



# WORK LIFE BALANCE AND JOB SATISFACTION AMONG THE WORKING WOMEN OF PUBLIC SECTOR BANKS

<sup>1</sup>Divya Singh, <sup>2</sup>Prof. R. S. Singh

<sup>1</sup>Research Scholar, Department of Commerce and Business Administration, University of Allahabad, India

<sup>2</sup>Professor & Head, Department of Commerce and Business Administration, University of Allahabad, India

**Abstract:** In the current situation, balance between serious and fun activities for ladies' representatives is exceptionally alluring and assuming there is no work fulfillment and consistency throughout everyday life, it can make a situation for working ladies. Balance between serious and fun activities requires accomplishing harmony between proficient work and individual work, with the goal that it diminishes rubbing among official and homegrown life. A definitive presentation of any association relies upon the execution of its workers, which thusly relies upon various variables. These variables can be connected to work fulfillment or family or both. Aside from it, another critical goal is to concentrate on impacts of work life balance on work fulfillment and drives taken by the associations for compelling balance between fun and serious activities what's more its connection with the fulfillment. As far as Indian setting, the worry over balance between fun and serious activities continuously turns into a typical talk particularly for ladies' workers. Balance between fun and serious activities is a condition of balance wherein the interest of both expert and individual life is equivalent. Every job having diverse arrangement of requests and when such job requests cross-over, various issues are confronted. Life and work over-lap and connect. In planning the work life approaches business should imagine that the responsibility. A healthy lifestyle for ladies is one where they spread their energy and exertion between key areas of significance. This examination concentrate on expects to sort out the work space of public area banks for ladies' representatives and what is the impression of ladies about the drive and strategies of banks and impacts of those drives on their lives.

**Keywords:** *Work Life Balance, Job Satisfaction, Working Condition, Women Employee.*

## INTRODUCTION

Concerns about work-life balance are becoming increasingly common in India, especially among female employees. The balance between work and life is equilibrium where the requirements for work and personal life are equal. Each role has a different set of requirements, and overlapping such role requirements raises some issues. In reality, life and work overlap and interact. When designing a working life policy, employers should keep in mind that the obligations of employees can mean the difference between a company that competes in the market and a company that does not. A woman's balanced life is that she divides energy and exertion into important areas. This study looks at factors that contribute to work-life balance and job satisfaction for female employees in the banking and education sector. Employees are the organization's greatest resource. Attracting and retaining the right employees is critical to the success of the company.

Employees are the organization's greatest resource. Attracting and retaining the right employees is critical to the success of your organization. When it comes to the human environment, focuses on the human side that affects employee performance and job satisfaction. Job satisfaction was defined as the amount by which an employee has a positive and sentimental direction regarding

employment by the organization. Work satisfaction creates innovative ideas among employees. Individuals can be more loyal to the organization. Some balance Research shows that availability of work life policies does not always lead to employee acceptance. Therefore, work life competition is reduced, performance, retention, and reduction. Absenteeism. The concept of work-life balance is based on the idea that you get paid Work and personal life should not be seen as competing priorities over complementary priorities a fulfilling element of life. The way to do this is A two-way process that takes into account both employee and employee needs Employer.

The knowledge economy, coupled with factors such as changing marriage patterns and small families, has given women better access. This increased the number of employed women, and therefore employed mothers (Grossman, 1981). The gift of this era of knowledge to Female is career opportunity and agility. But this talent poses a major challenge for working women today. Not only are they exposed to the same work environment as men, but they are also exposed to the pressure created by the expectations of, which conflict with the demands of different roles. "By meeting their financial needs, the job undoubtedly made women of identifiable social status independent, but juggled them in two major areas of life. They took over the job, but the responsibilities of the female roles remain the same. Women can be top executives, but the "care" or "give care" role is considered part of the female role (Sunita Malhotra & Sapna Sachdeva, 2005). Today, many women wear multiple hats to balance their career and their family / family responsibilities. Family concerns can be very work-related, and family concerns can be brought to the family as well. Work life balance and job satisfaction among the working women of public sector banking can also help to support and establish the desired culture of the banking sector. There are many commercial banks operating in the public sector in India. SBI and 11 other nationalized banks under the public sector.

