

**A STUDY ON “WORK LIFE BALANCE STRATEGIES OF FEMALE EMPLOYEES IN HOSPITALITY INDUSTRY” WITH REFERENCE TO FORTIS.**

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**ABSTRACT**

This study explores the work-life balance strategies employed by female employees in the hospitality industry, with a specific focus on Fortis. The study reviews existing literature and presents survey results from female Fortis employees. Findings indicate that flexible work schedules, telecommuting, and support from family and colleagues are among the strategies used to manage work-life balance. The study highlights the importance of organizational support in facilitating work-life balance, and concludes by emphasizing the need for more attention and support for work-life balance strategies in the hospitality industry, particularly for female employees.

**I. INTRODUCTION**

Today, finding a work-life balance is the most difficult problem that both individuals and companies must deal with. Maintaining a healthy work-life balance is getting harder because of this pressure, especially for female professionals in the hospitality industry. Yet, working in the hospitality industry would put additional strain on women because they must complete their tasks on time or risk having problems with their profession. As a female doctor and nurse, you must exercise extreme responsibility because even a small error can have a serious negative impact on your life and reputation. Being really responsible and engaged at work is crucial. In order to reduce errors or blunders, one needs to be able to manage stress. Being self-conscious would naturally cut down on errors. Also, they are able to maintain a healthy work-life balance without becoming more stressed.

**Keywords:** Work life balance, Personal Life, Professional Life, Work pressures, Social support.

**II. REVIEW OF LITERATURE**

**DR.C. KATHARIVAN (2022)** has concluded that Through SEM examinations, various pointers were used to quantify work-life equalisation, something that hasn't been done in the observational evaluation of this field of study. It might have more solid credibility if the scale used in the current study could be created for use in further research. Furthermore, it's possible that unobserved factors had an impact on the links the current study was looking at. Future research looking at diverse determinants of the relationships between the perception of workplace practices and representative success could expand and clarify the model used in this study.

**ABDULLAH MOHAMMED (2020)** has said that the Studies have shown that prejudices in the workplace and situations that may have an impact on their family lives are realities for female healthcare workers. Reduced work hours, flexible scheduling, and part-time employment are some ways that might support women in the workplace, which improves and encourages gender equality in healthcare companies.

**TING LIU, JIE GAO, (2021)** Human resources are taken as the core and primary sources of productivity. Hospitality organizations are keen to understand the status of the employees and to subsequently design effective strategies. In particular, the term “work-life balance” is often employed in HR strategies for women (Fan, 2011). Accordingly, the present paper addresses the importance of work-life balance in women’s organizational commitment and investigates the effect of sociodemographic factors on their work-life balance and organizational commitment. The results of this study provide the following three implications, both theoretical and practical.

**HONORATA RATNAWATI DWI PUTRANTI (2019)** says Job satisfaction is positively and significantly impacted by work-life balance. Because it is meant to lessen the stress between work and life for employees, particularly female nurses, the life balance of a person should evenly balance leisure time, family, religion, and job including career and ambition. By developing family-friendly benefit packages that support nurse welfare, hospitals will assist female nurses in balancing their lives and work so that they do not have to neglect their obligations.

**SANA SHABIR AND ABDUL GANI (2019)** Despite needing further HR interventions to improve their WLB, it was discovered that the women health care professionals in the study were content with the level of WLB. The most crucial element for reaching a higher degree of WLB, according to women employees, was effectiveness at work, which was then followed by work-life interference, WPS, and SWLB. The findings also showed that women employees are committed to their organizations, but that this kind of commitment was mostly connected with the OC's continuation component, indicating a lack of prospects in the context of the health-care business.

However, they did not feel strongly obligated to stay with their respective organizations because working in any healthcare institution gave them the same levels of satisfaction, considering the well-being of others as the primary work motive. Women employees also reported feeling emotionally attached to their employers. Many employees, however, did not believe they were required to respond to an organization's requirements, especially if competing organizations offered better working circumstances.

