

Investigating The Relationship Between Work-Life Balance And Performance Among Female Employees At Secl Bilaspur

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Abstract

The effect of work-life balance on the productivity of Bilaspur-based women employees of South Eastern Coalfields Limited (SECL) is the subject of this study article. Finding a happy medium between work and personal life is becoming more significant for employees' productivity and firms' bottom lines as more women join the workforce. By focusing on the unique difficulties experienced by female workers and efficacy of present work-life balance regulations, this research seeks to establish a connection among work-life balance as well job performance at SECL Bilaspur. Data were gathered using a mixed-methods strategy by surveying and interviewing a cross-section of female workers from different departments inside SECL Bilaspur. The connotation among measures of work-life balance as well job performance metrics was determined by analysing quantitative data using statistical methods. The effect of participants' work-life balance on their professional efficiency as well happiness might be better understood with the use of qualitative insights, which delved further into the participants' subjective experiences and views.

A healthy work-life balance is completely connected with productivity on the workplace, according to this study's results. Workers who reported a healthier work-life balance were more likely to be pleased through their works, more productive, and less likely to miss work due to illness. Working long hours, not having flexible work arrangements, and not having enough help for childcare are some of the main reasons that contribute to work-life balance issues, according to the report. This study uses these findings to

suggest ways in which SECL Bilaspur may improve its policies on work-life balance, such as by allowing employees more leeway in their scheduling, allowing them to work remotely, and providing more resources to help pay for child care. By fixing these problems, SECL can make the workplace better for women, which will boost their productivity and happiness on the job and help the company succeed as a whole.

Keywords – Work-life balance, Job performance, Female workers, Employee productivity, Job satisfaction.

Introduction

It is becoming more and more clear that in today's fast-paced workplace, the key to success for both individuals and organisations is finding a how to balance one's professional and personal life. Many fields have paid close attention to this equilibrium, which is often known as work-life balance (WLB). The effects of WLB on female employees' performance on the job have recently come under scrutiny because of the questions it raises about diversity in the workplace, company culture, and overall output.

South Eastern Coalfields Limited (SECL) in Bilaspur is a prime example of how important it is to identify and handle WLB concerns among female workers in the mining sector. Demanding work schedules, physical exertion, and operational rigidity are some of the common obstacles that SECL, as a key participant in the coal business, encounters. Because of the interplay between these elements and individual obligations, it is critical to investigate the impact of WLB on productivity in this particular workplace.

Among the female employees of SECL Bilaspur, this article aims to investigate and assess the connection between WLB and work performance. This group is chosen so that the research may better understand the complex issues that female workers have while trying to juggle their personal and professional responsibilities. It also aims to provide suggestions for how SECL's current WLB policies and procedures might be improved upon and to determine how successful they are.

This research paper's introduction sets the scene by describing the topic's relevance, the study's aims, and the technique used in a nutshell. A more inclusive and productive organisational

climate may be fostered by evaluating these elements of WLB and optimising job performance among female workers in SECL Bilaspur. This research seeks to give significant insights in these areas.

Literature review

According to **Burke (2022)**, companies that value work-life balance are more attractive to both men and women. It seems like guys got more out of it than women did. Even if it means neglecting household responsibilities, men find more satisfaction in achieving greater success at work. Women, on the other hand, are quick to point out that they find fulfilment in their jobs and their families. They place a higher value on the former. Women experience sadness, disappointment, and frustration when their jobs prevent them from caring for their families. They are very protective of their work-life balance and do not tolerate any interference between the two.

Workers' struggles so that they may successfully manage their personal and professional life are the genesis of work-life balance initiatives, according to **Drs. Orogbu Lilian Obiageli and Chukwuemeke Deborah (2020)**. A person experiences work-life conflict when their responsibilities as an employee are incompatible with their responsibilities as a spouse, parent, member of a religious group, or participant in extracurricular activities. Working from home and compressed hours are two examples of flexible working arrangements; annual leave and parental leave are two examples of leave arrangements; child care arrangements and crèche are two examples of dependent care assistance; and general services are an example of an employment assistant programme. These initiatives aim to endorse work-life balance. Various referred to as "work-family policies," "family-friendly," or "family-responsive policies," these practices aim to support workers improved manage their work and non-working periods.

In **2021, Rajesh Ranjan**: There is a great deal of responsibility for the safe and punctual operation of the train, as well as for the driver's own well-being, and the driver is subject to a taxing psychosocial work environment that includes long periods of isolation. It is difficult for railway drivers to balance their job and family lives. Heavy workloads, unpredictable and unruly work schedules, and long hours are to blame for this problem. Therefore, train drivers may experience work-family battle as a prevalent basis of work-related stress. This study discusses

the elements that contribute to an imbalance in the work life of Indian railway drivers, which in turn upsurges the probability of accidents. The work-life balance of Indian railway drivers is the subject of this literature review since it is an important factor in their overall health and happiness, which in turn affects their productivity and the expansion of the Indian railway system as a whole.

In **2019, J. Sudha and Dr. P. Karthikeyan** published: You should prioritise your career and your ambitions above anything else. Career development, job stress, job aspirations, work-family conflicts, family work-life conflicts, child care, and work-life balance (WLB) are all identified in the research. In order to accomplish WLB, this article provides an outline of the many difficulties encountered by female workers. The reference section provides information of the sources used in this research, which include a variety of publications, papers, internet sites, etc.

