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Engineering the Nurturing Diversity for Job Satisfaction Towards Transformative Change

Divyalakshmi. E
Department of Commerce,
VISTAS, Pallavaram, Chennai
lokeshkannan0907@gmail.com

E.Brindha Devi
Department of Commerce,
VISTAS, Pallavaram, Chennai

***Abstract*—The phrase "work-life balance" refers to strategies for striking a balance between one's personal and professional lives. It is challenging to find time for work-life balance because of the expectations and obligations of the workplace. In light of this, the current study was conducted to ascertain how well working women combine their personal and professional lives. One hundred professional women who work in Chennai, India, make up the sample. A carefully crafted questionnaire was used to gather data from the respondents. The findings of the analysis indicate that working women experience organizational dissatisfaction and work-family conflict. The factors influencing women's work-life balance in Chennai, Tamil Nadu, are the main subject of this empirical study. Two hundred women were surveyed using an exploratory research design and primary data approach.**

Keywords*—Women, Manufacturing, Family, Chennai city, Carrer.

I. INTRODUCTION

For a variety of important reasons, employees today are particularly vulnerable to work-life imbalance in both their personal and professional lives [1]. In order to address the disparity between workers' professional and personal lives, human resource managers are putting a lot of effort into these areas. Due to a variety of work-related stressors and time constraints, employees are not spending quality time with their families [2]. At the same time, they have several challenges in meeting their organization's goals or increasing productivity. These two significant factors are contributing significantly to the increased occupational stress that people endure in their work lives [3].

Investigating the elements and aspects that support work-life balance in a demanding, competitive, and intricate organizational setting is necessary. In particular, women workers have several issues in their daily lives, including imprecise job descriptions, low job satisfaction, and a lack of organizational and family support [4]. Women are naturally suited to be internationally productive workers because they possess a variety of abilities and dispositions that allow them to easily integrate into the fast-paced, cross-cultural global workplace. Women are now becoming a more productive workforce, demonstrating that they are better workers and can handle challenging circumstances without causing physical or mental harm.

II. RESEARCH PROBLEM

Many of the mechanisms that contribute to the success of international company are thought to depend heavily on female personnel [5]. It is also undeniable that economic activity will increase if women and their labor are used to their full potential. Women should be able to exercise their human rights if they are essential to the successful implementation of globalization. By changing the economic models that support globalization, women must be given the respect they deserve for the contribution they make to the welfare of society [6]. Businesses think that women contribute unique traits to the job, such patience, inventiveness, and devotion. They are also known to be less likely to change jobs frequently and to be more-steady. The most difficult role that women who chose occupations play is not only about work but also about striking a balance between the inherent obligations of family and employment. This ability to multitask allows women to simultaneously experience the joys of a profession and a family.

III. CONCEPTUAL FRAMEWORK

For many working people, finding a better work-life balance is crucial in order to prevent the harmful effects of an unbalanced existence. Relationships with loved ones, productivity, work happiness, and general well-being may all be improved by maintaining a healthy balance between personal and professional life. This essay focuses on examining how spouses affect the work-life balance of female employees in Hyderabad's software businesses [7]. A total of 400 answers were gathered from female employees of Hyderabad-based software businesses. According to the study, work-life balance was not significantly impacted by marital collaboration in office work, child care, or domestic chores. Nonetheless, it was shown that the spouse's emotional support improved work-life balance. According to a study, women workers who have their husbands' emotional support often have a better work-life balance.

It is challenging to find time for work-life balance because of the expectations and obligations of the workplace. In light of this, the current study was conducted to ascertain how well working women combine their personal and professional lives. One hundred professional women who work in Chennai, India, make up the sample 8-13]. A carefully crafted questionnaire was used to gather data from the respondents. The findings of the analysis indicate that working women experience organizational dissatisfaction and work-family conflict.

