

‘Work- Life Balance’- A Tool to Prevent Marital Breakdown: A study with reference to married women employees of the Malenadu region

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Abstract- India has experienced a rapid growth in many provinces from past one decade. One of the greatest growths is in the field of women empowerment. Women in India are coming forward in every field such as education, defence, technology, politics, entrepreneurship, etc. Women are entering into the workforce for career satisfaction and also for the need of the family income. But in today's world, a very big challenge faced by married women employees is, how to manage a stressful job along with the family responsibilities. It includes spending quality time with the family, spending quality time with child/children, family chores, etc. In order to manage both personal and professional life efficiently, a good work-life balance is very essential. An imbalanced work-life may result in marital breakdown among the married couples. Increase in responsibilities of women in workplace, has adverse effect on their personal life. So, this paper mainly speaks about how a good work-life balance by married women employees will help in preventing marital breakdown. The study has been conducted in some of the places of the Malenadu region of Karnataka state. The samples were working married women who are working in different sectors in the Malenadu region.

Index Terms- Women empowerment, work-life balance, Malenadu region, marital breakdown

I. INTRODUCTION

Today in India ‘women empowerment’ plays a very important role in the development of women in every field such as education, defence, technology, politics, entrepreneurship, etc. An increased awareness and aspiration of personal growth has influenced women to enter into work force. Today in many of the families, women are considered as a backbone of the economical development of the family. But women employees are facing many personal and professional life challenges. They are finding difficulties to manage both professional and personal responsibilities. Hence, work-life balance is the most noticeable challenge that women face.

An imbalanced work-life may lead to many problems. Various factors such as work stress, increased family responsibilities, longer working hours, exhaustion, etc may cause for work-life imbalance among working married women. The imbalanced work-life has adverse effects on both personal and professional life. The consequences of work-life imbalance

includes stress-related illness, decreased job satisfaction, reduced productivity, lower life satisfaction, marital breakdown, substance abuse, growing problems of parenting and child/children care, etc. Among all those consequences, marital breakdown is the major consequence. The working women, who are unable to separate professional stress from their personal life, are likely to get to divorced as the solution. Majority of them are caused by work-life imbalance among all the divorced cases.

There are many women employees who work in different sectors of the Malenadu region. The Malenadu region contains districts- Dakshina Kannada, Udupi, Utthara Kannada, Chikmagalur, Kodagu, Hasan, Shivamogga. The Malenadu women participate in different work forces. The different kind of cultural and family aspects are considered as factors to determine the work-life of married women in the Malenadu region. Marital breakdown can be caused by work-life imbalance among the working women employees. The present research paper aims at studying the work life balance of married women employees of the Malenadu region.

Objectives of the study:

- To understand the work-life balance among the working married women
- To study how work-life balance helps to prevent marital breakdown
- To address remedial measures and recommendations based on the research findings.

Research methodology:

The study has been conducted on the basis of the primary data collected. The secondary data also constitutes a part of the study. The primary data was collected from among the working married women who are working in the Malenadu region; Dakshina Kannada, Udupi, Chikmagalur, Shivamogga, Utthara Kannada, Kodagu and Hasan. Randomly selected total hundred samples were considered for the study purpose. At the same time based on the requirements of the study, the data has been collected from various secondary sources such as internet, journals, magazines, etc.

Tools for Data Collection:

- Questionnaire (online questionnaire as well as manual method was used)

Tools for Data Analysis:

- Tables
- Pie diagram
- Bar diagram

Data analysis and interpretations:

Table 1: District-wise distribution of the sample

SI No.	District	No. of respondents	%
1	Chickmagaluru	04	04
2	Hasan	04	04
3	Shivmogga	05	05
4	Dakshina Kannada	56	56
5	Udupi	12	12
6	Uttar Kannada	04	04
7	Kodagu	15	15
Total		100	100

Chart 1: District-wise distribution of the sample

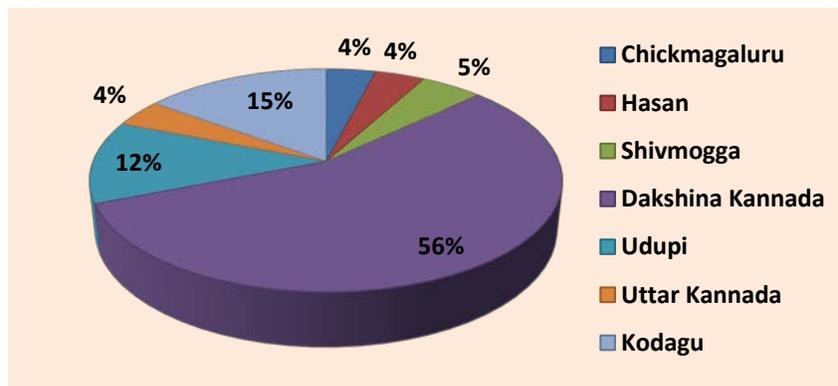


Chart 1 depicts district-wise distribution of the sample. The present study has considered the Malenadu region of the Karnataka state such as Dakshina Kannada, Udupi, Chikmagaluru, Shivamogga, Utthara Kannada, Kodagu and Hasandistricts. Majority (56%) of the respondents are from Dakshina Kannada district. Less number of respondents that is only 4% of each of them from Chikmagaluru, Hasan and Uttar Kannada districts.

