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## A COMPARATIVE STUDY OF WORK-LIFE BALANCE AND JOB SATISFACTION OF MALE AND FEMALE EMPLOYEES WORKING IN PRIVATE SECTOR INDUSTRIES IN NAGPUR CITY

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### ABSTRACT:

*This Research article the Researcher analysis of data obtained from questionnaire for work-life balance and job satisfaction of male and female employees working in private sector industries in Nagpur City. This includes sample size 1000 employees including 500 males and 500 female private sector industrial employees. Data analysis is considered as an important step and core of the research in research work. After collection of data with the help of relevant tools and techniques, the next coherent step, is to analyse and interpret data with a view to arriving at experiential explanation to the problem.*



**KEYWORDS:** *Researcher analysis , work-life balance and job satisfaction.*

### INTRODUCTION:

Work-Life balance has been considered of crucial importance in many Public and Private Sector Undertakings for establishing and sustaining a productive work culture. Several initiatives have been taken up by the Government, many experts and industrialists and even employees in organizations towards maintaining work life balance. Multiple roles performed by individuals call for better integration between work and non-work issues. Even Jobs are no more cushy/easy going, they are demanding. Similarly, individual cannot be effective at work if they are not able to manage their personal lives.

Due to many changes occurring in the work place and family systems, a vast majority of women are finding it difficult to achieve a desired Work-Life Balance. In comparison with men, women have more responsibilities at home. The Private Sector, which, pool under the services as well as manufacture sector are one of the main drivers of economic growth in India and it, forms the largest Component of the company too. This sector heavily depends on people who are proficient of handling it and because of this person from the basic asset of this sector. Employees working in this sector are young, view their careers as supreme and have a different mindset relating to social norms of life Balance etc. These employees typically work in intensifiers result-driven culture. They work long hours and often must accommodate their working hours the time zones of major financial hubs. With many private institutions, extending operating hours there is a need for work, life practices as well. In work life, the life describes a persons or groups standard of living environment, public health, safety and general surroundings while work life encompasses things that affect their wellbeing such as salary and benefits. Significant work life programs for industries include part-time work, telecommuting and flexible benefits. Workplace life is increasingly a significant part of the total benefits package.

Employees of private sector perceive that their jobs are not secure. In private sector, the environment is highly competitive and job security is based on performance and various other factors. Though it is true that this environment provides a challenging job profile, it also creates a less secure environment. Industriousness, dedication, devotion, and commitment are not enough to secure a job. The high level of performance of an individual is also based on various factors. These may be market situation, existence of competitor, and government policies. Where these factors are adverse in nature, performance automatically suffers. During this period, employees feel insecure, this reduces overall job satisfaction. In these perspective this study is found to be important.

**Table 5.2.37: Comparative assessment of work-life balance of male and female employee working in private sector industries in Nagpur City**

| Work-Life Balance         | Male  |        | Female |        | Z      | P             |
|---------------------------|-------|--------|--------|--------|--------|---------------|
|                           | Mean  | SD     | Mean   | SD     |        |               |
| Social needs              | 54.95 | ±14.71 | 56.76  | ±12.31 | 7.786  | <0.05         |
| Personal needs            | 35.14 | ±15.02 | 41.38  | ±14.35 | 25.746 | <0.05         |
| Time Management needs     | 54.53 | ±13.47 | 54.30  | ±14.73 | 0.9684 | 0.33281 (NS)  |
| Team Work needs           | 44.66 | ±11.38 | 44.19  | ±12.37 | 2.1565 | 0.031 (<0.05) |
| Compensation and Benefits | 37.42 | ±13.34 | 44.84  | ±14.71 | 31.327 | <0.05         |
| Work needs                | 47.87 | ±17.12 | 47.15  | ±16.17 | 2.7904 | 0.005 (<0.05) |
| Overall WLB               | 45.76 | ±14.17 | 48.10  | ±14.11 | 9.8392 | <0.05         |

SD- Standard Deviation; Z- Z Value: P-P Value (Significance)

