



## Job Satisfaction And Work-Life Balance Among Female Employees: A Study In Private Sector University In Jodhpur City

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### ABSTRACT

The major goal of this study is to analyze the work-life balance of private sector executives in Jodhpur. These days, most couples both have jobs. Child care, elder care, domestic tasks, and so on are just a few of the numerous stresses that all workers, male and female, face. The term "work life balance" (WLB) is increasingly being used as a buzzword in the field of human resource management (HRM), and it has quickly risen to become one of the most important issues facing employees today. On the other hand, from the perspective of workers, job satisfaction (JS) is the ultimate critical consequence of any position. The WLB and the JS represent opposing sides of the same coin. Employees who have achieved a healthy work-life balance are more resilient, committed, and enthusiastic about their jobs. Thus, this study's goal is to look at how WLB affects JS.

**Keywords:** - Private Sector, Job Satisfaction, Female, Work Life Balance

### INTRODUCTION

With this strategy, people are prioritized above other resources. The focus is on the human side of running a business or other organization. A company's success depends on its employees, so it's crucial to take care of things like hiring, training, and rewarding them. improvement in performance and commitment maintenance are both crucial goals. HRM is responsible for these kinds of endeavors. Human resource management is a process that includes four steps: hiring, training, inspiring, and assessing employees. Controlling Human Resources Management of human resources is accountable for fostering positive working relationships among employees. Fifteen Employment prospects have improved, opening the door for a wider range of people to enter the workforce. This includes young people with potential, a more diverse workforce, high-stakes positions, international experiences, families with two breadwinners, and so on. In contrast, today's workers are more focused on advancing their careers than they formerly were, sometimes at the expense of their personal lives. More than a dozen women have recently entered male-dominated occupations. When it comes to contributing to society as a whole, the government-owned and -operated businesses that make up the public sector are invaluable. Conversely, private sectors refer to organizations that are privately held as opposed to government owned. These procedures are put in place to benefit the shareholders. Even if the two industries couldn't be more different in terms of work environment, work hours, kind of job, and so on, they both understand the need of providing their workers with a healthy work-life balance. This research examines the private and public sectors in an effort to learn more about how successful the work-life balance paradigm is for working moms, with special attention paid to the role that mothers' ages play in the paradigm and its implications.

### LITERATURE REVIEW

**Amit Verma (2022)** When it comes to assisting their workers in striking a healthy work-life balance, businesses in different sectors use a wide range of strategies, policies, procedures, practices, and initiatives. There are policies that are mandated by law and others that are enacted freely. Work-life balance has become increasingly important in the industrial sector as a result of a number of factors, including but not limited to technological advancements, increased work pressure with constant deadlines, the coexistence of a virtual workplace, and shifts in demographic profile, including but not limited to gender, experience, rising disposable income inflation, and rising living standards. As women increasingly take on more responsibilities at home and in the workplace, this is more important than ever. This study provides an overview of the future of work-life balance for Indian industry's female workforce.

**Dr Neeti Sharma (2021)** The study's overarching goal is to provide a framework for the literature on work-life balance, as well as to examine the many factors that influence gender and suggest future lines of inquiry. The researchers conducted a comprehensive literature analysis to identify 92 seminal journal articles published on the topic of work-life balance between 1987 and 2016. Work-family conflict is one of eleven factors related to gender that are identified in this study. According to the data, women are more likely than males to have difficulties juggling their personal and professional lives. Organizational policy had a significant effect, but statistics on how to address this mismatch were few. Only studies

involving male and female participants were discussed, preventing any extrapolation. This study is the first comprehensive literature review on the topic of work-life balance. This analysis reveals the many aspects of gender and work-life balance. **Neha Poddar et.al (2020)** The study's overarching goal is to assess how well women managers are being better equipped to deal with the unique problems that crop up as they juggle work and home responsibilities. In order to do this, they look at secondary sources such academic journals, novels, magazines, peer-reviewed publications, and the like to see what has already been discovered. Findings from this research highlight the complex interplay between the many factors that play a part in the difficulties women face while trying to fulfill their professional and domestic obligations. These factors matter greatly when determining the most difficult obstacles that women managers face in their efforts to maintain a healthy work-life balance.

