

# Study on Comprehensive Study of Work Life Balance of Working Couples in Delhi

Faaiz Ahmad<sup>1</sup> Mrs. Swati Khanna<sup>2</sup>

<sup>1,2</sup>Dr. Akhilesh Das Gupta Institute of Technology and Management New Delhi, India

**Abstract**— The purpose of this study is to give a comprehensive overview of the topic of Dual Career Couples. Potential advantages and disadvantages of dual career arrangement and gender related issues have been discussed in this project. The need for this project arises because of the fact that disturbed work life balance of working couples creates problems for themselves as well as the organisations that they work for. Hence, addressing this issue will ensure that organisational productivity remains at its best and both partners can have successful careers.

**Keywords:** Work Life Balance

## I. INTRODUCTION

### A. "Work- Life Balance"

There is a large individual component in that meaning includes each individual's needs, experiences, and goals, define the balance and there is not a one size which fits all solution. Also, what work-life balance does not mean is an equal balance in units of time between work and life. Work life balance has important consequences for employee attitudes towards their organizations as well as for the lives of employees. Daily achievement and enjoyment. The major issues related to WLB arise because of the changing employability equations. In modern work life the stress levels are higher. There is lot of work pressure. Employees are expected to put in longer hours. There is increase in the number of women workforce, thereby the trend is moving towards dual income family system where earlier there was single income family. Generally the WLB related problems arise because of role overload, work-family interference, family-work interference and care giving strain.

For example, if you value health above all else, and your job doesn't allow you the time to exercise on a regular basis, your life is going to feel out of balance. If you value religion above all else and your job forces you to work on Sundays (so you can't attend religious services) your life is going to feel out of balance. If you value family above all else and your job doesn't give you time to be with your family, your life is going to feel out of balance. Taking the time to prioritize your values will help you see what's working for you and what's not.

## II. RESEARCH METHODOLOGY

### A. Objectives of Study

- 1) To identify and analyse the factors which affect Work-Life Balance of Working Couples.
- 2) To identify the problems faced by working couples in balancing their personal and professional lives.
- 3) To suggest measures for restoring Work-Life Balance.

### B. Scope of the Study

Scope of this study extends to couples having regular jobs or being self-employed in any sector or industry.

## C. Research Methodology

### 1) Research Design

The research design of this project is Descriptive Research. Descriptive Research is used to study the existing trends of Work Life Balance of Working Couples.

### 2) Sources of Data

This project depends upon the primary as well as secondary sources which are as follows:

1) Primary Sources: Most of the data collected is Primary Data through the Questionnaire on the basis of which analysis is done.

2) Secondary Sources: Secondary data are data that were collected for another purpose and already exist somewhere. Secondary sources involve the Websites, etc.

### a) Population

The main emphases of the study were the Working couples between the age of 25 to 50 years and the data was collected from Delhi region.

### 3) Sampling technique

The Sampling Technique used is Convenience Sampling. It is used so that more respondents can be easily called to fill the Questionnaire.

### a) Sample Size

The survey was conducted in which 20 people were asked to fill the questionnaire preferably the couples.

## III. DATA COLLECTION TOOL

The data collection tool used is STRUCTURED CLOSED ENDED QUESTIONNAIRE consisting of set of questions presented to respondents for their answers. The Questions include various parameters like:-

- Benefits of Dual Working Couple
- Career Priority
- Getting enough time to spend with Spouse
- Family Interference with Job

## IV. DATA ANALYSIS TOOL

The statistical tool used for analysing the data collected is PERCENTAGE METHOD, with the help of PIE CHARTS and BAR GRAPHS. Pie Charts and Bar Graphs are visual way of displaying data to distinguish between different levels of Percentages.

## V. DATA ANALYSIS

Data analysis is very important aspect of project, as it basically involves the analysis of all the information that we collected. The information collected needs to be analysed so that we can interpret the information and provides the justification for the work we have done during our research. Data analysis is a body of methods that help to describe facts, detect patterns, develop explanations and test hypothesis.

Data analysis has been done with the help of Pie Charts and bar Graphs. After the respondents had filled in the questionnaires, the data was entered into the software and the analysis was made thereby. The data has been presented in the form of pie charts and graphs. After analysis of each of the question in a questionnaire the interpretation of the same is also being provided which includes the reason about the particular aspect of the organization and we can also judge the frequency and application of the same in a particular context so that we are able to find out the exact fact behind the particular aspect of an organization on which our whole project report is based.

