

Work Life Balance of Lady Bus Conductors In KSRTC

Raseena P M

Assistant professor, MES Asmabi college, P. Vemballur

Abstract:

Women are now employed in previously male-dominated fields such as Professional, law, sports, the military, bus conductors, drivers, law enforcement, fire fighting etc. Indian Working women spend less time maintaining the home .To balancing work-family of working women is very important. To balances work and family the women have to plan their career effectively. The good work plus family balance includes the priorities fixing by working women, awareness of current working position and environment, bring up-to-date latest technology, fix plan such manner that enough time with family, improve the area when and where. Work-life balance is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives. Work-life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self-care, and other personal activities, in addition to the demands of the workplace.

Keywords:Lady Bus Conductor, KSRTC, Work- Life Balance, Influential Factors

Introduction:

Women are the forerunner of society and play an important role in society, in every fields of life, without their contribution no society can nurture properly. The changing roles of women in India have led to their greater contribution in the employment sector and changes in many aspects of Indian life. The typical Indian family today is the dual-earner family.

Women have more complex duty to perform when compared to men. They have more commitments at home in managing house& children. The odd hours of duties to women will definitely like the family life. Work pressure and work load effect the family life and the family problems effect the work. So, the imbalance of work-life can lead to stress &several health problems hamper job performance. This work -life balance is a challenging task on the part of female employees. Women should be in a position make balance between work and life. For that women have to play a dual role. Now days, society filled with the conflicting responsibilities, chaotic roles and commitments. The balance between paid work and unpaid work of life has become a predominant issue at work place

The term work is being used here referring to paid work or employment is a challenged term ,with many alternations suggested ,such as work life integration work life interface etc. various studies have been carried out regarding work life ad there after find that what

happened at the work place have significant impact of individuals and families. Work life balance means adjusting the pattern of work so that employees can be fit from a better fit between their work and areas of their personal life and in long run hope to achieve sustainable development and probability. The probability and the productivity of organization depends upon n two factors that are interrelated performance and commitment of employees these factors depend on work force of the organization. But every employee has to aspect of his/her being personal life and professional life. Both of these are difficult to separate and form a source of conflict.

KSRTC is a passenger transport corporation, providing bus services in Kerala and to neigh boring states Tamilnadu and Bangalore. it was established by government of Kerala in 1965.it is high time that corporation as a whole has remittance supporting it in a big way the earlier dependence on financial supporting from the central government and state government has reduced .even though the remarkable performance of the employees would restricted the corporation to a great extend therefore ensuring the smooth functioning of the corporation, the investigation about the organizational attitudes of the employees is needed in the 21st century the role of women seems to have In various working fields. The role of the women as a conductor in transport vehicle is one among them even though KSRTC was started with the male dominance, the description to open the gate way to the women force has become a history in 1990. In KSRTC female employees show their presence in both administrative *and* operational work spaces. If we have closer look at the gender balance in KSRTC, it shows that it is still male dominating .it is fact that working women have to face certain challenges and problems by virtue of being a woman

Review of literature:

2009, Abigail Gregory and Susan milaner “Determinants of organizational stress and work life balance “This article explains the linkage between work and family roles. mainly concerned with women and family stress work life balance concerned mainly with women and work family stress .work life balance implies the extent to which individuals are equally involved in and equally satisfied with their work role and family role.

2010, N.krishnareddyetal In his article “work life balance among married women employees” Family–work conflict (FWC) and work–family conflict (WFC) are more likely to

exert negative influences in the family domain, resulting in lower life satisfaction and greater internal conflict within the family.

2010, Dr. Rinku Rani “ challenges and opportunities in women “analyzed that working married women have to face more difficulties in their lives as compared to non-working married women It concludes that on some aspects working married women cannot contribute significantly for the well-being of their family. Their attention is diverted because of working in two situations. They cannot give proper attention to their marital lives and this cause marital mal adjustment. Working women because of the added responsibilities of job may suffer from more severe causes of maladjustment at home or in the office, while on the other side they have to take care of the children, husband, and in laws and perform other domestic duties.

