

**EXECUTIVE SUMMARY OF THE FINAL REPORT WORK DONE ON THE
MAJOR RESEARCH PROJECT**

Sl.No.	Particulars	
1.	Title of the Project	A Study on Work Life Balance among Married Women Employees in Chennai.
2.	Name and Address of the Principal Investigator	Dr.A. Pandu, Assistant Professor of Commerce & Principal Investigator, Head (i/c) of the Department of Management Studies, Pondicherry University Community College, Lawspet, Puducherry – 605008.
3.	Name and Address of the Institution	Pondicherry University Community College, Lawspet, Puducherry – 605008.
4.	UGC Approval Letter No. and Date	5-16/2014 (HRP) dated. 10-02-2016.
5.	Date of Implementation	01-07-2015
6.	Tenure of the Project	3 Years from 01-07-2015 to 30-06-2018.
7.	Total Grant Allocated	Rs. 7,38,955/-
8.	Total Grant Received	Rs. 6,84,420/-
9.	Final Expenditure	Rs. 7,45,202/-
10.	Title of the Project	A Study on Work Life Balance among Married Women Employees in Chennai.

11. Objectives of the Project

1. To study various factors which could lead to WFC and FWC among married women employees.

WLB studied from two perspectives. The first focused on work related factors and their impact on family life, while the second perspective focused on family focused factors and their effect on work life.

2. To ascertain the opinions of employees towards the problems they face at the workplace and their relation to work life imbalance.
3. To identify the factors affecting imbalance at home for working women.
4. To assess the contribution of different parameters influencing the quality of WLB among the working women professionals.
5. To find out the relationship between the work life balance and job satisfaction.
6. To ascertain the relationship among work life balance, job satisfaction and attrition/ labor turnover.

7. To discover the association between the age group and the work life balance.
8. To find out the association within the factors affecting work life balance among the respondents.

12. Whether the Objectives were achieved

Yes, the Objectives of the project were achieved.

1. Firstly, the work life balance was studied from the perspective of work related factors namely work load and responsibilities, work environment, feelings about work, absence from job and work family conflict and later on it was also studied from the view of family related factors like family dependents and family work conflict through Analysis of Variance. Form this study, it was identified that work life balance had a negative relationship with the work family conflict and family work conflict through Pearson Correlation Coefficient.
2. Secondly, the opinions of the women respondents had been obtained with regard to the factors responsible for their work life imbalance through the case studies conducted via unstructured interviews. The factors responsible for work life imbalance at home and at work are role conflict (Work family and family work conflicts), poor organizational policies, low pay, family dependents, heavy work load and responsibilities and work environment.
3. The third objective of the study was also attained through case studies conducted by unstructured interviews, it was found that family dependents and family work conflict are responsible for work life imbalance at home.
4. Then followed by it, the different constructs affecting the work life balance of the working women had been assessed and it clearly shown that there was a stronger level of association between the work life balance and factors affecting it such as work load and responsibilities, work environment, feelings about work, absence from work, family dependents, work family conflict, family work conflict among the respondents.
5. Fifthly, through the multiple regression analysis, it had been identified that there was a significant relationship between the work life balance and job satisfaction (IT employees and school teachers) whereas at the same time, no such significant association between the work life balance and job satisfaction among self-employed has been identified.

6. Followed by it, the study via multiple regression analysis has ascertained that there is a significant association between the work life balance and job satisfaction and in turn no such relationship has been identified with attrition among the IT employees and school teachers. There is no such significant association has been obtained among the work life balance, job satisfaction and quitting of self-employment among self-employed respondents.
7. Then the significant relationship between the age group and the work life balance of the respondents have been identified through Analysis of Variance.
8. Lastly, the significant relationship has been obtained among all the factors affecting work life balance such as work load and responsibilities, work environment, feelings about work, absence from work, family dependents, work family conflict, family work conflict within themselves through the adoption of Pearson Correlation.

