Work life balance and job satisfaction among the working women of banking and education sector – A comparative study

Author(s): Rajesh K. Yadav, Nishant Dabhade
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Summary/Abstract: In the present scenario, work life balance for women employees is highly desirable and if there is no job satisfaction and consistency in life, it can create a dilemma for working women. Work life balance requires attaining equilibrium between professional work and personal work, so that it reduces friction between
The ultimate performance of any organization depends on the performance of its employees, which in turn depends on numerous factors. These factors can be related to job satisfaction or family or both. A comparative study is conducted among the working women of some Govt. colleges and national institutes of Bhopal in education sector and nationalized banks, running their in Bhopal (M.P.) for banking sector. The objective of this research is to study the working environment and women's perception about the work life balance and job satisfaction, who are working in banking and education sector. Apart from it, another significant objective is to study effects of work life balance on job satisfaction and initiates taken by the organizations for effective work life balance and its relation with the job satisfaction.

Standard Deviation is applied in this paper to check the authenticity of data given by the respondents of both the sectors. Finding suggests that WLB can be achieved by the factors responsible for job satisfaction such as: supportive colleagues, supportive working conditions, mentally challenging work, equitable rewards and employee oriented policies etc.