According to **2010 National Health Interview Survey Occupational Health Supplement data**, 16% of U.S. workers reported difficulty balancing work and family. The findings were more prevalent among workers aged 30–44. For example, the reported challenges of balancing both sphere of life for non-Hispanic black workers was 19% compared with 16% for non-Hispanic white workers and 15% for Hispanic workers. As for the divorced or separated workers (19%) compared with married workers (16%), widowed workers (13%), and never married workers (15%). In addition, workers having a bachelor's degree and higher (18%) compared with workers having a high school diploma or G.E.D. (16%), and workers with less than a high school education (15%). Workers in agriculture, forestry, fishing, and hunting industries (9%) had a lower prevalence rate of work–family imbalance compared to all employed adults (16%). Among occupations, a higher prevalence rate of work–family imbalance was found in legal occupations (26%), whereas a lower prevalence rate was observed for workers in office and administrative support (14%) and farming, forestry, and fishing occupations (10%).

2011, Delecta In his article “work life balance” stated that Work life imbalance affects the overall well-being of the individual causing such problems as dissatisfaction from life, prolonged sadness. Work place has become the source of stress and problems caused by stress have become a major concern to both employers and employees and Symptoms of stress are manifested both physiologically and psychologically.

Santhi and Sunder (2012) “Work –life balance among women in India with special reference to Agra and national capital region”found that supporting environment in the

organization, provision of welfare measures play a primary role and alternative working time, child care and recreation play the secondary role in balancing work and personal life. **Prof. B. S. Kadam (2012)** stated that work life balance of women bus conductors and said it is important to achieve a balance between paid employment and personal life.

2016, Jean van delinder et al. Says that in 100% work life balance was the most important goal for 75% of the employees, where as 15% stated they had already achieve this balance. When enquire about child care more than 40% does't have children. Less than 20% of the participants stated they plan to take time in the next five year to spend with family. Finding a way to create work/family balance in academic careers can be particularly challenging for women.

Objectives:

1. To know the demographic details
2. To identify the key factors which influence the work-life balance of women conductors

Research methodology:

Universe of the study includes lady bus conductors of Ernakulam, Thrissur, Malappuram districts of Kerala. Descriptive research design is used for the study.

The data collection process follows the formulation of research design including the sample plan. After the research problem has been identified and selected the next step is to gather required data. While taking a decision regarding the method of data collection to be used for I have taken to Questionnaire and secondary data (journals, and from other published sources and internet databases) Sample size It is necessary to see the organization is large or small. KSRTC is a large organization; it is very difficult to interview all the employees in the organization. So that the sample size is taken 45.

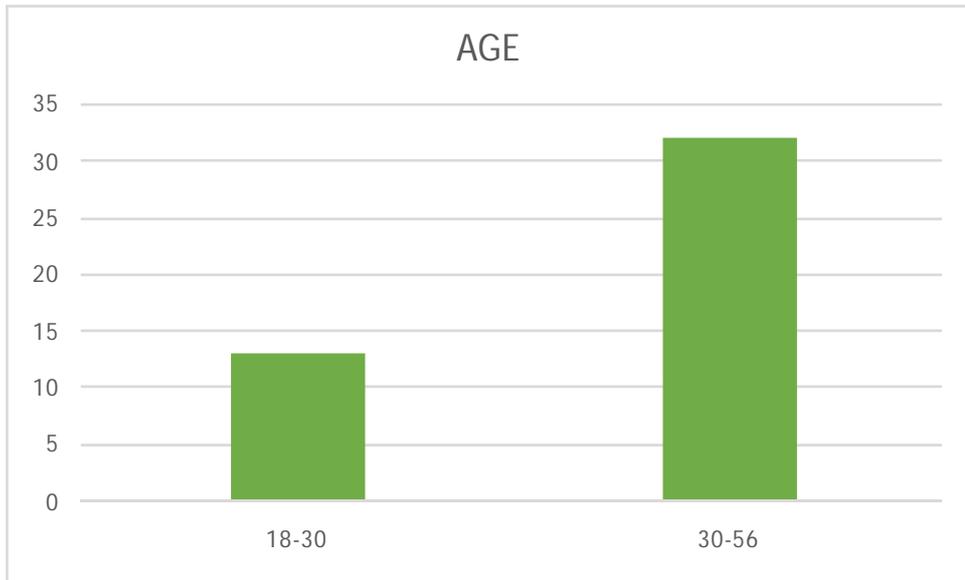
The study is based on both primary and secondary data. Primary data is collected from the lady bus conductors from KSRTC. And secondary data is collected from books, websites etc.