13. Achievements from the project

- The study identified the association among the demographic profile of the respondents and work life balance.
- Impact of the various work related and family oriented factors on the work life balance has been assessed.
- Factors causing work life imbalance among married women employees working in IT, schools and those being self-employed has been discovered through case studies.
- Relationship between the work life balance and its outcomes namely job satisfaction and attrition/ quitting self-employment has been identified.
- These relationships among the influencers and outcomes of the work life balance has been accepted through Structural Equation Modelling Technique.
- Finally, the recommendations were provided separately to the respondents, organization and to the government.
- Seven Publications were made out of the results of the project in the form of Five Journals, One Chapter at Edited Volume Book and One International Conference Proceedings. (Three papers were sent for publication under various Journals).
- A National level Edited Volume Book entitled "Work Life Balance among Married Women Employees" has been edited during the course of this project with ISBN.

14. Summary of the findings (In 500 words)

Firstly, in order to identify the real work life balance issues and to identify whether the factors taken for the study through extensive reviews from past researches pertaining to work life balance were agreed by the respondents, the case studies had been conducted through unstructured interview schedule among 50 respondents i.e., 10 from IT setting, 30 from school teacher setting and 10 from Self-employed setting. Through the case studies, it had been identified that the factors taken for the study are matching with their real life issues of the women respondents on maintaining the work life balance. The results of the case studies showed that role conflicts i.e., work family and family work conflict are found to be the main reason responsible for work life imbalance among the respondents of the study as it is reported by majority of the women employees..

As a resulting effect of case studies and literature review, the factors namely work load and responsibilities, work environment, feelings about work, absence from work, family dependents, work family conflict and family work conflict are considered to be the influencers of work life balance whereas the variables namely job satisfaction and quitting of self-employment has been taken as the outcomes of the study. In addition to this, work life balance is considered as the main construct of the study.

After conducting the case studies, in order to check the validity of the instrument (questionnaire) for data collection, the pilot study has been undertaken among 150 interviewees i.e., 50 from each setting who do not form part of the entire sample size used for further empirical investigation. Pilot study clearly projected that the adopted instrument was valid and could be used for the purpose of investigation.

After confirming the validity of the questionnaire, the 750 data were collected for the study i.e., 250 each from IT employees, school teachers and self-employed women. The study through the various statistical measures such as Mean, Standard deviation, Analysis of Variance, Pearson Correlation Coefficient Analysis, Multiple regression and Structural Equation Modeling technique identified the following key results.

- Through the Multiple Regression Analysis, it had been identified that work life balance was strongly and positively influenced by the factor namely feelings about work in the case

of the working women professionals indulged in IT and school teaching and it is absence from job in the case of the self-employed women.

- Through the Pearson Correlation Coefficient, considering the factors affecting work life balance, the variables such as work environment, feelings about work and absence from work affects the work life balance positively, whereas the variables namely work load and responsibilities, work family conflict, family work conflict and family dependents affects the work life balance negatively for all the respondents.
- As far as the outcomes of the work life balance were considered, through the multiple regression analysis it was found that work life balance influences the job satisfaction significantly, whereas there is no such significant association between the job satisfaction and the attrition among the working employees (IT professionals and school teachers), while, the work life balance has no such relationship with the job satisfaction and quitting of self-employment among the self-employed women.
- In addition to these, in order to confirm the relationship between the predictors and the outcomes of the work life balance, the study adopted Structural Equation Modelling Technique and this model clearly shows that the factors namely work load and responsibilities, work environment, feelings about work, family dependents, absence from work, work family conflict and family work conflict affects the work life balance both positively and negatively. Depending upon the results of the level of work life balance/ imbalance, the outcomes such as job satisfaction/ dissatisfaction and retention/ attrition and Continuing with business/ quitting of self-employment has been identified and since, all the indices are within the suggested values, it fits the model. As a result, the model is accepted.

Lastly, the recommendations and suggestions were provided to the respondents, organization and government in having a better work life balance.

