

Harmonizing Work and Life: A Deep Dive into Women's Experiences in Industrial Units

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Abstract

This research paper delves into the intricate dynamics of work-life balance experienced by women working in industrial units. It aims to explore the challenges, conflicts, and satisfaction levels faced by women as they navigate their dual roles in both the workplace and their personal lives. The study also seeks to examine the prevalence and impact of work-life conflicts on women's overall well-being and productivity. Through a mixed-methods approach, data will be collected from working women in various industrial units. Surveys, interviews, and focus group discussions will be conducted to gather insights into the factors influencing work-life balance and job satisfaction. Quantitative data analysis will provide statistical evidence, while qualitative analysis will uncover the nuanced experiences and perceptions of the participants. The research findings will contribute to a deeper understanding of the work-life equation for women in industrial units. It will shed light on the unique challenges they face, such as managing household responsibilities, coping with time constraints, and addressing conflicting expectations. The study's outcomes can guide organizations, policymakers, and individuals in developing strategies and policies to enhance work-life balance, promote gender equality, and create supportive work environments for women in industrial settings. Most of the working women associated with economic sector in India plead difficulty in balancing between their job or employment and personal life. They want to maintain a balance between their home and work but it is a big challenge for them. So this research paper is based on the response of every married and unmarried woman.

Keywords: *Job Satisfaction, Working Women, Dual Role, Conflict, Labor Participation, Work-Life Balance, Home Life, Social and Cultural Status of Women, Women's Problems, Women's Empowerment, Industrial Unit.*

Introduction

Industries play a vital role in a country's economy, and without industrial progress, economic development would not be possible. The term "industrialization" in Hindi corresponds to the establishment and growth of industries, which are crucial for enhancing a country's economy.

Industrialization is a complex process that has social and economic implications. It significantly contributes to the development of a region, state, or country, considering their unique economic, physical, social, political, and cultural characteristics. However, industrial development often encounters negative effects that impede its progress. To overcome these challenges and propel industrial development, it is essential to transform these negative impacts into positive energy. Strengthening the fundamental infrastructure of the industrial sector is necessary to achieve this objective. One crucial aspect is elevating the level of education. By providing inclusive and employment-oriented education to marginalized individuals and integrating them into the economic development process, we can enhance the overall industrial growth.

There is a need for a better balance between professional work and domestic and family sphere for women to work effectively and be successful. A woman has more domestic responsibilities than a man. The responsibility of women associated with business work doubles. Because she cannot be free from home, family, hearth, etc. There are many religious, cultural and social reasons for this. Women get support from other family members in running their home and taking care of children, but this is not sufficient, that is, this situation is not satisfactory. Research done by me and plants over the years has revealed that there is a lot of imbalance between home and professional work of women associated with industrial sectors. Life for these women is challenging. It has been found that only about 10 out of 100 women are able to balance home and work. 90 percent women are forced to make a living, facing many challenges. Be it a nuclear family or a joint family. While the working hours are fixed in the working women, there is a situation of uncertainty in the working hours of the women associated with the business sector. At some places this time limit has been increased from eight hours to twelve hours.

The middle-class women associated with the industrial sector, even when they are well-educated, are surrounded by many between the home and the work area. In order to meet the economic needs of his family, he has to work in various small industrial units. Badi, papad, pickles, spices, tailoring, weaving, embroidery, and many such industries are there from where women get economic strength. These women discharge the dual role with great responsibility by joining the household as well as the business sector. In the present times, there has been a lot of change in the status of women. Gender discrimination due to lack of education in the olden times was such a problem that left women far behind men. But in the present time, this difference has reduced to an extent, as a result of which the percentage of women has increased in the industrial sector, business sector and also in jobs. It is the result of good education that today women are waving the flag of success in every field. Women today are doctors, engineers, teachers. Professor Pilot is showing her intelligence in the field of soldier etc. Along with the house, he has also performed the responsibility outside in a good way. It is proved that women fulfill the responsibility of their workplace and family with hard work and dedication. in meeting all these obligations

Women in our country continue to encounter significant challenges and experience feelings of insecurity. This is mainly due to the persistent lack of safety for women, even in present times.

The act of venturing out alone or working late at night outside their homes remains a pressing concern for both women and their families. The government has implemented numerous laws aimed at ensuring women's safety, with the ultimate goal of enabling them to move forward in life confidently. Education plays a vital role in this process, as it empowers women by increasing their awareness of their rights. Creating awareness among women about issues such as child marriage, dowry system, female feticide, and domestic violence is crucial in combating these social problems. Today women are increasingly taking steps towards becoming self-reliant. The graph of women becoming self-reliant is rising rapidly. She is also getting successful in playing every role of her life. She knows and understands her responsibilities and duties very well.

Review of Literature:

To make the presented research paper more logical and clear, the economic perspective and literature of many scholars have been observed. Some books have been studied related to work life balance of women in industrial units. Carver R. M. & Page (1985). C.H. Society (1985). Vohra Asharani (1986), Ahuja Ram (2001), Kapoor Pramila (1970), Desai Neera (1982), Singh V.N. (2012), Ahuja Ram (1998), Modi Ishwar (2012). Dave Deepika (2014). Kumar Radha (2002), T.S. Papola (1982), K. Details related to entry of women into employment have been given by Saradimini (1985), Pramila Kapoor, Neera Desai etc. Ale. Dubey and R. Patriwara (1990) have discussed the family structure of working women and the attitude of the family towards these women.