### **Is Work-Life Balance and Work Satisfaction Suitable for women Employees?**

The Indian women's workforce world is incredibly due to the continued dismantling of trade barriers, modern innovation, the globally networked market, fierce and business competition, and changing with pace. Apart from it there are a selection of things that make ladies worker experience high quality or terrible approximately their activity. Moreover, a few personnel can be glad with some components in their paintings however upset with all different components. Factors that result in keep high quality or terrible perceptions in their activity have their personal effect on paintings existence balance. This intellectual pressure for ladies can result in bodily pressure and motive sick health, headache, gastritis, frame ache, de-motivation, low morale etc., result in long time cardiac issues, excessive blood pressure, diabetes or different psychiatric issues and coffee activity overall performance etc. All those issues generate Work existence war and activity dissatisfaction specifically for ladies' personnel, which ends in:

- Increased Absenteeism
- Increased Employee Turnover
- Reduced Productivity
- Reduced Job Satisfaction
- Increased Managerial Stress
- Damage of Family and Social relationship

### **SCOPE OF THE STUDY**

When people are happy with the balance between work and work life, they feel they have achieved the highest quality of life possible. The balance between work and life is strategically important to the organization and is an important issue regarding work satisfaction for employees, especially female employees. The organization's awareness and behavior regarding job satisfaction and the implementation of work-life balance strategies depends on whether the organization needs to attract and retain estimated employees in the competitive labor market. The purpose of this survey is to investigate the work environment and perceptions of women regarding work-life balance and job satisfaction in the banking sector. Another important purpose is to study the effect of work-life balance on's work satisfaction.

### **OBJECTIVE OF THE STUDY**

- (1) To know the condition of work- life balance and working women.
- (2) To know the challenges of work-life balance.
- (3) To know the effect of poor work-life balance on the organization.
- (4) To make suggestions for well-developed work -life balance in banking sector.

## LITERATURE REVIEW

**Alam Sageer, Dr. Sameena Rafat, Puja Agarwal** (2012) investigate various variables involved in employee satisfaction, such as employee morale and employee satisfaction, to improve employee performance and productivity, and ultimately high profits, it led to customer satisfaction and customer retention of. He suggested different ways to improve employee satisfaction.

The purpose of study of **Jamal Nazrul Islam, Haradhan Kumar Mohajan, Rajib Datta's** (2012) was to determine that do morale and work satisfaction play an important role in the overall performance of employees in the workplace? The study concluded that social status supportive colleagues, and a sense of employment stability were the top three reasons why worked at a bank. It was suggested that wages, decision-making authority and promotion policy are top priorities for improving the working environment.

**Lalita Kumari** (2012) was to clarify how employee perceives work-life balance policies and practices in public sector banks. The quota sampling procedure was followed. We conducted a survey and analyzed the data based on of the 350 respondents. The results of the survey show that each of the WLB factors is a good predictor of job satisfaction in and of itself, significant among female and male respondents regarding job satisfaction associated with various WLB factors. I emphasized that there is a gap. A positive correlation of indicates that job satisfaction is an important indicator of WLB. The results of the survey can be of practical importance to improving the engagement and productivity of employees and to formulating recruitment and retention policies, especially for bank talent managers.

**Sakthivel Rania, Kamalanabhanb & Selvarania** (2011) was to analyze the relationship between employee satisfaction and the balance between work and life. The configuration used in this survey consists of career opportunities, awareness, work tasks, payments, achievements, boss-subordinate relationships, employee satisfaction, and a balance between work and life. This study contributes to two different research directions: employee satisfaction, the relationship between and the balance between work and life. The results show that there is a high correlation between work tasks and mediator variables, that is, employee satisfaction with work-life balance.

**Vasantha** (2012) was to investigate the work-life balance of working women in the service sector. Work-life balance means achieving a balance of between profession and other activities in order to reduce the friction between profession and family life. The balance between work and life improves employee efficiency and productivity. It increases satisfaction in both professional and personal life. This paper seeks to identify a variety of factors that contribute to maintaining a work-life balance for female services employees. The results of the survey showed that the majority of the employees feel comfortable in the workplace, regardless of the personal and workplace-related details of the study.

## WORK LIFE BALANCE AND WORKING WOMEN

By adopting a flexible work style, you can improve employee engagement and satisfaction, profitability and productivity, and employment and retention policies, so banks also have a work-life balance policy for employers. Practices are becoming more and more important. Companies need to attract and retain the best talent to stay competitive in the banking sector.

According to a study by (Dex and Smith, 2002);

- (A) family-friendly policy has a positive effect on employee involvement.
- (B) Approximately 9 of the 10 facilities that have used these guidelines have been found to be cost effective.
- (C) Performance improvements were associated with family-friendly policies for five of the six performance indicators.

