



Challenges Faced By working Mother for Maintain WLB - in Indian Context

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Abstract:

Work life balance is most important aspect in life of people who are working, and specially for working mothers. In today's life it has become a challenge to maintain it. For human resource management it has become issue which impact on the productivity and growth of an organization. Work life balance basically control between professional and personal life. It is a platform to tell where, when and how to control both phase. This paper is aimed to define the challenges faced by working mothers due to work life balance and explore its significant.

Keywords: Working mother, challenges, Work life balance.

I. INTRODUCTION

Working mother has performed multiple roles and balance these responsibilities significantly forever, every women employee has faced tremendous obstacles ahead of her in every corner of personal and career life. It defines as a satisfactory level of involvement or fit between the multiple roles in a person's life, especially as a mother. In this changing culture of industries/ organizations managing the boundary between home and work is becoming more difficult. Organisation need to ensure they not just encourage but mandate a practical and workable WLB policy. And organization must have some policy for working mothers too. Work life balance definition includes three important themes

- It includes the need for employees to achieve an acceptable balance between work and family lives.
- It needs and employer to facilitate their employees by providing flexibility in respect of work, timings and cultures.
- It includes management of conflict between different demands on his/her time and energy in a way that satisfy his or her need for well-being.

To maintain the activity, one should facilitate such environment which helps working mothers to maintain work life balance. A prominent WORLD BANK SURVEY found that only 27% of the female's population ages over 15 are working in India this is the lowest rate of women's participation. Highest rate was in chinias.ie 64%.

CHALLENGING FACED BY WORKING MOTHER

- ✚ Lack of sensibility in people' behaviour, especially in professional life. Lack of health work environment. No support from fellow co-workers.
- ✚ Lack of child care leaves in Private sector.
- ✚ Long working hours
- ✚ Strick organization policy regarding leaves
- ✚ Can't travel for night shift jobs, so limited working opportunities.
- ✚ Increase health issue as increment in stress level
- ✚ Unequal division of household work, as women has to bear major load of household work and duties.

- ✚ Always surrounded by stereotype that working mother is less devoted to work as compared to other women, who do not have children.
- ✚ Negative attitude of male co worker
- ✚ Lack of time for personal interest.
- ✚ Less time for kids

FACILITY NEED TO BE GIVEN BY THE ORGANIZATION TO A WORKING MOTHER TO MAINTAIN WLB

- ✚ Crèches or care taker need to be provided to working mothers
- ✚ Facility to work from home.
- ✚ Flexible work hours
- ✚ Infrastructure to handle WLB
- ✚ Extension in maternity leave
- ✚ Forming grievance cell or complaints committee
- ✚ Proper security need to be given to the working mother, who is working in night shifts. Such as cab facility etc.
- ✚ Seminar and workshops facility must arrange by an organization for working mothers to improve WLB
- ✚ Organization must modified the policies oriented to working mothers

DIFFERENT HEALTH PROBLEMS AMONG WORKING MOTHER VIA HANDLING CHALLENGES OF WLB:-

There are certain health related issues which arise due to the work and life imbalances and stress at workplace. The outcome of stressful work is health related problems. Some of the health issues are:

- ✚ Tension
- ✚ Sleeplessness
- ✚ Headaches
- ✚ Eye-strain
- ✚ Backache
- ✚ Detachment from the Family
- ✚ Depression

TOP 10 COMPANIES FOR WORKING MOTHERS

- ✚ Bank of America
- ✚ Deloitte
- ✚ Ernst & Young Llp

- ✦ IBM
- ✦ Johnson & Johnson
- ✦ McKinsey & Co/Prudential Finance
- ✦ PWC
- ✦ Unilever
- ✦ Zoetis

II. LITERATURE REVIEW

Dr. R. Prabhakara Raya : 2018—This study states that work life balance found weak due to long working hours, which associates stress in working mothers. This paper also states about health problem in working women due to the increment level of stress. CO MUST RUN HELATH and wellness program, which for sure help to beat the challenges faced by working women.

