

# Work Life Balance of Women Employees at Industrial Sectors – A Literature Review

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## Abstract:

This study shows that career and professional growth are the most important elements in everyone's life. The best part of every woman is that they move forward in their work by keeping their goal in mind. They undergo various adjustments in requests of their family and career. The change in every woman's life will depend on their personal life as well as financial conditions. This paper shows the various sides of work life balance of women career like professional career growth, Work Stress, choice of career, Work-Family Conflicts, Child care with aspect of motherhood in connection with Work Life Balance. Many researchers have reviewed the previous literature works on with respect to various aspects related to work life balance (WLB). Reviews on work life balance of women employees is mainly focused in this study & the work has been carried out by keeping in mind the objectives of the study.

**Keywords:** Work Life balance (WLB), Women Career, Family vs Work Conflict, Work Culture, Career Advancement.

## 1. Introduction

The purpose of this study is to review the various existing literature works related to Work-life balance with reference to women employees working at various sectors and also description of work-life balance with number of sections, like work-family conflict, job satisfaction and competitive environment, work stress. In this study the factors that influence work-family strife of women employees & the impact of various demographic variables with respect to work life balance of women employees are also examined.

## 2. OBJECTIVES OF THE STUDY

1. To study the past research work carried out in relation to work-life balance with reference to female employees.
2. To analyze the factors that influence work family strife.
3. To examine the impact of demographic variables on work life balance of employees.

## 3. Work life balance for Women

Shobha Sundaresan (2014), manages the components influencing work-life balance among working graduate women and the outcomes of poor-work life balance. Information were gathered through an organized poll method which directed to 125 haphazardly choose working women across few organizations & companies in Bangalore City. The result rate was about 93% and the information collected was fully investigated. The results showed that a notable number of working women are encountering trouble in adjusting work and family because of the top level managements work pressure, too brief period for themselves and the need to satisfy others' desires for them. Larger part of the working women experiences were experiencing official works taken over to their home as they need to cover in longer working hours. The results of work-life balance are in elevated levels of pressure & tension, disharmony at their home, encountering position burn-out & powerlessness to acknowledge maximum capacity. The employees feel touchy and angry regularly because of their failure in balancing

work, family & life. The discoveries have suggestions for working women and give bits of knowledge into discovering answers for keep up solid work-life balance. The two models of work-life balance, job examination model and three factor model have been created to empower working women to settle the contention caused because of helpless work life balance. These models outfit women with the component to find some kind of harmony and make them more astute, more beneficial and more joyful in each elements of their file. Both the models mentioned were expected more prominent essentialness for working graduate women overall as it causes them to settle the trouble or difficulty of dealing with numerous works in their personal as well as work lives.

Andukuri Raj Shrvanthi and Sagar Deshmukh (2013), states about the difficulties for compelling usage of such arrangements, which can help HR administrators to be mindful before presenting work-life balance advantages and various projects related to work-life balance in their own organizations/firm. Examination/investigation of writing and accessible information proposes that family-agreeableness of managers in India have been reflected in various different government assistance arrangements which have been involved worry for businesses in industrialization. In recent times, the degree & inclusion of such activities have widened and have been become more individual development and family wellness situated. In any such case, these arrangements and practices are majorly noticeable in new economy organizations, for example, programming and administrations associations. Also, the major scope of WLBP fluctuates across organizations/firm and there is still yet far to go when work-life balance (WLBP) will become vital HR activities in many organizations.

Rincy V. Mathew\* and N. Panchanatham (2011), clarifies with the assistance of different legislative and non-administrative organizations, developing quantities of women are joining the positions of business visionaries. In any case, in the current familial and cultural arrangement, pioneering women are overburdened and discover it progressively hard to adjust their work and life jobs. Consequently, the significant goal of the current investigation was to create and approve a proper apparatus to outline the work-life balance (WLB) issues looked by women business visionaries of South India. To accomplish this end, information was gathered by territory inspecting (cluster random) matched with semi-organized meetings and a survey. The produced information was exposed to standard measurable methods, for example, factor investigation, relapse examination, investigation of fluctuation (ANOVA) and understudy's t-test. The five-point psychometric instrument created comprised of 39 proclamations identified with five variables. Every one of the announcements had satisfactory dependability and legitimacy. Besides, despite the fact that by far most of the business visionaries inspected in this examination experiences WLB issues, there are critical contrasts in the degree of WLB issues looked by the different classes of women business people. This gives proposals to human asset experts, the executives specialists, academicians and women business visionaries themselves to manage the major WLB issues looked by Indian women business visionaries.

