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Keywords: *work-life balance, working women, personal life, work life.*

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A Study on Work-Life Balance of Working Women with Special Reference to Government Schools and Divisional Secretariat in Nintavur

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Abstract- **The working women have dual roles namely role in the working place and role at home in the modern economy. This leads to face more difficulties in the life of working women in order to be more effective in their dual life while the working men have less pressure comparing with working women. Thus, achieving balance between work life and personal life is an important concept in the life of working women since the imbalance between the work life and personal life will affect adversely. This study is aimed to identify the level or extent of work life balance of working women. The sample size was 100 working women in Nintavur especially the teachers of government school and employees in divisional secretariat. The measuring tool was modified questionnaire of Hayman (2005) which consist of 15 questions. Data were subjected to descriptive statistics. The results of the study revealed that the level of work life balance of working women in Nintavur was low level.**

Keywords: work-life balance, working women, personal life, work life.

I. Introduction

In early centuries, the women were engaging mostly in safeguarding their children, home and other properties while men were engaging in earning money for their spouse and children. And also very few women entered into the higher education and joined in the workforce. However, the fast moving technological world is giving opportunity to the women and motivating them to enter the higher education as well as to become the professionals in modern economy. In addition, the working women in the new era are actively engaging like men in every field of work such as medicine, information technology, engineering, teaching, business and administration. The need of working women in the world is essential and compulsory in some field such as healthcare, teaching in order to preserve the female society.

Sigroha (2014) indicated that the roles and expectation of women and men have changed significantly over the past 50 years. Researcher observed that the average time spent on job has increased drastically. As a result work dominates the personal life. For every individual there is a life at work and at home and also a life in which he has a space for leisure and maintaining a balance between all these is crucial. If balance is not maintained between all these elements of life, than there would be a conflict. As a result there would be an adverse effect on the work life as well as personal life.

Tasnim et al. (2017) stated that in today's competitive world, the issue of work-life balance has grabbed the attention of researchers and academics because of its effect on professional as well as personal life.

II. Statement of the Problem

Working women in the modern world have lot of duties in home and office as well. In addition, they have to serve for the children when they got married and become as mothers. The working women have additional responsibilities comparing with working men. Working women have to fulfill the dual responsibilities since they have to manage the responsibilities at home as well as office. They have to plan, organize and control the dual responsibilities well in advance in order survive without any interruption between work and life. Sigroha (2014) stated that work-life balance is seen more as women issue due to the traditional mindset, where the woman is considered primarily responsible for the smooth running of the day to day affairs of the family irrespective of her job profile and official responsibilities that is why managing work and family responsibilities can be very difficult for women.

Working women have to maintain a good balance between job and home. If they fail to maintain this balance, they will face unnecessary problems, pressure, health related problems and stress.

III. Research Question

Based on the problem statement, the researcher is interested to do this research proposing the issue that whether working women have work life balance? This study focuses on addressing the following research question.

Do the working women have significant work life balance?

IV. Literature Review

Work-life balance is most frequently used to describe the equilibrium between responsibilities at work

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and responsibilities outside paid work; having a work-life balance means that this equilibrium is in the right position for the individual concerned (Dissanayaka and Hussain Ali, 2013).

We simply define work-life balance as the healthy blend of an employee's professional and personal responsibilities. It's about being able to make the two work together over the long term, understanding that on any given day, employees may not fully "balanced" one way or the other. Rather, positive work-life balance means employees have the control and flexibility to be successful on both fronts (Eagle Hill Washington DC Survey, 2014).

Dhas and Karthikeyan (2015) indicated that Work-life balance is about effectively managing the juggling act between paid work and other activities that are important to us - including spending time with family, taking part in sport and recreation, volunteering or undertaking further study. It can help to build strong communities and productive businesses. In a society filled with conflicting responsibilities and commitments, work/life balance has become a predominant issue in the workplace.

Dolai (2015) indicated that Work-life balance is one of the work-related issues affecting productivity of employees in an organization.

Without creating a work-life balance a person isn't able to take time to enjoy the life they have worked so hard to create. They aren't available for friends and family members, and often take their stress out on the ones they love. They can also suffer from illness and physical disorders that stem from prolonged stress such as heart disease, alcoholism, and even diabetes (Meenakshi et al., 2013).