Table 2: Age-wise distribution of the sample

SI No.	Age	No. of respondents	%
1	Below 20	01	01
2	20-30	43	43
3	31-40	40	40
4	41-50	14	14
5	Above 50	02	02
Total		100	100

Chart 2: Age-wise distribution of the sample

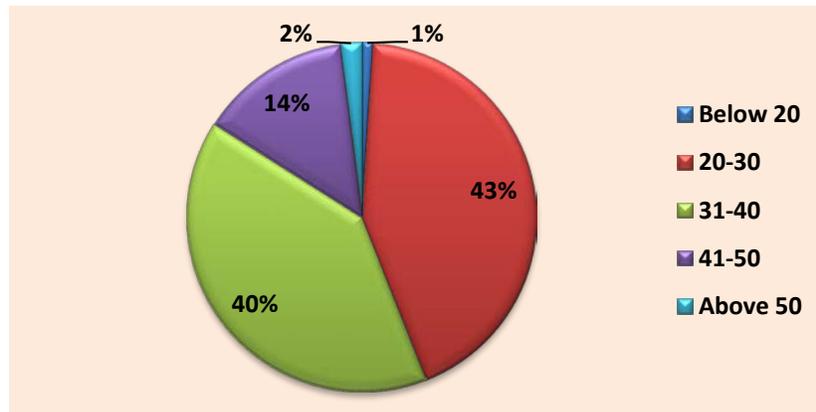
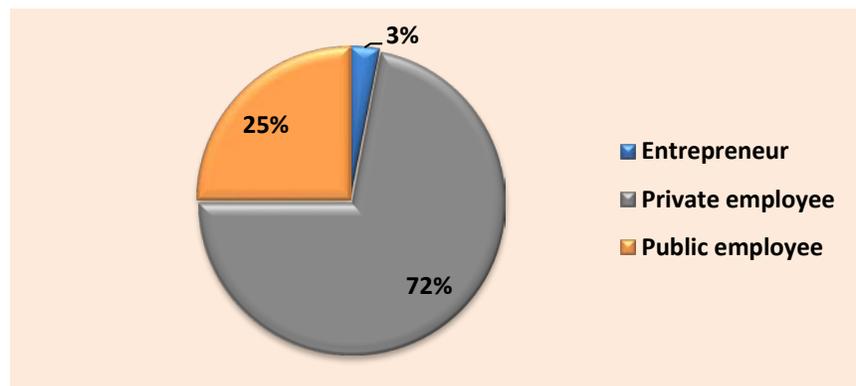


Chart 2 presents age-wise distribution of the sample. Majority (43%) of the respondents belong to the age group of 20-30 and only 1% of the respondents are below the age of 20. This shows that the research speaks high about work-life balance of young married women employees of the Malenadu region.

Table 3: Occupation-wise distribution of the sample

Sl No.	Occupation	No. of respondents	%
1	Entrepreneur	03	03
2	Private employee	72	72
3	Public employee	25	25
Total		100	100

Chart 3: Occupation-wise distribution of the sample



The above chart depicts the occupation of the respondents. Majority (72%) of the respondents are private employees and only 3% of the respondents are Entrepreneurs. It is understood from the above data that majority of the women are not likely to start up their own venture, they would rather prefer to work in private sectors.

Table 4: Monthly Income wise distribution of the sample

Sl No.	Monthly income	No. of respondents	%
1	Below 10,000	15	15
2	10,001-25,000	37	35
3	25,001-50,000	35	37
4	Above 50,000	13	13
Total		100	100

Chart 4: Monthly Income wise distribution of the sample

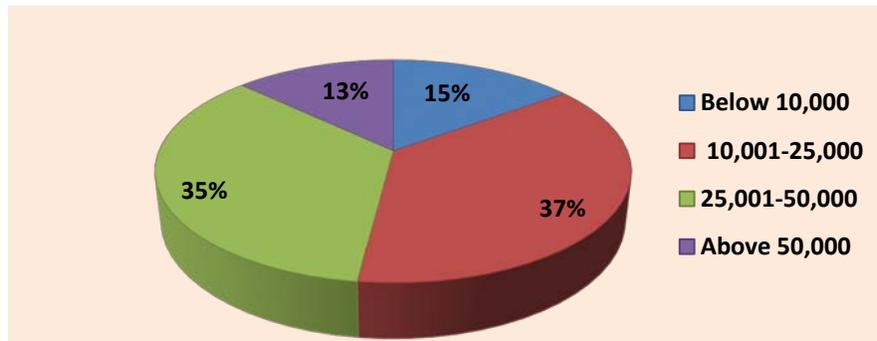


Chart 4 reveals monthly income of the respondents. Majority (37%) of the respondents draw monthly income between ₹ 10,001 and ₹ 25,000 and only 13% of the respondents draw above ₹ 50,000 monthly incomes. This gives us clear a result that women employees are paid less when it compared to men employees.

Table 5: Response towards type of family

Sl No.	Types of family	No. of respondents	%
1	Nuclear family	69	69
2	Joint family	31	31
Total		100	100

Chart 5: Response towards type of family

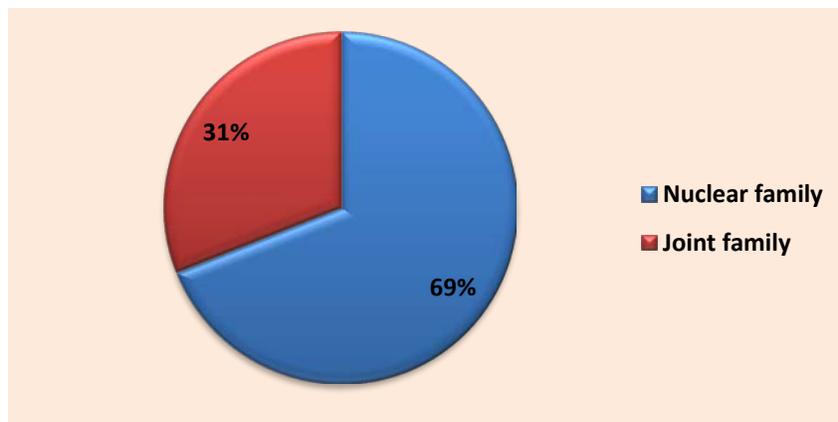


Chart 5 shows the type of family of the respondents. Majority (69%) of the respondents live in Nuclear family and less number of respondents that is 31% live in Joint family. This has given us a clear result that most of the married women employees prefer to live in Nuclear family.

