

**A STUDY ON WORK LIFE BALANCE OF WOMEN EMPLOYEES IN UNORGANISED
SECTOR IN TUTICORIN AND TIRUNELVELI DISTRICTS**

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ABSTRACT

In the recent past, work is one of the serious areas of challenge for women because of increasing demands at work place. Once the work commitment ends, the home commitments begin. A majority of the working women are stretching at work to discharge their duties and this leads to work-life imbalance. The consequences faced by women due to this are alarming. They face high levels of stress, depression, family conflicts and so on and the situation is even worse in the case of women working in unorganised sectors. Hence the present study is carried out to know the work-life balance of women employees in unorganized sector. The present study aimed to ascertain the work-life balance amongst unorganized sector women employees in Tuticorin and Tirunelveli Districts. 300 samples were chosen on the basis of convenient sampling method. The researcher framed relevant objectives and hypotheses. After framing the objectives, interview schedule was prepared by the researcher. Using standard interview schedule, data were collected from the respondents. Convenient sampling technique was utilized to collect the necessary data. After collecting the data, they were coded using Microsoft excel. The data were analysed using standard statistical package called SPSS (Statistical Package for Social Science). Due to tremendous physical exertion and work pressures, women from this sector find it challenging to manage both work-life and family-life leading to a lot of physical and mental stress. Hence the Government should adopt a model that ensures social security measures to all the women from vulnerable sections of the society.

KEY WORDS:

Stress, Women Employees, Working Environment, Work life balance, Unorganised Sector.

INTRODUCTION

In the early years, most of the women were restricted to their kitchens and only few were empowered enough to head family businesses or work in factories, farms and so on. The rapidly developing economy has been placing a fair amount of importance to women empowerment. Hence, women workers are foraying into every industry on par with men. At the same time, it becomes a tougher challenge for women to hit the right work-life balance. Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and other important aspects of their lives. The domestic work industry offers job opportunities for all without gender discrimination. However, this sector is dominated by women and predominantly has unorganized women workers. Many women lose out mandatory benefits that could have made their work-life balancing easier. Hence the researcher has made an attempt to explore the work-life balance of women employees in unorganized sector.

WORK LIFE BALANCE:

Work could also be defined as activities administered by citizenry for carrying purposes. Activity is a crucial aspect of life, essential for growth and health, through activities that citizenry suits the environment. Sometimes activity is engaged certain its own sake, sometimes it's reflexive, and sometimes it's a purpose with an end, object, or purpose in sight. Purpose activities are termed as work. Work life balance helps employees to balance competing demands of the work and non-working demands. Factors attributing for awareness on for increasing imbalance are recruitment and retention and changing attitudes towards work. Interventions to balance work life initiated by corporate are increasing flexibility, refusing overtime, and supportive management.

Studies have shown that the bulk of women are working 40 -45 hrs/week out of which just about 53% of them struggle to realize work –life balance. The rationale behind this struggle is that they are being challenged by the demands of their organization versus the commitments of their home. Today's workers have many competing responsibilities like work, children, housework, volunteering, spouse and elderly parent care, and this places stress on individuals, families and therefore, the communities during which they reside. Women workers have dual responsibility of home and work. There are various reasons for pitiable conditions of women in unorganized sector i.e. gender discrimination, poverty, lack of basic knowledge, ignorance of state, inadequate laws which are failing to prevent them. For the betterment of women in unorganized sector, government got to prepare statistics records of employed women. On the idea of this record government has got to prepare programs for educating women for her rights. Central and state government had launched many schemes for providing support to women, but there aren't sufficient to beat the

issues of women workers. There's need of effective implementation of these schemes and laws for empowering the women workers.