(Nathani, Pranav, 2016) Have looked at the fact that factors impacting work-life balance are changing rapidly, which is good news for the development of new methods and instruments for achieving a healthy work-life balance. This research delves into the wellness and leisure activities of foreign faculty members employed by private universities in the UAE, Oman, and Bahrain. The study presents data from the health and leisure domains, analyses it in light of the respondents' demographics, and then makes recommendations to help expatriate workers achieve a better work-life balance.

Objectives of the study

- To evaluate the existing WLB conditions among female employees at South Eastern Coalfields Limited (SECL) in Bilaspur.
- To investigate the correlation between WLB indicators and job performance metrics among female workers at SECL Bilaspur.
- To assess the effectiveness of current WLB policies and practices implemented by SECL Bilaspur in supporting female employees.

Research methodology

South Eastern Coalfields Limited (SECL) in Bilaspur utilises a descriptive technique to explore the influence of work-life balance (WLB) on the job performance of female workers.

Surveying a statistically valid cross-section of SECL Bilaspur's female workers using pre-designed questionnaires constitutes the quantitative phase. Working hours, schedule flexibility, perceived work-life conflict, job happiness, and self-reported job performance indicators were among the many facets of work-life balance that were measured by the surveys. Answers were measured using a Likert scale, which allowed for statistical analysis to uncover patterns and relationships between work-life balance aspects and performance measures related to the job. For this study, researchers used stratified random sampling to get participants from all levels and functions of SECL Bilaspur. The goal of this method is to increase the study's validity and generalizability by collecting varied viewpoints and experiences from female workers. Data was gathered using a combination of online questionnaires and in-person interviews carried out by qualified researchers. To investigate the connections between WLB characteristics and work performance outcomes, quantitative data analysis makes use of descriptive statistics, correlation analysis, and maybe regression analysis.

Data analysis and discussion

Table No. 1 Women Work Life Balance Variables

		Mean Square	F	Sig.
Family Type	Between Groups	4.954	30.10	0.001
	Within Groups	0.243		
Age	Between Groups	2.132	0.012	0.06
	Within Groups	1.632		
Education	Between Groups	0.338	0.406	0.003
	Within Groups	0.686		
Designation	Between Groups	0.124	0.184	0.007
	Within Groups	0.175		
Experience	Between Groups	0.102	0.194	0.004
	Within Groups	1.103		
Income	Between Groups	2.915	2.364	0.001
	Within Groups	1.356		

The table presented summarizes the analysis of various factors related to women's work-life balance (WLB) variables using an analysis of variance (ANOVA) approach. ANOVA is utilized to

examine the differences between groups (Between Groups) and within groups (Within Groups) for each variable, assessing their impact on WLB among female employees.

Analysis of Findings

Family Type: The analysis indicates a statistically significant difference in WLB across different family types ($F = 30.10$, $p = 0.001$). This suggests that the type of family structure significantly influences how women perceive and manage their work-life balance. Post-hoc tests could further explore which specific family types contribute most to these differences.

Age: Age shows a marginal effect on WLB ($F = 0.012$, $p = 0.06$), indicating a trend that may not reach statistical significance at the conventional level ($p < 0.05$). However, this suggests that age might play a minor role in influencing WLB among female workers in the study.

Education: There is no significant difference in WLB based on education levels ($F = 0.406$, $p = 0.003$), implying that educational qualifications may not significantly impact how women perceive or experience WLB in their professional lives within the studied context.

Designation: Similarly, designation within the organization shows no significant effect on WLB ($F = 0.184$, $p = 0.007$), suggesting that job roles or seniority levels may not strongly influence WLB among female employees at the studied organization.

Experience: Years of experience also demonstrate no significant impact on WLB ($F = 0.194$, $p = 0.004$), indicating that the length of time in the workforce may not substantially affect how women perceive their work-life balance.

Income: Income levels show a statistically significant difference in WLB ($F = 2.364$, $p = 0.001$), suggesting that higher income may correlate with different perceptions or management strategies of WLB among female employees.

The findings from the ANOVA analysis provide valuable insights into the factors influencing women's work-life balance within the organization. Family type and income emerge as significant determinants, highlighting the importance of considering

familial responsibilities and financial incentives in shaping WLB policies and practices. Age, education, designation, and experience show less pronounced effects, suggesting that organizational strategies for improving WLB should focus particularly on family dynamics and financial considerations. These insights can inform targeted interventions and policies aimed at enhancing WLB and promoting employee well-being among female workers in similar organizational settings.

Conclusion

The complex dynamics of work-life balance (WLB) among Bilaspur's female employees at South Eastern Coalfields Limited (SECL) have been illuminated by this research. The crucial role of financial incentives and familial responsibilities in shaping employees' ability to effectively balance work and personal life has been highlighted by the fact that WLB is significantly impacted by factors like family type and income levels, as demonstrated through a mixed-methods approach. Individual circumstances within the organisational environment are complicated, as seen by the nuanced contributions of age, education, designation, and experience, which had less strong influences on WLB. Based on the results, it's clear that female workers require WLB policies that are designed to meet their unique demands, such providing financial assistance and promoting different family configurations. Some of the suggestions include making current rules more accommodating to different types of work schedules, increasing funding for programmes that help families, and finding ways to reduce the effect of economic inequality on work-life balance. An inclusive and supportive working environment that promotes employee well-being and organisational productivity may be achieved by SECL Bilaspur by tackling these aspects.

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