Table 6: Response towards type of marriage

Sl No.	Type of marriage	No. of respondents	%
1	Love marriage	27	27
2	Arranged marriage	73	73
Total		100	100

Chart 6: Response towards type of marriage

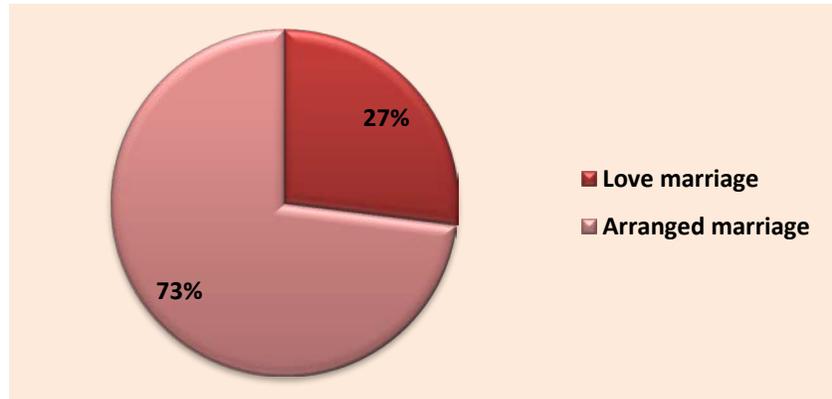
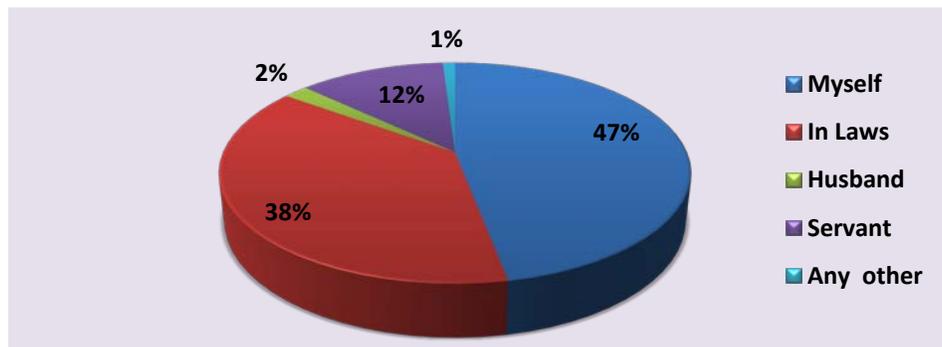


Chart 6 shows that respondents respond towards their type of marriage. Majority (73%) of the respondents opted for arranged marriage and only 27% of the respondents opted for love marriage. This shows that majority of the working women opted for arranged marriage than that of love marriage.

Table 7: Response towards who will look after family chores at your home?

Sl No.	Particulars	No. of respondents	%
1	Myself	47	47
2	In Laws	38	38
3	Husband	02	02
4	Servant	12	12
5	Any other	01	01
Total		100	100

Chart 7: Response towards who will look after family chores at your home?

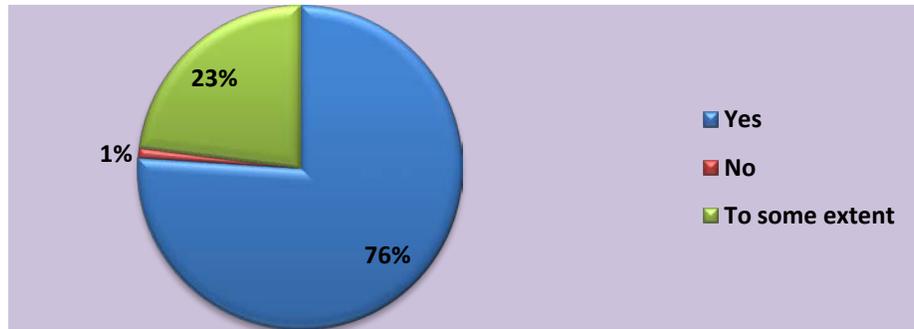


The above chart depicts respondents' response towards who will look after the family chores at home. For this majority (47%) of them responded that they themselves look after family chores. 2% of the respondents responded that their respective husbands look after family chore. Less number of respondents that is only 1% of them mentioned that is co-sisters look after family chores. This shows that majority of the working women equally share the responsibilities of both work and family and it is also understood that their husbands are not ready take part in the family chores.

Table 8: Response towards are you able to balance professional and personal life?

Sl No.	Particulars	No. of respondents	%
1	Yes	76	76
2	No	01	01
3	To some extent	23	23
Total		100	100

Chart 8: Response towards are you able to balance professional and personal life?