Dhas and Karthikeyan (2015) indicated that Employees in companies already implementing work-life practices enjoy significant benefits such as: Being able to effectively manage multiple responsibilities at home, work and in the community without guilt or regret: Being able to work in flexible ways so that earning an income and managing family/other commitments become easier: Being part of a supportive workplace that values and trusts staff: People want to be able to have a good quality of life, an enjoyable work life and career progression, training and development, good health, affordable childcare or eldercare, further education, more money, time to travel, time with friends and family, time to do sports and hobbies, and time to do voluntary work.

a) Dimensions of work life balance

Hayman (2005) indicated that "he conducted a study on "Psychometric Assessment of an Instrument Designed to Measure Work Life Balance "which evaluated the factor analysis of the items confirmed three dimensions to the work life balance scale. These are operationalised as factor 1- work interference with personal life (WIPL), factor 2- personal life interference with work (PLIW), and factor 3- work/personal life enhancement (WPLE). These three items consist of fifteen questions. This instrument was found to have acceptable validity and reliability. This paper reports and validates a new measure to capture employee perceptions of work life balance.

Smeltzer (2016) conducted a study which investigated the psychometric properties of the Work/Life Balance Self-Assessment scale among nurse faculty involved in doctoral education. This study addresses 3 factors: work interference with personal life (WIPL), personal life interference with work (PLIW), and work/personal life enhancement (WPLE). The Cronbach's alpha coefficients for reliability of the scale were .88 for the total scale and for the subscales, .93 (WIPL), .85 (PLIW), and .69 (WPLE). The Work/Life Balance Self-Assessment scale appears to be a reliable and valid instrument to examine work-life balance among nurse faculty.

Dolai (2015) conducted a study with the twin objective of establishing the psychometric properties of the measure used for measuring work-life balance and trying to see if there are marked differences in the perception of work-life balance across respondents based on different demographic parameters. By means of factor analysis and reliability analysis, the dimensionality of the scale was well established and the correlations between different dimensions of work-life balance and negative and positive work-life balance were all in the expected directions, suggesting that the scale was a valid and reliable scale for measuring work-life balance. On the other hand, the comparative analysis of the work life balance scores of different demographic profiles could not suggest that there were statistically significant differences in the perception of work-life balance across these demographic groups.

The researcher found the following previous studies within the Sri Lankan context;

Tharsiny and Sareena Umma (2015) conducted a study on "The Impact of Work Life Balance on Employees' Work Performance: Special Reference to Insurance Companies Operating in the Kilinochchi District". This study aims to identify the relationship between work life balance and employees' work performance with special reference to insurance companies in Kilinochchi District. The result suggested that there is a positive relationship between work life balance and employees' work performance. According to the simple regression analysis, when the work life balance increases the employees' work performance also increases in the insurance companies. Further, when the organization considers the improvement in the work life balance, it will lead to maintain high level employees' work performance in the insurance companies.

Dissanayaka and Hussain Ali (2013) conducted a study on "Impact of Work-Life Balance on Employees

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Performance: An Empirical Study on Seven Apparel Organizations in Sri Lanka. The objective of study is to analyze the relationship between Work Life Balance (WLB) and Employees Performance. This study involved 96 employees who were selected from seven apparel firms in Sri Lanka. The research revealed there is a positive relationship between work life balance and employee performance.

V. Objectives

a) General Objective

The primary objective of the study is to examine the level of work life balance of working women in government schools and divisional secretariat in Nintavur.

b) Specific Objectives

- To study the work-life balance of working women based on the demographic variable namely type of position of respondents.
- To study the work-life balance of working women based on the demographic variable namely Age limit of respondents.
- To study the work-life balance of working women based on the demographic variable namely job of spouse of respondents.
- To study the work-life balance of working women based on the demographic variable namely service period of respondents.
- To study the work-life balance of working women based on the demographic variable namely number of children of respondents.

VI. Hypothesis of the Study

This research is based on the following two hypothesis that identifies the significant level of work life balance of working women in government schools and divisional secretariat in Nintavur.

Hypothesis-01

$H1_0$: The working women of government schools and divisional secretariat in Nintavur do not have work life balance.

$H1_a$: The working women of government schools and divisional secretariat in Nintavur do have work life balance.

Hypothesis-02

$H2_0$: There is no significant difference between the work life balances of working women based on demographic variables.

$H2_a$: There is significant difference between the work life balances of working women based on demographic variables.

