



A STUDY ON WORK LIFE SYNERGY AMONG WOMEN EMPLOYEES IN CHENNAI CITY

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ABSTRACT

This Article explores “A Study On Work life Synergy Among Women Employees In Chennai City” In recent years, the term work/life Synergy has replaced what used to be known as work/family balance’. Although the concept of family has broadened to encompass extended families, shared parenting and a wide range of social and support networks and communities, the semantic shift from work/family to work/life arises from a recognition that care of dependent children is by no means the only important non-work function. Other life activities that need to be balanced with employment may include study, sport and exercise, volunteer work, hobbies or care of the elderly. Eldercare ‘in particular is becoming a growing issue for employers. The timing of these care-giving responsibilities is important because, generally, people are establishing in their careers before the issue arises.

Keywords: Work life, Women, Employee

I. INTRODUCTION

The Indian culture with regard to career development of women is undergoing rapid changes due to the increased pace of urbanization and modernization. Indian women belonging to all classes have entered into paid occupations. At the present time, Indian women’s exposure to educational opportunities is substantially higher than it was some decades ago, especially in the urban setting. This has opened new vistas, increased awareness and raised aspirations of personal growth. This, along with the economic pressure, has been instrumental in influencing women’s decision to enter the work force. Therefore, **the work life Synergy is the act of having a positive Synergy between one’s personal and professional life.** A work life Synergy plays an important role in each and every person’s life. It is an extent to which an individual is equally engaged and equally satisfied with his or her work role and family role.

There are three components of work life balance:

- Time balance, which concerns the amount of time given to work and non-workroles.
- Involvement balance, meaning the level of psychological involvement in, or commitments to, work and non-workroles.
- Satisfaction Synergy or the level of satisfaction with work and non-workroles.

I. Definitions on work life Synergy

- Kofodimos, defined work-life balance: Work-Life Synergy is “a satisfying, healthy and productive life that includes work, play and love, that integrates a range of life activities with attention to self and to personal and spiritual development, and that expresses a person’s unique wishes, interests, and values.”
- Kirchmeyer has viewed work-life Synergy as “achieving satisfying experiences in all life domains, and to do so require personal resources such as energy, time, and commitment to be well distributed across domains.”
- A Synergy of Family, Life and Work

In recent years, the term work/life Synergy has replaced what used to be known as work/family balance’. Although the concept of family has broadened to encompass extended families, shared parenting and a wide range of social and support networks and communities, the semantic shift from work/family to work/life arises from a recognition that care of dependent children is by no means the only important non-work function. Other life activities that need to be balanced with employment may include study,

sport and exercise, volunteer work, hobbies or care of the elderly. Eldercare 'in particular is becoming a growing issue for employers. The timing of these care-giving responsibilities is important because, generally, people are establishing in their careers before the issue arises. Hence, eldercare has the potential to generate greater corporate interest and response than did childcare..Although both men and women share work to fulfill their needs but still burden is more on women shoulders with respect to family expectations, managing home, taking care of children and parents. In our culture women thus face more challenges to strike Synergy between personal and professional life.

OBJECTIVES OF THE STUDY

- To study on the demographic profile of work life Synergy among workingwomen.
- To ascertain the factor that influence work life Synergy among women employees.
- To evaluate the impact of work life of working women on their overall development.
- To study the relationship between women employees job and its impact on their personal life

NEED OF THE STUDY

Research on work life Synergy especially among working women is of great importance to the organisation as it provides a new dimension in understanding and dealing attrition. The problem of attrition has widened the scope of work life Synergy and its implications on organisation effectiveness. It is very important to Synergy the female employees who work hard for the organisation and who is indispensable for the system. Attrition may be due to several reasons like new opportunities available elsewhere and lack of support in the present organisation by balancing their work and family. Review of literature clearly showed that general study on work life Synergy is done, but study on work life Synergy among female employees were few. Hence it is found necessary to carry out this study entitled "**WORK LIFE SYNERGY AMONG WORKINGWOMEN**".

The position of women in any society is a true index of its cultural development. In Indian society the employment of them has become an inevitable phenomenon due to financial necessities of the family. Therefore the women has to discharge more than one role. The analysis of these balancing roles and problems they face in workplace due to cause of imSynergyis an important concern for the researches in India. The double burden female individuals bear coupled with age old prejudices are still lingering in the mind of employees.

Women play multiple roles. These roles can be differentiated as work roles and personal life roles. These roles exert pressure on female individuals as each requires its own accords. The work family conflict enters when cumulative demands of these work and non- work roles become incompatible.