Above chart depicts whether the respondents are able to manage professional and personal life. Majority (76%) of the respondents are able to manage professional and personal life and only 1% of the respondents are not able to them. This gives us a clear result that married women are able to manage their professional and personal life.

Table 9: Response towards work-life balance is a great challenge

Sl No.	Particulars	No. of respondents	%
1	Yes	54	54
2	No	13	13
3	some times	33	33
Total		100	100

Chart 9: Response towards work-life balance is a great challenge

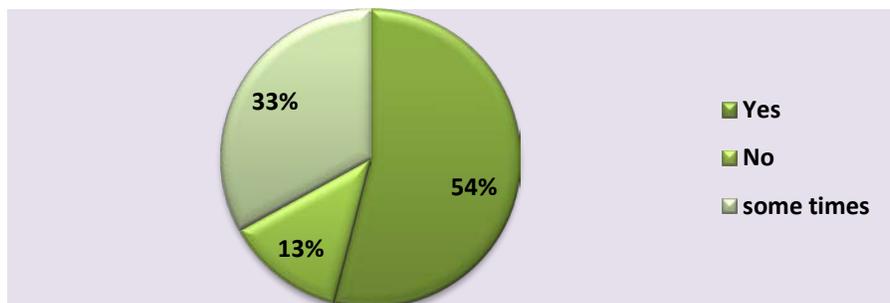
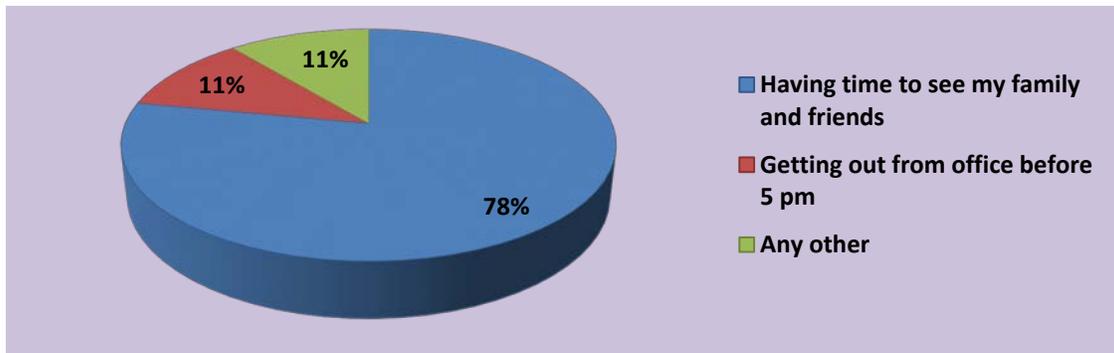


Chart 9 shows the respondents response towards the work-life is a great challenge. Majority (54%) of the respondents responded that work-life is a great challenge and less number of the respondents that is only 13% of them say that work-life balance is not a great challenge. From this data it is understood that work-life balance is a great challenge to working married women.

Table 10: Response towards what does 'work-life balance' mean to you?

Sl No.	Particulars	No. of respondents	%
1	Having time to see my family and friends	78	78
2	Getting out from office before 5 pm	11	11
3	Any other	11	11
Total		100	100

Chart 10: Response towards What does ‘work-life balance’ mean to you?

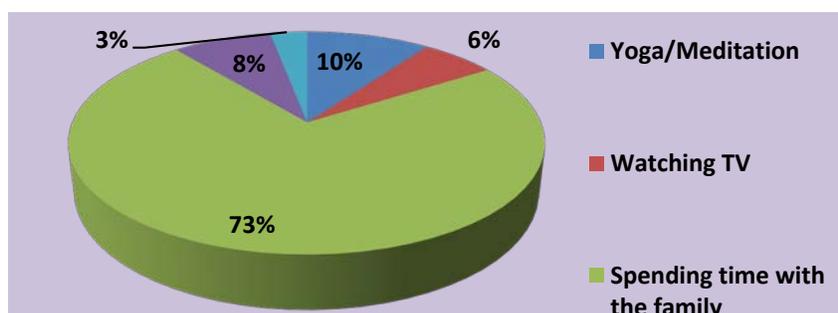


The above chart shows the response towards work-life balance. Majority (78%) of the respondents responded that having time to see family and friends is work-life balance. 11% of the respondents say that getting out from office before 5 PM considered as work-life balance and remaining 11% of the respondents mentioned other meaning for work-life balance such as looking after the family, contributing to the society, being able to put 100% effort in work and family responsibilities, completing work on time both at work place and home, giving special preference and concern towards family, child/children care, etc. This gives us a clear result that having time to see family and friends is considered as a work-life balance to married women employees.

Table 11: Which is the best way to manage your work stress?

Sl No.	Particulars	No. of respondents	%
1	Yoga/Meditation	10	10
2	Watching TV	06	06
3	Spending time with the family	73	73
4	Spending time in social networking sites	08	08
5	Any other	03	03
Total		100	100

Chart 11: Which is the best way to manage your work stress?



