

IMPACT OF WORK LIFE BALANCE AND STRESS MANAGEMENT ON JOB SATISFACTION AMONG THE WORKING WOMEN IN PRIVATE SECTOR BANKS OF RAJASTHAN

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ABSTRACT

Stress of work life balance is seen in every corner of the world. Stress management and work life balance for women employees is highly desirable and if there is no job satisfaction and regularity in life. it create a problem for working women. It has changed throughout the world due to economic conditions and social demands. Stability requires professional and personal work, so that it reduces friction between official and domestic life. Some factor affect to the work life balance such as encouraging social groups, accommodating working conditions, mentally challenging work, impartial rewards and productivity, employee oriented policies.

Keywords: Employee's Satisfaction; Stress; Performance; Productivity And Rewards Etc.

I. INTRODUCTION

The fast developing knowledge economy has given place for more number of women to be enlightened by higher education. And also has given them robust careers. Most of the women is engaged in working somewhere in organizations. Purposeful human activity is directed toward the satisfaction of human needs and desires, State of balance in which the demand of both professional and personal life is equal and each role having different set of demands, when such role demands overlap. The causes of stress are known as stressors and there are exactly hundreds of different types of stressors. Women life that finds threatening, difficult to cope with or causes excess pressure can be potential cause of stress and work over-lap and facilitate stress. A problem reduces stress related productivity and morale. The other hand if there is no job satisfaction for women employees it cause heavy stress and work life imbalance.

In job satisfaction affects these factors are shows in diagram:-

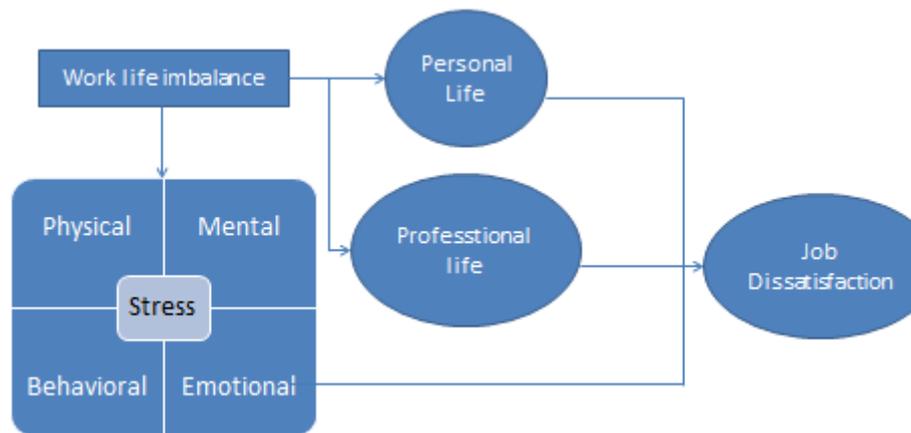


Fig.1.1 Relationship among work life imbalance Stress, Job Dissatisfaction

Women employees are greatest resource of an organization. When it comes to human environment, it focuses on human aspects that influence an employee’s performance and job satisfaction. It creates innovative ideas among the employees. Individuals may become more loyal towards the organization.

Women employees will be more satisfied if they get what they expected with efficient work life balance and stress management policies. Bank administrations must be able to manage their female staff while formulating their policies. In fact banks will be facing a strict shortage worker who shows the maximum effectiveness and efficiency in his work.

II. OBJECTIVES

The main objectives are given below:-

- To study the extent to which various factors like hours worked, work involvement and family responsibilities.
- To study the work life balance women problems.
- To study women Employees job satisfaction in banks
- To study work place culture and climates that reflects to the employees.

III. WORK LIFE BALANCE AND STRESS WITH JOBSATISFACTION TO THE WOMEN EMPLOYEES

Work life balance of women employees and stress met with the job performance then job dissatisfaction comes as an outcome. Different stages of life and career have different stress, work life balances and satisfaction needs. Richard Welford (2008) in his survey results on work life balance in Hong Kong quotes that there is an alarmingly high percentage of respondents who feel that work is the cause of health problems, stress and lack of exercise. Health problem are likely lead to lower productivity and effectiveness of workers. This paper focuses on the tough life of married working women of Rajasthan in their battle strikes a balance between work and family life.

The family becomes an organizational stakeholder and this powerful social trend marked the beginning of the work/life balance paradigm shift. (Denise Horner Mitnick,2007).

