

Work Life Balance of Women Employees in Commercial Banks with Special Reference to Kumbakonam Town

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Article Info

Volume 82

Page Number: 8075 - 8080

Publication Issue:

January-February 2020

Article History

Article Received: 18 May 2019

Revised: 14 July 2019

Accepted: 22 December 2019

Publication: 05 February 2020

Abstract

The reading was undertaken to learn labor living equilibrium of commercial bank women employees in Kumbakonam town. For this purpose the study selected 27 banks and from each bank 3 women employees were chosen as sample of the study. The major purpose of this learn is, therefore, to study the Working environment of the commercial banks in Kumbakonam Town, to study labor living equilibrium policies adopted by the commercial banks in kumbakonam Town and to assess leaves and permissions available to the respondents to maintain their labor living equilibrium. The reading concludes that the respondents were felt well about suitability of job, the respondents also felt well about special leaves for women employees at office such as maternity leaves. They were not agreed about work load at office, they also felt that there were differences in maintaining labor living equilibrium according to cadre of employees; they were not agreed upon special leaves and permission for women.

Keywords: work pleasure; labor living equilibrium; Working Environment; labor living Polices and Work Load.

Statement of the problem

Labor living equilibrium does not mean an equal balance. It means the capacity to schedule the hours of professional and personal life so as to lead a healthy and peaceful life. It is not a new concept. It emphasizes the values, attitudes and beliefs of women regarding their age to work in organizing and balancing their work and personal life. When a woman achieves a successful labor living equilibrium, she has job satisfaction and becomes highly committed and productive and succeeds in their career. But in certain cases the women are not able to succeed due to incapability in balancing their work and personal life. As a result she withdraws from their work due to simple reason like taking care of children, aged in-law / parents, and other family pressures. Studies have shown that the majority of women are working 40-45 hrs /week out of which almost 53% of them struggle to achieve labor living equilibrium. The reason behind this struggle is that they are being challenged by the demands of their organisation versus the commitments of their home.

The require to run the everyday requirement of their family unit, gathering, commerce necessities and

additional usual everyday jobs on effort. Women at job require to be in use care by their owner. Owners to employment away system so as to would not just pull towards you and keep the workers designed for a longer time other than also create them extremely manufacture. Hence this paper deals with Labor living equilibrium of women workers in commercial banks.

Objectives of the study

1. To learning the Working environment of the commercial banks at Kumbakonam Town.
2. To learning labor living equilibrium policies adopted by the commercial banks in kumbakonam Town.
3. To assess leaves and permissions available to the respondents to maintain their labor living equilibrium.

Sources of data

The learning mostly support on prime data. Prime data were together through the questionnaires from women employees of banks located in kumbakonam town. This study also used secondary

data from various magazines, journals, website and so on.

Sample size

The study was undertaken in kumbakonam town. The researcher selected 27 banks using census methods. The three women respondents selected from each 27 banks ($3 \times 27 = 81$) under simple random sampling methods. The total number of respondents 81 for selected this study.

Statistical tools used

The data were processed and analyzed using Likert's Five Point Scale Technique and Rank analysis, the results are tabulated and presented.

Scope of the study

The study was undertaken in Kumbakonam town, banks which are located in Kumbakonam municipality limit were selected. The study also restricted with five major areas in order to learning labor living equilibrium of women employees of banking division. They are office environment, labor living equilibrium policies of the association, behavior

of staff, leaves and permissions and facilities available at work place and other variables were considered out of scope of the study.

Limitations of the study

1. The study selected banks on the basis of data availability. Some banks did not allow collecting data.
2. The researcher did not categorise the respondents cadre-wise, because data could not be collected from, higher cadre employees at bank such manager.
3. Some of the respondents heisted to express their views for some questions, even though they were requested by the researcher to respond for the questions, hence the analysis were made with the data provided by them.

Ranking of Variables Related of Office Environment

The researcher selected nine variables under office environment. In order to rank the variables, Likert's five point scale techniques was used in addition to the outcome are obtainable in the following table.