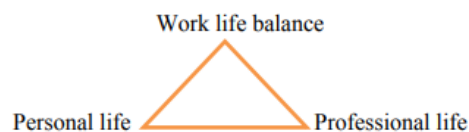
**Mahima kumari Patel et.al (2019)** The phrase "work-life balance" includes both the amount of time spent on work-related activities outside of the workplace and the degree to which one's personal and professional life are in harmony. The major goal is to collect data on what influences workers' ability to strike a good work-life balance, as well as how these influences play a role in workers' overall levels of job satisfaction. A better work-life balance is linked to better organizational results and individual well-being, according to the research. Descriptive research methods were used for this study. Primary information is gathered by means of a questionnaire, which makes up the data collecting instrument. Sixty participants were randomly selected for the study. In terms of working hours, transportation, workplace amenities, and general satisfaction, most employees report high levels of satisfaction. The research highlights the need of reorganizing the company's workload. It has to allocate tasks well so that employees can balance their work and personal lives and the business can run smoothly.

**Muhammad Shadab (2015)** In this research, we investigate the hypothesis that a person's social and personal lives are positively affected when they are able to strike a good work-life balance. The Karachi Hospital Service Sector provides a sizable data sample for this research. In addition, according to the statistics, around half of the working population is dissatisfied with their jobs. This makes it difficult for them to achieve a good work-life balance. The vast majority of individuals in that place desire to cut down on their hours to create a healthier work-life balance. Employees want to cut down on their Working Time so they can have a better Work Life Balance, which means they have to adjust how much time they spend working. This research also shows that the gender and marital status of a person's partner may have a significant impact on their ability to strike a work-life balance. Job contentment, time management at work, planning for personal and professional obligations, discrimination based on gender or marital status, hours worked, and job security are some of the terms that come up in discussions about what makes for a fulfilling career and personal life.

## WORK AND WORK-LIFE BALANCE

Women's contributions to the growth and success of businesses have been extensively studied. Finally, when it comes to work-life balance, the workplace and employment environment are far more successful than the home environment in creating an imbalance between work and family life. Employees' time, energy, and focus are being strained to meet the needs of the company or institution. To improve the efficiency of the company as a whole, managers aim to increase employee loyalty via the implementation of a solid WLB policy.

These days, virtually all households have two working adults to help pay the bills. This is because traditional gender roles have mostly faded away in favor of a more egalitarian division of labor. Both their career and their family life are crucial to their well-being. Due to the persistent prevalence of male breadwinners in the labor force, the shift from single- to dual-income families has exacerbated the challenges of child rearing.



Finding a happy medium between one's private and professional lives is a growing trend throughout the globe, according to studies. In addition, this rapid development of society has made it much more challenging to strike a good work-life balance, especially in the academic community. There has to be a more rigorous system of oversight for children in educational settings than exists for teachers themselves. since a result, Because of teachers' lofty expectations, the administration should give this a higher priority. For as long as I can remember, it has been something that makes me nervous about both my career and personal life. Balance in one's life includes more than just the right amount of time spent in each of one's many duties at work and at home. These days, women can juggle a career and a family with ease. Career planning is the last thing on their minds. They are so caught up in meeting job obligations and satisfying family needs that they forget to enjoy life on their own terms. Because of this, WLB becomes a significant obstacle for most working women.

Historically, the role of a married woman was limited to that of a homemaker, with all of her time and energy devoted to raising and caring for her children and managing the household, while men were expected to provide for their families financially and worked outside the home to do so. There are numerous competing priorities in one's private and professional lives. Many experts have recently begun to investigate the topic of work-life balance.

However, a surprising number of papers suggest that there is no one, unambiguous definition of work-life balance that may show reasonable validity based on work-life balance criteria. There is little theoretical and practical benefit from such

a wide range of definitions. However, the capacity to maintain both professional and personal obligations, including those to one's family, is also a key component of what has been called "work-life balance" in certain academic circles. The term "work-life balance" refers to a state of equilibrium in which one feels equal amounts of stress from one's professional and personal commitments. In contrast, work-life balance refers to the positive condition that results when an individual successfully juggles the demands of their job with those of their personal life. Work-life balance is affected by many factors, including the individual, their career, their personal life, their social life, and their surroundings, but the most significant factors are family and work.

The work-life balance is no longer only a problem for people; employers, organizations, the market, society, and governments are all affected by the growing number of working women and the consequential effects on all aspects of their personal and professional lives. Women's participation in the labor force, in the workplace, and as parents of young children is crucial to the success of today's and tomorrow's markets and professional societies. Since most businesses employ a significant proportion of women, work-life balance is often cited as a factor in the success of their female workers.