UNORGANISED SECTOR

The Unorganized sector covers most of the agricultural labor and a substantial neighborhood of urban labor. It includes activities administered by small and family enterprises, partly or wholly with the family labor. This sector is marked out by low incomes, unstable and irregular employment and lack of protection either from legislation or trade unions. The workers in unorganized sector, are so scattered that the implementation of the legislation is extremely inadequate and ineffective. The unorganized sector features an important role in our economy regarding employment and its contribution to the National Domestic Product, savings, and capital formation. Generally, all enterprises which are either registered or come under the purview of anybody of the acts a bit like the Indian Factories Act 1948, Mines and Minerals (Regulation and Development) Act, 1957, the Company Law, the Central/State Sales Tax Acts, the Shops and Establishment Acts of the State governments, are defined as a neighborhood of the organized sector. Similarly, some of the organised sectors are forestry, irrigation works, plantations, recognized educational institutions, and hospitals which are registered as non-profit-making bodies. All unincorporated enterprises and household industries which are not regulated by any acts of the above mentioned type and which don't maintains any annual reports of the profit, and/ or the loss and balance sheets are classified as unorganised (National Accounts Statistics- NAS 1980: pp 69). Informal or unorganized sector workers dominate the Indian market and represent some 90% of the whole Indian workforce. India's unorganized sector is one of the foremost important sector within the post-industrial world. Informal employment that characterizes the unorganized sector comprises both self-employment in informal enterprises (small or unregistered) and wage-based employment undertaken without a transparent employment agreement in both informal and formal sector enterprises. India's workforce comprises nearly 92 percent within the unorganized segment with the entire farm sector falling under the informal category, while only one-fifth of the non-farm workers are found within the organized segment. Estimates suggest that within the non-farm sectors, as we move up the income ladder, the share of the informal sector gradually declines. However, as far because the agricultural sector cares, no matter economic class, the share of the unorganized workforce remains flat. The unincorporated or non-corporate sector has the foremost important share in manufacturing activities, services, savings, investment, taxes, credit market, employment, fore earnings, etc. Yet, it's little understood, dismissed as 'unorganized', 'informal' or 'residual, ' sector. It is vital that the character and role of this sector are explored to determine how it impacts the economy.

CATEGORIES OF UNORGANISED SECTOR

The Ministry of Labor, Government of India has categorized the unorganized labor force under four groups counting on occupation, nature of employment, specially distressed categories and repair categories.

Under terms of Occupation: Small and marginal farmers, landless agriculture laborers, share croppers, fishermen, those engaged in farming, beedi rolling, labeling and packing, building and construction workers, leather workers, weavers, artisans, salt workers, workers in brick kilns and stone quarries, workers in saw mills, oil mills, etc. come under this category.

Under terms of Nature of Employment: Attached agriculture laborers, bonded laborers, migrant workers, contract and casual laborers come under this category.

Terms of specially distressed category: Toddy tappers, scavengers, carriers of heads loads, drivers of animal driven vehicles, loaders, and unloaded come under this category.

Under the terms of Service category: Midwives, domestic workers, fishermen, and ladies, barbers, vegetables, and fruit vendors, newspaper vendors, etc., belong to the present category.

On the idea of the characteristics possessed, the subsequent categories of industries are recognized as unorganized:

1. Plantations and agricultural farms.
2. Fishing including commercial fishing in ocean, coastal, offshore and island waters, and gathering of sea weeds, sea shells, pearls and therefore, the like.
3. Mining and quarrying.
4. Construction including masonry work, carpentry, painting, writing, and plumbing work.
5. Brick making including carrying soil, making clay, molding bricks, carrying wet bricks to dry, carrying fire wood and firing.

CHARACTERISTICS OF THE UNORGANISED SECTOR:

The unorganized sector is diverse in nature. But industrial units in unorganized sector have some identical characteristics. A number of the characteristics to be identified in unorganized sector are:

1. Low scale of production
2. Operation of labor relations on an off-the-cuff basis or on the idea of kinship or personal relations
3. Family owned enterprises or micro enterprises Ownership of fixed and other assets by self
Risking of finance capital by self

- 4 Involvement of family laborers
- 5 Production expenditure indistinguishable from household expenditure
- 6 Easy entry and exist
- 7 Free mobility within the world
- 8 Use of indigenous resources and technology
- 9 Unregulated or unprotected nature
- 10 Absence of fixed working hours
- 11 Lack of security or employment and other Social Security benefits
- 12 Use of labour-intensive technology
- 13 Lack of support from the government.
- 14 Workers living in slums, and squatter areas
- 15 Lack of housing and access to urban services
- 16 High percentage of migrant labor.

WOMEN IN UNORGANIZED SECTOR:

Over 90% of state's working women are in unorganized sector and most of them work under dangerous and unsafe conditions for very low wages. A woman who work in the unorganized sector, undergo tons of labor related problems, and that they work in jobs classified as 3D dangerous, dirty, and demeaning. In tamilnadu, the state's 90% of the female population work in the unorganized sector, including agriculture, weaving, construction, beedi and apparel industry among others. Women are already affected due to the dowry system prevailing and adding to the present problem, factory owners employ only unmarried women on a 3-year contract under the sumangali scheme, which prevents them from getting married while they're employed. Government policies also ignore welfare of female workers in the unorganized sector.