VII. Research Methodology

a) Description of Sample

The study was conducted among the married working women in government schools and divisional secretariat in Nintavur. 100 married working women were selected as the sample population using random sampling method. 50 women from government schools and 50 women from divisional secretariat in Nintavur were chosen for this study. 50 women from government schools were the teachers and 50 women from divisional secretariat were public service officer, economic development officer, samurdhi development officer and development officer.

b) Description of the tool used

Table -1 shows the major tool of data collection of this study which was the modified questionnaire of Hayman (2005). It consists of 15 statements about work-life balance. Researcher has modified the questionnaire of Hayman (2005) according to the presents study setting. Five statements were on the demographic details of the respondents namely Age limit, number of children, job of spouse, service period, and type of position of respondent. The responses for each question were provided scores ranging from 1-5 (1-Strongly disagree, 2- disagree, 3-Neutral, 4- Agree, 5-Strongly agree).

Statements		5	4	3	2	1
01.	My personal life does not suffer because of work					
02.	My job does not make my personal life difficult					
03.	I do not neglect personal needs because of work					
04.	I do not put personal life on hold for work					
05.	I do not miss personal activities because of work					
06.	I do not struggle to juggle work and non-work					
07.	I am happy with the amount of time for non-work activities					
08.	My personal life does not drains me of energy for work					
09.	I am not too tired to be effective at work					
10.	My work does not suffer because of my personal life					
11.	It is not hard to work because of personal matters					
12.	My personal life gives me energy for my job					
13.	My job gives me energy to pursue personal activities					
14.	I have better mood at work because of personal life					
15.	I have better mood because of my job					

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c) Data Collection

The questionnaire was distributed to the married working women of government schools and divisional secretariat in Nintavur. A total of 100 questionnaires were distributed and 100 completely filled questionnaires were collected giving an overall response rate of 100 percent.

d) Scope

The scope of the study was limited to the married working women of Nintavur from the government schools and divisional secretariat.

VIII. Analysis and Interpretation

As soon as the collection of data was completed through questionnaire survey, each questionnaire was carefully scrutinized and confirmed that all the questionnaires received back had been filled properly. All returned questionnaires were transferred to worksheets by assigning with scores. In coding data, response categories of the Likert Scale provided in the questionnaire were organized in the following way:

Table 1: Scores for Response Categories (Variables Measured on Interval Scales)

Response Category	Very High Extent	High Extent	Moderate Extent	Low Extent	Very Low Extent
Scores	5	4	3	2	1

After assigned these numerical values to each question they were transferred to worksheets. Then they were checked for accuracy and fed to the computer for performing statistical analysis with Statistical Package for Social Science (SPSS) version 19.

a) Reliability Analysis

To test the reliability of the questionnaire, the interim consistency reliability was used. In this study, the Cronbach's coefficient alpha was .995 which indicates that the reliability was assured.

b) Personal Information

i *Distribution of respondents based on Type of Position of respondents*

100 respondents of this study have been described in table -2 below. Based on the analysis carried out among 100 respondents, 10% of respondents are Development Officer at Divisional Secretariat, 22% of respondents are Economic Development Officer at Divisional Secretariat, 3% of respondents are Public Service Officer at Divisional Secretariat, 15% of respondents are Samurdhi Development Officer at Divisional Secretariat and 50% of respondents are Teachers at School.

Table 2: Distribution of School Teachers and employees of Divisional Secretariat in the Sample based on Type of Position of respondents

Type of Position	Frequency	Percentage
Development Officer at Divisional Secretariat	10	10
Economic Development Officer at Divisional Secretariat	22	22
Public Service Officer at Divisional Secretariat	3	3
Samurdhi Development Officer at Divisional Secretariat	15	15
Teachers at School	50	50
Total	100	100%

ii *Distribution of respondents based on Age limit of Respondents*

100 respondents of this study have been described in table- 3 below. Based on the analysis carried out among 100 respondents, 5% of respondents are below 30 years old, 50% of respondents are 30-40 years old and 45% of respondents are above 40 years old.

Table 3: Distribution of School Teachers and employees of Divisional Secretariat in the Sample based on Age limit of Respondents

Age Limit	Frequency	Percentage
Below 30 years old	5	5.0
30-40 years old	50	50.0
Above 40 years old	45	45.0
Total	100	100%

iii *Distribution of respondents based on Job of Spouse of Respondents*

100 respondents of this study have been described in table- 4 below. Based on the analysis carried out among 100 respondents, 6% of spouses of respondents are occupied in business, 55% of spouses of respondents are occupied in government job, 14% of spouses of respondents are occupied in non government job and 25% of spouses of respondents are occupied in others.

