WORK LIFE BALANCE AMONG FEMALE CREW

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ABSTRACT

The article tries to find out work life balance among female crew in aviation industry. One objective of this study is reached through proper methodology. Pilot study sample size was 50 female crew. This research has employed simple random sampling technique to collect data from female crew. The analysis discovered that there is significant difference towards factors of work-life balance such as work interference with personal life, personal life interference with work and work personal life enhancement with respect to age group. It is found that strongly agree towards the work life balance of the female crew. It is also found that 36 to 45 years of age groups of the female crew members strongly perceived the work life balance when compared to respective categories. Hence, it is recommended to the administrators that the enhancement towards the personal life, job can elevate the work life balance of the female crew to enrich work life balance moderate state to stronger level.

Keywords: Work Life Balance; Female crew; Aviation Industry.

Introduction

WLB addresses the concerns of improving female crew satisfaction and motivation levels, strengthen work place learning and development for betterment in managing the change and adopting alien practices in the event of change. One of the important strategies to improve WLB is to create work culture and conduct which helps in maintaining an amicable good atmosphere where female crew are treated with reasonable dignity and respect. The status of women in the society has an important bearing on their participation in economic activity, which is common in developed and developing countries. In developing countries, the family income is low and that can best be supplemented by women's work. Various studies also point out that today the educated women of India are no more contented in carrying out only the traditional
female roles of a wife and mother. The main reason why most women work was the low income of their men folk.

She still feels that her home and children are her prime responsibilities, and she continues to be predominantly governed by this role since that was also the social norm. Wife's work participation can create a potential status problem for husband. Husbands can feel threatened by the fact that they no longer were solely responsible for the support of their families and that their wives were no longer dependent on them. Time apportionment of a working woman was related to the type of responsibilities at home and at work place. There was no doubt that it would be a fundamental factor advancing the circumstances of the working mothers of young children and especially those from the lower income sectors.

**Review of Literature**

Debajani Sahoo (2011) found that lower work-life balance is correlates with accumulated discontentedness at work. The work-life programmes in Associate in nursing organization offer the pliability and support that facilitate people to navigate through the increasing complexities of contemporary life. Cooperation between the leader and also the worker can facilitate to facilitate the acculturation of work-life balance into the organization.

Malliga Dasgupta (2010) and S.Velmurugan et al., (2021) explored the correlation between emotional intelligence and psychosocial variables of women employees in IT Industry. The findings completely related to happiness and Quality of work Life, demonstrating that it contributes toward achieving higher bigger perceived happiness and Quality of work life and were negatively related to with each the domains of indicating that Emotional Intelligence, Work family Role Conflict, tunes down the perception of Role conflict and thereby reduces the strain made by it.

Ramanithilagam V and Ramanigopal (2012) M.Manivannan et al. (2019) provides an insight on the work life balance of Indian ladies’ staff wherever their lives become a juggling act that enclosed multiple responsibilities at work and daily routine responsibilities of life and residential. This helps to illuminate the work – life imbalance of ladies’ staff and their role ambiguities into a completely, the advantages of a healthy work - life balance and employment commitment that's in person fulfilling and interesting. Maybe this text explores however feminine employees utilize emotional intelligence competencies in their leadership designs square measure evaluated extremely.
Imas Soemaryania and Dhini Rakhmadini (2013) Chandramouli et al. (2019) conducted analysis so as to search out regarding the influence of labor life balance program, organizational culture, and worker engagement toward worker performance of ladies in middle-level management position in state-owned banks in Bandung each directly and indirectly. The datum check shows that job -Life balance program and organizational culture have an impression on worker performance for regarding forty 48%, worker engagement has an impression on worker performance for regarding thirty 79% and Work-life balance program, organizational culture, and worker engagement have an impression on worker performance for regarding 59%.

**Research Methodology**

**Research Design**

To obtain better answer to the research question, a proper research design is to be framed (Cooper & Schindler 2001; Davis & Cosenza 1988). Based on the framed hypotheses of the research inferential statistics was adopted. Exploratory descriptive and casual designs are few research designs. The article tries to find out work life balance among female crew in aviation industry.

**Objective of the study**

➢ The main objective of the study is to find out work life balance among female crew in aviation industry.

**Hypothesis of the study**

➢ Female crew opinion does not differ towards work interference with personal life based on age groups in aviation industry.

**Scope of the Study**

Scope of the study is as follows

➢ The study is centered in aviation industry.

➢ Study is related only with female crew.

**Data Collection**

Under this technique simple random sampling technique was opted. Sample size was 50. The sampling area was aviation industry in Kerala.

**Reliability**
For all the items in the questionnaire design, the alpha values ranged from 0.72 and 0.92. This indicates high reliability of the items in the questionnaire. With these results, consistency, dependability and adoptability are confirmed.