15. Contributions to the society (Give details)

The compelling conclusion that has been arrived from the study that it is the role of the organization and the government to provide work life balance initiatives and work life balance policies for the married women IT professionals, school teachers and self-employed in order to eradicate their work life imbalance issues such as extended working hours, heavy work load and

responsibilities, excessive demands of family dependents, work family conflict and family work conflict factors which ultimately leads to the psychological distress and poor well-being of the respondents. When once, the work life imbalance of the employees is removed through motivation, their job satisfaction and retention/ continuing with running their business venture improves. As a result, the skills and the performance on the job/ business arises. This improves the productivity of the employees. When the outcome on the job/ business is increased, their salary and income level is amplified and it helps in the rise of standard of living. This increased income improves the national income of the country and eventually on the economic development of the nations.

16. Whether any Ph.D. enrolled/ produced out of the project

No Ph.D. has either been enrolled/ produced out of the results of the project.

17. No. of Publications out of project

Five Papers Published/ Accepted for Publication in Various Journals:

1. Pandu A., (2017), "Causes Imperative for Work Life Balance among Married Women Employees: A Review", *Researchers World- Journal of Arts, Science and Commerce*, VII, 2(10), pp:07-14.
2. Pandu A, (2017). "Sources Accountable for Work Life Stability Among Married IT Women Employees and School Teachers in Chennai", *Journal of Organization and Human Behavior*, 6(4), pp:24-37.
3. Pandu A, Sankar R. (2018), "Construction and Validation of Multidimensional Assessments Regarding Work-Life Balance Among Married Self-Employed Women: A SEM Model Approach", *Journal of Entrepreneurship and Management*, 7(2), pp:41-46.
4. Pandu Aranjan (2018), "Work Life Balance and Job Satisfaction on turnover intentions of married women IT employees and school teachers in Chennai", *International Journal of Management and Development Studies*, 7(1), pp: 68-81.
5. A. Pandu & Sankar. R (2018), "The Relationship between Work life balance and Job Satisfaction: An Empirical Evidence from Married Women IT Employees and School Teachers in Chennai", *Anwesh International Journal of Management and Information Technology*, 3(2). (Accepted for Publication on September, 2018 Issue).

One paper Publication as a chapter in Edited Volume Book

6. Pandu. A, Sankar. R (2018). Factors influencing work life balance among married it women employees, women school teachers and self-employed women. In S. Govindarajan (Ed.). Business Management and Challenges (2018, pp.111-118). Chennai, India: Grabs Educational Trust. (ISBN 978-81-936929-0-5).

One Paper presentation at International Conference

7. Pandu. A, Sankar. R (2018, February). *Factors influencing work life balance among married it women employees, women school teachers and self-employed women: a case study*. Paper presented at the International Conference on Emerging Trends in Commerce, Management, Economics, Computer Science and Microbiology (ICETCMECM 2018), Tagore College of Arts and Science, Chrompet, Chennai, Tamil Nadu, India.

One paper is submitted for publication at Journal

8. Paper entitled "Predictors and Outcomes of Work Life Balance among IT and School Teachers in Chennai: A SEM Model Approach" at International Journal of Management and Development Studies.

Two papers are sent for Expert Review and Advice


9. Work Life Balance among Self-Employed Married Women in Chennai
10. Work Life Balance among Married Women IT Employees, School Teachers and Self-Employed.

In addition to these, during the tenure of the project an edited volume book with the main theme of work life balance of working women has been published with eight papers from various States and Union Territories across India.

11. Pandu, A. ed., (2018). *Work Life Balance of Women Employees*. First edition. Chennai: Grabs Educational Trust.


(PRINCIPAL INVESTIGATOR)

Dr. A. PANDU
Assistant Professor of Commerce &
Principal Investigator -UGC
Major Research Project (MRP),
Pondicherry University
Community College,
Lawspet, Puducherry - 605 008.


(REGISTRAR)

Registrar
Pondicherry University