The working environment for women in India is due to the gradual dismantling of trade barriers, modern innovations in technology, the globally connected market, fierce competition and business competition, and the changing patterns of families and populations. It's changing at an incredible rate. Family patterns are changing the family structure from a shared family to a nuclear family, changing family values, reducing self and children's quality time, spending more time on the Internet, means to change the social interaction and communication of. These factors bring a tense horror to a woman's life, which is then amplified many times if the husband's wife is working and has a year-old child and older parents. This constant concern raises the psychological well-being of women through a sense of loss of control over one's life and the desperate perception that there is never enough time to balance and reasonably stable in life. It can be confusing. These mental stresses lead to physical stress in women, causing illness, headaches, gastritis, body aches and more. Or it causes long-term heart problems, high blood pressure, diabetes, or other psychiatric problems. All of these issues, especially for the female employees, have led to conflicts in working life, resulting in:

Relationships Work-life imbalances lead to poor relationships among female employees. Too much work can use women to miss family interactions and important events. Which results are:

- Increased Absenteeism
- Increased Employee Turnover
- Reduced Productivity
- Reduced Job Satisfaction
- Increased Managerial Stress
- Damage Family and Social relationship

Relationships require development, time, and constant attention. Damage is often more difficult and time-consuming to repair than if sufficient time and concentration were spent on the whole.

### **IMPACT OF POOR WORK-LIFE BALANCE ON THE ORGANIZATION**

- Workers' punctuality, teamwork, customer service, labor supervision responsibilities, group actions, colleague interactions, and worker leadership initiatives are workers' self-esteem and morale due to conflicts in work-life balance.
- Employees' ability to be creative, learn expertise and innovate is seriously reduced due to the decrease in employees' enthusiasm for work.
- Workers who have difficulty balancing work and family roles have set poor standards in the company's work environment and often disrupted a friendly working atmosphere.
- Employee problems negatively affect the company's revenue, operating profit and balance sheet.
- The number of leave cases increased significantly and in severe cases of leaving.

### **SOME CHALLENGES TO WORK LIFE BALANCE**

There is still however an uneven dissemination of work-family life policies among employers that causes future challenges as follows:

- A. Bosses don't enough and straightforwardly convey about work-life balance-** Helpless correspondence brings about lower levels of mindfulness. This can prompt individuals questioning the trustworthiness of senior administration as they feel that correspondence is hazy. The factors adding to this test include:
  - Hierarchical culture
  - Absence of interest about changing the norm
  - Reluctance and dread around how to deal with a surge of solicitations if balance between fun and serious activities drives were better imparted (hazard the executives).
- B. Managers are seeking after unseemly balance between fun and serious activities plans-** There is befuddle between what bosses offer and what individuals need. The key factors adding to this are:
  - Bosses take the simple course with a one-size-fits-all methodology.
  - Hierarchical size will in general confine creative mind and result in restricted reasoning.
- C. There are significant degrees of neglected interest for some balance between serious and fun activities choices that go past the current 'family agreeable' approach-** Specific interest for the chance to work in adaptable hours and to have downtime to care for kids was found neglected requests. The key elements adding to this are:
  - An absence of acknowledgment of the needs and needs of representatives who have responsibilities regarding kids.
  - No reasonable regulation that these representatives can depend on to pressures managers.
- D. Directors go about as obstructions to individuals accomplishing fitting balance between serious and fun activities-** Administrative conduct and perspectives are both impacted by and are effects on authoritative culture. While research has shown that administration job demonstrating of good balance between serious and fun activities practices is an empowering influence in assisting staff with overseeing home and work. Different studies have additionally shown that line chiefs having significant impact on representative fulfillment.
 

The key variables adding to this are:

  - Many line directors have absence of adequate dynamic ability to allow authority and empower changes to working courses of action.

- The ordered progression and cycles inborn in most huge associations imply that there are no motivating forces for supervisors to act distinctively or to contemplate changing working plans.

**E. Confidence of Employees during the work-** Emphatically adds to balance between fun and serious activities. Specialists (especially specialists, don't actually have a balance between fun and serious activities. An enormous piece of them has an extremely low time balance yet an exceptionally high fulfillment balance and their confidence is extremely high. A review on gynecologists showed that their fulfillment balance was extremely high in view of the fulfillment of making another life, which was pay enough for any sort of time imbalance.

