

Women and leadership skills related to work life balance: A study on women of Karachi

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Abstract

The purpose of the research is to analyze the work life balance of working women. Those women who are working in different organizations are facing hurdles between managing their professional life and their personal life. Women have the abilities to manage their work life style effectively. The study is also focuses on the stressful life of working women and how they cope up with this situation. Our sample size is 20 to 25 working women from which we get the result through questionnaire about their work life balance. This paper is based on quantitative technique in which we come up with the graphical presentation. The findings show that majority of the working women have faced so many difficulties but they are capable to manage their problems related to work life balance.

Keywords: Balance of working women, Leadership skills etc.

Introduction

From the last few years, the proportion of working women in the work place going slowly but surely. Now a day's woman plays an essential role to support their family. So she has a lot of responsibilities and bears a lot of problems regarding family life and work life. Women have many leadership skills like stress management, time management, decision making skills, communication skills and so on for their work life balance.

This study is based on leadership skills of women related to their work life balance. It's very difficult for women to manage their personal and professional life with countless troubles and hardships. Further, working women still struggle with a number of workplace issues that create a barrier between work life and personal life.

Objective of the study

- 1.To study work life balance of working women in different organization.
- 2.To find out the women leadership skills to understand their unique strength as well as barriers which she face in work life balance.

Scope of the study

The study emphasis on finding out the issues affecting the work life balance of working women. It categorizes the scope to which the women employees are able to balance the professional and personal life.

Research questions

- 1.What are the issues that women face in work life balance?
- 2.What are the challenges and threats face by working women?

Limitation of the study

- 1.There is limited time by which we take minor responses.
- 2.Our sample size is 20 only which could be exceeded further.
- 3.Data was collected through only working women either married or unmarried.

Literature Review

(Roslyn H.Chernesky, 1988) Findings from a study it proves that women get to their organizational positions exclusive view and understanding of women's experience of caring and, in so doing, may be more effective managers. Women are to be likely to form leagues in an accommodative style when she involved in viable activities, while men are more suppressive, using associations to increase specific leads.

Women work essentially the same particular stimulus strategies as male managers to distress others (workforces, administrators, assistants) in an organization. Emphatic developmental strategies remain

one of the few appearances are unique in male rather than female respondents.(Mendez, 1988).

(B.Lewis, 1992) Management of problem with workers does not different expressively between the sexes, but women have more problems with their own administrators than from men. Generally, women are as mollified as men with the equality of their action, but the women are much more likely to say that they have freshly losses a job or job incentive due to refinement or a “partnership system.”

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(Doherty, 2006)Has conducts the research in UK to search the effectiveness of work life balance in helping women progress to senior management. Throughout the research his focus on how women managed their work life balances. He highlights the main barrier of women which she faced in organization like to stay long in organization. He also emphasize on how organization treat with female employee and male employee. He further argued that more opportunities are given to male manager as compared to female manager.

They research on gender work life balance. They conduct the semi structured interviews for both men and women (aged 50 to 52) with the purpose of to compare their experiences of work life balances(Carol Emslie, 2008) .Throughout the interview women play a variety of role like after office have a responsibility to manage their home as well as their adult children and ageing parents while men tend to the problems of work life balance in the past often when paid work conflicted with the demands of raising young children therefore the presence of children in the household was associated with a lack of work life balance for both men and women. This research is based on socioeconomic when considering the issues of work life balance.