### PRIVATE SECTOR EXECUTIVES

Most households now consist of two working parents, making it more important than ever to strike a healthy work-life balance. They have a lot of stressors at work and spend a lot of time there; a good work-life balance policy would benefit both their professional and personal lives. An employee's productivity and loyalty to a business may both benefit from a healthy work-life balance. The majority of companies also offer perks like on-site day care, transportation, and a cafeteria, as well as details about their family-friendly policies and flexible leave options. These include paid time off for things like vacation and sick days, as well as opportunities to advance in one's career and take advantage of insurance and rest breaks. These plans may aid in keeping staff members calm and productive.

#### Family Involvement

One's ability to learn and grow as a person and as a professional may be greatly aided by their connection with their family. Having a fulfilling personal life involves prioritizing things like family, children, parents, health, and leisure time.

#### Work Involvement

Taking pride in one's work leads to a more upbeat disposition, which in turn makes one a better family member. One's professional life should be focused on advancing one's career, as well as one's personal, social, and economic standing within the company and the larger community. There has been significant progress in achieving that lifestyle balance.

### METHODOLOGY

Research methods used in this research include both primary and secondary sources. Executives from Jodhpur's thriving private sector provided the bulk of the study's main information. Primary data was gathered by having respondents fill out a well-designed questionnaire. Respondents might choose from a number of possible options while selecting an answer. In order to obtain information from CEOs, a sampling approach is utilized. Fifty workers from participating firms provided the data. With the aid of the obtained data, a master table including all the information was compiled, categorization tables were created, and the data was taken for analysis.

### RESULT

**Table 1:** Respondents on the basis of Age

| Sl. No | Age          | Frequency | Percentage |
|--------|--------------|-----------|------------|
| 1.     | 21-30        | 14        | 28         |
| 2.     | 31-40        | 22        | 44         |
| 3.     | 41-50        | 9         | 18         |
| 4.     | >50          | 5         | 10         |
|        | <b>Total</b> | <b>50</b> | <b>100</b> |

Table 1 displays the ages of the respondents in the sample. About a third of the respondents are under the age of 30, while nearly as many (44%) are in their 31st to 40th decade. Eighteen percent are in the ages 41–50 range, while ten percent are in their 50s and beyond. The bulk of responses are between the ages of 31 and 40.

**Table 2:** Respondents on the basis of Gender

| Sl. No | Gender | Frequency | Percentage |
|--------|--------|-----------|------------|
| 1.     | Male   | 28        | 56         |
| 2.     | Female | 22        | 44         |
|        | Total  | 50        | 100        |

The sample responses are broken down by gender in table 2. There are more men than women that filled out the survey (56% to 44%). The majority of the workers that answered the survey were men.

### RELIABILITY OF THE INSTRUMENT

Table 3 provides reliability statistics. The results of the reliability analysis (Table 3) created by George and Mallery demonstrate that the produced variables in this study have extremely high alpha values. This suggests that the mechanism may be relied upon to some extent when evaluating the impact of WLB on JS.

**Table 3:** Reliability Analysis

| Variables         | No. of scale items | Cronbach's Alpha Value |
|-------------------|--------------------|------------------------|
| Work life balance | 15                 | 0.748                  |
| Job satisfaction  | 10                 | 0.820                  |

### Validity of the Scale

The study's gadget for evaluating WLB and JS is evaluated for its accuracy using the following procedures:

- 1. Content validity:** - The content validity of the instrument used in this study is sufficient since all of the model's dimensions and pointers were included, and explanations on each indication were altered to create the scale of WLB. Because it was carefully crafted based on a model that largely reflects WLB's work load and perceptions of organizational support, this instrument is particularly useful for analyzing these factors. We validated the content validity of the JS assessment tool by utilizing the widely-cited work by McDonald and MacIntyre to identify the dimensions and indicators.
- 2. Construct validity:** - The degree to which an operationalization accurately evaluates its targeted variables is what is meant by "construct validity" (O'Leary-Kelly & Vokurka, 1998). To make this decision, every dimension scale was analyzed for its convergent and discriminant validity. The constructs' convergent validity was examined with the use of a factor analysis.

### CONCLUSION

Over the last two decades, more Indian women have entered the workforce than ever before, yet many of them, especially mothers, struggle to meet their numerous obligations at home and in the workplace. People in the workforce have a responsibility to provide for their families materially and medically. They have a lot of issues at work, in transit, and at home as they try to make ends meet. To help workers with personal and professional problems, management should use human resources strategies and policies. Because so few studies have been conducted on this topic from an academic perspective, The faculty and staff at SEUSL are interested in studying the link between work-life balance and student happiness. As a consequence of the many challenges they face in their professional and personal lives, academic staff members often report feeling dissatisfied with their jobs and less committed to their work. Therefore, it is essential for faculty members to strike a better balance between their personal and professional lives in order to achieve greater JS success.

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