

# A Study to Assess Work-Life Balance among Working Women from Selected Cities of Maharashtra

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## Abstract

**Introduction:** Work-life balance is a term used to describe the balance between an individuals, personal life and professional life.

**Purpose:** The purpose of the study was to assess work-life balance among working women.

**Objectives:** The objectives of the study were to assess work-life balance among working women.

**Method and Material:** This was a quantitative descriptive survey study of 130 working women aged 21–60 years. The working women selected for study were from different cities of Maharashtra during February 2018–March 2021. Non-probability purposive sampling technique was used for the selection of working women. To obtain necessary data for the study, the tools used for data collection were assessment of the work-life balance inventory. The assessment of the work-life balance was done by work balance inventory from offices of samples by self-reporting and semi-structured interview and in-depth information collected according data collection tool.

**Results:** About 44.62% of the working women had age 21–30 years, majority of working women had years of service, that is, 36.92% up to 10 years. About 100% of working women were married. About 42.31% of samples had income Rs. 15,000–30,000, 50.77% of samples had children had one child and 36.15% of had one dependent. Samples with perceived work-life balance in personal environment, that is, 60.41% of samples had excellent perceived work-life balance in personal environment, 15.54% had good, 14.85% had borderline, and 9.2% had poor perceived work-life balance in personal environment. Samples with overall perceived work-life balance in work environment, that is, 30.61% of samples had excellent perceived work-life balance in work environment, 25.4% had good, 25.51% had borderline, and 18.46% had poor perceived work-life balance in personal environment

**Conclusion:** The life-work balance of women is always interconnected with personal and work environment. Hence, it is necessary to know and understand the how balanced life of women is? If we understand the life-work balance among working women can plan some preventive, promotive measure for them so that they be balanced and will maintain quality life.

**Keywords:** Work-life balance, working women, work balance

## INTRODUCTION

Work-life balance is a term used to describe the balance between an individuals, personal life and professional life. Work-life balance is maintaining the balance between role

performance and job responsibilities at work and at home. Work-life balance is one of the most challenging issues being faced by the women employees in the 21<sup>st</sup> century. There is no one-size-fits-all way to improve work-life quality for women. However, there are lots of ways you can work toward a better balance that benefits your unique situation. Just remember to take care of your needs first.<sup>[1]</sup>

## Objectives

The objectives of the study were to assess work-life balance among working women and to associate the findings with demographic variables.

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## MATERIALS AND METHODS

This was a quantitative descriptive survey study of 130 working women aged 21–60 years. The working women selected for study were from different cities, that is, Pune, Nagpur, Kalyan, Nasik, and Ahmednagar of Maharashtra during February 2018–March 2021. Non-probability purposive sampling technique was used for the selection of working women. To obtain necessary data for the study, the tools used for data collection were assessment of the work-life balance inventory. The assessment of the work-life balance was done by work balance inventory from offices of samples by self-reporting and semi-structured interview and in-depth information collected according data collection tool.

## RESULTS

### The findings of sample characteristics

About 44.62% of the working women had age 21–30 years, 25.38% of them had age 31–40, 24.62% within 41–50 years of age, and 5.38% of working women had age 51–60 years, 8.46% of working women had designation professor, 9.23% of them accountant, 6.15% of them bank branch manager, 5.38% of them vice principal, 12.31% of them insurance officer, 18.46% of them clinical nurse, 16.92% school teachers, and 10.77% were software project in charge. Majority of working women had years of service, that is, 36.92% up to 10 years and 27.69% from 11 to 20 years, 23.85% from 21 to 30 years, and 11.54% had service up to 31–40 years. About 100% of working women were married. Majority of samples had income Rs. 15,000–30,000, that is, 42.31% and 30,001–45,000. Majority of samples had children 50.77% had one child, 37.69 had two, and 9.23% had three children. About 46.15% of working women had 3–4 family size, 21.54% 5–6, 20.77% 4–5, 9.23% 6–7, and 2.31% of samples had 7–8 family size. About 36.15% of had one dependent, 25.38% had two dependent, 26.92% had three, 6.92% had five, 3.08% had six, and 1.54% had four dependent on working women.

### Finding of perceived life-work balance in the personal environment

Table 1 shows that majority of samples had support from family members, that is, 58.46% of samples had excellent support from family members, 1.54% had good support, 21.54% had borderline, and 18.54% had poor support from family.

Table 2 shows that majority of samples child and dependent care, that is, 76.92% of samples had taken excellent child and dependent care, 11.54% had good child and dependent care, 10.00% had borderline, and 1.54% had poor child and dependent care.