SCOPE OF THE STUDY

- The term work life in its broader sense covers various aspects of employment and non-employment conditions of work. This study covers the overall work life of working women i.e their job satisfaction, work environment, working hours, work stress, their relationship with their colleagues,etc.
- The present study aims at measuring the level of job satisfaction. The study is dependent on the opinion expressed by working women of alldepartments.
- In particular, this study aims to identify the various tangible and intangible aspects that contribute to the quality of workplace. It is very important for the organisation to create a very conducive working environment especially for femaleemployees.
- This study is needed to ensure that all female employees are performing at their peak potential, free from stress and strain, and to ensure that all their needs are fully satisfied.

II. RESEARCH METHODOLOGY

Research methodology is a systematic function parameters used in conducting a research. It involves several factors.Researchdesign, Datacollection, Researchinstruments, Samplingplan and Dataanalysis. In this study the percentage analysis has been used for analyzing the data. The percentage wise distribution of the data gives an idea of which factor has a higher impact and which factor has lesser impact. This method has been used extensively in this project. The Statistical tools used to strengthen this research paper is Simple percentage method., One-wayanova and Chi-square test.

RESEARCH DESIGN

The research design mainly focuses on the work life Synergy among working women. Hence, data was

collected from the female employees.

DATA COLLECTION

The data required for the research is collected both from primary sources and secondary sources.

PRIMARY DATA

Primary data was collected through questionnaire method. Questionnaire was used to collect data from the working women.

SECONDARY DATA

The study involves collection of data from the secondary sources such as profiles, books, periodicals, articles, websites and course material previously designed by various professors.

SAMPLE AREA

The study has been conducted in Chennai.

SAMPLE SIZE

The sample size consists of respondents from various age limits and the size of the sample is 50.

DATA ANALYSIS

The data collected for the purpose of research are very informative and it means the required objective of the study and also gives a border perspective about the work life Synergy among working women.

TECHNIQUES OF ANALYSIS

In this study the percentage analysis has been used for analysing the data. The percentage wise distribution of the data gives an idea of which factor has a higher impact and which factor has lesser impact. This method has been used extensively in this project. Percentage refers a special kind of ratio on making comparison between two or more data and to describe relationship, and to compare the related items, and to distinguish between two or more series.

TOOLS USED

- Simple percentage method., One-way ANOVA and Chi-square test

LIMITATIONS OF THE STUDY

- Time constraints has prohibited from going depth into the subjects.
- The information obtained or collected is limited.
- The inexperience makes analysis less precise compared to professional analysis.
- The geographical limit of the study was restricted to Chennai.
- Since the study was conducted during a particular period, the outcome may not reflect the dynamic nature of level of satisfaction and the sample size was also limited.

III. REVIEW OF LITERATURE

Niharika Doble and Supriya M V (2010) studied work-life Synergy across gender and found that both men and women are experiencing work-life imbalance. After liberalization many Indian organisation introduced various work-life Synergy practices like flexible times, part time work provisions for child care facilities which facilitated the employee in balancing their work and family. It is found that in Synergy still exist, investigation conclude that family support help the women employee to Synergy work and family

Gary A. Adams, Lynda A. King, and Daniel W. King (2011) A model of the relationship between work and family that incorporates variables from both the work-family conflict and social support literatures was developed and empirically tested. This model related bidirectional work-family strife, family instrumental and enthusiastic social help, and employment and family contribution to occupation and life fulfilment. Information originated from 163 labourers who were living with no less than 1 relative. Results proposed that connections amongst work and family can importantly affect occupation and life fulfilment and that the level of inclusion the specialist allots to work and family paths is related with this relationship. The outcomes likewise proposed that the connection amongst work and family can be all the while describe by strife and support. Larger amounts of work meddling with family anticipated lower levels of family passionate and instrumental help. More elevated amounts of family passionate and instrumental help were related with bring down levels of family meddling with work.

Jennifer and Susan (2011) in their research found that the part time managers of the sample chosen in the study held varied careers while working full time, but careers stalled once a transition intensively and felt frustrated with their lack of mobility and career progression while working part time..

Goyal and Arora (2012) measured the impact of work pressure on family life and the expectations of family on the work commitments on 120 teachers of different educational institutes. The study revealed that factors like negative attitude of family, family commitments, health issue, long working hours, meetings, work load created an imSynergyin their personal and professional lives.

Kumara, L. (2012) examined employees' perception about work life Synergyand it's relation with job satisfaction in Indian public sector banks. Study revealed positive correlation between the job satisfaction and work life Synergyand indicated job satisfaction as an important indicator of work life balance.

Santhi and Sundar (2012) examined work life Synergyof women employees in information technology industry. Study measured the overall work life Synergyof women employees irrespective of cadres and identified major factors that influence the work life Synergyamong women employees. It also revealed that work life programmes implemented by I.T. firms in Chennai satisfy different categories of employees differently.