### **SUGGESTIONS FOR WELL-DEVELOPED WORK -LIFE BALANCE IN BANKING SECTOR**

- Albeit the female respondents concurred with banks WLB approaches however they couldn't help contradicting by and large WLB. So, the female representatives ought to be given the offices like flexi time; work sharing; crèche offices, and important breaks so they feel that the association is helping them in organizing the family and expert life.
- In all around oversight firms, the hours worked by both administrative and non-administrative staff are not essentially higher than those in severely run firms. This again affirms that working more efficiently is the vital determinant to effective administration. Henceforth there ought to be all around planned adaptable working hours.
- WLB work on the efficiency and dispose of occupation stress, businesses can likewise put forth attempts to know the responsibility and occupation requests.
- Business needs to analyze worker preparing, correspondence, reward framework, collaborator relationship and workplace.
- In the event that the representatives are given opportunity to pick their own plans for getting work done; quality and efficiency of the work increments. In light of this open door given to the representative will likewise bring to the obligation regarding completing work inside determined time.
- Non-financial rewards frequently have more effect than monetary rearrangement in achieving work fulfillment and overseeing life.
- Embrace an audit of existing strategies and work on current practices on adaptable working game plans.
- Guarantee decency and consistency in the manner bank strategies that help balance between fun and serious activities are carried out.
- Consider the ramifications for balance between serious and fun activities according to responsibilities and work outside customary hours.
- Explicit Counseling programs on Work Life Balance and Family government assistance programs and family advising projects can be directed.
- Representatives' party projects and public contact projects will be the better choice to lessen the psychological tension in the work place as the review uncovers more mental tension for the Women workers.
- Ordinary activities, intervention and other delicate expertise practices can work on the passionate equilibrium of the workers.
- Increasingly more profession and headway potential open doors ought to be given to the youthful representatives for proficient just as self-awareness.
- Administrative individuals should feel that assuming they support the leaders and non-chiefs earnestly the accomplishment of the mission of the association be worked with and pay ought to give in the premise of group execution. So, nobody feel desire concerning WL strategies.
- As it shows that diverse age bunches have various discernments in regards to WLB, so work ought to be circulated by the age and capability. It will work on the worker's responsibility and fulfillment level alongside efficiency and productivity.
- A steady administration is needed to limit the contention among work and family. Top administration ought to understand the significance of balance between serious and fun activities and its unfriendly effect on work fulfillment.
- Chief ought to essentially assemble natural relationship, association and comprehension with laborers.

- r) Bank ought to have formal directing office to comprehend the specialists work life balance issues and to assist the laborers with getting the arrangement.
- s) Chief ought to embrace representative's review occasionally to comprehend the prerequisites what's more perspectives on laborers connected with balance between serious and fun activities.
- t) Liberal leaves office, both with or without pay in the event of family direness ought to be considered however much as could reasonably be expected.
- u) Start and draw in conversation with laborers utilizing web-based media to comprehend their work life balance needs and desires.
- v) Make course of action for baby/youngster care inside the workplace for working ladies.
- w) Establish a workplace liberated from badgering and separation.
- x) Banks ought to present work sharing choice in which full-time post is parted across two laborers who settle on working hours chose in the middle of them and vocation breaks.
- y) Self-roistering ought to be carried out in which staff chooses their favored movements and shifts are assigned quite far to fit these inclinations.

## CONCLUSION

Today we see ladies working in practically a wide range of callings exhibiting that there is no distinction in sexual orientation in work. Truth is told numerous associations say that ladies are playing an imperative job in inspiring the association. This is a positive improvement that ladies are making their quality in various different backgrounds. Then again, for each lady there is another foundation to make due, which is home and individual life. Today with expanding requests at work place, the point of interaction between work life and individual life expected importance which requests more consideration. The tensions of the work or on the other hand private life can prompt pressure. As indicated by studies, it has been tracked down that such circumstance influences individual's wellbeing both physiologically and mentally. Thusly, representatives should keep a good overall arrangement between works what's more their private lives. For the businesses, Work-life equilibrium of representatives will be a significant contribution to planning fitting approaches for representatives to address work - life balance issues. Work-life balance drives ought to be intended to assist representatives with adjusting their work and individual life. Additionally, our examination concentrate on means to sort out the work space of public area banks for ladies' representatives and what is the impression of ladies about the drive and impacts of those drives taken by the banks since Work-Life Balance isn't an issue to be settled. It is a continuous issue to be made due.

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