Saran and Sandhewar (1990) studied the issues of girls workers engaged in unorganized sector. It was revealed by their study that the ladies were exploited, low paid, worked for long hours, i.e. 14-16 hours in the case of migrants and 8-10 hours in case of local workers. There prevailed mass illiteracy, and indebtedness was common. Further, rebuking, cheating, threatening, beating, and sexual abuses were a standard feature reported by the women's working in unorganized sector.

According to JuLife McCarthy (2011) Women in the unorganized sector feel drained results at lower levels of satisfaction with life and better rates of burnout, depression and ill-health. They

play multiple roles which are often exhausting and cause sense of. There are real risks are got to dissatisfaction.

Women in India are marginalized group in a society, who faces discrimination in every sphere and every stage in life. Women workers play a crucial role in the development of the nation. The economic role played by women can never be underestimated. There is a direct relationship between women's employment and well-being of the community. An increase in women's income translates into better child health and nutrition status in the nation. Hence employment of women brings in development in the nation. But the work participation rates for women in India are much lower than those for male. In Indian society women are supplementary earners or mainly housewives and their work does not count, though the rate of growth at work participation for women has been higher than that for men over the last two decades, women still lag behind men. While the work participation rate for males has been mostly stagnant over the last two decades, the work participation rate for females has shown a better growth, rising from 19.7 percent in 1981 to 25.8 percent in 2001.

Based on the observation, Junsay and Heaton have pointed out that the upsurge in the economic participation of the Indian women outside their domestic surroundings is a fairly recent phenomenon. Traditionally they have lagged behind men in joining labor force for gainful employment. Often low and poor social and economic background of the parents has inhibited their development. Although it is impossible to improve the socioeconomic status retroactively Junsay and Heaten suggest that policies must find ways to overcome the disadvantage.

Murali Manohar observes that the working conditions of women in the unorganized sector affirms that many of them have remained poorer and have not experienced over the years any qualitative change towards better life styles. Murali Manohar further observed that women workers, namely servant maids, construction, sanitary and beedi workers, petty traders and migrant tribal women in India live in illiteracy and indebtedness. They lack in skills and assets. Unfixed and undermined wage rates force them to live below the subsistence level.

Neera Desai has pointed out that ideologically, as well as in practice, woman is considered inferior to man, having no significance, no personality. She is kept in the state of utter subjection and oppression.

Mahatma Gandhi pointed out that woman is the companion of man, gifted with equal mental capacities. She has the right to participate in the minutest details in the activities of man, and she too has the same right of freedom and liberty as others. All women are entitled to a

supreme place in her own sphere of activity as man. Man and woman, both are equal in a society, but they are not identical. Each helps the other, so that without the one, the existence of the other cannot be conceived and therefore, anything that will destroy the status of either of them will involve the equal ruin of both.

The Human Development Report of the United Nations Organization pointed out that in South Asia women are invisible, and are unorganized. The significance of their role can be gauged not only by high female participation rates in farm and non-farm activities in rural areas, but also by their intimate connection to rural customs, tradition and values. Women in South Asia keep the rural way of life alive, and they also suffer for it. Cases of discrimination and violence against women in South Asia's rural areas, dominated by a feudal mindset, continued despite the work of thousands of committed women's groups throughout the region. In South Asia, agricultural women are generally denied the right to own land. The infringement of rights takes on various dimensions such as legal, social, and monetary. The report also points out that the socioeconomic status of women determines their participation in the agricultural labor force.

WOMEN IN SOCIETY:

The position of women in society indicates their cultural, spiritual, and social attainments. In India, during the Vedic age, women were given full freedom for spiritual progress and intellectual developments. The Aryans, who were engaged in the arduous task of political expansion, desired much co-operation of women in every walk of life.

During the period of Buddhism in India, women were assigned an honorable place in social life. They were admitted to the 'Bhikshu Sangha', which opened socio cultural avenues to them. Some nuns achieved great distinction as poets and autobiographers.

However, the position of women changed during the Moghul period. Isolation of women was considered a symbol of respectability among higher classes. But women in general and especially those belonging to the agricultural and working classes, did not observe purdah. During those days the birth of female child was unwelcome both in the Hindu and Muslim families, and the evils of infanticide were prevalent in some sections of society.

