

## **CHALLENGING WOMEN-WORK PLACE AND FAMILY LIFE**

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### **ABSTRACT**

Work-life balance is a common problem for all individual. The proportion of women in workforce is higher increase and it is a major challenge for them to balance the competing demands of work and personal family life. Women are reporting that their lives are becoming a problematic that includes variety responsibilities at work, official meeting, business trips, on top of managing the daily routine responsibilities of life and home. Work-life balance is a critical aspect to every individual. In this research the statistical package for social science (SPSS) has been used to analyse the data for this research. The collected data were analysed by using appropriate tools. The research is done by considering different sectors like education institution, hotels, banking, and hospitals. The current article is undertaken by taking a sample of 100 women employees at Lusaka.

**KEY WORDS:** Work Life Balance, Satisfaction, Employee Engagement.

### **INTRODUCTION**

With the help of globalization, every organization have more competitive advantage in market to retain the customers. Employment is a basic necessity for every individual. The complex life of women employees faced lot of challenges in their family and personal life. This causes individuals to spend most of their time working, which unconsciously causes individuals to become complacent or stressed. Human resources are the most valuable and unique assets of an organization. However, besides their job, families are also an important aspect of an employee's life. One of the risks faced by employees that spend a majority of their time working is the lesser amount of time to spend with their families.

### **REVIEW OF LITERATURE**

Various authors and researchers have proposed models of Quality of working life which include wide range of factors. Selected models are reviewed below.

S. Aveline (2016) in their research they said, work and family life have been an integral part of a woman's life. The performance of the software industry is behind only with the efficient employees especially the women software employees knowledge is very vital part for the development of Indian software industry in global market. Based on the researcher objectives the study concludes the good correlation between women employees' Interpersonal relation, Work-life balance, Job satisfaction and Employee Engagement.

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Research by Ezra and Deckman (1996) showed that higher levels of satisfaction can contribute positively to organizational commitment, job involvement, mental and physical health, and levels of quality of life. This in turn creates positive effects for the company, such as higher productivity levels and better employee performance.

Luthans, 2011 stated that self-efficacy reflects an individual's belief and confidence in their ability to mobilize motivation, to complete cognitive tasks, and to do the necessary actions required to successful

### **METHODOLOGY PARTICIPANTS AND SETTINGS**

Participants and Settings: Participants of the study are those employees working in private sector in Lusaka. The sample size selected for this research purpose constituted of 100 respondents through structured questionnaire in the natural environment. In this research, we used non-probability sampling by using its category of convenience sampling. The reason behind selecting convenience sampling was that because in this, the most easily accessible customers were chosen as subjects of research and it was the quickest, convenient and less expensive technique used.

### **DATA ANALYSIS AND INTERPRETATION**

**Table 1. Demographic details of the Respondent**

<b>Demograohic Profile</b>	<b>Frequency</b>	<b>Percentage</b>
<b>Age group</b>		
Below 25	24	24
26-35	16	16
36-45	20	20
46-55	21	21
Above 56	19	19
<b>Total</b>	100	100
<b>Qualification</b>		
School completed	35	35
Bachelor degree	35	35

### **RESEARCH DESIGN**

It is both descriptive and analytical in nature. It has made an attempt to study about the work life balance of private sector employees in Lusaka.

### **SAMPLING PROCEDURE**

The pilot study has been conducted from 10 employees to confirm and efficacy of the questionnaire. Based on the feedback on the pilot study, certain modifications were carried out. By adopting convenience sampling method, 100 respondents have been selected.

### **SOURCE OF DATA**

The primary data were collected from various Hospitals, Banks, Hotels, schools and colleges. Secondary data were collected from different literature, published articles, journals, books, newspapers, magazines and websites.

### **COLLECTION OF DATA**

A well-structured questionnaire was prepared considering work life balance. Five points likert scaling has been used to determine the work life balance for working women.

Post graduate	22	22
Professional	8	8
<b>Total</b>	100	100
<b>Designation</b>		
Executive Level	8	8
Top level	14	14
Middle level	32	32
Low level	46	46
<b>Total</b>	100	100
<b>Monthly Income</b>		
Below 1,000	24	24
1,001-3,000	23	23
3,001-5,000	27	27
5,001-10,000	19	19
Above 10,000	8	8
<b>Total</b>	100	100
<b>Experience</b>		
0-5 years	22	22
5-10 years	36	36
10-15 years	33	33
More than 15years	9	9
<b>Total</b>	100	100

Source: Primary data

The above table shows the respondents categorization on the basis of demographic details. It is very useful to analyze and interpret the data. In the Category of age more number of respondents belongs to below age 25. In the

category of the designation more number of lower level workforce were surveyed. In the same way other details also collected and categorized.

**Table 2.Challenging Job**

<b>Challenging work by women employee</b>	<b>In Percentage</b>
Working more than 8 hours	28
Night Shift	7
Health issues	21
No respect from Superior	21
Work related Traveling	23

From the table shows “More than 8 hours work” is the major causes of work life balance .

**Table 3.Job Satisfaction of the respondents**

<b>Level of job satisfaction</b>	<b>Frequency</b>	<b>Percentage</b>
Highly Satisfied	35	35
Satisfied	18	18
Neutral	10	10
Dissatisfied	13	13
Highly dissatisfied	24	24
<b>Total</b>	100	100

From the table it understood that 35% of respondents are satisfied their job. Around 24% of respondents are highly satisfied their job.

## **CONCLUSION**

This work pressure has an impact on their personal life leads to imbalance in their work and life. Work and family life is a major issues for women employees. Work life balance created lot of health issues, stress and family relation with spouse, child care issues. Their self efficacy and self-confidence caused them to achieve work-family balance, which in turn allowed them to achieve satisfaction in their work life and their family life. Also the Women employees may be made known about their vital role in building up the country's responsibility in handling the revenue of the country. This work pressure has an impact on their personal life leads to imbalance in their work and life.

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