Above Table 1 shows comparative assessment of work-life balance of male and female employee working in private sector industries in Nagpur City. It is evident from the information that-

- Mean score of work-life balance of male and female employees with respect to their social needs was  $54.95 \pm 14.71$  and  $56.76 \pm 12.31$  respectively, which illustrates significant ( $Z=7.786$ ;  $P<0.05$ ) difference among them. This indicates that work-life balance related to social needs of female employees is substantially ( $P<0.05$ ) higher than male employees.
- Mean score of work-life balance of male and female employees with respect to their personal needs was  $35.14 \pm 15.02$  and  $41.38 \pm 14.35$  respectively, which illustrates significant ( $Z=25.746$ ;  $P<0.05$ ) difference among them. This indicates that work-life balance related to personal needs of female employees is noticeably ( $P<0.05$ ) higher than male employees.
- Mean score of work-life balance of male and female employees with respect to their time management was  $54.53 \pm 13.47$  and  $54.30 \pm 14.73$  respectively, which illustrates no significant ( $Z = 0.9684$ ;  $P = 0.33281$ (NS)) difference among them. This indicates that there is no noticeable difference in work-life balance related to time management of male and female employees.
- Mean score of work-life balance of male and female employees with respect to their team work was  $44.66 \pm 11.38$  and  $44.19 \pm 12.37$  respectively, which illustrates significant ( $Z = 2.1565$ ;  $P = 0.031$ ( $<0.05$ )) difference among them. This indicates that work-life balance of male employees is perceptibly ( $P<0.05$ ) more than female employees.
- Mean score of work-life balance of male and female employees with respect to compensation and benefits was  $37.42 \pm 13.34$  and  $44.84 \pm 14.71$  respectively, which illustrates significant ( $Z = 31.327$ ;  $P = 0.000$ ( $P<0.05$ )) difference among them. This indicates that work-life balance related to compensation and benefit of female employees is considerably ( $P<0.05$ ) higher than male employees.
- Mean score of work-life balance of male and female employees with respect to work was  $47.87 \pm 17.12$  and  $47.15 \pm 16.17$  respectively, which illustrates significant ( $Z = 2.7904$ ;  $P =$

0.005( $P < 0.05$ )) difference among them. This indicates that work-life balance related to work of female employees is considerably ( $P < 0.05$ ) less than male employees.

- Mean score of overall work-life balance of male and female employees was  $46.76 \pm 14.17$  and  $48.10 \pm 14.11$  respectively, which illustrates significant ( $Z = 9.8392$ ;  $P = 0.000$  ( $P < 0.05$ )) difference among them. This indicates that overall work-life balance of female employees is considerably ( $P < 0.05$ ) less than male employees.

Hence, it is apparent that work-life balance of female employee working in private sector industries in Nagpur City is significantly higher than work-life balance of male employees working in private sector industries in Nagpur City. However, both male and female employees exhibit satisfactory level of work-life balance.

## CONCLUSION

It is evident from Table 1 that work-life balance related to social needs of female employees is substantially ( $Z = 7.786$ ;  $P < 0.05$ ) higher than male employees. Work-life balance related to personal needs of female employees is noticeably ( $Z = 25.746$ ;  $P < 0.05$ ) higher than male employees. There is no noticeable ( $Z = 0.9684$ ;  $P = 33281$  (NS)) difference in work-life balance related to time management of male and female employees. Work-life balance of male employees is perceptibly ( $Z = 2.1565$ ;  $P = 0.031$  ( $< 0.05$ )) more than female employees. Work-life balance related to compensation and benefit of female employees is considerably ( $Z = 31.327$ ;  $P = 0.000$  ( $P < 0.05$ )) higher than male employees. Work-life balance related to work of female employees is considerably ( $Z = 2.7904$ ;  $P = 0.005$  ( $P < 0.05$ )) less than male employees. Overall work-life balance of female employees is considerably ( $Z = 9.8392$ ;  $P = 0.000$  ( $P < 0.05$ )) less than male employees.

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