Many people find it too challenging to handle both ends. The capacity to prioritize both personal and professional interests in one's life is known as work-life balance. Similar to the job, there are no limits to the duties that must be fulfilled in the family [14]. The capacity to match between the two is what determines success. A person must pursue professional growth in order to achieve their job ambitions,

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while also attending to their family's requirements and living a decent life. However, it has been noted that in order to accomplish this aim, many do not manage and allocate their time in a suitable and balanced manner, which causes them to struggle greatly in both areas of their lives [15]. The purpose of this study is to examine the work-life balance.

IV. OBJECTIVES

- To evolve the factors influencing the job satisfaction of women employees working in manufacturing industries in Chennai city.
- To test the effect of factors influencing job satisfaction towards family life interference with work.

V. HYPOTHESES

Ho 1: There is no effect ofQuality of work life towards Family Life interference with work.

Ho 2: There is no effect of Collegiality towards Family Life interference with work.

Ho 3: There is no effect of Work Environment towards Family Life interference with work.

Ho 4: There is no effect of Job security towards Family Life interference with work.

Ho 5: There is no effect of Work hours towards Family Life interference with work.

VI. METHODS

Research design, sample design, data gathering process, analytic technique, and study analysis tools are all included in methodology. A descriptive study design was chosen by the investigator. Because it explains the link between socioeconomic conditions and work satisfaction, it is descriptive in nature. The study uses proportionate stratified random sampling, with software businesses serving as the stratum and female employees as the final sample unit. Stratification was carried out. Both primary and secondary data served as the foundation for this investigation. The questionnaire approach was used to gather primary data. The study's goals were taken into consideration when creating the questionnaire. After pretesting, the questionnaire was finalized.

VII. ANALYSIS AND INTERPRETATION

The Multinational Companies with Special Reference to Chennai City investigates how multinational company women feel about their jobs and families. Family disruptions may affect women's health, job happiness, and workplace productivity. Good work-life balance, supportive corporate practices, and flexible scheduling may decrease negative effects. Social and cultural barriers may alter Chennai women's job experiences. International company women must overcome these challenges to boost employment satisfaction and productivity.

❖ **Exploratory Factor Analysis**

Quality of work life:

TABLE 1: JOB SATISFACTION FACTORS WOMEN EMPLOYEES CHENNAI

Item code	Statement	Factor Loadings
QUA 1	I receive assistance from other departments.	.842
QUA 2	My managers communicate with me in a sufficient and appropriate manner.	.842
QUA 3	Positive relationship with immediate supervisors	.842
QUA 4	The purpose of my organization's training programs is to raise employee satisfaction.	.839
QUA 5	In my organization, training sessions are regularly held.	.822
QUA 6	At my job, I'm eligible for fringe benefits.	.754
QUA 7	The mechanism for resolving grievances is quite good.	.722

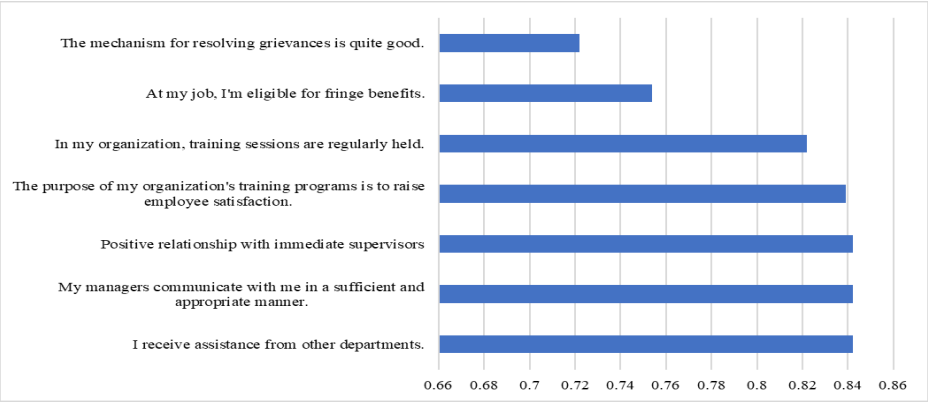

FIGURE 1: JOB SATISFACTION AND FAMILY LIFE INTERFERENCE AMONG WOMEN EMPLOYEES IN CHENNAI

Every item that loaded higher than the permissible threshold of 0.05, or 0.70, as well as those with low factor loading, were removed from the analysis. Consequently, every one of these items constitutes a distinct constructnamed as **Quality of work life**