With the advent of birth rule, women occupied a subjugated and inferior position in society. They had fallen a prey to many abhorrent customs. During this period, the evil of infanticide prevailed in the country, especially in Rajasthan, Punjab, Gujarat and Uttar Pradesh and in most other parts of northern India.

It was a common belief in the country that a girl taught to read and write would become a widow. Such prejudices perpetuated illiteracy and ignorance among Indian women. This led to

women's indifference to fine arts and music which began to be regarded as a pursuit of natch girls and even folk — songs sung on ceremonial occasions were of a low order. Early marriages, which were quite common, made the physical, intellectual, and spiritual development of women almost impossible. Premature marriage and maternity resulted in the increase of death rate of mother and infant.

In spite of many drawbacks and disadvantages during the British rule in India, there was a unique fusion of western and eastern thought and practice. The British established political units and political institutions, gave law and order, laid down civil norms, introduced and developed means of communications in the country. The administrative system, which penetrated deep into the remotest part, left a deep impact on the socio-economic life of the people. The enunciation of the principle of equality of all the citizens before law and the formation of new legal system brought revolutionary changes in society. Women aspired to attain the same status of dignity and freedom, which they had once enjoyed in the past. The western influence brought to them a totally new concept of themselves as persons "individually important and nationally needed".

Ironically, in India it was men who initially took up the cause of women. Enlightened reformers, such as Raja Ram Mohan Roy, Eswarachandra Vidyasagar and Swami Dayananda Saraswathi launched a vigorous campaign against social evils affecting Indian women. Other important men who had taken up the cause of the women were Keshab Chandra Sen, Rabindranath Tagore, Swami Vivekananda, Mahadev Govinda Ranade, Gopalkrishna Gokhale, Veeresalingam Panthalu, R.Venkatarama Naidu and Mohandas Karamchand Gandhi. They raised their voice in unequivocal terms for the revival of women's lost prestige, glory and rightful place in the society. Though men were the first to take up the cause of women in India, the women also organised themselves for the uplift of their kind. They struggled against heavy odds and pursued with all sincerity to attain the object of women's emancipation. These great women became the true pathfinders, and laid the foundation for their movement in the country. Among these great women, Pandit Ram Bai, Ramabai Ranade and Anandabai Joshi were the most important. With the beginning of the 20th century, the women's movement in India rapidly spread to every nook and corner, making definite efforts in the fields of education and health. Demand for equal status and political rights were made by various women's organisations. A number of enlightened women started women's organisations in different parts of the country. These organisations did monumental work in the field of female education and in the eradication of social evils like purda, child marriage and polygamy. Swarnamukhidevi founded the 'Ladies Association' in 1886 and Pandit Ramabai established 'Sarada S. Sadan' as early as 1892. Rammbai Ranade established 'Sevasadan' in 1909.

The Women's Council of India was founded in 1920 at Bombay. This is only an illustrative list of enlightened women and organisations in India. They strive their best to elevate their status and improve their political and economic status.

The United Nations Organisation gave a clarion call to the entire world to treat the 10 year period from 1975-1985 as a decade of women and to organise conferences, seminars, symposia, workshops, and the like to awaken the women to their original role of prestigious glory. It also called on to launch programmes for the amelioration of the status of women in the politics, social and cultural setting in every country of the world. The report on the World's Women's Conference held at Nairobi, Kenya, from July 15-26, 1985 outlines the measures to improve the status of women.

The constitution of India provides for equal rights and privileges for men and women. But the principles of equality vanished in the constitution of India are far from reality. The persistent efforts by planners, social welfare agencies and women's organisations have failed to provide women their rightful place in the society.

Since times immemorial, women have constituted an effective part of the working force in India. They have worked along with the male members of the household in sowing seeds, weeding, transplanting, watering the field, harvesting the crops, tending cattle and poultry. They also help in family enterprises such as beedi- making, rope-making and pottery. They do all these work, in addition to their normal domestic work as housewives, and thus women always play a dual role in the society.

In the earlier stages, only male workers dominated the working force in the factories. But, now women workers have increasingly taken to industrial work. Formerly, they were mostly confined to plantation and the textile industry. Now young women from middle class families are working in industries in large numbers. Hence by and large the role of Indian women in society has improved.

