
**A STUDY ON WORK LIFE BALANCE OF WOMEN WITH REFERENCE TO SELECT
MNCS, HYDERABAD**

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Introduction

Having a significant role in their families and workplaces, women are often expected to carry out tasks that are traditionally associated with caretakers and homemakers. In a society that is transitioning, women are still considered to be inferior compared to men. In earlier times, religious and cultural factors prevented them from entering the job market. Today, the life of working women is very different from what it was in the past. Due to the increasing number of women working in different fields, the need for flexible work arrangements has become more prevalent. This has led to the emergence of work-life balance as a universal concern.

Working women are becoming more focused on their careers and becoming more like men than women in the past. They are neglecting their personal lives and losing the time they spend with their families, children, and hobbies. This situation contributes to their stress levels and makes them feel like they have to work harder to maintain their positions. They sometimes have to hire a third person to look after their aging parents or children.

The goal of a working woman's work-life balance is to learn about when and how she can work. This can be achieved by developing a personal and professional life that is conducive to her success. The rapid growth of the economy has provided women with more opportunities to pursue higher education and jobs. However, this has also created a challenge for them as they are entering various industries.

Working women are expected to perform their duties with full satisfaction. They also have to take care of their families and other household responsibilities. This can be a challenge for them as they try to maintain a balance between their professional and personal lives.

Objectives Of The Study

1. To Study The Impact Of Staying Back For Long Hours At Work Place Due To Work Responsibilities.
2. To Analyze The Impact Of Long Working Hours On Performance At Work Place

Methodology

Primary Sources of Data

The data is collected from the respondents through survey method, distributing the questionnaire. The data is collected using the Likert Scale.

Secondary Source of Data

The secondary source of data is collected through journals, magazines, and websites

Sample Selection

A simple Random sampling techniques is used to collect the sample from select Multinational companies of Hyderabad.

Statistical Tools

SPSS latest version is used to analyze the data.

Review Of Literature

97 National Conference On “*Contemporary Issues In Global Business Management Practices*” 25 &26 February,2026 by University Arts & Science College (Autonomous),Kakatiya University.

Chandra shekar, et al., 2013A study conducted by researchers revealed that there are various factors that can affect the personal lives of IT employees. They found that work-life balance can be affected by the gender of the employees and the nature of their jobs.

Devi and Rani, 2013The correlation between the two directions of conflict, namely, work-life conflict and life-work conflict and WLB was studied. A survey was conducted among 711 women employees working in BPO organizations located in Chennai and assessed their level of WLB based on their marital and parental status. The authors have suggested creation of family-friendly organizational culture that facilitates creative solutions to work life issues. The work-life issues are not only problems of the individual and employer but also of the society.

Gururaja and Umesh, 2013The study focused on the perceptions and attitudes toward the quality of work-life. It revealed that most of the respondents had a well-balanced work life, while others had a moderate work-life balance. Data also showed that the majority of them had high job satisfaction, while others had moderate job satisfaction. The study revealed that having a high quality work life balance is associated with higher job satisfaction. It can also be explained that having a balanced life can improve one's chances of being satisfied with their job.

Kanthi, 2013Almost all of the respondents said they are confident that they can manage their work properly. However, some of them expressed their inability to do so due to various factors such as family problems, lack of commitment, and economic issues. According to a study, long working hours, excessive overtime, and non-flexible work arrangements are some of the factors that can affect the employees' motivation and satisfaction. These factors can also lead to absenteeism and low morale.

Lakshmi and Savarimuth, 2013The study was conducted to analyze the impact of the child's age on the conflict experienced by the mothers of IT workers in Bangalore. The research revealed that the conflict experienced by the mothers varied depending on the age of their children.

Madhusudhan and Nagaraju, 2013According to a study, factors such as time flexibility, co-worker support, and family culture are some of the factors that contribute to work life balance. Management should also consider other factors such as head support and working hours to ensure that employees are satisfied with their work.

Maeran, 2013The goal of the study was to analyze the relationship between job satisfaction and work-life balance. It revealed that there is a moderate negative effect of work-family conflict on the latter. It also found that the conflict negatively affects the aspects of job satisfaction that are related to the enrichment of the family. The negative effects of work on a family are often linked to various factors such as the length of service, age, and the number of working hours.

