impartial practices.
10	Lifestyle International	➢ A culture of openness, transparency, camaraderie, trust ➢ Employee friendly initiatives ➢ whistle blower policy-To encourage transparency, the company has a whistle blower policy ➢ Work force diversified policy

V. CONCLUSION

Conventionally in our society people think that men should only work and gain money and women should work as house hold, but the modern era and financial demands on the Indian families are increasing that's why women also should company in earning income for families. Therefore an important change is required in attitudes of employees, family members and public.

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Here are some important work life balances practices, which are followed by today's organizations. These practices always help working mothers to make coordination between personal and professional front.

Pre and post maternity leave is very common and important issue for every working woman. Most of the good organization offers effective maternity policy to their women employees. The company's maternity policy offers full pay for six months. Women employees are entitled to twenty weeks of paid maternity leave with an additional sixteen weeks of extended maternity leave with loss of pay or a part time work option. Women are offered with cab transportation during and post pregnancy.

Run mummier program: It is a maternity return program that focuses on ensuring the return of a female employee after her maternity leave as smooth as possible.

In-house crèche: This crèche caters to 250 children in the age group of nine months to six years. Under this program children are provided with day care, Montessori education, summer camps as well as other activities.

Part time work from home after the birth of a child implies that male employees, apart from paternity leave, have the flexibility to work for four hours at office and the rest from home.

They are endeavoring to create an open and inclusive environment for our women talent, who return to work post an extended break.

Flexi work and part time work options are also available to help make this balance along with other facilities at our offices. A robust talent management process to groom high potential women talent.

Many organizations are also starting to create goals for their selves in terms of female representation in our workforce and at different managerial levels.

As numerous enterprises are moving forward and taking steps to improve the working condition of the women at different workplace similarly the families members also need to understand the situation. They should also help in household chores with working women and also provide mental and emotional support to her. This will also improve the family environment. Family support is the absolute most asset for any working women, if the healthy and peaceful work environment is maintained in the house, not only the efficiency of a women increases but also supports other family members to work hard and develop great bond.

There is also a saying that god helps those who help themselves. Government and many organizations have taken lot of steps to improve the condition of working women in the form of statutory and non-statutory practices. But no one can help women unless she has a strong will power. Here are some recommendations that every working woman should follow at individual level to maintain balance between professional and personal front.

- Set you priorities firstly.
- Make some time for yourself.
- Draw a border line between home and work.
- Proper communication with your employers.
- Appropriate time management.
- Learn the art of delegation.
- Maintain a strong will power.

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