

A STUDY ON ORGANISATIONS VIEW TOWARDS WOMENS WORK CONTRIBUTION AND CHALLENGES FACED IN WORK-LIFE BALANCE

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ABSTRACT

The position of women in the present situation has taken an additional pace as working women, this change is incredibly increasing throughout the world may be due to economic conditions, social demands also needs and responsibilities which are waiting to be fulfilled between work and private life. Today there are many young women who do not want to just stay at home and do house work, but want to have careers; most of working mothers and working fathers have work-family conflict. This affects the women's physical, emotional and social well-being which has doubled the number of stress-related disability among women employees, thus achieving work life balance [WLB] is a necessity for working women to have a good quality of life. In today's era every women are willing or unwillingly opt to work irrespective of educated or uneducated. Women are stepping out of their door steps even from rural areas and taking up the responsibility on their shoulders to meet the economic condition of their personal as well as family. Women have come forward to do any sort of challenging job which a man was doing before. The present research explores the tough challenges faced by working women in maintaining a balance between their personal and professional life. The various factors affecting the work life balance of married working women have been examined in this study and also the opinion of organization about women's work contribution. This study is based on exploratory survey. Both primary as well as secondary data was collected from various sources like women working in corporate, industries and educational institutions. It was found that the problems faced by the working women of Bangalore in terms of work-life balance are quite high.

KEY WORDS: work-life balance, work contribution, challenges, organizations.

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