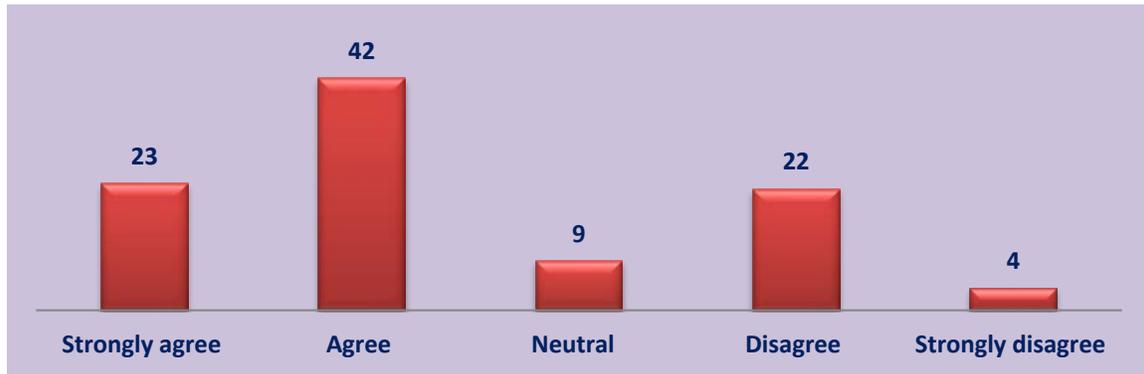
The above chart shows the respondents’ response towards best way to manage work stress. Majority (73%) of the respondents say that spending time with family is the best way to manage work stress and only 3% of respondents mentioned other ways such as sitting alone and relaxing, involving in physical activities like exercise and karate, etc. This gives us a clear result that most of the married working women spend their time with family in order to reduce their work stress.

Table 12: Response to likert scale used toknow about work-life imbalance will lead to marital breakdown

Sl No.	Particulars	No. of respondents	%
1	Strongly agree	23	23
2	Agree	42	42
3	Neutral	09	09
4	Disagree	22	22
5	Strongly disagree	04	04

Total	100	100
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Chart 12: Response to likert scale used to know about work-life imbalance will lead to marital breakdown

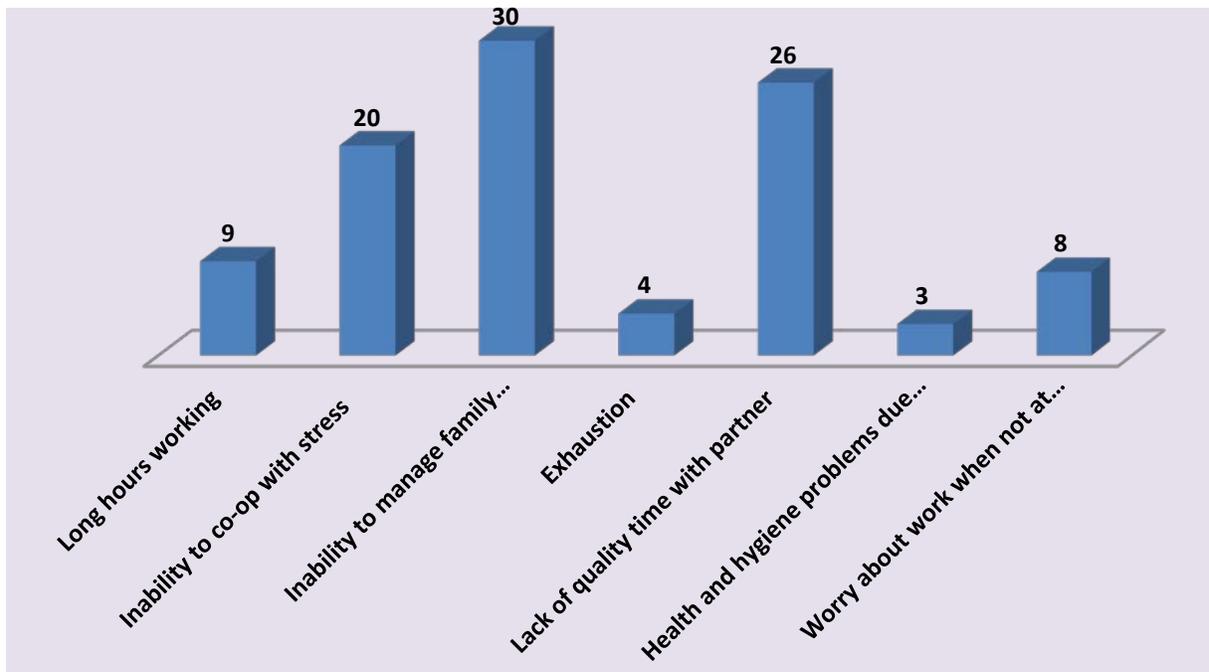


The above chart shows respondents' response towards the statement 'work-life imbalance will lead to marital breakdown'. It is measured through five point likert scale having options like Strongly Agree, Agree, Neutral (neither Agree nor Disagree) , Disagree and Strongly disagree. Out of the total 100 respondents majority (42%) agree that work-life imbalance will lead to marital breakdown and less number of respondents that is only 4% of them disagree this statement. Thus, from this data it is clear that work-life imbalance will lead to marital breakdown.

Table 13: Response towards which work-life imbalance factor can lead to marital breakdown

SI No.	Particulars	No. of respondents	%
1	Long hours working	09	09
2	Inability to cope-op with stress related problems	20	20
3	Inability to manage family responsibilities	30	30
4	Exhaustion	04	04
5	Lack of quality time with partner	26	26
6	Health and hygienic problems due to work stress	03	03
7	Worry about work when not at work place due to high work pressures	08	08
Total		100	100

Chart 13: Response towards which work-life imbalance factor can lead to marital breakdown



The above chart reveals which is the main work-life imbalance factor that leads to marital breakdown. Majority (30%) of the respondents say that inability to manage family responsibilities is a major work-life imbalance factor that causes marital breakdown. Less number of respondents that is only 3% of them says that health and hygienic problems due to work stress can cause to marital breakdown. This gives us a clear result that the working married women who are unable to manage family responsibilities are likely to end up their marital life.

