

## Work Life Balance of Women Leaders

<sup>1</sup>Amisha Nag Roy, Annushka Nag, Emily Basu, Keya Kar

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### Abstract

As the corporates are trying to create a proactive organizational culture, it has accepted and understood that the abilities and potential of female leaders are undeniable. The objective of the given research study is to assess the relationship between the work-life balance and personal life of women's leadership performance. The study also lays emphasis on understanding whether work-life balance is highly dependent on the relationship status of the female leaders. A primary research study has been conducted to attain valid data. Through the Likert scale questionnaire, the researcher has been able to collect various insights concerning the work-life balance of Women leaders. The study was conducted in Kolkata, West Bengal. The researcher through its data evaluation has highlighted a positive relationship between leadership and work-life balance. The idea of work balance tends to imply a well-balanced lifestyle that further helps in optimum allocation of equal energy and time between home and professional arena, thus attaining work/ professional objectives in a seamless and proactive manner.

**Keywords:** Women leaders; Work life balance; women leaders and work life balance; women leadership and organizational performance

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<sup>1</sup>Student, BBA Department ,Institute of Engineering and Management, Kolkata, WB, India

## **Introduction**

The most typical challenge for women is the balance of career and family. Women are convinced to accept the message that assuming leadership positions means they must sacrifice family, relationships and personal life. As for the ones women who attain managerial positions, they may be similarly subjected to comparisons with their male opposite numbers concerning their management skills (Hejase et al, 2005). But women are now resolved to break the traditional glass ceiling that barred them from entering leadership positions. They do find a way to maintain a balance between personal and professional domains when they take up leadership positions.

Therefore, the aim of our study is to explore the role of women in handling leadership positions in any organization as well as in maintaining a balance between her personal and professional life successfully, overcoming several hardships and obstacles.

The objectives of our study were firstly to study whether there's a relationship between the work life and personal life of women leaders to maintain a balance and secondly to study whether work-life balance is dependent on the relationship status of women leaders.

## **Literature Review**

### **Leadership in Organization**

Leadership is a process where a person or more than one person influences a group of people to move in a definite direction. Leadership traits not only depend on personal abilities and features but also on the type of situations they find themselves in. Therefore, an individual will support the organization if he believes that through it his personal objective and goals could be met (Ibrahim & Daniel, 2019). Leadership in an organization is basically motivating people and directing them in their task to achieve the maximum output in a smooth manner.

### **Women Leadership in Organization**

Women leadership is the need of this generation. The presence of women leaders in an organization leads to a positive environment within. Some of the innate traits of women leaders which proves them more suitable for leadership positions in a company, are generally empathy, open-mindedness, mindfulness, pressure handling, multitasking, open communication, more

logical, sensitiveness, better decision maker and so on (Khalid, Muqadas & Rehman, 2017). So, many organizations today, are realizing that the potential and capabilities of women in leadership positions are undeniable.

### **Work Life Balance**

In today's fast paced society, human aid experts are seeking alternatives to undoubtedly have an effect on the bottom line in their companies, enhance worker morale, hold personnel with precious organization knowledge, and preserve up with place of job trends (Adler, 1997). Work-life balance involves achieving a balance between professional work and other activities, in order to reduce friction between official and domestic life. Work-life balance improves efficiency and thus increases the productivity of an employee. Increase satisfaction, both in professional and personal lives (Gautam & Jain, 2018).

### **Work Life Balance of Women Leaders**

Women leaders are diverse in role integration strategies, with respondents largely divided between blurring and segregating their work and non-work roles (Brue, 2018). Time-based work-family conflict was slightly more apparent than strain-based conflict (Lämsä & Sintonen, 2001). Women leaders also indicated that their work interfered with their family over their family interfered with their work. Findings provide valuable insights on how women view work-life balance within their roles as leaders (Lockwood, 2003).

### **Methodology**

The study is based on the Work Life Balance of Women leaders. The data had been collected from the people of West Bengal. A self-developed structured questionnaire has been used to collect primary data of sample size (n) of 50 using convenience sampling method. The sample collection duration was of 1.5 months. Five-point Likert scale has been used to measure the data, ranging from 'Strongly agree' to 'Strongly Disagree'. The questionnaire has two parts, out of which 2 questions are based on Leadership, 6 questions are based on Work Life Balance and 2 questions are open-ended. Correlation and Independent Sample T-test are used to measure our respective objective. SPSS 23 was used to analyse all the collected data.

## Analysis and Results

### Demographics

Our questionnaire was distributed between September to November of 2021. During this time, around 50 responses were received from in and around Kolkata and adjoining areas were collected and used for analysis. An illustration representing the respondent demographic percentages is shown in Table below.

Demographic Profiles	Description	No. of respondents	Percentage
AGE	Below 30 years	18	36%
	30 – 40 years	12	24%
	40 – 50 years	17	34%
	Above 50 years	3	6%
RELATIONSHIP STATUS	Single	18	36%
	Married	32	64%
EDUCATION LEVEL	Graduate	15	30%
	Post graduate	33	66%
	Others	2	4%
COMPANY/ ORGANIZATION TYPE	Government	3	6%
	Private	44	88%
	Semi government	3	6%
	Others	-	-

### Reliability Statistics

Reliability refers to the extent to which a scale produces consistent results, if the measurements are repeated a number of times. Cronbach's alpha is the most widely used index for testing internal consistency reliability for a set of test items. For Cronbach's alpha, a value of or above 0.6 is acceptable.