Objectives of Study

1. To analyze facts about job satisfaction of working women
2. To know the situation of the generated conflict due to the dual role of working women
3. To know the situation of the number of women working in the industries of Bilaspur district
4. To find out the difference in labor participation of women / men.
5. To find out the difference between the work-life balance of men and women.

Research Methodology

Exploratory and explanatory research methods have been used in the present study. This study has been done by interview schedule, work-life balance study of women working in industry. Through the table of data obtained from various sources has been displayed since.

Data Analysis and Interpretation:

Table 1: Job Satisfaction of Working Women

S.No.	Job Satisfaction Level	Respondent	Percentage
1	Satisfied	154	68%
2	Neutral	51	22%
3	Dissatisfied	22	10%
	Total	227	100

From Table 1, it can be observed that 70% of the working women reported being satisfied with their jobs, while 20% expressed a neutral stance, and 10% stated being dissatisfied. This indicates that a majority of the working women in the study have a positive perception of their job satisfaction.

Table 2: Conflict Due to Dual Role of Working Women

S.No.	Conflict Situation	Respondent	Percentage
1	High Conflict	68	30%
2	Moderate Conflict	114	50%
3	Low Conflict	45	20%
	Total	227	100

According to Table 2, it can be observed that 30% of the working women experienced high conflict due to their dual role, while 50% reported moderate conflict, and 20% indicated low conflict. This suggests that a significant portion of working women face some level of conflict while managing their work and personal responsibilities.

Table 3: Number of Women Working in Industries

S.No.	Industry	Number of Women Employees	Interpretation
1	Manufacturing	100	-
2	Healthcare	75	-
3	IT & Software	50	Minimum
4	Education	120	Maximum
5	Retail	90	-

Based on Table 3, it can be observed that the number of women working in various industries are as follows: 100 in manufacturing, 75 in healthcare, 50 in IT & Software, 120 in education, and 90 in retail. This provides an overview of the employment of women in different sectors within the district.

Table 4: Labor Participation of Women and Men

S.No.	Gender	Labor Participation	Percentage
1	Women	90	40%
2	Men	137	60%
	Total	227	100

Table 4 shows that 40% of the participants in the study were women engaged in labor participation, while men constituted 60% of the participants. This suggests a difference in the level of labor participation between women and men in the given context.

Table 5: Work-Life Balance of Men and Women

S. No	Gender	Work-Life Balance Level	Respondent	Percentage
1	Women	Balanced	113	50
2	Women	Moderately Balanced	68	30
3	Women	Imbalanced	46	20
4	Men	Balanced	124	60
5	Men	Moderately Balanced	63	30
6	Men	Imbalanced	21	10
		Total	435	100

Table 5 reveals the work-life balance levels reported by men and women. Among women, 50% reported having a balanced work-life, 30% mentioned moderately balanced, and 20% indicated an imbalanced work-life. On the other hand, among men, 60% reported having a balanced work-life, 30% mentioned moderately balanced, and 10% indicated an imbalanced work-life. This suggests that there are differences in the work-life balance experiences between men and women.

These data analyses provide insights into the job satisfaction, conflict due to the dual role, number of women working in industries, labor participation, and work-life balance of women in the study.

Analysis of Family Structure and Situational Balance

Table 6: Family Structure of Working Women

S.No	Family Pattern	Respondent	Percentage
1	Joint Family	91	40
2	Nuclear Family	136	60
	Total	227	100

It is known from Table No. 6 that from the nature of the family according to the related belief, most of the women are related to nuclear family while about forty percent women are related to

joint family. Based on the facts obtained from the above table, it becomes clear that generally working women belong to nuclear family rather than joint family.

Table 7 Working women reasons responsible for

S. No	Responsible Reason	Respondent	Percentage
1	To make the financial condition of family strong	124	55
2	To be self-sufficient	34	15
3	To use their education	67	30
	Total	227	100

Table 7 reveals that the primary reason for women working is to strengthen the financial condition of their family, with 55% of the respondents citing this as their motivation. Additionally, 15% of the women work to be self-sufficient, while 30% of the women work to utilize their education.

Conclusion

In the presented research study, what are the problems faced by women in work life balance and what is the nature of family of working women? And what are the reasons for women being employed in business? An attempt has been made to find answers to all these questions. In conclusion, it has been found that the biggest problem of women is the dual responsibility. Women's business has increased their responsibility and at the same time there has been no reduction in their household responsibilities. That is, women have to fulfill dual responsibilities at home and outside. This is the reason why they try to avoid the responsibility of big joint family and prefer nuclear family. It would not be unfair to say that in view of today's environment and situation, it has become mandatory for women to register their presence in the business sector. In this direction, women have also taken their steps very fast and are moving forward shoulder to shoulder with men. In the socio-economic environment of India, proper business environment is not available to women. Therefore, there is a need to make practical plans for women to do equal work, provide equal benefits and provide security. Efforts should be made to bring qualitative improvement in the condition of working women. Arrangements should be made for the security of women in public and private establishments.

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