



An Impact of Work Life Balance and Stress Management among Women Employees of IT Companies in Delhi: A Conceptual Study

^{*1}Shikha Gupta and ²Simran Jain

^{*1}Assistant Professor, Department of Management, IMS, Noida, CCSU, Meerut, Uttar Pradesh, India.

²Assistant Professor, Department of Management, RDIAS, GGSIPU, Rohini, Delhi, India.

Abstract

Work life balance is adjusting our day to day activities to achieve a sense of balance between both work life and personal life. Balancing the demands of a busy lifestyle is not at all an easy thing to do, but is best managed by regularly reviewing and assessing your priorities properly. With this comes stress. Each and every person experiences stress at some or the other stage in their life. Stress is a way by which we come to know that there is something that is causing us concern in our life and is affecting how we are thinking and feeling as well. Work related stress is a growing and a common problem around the world that affects not only the employees' health but also wellbeing and the productivity of organizations. Stress in corporate may be because of several reasons such as mental stress, work pressure, conflicts between colleagues, competitions etc. This research is undertaken to study the impact of Work life Balance and Stress Management among the women employees working in IT Companies along with the factors affecting the work life balance. To conduct this study, secondary data is used to understand and find the conclusions. It was found that a number of factors are involved in determining the Work Life Balance and Imbalance of any individual which plays a critical role in his/her personal and professional life. In conclusion, it is suggested that Work-Life Balance and stress management is not a problem to be solved; it is just a constant issue which needs to be managed.

Keywords: Work life balance, stress management, women employees, productivity, work pressure.

Introduction

Work Life balance is the ability to effectively manage the juggling act between paid work and the other activities that are important to people. Many organizations continue to change themselves with their working environment, due to globalization of the world economy and economic rationalization that drives job restructuring, greater workload and job insecurity. The Indian culture with regard to career development of women is undergoing many changes due to the increased pace of modernization and urbanization. Having a good work life balance can significantly help to reduce stress in the workplace and therefore stress on your heart. Each and every person experiences stress at some or the other stage in their life. Stress is a way by which we come to know that there is something that is causing us concern in our life and is affecting how we are thinking and feeling as well. Work related stress is a growing and a common problem around the world that affects not only the employees' health but also wellbeing and the productivity of organizations. Stress in corporate may be because of several reasons such as mental stress, work pressure, conflicts between colleagues, competitions etc.

In today's scenario women are equally sharing the earning responsibility for the betterment of their family. Earlier

women used to discontinue their work after marriage but nowadays women continue to work even after marriage.

In recent days both work and life are important aspects for women employees to manage. Thus, women have to balance the status between personnel and professional lives. Work related stress for women affects their work satisfaction, productivity of the organization, their mental and physical health, absenteeism and finally affects their potential to work. The pressure of work has been intensifying for women and demand of work begins to dominate life and sense of work life balance if felt. The change of integrating work and family life is a part of everyday reality for the majority of women nowadays.

Objectives of the Study

- To identify the determinants or factors involved in determining employees Work-Life Balance.
- To study the impact of Work life Balance and Stress Management among the women employees working in IT Companies.
- To recommend various ways for overcoming work stress.

Importance of the Study

Work-life balance is a vital aspect of a healthy work

environment in any organisation. Maintaining proper work-life balance helps in reducing stress and also helps in preventing burnout in the workplace. Chronic stress can negatively impact the mental health of an individual because it is linked to a higher risk of anxiety, depression, and insomnia. To have a healthy work-life balance means that the employees of the organisation will be happier when they come to work. This, in turn, will help in reducing stress and the chances of burnout, which are the two common health issues in the workplace. Chronic stress occurs when the employees are continuously stressed and worried. It is henceforth important to study about the impact of Work Life Balance and Stress Management among Women Employees of IT Companies.

Review of Literature

Saravanan, K. (2021), evaluated the work-life balance of female teachers in Arts and Science College, Trichy City, Tamil Nadu. The main objective of the study was to find out the various levels of work-life balance of women teachers and examined the various socio-demographic factors affected on the work-life balance of the female teacher. This study revealed that there was no significant relationship between the type of age, family, years of work experience, different nativity background and marital status of the women teachers, and work-life balance. Additionally, it was also seen that there was a positive relationship between the monthly income and the work-life balance of the women teachers.

Toyin Ajibade Adisa (2020), in his study stated that the covid-19 pandemic had affected women. The main objective of this study was to find out the role of women, and evaluate the impact of the covid-19 pandemic on work-family balance during the lockdown. The researcher selected 26 working women in the UK as a sample. This study found that the lockdown in the Covid 19 pandemic had provided the rediscovery of closeness and family values. In a lockdown, everyone experienced a reduction in crime rate and a decline in juvenile delinquency. Remote working and work from home had an increase in role congestion and role conflict.

Vijayakumar Bharathi. S (2015) investigated the personal and professional issues and challenges which directly affected the work-life balance of working women. This study found out the various challenges faced by working women at the time of management of professional life namely distance between the home and office, traveling time to reach the workplace, working hours (extended/odd), and involvement in any other extra work/jobs as well as assignments. Most of the working women experience stress and feel guilty when they cannot give proper attention and time for family life. This study finds out that the use of social media creates stress. This study found that there was no relationship between the professional challenges to work-life balance and the family composition of the working women.

Mohan and Ashok (2011) explained that stress is often developed when an individual is assigned a major responsibility without proper authority and delegation of power, interpersonal factors such as group cohesiveness, communication frequency, functional dependence, relative authority and organizational difference between role sender and focal persons.