Reliability for Leadership and Work Life Balance

Cronbach's Alpha	N of Items
.692	2
.630	6

As it is shown here for reliability statistics for Leadership, Cronbach’s Alpha is 0.692 and number of items are 2. For Reliability Statistics of Work Life Balance, Cronbach’s Alpha is 0.630 and number of items are 6. The values below 0.6 are considered to be invalid. Hence, the resultant values are valid and acceptable since the values are above 0.6.

**Correlation Analysis**

Aim- Objective-1: To study whether there's a relationship between the work life and personal life of women leaders to maintain a balance.

- H0:  $r = 0$  [there is no association between Work Life Balance Total (WLQ\_Total) and Leadership Total (LQ\_Total)]
- H1:  $r \neq 0$  [there is association between WLQ\_Total and LQ\_Total]

**Correlation of the Total questions of Leadership and Work Life balance.**

Correlations			
		WLQ_Total	LQ_Total
WLQ_Total	Pearson Correlation	1	.642**
	Sig. (2-tailed)		.000
	N	50	50
LQ_Total	Pearson Correlation	.642**	1
	Sig. (2-tailed)	.000	
	N	50	50

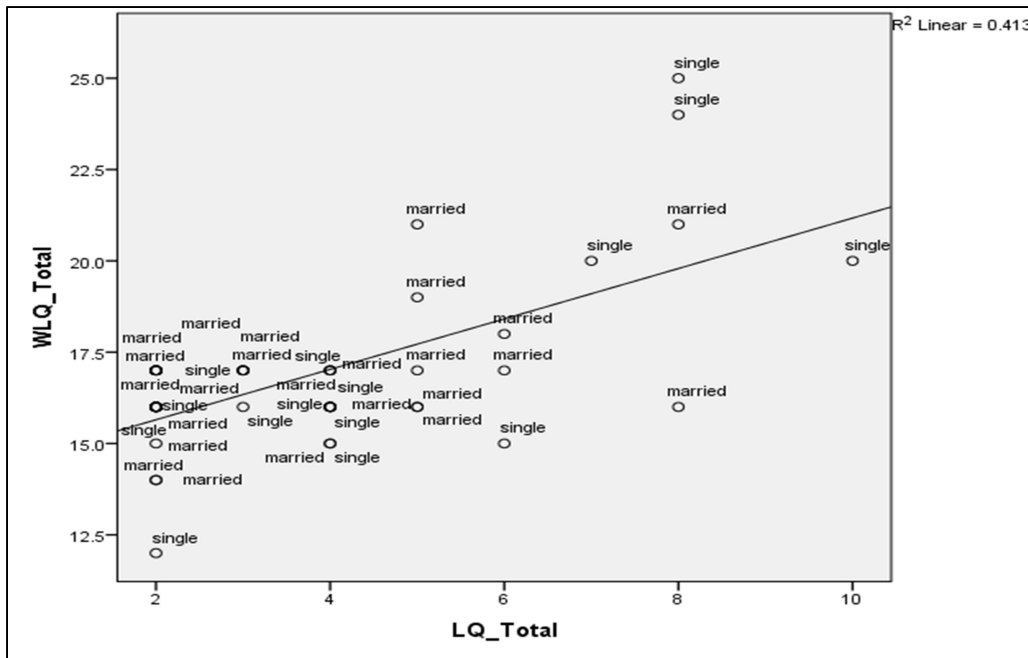
\*\* . Correlation is significant at the 0.01 level (2-tailed).

- Pearson’s correlation coefficient is 0.642 for Work Life Balance Total and Leadership Total, which is significant based on n=50 observations.
- The direction of the relationship is positive i.e., LQ Total and WLQ Total are positively correlated.
- The magnitude or strength of the association is strong ( $0.5 < |r| < 1$ ).

- There is an association between WLQ\_Total and LQ\_Total, hence H1(alternate hypothesis) is accepted and H0 is rejected ( $p < 0.01$ ).

**Scatterplot**

The graph shows a linear relationship. It is an upward sloping line, i.e., there is a positive relationship between Work Life Balance Total and Leadership Total. It shows a moderately strong relationship between LQ\_ Total and WLQ\_ Total. Thus, Work-Life balance of married women leaders is comparatively less with respect to single women leaders.



**Independent Sample T-Test**

Our objective here is to see whether work life balance is dependent on relationship status of women leaders (between Married and Single women leaders), through Independent Sample T-test.

	<p>Levene's Test for Equality of Variances</p>	<p>t-test for Equality of Means</p>
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		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
WLQ_ Total	Equal variances assumed	6.461	.014	.942	48	.351	.622	.660	-.705	1.948
	Equal variances not assumed			.786	21.491	.441	.622	.791	-1.022	2.265

Here, the mean difference is same i.e. 0.622. Hence it can be concluded that both Single and Married women face problems regarding work and life balance. This research shows married women leaders with kids have responsibilities in both of their work and life sectors. Single women too, have responsibilities such as taking care of elderly parents, personal problems, etc.

**Conclusion**

Around 50 responses were collected from in and around Kolkata and adjoining areas were used for analysis. The first objective of our study was to study the relationship between work-life balance of women leaders. This objective is proved through correlation method which concluded that Women Leaders do have a strong and positive relationship between their Work and Life balance. Our other objective was to study whether work-life balance is dependent on relationship status of women leaders. This objective is proved through Independent Sample T-Test method which concluded that irrespective of the relationship status of women, both single as well as married women’s lives are equally stressful with full of responsibilities, as the mean difference is same for both of them (0.622).

Findings of this research can't be generalized as a result of it had been primarily conducted at intervals specific business fields. However, considering the current research as associate degree beta study, one could use the results as possible indicators that are required to be self-addressed to enhance the standing of females at add general terms.

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