STATEMENT OF THE PROBLEM

In the recent past, work is one of the serious areas of challenge for women because of increasing demands at work place. Once the work commitment ends, the home commitments begin. A majority of the working women are stretching at work to discharge their duties and this leads to work-life imbalance. The consequences faced by women due to this are alarming. They face high levels of stress, depression, family conflicts and so on and the situation is even worse in the case of women working in unorganised sectors. Hence the present study is carried out to know the work-life balance of women employees in unorganized sector.

OBJECTIVES OF THE STUDY

1. To study the perception of women employees on different dimensions of work-life balance.
2. To study the influence of demographic variables on work-life balance of women employees in unorganized sector.
3. To identify the factors influencing work-life balance of women employees in unorganized sector

METHODOLOGY

The present study aimed to ascertain the work-life balance amongst women employees of unorganized sector in Tuticorin and Tirunelveli Districts. 300 samples were chosen on the basis of convenient sampling method. The researcher framed some objectives and hypotheses. After framing the objectives, interview schedule was prepared by the researcher. Using standard interview schedule, data were collected from the respondents. Convenient sampling technique was utilized to collect the necessary data. After collecting the data, they were coded using Microsoft excel. The data were analysed using standard statistical package called SPSS (Statistical Package for Social Science).

ANALYSIS AND INTERPRETATION

Perception on Job Stress based on Age group of women employees

In order to find out the significant difference in perception on job stress among different age group of women employees in unorganized sector, 'ANOVA' test is used with the null hypothesis as, **"There is no significant difference in perception on job stress among different age groups of women employees in unorganized sector in Tuticorin and Tirunelveli Districts"**. The result of 'ANOVA' test for perception on job stress among different age groups of women employees in unorganized sector is presented in Table 1.

Table1

Perception on Job Stress among different age group of women employees

Perception on Job Stress	Age Group [Mean Score]					F Statistics
	20-30 years	31-40 years	41-50 years	51-60 years	Above 60 years	
Too much work and too little time to do the work	4.0716	3.9471	3.9633	3.7910	3.6667	2.756*
Working in office results in little	3.8459	3.8004	3.7514	3.6881	3.5000	2.799*

time for other activities						
Too many employees at my level in the firm get burned out by job demands	3.9835	3.8077	3.6972	3.7313	3.4000	3.087*
Feel nervous as a consequence of job	3.9514	3.8798	3.8073	3.7612	3.6000	2.691*
There are lots of time when job drives me crazy	3.8624	3.8327	3.7991	3.7343	3.6333	1.248
Feel guilty when taken time off from job	3.9716	3.8519	3.7982	3.7507	3.6333	0.861
Job demands for long period of intense concentration	3.9174	4.0240	3.9541	4.0746	3.9000	0.519
Tasks are often interrupted requiring attention at a later time	3.9541	3.9856	3.7798	3.8060	3.6333	1.500
Adverse influence over the quality of work	3.9404	4.0192	3.6514	3.9254	3.6535	3.444*
Job affects psychologically	3.9083	3.8942	3.6881	3.5821	3.8333	2.702*

Source: Primary data

*-Significant at five per cent level

From the above table, it is understood that too much work and too little time to do the work and too many employees at my level in the firm get burned out by job demands are the important perception on job stress among the women employees who belong to the age group of 20 to 30 years as their mean scores are 4.0716 and 3.9835 respectively. It is further understood that job demands long periods of intense concentration and adverse influence over the quality of work are the important perception on job stress among the women employees who belong to the age group between 31-40 years as their mean scores are 4.0240 and 4.0192 respectively. Table further shows that too much work and too little time to do the work and job demands long periods of intense concentration are the important perception on job stress among the women employees who belong to the age group between 41-50 years as their mean scores are 3.9633 and 3.9541 respectively. Table further reveals that job demands long periods of intense concentration and adverse influence over amount of work are the important perception on job stress among the women employees who belong to the age group between 51-60 years as their mean scores are 4.0746 and 3.9254

respectively. Table further highlights that job demands long periods of intense concentration and job affects psychologically are the important perception on job stress among the women employees who belong to the age group of above 60 years as their mean scores are 3.9000 and 3.8333 respectively. Regarding the perception on job stress among different age group of women employees, too much work and too little time to do it in, working in office leaves little time for other activities, too many employees at my level in the firm get burned out by job demands, felt nervous as a consequence of job, adverse influence over quality of work and job affects psychologically are statistically significant at 5 per cent level.