ChaimilaLeisan\* And Chitra Prakash (2018), briefs out with the assistance of different administrative and non-legislative organizations, developing quantities of women are joining the positions of business visionaries. Work-life balance is an idea that underpins the endeavors to part their time and vitality among work and the other significant parts of their lives. Work-life balance is an every day exertion to set aside a few minutes for family, companions, network cooperation, otherworldliness, self-awareness, self-care and other individual exercises, notwithstanding the requests of the working environment. As the time changed existence of women has likewise been changed. She transformed herself to an extraordinary breaking point

that she is getting taught and winning equivalent to her significant other. However, she actually cooks and washes and runs the house additionally and essential obligation and still as a youngster carrier and care-supplier in Indian culture.

Dr.Sangeeta Malik (2015), pictures the Work-life balance is the term used to accomplish a more noteworthy harmony among work and home duties. The conceptualization of parity is between one's utilization of time and her own and expert objectives and needs. The interest for work-life balance by representatives and directors is consuming at extraordinary way. Subsequently, work-life balance turns into an interesting issue of conversation among the exploration network. The point of this study or investigation is mainly to research the effect of work-life balance on conjugal status and sex of individuals working in various organizations in Delhi and NCR. A review was led with an example size (N=70) comprised of the primary line the executives. The outcome shows that critical relationship exists between work life balance and conjugal status. The sexual orientation marginally affected WLB. The connection impact of sex and conjugal status was additionally discovered noteworthy.

Priyanka Soni (2016), In the current familial and cultural arrangement, enterprising women are overburdened and discover it progressively hard to adjust their work and life jobs. Subsequently, the significant target of the current investigation was to create and approve a proper device to delineate the work-life balance (WLB) issues looked by women business visionaries. We likewise tried to comprehend the significant elements affecting the WLB of these women business people. This examination uncovered that job over-burden, subordinate consideration problems, the nature of well-being, issues in working time of the executives and the absence of appropriate social helping are the central point impacting the WLB of women business people in India. Besides, despite the fact that by far most of the business people analyzed in this investigation experience the ill effects of WLB issues, there are noteworthy contrasts in the degree of WLB issues looked by the different classifications of women business people. The current examination gives suggestions to human asset experts, the board advisors, academicians and women business people themselves to manage the major WLB issues looked by Indian women business people.

K.Thriveni Kumari (2013), The idea of work life balance has originated from the way that a person's work life and individual life may advance clashing requests on each other and the requests from both the spaces are similarly significant. Work life balance alludes to keeping up the harmony between obligations at work and at home. Work life balance is one of the most testing issues being looked by the women representatives in the 21st century in light of the sort of jobs they play at home and the overflow of individual life over work life.

R.Balaji (2014), Work life equalization of women in IT sectors is picking up the space place in profoundly examined themes. Family-work strife and work-family struggle is intended to apply majorly negative impacts in the family life or area, bringing about very less life fulfilment and more prominent interior problems or issues inside the family. Factors, for example, the size of family, the time of kids, the work hours and the degree of social help sway the experience of Work family struggle and Family work strife. It is additionally huge to take note of the achievement level picked up by women in profession and family inspite of all the pressure they go through grinding away spot. It is likewise imperative to consider the results these factors have on mental pain and prosperity of the working women.

Bharathi, Vijayakumar, and Sonali Bhattacharya (2015), an endeavour has been made to locate the expert and individual difficulties and enhancers for work life balance among working women through an overview of 186 women working in the IT division in India. The

fundamental difficulties in proficient life were discovered to be expanded/odd working hours, travel time among home and working environment and cooperation in extra positions and tasks. In close to home life, the primary anxieties were liable of not having the option to deal with self and seniors at home. Web-based media cooperation was discovered to be pressure busters for most women. Most women would favour adaptable planning, and steady companion, loved ones just as a domain helpful for work at the workplace.