**Tool for data analysis**

One way ANOVA analysis was used for data analysis. The main purpose of one-way ANOVA analysis was used for mean difference towards work life balance with respect to age of female crew.

**Analysis and Interpretation**

**Table 1: One way ANOVA shows mean difference towards work life balance with respect to age groups of the female crew**

<table>
<thead>
<tr>
<th>WLB</th>
<th>Age</th>
<th>Mean</th>
<th>SD</th>
<th>F</th>
<th>p</th>
<th>DMRT</th>
</tr>
</thead>
<tbody>
<tr>
<td>WIPL</td>
<td>Below 25 Years</td>
<td>4.4062</td>
<td>0.49541</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>25 To 35 Years</td>
<td>4.2872</td>
<td>0.68577</td>
<td>42.313</td>
<td>0.001</td>
<td>3&gt;1&gt;2,4</td>
</tr>
<tr>
<td></td>
<td>36 To 45 Years</td>
<td>4.9450</td>
<td>0.24475</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Above 45 Years</td>
<td>4.2414</td>
<td>0.31956</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>4.4792</td>
<td>0.58221</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PLIW</td>
<td>Below 25 Years</td>
<td>4.3333</td>
<td>0.48756</td>
<td>62.646</td>
<td>0.001</td>
<td>3&gt;2&gt;1&gt;4</td>
</tr>
<tr>
<td></td>
<td>25 To 35 Years</td>
<td>4.4615</td>
<td>0.52221</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>36 To 45 Years</td>
<td>4.8624</td>
<td>0.18474</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Above 45 Years</td>
<td>3.9267</td>
<td>0.42408</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>4.4624</td>
<td>0.52331</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WPLE</td>
<td>Below 25 Years</td>
<td>4.1250</td>
<td>0.62513</td>
<td>90.564</td>
<td>0.001</td>
<td>3,2,1&gt;4</td>
</tr>
<tr>
<td></td>
<td>25 To 35 Years</td>
<td>4.1538</td>
<td>0.70107</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>36 To 45 Years</td>
<td>4.2821</td>
<td>0.31013</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Above 45 Years</td>
<td>2.6897</td>
<td>0.92990</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>3.9779</td>
<td>0.82751</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>Below 25 Years</td>
<td>4.2882</td>
<td>0.47781</td>
<td>61.109</td>
<td>0.001</td>
<td>3&gt;2,1&gt;4</td>
</tr>
<tr>
<td></td>
<td>25 To 35 Years</td>
<td>4.3009</td>
<td>0.61354</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>36 To 45 Years</td>
<td>4.6965</td>
<td>0.19841</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Above 45 Years</td>
<td>3.6193</td>
<td>0.51868</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>4.3065</td>
<td>0.58619</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: primary data
The one-way ANOVA is conducted for the sample of 419 female crew members, to validate the significant difference among the age groups of the female crew with respect to work life balance. Independent variable age of female crew is categorized into four groups such as below 25 years, 25 to 35 years, 36 to 45 years and above 45 years. Likewise, the dependent variable work life balance is also categorized into three groups such as work interference with personal life, personal life interference with work and work personal life enhancement. Frequency distribution, mean, standard deviation, F ratio, p value and DMRT are calculated and the following hypotheses are framed.

**Null hypothesis H₀:** Female crew opinion does not differ towards work interference with personal life based on age groups of the female crew in Kerala.

In order to identify the influence of age groups of the female crew over the opinion of work interference with personal life, the opinion scores regarding the work interference with personal life from the individuals belonging to the different age groups of the female crew is analyzed. Here also, it is proposed to test whether the mean of the scores differs significantly among the different age groups of the female crew. Here also, the F-statistic has been computed and it is 42.313 with a corresponding significant level $p = 0.001$. Hence, it can be concluded that the opinion on the work interference with personal life of employees differs significantly among the different age groups. It is clearly found from the one-way ANOVA result that there is much difference among the age groups and its obtained mean scores towards work interference with personal life of female crew in Kerala. Further, the standard deviation also shows that there is much difference among the same. The DMRT result also confirms that there is much difference among the age groups and its obtained mean scores towards work interference with personal life of female crew in Kerala. Here also, the obtained mean value as 4.9450 which is the highest for the category of 36 to 45 years of age groups and obtained mean value as 4.2414 which is the lowest for the category of above 45 years of age groups in the work interference with personal life of female crew in Kerala.

**Null hypothesis H₀:** Female crew opinion does not differ towards personal life interference with work based on age groups of the female crew in Kerala.