Perception on Quality of work life based on Place of residence of women employees

In order to find out the significant difference in perception on quality of work life among different place of residence of women employees in unorganized sector, 'ANOVA' test is used with the null hypothesis as, "**There is no significant difference in perception on quality of work life based on place of residence of women employees in unorganized sector in Tuticorin and Tirunelveli Districts**". The result of 'ANOVA' test for perception on quality of work life among different place of residence of women employees in unorganized sector is presented in Table 2.

Table 2

Perception on Quality of work life based on place of residence of women employees

Perception on Quality of work life	Place of Residence			F
	Urban	Semi-urban	Rural	Statistics
Feel physically safe at work	3.3534	3.4242	3.2264	2.849*
Satisfied with pay / salary	3.5461	3.4141	3.4151	0.926
Job does well for the family	3.3966	3.6465	3.3836	4.882*
Enough time away from work to enjoy other things in life	3.7672	3.8081	3.8176	0.105
Feel appreciated at work in this group	3.8534	3.8030	3.8622	0.175
Feel that job allows to realize full potential	3.7328	3.7727	3.9088	1.748
Always learning new things help to do job better	3.8276	3.7778	3.8491	0.296
Job allows to sharpen professional skills	3.9483	3.9091	3.8553	0.509

Source: Primary data

*-Significant at five per cent level

Table 2 highlights that job allows to sharpen professional skills and feel appreciated at work are the important perception on quality of work life among the women employees who belong to urban area and their mean scores are 3.9483 and 3.8534 respectively. It is further understood that job allows to sharpen professional skills and enough time away from work to enjoy other things in life are the important perception on quality of work life among the women employees who belong to semi-urban area and their mean scores are 3.9091 and 3.8081 respectively. Table further shows that the feeling that job allows to realize full potential and feel appreciated at work in this group are the important perception on quality of work life among the women employees who belong to rural area and their mean scores are 3.9088 and 3.8622 respectively. Regarding the perception on quality of work life among different place of residence of women employees, feel physically safe at work and job does well for the family are statistically significant at 5 per cent level.

Perception on Supervisors support based on Marital Status of women employees

In order to find out the significant difference in perception on supervisors support among different marital status of women employees in unorganized sector, 'ANOVA' test is used with the null hypothesis as, **"There is no significant difference in perception on supervisors support among different marital status of women employees in unorganized sector in Tuticorin and Tirunelveli Districts"**. The result of 'ANOVA' test for perception on supervisors support among different marital status of women employees in unorganized sector is presented in Table 3.

Table 3

Perception on Supervisors Support among different marital status of women employees

Perception on Supervisors Support	Marital Status			F Statistics
	Unmarried	Married	Others	
Supervisor is concerned about the welfare of the employees	3.8532	3.7452	3.7339	1.939
Supervisor pays attention to what the employees say	3.8991	3.9038	3.8440	0.392
Supervisor is helpful in getting the job done	4.0971	4.0192	3.6881	4.263*
Supervisor is successful in getting employees to work together	3.0642	2.9856	3.5853	2.735*
Supervisor is careful to assign work equally to all his/her subordinates	3.2294	3.2644	3.2110	0.192
Supervisor checks on the progress of work at appropriate intervals	3.4817	3.3702	3.4720	1.478

Supervisor is considerate of his/her subordinates' lives and families outside work 3.5642 3.5481 3.5505 0.511

Source: Primary data

*-Significant at five per cent level

Table 3 reveals that supervisor is helpful in getting the job done and supervisor pays attention to what the employees say are the important perception on supervisors support among the women employees who are unmarried as their mean scores are 4.0971 and 3.8991 respectively. Table further highlights that are the important perception on supervisors support among the women employees who are married and their mean scores are 4.0192 and 3.9038 respectively. Table further indicates that supervisor pays attention to what the employees say and supervisor is concerned about the welfare of the employees are the important perception on supervisors support among the women employees who are others and their mean scores are 3.8440 and 3.7339 respectively. Regarding the perception on supervisors support among different marital status of women employees, supervisor is helpful in getting the job done and supervisor is successful in getting employees to work together are statistically significant at 5 per cent level.

Perception on Co-workers support and Marital Status of women employees

In order to find out the significant difference in perception on co-workers support among different marital status of women employees in unorganized sector, 'ANOVA' test is used with the null hypothesis as, "**There is no significant difference in perception on co-workers support among different marital status of women employees in unorganized sector in Tuticorin and Tirunelveli Districts**". The result of 'ANOVA' test for perception on co-workers support among different marital status of women employees in unorganized sector is presented in Table 4.