(Watts, 2009)Highlighted the work life balance of civil engineer working women and the strategies they use for achievement. It is also discuss that increasingly the role

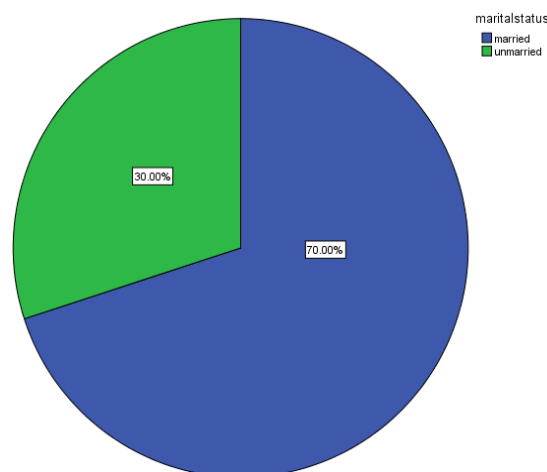
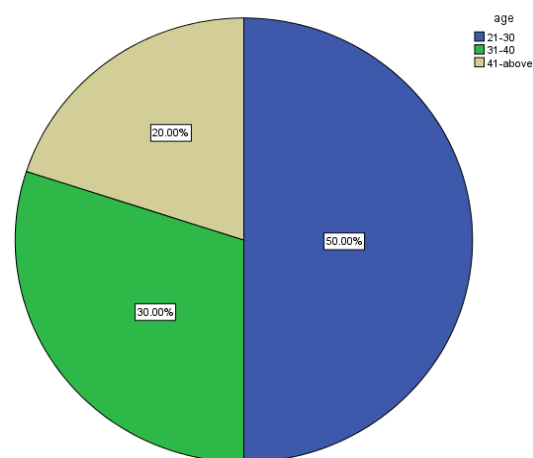
and their success would be able in the male dominant society. In the construction work the women challenges continue as their professional identity and many conflicts arise during their work life as a role of corporate worker and private non-work person. It is a qualitative research with the presence of work experience of women in construction area as a civil engineer.

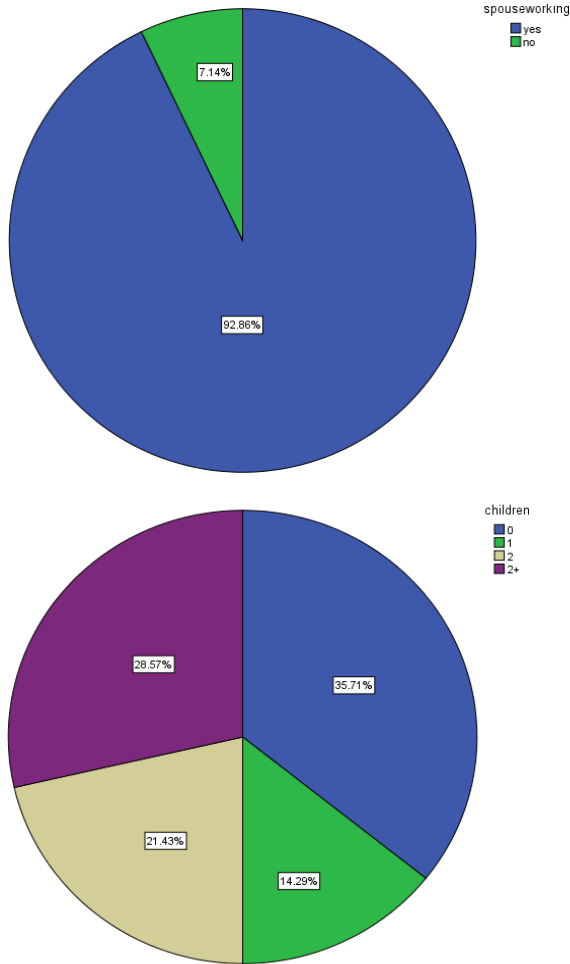
Glass ceiling is one of the basic issue or problem which women mostly face during their working life. Men are considering as the most dominant part in every step. As per (Carmichael, 2013) it is important to shift their concentration level from issues of work and life and personal career so it will create a positive impact on their life. It is also said that women receive a lot of advices related their career but they did not actually carry in their real life.

Methodology

This research is based on quantitative research and the primary data was collected through questionnaire which was conducted by 20 to 25 working women in different organization in Karachi. The research instrument which we use in this research is questionnaire, and we use bar charts and pie charts as a statistical tool through SPSS.