Data analysis and interpretation:

1. Demographic variables

➤ AGE:

AGE	No of respondents	percentage
18-30	13	28.88 %
30-56	32	71.11%

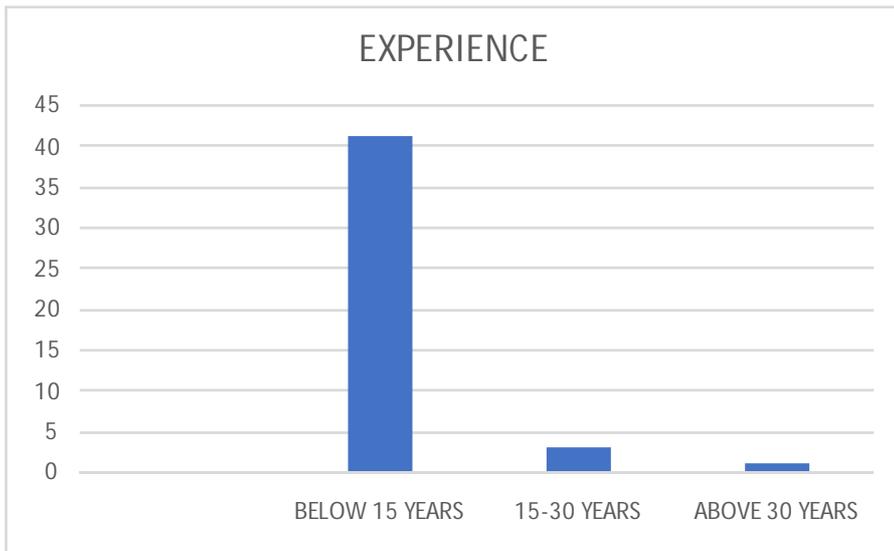


2.

This table shows that the age of respondents. 71.11% of respondents belongs to the age group of 30-56, 28.88% of respondents belongs to the age group of 18-29. New generation are mostly select this job it is because transport industry was a male dominated sector women entered in the job in the recent couple of decades.

➤ **EXPERIENCE:**

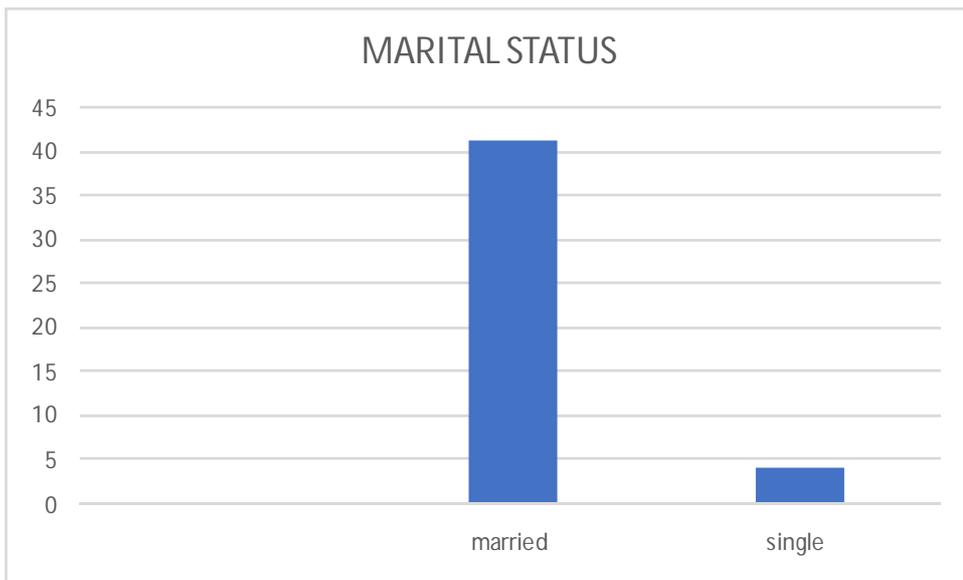
Experience	No of respondents	Percentage
Below 15 years	41	91.11%
15-30 years	3	6.66 %
Above 30 years	1	2.22 %



