

AN EXPLORATORY STUDY ON WORK LIFE BALANCE AND METHODS TO OVERCOME THE STRESS OF WOMEN EMPLOYEES – WITH SPECIAL REFERENCE TO KANCHEEPURAM DISTRICT

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Abstract:

This exploratory study examines work-life balance and stress management for women employees. The 161-person sample uses primary and secondary data. Data analysis uses descriptive statistics and frequency distribution. Structured interviews and questionnaires are used to obtain data from varied women employees. 161 participants were selected based on their availability and willingness to share their experiences in Kancheepuram District. The questionnaire includes closed-ended and Likert-scale items for quantitative and qualitative analysis. A broad literature review gathers secondary data from academic publications, books, reports, and other sites. This secondary research helps women employees comprehend work-life balance and stress management. It establishes field themes and issues. Descriptive statistics summarise questionnaire results. Frequency distribution is also utilised to analyse participants' work-life balance and stress management views. This exploratory study sheds light on women employees' work-life balance issues and offers stress-reduction strategies. The descriptive data and frequency distribution analysis show the prevalence of specific difficulties and the diverse ways women employees combine work and life. This study adds to work-life balance and stress management research on women employees. This research can inform future studies on women employees' work-life balance and help policymakers, organisations, and individuals empower and support women employees.

Keywords: *Stress Management, Work-Life Balance, Women Employees*

Introduction:

Ensuring a balance between work and personal life is of paramount importance for the well-being and achievement of female employees, particularly in the context of Kancheepuram District, where women encounter distinct obstacles. In order to effectively address stress and attain a state of equilibrium, it is important to employ tactics such as prioritization and the establishment of boundaries. Female employees in Kancheepuram District can effectively manage their time and energy by establishing clear priorities and recognizing the significance of personal well-being. Implementing a well-defined framework that enables individuals to effectively balance their personal and professional lives, by establishing specific working hours and allocating time for family and self-care, can provide substantial benefits.

In the district of Kancheepuram, the strategic practice of delegating and outsourcing duties whenever feasible is considered a useful approach. Many women who engage in entrepreneurial pursuits frequently endeavor to manage all aspects of their ventures on their own, a tendency that can result in fatigue and heightened levels of stress. By assigning responsibilities to employees or obtaining support from family, friends, or professionals, female employees can allocate their time and cognitive resources more effectively towards crucial company and personal affairs. It is crucial to bear in mind that seeking assistance is an intelligent approach to effectively managing one's workload and mitigating stress levels, particularly within the context of Kancheepuram District.

The use of self-care practices is of utmost importance in attaining a state of balance and alleviating stress, particularly among female employees residing in the Kancheepuram District. Participating in activities that promote relaxation, such as engaging in physical exercise, practicing meditation, pursuing hobbies, or dedicating time to meaningful interactions with close individuals, can contribute to the process of rejuvenation and revitalization. Frequent and regular intervals of respite, even of short duration, have the potential to restore cognitive functioning and mitigate the risk of experiencing burnout. The act of prioritizing self-care not only serves as an expression of self-compassion, but also highlights the importance of personal well-being in conjunction with professional goals.

Developing a strong and comprehensive support system is of utmost importance for female employees, particularly in the context of Kancheepuram District. Creating a social network comprised of individuals who share similar perspectives and possess a deep understanding of the unique obstacles encountered within the district can offer valuable emotional reinforcement, direction, and inspiration. Engaging in networking events, becoming a member of industry-specific associations, and participating in mentorship programs are effective strategies for establishing connections with individuals who possess comparable experiences. Engaging in collaborative efforts with fellow individuals in Kancheepuram District, soliciting guidance, and exchanging valuable perspectives can effectively mitigate stress levels and cultivate a strong feeling of communal belonging.

Periodic reassessment of aims and expectations is of utmost importance for female employees in Kancheepuram District. As female entrepreneurs, it is common to aspire for excellence while managing numerous obligations. Nevertheless, engaging in a thorough assessment and modification of individual and vocational objectives can facilitate the harmonization of expectations with the practicalities of operating within the confines of Kancheepuram District. Acknowledging the inherent impossibility of achieving perfection in all endeavors and embracing the need for modifications throughout the process enhances one's adaptability and mitigates stress, particularly within the context of this specific field of study.

Objective of the Study:

1. To examine the work-life balance challenges faced by women employees and identify the factors contributing to stress in their lives.
2. To explore the various strategies and methods employed by women employees to overcome stress and maintain a healthy work-life balance.

3. To assess the effectiveness of different support systems, such as mentorship programs or networking groups, in helping women employees manage stress and improve work-life balance.