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Table 4: Distribution of School Teachers and employees of Divisional Secretariat in the Sample based on Job of Spouse of Respondents

Job of Spouse	Frequency	Percentage
Business	6	6
Government	55	55
Non government	14	14
Other	25	25
Total	100	100%

iv *Distribution of respondents based on Service Period of Respondents*

100 respondents of this study have been described in table- 5 below. Based on the analysis carried out among 100 respondents, 46% of respondents have 5-10 years service experience and 54% of respondents have above 10 years service period.

Table 5: Distribution of School Teachers and employees of Divisional Secretariat in the Sample based on Service Period of Respondents

Service Period	Frequency	Percentage
5-10 years	46	46
Above 10 years	54	54
Total	100	100%

v *Distribution of respondents based on number of children*

100 respondents of this study have been described in table -6 below. Based on the analysis carried out among 100 respondents, 4% of respondents have no children, 16% of respondents have one child, 50% of respondents have two children and 30% of respondents have three or more children.

Table 6: Distribution of School Teachers and employees of Divisional Secretariat in the Sample based on number of children

Number of Children	Frequency	Percentage
None	4	4
One child	16	16
Two children	50	50
Three or above three children	30	30
Total	100	100%

c) *Mean and Standard Deviation*

In this analysis, the level of existence or degree of occurrence or level of each variable in the sample was analyzed in terms of degree of responses given by the respondents with the help of descriptive statistics. The researcher used the Mean and Standard deviation as the measures of this analysis. The mean and standard deviation of responses (based on agreement of respondents) for each statement in the checklist are tabulated as below.

Table 7: Mean and Standard Deviation

Sr. No.	Statements	N	Mean	S.D
Q1	My personal life does not suffer because of work	100	2.95	1.50
Q2	My job does not make my personal life difficult	100	2.93	1.58
Q3	I do not neglect personal needs because of work	100	3.00	1.44
Q4	I do not put personal life on hold for work	100	3.01	1.480
Q5	I do not miss personal activities because of work	100	2.89	1.50
Q6	I do not struggle to juggle work and non-work	100	2.85	1.58
Q7	I am happy with the amount of time for non-work activities	100	2.89	1.54
Q8	My personal life does not drains me of energy for work	100	2.92	1.59
Q9	I am not too tired to be effective at work	100	2.90	1.57
Q10	My work does not suffer because of my personal life	100	2.91	1.50
Q11	It is not hard to work because of personal matters	100	2.91	1.52
Q12	My personal life gives me energy for my job	100	2.94	1.55
Q13	My job gives me energy to pursue personal activities	100	2.96	1.49
Q14	I have better mood at work because of personal life	100	2.95	1.52
Q15	I have better mood because of my job	100	2.98	1.47
Work life balance		100	2.93	1.46

According to the above table- 7, the statement "My personal life does not suffer because of work" (Q1) is found to have the mean score of 2.95. This value falls under the lowest level of the above continuum (Table 1). The statement "My job does not make my personal life difficult" (Q2) is found to have the mean score of 2.93. This value falls under the lowest level in continuum. The statement "I do not neglect personal needs because of work" (Q3) is found to have the mean score of 3.00. This value falls under the moderate level in continuum. The statement "I do not put personal life on hold for work" (Q4) is found to have the mean score of 3.01. This value falls under the moderate level in continuum. The statement "I do not miss personal activities because of

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work" (Q5) is found to have the mean score of 2.89. This value falls under the lowest level in continuum. The statement "I do not struggle to juggle work and non-work" (Q6) is found to have the mean score of 2.85. This value falls under the lowest level in continuum. The statement "I am happy with the amount of time for non-work activities" (Q7) is found to have the mean score of 2.89. This value falls under the lowest level in continuum. The statement "My personal life does not drain me of energy for work" (Q8) is found to have the mean score of 2.92. This value falls under the lowest level in continuum. The statement "I am not too tired to be effective at work" (Q9) is found to have the mean score of 2.90. This value falls under the lowest level in continuum. The statement "My work does not suffer because of my personal life" (Q10) is found to have the mean score of 2.91. This value falls under the lowest level in continuum. The statement "It is not hard to work because of personal matters" (Q11) is found to have the mean score of 2.91. This value falls under the lowest level in continuum. The statement "My personal life gives me energy for my job" (Q12) is found to have the mean score of 2.94. This value falls under the lowest level in continuum. The statement "My job gives me energy to pursue personal activities" (Q13) is found to have the mean score of 2.96. This value falls under the lowest level in continuum. The statement "I have better mood at work because of personal life" (Q14) is found to have the mean score of 2.95. This value falls under the lowest level in continuum. The statement "I have better mood because of my job" (Q15) is found to have the mean score of 2.98. This value falls under the lowest level in continuum.