Data analysis



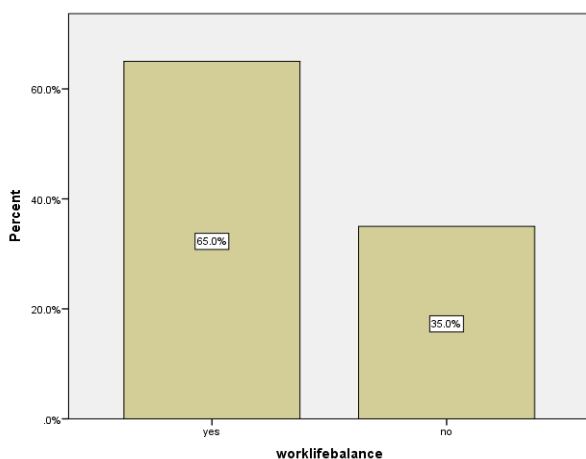


Interpretation: (Pie Charts)

Respondent data shows that majority of the working women are between the age of 21-30 and most of the working women are married and their spouse are doing the job. From the graph 35.71% working women have no children, 21.43% have 2 children, 14.29% have 1 child, and 28.57% have more than 2 children.

Bar charts

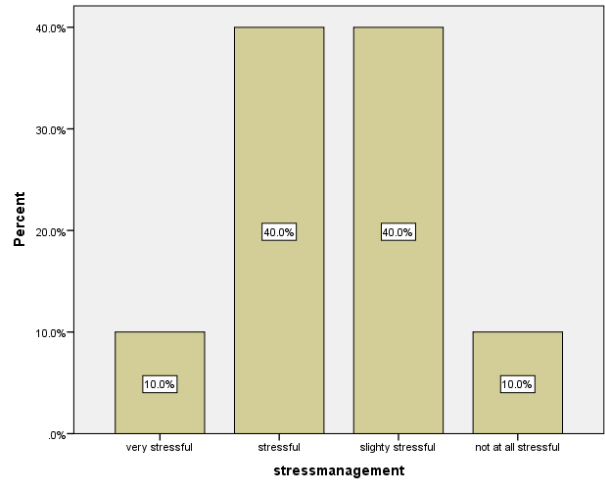
Work life balance



Interpretation

Majority of the working women agree that they are able to balance their work life on the other hand 35% are against on it.

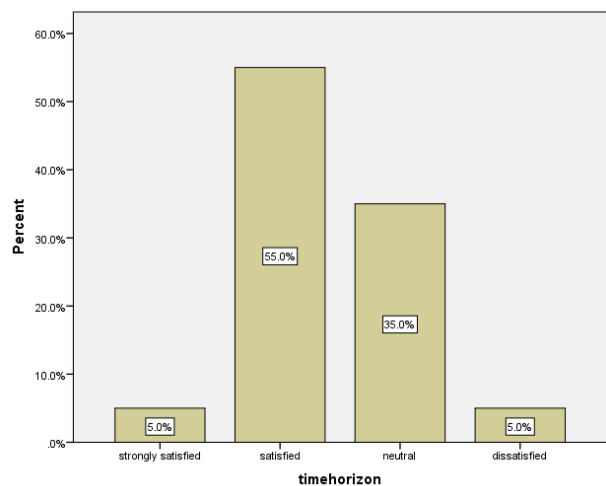
Stress management



Interpretation

From this chart it shows that 10% women are very stressful in the job, 40% of the working women are stressful and 40% feel slightly stress during the work whereas 10% are those women who are not taking any type of stress while working.