Scope of the Study:

This study aims to examine the distinct problems encountered by female employees in Kancheepuram District as they endeavor to maintain a harmonious equilibrium between their professional and personal spheres. The objective of this study is to ascertain the particular stressors that impact the general well-being of women employees in Kancheepuram District, as well as to investigate the coping mechanisms and support networks utilized by these individuals. The present study aims to evaluate the efficacy of current interventions and support systems in the management of stress and promotion of work-life balance within this specific geographical region. The objective of this study is to conduct a comprehensive analysis of the benefits and drawbacks associated with various interventions and support systems. The primary objective of this study is to acquire a comprehensive comprehension of the unique encounters encountered by female workers in Kancheepuram District. The study aims to provide valuable insights into effective strategies and interventions that can assist these individuals in effectively managing the demands of their employment while also maintaining a satisfactory equilibrium between their professional and personal lives.

Literature Review:

1. **Gudeta et. Al (2022)** This research analyses how work–life problems affect Ethiopian women employees' management and growth. In-depth interviews with 31 Addis Ababa-based women employees were analysed using grounded theory. The study found that women's work–life role and the expectation to take the major (often only) duty for care and household responsibilities impedes their business growth. Due to home care, some women interviewed delayed business growth decisions. Women with pre-school children and fewer family and social support found growing their business difficult. We also identified examples of women's resilience and determination to succeed in business. Business success is considered richer than economic success. The study examines the relationship between work–family responsibilities and business growth in a less-studied Sub-Saharan African country, adding theoretical and practical insights to the subject of (women) employeeship and the work–family literature. The study partially explains why women-owned businesses are smaller and perform worse than men-owned businesses. It also doubts the economic value of women employees. It indicates that their companies operate at the nexus of gender, sex, family, culture, religion, and institutions and might be encouraged to improve family–community wellbeing and economic development.

2. **Banu, J., & Baral, R. (2022)** The purpose of this paper is to investigate the entrepreneurial journey of a subset of women employees from South India in order to provide qualitative insights into the factors influencing their career choice (to become and remain an entrepreneur) and to identify the determinants of their growth and well-being. The qualitative content analysis identified three overarching themes and several subthemes in order to propose a conceptual framework that reflects their potential interrelationships. It was discovered that a combination of personal characteristics, strong family support, and institutional support substantially influenced

the career choice, expansion, and well-being of female employees. The findings will assist the government in providing the necessary institutional support, along with tailored initiatives and incentives, to encourage the rapid expansion of micro and small enterprises owned by women. Their growth will be facilitated by personality development programmes and skill instruction.

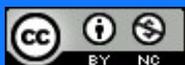
3. **David, M. A., Sathic,(2022)** Women employees boost the economy and empower women. Employeeship combines "Risk taking," "Innovating," "Adventurism," "Undertaking," "Creation," "Organising," and "Coordinating." Female employees had these traits. Women do business for many reasons. Economic and emotional factors drive women to work independently and claim their rights. She had many business options. Despite this woman, employees suffer many stressors. This study focuses on how women employees cause stress and its effects due to constraints including dual obligations, conflict on a role, risk, and uncertainty. This study describes how female employees reduce stress. The researcher convenience-sampled 118 female employees. One sample was analysed using percentage analysis, Friedman's test, and a T-test.

4. **Kaciak, E., & Welsh, D. H. (2020)** Insufficient research has been conducted on the effect of sustainable economies on the success of women-owned enterprises worldwide. This study investigates the relationship between the economic and political contexts of a country and the processes that occur at the work–life interface of female employees. The research utilises data from ten countries selected based on multidimensional country context constructs (i.e., particular economic and political factors). Work–life dimensions are measured by family instrumental and emotional support (dimension of enrichment) and work–family conflict and other personal problems (dimension of interference). The results indicate that the probability of total family support (instrumental and affective) decreases linearly as the country's level of development rises. In contrast, the country context has an inverted U-shaped relationship with work–family conflict and related personal issues. The level of conflict and problems is greatest in middle-level developed nations and lowest in both low-level and high-level developed nations.

