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on

MULTIDISCIPLINARY RESEARCH ETHICS
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This is to certify that Prof./[✓]Dr/Mr/Mrs/Ms M.P. ASHA KUMARI, ASSISTANT PROFESSOR, DEPARTMENT OF.....
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A STUDY ON WORK LIFE BALANCE OF WOMEN EMPLOYEES IN BANKS IN TRIVANDRUM DISTRICT

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Abstract

Work life balance means balancing the work with personal and professional life. In India, the banking zone plays a basic act in the advancement of one country's development. Today, India has a kind of well matured banking rule with disparate division of banks. For the study of work life balance of women employees in banks, I had selected both private and public banks. Banks are running for making profit and the employees who are working also for making their livelihood. Work life balance is a term used to describe the balance between the domestic responsibilities and professional responsibilities. The present study analyses how the respondents balance their daily work schedule with their personal responsibilities.

Keywords: women employees, work life balance, banking sector, technologies, personal life, professional life

Introduction

The banking zone has been developed as it is the nation's first need. Due to the advancement of technology and the development of recent trends in banking sector creates tremendous job opportunities for the employees. Therefore there increase the necessity of women employees in the country. Just like any other profession, many of the women are attracted towards banking business. Information technology has also upgraded the readiness and clout of business way beyond banking sector. Financial innovation in India is vital to fabricating advancement comprehensive by fusing hundreds of millions to the banking organization, said panelists at the world economic forum's India economic pinnacle.

Women employees generates new employment in banking sector. The current financial crisis that has created the country for working with women employees. Today most of the women in India is a working woman. The advancement of education and equalization of education made most of the women employees to work for their family needs. Women employees in banking sector has to develop relevant skills and a good combination of effective skills enables them to maintain healthy balance between work and personal life.

Review of literature

Dr.N.A . Krishna Murthy, Mrs. V. Vaanmalar(2016) in the paper titled " work life balance of women employees with reference to teaching faculties of bharathiaruniversity affiliated colleges, coimbatore explained educational institutions should address the work life balance issues among the staff and move towards the implementation of policies to support work life balance of teaching staff."

Dr.Salonipahuja in the paper titled (2016) work life balance of female employees: a case study states that the employers focus must be there in making policies that can help the female employees to have balance between the two.

Statement of the problem

Work life balance means balancing the life with work and personal. It is very important for the proper balancing of both the family life as well as the professional life. Now a days most of the women are striving to achieve success in their life by balancing it with personal and professional. In such a scenario the study of the work life balance of women employees in banks in trivandrum District means a lot. Present technology in banks are changing day by day and the women employees are facing much challenge in their professional life.

High salary and white collar job and dignity in the society attracted many of the women employees towards banking sector. Eventhough they have to face many of the problem in banking sector. One of the important

problem is high responsibilities towards money in banks and another one is time schedule. In these situations, if that person is a lady may be a married one have to manage a lot with her personal and professional needs. So there arise a need to conduct a study on the problem of work life balance of women employees in banks.

Scope of the study

Work life balance studied the effects of family life on women s job performance and work attitudes towards banking sector. The importance of work life balance highlights the current concern with in the society and banks.

Objectives of the study

1. To know the demographic details of the respondents
2. To know the factors that influence the work life balance of women employees in Banks
3. To examine the reason for work life balance
4. TO analyse the benefits of work life balance
5. To suggest suitable strategies to improve the work life balance of women employees in banks.

Research methodology

The required data for the study have been collected from primary and secondary sources. For data collection a questionnaire is used. Secondary data is collected from the books,journals,periodicals etc

Analysis and interpretation

- Garrett mean score and ranking of the factors that becomes hindrances in balancing the work life balance in banks

Particular s	Mean score	Rank
Hectic work schedule	• 36.96	3
Family responsibilities	45.56	1

-

HOUSE hold indebt	37.78	2
Problems in banks time management	35.99	4
Low work environment	34.67	5

This table shows that family responsibilities are the main hindrances for work life balance of women employees in banks

Summary of findings

The study mainly says that the hindrance is family responsibilities.majority of the women are facing high pressure in making their family responsibilities

Suggestions

The major suggestions for this study is to provide appropriate working condition for women in banks especially if they are married women.

Conclusion

Banking sector is facing a high level technology development. In this situation the employees in banking sector have to undergo a tremendous changes in their working environment. In this situation, the women employees in banks will give much support from their family and the manager in banks and from their co workers.

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