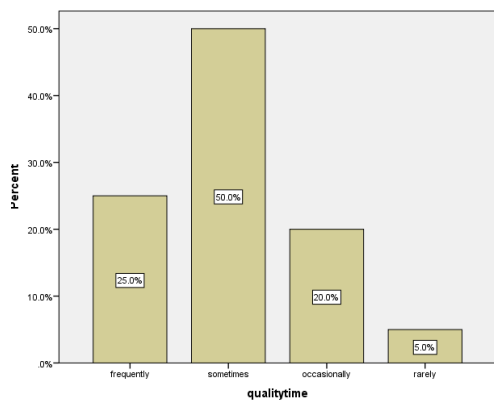
Time horizon



Interpretation

When we asked that 'Are working women are satisfied with working hours and is it fixed with your private life?' so, 5% are strongly satisfied, 55% are satisfied, 35% goes to the neutral and 5% are dissatisfied.

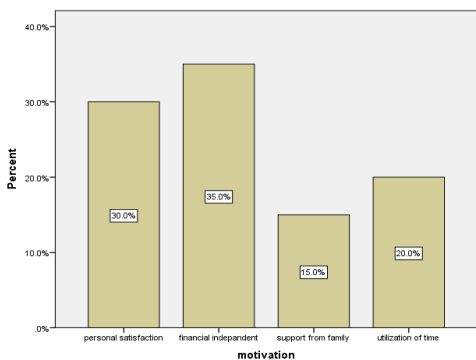
Quality time



Interpretation

The above chart illustrates that most of the working women usually miss out quality time with their family and friends because of pressure of work. So 50% of the working women have an issue of quality time

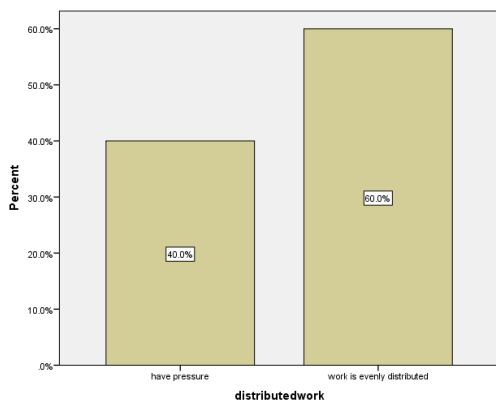
Motivation



Interpretation

It shows that majority of the working women motivate from their work because of financial independence. 30% of women are motivated by their personal satisfaction from their work. 15% women do their work for their family support and 20% wants to utilize their time on job.

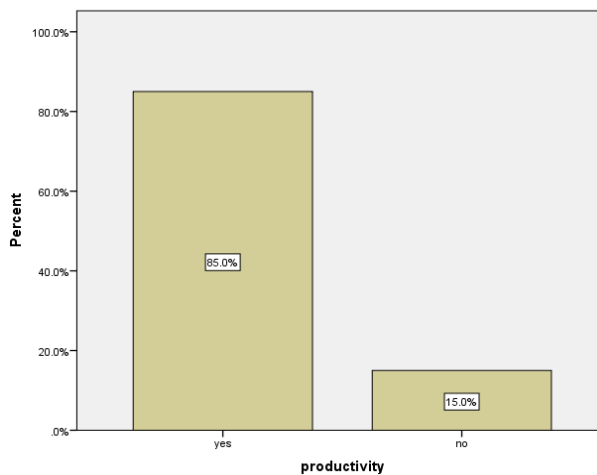
Distribute work



Interpretation

Minority of the women has pressure of work in the organization and majority of the working women distribute their work equally.

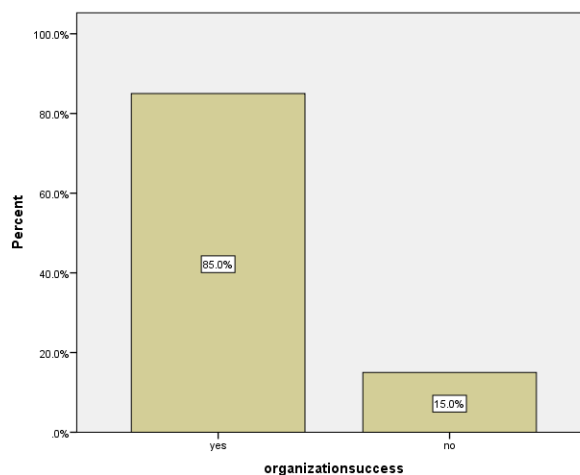
Productivity



Interpretation

From the above chart it shows that 85% women thinks that policy of work life management help them to increase productivity of the organization but, 15% says that they have no impact of productivity in organization.

