

Research Paper

Work Life Balance as a Predictor of Marital Quality among Working Women

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ABSTRACT

In a busy and hectic schedule married working women performing different roles in order to balance personal life and work life. There are different factors at work which affect the marital quality among working women. This study will give us an insight about work life balance and its effects on marital quality among working women. The study conducted by Dr. J. Allam, (2017) results shows that the work-life balance of individuals affects their quality of life. Another study conducted by S. Joseph & A. Inbanathan, (2016). Results which say that work life balance which affects the marital quality among working women more than men. In the present study the researcher aimed to study the work life balance as predictor of marital quality among working women. The non-experimental correlational research design was adopted for the present study and the data from 40 working women was collected using convenience sampling techniques. The data was statistically analyzed and the outcome of the study indicates that there is a significant effect of marital quality among working women.

Keywords: Working Women, Work Life Balance, Marital Quality.

Work life balance for the individual's psychological wellbeing and high self-esteem satisfaction and overall sense of harmony in life can be regarded as indicators of a successful balance between work and family roles (Clark, 2000; Clarke et.al. 2004; marks and mac dermid, 1996). In this busy hectic society balancing work and family becomes more challenging especially for married working women, one who works as an employee and as a mother, wife,

and daughter in law and so on. It is difficult for women to manage both sides. Due to work pressure at the organization women may not be able to spend some quality time with the Family members because she also engaged in household activity. She may work more than 8 hours a day with this busy hectic schedule work life would definitely affect the marital quality among working women. So, women will go through a lot of problems when they find it difficult to balance both the responsibilities, balancing both the work would be more challenging. In this present research is aimed to study the work life balance and its effects on marital quality among working women. And the research was conducted on 40 working

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Received: May 19, 2021; Revision Received: June 21, 2021; Accepted: June 30, 2021

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women within the age group of 25 to 40 who are working in a private sector. The main purpose of this research is to find out the various factors in work life balance which affect the marital quality among working women. According to a study on work life balance among married women employees conducted by N. Krishna Reddy (2010) and his colleague have found the highest score on work family conflict WFC (Mean 22.73; SD=6.55) and lowest in family work conflict FWC (Mean 17.01; SD=7.14). According to the previous study proves that work life balance predicts marital quality among working women.

METHOD

Aim:

Work Life Balance as a predictor of Marital Quality among working women.

Hypothesis:

Work life balance is a predictor of marital quality among working women.

Variables:

Predictive Variables: - Work life balance.

Criterion Variables: - Marital quality.

Operational Definitions:

- **Working women:** Working women play a multiple role and serve as a (wife, mother, daughter, sister) at home and as an employee at the working organization. She works for more than 8 hours a day but does not get paid for the work she serves at home.
- **Work life balance:** Effective utilization of available resources such as time, money and energy, with the efficient management of these valuable resources in the working environment also with the other aspect of life.
- **Marital quality:** Marital quality refers to the quality of the relationship between the spouses. It is not just between spouses also with the family members especially in countries like India.

Sample

- **Sample description:** For the present study married working women within the age group of (25-40) years. Had taken as in Indian sociocultural standards.
- **Sample size:** The sample consists of 40 married working women's data is about to be collected through printed questionnaires or through Google forms.
- **Sampling technique:** The sampling method used is Convenience sampling technique. Convenience sample is a type of non- probability sampling method where the sample is taken from a group of people easy to contact or to reach.

Inclusion Criteria

The inclusion criteria that followed were:

- Working married women between ages 25-40 years who are living with their husbands. Participants who reside in India.
- Participants who are currently working under the private organization sector. Minimum of 2 years of working experience, 3 years of marital life.
- Participants who know how to read and write English. Participants who are living with husband and children.

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Exclusion Criteria:

The Exclusion criteria that followed were:

- Divorced, separated, or widowed women. Self-employee.
- Part time workers.

Tools for Data Collection

Consent form: was given for the participant after explaining the purpose of the study. Socio demographic sheet for each sample consist of the participants name age sex marital status education qualification income place of living, current location, occupation, name of the organization, no, of family members of the participants.

Marital Quality Scale developed by Shah, Anisha in 1995. The Marital Quality scale (MQS) is a multidimensional scale developed by Shah, Anisha (1995) which has 50 items. The scale had 28 positively worded items and 22 negatively worded items. Total marital quality score ranges between 50-200. Higher score indicates poor quality of marital life.

Work life balance scale: Work life balance scale was developed by Udai Pareek and Surabhi purohit in the year, (2010) Cornbrash's alpha reliability for work life balance was found to be 0.825). Concurrent validity of the test is established; this is a 36 items scale that measures the following six dimensions: Social needs, personal needs, time management, team work, compensation and benefit, and work itself.

RESULTS AND DISCUSSION

Result of the present study statistical analysis of the obtained data. The statistical package for social sciences (SPSS- 16.0) was used to perform the data entry and satirical analysis. The sample size of (40) working women under the private sector (N=40). The study involved a total of 40 number of working women employees. The purpose of this research was to study the work life balance as a predictor of marital quality among working women. The result from descriptive statistics, and multiple regression of the study explained below.

Table 1: summary of regression of work life balance and its effects on marital quality among working women.

model	R	R square	df1	F Change	Sig.f change
1	.600 ^a	.360	6	3.097	.016

Table 1 shows a combine influence of six independent variable (social needs, personal needs, team work, compensation and benefit, work itself and time management) at work predicting the marital quality among married working women gave a coefficient of multiple regression (R) of .600a so there is moderate effect of work life balance on marital quality among working women, multiple regression (R2) of .360 which means work life balance has a 36% effect on marital quality among working women, Significant value is .016 hence the marital quality is significantly affected by the work life balance among working women. The result of present study which supports the hypothesis which states that work life balance is a predictor of marital quality among working women.