❖ **Collegiality:**

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TABLE 1: COLLEAGUE COOPERATION FACTORS WOMEN EMPLOYEES CHENNAI

Item code	Statement	Factor Loadings
COE 1	Each co-worker is respected by the others.	.887
COE 2	When necessary, I can rely on my colleagues to go above and beyond what is required.	.880
COE 3	I have sufficient assistance from my colleagues.	.858
COE 4	I respect my co-workers.	.855
COE 5	When I am having trouble performing at work, my co-workers assist me.	.788

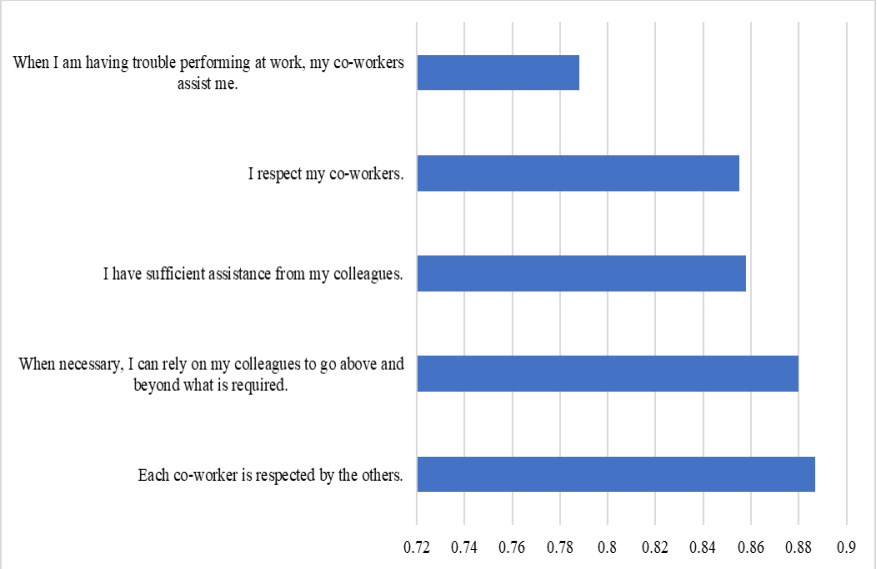

FIGURE 2: COLLEAGUE COOPERATION AND SUPPORT AMONG WOMEN EMPLOYEES IN CHENNAI

❖ **Work Environment:**

TABLE 3: WORKPLACE ENVIRONMENT FACTORS WOMEN EMPLOYEES CHENNAI

Item code	Statement	Factor Loadings
ENI 1	In general, my organization's workplace is quite friendly.	.862
ENI 2	In my organization, we strictly adhere to safety protocols.	.859
ENI 3	My organization takes health precautions.	.832
ENI 4	At work, my co-workers are really helpful.	.820
ENI 5	My workplace has a pleasant working atmosphere.	.744

FIGURE 3: WORKPLACE ENVIRONMENT AND EMPLOYEE WELL-BEING IN CHENNAI

Every item that loaded higher than the permissible threshold of 0.05, or 0.70, as well as those with low factor loading, were removed from the analysis. Consequently, every one of these items constitutes a distinct constructnamed as **Work Environment**

❖ **Work Hours:**

TABLE 4:WORK HOURS AND SCHEDULE FLEXIBILITY WOMEN EMPLOYEES CHENNAI

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Item code	Statement	Factor Loadings
HOR 1	During the holidays', working overtime is not required.	.807
HOR 2	The entire workday is really practical.	.807
HOR 3	I feel at ease during my working hours	.790
HOR 4	In my organization, people are comfortable with their work schedules.	.734