**Table: 1 Perceived life-work balance: Support from family,  $n=130$**

Support from family	Frequency	%
Excellent PLWB	76	58.46
Good PLWB	2	1.54
Borderline PLWB	28	21.54
Poor PLWB	24	18.46

Table 3 shows that majority of samples had self-management, that is, 51.54% of samples had excellent self-management, 34.62% had good self-management, 4.62% had borderline, and 9.23% had poor self-management.

Table 4 shows that majority of samples had personal life expectations, that is, 61.54% of samples had excellent personal life expectations, 19.23% had good personal life expectations, 14.62% had borderline, and 4.62% had poor personal life expectations.

Table 5 shows that majority of samples had personal life satisfaction, that is, 36.51% of samples had excellent personal life satisfaction, 27.69% had good personal life satisfaction, 20.77% had borderline, and 15.38% had poor personal life satisfaction.

### Findings of perceived work-life balance in the work environment

Table 6 shows results of samples with work-life balance policies, that is, 30.77% of samples had excellent work-life balance policies, 29.23% had good work-life balance policies, 25.38% had borderline, and 14.62% had poor work-life balance policies

Table 7 shows that majority of samples had workplace support balance, that is, 42.31% of samples had excellent workplace

**Table 2: Perceived life-work balance: Childcare, dependent care,  $n=130$**

Childcare, dependent care	Frequency	%
Excellent PLWB	100	76.92
Good PLWB	15	11.54
Borderline PLWB	13	10.00
Poor PLWB	2	1.54

**Table 3: Perceived life-work balance: Self-management,  $n=130$**

Self-management	Frequency	%
Excellent PLWB	67	51.54
Good PLWB	45	34.62
Borderline PLWB	6	4.62
Poor PLWB	12	9.23

**Table 4: Perceived life-work balance: Personal life expectations,  $n=130$**

Personal life expectations	Frequency	%
Excellent PLWB	80	61.54
Good PLWB	25	19.23
Borderline PLWB	19	14.62
Poor PLWB	6	4.62

**Table 5: Perceived life-work balance: Personal life satisfaction,  $n=130$**

Personal life satisfaction	Frequency	%
Excellent PLWB	20	15.38
Good PLWB	36	27.69
Borderline PLWB	47	36.15
Poor PLWB	27	20.77

support, 26.92% had good, 23.08% had borderline, and 7.69% had poor workplace support.

Table 8 shows that majority of samples had workload balance, that is, 42.31% of samples had excellent workload balance 33.85%, 34.62% had good, 23.08% had borderline, and 8.46% had poor workload balance.

Table 9 shows balanced financial assistance of samples, that is, 15.38% of samples had excellent balanced financial assistance, 27.69% had good, 36.15% had borderline, and 20.77% had poor balance in financial assistance.

Table 10 shows balanced work expectations of samples, that is, 30.77% of samples had excellent balanced work expectations, 16.92% had good, 43.08% had borderline, and 9.23% had poor balance in work expectations.

Table 11 shows that majority of samples had work satisfaction, that is, 20.77% of samples had excellent work satisfaction,

43.08% had good work satisfaction, 32.31% had borderline, and 3.85% had poor work satisfaction.

### Overall perceived work-life balance: Personal environment

Figure 1 shows that samples with perceived work-life balance in personal environment, that is, 60.41% of samples had excellent perceived work-life balance in personal environment, 15.54% had good, 14.85% had borderline, and 9.2% had poor perceived work-life balance in personal environment.

### Overall perceived work-life balance: Work environment

Table 12 shows that samples with overall perceived work-life balance in work environment, that is, 30.61% of samples had excellent perceived work-life balance in work environment, 25.4% had good, 25.51% had borderline, and 18.46% had poor perceived work-life balance in personal environment

Figure 2 shows that samples with overall perceived work-life balance in among working women, that is, 45.51% of samples had excellent work-life balance, 20.48% had good, 20.18% had borderline, and 13.83% had poor perceived work-life balance.