This table shows that 91.11% of respondents have below 15 years of experience, 6.66% respondents have 15-30 years of experience, only 2.22% respondents have above 30 years of experience.

➤ **MARITAL STATUS**

Marital status	No of respondents	Percentage
Married	41	91.11%
Single	4	8.88%



This table shows that 91.11% respondents are married; only 8.88% of respondents are single. Married women are mostly choosing this job. Unmarried women rarely come into this profession.

3. Factors which influence the work-life balance of women conductors

Regression coefficient

Path	Estimate	CR	P	Variance explained
Family and spouse support-> Influencing factors	0.953	26.155	<0.001	90.8
Working hour->Influencing factors	0.859	18.099	<0.001	86.2
Reward-> Influencing factors	0.886	19.692	<0.001	97.3
Healthy relationship with co-workers-> Influencing factors	0.973	30.117	<0.001	94.7
Social relationship-> Influencing factors	0.987	35.296	<0.001	78.5

(source: survey data)

H₁: Family and spouse support is an influential factor for the work-life balance of lady bus conductors

The results revealed that the Family and spouse support had significant influence on Influencing factors as the standardised direct effect of this construct on Influencing factors was 0.953, which is more than 0.4 (also p value was significant). So accept the hypothesis H₁

and conclude that Family and spouse support is an influential factor for the work-life balance of lady bus conductors

H₂: Working hours is an influential factor for the work-life balance of lady bus conductors

The results revealed that the Working hours had significant influence on Influencing factors as the standardised direct effect of this construct on Influencing factors was 0.859, which is more than 0.4 (also p value was significant). So we accept the hypothesis H₂ and conclude that working hours is an influential factor for the work-life balance of lady bus conductors

H₃: Reward is an influential factor for the work-life balance of lady bus conductors

The results revealed that the reward had significant influence on Influencing factors as the standardised direct effect of this construct on Influencing factors was 0.886, which is more than 0.4 (also p value was significant). So we accept the hypothesis H₃ and conclude that reward is an influential factor for the work-life balance of lady bus conductors

H₄: Healthy relationship with co-workers is an influential factor for the work-life balance of lady bus conductors

The results revealed that the Healthy relationship with co-workers had significant influence on Influencing factors as the standardised direct effect of this construct on Influencing factors was 0.973, which is more than 0.4 (also p value was significant). So we accept the hypothesis H₄ and conclude that Healthy relationship with co-workers is an influential factor for the work-life balance of lady bus conductors

H₅: Social relationship is an influential factor for the work-life balance of lady bus conductors

The results revealed that the Social relationship had significant influence on Influencing factors as the standardised direct effect of this construct on Influencing factors was 0.987, which is more than 0.4 (also p value was significant). So we accept the hypothesis H₅ and conclude that Social relationship is an influential factor for the work-life balance of lady bus conductors

Findings:

Most of the respondents are from the age group 30-56. 91.11% of lady bus conductors have below 15 years of experience and they are married. Family and spouse support, working

hours, reward, healthy relationship with co-workers and social relationship are the influential factor for the work-life balance of lady bus conductors.

Suggestions:

The organization should implement some work – life balance strategies by conducting trainings and programs to make employees capable of managing time at both home and work place.