## VI. FINDINGS

### A. Findings of the Study

- 1) The questionnaire was filled by the working couples of various age groups. The majority of respondents fall into 25-35 years age group i.e. 10 people. The least number of people fall in the "Below 25" category. Since the people falling in this category are mostly unmarried and unemployed.
- 2) The data was collected from the working couples, out of which 11 were males and 9 were females.
- 3) Most of the working people who were interviewed were satisfied with their current jobs. Only 3 people out of 20 were dissatisfied with their jobs.
- 4) Many of the factors are considered while looking for the job and almost all people agreed that they give importance to salary, and job profile at the time of looking for a job. Very few people agreed that they consider Holidays, Flexible working hour and Leave arrangements at the time of looking for the job.
- 5) Along with various demerits, there are several merits of Dual career couples. Couples prefer dual career because of higher earnings, improved standard of living and equality among their partner. Majority of the respondents agreed that they prefer dual career due to higher earnings.
- 6) None of the respondents said that the career of wife alone takes priority. Whereas 25% people said gave higher priority to husband's career. And 75% people said both husband's and wife's careers have equal priority.
- 7) Where 60% of people said that its both husband and wife's responsibility to maintain household chores, 35% people responded that its wife's responsibility alone to perform household chores.
- 8) 60% people said that they and their spouse both takes leave or stays out of work to take care of their sick child, parents or pet. 40% told that its wife who takes leave to take care of the sick person and 0% people replied that husband stays out of work for that purpose.
- 9) Majority of the working couples get time to spend with their spouses. Whereas 15% said that they rarely get any time to spend with spouse.
- 10) 6 people out of 20 said that their job choices or job decisions get affected by their family or children. 25% said that their family and children don't have any impact on their job choices.
- 11) Majority of people get enough time to spend at family functions whereas only 5% people said that they don't get any time to spend at such functions.
- 12) Around 90% people agreed that they discuss their work related issues and problems with their spouse. 10% said that they rarely get time to discuss those issues.
- 13) 75% people responded that they cannot live in other city for more than 0-1 Year for the purpose of their career. Only 1 out of 20 agreed to stay away from city for employment purpose.
- 14) 30% people mostly work any extra hour other than their usual work hour, 40% rarely work extra hour and 25% don't work any hour extra other than their usual work schedule.
- 15) 20% people said that they changed their long term career goals due to issues involved in dual career couple and 20% said that their partners changed their long term goals. And 60% people said that no such need had arisen to change long term goals.
- 16) People agreed that their most of the time their family obligations reduced the time they needed to relax. Most of people said that very rarely their family worries distract them from performing their work related tasks. Half of the people said that their work drains out so much of their energy that they hardly get time to perform other important tasks at home. They also agreed that their job reduced the time spent with family. And a few said that they become irritable at home due to the problems at work.

### B. Limitations of the Study

Even though, sincere efforts are taken to ensure that an exact picture can be arrived at, still there are some flaws inherent to the work that is taken up. These are listed as below:-

- 1) The work has been carried out in a limited time, which acts as a constraint while doing a thorough research work.
- 2) Because of small sample size the data collected is limited, so it is hard to give the exact picture.
- 3) While collecting the data, individuals were not that much interested in filling the questionnaires and did not want to disclose information so the data may be biased.
- 4) All respondents were from Delhi and neighbouring areas, thus the findings may not be the same all over India, since the perceptions of employees are likely to vary depending upon working environment and other dimensions influencing work life balance.

## VII. CONCLUSION

- 1) It can be concluded that the traditional gender roles such as child care, housekeeping and kitchen works of women have been significantly changing in dual career families.
- 2) The various reviews carried out shows that the work life balance is an important issue for the development of the working couples, especially working women and more importantly to the organization as a whole. The couples who are able to manage their family obligations and work place obligations are successful and are able to contribute toward the organizational growth.
- 3) Off-shift( unscheduled) to working couples helps to manage work life balance, flexi working arrangement, support from children, couple working in same

profession and same organization helps in managing work life balance etc.

#### VIII. RECOMMENDATIONS AS A RESEARCHER

- 1) As a researcher, it can be analysed that no importance has been given to wife's career. This scenario should be changed. Career should be equally important for both of them.
- 2) Mostly wife is staying out of work to take responsibilities of household. Husbands should be equally involved in this.
- 3) Work is consuming most of the energy so people does not feel like working at home.

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