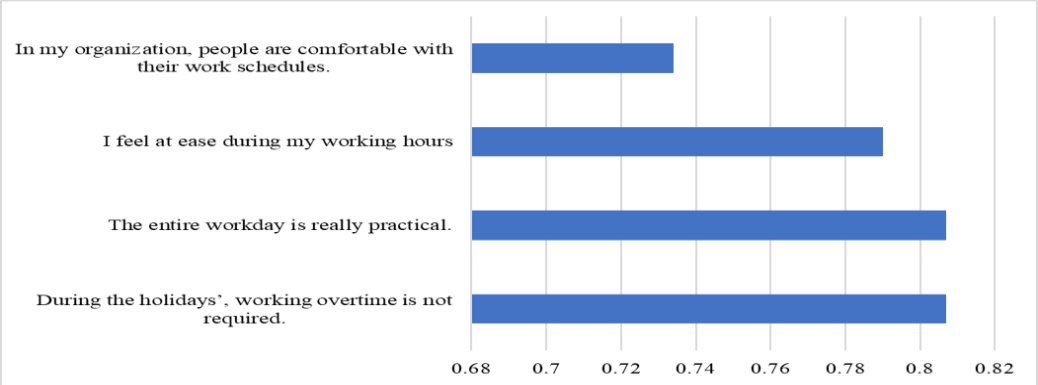

FIGURE 4: WORK HOURS FLEXIBILITY AND COMFORT AMONG WOMEN EMPLOYEES IN CHENNAI

Every item that loaded higher than the permissible threshold of 0.05, or 0.70, as well as those with low factor loading, were removed from the analysis. Consequently, every one of these items constitutes a distinct constructnamed as **Work Hours**

❖ **Job security:**

TABLE 5: JOB SECURITY AND WORK ENVIRONMENT WOMEN EMPLOYEES CHENNAI

Item code	Statement	Factor Loadings
SER 1	My employment feels secure to me.	.833
SER 2	I don't worry about losing my job.	.814
SER 3	My work environment allows me to maximize my productivity.	.762
SER 4	I have good job security from my employer.	.714

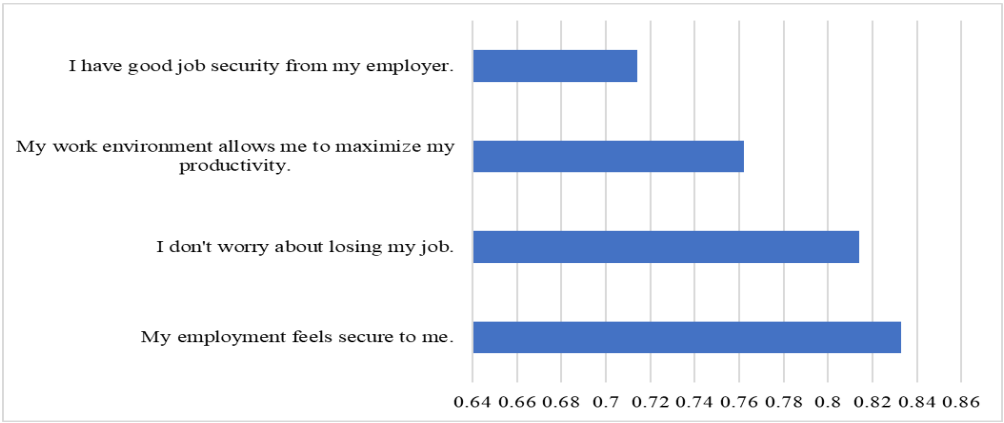

FIGURE 5: JOB SECURITY AND PRODUCTIVITY AMONG WOMEN EMPLOYEES IN CHENNAI

Every item that loaded higher than the permissible threshold of 0.05, or 0.70, as well as those with low factor loading, were removed from the analysis. Consequently, every one of these items constitutes a distinct constructnamed as **Job security**