Table 4

Perception on Co-workers Support among different marital status of women employees

Perception on Co-workers Support	Marital Status			F
	Unmarried	Married	Others	Statistics
Co-workers are competent in doing their job	3.6034	3.7828	3.8719	2.616*
Co-workers take a personal interest in the welfare of other employees	3.9483	3.9091	3.8553	0.509
Co-workers are friendly	3.8966	3.9192	4.0031	0.725

Co-workers encourage each other to work together	3.7155	3.5303	3.5409	1.409
Co-workers are helpful in getting the job done	3.4138	3.3232	3.1321	3.036*

Source: Primary data

*-Significant at five per cent level

Table 4 reveals that co-workers work takes a personal interest in the welfare of other employees and co-workers are friendly are the important perception of co-workers support among the women employees who are unmarried and their mean scores are 3.9483 and 3.8966 respectively. Table further highlights that co-workers are friendly and co-workers take a personal interest in the welfare of other employees are the important perception on co-workers support among the women employees who are married as their mean scores are 3.9192 and 3.9091 respectively. Table further indicates that co-workers are friendly and co-workers are competent in doing their job are the important perception of co-workers support among the women employees who are others and their mean scores are 4.0031 and 3.8719 respectively. Regarding the perception of co-workers support among different marital status of women employees, co-workers are competent in doing their job and co-workers are helpful in getting the job done are statistically significant at 5 per cent level.

Perception on Work Environment and Age groups of women employees

In order to find out the significant difference in perception on work environment among different age groups of women employees in unorganized sector, 'ANOVA' test is used with the null hypothesis as, **"There is no significant difference in perception on work environment among different age group of women employees in unorganized sector in Tuticorin and Tirunelveli Districts"**. The result of 'ANOVA' test for perception on work environment among different age group of women employees in unorganized sector is presented in Table 5.

Table 5**Perception on work environment among different age groups of women employees**

Perception on work environment	Age Group (Mean Score)					F Statistics
	20-30 years	31-40 years	41-50 years	51-60 years	Above 60 years	
Overcrowding or cramped work areas	3.9450	3.8462	3.7339	3.6866	3.3667	3.095*
Untidy or unclean work areas	3.8303	3.8077	3.8349	3.9254	3.4333	1.300

Poor amenities	3.8349	3.7885	3.7523	3.9552	3.5667	0.948
Badly designed, unsuitable or uncomfortable equipments	3.8054	3.8725	3.8165	3.8806	3.4300	1.180
Time pressure	3.8899	3.9760	3.7156	3.8806	3.4133	2.702*
Heavy workload	3.9822	3.6708	3.5579	3.7937	3.8750	3.989*
Lack of support	3.9875	3.6398	3.7158	3.8571	3.9318	3.611*
Work / job insecurity	4.0400	3.7329	3.5158	3.8730	3.8068	5.053*
Feeling of stressed out	3.9867	3.6211	3.7895	3.7619	3.8523	3.141*

Source: Primary data

*-Significant at five per cent level

From the above table, it is understood that work/job security and lack of support are the important perception on work environment among the women employees who belong to the age group of 20 to 30 years as their mean scores are 4.0400 and 3.9875 respectively. It is further understood that time pressure and badly designed, unsuitable or uncomfortable equipments are the important perception on work environment among the women employees who belong to the age groups between 31-40 years as their mean scores are 3.9760 and 3.8725 respectively. Table further shows that untidy or unclean work areas and badly designed, unsuitable or uncomfortable equipments are the important perception on work environment among the women employees who belong to the age group between 41-50 years and their mean scores are 3.8349 and 3.8165 respectively. Table further reveals that poor amenities and untidy or unclean work areas are the important perception on work environment among the women employees who belong to the age group between 51-60 years and their mean scores are 3.9552 and 3.9254 respectively. Table further highlights that lack of support and heavy workload are the important perception on work environment among the women employees who belong to the age group of above 60 years as their mean scores are 3.9318 and 3.8750 respectively. Regarding the perception on work environment among different age group of women employees, overcrowding or cramped work areas, time pressure, heavy workload, lack of support, work/job security and feeling of stressed out are statistically significant at 5 per cent level.

Age Groups of women employees and Factors influencing the work life balance

The following null hypothesis was framed for finding out the significant difference among age group of women employees with respect to the factors influencing the work life balance.