Women employees lead to mental stress, physical stress and cause ill health, headache, body ache, demotivation etc. or blood pressure and low job performance. These problems generate work life conflict but it does take some consistent effort and reevaluation on an ongoing basis.

women employees affects variety of factors that feel positive or negative about their job. Few aspects of their work but dissatisfied with all other aspects. Factors that lead to positive or negative perceptions of work life imbalance and stress have their own impact on job satisfaction.

Banks can implement the necessary measures to create healthy work environment and work life management. Some stress events or programs by effectively assessing stressors, causes for work life imbalance. There are many causes for stress in the workplace and the possibility for eliminating all of them is impossible. Sometimes its provide positive outcomes can motivate and refresh and enable people to achieve more, it can help to women employees by implementing organizational strategies to control or reduce some of the major causes of stress.

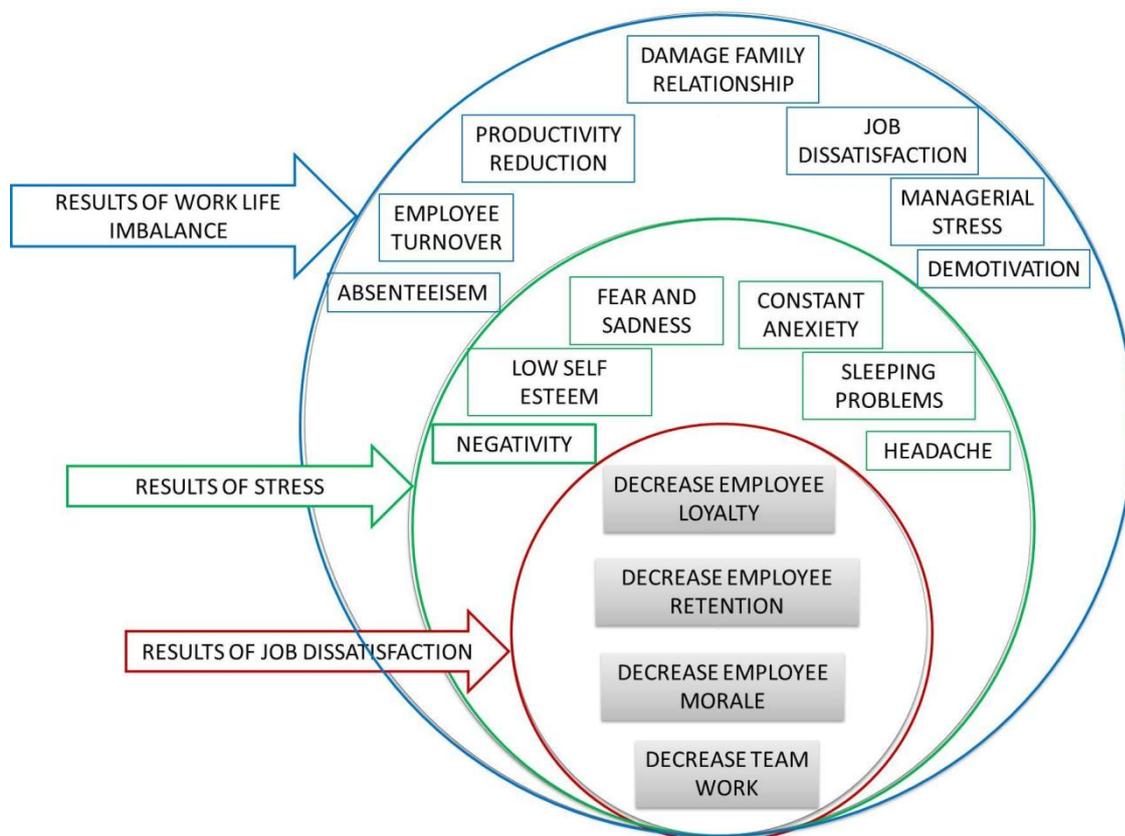


Fig.3.1 Outcomes of work life imbalance Stress, Job Dissatisfaction

IV. IMPACT OF WORK LIFE BALANCE AND STRESS ON JOB SATISFACTION

- Promotion facilitates mental satisfaction. It refers to designate an actual change in upward direction in job status. The promotion to the next level will result in positive changes such as pay, autonomy and supervision etc.
- Women Employees problems reflected negatively on private banks turnover, operating profit and balance sheet.