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Figure 1: shows the mean scores of six factors in work life balance (social needs, personal needs, team work, compensation and benefit, work itself and time management) and the mean score of marital quality

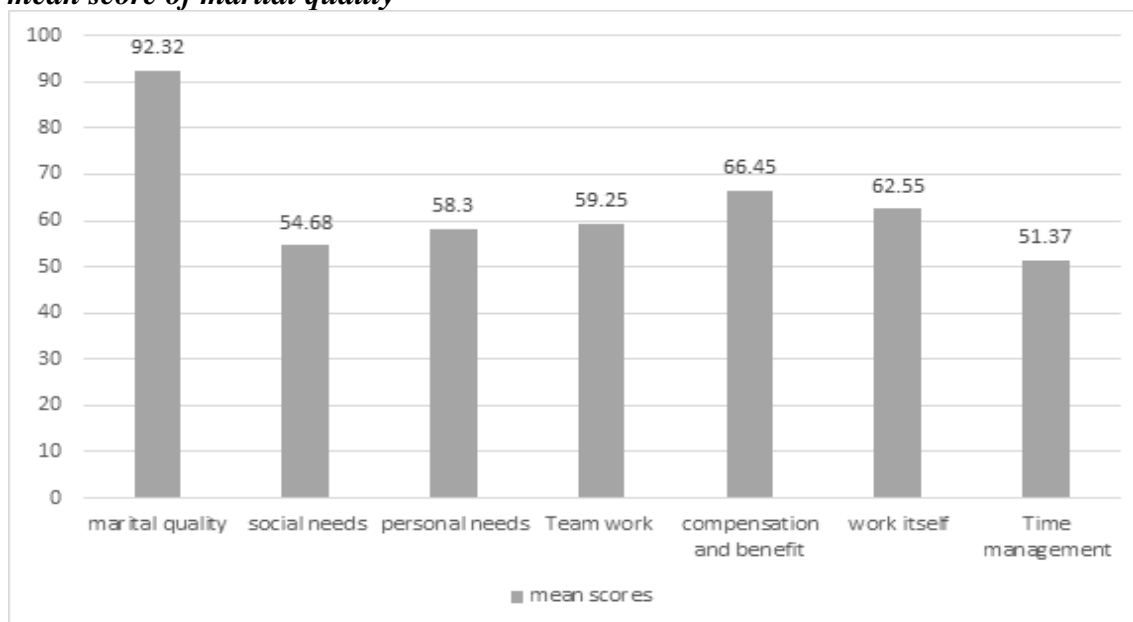


Figure 1 shows the mean scores of six factors in work life balance (social needs, personal needs, team work, compensation and benefit, work itself and time management) and the mean score of marital quality. Mean score of social needs is 54.68 Means that Employee may not able to attend social gatherings and that they are not able to spend enough time with friends, personal needs is 58.30 They are not able to take care of their health and needs of family members, team work 59.25 This means that employees meet the expectation of team members, compensation and benefit is 66.45 compensation and benefits provided by the company meets their financial requirements, work itself is 62.55 placement is done meticulously by the company by matching the employee competence with the job profile, and time management is 51.37 Employees feel that they meet the deadlines and schedules at work at the cost of their families' time. Mean score of marital quality is 92.32% which indicate mildly affected quality of marital life. All six predictive variables have a moderate effect on the marital quality among working women.

CONCLUSION

The present study aimed to study the work life balance as a predictor of marital quality among working women. The objective was stated and respective hypotheses were drawn. The data was collected from only on working women under the private sector who are within the age group of (25- 40) the responses were analysis with multiple regression. The study conducted by Dr. J, Allam, (2017) and S. Joseph & A, Inbanathan, (2016) study support the result of the present study. The results of the present study shows that there is a significant effect of work life balance on marital quality among working women. Hence the present study proves the hypothesis stated as work life is a predictor of marital quality among working women.

Limitations

The limitation of the present study was that it did not cover a larger representation of the samples as the sample size chosen for the study was a smaller representation. It includes only private employees not including employees under the government sector. The data

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collected only consisted of sample from cities within Karnataka which limits the generalization of the research findings.

Suggestions

The present study supports the fact that there is an effect of work life balance on the marital quality of working women. Based on the study following suggestions are given for effective management of work life and personal life among working women.

- Researcher would suggest that women should select a best suitable job and select the job which she likes the most.
- Spend valuable time with family try to interact with them without carrying your work pressure.
- Create an everyday activity chart, list down the task to be complete and mark against the task which is completed. So that you can manage things better.
- Maintain a good relationship with the organization. A good healthy relationship will create a good team work.
- Give your best in the organization, complete the everyday task which has been allotted to you so that makes you feel competitive, proud, happy these positive feelings will lead to successes.
- It's better to join an organization which gives the transportation facility or it's better to join an organization which is easily traveled. This will help in saving your time, energy and money. · Practice yoga meditation to keep your mind and body fresh and relaxed. Yoga and meditation will give a lot of benefits to your body and mind.

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Acknowledgement

The author(s) appreciates all those who participated in the study and helped to facilitate the research process.

Conflict of Interest

The author(s) declared no conflict of interest.

How to cite this article: Sangeetha P & Nethravathi R (2021). Work Life Balance as A Predictor of Marital Quality Among Working Women. *International Journal of Indian Psychology*, 9(2), 1963-1968. DIP:18.01.194.20210902, DOI:10.25215/0902.194