Null Hypothesis: There is no significant difference among Age Groups of women employees with respect to the factors influencing the work life balance

The following table shows the result of 'ANOVA' test for significant difference among age group of women employees with respect to the factors influencing the work life balance.

Table 6

ANOVA for Significant difference among Age Group of women employees with respect to the factors influencing the work life balance

Factors	Age Group					F Value	p Value
	20-30 years	31-40 years	41-50 years	51-60 years	Above 60 years		
Job Stress	44.68 ^b (6.82)	39.68 ^a (7.19)	37.41 ^a (6.69)	35.85 ^{ab} (7.25)	33.06 ^{ab} (6.02)	4.006	0.000
Quality of work life	35.92 ^b (6.16)	35.72 ^b (6.09)	34.38 ^{ab} (5.92)	33.05 ^a (7.45)	33.33 ^{ab} (7.21)	3.615	0.006*
Supervisors support	31.75 ^{ab} (5.92)	32.53 ^b (5.56)	29.91 ^a (5.71)	29.56 ^a (7.20)	29.96 ^a (5.93)	5.854	0.000*
Co-workers support	22.89 (4.92)	22.12 (4.74)	20.87 (5.16)	19.92 (5.85)	18.20 (5.76)	4.579	0.000*
Work environment	38.49 ^b (4.43)	36.62 ^b (5.12)	35.56 ^{ab} (5.37)	35.08 ^b (5.08)	34.93 ^a (5.91)	6.466	0.000*

Source: Computed Data

- Note:
1. The value within bracket refers to SD
 2. Different alphabet among Age group denotes significant at 5% level using Duncan Multiple Range Test (DMRT)

Since the 'p' value is less than 0.05, the null hypothesis is rejected at 5% level of significance with regard to factors influencing work life balance of women employees in unorganized sector namely job stress, quality of work life, supervisors support, co-workers support and work environment. Hence there is a significant difference among the age group of women employees with regard to factors influencing work life balance of women employees in unorganized sector namely job stress, quality of work life, supervisors support, co-workers support and work environment. Based on Duncan Multiple Range Test (DMRT) the women employees in unorganized sector who belong to the age group of 20 to 30 years significantly differ with the women employees in unorganized sector who belong to the age group of 31 to 40 years, 41-50 years, 51 to 60 years and above 60 years regarding job stress factor. In quality of work life factor,

the women employees in unorganized sector who belong to the age group of 20 to 30 years and 31 to 40 years significantly differ with the women employees in unorganized sector who belong to the age group of 41-50 years, 51 to 60 years and above 60 years.

Based on Duncan Multiple Range Test (DMRT) the women employees in unorganized sector who belong to the age group of 31 to 40 years significantly differ with the women employees in unorganized sector who belong to the age group of 20 to 30 years, 41-50 years, 51 to 60 years and above 60 years regarding supervisors support factor. In co-workers support factor, the women employees in unorganized sector who belong to the age group of 20 to 30 years significantly differ with the women employees in unorganized sector who belong to the age group of 31 to 40 years, 41-50 years, 51 to 60 years and above 60 years.

Based on Duncan Multiple Range Test (DMRT) the women employees in unorganized sector who belong to the age group of 20 to 30 years significantly differ with the women employees in unorganized sector who belong to the age group of 31 to 40 years, 41-50 years, 51 to 60 years and above 60 years regarding work environment factor.

SUGGESTIONS

1. It is suggested that Government must organise regular health and medical campaigns to reduce the health problems of the women employees in unorganized sector.
2. The main findings of the study specify that women employees face many problems due to the conflict between domestic commitments and workplace demands. The study suggests that they should take a fresh look at their personal and professional commitments and devise ways to balance them.
3. Unpredictable schedule and workload is the key difficulty to be tackled by the women employees in unorganised sector. The superiors who assign the work must be sensitive to the workload assigned. The balance between personal and professional life diverge from person to person. The best individual work-life balance will vary over time.

CONCLUSION

It is concluded that in the present era women are on par in excellence with whatever work they do but one cannot deny the fact that majority of women are working as domestic helpers/support staff in unorganised sectors due to lack of skills. Unorganised sectors do not give them the social security such as PF, ESI, medical benefits and so on unlike in the organized sector. Due to tremendous physical hard work and work pressures, women of this sector find it challenging to manage both work-life and family-life leading to a lot of physical and mental stress. Hence the

Government should adopt a model that ensures social security measures to all the women of vulnerable sections of the society.

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