Table – 1 Likert's Five Point Scale Technique on Office Environment

Sl. No	Statement	Strongly Agree	Agree	Disagree	Agree nor disagree	Strongly Disagree	Total	Points	Rank
1	I Think the present job is suitable to me.	42	23	7	6	3	81	338	1
2	I feel that the office environment is comfortable to me.	19	42	12	5	3	81	312	3
3	Promotions are given to me promptly.	4	27	31	16	3	81	256	7
4	Facilities like furniture, computer and other office equipments are provided promptly.	30	33	12	5	1	81	329	2
5	I feel comfortable working overtime in the office.	10	27	22	17	5	81	263	6
6	Workload given to me is reasonable	2	14	35	26	4	81	227	9
7	I could enhance knowledge, skill and ability through my work.	6	32	25	13	5	81	264	5
8	I don't have any pressure in discharging my duties in the office.	4	17	35	21	4	81	239	8
9	I imagine to facilitate I have good quality prediction in the association.	9	44	16	8	4	81	289	4

Source: Computed from Primary Data

The ranking of nine statements which fall under office environment. The results reported that suitability of present job ranked first with 338 points, which means most of the respondents considered that the present job was most suitable for them. The variable facilities available in office stood second with 329 points, it means the respondents were provided office furniture, computer and other office equipments promptly. Office environment ranked third with 312 points, opportunity for career for future stood fourth with 289 points, enhancement of knowledge, skill and ability stood fifth rank with 264 points, comfortable working

hours stood sixth rank with 263 points, promptness in providing promotions stood seventh rank with 256 points, discharging duties without pressure stood 8th rank with 239 rank and reasonable work load stood last with 227 points.

Ranking of Variables Related to Work Life Policies

The researcher selected ten variables under Work Life Policies of the Organisation. In order to rank the variables, Likert's five point scale a technique was used in addition to the outcome are obtainable in the following table.

Table – 2 Likert's Five Point Scale Technique on Work – Life Policies

Sl. No	Statement	Strongly Agree	Agree	Disagree	Agree or Disagree	Strongly Disagree	Total	Points	Rank
1	Initiative of the Management about Labor living equilibrium of the workers	2	12	28	33	6	81	214	10
2	Policy of Labor living equilibrium and Productivity of workers	1	32	22	22	4	81	247	6
3	Labor living equilibrium of Employees and Policy of Labor living equilibrium of the Organisation	6	15	40	18	2	81	248	5
4	Retaining Employees by Labor living equilibrium Policy	5	52	10	7	7	81	284	2
5	Flexibility of Working Hours and Labor living equilibrium	0	13	30	36	2	81	216	9
6	Training Programmes and Labor living equilibrium	11	28	16	17	9	81	258	3
7	Labor living equilibrium and Cadre	16	40	8	11	6	81	292	1
8	Request about Labor living equilibrium Police and Response of the Management	8	16	18	30	9	81	227	8
9	Commitment of Management in Work – Life Balance of Employees	7	24	23	23	4	81	250	4
10	Opinion about Maintaining Labor living equilibrium	7	26	19	20	9	81	245	7

Source: Primary Data

The variable labor living equilibrium varies according to cadre ranked first with 292 points, which means most of the person felt that labor living equilibrium varies according to their cadre. Retaining employees by labor living equilibrium policies of the association stood second with 284 points, training programmes and labor living equilibrium stood third

with 258 points, commitment of management in labor living equilibrium of employees stood fourth rank with 250 points, the variable Labor living equilibrium of the Organisation stood fifth with 248 points, Policy of Labor living equilibrium and Productivity of workers stood sixth with 247 points, Opinion about

Maintaining Labor living equilibrium stood seventh rank with 245 points, Request about Labor living equilibrium Policy and Response of the Management stood eighth rank with 227 points, Flexibility of Working Hours and Labor living equilibrium stood ninth rank with 216 points and Initiative of the Management about Labor living equilibrium of the Employees stood at last rank with 214 points.

Ranking of Variables Related to Behaviour of Staff

The researcher selected five variables under behaviour of staff. Likert's five point scale techniques were used in addition to the outcome are obtainable in the following table.

Table –3 Likert's Five Point Scale Technique on Behaviour of Staff

Sl. No	Statement	Strongly Agree	Agree	Disagree	Agree nor disagree	Strongly Disagree	Total	Points	Rank
1	Maintenance of Dignity as Female Employee	10	33	14	19	5	81	267	5
2	Behaviour of Male Staff	12	41	19	7	2	81	297	3
3	Behaviour of Superiors	7	38	28	5	3	81	284	4
4	Behaviour of Subordinates	16	37	21	3	4	81	301	2
5	Behaviour of Other Female Staff Members	22	40	12	5	2	81	318	1

Source: Computed from Primary Data

Table no.3 reports that behaviour of other female staff members to the respondents ranked first with 318 points followed by behaviour of subordinates with 301 points. Behavior of male staff members ranked third with 297 points, behaviour of superiors ranked fourth with 284 points and maintenance of dignity as female employee in the office ranked fifth with 267 points.