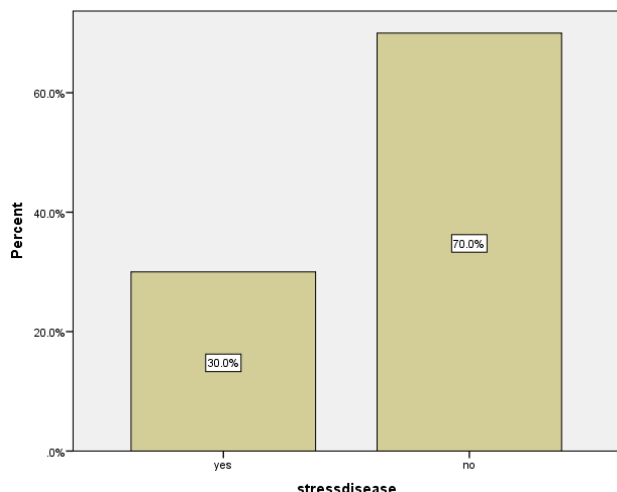
Organizational success



Interpretation

85% of working women have good work life balance that will be more effective and successful for organization and 15% women are against on it.

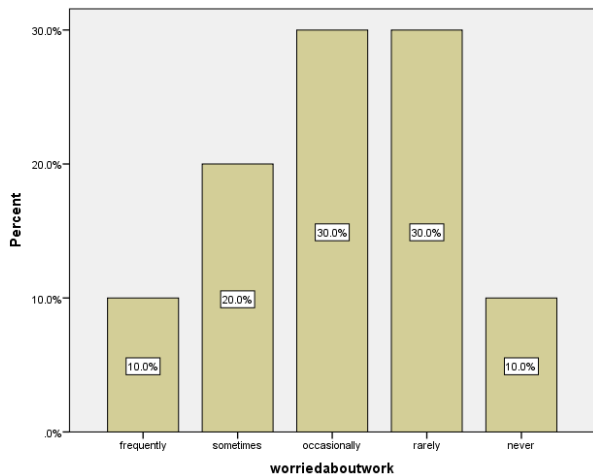
Stress disease



Interpretation

Majority of the working women suffer stress related diseases like hyper tension because of work load and minority women are not suffer stress because of their flexible working hours.

Worried about work



Interpretation

50% working women are not worried about their work when they are not actually at work.30% are occasionally or rarely worried about their work and 10% are frequently and never worried about their work.

Findings and discussion

This paper has made several analyses throughout the study. Most of the working women are manage their work life and professional life.

Because they have support from their husbands and their entire families to accomplish their goals and objectives. Minority of the working women used to face many hurdles during their job because of their family pressure so they are not able to do their task successfully. Some women emphasize to do job because of family problems while others are working for the purpose of their self-motivation.

Conclusion

Women are by born leaders. She has an ability to do multi task at one time. We can say that women face many problems during their job but they manage both work life and professional life efficiently. Many respondents say that they suffer stressful life during their job and other are satisfied with their work life balance. Some women are working to support their family and some women do job for their personal satisfaction, either, most of the women wants to utilize their work on job and some for financial independence.

In the end we would like to conclude that women want a perfect support from their husbands and entire family to manage their work life balance. It is necessary for every woman because they play an important role in different phases like household chores, societal factors, organization work etc. And if they are facing hurdles during their job regarding family issues and organizational factors so it could not possible to lead their goals and objectives

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