Goddard, *et al.*, (2006) in his paper studied that an environment with pressures at work, coupled with psychologically induced stress (job threat stress) in an organisation have been associated with burnout, reduced job satisfaction, and lack of organisational commitment.

Hardie, *et al.*, (2005) studied that high stress leads to ill-being, especially where an individual lacks the coping resources or uses ineffective strategies to cope with stress;

Allen, *et al.*, (2000) studied in his paper that importantly, satisfactory work-life balance and low work-life conflict were also linked to non-work outcomes, such as life, family, marital and leisure satisfaction and family performance.

Stanton, *et al.*, (2001) in his study said that job stress can be defined as something in the work environment that is perceived as threatening or demanding, or is something in the workplace which makes an individual experience discomfort. Job threat stress is described by individuals as qualities of work experience which induces feelings of being overwhelmed.

Research Methodology

In this study, the researcher adopted descriptive research design as the study focuses on the Work Life Balance and Stress Management among Women Employees. For the purpose of data collection, the researcher collected data from secondary sources. The secondary data were collected with the help of various sources such as newspapers, magazines, books, journals, conference proceedings, government reports and websites.

Determinants or Factors Affecting the Work Life Balance of Employees

The various factors that affect the work life balance of the employees are as follows:

- i). **Positive Personal Factors:** Various studies done by previous researchers show that those who have regular schedules, hobbies, healthy habits, as well as high self-confidence and ambition are likely to have better work-life balance than others.
- ii). **Negative Personal Factors:** People from lower socio economic strata typically have poor work-life balance. Those with low self-esteem, depression and poor social skills also have similar imbalance and are unable to manage a proper work life balance.
- iii). **Positive Organisational Factors:** Individuals working in organisations with supportive managers, accommodating policies, flexible timings, and meaningful and well-structured work tend to have better work-life balance.
- iv). **Negative Organisational Factors:** Some organisational factors that interfere and have an effect on work-life balance are stringent rules, hostile work environment, excessive workload, time pressure, and lack of job security.
- v). **Positive Social Factors:** A strong and a supportive social network can help people feel more involved in various aspects of life. In fact, even supportive governmental policies and welfare schemes by the government can improve the work-life balance of an individual.
- vi). **Negative Social Factors:** The contrary is true as well-discriminatory policies at work, cultural stigma, patriarchal standards, unsupportive families and other social factors can interfere with work-life balance.

Common Stress Factors Faced by Women

- i). Working under an unsafe environment or conditions.
- ii). Discrimination, harassment and exploitation at workplace.
- iii). Job pressure, inadequate staff and long working hours.
- iv). Concern of employees over remuneration and the gender pay gap

- v). No say in decision making process
- vi). Being insecure about risk of termination
- vii). More household responsibilities and lack of job satisfaction

Measures/Ways to Overcome Stress

- i). We need to always keep a positive attitude
- ii). Reframe your thoughts. We need to accept that there are events that you cannot control.
- iii). Notice your achievements and try to appreciate yourself.
- iv). Consider flexible work schedules. Everyone has to learn to manage time more effectively.
- v). Encourage open communication. Seek out social support. Spend enough time with those you love.
- vi). Avoid Conflict. Be assertive instead of aggressive. Assert your feelings, opinions, or beliefs instead of becoming angry, defensive, or passive.
- vii). We should never rely on alcohol, drugs, or compulsive behaviours to reduce stress. Drugs and alcohol can stress your body even more.
- viii). Try to Set limits appropriately and say no to requests that would create excessive stress in your life.
- ix). Seek treatment with a psychologist or other mental health professional trained in stress management or biofeedback techniques to learn more healthy ways of dealing with the stress in your life.

Impact of Work Life Balance and Stress Management in Women Employees

Stress management and work life balance of women employees is met with the job performance and then job dissatisfaction comes as an outcome.

Life and career both have different stages, different stress, different work life balance and satisfaction needs.

There is a very high percentage of people who feel that work is the main cause of stress, health problems and lack of exercise, which in turn leads to lower productivity and ineffectiveness of women employees.

This research finds that it is a very tough life for working women of Delhi to balance their life between work and family life.

Conclusion

Women should think that work-life balance is just a task, which helps them to sort and manage both the work stress and personal stress. When the worries are taken care of, when the life is spent proportionately and smoothly, and along with this when they realize their full potential, at that time women can create a bridge between the work-life and private life confidently. To identify the causes of stress in the workplace is not a difficult task. It takes some effort. Understanding the causes of stress in the workplace will let you identify them before they become a problem. As you can see that the workplace is a great source of stress for an individual, it's up to us to identify our stressors and find healthy ways to cope and remove these stresses from our life.

References

1. Green J. Job satisfaction of community college chairpersons (Doctoral dissertation, Virginia Polytechnic Institute and State University, 2000). Electronic Theses & Dissertations Online. URN Number etd-12072000-130914, 2000.
2. Gupta A and Sethi JA. Impact of Quality of Work Life on Employees Perceived Performance, Job Satisfaction and

Employee Commitment. *Global Journal of Management and Research*, Issue: Oct-Dec, 2012, 56-70

3. Hall JA, Blanch DC, Horgan TG, Murphy NA, Rosip JC & Mast MS. Motivation and interpersonal sensitivity: Does it matter how hard you try?, 2009.
4. Motiv Emot. Springer Science + Business Media, LLC. 2009; 33:291-302. DOI 10.1007/s11031-009-9128-2
5. Harvard Business Review. Work and Life Balance. Boston: Harvard Business School Press, 2000.
6. Hacker CA. Turnover: A silent profit killer. *Information Systems Management*. 2003; 20(2):14-18.