### **OBJECTIVES**

1. To ascertain the impact of stress and other factors on women's professionals and personal life and to devise the strategies to overcome them.
2. To ascertain whether there is a significant correlation between demographic factors and work life balance strategies of women employees at Forties.
3. To assess the variables/factors affecting the work life balance and their impact on employee's performance.

### **HYPOTHESIS**

**H0:** There is no significance difference between professional and personal life regarding to stress.

**H1:** There is a significance difference between professional and personal life regarding to stress.

**H0:** There is a no significant correlation between demographic factors and work life balance strategies of women employees.

**H1:** There is a significant correlation between demographic factors and work life balance strategies of women employees.

**H0:** There is no impact on average time spent on family and in company.

**H1:** There is impact on average time spent on family and in company.

### **DATA AND METHODOLOGY**

#### **RESEARCH DESIGN**

To accomplish the goals, an empirical investigation was carried out. Analyzing the effects of work-life balance on the personal and professional lives of female employees. The research design is causal and descriptive in character. Since the goal is to investigate and characterize the current state of work-life balance among working women at Fortis Hospital from the perspective of the employees, as well as to show the impact of work-life balance on both personal and professional life by using parametric statistics (correlation and chi square). In the Fortis hospital, this study explores the causal connections between work-life balance, personal life, and professional life.

#### **SAMPLING SIZE**

Sample size constituted of 200 employees of Fortis hospital industry. Employees of Fortis hospital were randomly selected.

#### **TOOLS FOR DATA COLLECTION**

The main techniques used in this study for data collection were Questionnaire and secondary source analysis.

#### **TECHNIQUES FOR DATA ANALYSIS**

The information of all the questionnaires was coded and entered in the computer by using MS-Excel and Jamovi Software. Descriptive Analysis, Correlation and Regression techniques was used to analyse data in the study.

**IV. DATA ANALYSIS AND FINDINGS**

**ANALYSIS: 1**

**Statistical tool: Correlation.**

**H0:** There is no impact on average time spent on family and in company.

**H1:** There is impact on average time spent on family and in company.

**Output:**

Showing the result of Correlation.

<b>Correlations</b>		<b>How long have you been with the company?</b>	<b>Do you believe you spend enough time to your family?</b>
<b>How long have you been with the company?</b>	Pearson correlation	1	.089
	Sig. (2-tailed)		.208
	N	200	200
<b>Do you believe you spend enough time to your family?</b>	Pearson Correlation	.089	1
	Sig. (2-tailed)	.208	
	N	200	200

**ANALYSIS AND INTERPRETATION**

From the above table it is observed that the significant value which is equal to 0.208 is greater than 0.05 and H0 is accepted at 5% of significance. Hence, it is concluded that there is a significant relationship between how long have you been with company and believe you spend enough time to your family.

**FINDINGS**

- The employees in the organisation are agreed to some extent for the initiatives to manage work life balance regarding job sharing option, allow work from home, help with child care, provided with healthcare benefit’s and social policies.
- Employees have been satisfied towards the impact of workplace variables regarding the king working hours, Team consuming formalities in work, lack of communication, traveling distance from home to work, and relationship with peers.
- Most of employees are enjoying the benefits which is provided in the organisation regarding the policy for employees of job security improvement, reducing the stress level, overtime management control.
- The organization's employees having agreed that the work-life balance policy should be adjusted to meet their specific needs.
- According to a survey, employees of an organization agree that striking a healthy work- life balance will increase a business' effectiveness and success.
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- According to a survey, employees of an organization agree that striking a healthy work life balance will increase a business' effectiveness and success

**CONCLUSION**

To get a whole picture of a person's work and family life, researchers who study work-family roles should consider a range of factors, such as job stress, quality of life, mental health, and work expectations. It is also crucial to look into many waves of data collecting over a longer period of time in order to properly understand how work family responsibilities have changed over time. Investigating the impacts of life stages (such as marriage, parenthood, and child rearing) on issues related to work and family requires doing longitudinal research. The current research indicates that married women employees experience WFC when juggling work and family responsibilities.

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