Dr.SaloniPahuja (2016), Having work-life balance is the most testing problemvissioned by the representatives and the managers noweverdays. With an expansion in work weight and progression in innovative working the major needs have been expanded. Likewise, with the few adjustment in rules and guidelines in banking industry working situation has gotten more confounded and hence there are part of unsettling influences and irregular characteristics in the life of bank representatives, working over all levels. Attributable to this work pressure, keeping up an agreeable work-family life is turning out to be more troublesome particularly for working women bank representatives. This study has broke down the work-life formulae of working womenof Axis Bank and its effect on their own personal and expert lives. It further examined that administration should outline certain arrangements which will assist workers with having balance between their own and expert lives.

Vijayshri Rameshkumar Mehtha (2012), achieving a decent harmony among work & family responsibilities is a largely increasing or a developing worry for contemporary representatives and organizations. There is currently moving proof connecting work-life imbalance to decreased wellbeing and prosperity among people and families. It isn't astonishing then that there is expanding enthusiasm among authoritative partners (for example Presidents &HR chiefs) for presenting work-life balance approaches in their organizations/firm. Work-life balance approaches are destined to be effectively mainstreamed in organizations/firm which have been as an away from of their own business method of reasoning and which regards the significance of work-life balance for all the representatives. Whatever the picked course, it is trusted that this examination venture report will frame a venturing stone all the while and give a premise to reflection and discussion on work-life balance issues in administration industry in Pune City.

Anshu Thakur (2014), The legislature of Indian just as of states and others also are supporting for expanding the commitment of women in the general public for that the administration has presented booking for women just as age limit has been expanded for applying to government occupations for women. It has expanded the commitment of Indian women in the economy of family and nation. Be that as it may, shouldn't something be said about the harmony between their work life and family life. For that reason, such examination has been led and the information has been gathered from the women respondents of training area. It has been coming out that women are confronting trouble in dealing with their own and expert life simultaneously.

#### **4. Work-life balance of women employees in different sectors**

Kshirsagar, So. (2018)., explains about an utilized mother is conveying the torments of her kid crying at home till she returns at home demonstrating division uneasiness; a Father is worried on the work spot coming about of his known carelessness for his family. It affects generally personal satisfaction. Obviously, the craft of doing lies in adjusting among work, non-work and family parts of life. Work and personal satisfaction: QWL accommodates the fair relationship among work, non-work and family life ought not be stressed by working hours, including business travel, moves, excursions and so on. The examination study was centered around

Women Employee Work-Life Balance of administration area in particular Academics, Banks and Health care division of Aurangabad Region on a pilot study premise. An Attempt was done to consider the presence of work-life balance issue among the working women in the predefined region which can be executed on an enormous example later on. It was attempted to look at how the variables influencing work-life balance impact personal satisfaction of wedded working women.

Monica (2008), A developing minority portrayal in the data innovation (IT) workforce combined with a "young lump" in creating Asian nations are characteristic of expanding decent variety in the U.S. IT workforce. For scientists and experts, this decent variety raises new administration concerns. To more readily appreciate these developing issues, this examination thinks about profession encounters and view of South Asian women in the U.S. IT workforce with those of American women IT experts. In doing as such, it contrasts social, social, and individual factors that sway these vocation encounters. Meetings uncovered that while most women from South Asia didn't distinguish vocation genderization in the work environment, American IT experts saw more prominent generalizing and separation. Albeit the two gatherings similarly felt the weights of worklife balance, the effect of these weights on long-term promise to IT professions was felt diversely over the two gatherings. Contrasts additionally are apparent in view of IT work, coaching connections, and ways of dealing with stress depended upon by the two gatherings. The article finishes up with proposals for improved assorted variety coordination in the workforce and gives recommendations to future exploration in multicultural settings.

Sachitanand, Rahul (2007), introduced work-life balance as the new impetus for women in the IT segment. As more and women are coming into the workforce, kid amicable strategies are picking up significance in these associations. Spector et al (2004) contended that new advancements are making more requests on many working individuals. Representatives can be reached on an all day, every day premise and this day in and day out access may barge in into their own time.