Analysis Work

Table 1. My responsibilities at work make me stay back for longer time

			My responsibilities at work make me stay back for longer time					Total
			strongly disagree	disagree	agree somewhat	agree	strongly agree	
TCS	Count		40	2	38	78	42	200

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COMPANY NAME	INFOSYS	% of Total	10.0%	.5%	9.5%	19.5%	10.5%	50.0%
		Count	0	78	2	42	78	200
		% of Total	0.0%	19.5%	.5%	10.5%	19.5%	50.0%
Total		Count	40	80	40	120	120	400
		% of Total	10.0%	20.0%	10.0%	30.0%	30.0%	100.0%

Source: Primary source of data. Total Respondents 400

Data analysis through spss v.24.

Interpretation: In the table of 3.16 my responsibilities at work make me stay back for longer time was strongly disagree by 40(10.0%) disagree by 2(0.5%) somewhat agree by 38(9.5%) agree by 78(19.5%) strongly agree by 42(10.5%) by TCS women employees.

INFOSYS employees was strongly disagree by 0(0.0%) disagree by 78(19.5%) somewhat agree by 2(0.5%) agree by 42(10.5%) strongly agree by 78(19.5%) for the above statement

My responsibilities at work make me stay back for longer time, among the total respondent of 400, 120 (30.0%) equally strongly agree and agree with the above statement.

One-way Analysis of variance among the Job Responsibilities of respondents with respect to Work life balance

		Sum of Squares	df	Mean Square	F	Sig.
Job Responsibilities	Between Groups	6.760	1	6.760	9.205	.003
	Within Groups	292.280	398	.734		
	Total	299.040	399			

Source: Primary source of data.

Data analysis through spss v.24.

Interpretation: As the P Value of the Job Responsibilities is .003 i.e., (0.003<0.05), the null hypothesis is rejected and alternate hypothesis is accepted. It is concluded that there is a significant difference between mean of Job Responsibilities and mean of Work Life Balance of the employees.

Table 2. I am unable to perform my best due to long working hours

			I am unable to perform my best due to long working hours					Total
			strongly disagree	disagree	agree somewhat	agree	strongly agree	
COMPANY NAME	TCS	Count	2	40	78	38	42	200
		% of Total	.5%	10.0%	19.5%	9.5%	10.5%	50.0%
	INFOSYS	Count	38	40	42	2	78	200
		% of Total	9.5%	10.0%	10.5%	.5%	19.5%	50.0%
Total		Count	40	80	120	40	120	400

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	% of Total	10.0%	20.0%	30.0%	10.0%	30.0%	100.0%
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Source: Primary source of data. Total Respondents 400

Data analysis through spss v.24.

Interpretation: In the table 3.18 I am unable to perform my best due to long working hours was strongly disagree by 2(0.5%) disagree by 40(10.0%) somewhat agree by 78(19.5%) agree by 38(9.5%) strongly agree by 42(10.5%)

INFOSYS employees was strongly disagree by 38(9.5%) disagree by 40 (10.0%) somewhat agree by 42(10.5%) agree by 2(0.5%) strongly agree by 78(19.5%) for the above statement

I am unable to perform my best due to long working hours is 120 (30.0%) strongly agree, somewhat agree, 40(10.0%) agree, and strongly disagree.

. One-way Analysis of variance among the Working Hours of respondents with respect to Work life balance

		Sum of Squares	df	Mean Square	F	Sig.
Working Hours	Between Groups	.004	1	.004	.003	.960
	Within Groups	704.440	398	1.770		
	Total	704.444	399			

Source: Primary source of data.

Data analysis through spss v.24.

Interpretation: As the P Value of the Work Place Support is .000 i.e., (0.000<0.05), the null hypothesis is rejected and alternate hypothesis is accepted. It is concluded that there is a significant difference between mean of Work Place Support and mean of Work Life Balance of the employees.

Conclusions

1. My responsibilities at work make me stay back for longer time, among the total respondent of 400, 120 (30.0%) equally strongly agree and agree with the above statement.
2. I am unable to perform my best due to long working hours is 120 (30.0%) strongly agree, somewhat agree equally and 40(10.0%) agree and strongly disagree.

Suggestions

Women employees should have flexible working hours. Based on the prevailing conditions women should not be made to work outside the office locations. Women should not be made to work long hours beyond working hours. Women employees should be excluded with unexpected meetings or taking them into consideration meetings should be held within working hours.

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