To gauge work life balance, fifteen questions were used. Based on the responses of 100 respondents, two questions (Q3 and Q4) recorded mean score under the moderate level and others have fallen under lower level.

The overall mean score for work life balance is 2.93. It's meant that respondents have lower level work life balance. Therefore, it can be concluded that the teachers at the government school and employees in the divisional secretariat have lower level of work life balance. By considering the standard deviation of 1.46, it can be concluded that the mean score may be increased to high level (2.93+1.46= 4 .39) as well as may be decreased to very low level (2.93-1.46= 1.47).

d) Comparison of Means Scores

Table-8 represents the comparison of means scores based on the demographic variable.

Table 8

Demographic Variable	Sub Categories of Demographic Variable	Mean Score
Type of Position	Development officer at divisional secretariat	1.64
	Economic development officer at divisional secretariat	1.62
	Public service officer at divisional secretariat	2.56
	Samurdhi development officer at divisional secretariat	4.35
	Teachers at school	3.37
Age	Below 30 years old	1.48
	30-40 years old	1.65
	Above 40 years old	4.51
Job of Spouse	Business	3.82
	Government	2.76
	Non government	2.289
	Other	3.43
Service period	5-10 years	1.73
	Above 10 years	3.96
Number of Children	None	4.05
	One child	2.96
	Two children	2.54
	Three or above three children	3.42

From the table- 8, it can be concluded that Samurdhi Development Officer at Divisional Secretariat have the highest mean score of 4.35 by comparing the demographic variable " Type of position". It can be concluded that Samurdhi Development Officers have high level of work life balance and teachers have moderate level work life balance while other category have low level.

The respondents who are above 40 years old have the highest mean score of 4.51 by comparing the demographic variable "Age limit". It can be concluded that the respondents who are above 40 years old have the high level of work life balance while others have low level.

The respondents whose spouses are occupied in business and other category have the highest mean

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score of 3.82 and 3.43 respectively by comparing the demographic variable "job of spouse". It can be concluded that the respondents whose spouses are occupied in business and other category have moderate level of work life balance while other category have low level work life balance.

The respondents who have service experience above 10 years have the highest mean score of 3.96 by comparing the demographic variable "service period". It can be concluded that the respondents who have service experience above 10 years have moderate level of work life balance while others have low level of work life balance.

The respondents who have no children have the highest mean score of 4.05 by comparing the demographic variable "number of children". It can be concluded that the respondents who have no children have high level of work life balance and respondents who have three children or above have moderate level work life balance while others have low level.

IX. Conclusion

This study aimed to measure the level work life balance of working women and measure whether the work life balance of working women is varying based on the demographic variable such as type of position, age limit, job of spouse, service period and number of children. The level of work life balance of working women in Nintavur was low level.

Further, this study proof that there are significant differences in the level of work life balance based on the demographic variables. Based on the type of position, Samurdhi Development Officers have high level of work life balance and teachers have moderate level work life balance while other category have low level. Based on the age limit, the respondents who are above 40 years old have the high level of work life balance while others have low level. Based on the job of spouse, the respondents whose spouses are occupied in business and other category have moderate level of work life balance while other category have low level work life balance. Based on the service experience, the respondents who have service experience above 10 years have moderate level of work life balance while others have low level of work life balance. Based on the number of children, the respondents who have no children have high level of work life balance and respondents who have three children or above have moderate level work life balance while others have low level.

This study has two hypotheses where $H1_0$ of Hypothesis -1 (The working women of government schools and divisional secretariat in Nintavur do not have work life balance) was accepted. And also, $H2_a$ of Hypothesis -2 (There is significant difference between the work life balances of working women based on demographic variables) was accepted.

The programs and measure should be taken in order to improve the work life balance of working women since there are evidence in the literature review which show the negative effects such as stress, decrease in performances, physical disorders, and heart disease due to the imbalance of work and life.

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