❖ **Family Life interference with work:**

TABLE 6: FAMILY LIFE INTERFERENCE WITH WORK WOMEN EMPLOYEES CHENNAI

Item code	Statement	Factor Loadings
LIF 1	I'm too exhausted to do my work well.	.876
LIF 2	My family life saps my motivation for work.	.872

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LIF 3	Work is difficult due of obligations to family.	.852
LIF 4	My emotional attachment to my family comes before my obligations at work.	.834

Every item that loaded higher than the permissible threshold of 0.05, or 0.70, as well as those with low factor loading, were removed from the analysis. Consequently, every one of these items constitutes a distinct constructnamed as **Family Life interference with work**

❖ **Structural Equation Model**

Ho 1: There is no effect ofQuality of work life towards Family Life interference with work.

Ho 2: There is no effect of Collegiality towards Family Life interference with work.

Ho 3: There is no effect of Work Environment towards Family Life interference with work.

Ho 4: There is no effect of Job security towards Family Life interference with work.

Ho 5: There is no effect of Work hours towards Family Life interference with work.

TABLE 7: HYPOTHESIS TESTING RESULTS FAMILY LIFE INTERFERENCE WITH WORK WOMEN EMPLOYEES CHENNAI

Dedication and Occupational stress			Hypothesis	p Values	Results
Family Life interference with work	<---	ıality	Ho 1	0.407	Accepted
Family Life interference with work	<---	ollegiality	Ho 2	0.655	Accepted
Family Life interference with work	<---	ork Environment	Ho 3	0.002	Rejected
Family Life interference with work	<---	b security	Ho 4	0.009	Rejected
Family Life interference with work	<---	ork hours	Ho 5	0.063	Accepted

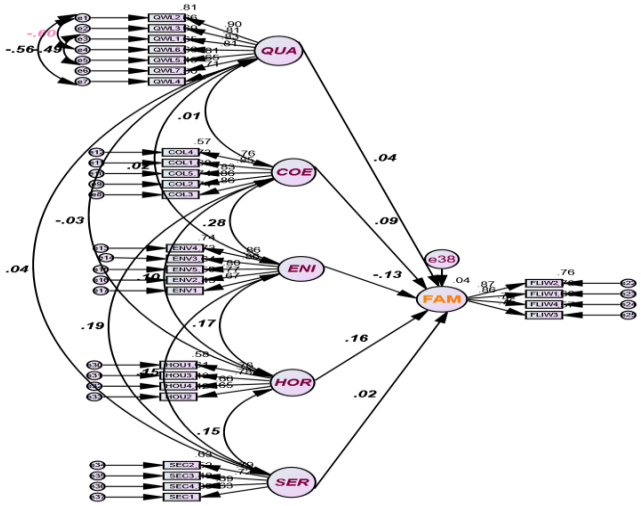

FIGURE 6: FMILTY LIFE INTERFERENCE BASED ON TESTING RESULTS

After checking the measurement properties, discriminant and convergent validity, and reliability, we tested hypotheses. The effect of Job security,Job security on Family Life interference with work (p = 0. 002, 0.009) was the only variable was not supported which is < 0.05. Rest of the variables are supported.

VIII. CONCLUSION

The context in which the family and work domains function in a given setting might have an impact on work-family structure. Women in different nations may have different work schedules, employment descriptions, and work times. Therefore, it seems sense that the demands of job and family duties vary depending on the context. In one context, something that is deemed difficult could not be viewed as significant or demanding in another. People from diverse cultural origins have varying perspectives on the responsibilities of work and family. Furthermore, regardless of their work position, women continue to play a major part in household duties. Even highly educated women are unable to examine or oppose gender role expectations. In addition, women make use of their knowledge while considering the needs of their families. The current societal structure, which places women in a lower position both at home and at work, has to be altered in order to promote work-family balance and to question gender relations.

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