Karatepe, Osman, and Mehmet (2006) found that work-family strife expanded enthusiastic weariness and diminished employment fulfillment. Natural inspiration was found to apply a huge negative effect on passionate fatigue. Results exhibit that elevated levels of inherent inspiration brought about significant levels of occupation execution, work fulfillment, and full of feeling duty to the association. The exact outcomes likewise show that enthusiastic fatigue applied a critical negative impact on work fulfillment. As speculated, elevated levels of employment execution prompted expanded occupation fulfillment. Notwithstanding, work-family strife and passionate weariness didn't have any noteworthy impacts on work execution and emotional authoritative responsibility. True to form, the exact outcomes offered help for the huge beneficial outcomes of occupation execution and employment fulfillment on emotional hierarchical duty.

K. Santhana Lakshmi, T. Ramachandran, and David Boohene (2012), Career women are tested by work and family responsibility toward the finish of every day in Government and private clinic. Lion's share of women are working all through week and 53% are attempting to accomplish work-life balance. Women announced that their life has become a shuffling go about as they need to bear various obligations at work and home. In both government and private clinics the employees should be aware of the same mentioned status of women medical attendants & intermittently respond their status. They can help in making strong condition to enable these women to accomplish work life balance. This article features the issues associated

with work life parity of women medical attendants in government and private emergency clinic and the components that decide work life balance.

Gunavathy and Suganya (2007) in their study among married women representatives working in BPO organizations show the causes, outcomes of work-life conflicts and interrelations for work life balance (WLB). More than 66 percentage of the respondents had expressed the accomplished work-life awkwardness is essential by the virtue of work impedance with every individual persons life. The reasons for work life awkwardness are delegated authoritative and individual variables. The authoritative variables incorporate business related components, time-related elements and relationship-related elements. The individual variables incorporate absence of family uphold, conjugal clashes and incessant change in dozing designs. As indicated by the investigation, the three principle results of work-life unevenness are pressure burnout, medical affliction and helpless work execution. The respondents additionally experience blame of not having the option to invest energy with family, feel the tension about terrible showing, removal of negative feelings on relatives and on associates.

Vanitha and Meenakumari (2011) in their examination named "Family Vs Work Conflict among Working Women in India with Special Reference to IT, Education and Banking Sector" express that the women in India in the status of working need to assume multi job both at family and work places and those jobs execute performs multiple tasks at various levels and each working women can't escape from that circumstance, in this angle strife is an unavoidable human debasement which must be looked by each lady. The degree of contention will cause both positive and negative effects.

Vanitha (2011) in her article named "An investigation on Work Life Balance of IT representatives through Emotional Intelligence with extraordinary reference to Indian setting" expresses that how much work and individual life exercises are organized as nor is disregarded. High appraisals on these practices are related with the passionate knowledge proportions of social obligation, motivation control, and compassion. It gives the feeling that the representatives of IT division are adjusted. Representatives who are in IT field, on the off chance that they have Emotional Intelligence, can control their motivations and outrage, withstand unfavorable occasions and upsetting circumstances, content with life, and become a helpful individual from the gathering. These representatives are bound to be viewed as participative, created, and adjusted.

Sophia Ali (2011), in her work named "Difficulties confronting women representatives in vocation advancement: An attention on Kapsabet Municipality, Kenya" shows the difficulties confronting women in profession improvement in Kapsabet Municipality, Kenya. She has discovered that the greater part of the women workers are disappointed with vocation advancement projects and women are separated in profession improvement openings. The investigation prescribes that associations ought to endeavor to guarantee that profession advancement programs are set to upgrade vocation improvement among women representatives. Top administration ought to likewise be focused on the vocation advancement of women, and associations should likewise acquaint governmental policy regarding minorities in society with earnestly address profession improvement of women.

## **5. Factors of work life balance**

Sandhu and Mehts (2006), Major factors that influence work family strife among women chiefs are concordance in home and office, authoritative help, family desires, child rearing impact and expert abilities, nature of association, training.