- Though the study has been confined to only IT Professionals, the results of the study have in fact opened up several avenues for further researches in the aspect of work life balance.
- Large-scale and in depth researches on this subject have been envisaged in association with specialized institutions. There is immense scope for researches on this topic in India.
- Focused studies on work life balance of women employees could be initiated in order to bring about a good awareness about the problems women face while balancing their personal and professional lives. Work life balance being treated as a separate and core aspect, making it compulsory for all the levels of employees are agreed. But it is strongly opined that in order to produce its full effectiveness, it should be gradually aligned with other core employee

S. Vijayakumar Bharathi-2015- This paper states that women face challenges in managing their work life because there is lack of awareness of company's policies. Companies must have programmes to aware their employees to facilitate the policies, which help to balance the work life, especially working mothers.

Mittal Darji- 2016:- This paper states that Indian men need to understand that women also have dreams like them. To make that dreams and aspirations come true, they should be treated as equal as men. Women face the challenges because there is lack of support from family and organizations. Companies.

Zameer Ahmad bhat – 2014- This paper states that women are not inferior to men. They are as equal as men, women have played a tremendous role in society at various positions. Companies must require to have serious and positive work policy to empower women.

Dr Rinku Rani -2013 states that working married women are facing more difficulty as compared to unmarried women. Working married women cannot give proper attention to their family as they are diverted to work. This causes so many difficulties to the working women. On the other side, working mothers have to take care of their children and family too so their focus shifted to home moreover to work. To reduce those difficulties, organizations must introduce the policies to facilitate work from home or flexible working hours.

III. RESEARCH METHODOLOGY

- Research design: Descriptive research.
- Research Instrument: Questionnaire

- Sampling method: Random sampling
- Sample size: 50 working mothers
- Sample unit: Women employees of private sector in Delhi
- Data Sources

Primary source-Questionnaire was identified, keeping in view the objectives and the respondents to tap the independent and dependent variables.

Secondary source- It means that the data, which has been collected by other means to be site and inference conclusions.

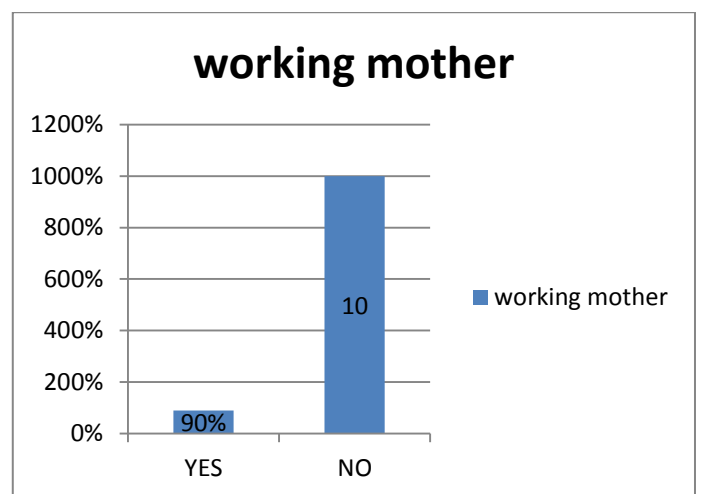
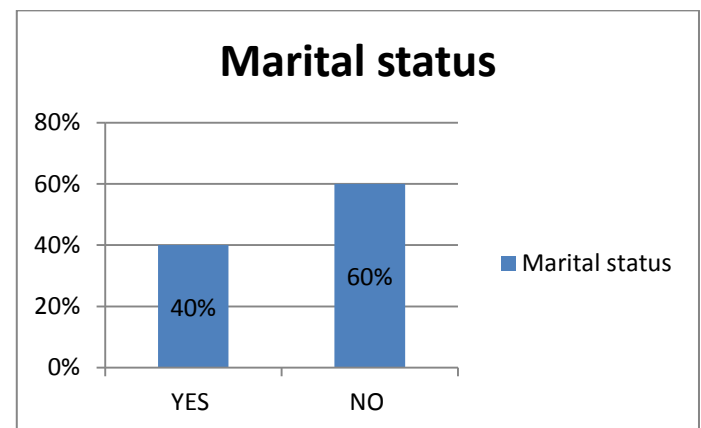
Some of those sources are as under:

- ❖ Newspaper
- ❖ Corporate news
- ❖ Research journals
- ❖ Web based reports

IV. OBJECTIVE OF STUDY

- To determine the challenges faced by working mothers to maintain work life balance.
- To determine the effect of different challenges on organizational productivity and growth
- To examine the facilities given by the organization to working women to maintain WLB

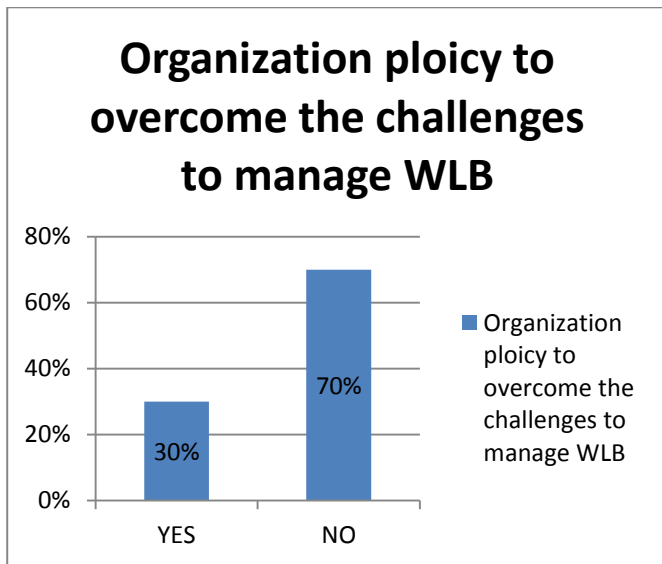
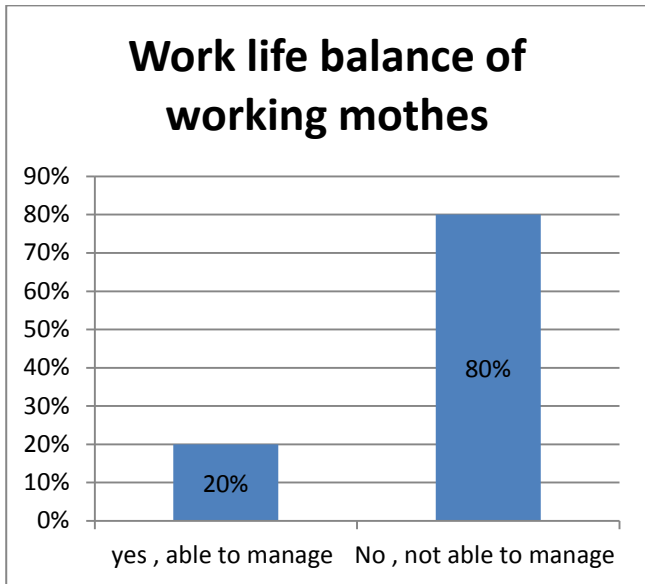
V. DATA ANALYSIS AND INTERPRETATION



Interpretation

Out of 50 working employees only 40% are married, rest 60% women are not married. And out of 40% employees who are married, 90% have children and 10% do not have. That means the probability of having a working mother in an

organization is very low because most of the staff is unmarried women.



Interpretation

Above charts states that Work life balance of working women is very poor. Only 20% working mothers are able to manage the WLB else 80% working mothers are still facing challenges to manage their work and life. Also it states that organization does not have as such good policy to overcome those challenges. Only 30 %women saying yes else 70 % women saying organization does not any policy which help them to manage their WLB.

VI. CONCLUSION

In conclude, we can say that due to the imbalance between Work and Life working mothers are facing lots of challenges. Which directly affect their health and productivity of an organization also. This is mandate to introduce the well planned policy within the organization, which help an working mother to take care of her family as well as can perform her work duties well. Organization can allow its employee to work from home in case of emergency, or can work for flexible hours as per convince

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