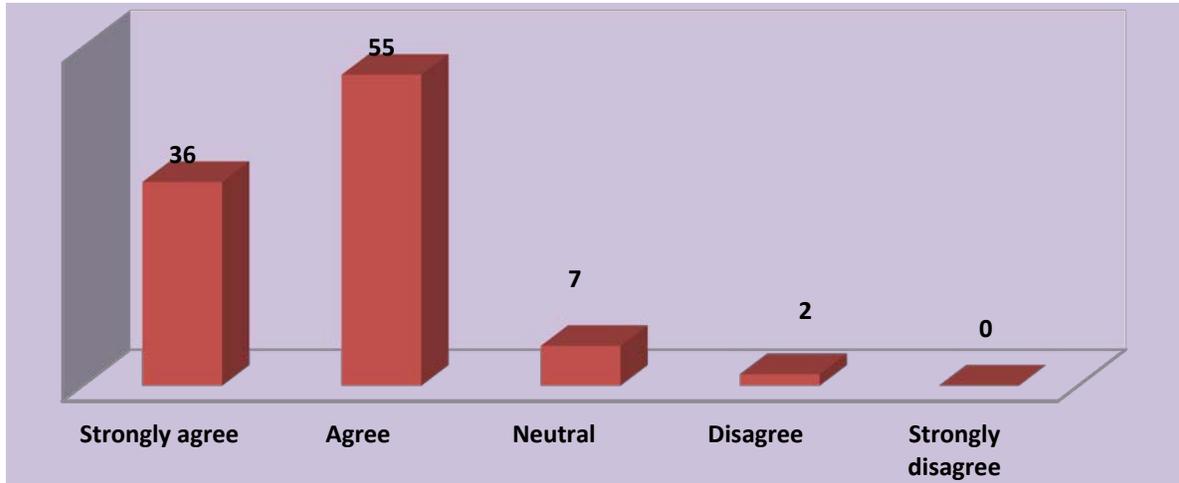
Work-life balance as a tool to prevent marital breakdown:

The objective of this is to find out how work-life balance among working married women helps to prevent marital breakdown. The data has been analysed and interpreted in following tables and charts. It has been done based on five point likert scale having options like Strongly agree, Agree, Neutral (neither agree nor disagree), Disagree and Strongly disagree.

Table 14.1: ‘I am Able to spend time for my family’

SI No.	Particulars	No. of respondents	%
1	Strongly agree	36	36
2	Agree	55	55
3	Neutral	07	07
4	Disagree	02	02
5	Strongly disagree	00	00
Total		100	100

Chart 14.1: ‘I am Able to spend time for my family’

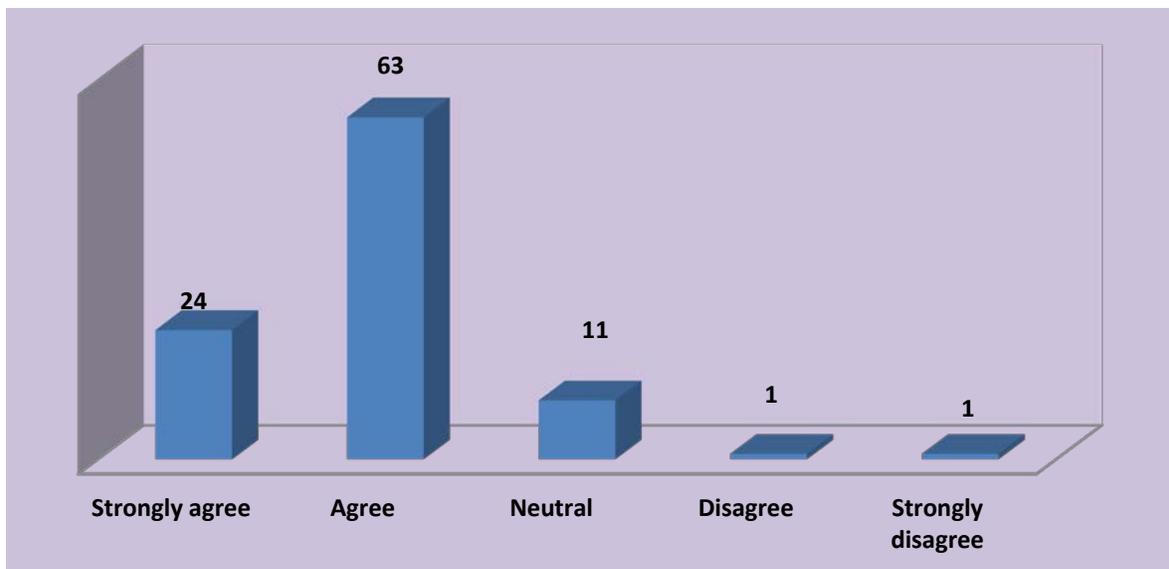


The above chart shows response towards spending time for their family. Majority (55%) of the respondents agree that they are able to spend time for their family. Only 2% of the respondents disagree. From this, it is understood that majority of the working married women are able to spend time for their family even though they have work responsibilities.