Ranking of Variables Related to Leave and Permission

The researcher selected five variables under leave and permission in order to maintain labor living equilibrium. In order to rank the variables, Likert's five point scale techniques were used in addition to the outcome is obtainable in the following table.

Table – 4 Likert's Five Point Scale Technique on Leave and Permission

Sl. No	Statement	Strongly Agree	Agree	Disagree	Agree nor disagree	Strongly Disagree	Total	Points	Rank
1	Comfort of General Leave to Maintain Work- Life Balance	8	32	20	19	2	81	268	2
2	Maternity and Paternity Leaves	10	32	25	11	3	81	278	1
3	General Permissions and Labor living equilibrium	6	33	8	25	9	81	217	3
4	Special Permissions for Female Employees and Work –life Balance	3	17	24	30	7	81	222	5
5	Comfort in Availing Leave or Permission in Urgent Manner	6	33	19	18	5	81	260	4

Source: Primary Data

Table no.4 shows that leave policies of the organization on maternity and paternity leaves ranked first according to Likert's five point scale technique with average score of 3.43 (here average was calculated because number of sample varied in one variable), comfort in availing general leave stood second with an average of 3.31 followed by general permission with 3.24. Comfort in availing leave and permission in urgent manner ranked fourth with

average score of 3.21 and special permissions stood fifth rank with 2.74 points.

Ranking of Variables Related to Other Facilities

The researcher selected five variables under other facilities in the office. In order to rank the variables, Likert's five point scale techniques were used in addition to the outcome are obtainable in the following table.

Table – 5 Likert's Five Point Scale Technique on Other Facilities

Sl. No	Statement	Strongly Agree	Agree	Disagree	Agree nor disagree	Strongly Disagree	Total	Points	Rank
1	Water Facilities Available in the Office	17	40	13	8	3	81	303	2
2	Sanitation Facilities Available in the Office	13	46	13	9	0	81	306	1
3	Ladies Rest Room in the Office	5	34	27	11	4	81	268	4
4	Creche Facilities Available in the Office	0	0	10	39	32	81	126	5
5	Other Facilities Available in the Office	12	31	25	8	5	81	280	3

Source: Computed from Primary Data

Table no.5 shows that variable sanitation facilities available in the office was ranked first with an average score of 3.78 followed by pure water facilities available in the office with 3.74, the variable other facilities available in the office ranked third with an average score of 3.45, ladies' rest room in the office and creche facilities available in the office were ranked 4th and 5th ranks respectively with average scores of 3.31 and 1.88.

Suggestions

1. It was found from the study that no bank has been giving the facility of creche for children of employees. It is suggested that they may take necessary steps to provide creche facilities in order to improve efficiency of the women employees.
2. It was found that majority of the respondents felt that they did not have sufficient time to take care of home. Hence the banks may think in the line of implementing flexible working hours.
3. A considerable portion of women employees felt that their work load was high. The banks may uniformly distribute workload to all employees in order to make their labor living equilibrium more comfortable.

4. Almost semi of the person thought that the management of the bank did not take initiative to take policies on to maintain labor living equilibrium by women employees. Hence they may think in the line to implement policies on better labor living equilibrium of women workers.
5. It was found that majority of the respondents felt that labor living equilibrium varied according to their cadre. So the management may bring uniform policy for maintaining labor living equilibrium in order to eliminate cadre wise differences.
6. The results showed that special permissions and leaves stood last rank in maintaining labor living equilibrium by women employees. The management may have flexible policies on providing special leaves and permissions for women employees as per government rules.

Conclusion

Primary data were collected from them through questionnaire and they were analysed with appropriate statistical tools and results found. The study found that the respondents were felt well about suitability of job, the respondents also felt well about special leaves for women employees at office such as maternity leaves. They were not agreed about work

load at office, they also felt that there were differences in maintaining labor living equilibrium according to cadre of employees; they were not agreed upon special leaves and permission for women. Hence the management of commercial banks may take necessary steps to implement innovative policies in order to make better maintenance of work – life balance of women employees in their bank in order to improve their efficiency and it will lead productivity of the employees.

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