- Specially, Women employee is monthly salary or pay. These are the proper way of events in which compensation plays a major role. There is no doubt that monetary rewards may play a very effective role in determining job satisfaction. If salary is not market oriented, this can lead to dissatisfaction.
- Women employees facilitate stress on interpersonal relationship within the majority with the females' colleagues. It involves relationship with superiors, subordinates and peers or colleague. If the healthy relationships to the superiors, subordinates and peers or colleague. If the employee experiences the healthy relationship with others within the organization, it will boost the satisfaction towards the job and lead to the higher productivity.

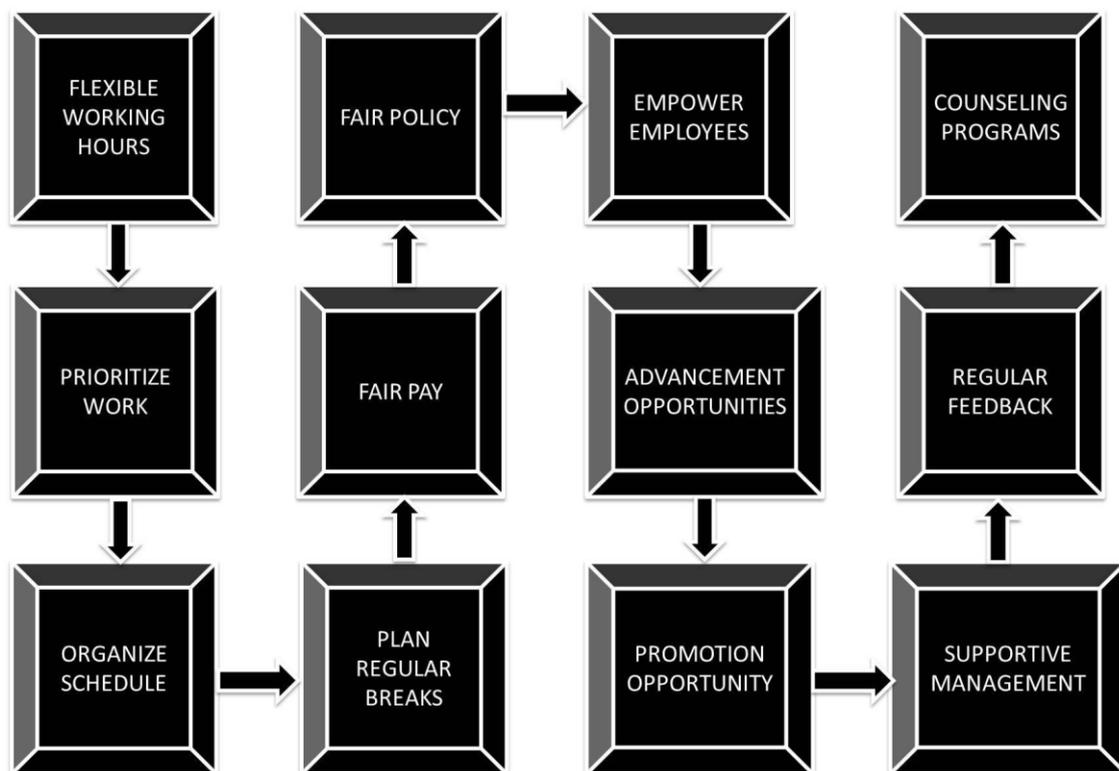


Fig.4.1 Approaches to Manage Work-life balance and Stress, Job Dissatisfaction

V. CONCLUSIONS& RECOMMENDATIONS

- All types of professions demonstrating that there is no gender difference in work women employees play vital role in uplifting the organization.
- According to the studies, it has been found that such situation affects person's health both physiologically and psychologically women employees maintain healthy balance between work and other private lives with less stress and high degree of job satisfaction.
- Women manage home and work life, today with increasing demands at work place, the interface between work life and personal life assumed significance which demands at work place, the interface between work life and personal life can lead to stress. Positivity is key to success.
- Job satisfaction is related to a number of variables such as age, occupation etc. educational and economic background, size of the family and affect to working women.

- Job satisfaction affect to the motivation at work and career decisions, relationship with others and personal health.

Management must provide continuous learning, mentoring, coaching, and opportunities for self-development and time management to handle their responsibility at home along with office to encourage them which would help to overcome the mental harassment at their work place.

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