**Table 6: Perceived life-work balance: Policies, n=130**

WLB policies	Frequency	%
Excellent PLWB	38	29.23
Good PLWB	40	30.77
Borderline PLWB	33	25.38
Poor PLWB	19	14.62

**Table 7: Perceived life-work balance: Workplace support, n=130**

Workplace support	Frequency	%
Excellent PLWB	55	42.31
Good PLWB	35	26.92
Borderline PLWB	30	23.08
Poor PLWB	10	7.69

**Table 8: Perceived life-work balance: Workload, n=130**

Workload	Frequency	%
Excellent PLWB	44	33.85
Good PLWB	45	34.62
Borderline PLWB	30	23.08
Poor PLWB	11	8.46

**Table 9: Perceived life-work balance: Financial assistance, n=130**

Financial assistance	Frequency	%
Excellent PLWB	20	15.38
Good PLWB	36	27.69
Borderline PLWB	47	36.15
Poor PLWB	27	20.77

**Table 10: Perceived life-work balance: Work expectations, n=130**

Work expectations	Frequency	%
Excellent PLWB	40	30.77
Good PLWB	22	16.92
Borderline PLWB	56	43.08
Poor PLWB	12	9.23

## DISCUSSION

The present study was initiated to assess work-life balance among working women. Thus, the findings of the study revealed that majority of samples had excellent perceived work-life balance in personal environment and one-fourth of samples had excellent perceived work-life balance in work environment.<sup>[2]</sup>

“A sound mind is in a sound body” the proverb which insists that the mind and body should both be healthy and sound. A sound body means a healthy body, free from diseases. A sound mind means a mind capable of good, positive, and free thinking mind.<sup>[3]</sup>

87% of prevalence of the stress was seen among Indian women. About 41.9% of woman suffered from depressive disorders, 33% from general mental health problems and dementia because of non-communicable diseases.

A qualitative study done (2012) on 13 immigrant woman living with chronic diseases to assess quality life, coping strategies shows that complications of diseases had adverse effect on quality of life.<sup>[4-8]</sup>

**Table 11: Perceived life-work balance: Work satisfaction, n=130**

Work satisfaction	Frequency	%
Excellent	27	20.77
Good	56	43.08
Borderline	42	32.31
Poor	5	3.85

**Table 12: Perceived work-life balance: Work environment, n=130**

Excellent PLWB	30.61%
Good PLWB	25.42%
Borderline PLWB	25.51%
Poor PLWB	18.46%

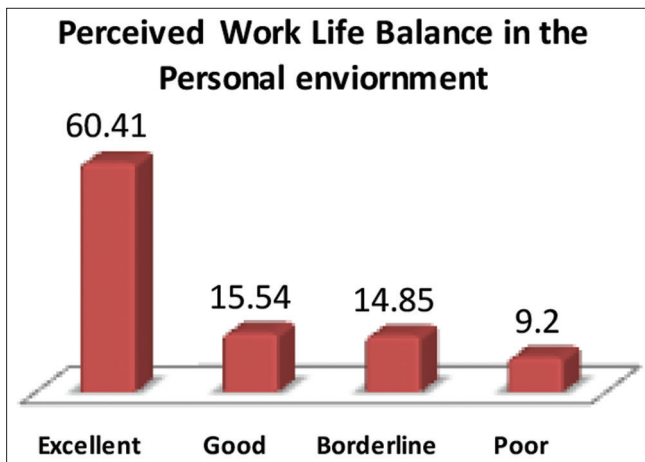


Figure 1: Perceived work-life balance in the personal environment

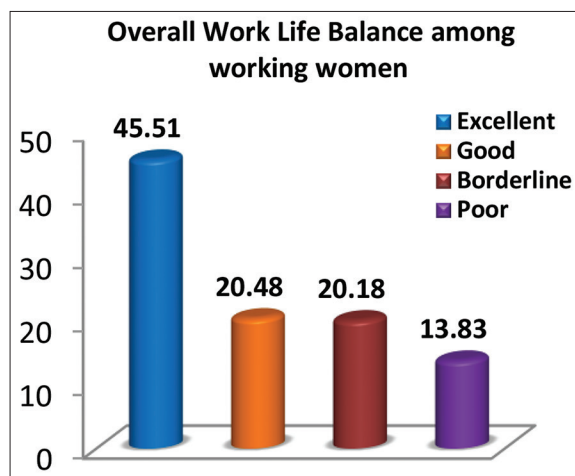


Figure 2: Overall work-life balance in among working women

## CONCLUSION

The life-work balance of women is always interconnected with personal and work environment. Hence, it is necessary to know and understand the how balanced life of women is? If we understand the life-work balance among working women can plan some preventive, promotive measure for them so that they be balanced and will maintain quality life.

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There is no funding source for this study.

## CONFLICTS OF INTEREST

The authors certify that they have no involvement in any organization or entity with any financial or non-financial interest in the subject matter or materials discussed in this paper.

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