Niharika and Supriya (2010), In another investigation, the five factors had been considered to add to work-life balance are surveyed. Three are of business related and two are of family related components considered in this review are accessibility of youngster care office and adaptability to deal with crises at home.

Ayushi Vyas (2017), Work-life Balance has been built out considering its picked up ubiquity with the significant expect to have thriving of society and the acknowledgment of satisfying lives for its representatives by supporting the development of each worker and the further advancement of the organizations. The writing distinguishes different elements influencing quality life conditions for example Employment Satisfaction, Work Stress, Career Growth, Turnover, Absenteeism, Appreciation and serious condition in setting with Work-life Balance and its practices/arrangements. In this paper, an undertaking has been made to give a diagram on different elements of Work-Life Balance through the audit of existing writing.

NeeraKundnani (2015), Still there are a few elements which influences work-life equalization of representatives in associations. The current paper targets distinguishing the components impacting work-life equalization of representatives in banking part. The current investigation centers around reactions of twenty WLB explanations from 300 respondents at all levels in different banks in Jaipur, Rajasthan. Factor Analysis utilizing Varimax revolution has been utilized so as to recognize most affecting elements of WLB. The investigation recognized six variables containing seventeen things. The current investigation would be advantageous for associations in planning work-life arrangements and projects for representatives.

Das and Kushwaha (2013), Identifying basic variables of work-life equalization and its effect on protection representatives in India-An exploratory factor examination. This investigation was led so as to recognize the elements affecting work-life balance practices of insurance agencies and surveying the effect of work-life balance rehearses on the representative's work area. The investigation distinguished four components involving sixteen things having Eigen estimations of more than 1 which represented about 52.9% of variety in information.

Krishna Reddy and Vranda (2010), Family-work struggle and work-family strife are bound to apply negative impacts in the family area, bringing about lower life fulfillment and more prominent inside clash inside the family factors, for example, the size of the family, kids age, working hours and the level of social help sway the experience of work-family conflict and family-work conflict.

## **6. Impact of Demographic Variables on Work Life Balance of Employees**

Renthlei, Dr and Singh, Amit. (2018), Work life balance has now gotten one of the most significant angles in a representative's profession and without keeping up an appropriate work life balance the worker needs inspiration and energy to play out the obligations and duties and can prompt non-appearance, failure and disorder. Instruction segment is one of the quickest developing area in Mizoram as new schools are set up each year which makes schools stretch their representatives as far as possible as they partake in the opposition of being the best in giving training to its understudies then again the instructors are paid exceptionally less and need to stay at work longer than required which removes their valuable relaxation time at home and hence cause extreme uneven characters in their work and at home. Hence, this examination means to distinguish the centrality of different segment factors on work life parity of the representatives utilized in non-public schools in Aizawl west locale. The examination uses SPSS to dissect its information and ANOVA has been utilized to make the investigation more effective and precise to uncover the genuine plan and goal of the investigation.

Padmasiri, Dinithi and Mahalekamge, Geethani (2016), The major point of this study is to bring out the effect of demographical factors on Work-Life Balance among scholarly staff in University of Kelaniya. The Objective of the study is to inspect the effect of choosendemographical factors; like sex, conjugal status and explore the best and exceeding terrible sexual orientation level and conjugal status of Work-Life Balance. The investigation comprises with 150 instructors out of 560 teachers working in University of Kelaniya. In view of arbitrary testing technique normalized surveys are conveyed to gather information. In view of the investigation many specialists distinguished that there exist a large connection among sex, and Work-Life Balance barring age as a segment factor. Further specialists distinguished women as a best example in Work-Life Balance and under conjugal status single example is having Work-life Balance more noteworthy than wedded gathering. In light of discoveries specialists set up that there is a noteworthy effect of sexual orientation and conjugal status on Work Life Balance as segment factors.

## 7. Conclusion:

This study shows that work life balance is relied more towards work and less towards personal life & time of employees. In conclusion to Work Life Balance of Females Employees, every women ought to set their objective and exceed expectations both in career and family. Organizing abilities will help to easily in sorting the work, better planning and also satisfy their goals with regards to their work life balance. In further studies it is hoped to develop a different work life balancing strategies and examine their results for the betterment of employees.

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