GeorgetaPanisoara and MihaelaSerban (2012) investigated the significant relationship between marital status and work-life balance. Apart from the theoretical implications, the findings have practical relevance that the employee are afraid to start married life or avoid children thinking that such decision will have a negative aspect in their career development.

Thriveni K K and Rama D V (2012) have made an attempt to investigate significant relationship between demographic variables and perception of work- life balance, by taking samples among women employee in Bangalore city, India. An analysis of covariance is conducted for hypothesis testing. The result of the study suggested the importance of these relationships for designing appropriate policies for employees to deal with work-life Synergyissues.

Beham B, Prag P and Drobnic S (2012) analysed with the samples of top executives, who are the role models of their subordinates. Since top executives face constant pressure to exhibit impressive behaviours while left behind in full control of their emotions. Yet this high demands in work domain are accompanied by liberties exclusively available to top executives. Compared to other employees in organization they have greater freedom to configure their work day with regards to their nature of their work. This helps them to Synergylife with theirwork.

M.SayeedAlam et.al. (2017) investigate the work-family conflict (WFC) of women managers in Dhaka. Through stratified sampling four strata are selected (Doctors, Teachers, Bankers and Managers) and then total forty samples are chosen from different strata. From this investigation it is uncovered that more extended working hours influence work family adjust straightforwardly and kids are the most noticeably awful casualties of this WFC.

IV. DATA ANALYSIS AND INTERPRETATION:

TABLE SHOWING AGE OF THERESPONDENTS

Age	No. of respondents	Percentage
Upto 25 years	8	16
26-35 years	28	56
36-45 years	10	20
Above 46 years	4	8

Total	50	100
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Source: Primary data

INTERPRETATION:

From the table 4.1 it is inferred that 56% of the respondents are in the age group of 26-35 years, 20% of the respondents are between 36-45 years, 16% of the respondents are upto 25 years and remaining 8% of the respondents are above 46 years.

TABLE SHOWING MARITAL STATUS OF THERESPONDENTS

Marital status	No. of respondents	Percentage
Married	36	72
Single	14	28
Total	50	100

Source: Primary data

INTERPRETATION

From the table 4.2 it is inferred that 72% of the respondents are married and remaining 28% of the respondents are single.

TABLE SHOWING EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

Education	No. of respondents	Percentage
School level	3	6
Under graduate	9	18
Post graduate	33	66
Professional	5	10
Total	50	100

Source: Primary data.

INTERPRETATION:

From the table 4.3 it is inferred that 66% of the respondents have studied post graduate, 18% are under graduates, 10% are professionals and remaining 6% are studied up to school level.

TABLE SHOWING MONTHLY INCOME OF THERESPONDENTS

Monthly income	No. of respondents	Percentage
Upto Rs.25,000	8	16
Rs.25,001-50,000	34	68
Rs.50,001-75,000	5	10

Above Rs.75,001	3	6
Total	50	100

Source: Primary data

INTERPRETATION:

From the table 4.4 it is inferred that 68% of the respondents belong to the income category of Rs.25001-50000, 16% of them belong to the income up to Rs.25000, 10% of them belong to Rs.50001-75000 and 6% of them belong to Rs.75001 and above category.

HYPOTHESIS

H0: There is no significant difference between the age of the respondents and factors influencing in balancing their work and family commitments.

H1: There is significant difference between the age of the respondents and factors influencing in balancing their work and family commitments.

TABLE ONE WAY ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Between		24.316	3	8.105	8.678	.000
Groups						
Workinghours	Within Groups	42.964	46	.934		
Total Between	Groups	67.280	49			
Health		6.676	3	2.225	2.950	.042
Within Groups						
Total Between	Groups	34.704	46	.754		
Overtime		41.380	49			
Within Groups						
Total Between	Groups	10.816	3	3.605	5.516	.003
Excessivehousehold		30.064	46	.654		
work	Within Groups					
Total		40.880	49			
Between		8.306	3	2.769	7.574	.000
Commutingto work	Groups					
Within Groups		16.814	46	.366		
Total Between	Groups	25.120	49			
Travelling away from		6.506	3	2.169	4.573	.007
home	Within Groups					
Total		21.814	46	.474		
Between		28.320	49			
Groups						
Workonholidays	Within Groups	18.598	3	6.199	10.228	.000
Total		27.882	46	.606		
		46.480	49			
		13.000	3	4.333	3.350	.027
		59.500	46	1.293		
		72.500	49			

Source: Computed data.