Table 14.2: ‘I am able to take care of my professional and family responsibilities’

SI No.	Particulars	No. of respondents	%
1	Strongly agree	24	24
2	Agree	63	63
3	Neutral	11	11
4	Disagree	01	01
5	Strongly disagree	01	01
Total		100	100

Chart 14.2: ‘I am able to take care of my professional and family responsibilities’

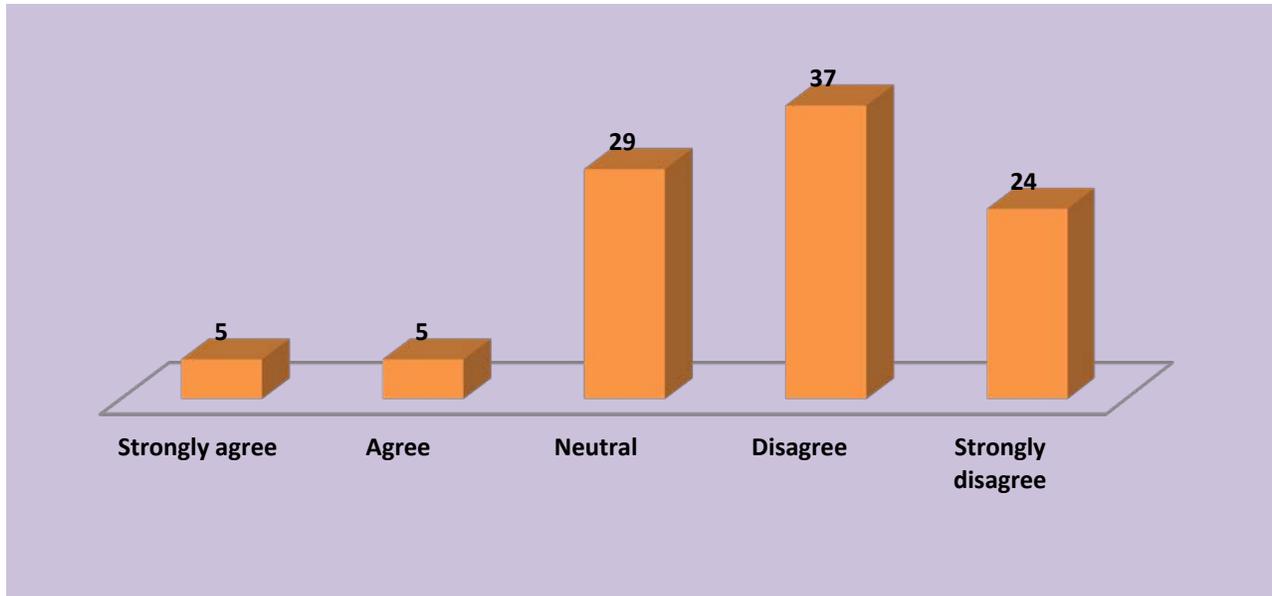


The above chart depicts response towards taking care of professional and family responsibilities. Majority (63%) of the respondents agree that they are able to take care of their professional and family responsibilities and only 1% of the equal respondents disagrees and strongly disagrees. This gives us a clear result that women are able to take care of their professional and family responsibilities.

Table 14.3: ‘I had necessary training from my company/institution to manage the balance between work and life’

Sl No.	Particulars	No. of respondents	%
1	Strongly agree	05	05
2	Agree	05	05
3	Neutral	29	29
4	Disagree	37	37
5	Strongly disagree	24	24
Total		100	100

Chart 14.3: ‘I had necessary training from my company/institution to manage the balance between work and life’

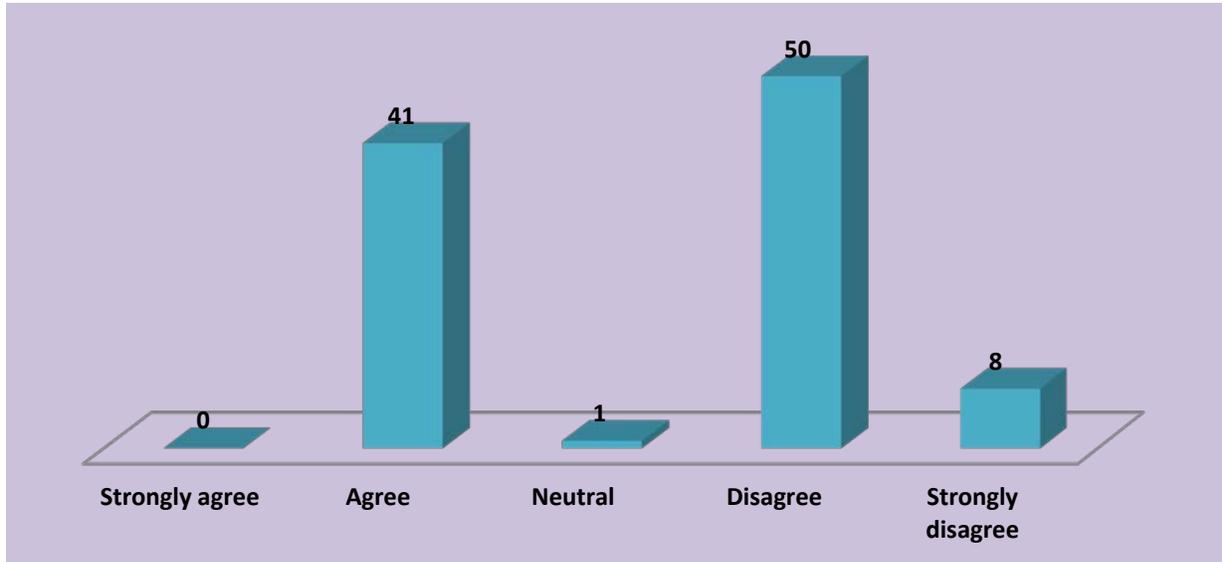


The chart 14.3 shows response towards training from company/institution to manage the balance between work and life. Equal numbers of 5% of the respondents agree and strongly agree that they had necessary training from their company/institution. Majority (37%) of the respondents disagree. This gives us a clear result that majority of the companies/institutions do not provide training for the women to manage balance between work and life.