Data Analysis and Interpretation:

Table 1 showing the Demographic Profile of the respondents

| Variables | Frequency | Valid Percent | Cummulative Percent |
|-------------------|------------------|----------------------|----------------------------|
| 20-25 | 7 | 4 | 4 |
| 26-30 | 9 | 6 | 10 |
| 31-35 | 15 | 9 | 19 |
| 36-40 | 29 | 18 | 37 |
| 41-50 | 76 | 47 | 84 |
| Above 50 | 25 | 16 | 100 |
| Total | 161 | 100 | |
| 0-2 years | 42 | 26 | 26 |
| 3-5 years | 31 | 19 | 45 |
| More than 5 years | 88 | 55 | 100 |
| Total | 161 | 100 | |



| | | | |
|---------------|------------|------------|-----|
| Graduate | 42 | 26 | 26 |
| Post-Graudate | 108 | 67 | 93 |
| Diploma | 0 | 0 | 93 |
| Others | 11 | 7 | 100 |
| Total | 161 | 100 | |

Source: Primary Data

The data provided represents the distribution of respondents based on different variables. Regarding age range, the majority of respondents fall into the 41-50 category, comprising 47% of the sample. This is followed by the 36-40 age range, which accounts for 18% of the respondents. The remaining age ranges, namely 20-25, 26-30, 31-35, and above 50, make up smaller proportions, ranging from 4% to 16%. In terms of experience, the largest group of respondents has more than 5 years of experience as employees, making up 55% of the sample. The next significant group consists of individuals with 0-2 years of experience, accounting for 26% of the respondents. Those with 3-5 years of experience represent 19% of the sample. In terms of education, the majority of respondents hold a post-graduate degree, making up 67% of the sample. Graduate degree holders constitute 26% of the respondents, while the remaining respondents either have other qualifications or did not specify their educational background.

Table 2 showing the descriptive statistics of the various variables

| Statement | N | Mean | | Std. Deviation | Variance |
|---|-----------|-----------|-----------|----------------|-----------|
| | Statistic | Statistic | Statistic | Statistic | Statistic |
| How often do you relax yourself? | 161 | 3.66 | 0.04 | 1.1 | 1.22 |
| No. of Hours Spent in a day with business activities | 161 | 3.53 | 0.04 | 1.1 | 1.22 |
| What made you take this decision to become an entrepreneur? | 161 | 3.49 | 0.04 | 0.97 | 0.95 |
| Level of Happiness for being an Entrepreneur | 161 | 3.83 | 0.04 | 0.95 | 0.9 |
| Target Achievement | 161 | 3.5 | 0.05 | 1.15 | 1.32 |
| No. of Hours Spent in a day with family | 161 | 3.63 | 0.04 | 1.09 | 1.2 |
| Relaxation Techniques while stressed out | 161 | 3.52 | 0.04 | 0.99 | 0.98 |

Source: Primary Data

Data on the respondents' experiences includes mean, standard deviation, and variation. The first statement's mean of 3.66 indicates that respondents relax regularly. The modest standard deviation of 0.04 shows that responders relax similarly. 1.22 variance confirms this. Business activities average 3.53 hours per day in the second statement. The respondents spend a lot of time

on their career. The standard deviation of 0.04 shows that company activity time is consistent. 1.10 variance confirms this. With a mean of 3.49, the third statement discusses employeeship's motivations. This shows that, on average, people choose this occupation for varied reasons. The 0.04 standard deviation shows that the motives for becoming an employee are constant. 0.97 variance supports this. The fourth statement's mean employee happiness is 3.83. This suggests that employees are generally happy. The 0.04 standard deviation shows that respondents' satisfaction levels are consistent. 0.90 variance supports this. Target achievement is the fifth statement, averaging 3.50. This implies that respondents consider themselves relatively effective in achieving their career goals. The slightly higher standard deviation of 0.05 suggests that some respondents attained their targets more than others. 1.32 variance supports this. The sixth statement measures daily family time, averaging 3.63 hours. This suggests that respondents prioritise family over career. The low standard deviation of 0.04 shows that respondents' family time is reasonably consistent. 1.09 variance supports this. With a mean of 3.52, the sixth statement discusses stress-reduction measures. This shows that, on average, employees use relaxing strategies to manage stress. The standard deviation of 0.04 implies that relaxing techniques are consistently used. 0.98 variance supports this. The mean, standard deviation, and variance for each statement reveal employees' experiences, views, and practises. These data show overarching patterns and consistency in their reactions, helping us understand their experiences and coping techniques.

Conclusion:

Data interpretation yields several results. Respondents prioritise relaxation and stress management in their career journey by doing so frequently. They value work-life balance and wellness. Respondents dedicate a lot of time to their job, according to research. Being in Career always is difficult. Many things drive employeeship. Personal aspirations, financial worries, autonomy, and other inner and extrinsic reasons drive employees. Employees are delighted too. This shows that employees appreciate taking risks and overcoming obstacles. Respondents prioritise family over business by spending a lot of time with them. They cherish family and support. The data demonstrates respondents' work-life balance, dedication to their enterprises, varied employee motives, contentment in their roles, and family commitment. These studies illuminate what makes career successful and happy.

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