INTERPRETATION:

From the table 4.17 it is observed that the effects of p value ($0 > 0.05$) level shown as significantly satisfied.

The result in the factors influencing in balancing work and family commitments shows that the f value for working hours is 8.678, health is 2.950, overtime is 5.516, excessive household work is 7.574, commuting to work is 4.573, travelling away from home is 10.228 and work on holidays is 3.350.

Therefore the factor that influences in balancing work and family commitments is higher in travelling away from home.

It shows the difference is significant at 5 % level of degree of freedom and alternative hypothesis is accepted.

To conclude, there is a significant difference between the age of the respondents and factors influencing their work and family commitments.

V. FINDINGS OF THE STUDY

- It is observed that 72% of majority of the respondents are married.
- It is observed that 56% of majority of the respondents are between the age group of 26-35 years.
- It is observed that 66% of majority of the respondents have their educational qualification on postgraduate.
- It is observed that 78% of majority of the respondents work as private employees.
- It is observed that 76% of majority of the respondents belong to nuclear family.
- It is observed that 50% of majority of the respondents get motivation from family support.
- It is observed that 74% of majority of the respondents are not able to manage their work.
- It is observed that 64% of majority of respondents are comfortable working with morning shift in the organisation.
- It is observed that 54% of majority of the respondents were sometimes thinking and worrying about work.
- It is observed that 42% of majority of the respondents are able to manage their stress through listening to music.
- It is observed that 54% of majority of the respondents spend 2-4 hours of their time on domestic activities.
- It is observed that 56% of majority of the respondents are hindered in long working hours.
- It is observed that 52% of majority of the respondents are able to Synergy work and family commitments by opting work from home.

VI. SUGGESTIONS AND RECOMMENDATION

- A supportive environment for women employees to bring a congenial relationship can be built by encouraging more work from home strategies by strengthening less hour work culture.
- From the study it is suggested that most of the companies must accelerate productivity. Introducing counselling for women employees by giving emotional support through counselling services is considered to be the needs factor of today's hectic work force. By that, work life Synergy can be effectively managed without affecting the normal work both inside and outside.
- It is recommended that the organisation should increase work life Synergy programmes to reduce family and work pressure at the same time. There should be some provision for return policies related to work life Synergy including factors like part time, Job sharing, Shift work, annualised hours, compressed hours.
- Particularly for women employees organisation should not force women employees to do extra work, though if anyone wants to do extra work voluntarily then it should be always welcomed.

- It is suggested that the organizations should entertain employees by conducting Music competition, Extra-Curricular, Fun Week Day and much more activities to relieve their stress and worries of family while atwork.
- It is recommended that Most of the women employees are comfortable to work in Day Shift rather to be in other rotationalshifts.
- It suggested, the organizations should focus on job security to the women employees, to motivate them for working stress free life in the companies by introducing employee insurance policies offered by company, salary or festival bonus, health benefit schemes. There should also be a involvement of family in thesefunctions.
- It is may recommended that the Company adopt smart 'SMART' in fixing the target (Simple, Measurable, Achievable, Reachable and Timely). SMART is the solution to combat Work Life Synergyrelatedissues.

VII. CONCLUSIONS

Work-life Synergyis a broad concept including proper prioritizing between work on one hand and life on the other. Work life Synergyis important and it should be improved in all the organizations. If it is not improved it leads to poor performance, absenteeism and sick leave. There is a need for systematic research into the nature of work-life conflict and further insight is required into ways by which the work home interface can be more effectively managed. Considerably more research is needed to gain additional insight into the meaning and consequences of work-family balance.

Most employees are dissatisfied with their long working hours and suffer from health problems due to workplace demands. Many women employees prefer to work for limited hours and would like to have flexible hours of work to improve their work life balance. It has been recognized that there are negative impacts of work-life conflict on women worker's physical and mental well-being, their ability to care for their children and others, and their ability to carry out other unpaid responsibilities and pursue personal interests outside the workplace. In addition work-life conflict increases business cost for organizations. These costs are associated with reduced productivity levels, higher absenteeism rates and increased expenditures related to sickness benefits and employee turnover.

In conclusion, this explorative study suggests that employees' work-life Synergyshould improve by nurturing individual balance-enabling skills as well as developing organizational Synergysupportive capabilities. In line with this, the Firm should consider tackling the work- life dilemma on several fronts. Firstly, opportunities for individuals to enhance their work-life management skills should be created. This could occur via mentoring and coaching, as well as formal courses on time-management, planning and prioritization, and stress management. Furthermore, the firm should concentrate on developing effective and supportive managerial and leadership capabilities. Desired outcomes associated with this include building strong relationships and increased communication with employees in order to be aware of and support their rolepriorities.

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