Table 14.4: ‘My family supports me in work-life balance’

Sl No.	Particulars	No. of respondents	%
1	Strongly agree	00	00
2	Agree	41	41
3	Neutral	01	01
4	Disagree	50	50
5	Strongly disagree	08	08
Total		100	100

Chart 14.4: ‘My family supports me in work-life balance’

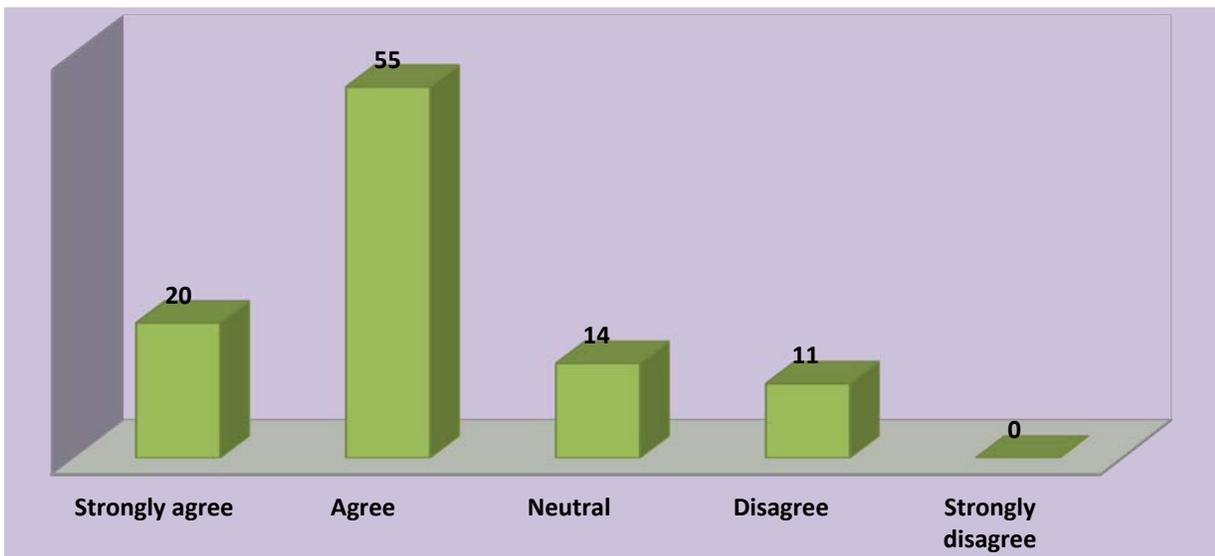


The above chart shows the result of family support in work-life balance. 41% of the respondents agree that they get family supports in their work-life balance. Majority (50%) of the respondents disagree. And only 1% of the respondents are neutral that they neither agree nor disagree. This shows that the most of the respondents do not getting family support to manage their work-life.

Table 14.5: ‘work-life balance a tool to prevent marital breakdown’

Sl No.	Particulars	No. of respondents	%
1	Strongly agree	20	20
2	Agree	55	55
3	Neutral	14	14
4	Disagree	11	11
5	Strongly disagree	00	00
Total		100	100

Chart 14.5: ‘work-life balance a tool to prevent marital breakdown’



The above chart shows response towards work-life balance as a tool to prevent marital breakdown. Majority (55%) of the respondents agree that work-life balance is the best tool to prevent marital breakdown. Only 11% of the respondents disagree.

II. FINDINGS

- The demographic profile of the respondents shows that majority of the respondents are from the Dakshina Kannada district and majority of the respondents belong to the age group of 20-30. Majority of the respondents are private employees and they earn monthly income between ₹10,001 and ₹ 25,000
- The study reveals that majority of the married women employees prefer to live in Nuclear family and most of them opted for arranged marriage.
- The study gives us a result that majority of the working women equally share the responsibilities of both work and family and it is also understood that majority of the husbands are not ready to take part in family chores.
- The study depicts that married women are able to manage their professional and personal life.
- From the study it is understood that work-life balance is a great challenge to the married women employees.
- From the study it is understood that having time to see family and friends is considered as a work-life balance to married women employees.
- The study gives us clear result that most of the married working women spend their time with family in order to reduce their work stress.
- The study reveals that work-life imbalance will lead to marital breakdown. Married women who are unable to manage family responsibilities are likely to end up their marital life
- From the study it is understood that majority of the working married women are able to spend time for their family even though they have work responsibilities and are able to take care of their professional and family responsibilities.
- The study depicts that majority of the companies/institutions do not provide training for the married women employees to manage balance between

work and life and majority of them do not get family support in order to manage their work-life.

- The study shows that work-life balance is the best tool to prevent marital breakdown

III. SUGGESTIONS

- The women employees should be given flexible schedule.
- Husband should share the family responsibilities
- The companies/institutions should provide necessary training for the married women employees to manage balance between work and life
- Family should support women to manage their work-life

IV. CONCLUSION

At present, Indian women represent as an important section of the workforce. Working married women are witnessed as 'struggling' to achieve a balance between professional and personal life. The increased domestic responsibilities and working hours lead to work-life imbalance among married working women. Work-life balance strategies can provide positive impact on both personal and professional life of the married women employees. A good work-life balance helps in maintaining good relationship among working married couples and thereby it prevents marital breakdown.

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