Rewards & Work-Life Balance among Working Women: An Empirical Study in India Specific to Agra Region

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Abstract: Women are entering the workforce to earn livelihood which leads them to arrange better child care and uplift their status in the society. Latest economic scenario bound women to work because husband’s income is not sufficient enough. If the income is appropriate still women wants to work as they don’t want to sit at home and waste all the hard work that they had put to attain good qualifications. Women give their best at workplace and try to perform better and better. But with entering into the workforce women make them juggling between the multiple roles at home and workplace like role as mother, wife, employee, etc. where they need a kind of appreciation at their workplace to perform better from their peers, seniors, and junior. A nice gestural appreciation motivates them to perform better. So, the objective of the study is to find the effect of rewards on the work-life balance among working women. The tools applied to conclude the result are descriptive analysis and z-test. The findings conclude that rewards affect the work-life balance positively among working women.

Keywords: work-life balance, rewards

I. Introduction

Work-life balance is not just about maintaining balance between the work and life; it’s about balancing all four aspects of life-family, work, society and personal. Work-life balance is just like two foots of human body as they keep on moving body keeps on moving but where they are at same place body stops, similarly in life as well to maintain a balance women should keep on prioritizing among different aspects of life. While performing roles things get monotonous in life and a kind of frustration arises among women where they need a motivation especially at their workplace called rewarding. Rewards are a kind of appreciation which is given to any employee of an organization for performing better. Any nice gestural compliment, monetary benefit, recognition, etc. are comes under the category of rewards. Rewards play a very important role in maintaining balance between the family and professional life. If women employees get rewards for their work they feel happy and perform their task at home in a better way.

Siegrist (2001), study between 10 to 40% of the employee’s experiences imbalance between their efforts and rewards. The ERI model assumes that it is not only effort (i.e. workload or other job demands) that leads to tension but a supposed imbalance between the efforts that employees believe they put into their jobs and the rewards that they get. Whereas perceptions of fair rewards are expected to motivate employee happiness, the model expects that supposed imbalance in high efforts expended at work and low rewards received are experienced as hurtful and will compromise health and wellbeing on the long term. (Siegrist, 2008) again considered the effort and reward imbalance model builds on the notion of social exchange, a universal societal norm of supportive exchange. Social reciprocity lies at the core of the work contract, which describes tasks to be performed for adequate rewards. Rewards include money, job security, esteem, and career opportunities. There must be a balance between the rewards and roles performed by individual women’s multiple roles as paid worker, wife and mother. Compensation and equality of rewards is considered a basic issue in current working environment. However that in no way weakens the fact that in a transactional world of give and take is the most instant benefit which an employee receives in exchange of their proficiency, effort and experience, they get. A number of studies have examined the relation of fairness of rewards with job satisfaction (Meyer et al. 2000, Ramaswami & Singh 2003) and turnover intentions (De Coninck & Bachman 2005).

II. Need of the study

It is always expected from working women that they must perform all the roles properly at home and at work but in the hustle bustle of life they feel pressured and expect a kind of appreciation for their work. Very few
studies have been considered this aspect in India, so a need arises to peep inside this fact by the researcher about role of rewards play in life of working women especially in their work-life balance. This study has not been conducted in the Agra region yet, so researcher is keenly focusing the effect of rewards on work-life balance among women.

III. Objective
- To study the role of rewards in Work-Life Balance of working women in Agra region (India).

IV. Methodology

A. Hypothesis
Ha1: Rewards affects Work-Life Balance among working women positively.

B. Participants
The total number of the respondents was 50 working women in Agra region. Women of three different professions included in the sample: job/services, freelancers and entrepreneurs. The respondents are selected by using Non-Probability Sampling Techniques like judgmental and convenience sampling.

C. Instrument
The self-structured questionnaire was used. Questionnaire consists of approx. 51 questions out of which most of them were multiple choice questions. There were few open-ended questions also. The first part of the questionnaire consists of questions on the demographic profile of the respondents. The second part deals with question related with the rewards and work-life balance.

The responses were given using a five point scale (for example; 1=Strongly Disagree (SD) 2=Disagree (D) 3=Undecided (UD) 4=Agree (A) 5=Strongly Agree (SA))

Since acceptable reliability values were obtained, the instrument was distributed to the respondents using a non-random convenience sampling.

D. Data Analysis
Primary data was collected through questionnaire. The filled in questionnaire was edited and was subsequently coded and analyzed by using SPSS 19.0 version. The data was then presented in tabular form, analyzed and interpreted. Z-test has been applied wherever possible and in all cases, the p-value of .05 is treated as an error level. Descriptive statistics have also been computed wherever relevant. The Value of z for 45 percent of area under curve (AUC) for one sample left tailed test will be -1.645, so the critical value for the lower tailed test will be 1.645

V. Results
Data collection was done during the month of September, 2014. The questionnaires float to 50 respondents out of which 44 were responded back. A stepwise approach is being followed by the researcher to have an accurate and easy understanding of hypothesis and draw results.

Findings and interpretation of results related to the hypothesis testing of the study:

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<th>Table 1. Descriptive Statistics (on scale from 1-5)</th>
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Descriptive Statistics of Hypothesis Statements of variable (Rewards). The value of z-test was 6.786 coming well under the acceptance region of the test, found to be failed to reject the null hypothesis, i.e. accepted. On the basis of collected data it can be concluded that rewards have positive impact on work-life balance if companies can maintain a balance between the efforts and reward, it will motivate women employees to perform better which have a positive impact on work life which ultimately affect the family/personal life of a woman employee positively.

Rewards have positive impact on Work-Life Balance.

Ha3: μ>3

Failed to reject;

Accept

z=6.786

Rewards have positive impact on Work-Life Balance.

VI. Conclusions
The present study concludes the results of an empirical analysis of the role of rewards in work-life balance of working women in Agra region. Statistical processing of the collected data revealed that rewards are among one of the most prominent issues which is affecting their work-life balance. Number of issues related to work-life balance including the fact that working women struggle to juggle highly demanding familial, personal and societal duties and needs. Women employees should get appropriate rewards according to their work which makes them feel happy and satisfied about their work, their organization and especially about themselves and if they are happy and satisfied they perform at their best.
VII. Future scope

The study can be conducted on different respondents at different geographical area. The study can also be done on large sample size to get more accurate results which will help organizations to retain their best women employees by rewarding them timely.

References


Websites