In order to identify the influence of age groups of the female crew over the opinion of personal life interference with work, the opinion scores regarding the personal life interference with work from the individuals belonging to the different age groups of the female crew is
analyzed. Here also, it is proposed to test whether the mean of the scores differs significantly among the different age groups of the female crew. Here also, the F-statistic has been computed and it is 62.646 with a corresponding significant level $p = 0.001$. Hence, it can be concluded that the opinion on the personal life interference with work of employees differs significantly among the different age groups. It is clearly found from the one-way ANOVA result that there is much difference among the age groups and its obtained mean scores towards personal life interference with work of female crew in Kerala. Further, the standard deviation also shows that there is much difference among the same. The DMRT result also confirms that there is much difference among the age groups and its obtained mean scores towards personal life interference with work of female crew in Kerala. Here also, the obtained mean value as 4.8624 which is the highest for the category of 36 to 45 years of age groups and obtained mean value as 3.9267 which is the lowest for the category of above 45 years of age groups in the personal life interference with work of female crew in Kerala.

**Null hypothesis $H_0$:** Female crew opinion does not differ towards work personal life enhancement based on age groups of the female crew in Kerala.

In order to identify the influence of age groups of the female crew over the opinion of work personal life enhancement, the opinion scores regarding the work personal life enhancement from the individuals belonging to the different age groups of the female crew is analyzed. Here also, it is proposed to test whether the mean of the scores differs significantly among the different age groups of the female crew. Here also, the F-statistic has been computed and it is 90.564 with a corresponding significant level $p = 0.001$. Hence, it can be concluded that the opinion on the work personal life enhancement of employees differs significantly among the different age groups. It is clearly found from the one-way ANOVA result that there is much difference among the age groups and its obtained mean scores towards work personal life enhancement of female crew in Kerala. Further, the standard deviation also shows that there is much difference among the same. The DMRT result also confirms that there is much difference among the age groups and its obtained mean scores towards work personal life enhancement of female crew in Kerala. Here also, the obtained mean value as 4.2821 which is the highest for the category of 36 to 45 years of age groups and obtained mean value as 2.6897 which is the lowest for the category of above 45 years of age groups in the work personal life enhancement of female crew in Kerala.
Null hypothesis $H_0$: Female crew opinion does not differ towards work life balance based on age groups of the female crew in Kerala.

In order to identify the influence of age groups of the female crew over the opinion of work life balance, the opinion scores regarding the work life balance from the individuals belonging to the different age groups of the female crew is analyzed. Here also, it is proposed to test whether the mean of the scores differs significantly among the different age groups of the female crew. Here also, the F- statistic has been computed and it is 61.109 with a corresponding significant level $p = 0.001$. Hence, it can be concluded that the opinion on the work life balance of employees differs significantly among the different age groups. It is clearly found from the one-way ANOVA result that there is much difference among the age groups and its obtained mean scores towards work life balance of female crew in Kerala. Further, the standard deviation also shows that there is much difference among the same. The DMRT result also confirms that there is much difference among the age groups and its obtained mean scores towards work life balance of female crew in Kerala. Here also, the obtained mean value as 4.6965 which is the highest for the category of 36 to 45 years of age groups and obtained mean value as 3.6193 which is the lowest for the category of above 45 years of age groups in the work life balance of female crew in Kerala.

The $p$ values are less than 0.01; so, the null hypotheses are rejected at 1% level of significance. Work life balance of the female crew shows that there is significant difference through dimensions such as work interference with personal life, personal life interference with work and work personal life enhancement with respect to age group of the employees. It is noted that one way ANOVA result that strongly agree towards the work life balance of the female crew. The one-way ANOVA result shows age groups have significant differences towards work life balance of the female crew. It is also found that 36 to 45 years of age groups of the female crew strongly perceived the work life balance when compared to respective categories in all female crew base.

**Findings**

- The analysis found that the $p$ values are less than 0.01; so, the null hypotheses are rejected at 1% level of significance. Work life balance of the female crew shows that there is significant difference through dimensions such as work interference with
personal life, personal life interference with work and work personal life enhancement with respect to age group of the employees.

- It is noted that one way ANOVA result that strongly agree towards the work life balance of the female crew. The one-way ANOVA result shows age groups have significant differences towards work life balance of the female crew.
- It is also found that 36 to 45 years of age groups of the female crew members strongly perceived the work life balance when compared to respective categories in all female crew bases.

Recommendation

The analysis found that the lowest mean goes with the age group above 45 years and the same group shows the moderate work life balance in the total work life balance. It is recommended to the administrators in the aviation industry that the enhancement towards the personal life, job can elevate the work life balance of the female crew to enrich work life balance moderate state to stronger level.

Conclusion

The article tries to find out work life balance among female crew in aviation industry. The analysis discovered that there is significant difference towards factors of work-life balance such as work interference with personal life, personal life interference with work and work personal life enhancement with respect to age group. It is found that strongly agree towards the work life balance of the female crew. It is also found that 36 to 45 years of age groups of the female crew strongly perceived the work life balance when compared to respective categories. Hence, it is recommended to the administrators that the enhancement towards the personal life, job can elevate the work life balance of the female crew to enrich work life balance moderate state to stronger level.

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