They should include training programs such as yoga, meditation and some other entertainment programs to make employees relieve from their work stress

Employee's basic facilities are to be improved.

Government has to provide orientation classes or workshop for the lady bus conductors before entering o the job.

Conclusion:

All of the employees said that they get cent percent support from family members most of the employees considered to work to be less stressful as they have no work. They also get sufficient support from co-workers, friends and neighbors. Thus they are satisfied with a great amount of social support.

One of the major role faced by the employees are health problems due to work. Above half of the employees do not get enough time to sleep during the working days. The health issues accelerate the dissatisfaction of the employees towards the job.

Almost of the employees are not satisfied with the job and are not satisfied with the salary too. Above half of the employees want to change from this job to some other governments. These employees are not at all satisfied with the basic facilities provided in the working area .another fact regarding work life balance is that the employees are selecting morning shifts to cope up with family and household responsibilities.

Reference:

1. Meenakshisundaram, M., &Panchanatham, N. (2012). A study of work life balance of employees with reference to a garment industry-unit. *AMET International Journal of Management*, 3(1).

2. Tomlinson, J., & Durbin, S. (2010). Female part-time managers: work-life balance, aspirations and career mobility. *Equality, Diversity and Inclusion: An International Journal*, 29(3), 255-270
3. .Delecta, P. (2011). Work life balance. *International Journal of Current Research*, 3(4), 186-189.
4. (2018) rethinking work life balance' @swadle journal
5. Goswami, N. G., & Nigam, S. Working Woman or Superwoman: An Empirical Approach to Study the Work-Life Balance among Working Women in India
6. S.Lakshmi (2017) *journal of arts science and commerce* E-ISSN 2229-4686
7. Barling, J. (1990). *Employment, stress and family functioning*. John Wiley & Sons.
8. Reddy, N. K., Vranda, M. N., Ahmed, A., Nirmala, B. P., & Siddaramu, B. (2010). Work–Life balance among married women employees. *Indian journal of psychological medicine*, 32(2), 112.
9. Prinz, A., & Bunger, B. (2012). Balancing ‘full life’: An economic approach to the route to happiness. *Journal of Economic Psychology*, 33(1), 58-70.
10. Gayathiri, R., Ramakrishnan, L., Babatunde, S. A., Banerjee, A., & Islam, M. Z. (2013). Quality of work life–Linkage with job satisfaction and performance. *International Journal of Business and Management Invention*, 2(1), 1-8.
11. Jeffrey Hill, E., Yang, C., Hawkins, A. J., & Ferris, M. (2004). A cross- cultural test of the work- family interface in 48 countries. *Journal of marriage and family*, 66(5), 1300-1316.
12. Stephan, U., & Roesler, U. (2010). Health of entrepreneurs versus employees in a national representative sample. *Journal of Occupational and Organizational Psychology*, 83(3), 717-738.
13. Hill, E. J., Hawkins, A. J., Ferris, M., & Weitzman, M. (2001). Finding an extra day a week: The positive influence of perceived job flexibility on work and family life balance. *Family relations*, 50(1), 49-58.
14. Beaver, A. (2005). *A dictionary of travel and tourism terminology*. CABI.
15. Munby, D. L., & Watson, A. H. (2014). *Road Passenger Transport: Road Goods Transport: Reviews of United Kingdom Statistical Sources*. Elsevier.
16. Agnew, J. (1994). The territorial trap: the geographical assumptions of international relations theory. *Review of international political economy*, 1(1), 53-80.

17. Barth, F. (1998). *Ethnic groups and boundaries: The social organization of culture difference*. Waveland Press.
18. Lord, R. G., & Maher, K. J. (2002). *Leadership and information processing: Linking perceptions and performance*. Routledge.
19. Argyle, M., Furnham, A., & Graham, J. A. (1981). *Social situations*. Cambridge University Press.
20. Woods, D. (2011). Work-life balance: Global survey reveals differences between what employees say and do. *HR Magazine (Online)*,