

A Study on Work-Life Balance of Women Employees in Pharmacy with Reference to Sulur Taluk

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ABSTRACT

The research aims to provide a comprehensive understanding of the opportunities and challenges that women working in the pharmacy sector face as they navigate the dynamic intersection of their personal and professional lives. The pharmaceutical industry is a major player in the healthcare sector, and women employees play an indispensable role in this industry. This study explores the complex landscape of work-life balance among women working in various capacities within the pharmacy sector.

Keywords: Work-life balance, Pharmacy, Women employee

INTRODUCTION

The research aims to provide a comprehensive understanding of the opportunities and challenges that women working in the pharmacy sector face as they navigate the dynamic intersection of their personal and professional lives. The pharmaceutical industry is a major player in the healthcare sector, and women employees play an indispensable role in this industry. This study explores the complex landscape of work-life balance among women working in various capacities within the pharmacy sector.

The study gathers firsthand feedback from female employees in order to document

their viewpoints, experiences, and recommendations for enhancement. At the end of the study, stakeholders in the pharmacy industry are provided with useful recommendations that provide actionable insights to improve work-life balance and cultivate a more welcoming and encouraging work environment.

In the end, this research aims to inform organizational policies, promote employee well-being, and empower women to thrive both personally and professionally in this crucial industry. It also seeks to contribute to the ongoing discourse on work-life balance in the pharmacy sector.

LITERATURE REVIEW

Wasana Nadeeshani Sellahewa, Rangana Sri Shalika Wadippuli Arachchi, (2024), In their study, they says about, Today, balancing work and life is really important in our competitive world. It's a challenge that needs to be addressed. The main goal of this research is to understand the many difficulties married female nurses face when trying to balance their work and personal life in government hospitals in Sri Lanka. So, the main issue we are trying to study in this research is the challenges nurses face when trying to balance their work and personal lives, especially in Sri Lankan government hospitals. We want to identify and analyze these obstacles in a detailed way. To do this, the researchers used a combination of methods to collect

information including surveys and interviews. We used convenience sampling to collect numbers-based information and purposive sampling to choose a specific group for detailed information.

S. Jayashree Muralisankar, P.T. Rethesh, Annu Kuriakose, (2023), In their study, It shows that. Every nation's tourism sector contributes significantly to its economic development. In recent times, India's tourism industry has expanded rapidly, positioning it as the most sought-after travel destination for both domestic and foreign travelers. It also significantly boosts the nation's gross domestic product (GDP), which in turn stimulates the relatively new sector of medical tourism in India, which is driven by the country's ability to provide high-quality treatment at comparatively low costs. Coimbatore is one of the most well-liked locations for medical tourism, and Tamil Nadu is one of the states in India where one can take advantage of all-inclusive packages. The hospitals in Tamil Nadu offer many first-rate amenities and are well-equipped with the most recent testing services.

Dr. M. Vidya, Dr. K. Meenatchi Somasundari, (2023), In their study, They say about The pandemic has caused big changes in the lives of women who work in different jobs. Many people find it hard to make enough money to cover all their expenses. Work life balance means being able to juggle personal and work activities in your life. There are many different roles in a family, just like there are many roles at work. Success depends on being able to match the two. Continuous learning and improvement are important to achieve career goals and balance family needs for a better life. However, it has been seen that many people struggle to balance their time properly, which causes problems in both aspects of their lives. This study looks at how well women can balance their work and personal lives in different types of jobs. The research was just describing things, so we picked 100 women from different jobs

using an easy method. Then we used math tools to look at the results.

RESEARCH METHODOLOGY

Research methodology is a systematic approach to solve a research problem, involving the collection, analysis, and interpretation of data. It includes various methods and techniques chosen based on the research question. This methodology guides the researcher in collecting empirical evidence in a replicable and scientifically sound manner. It encompasses qualitative, quantitative, or mixed methods to establish credible findings.

Area of the study

This research is being done in the Suler taluk.

Research design

A research design is an arrangement of conditions for collection and analysis of data in a manner that aims to combine with relevance to the research purpose with economy in procedure. The research design used in this study was descriptive in nature since it includes survey and findings enquiries of different kinds it describes the state of affairs as it exists at present.

Methods of data collection

Information was gathered from primary and secondary sources

- **PRIMARY DATA**

The purpose of a structured questionnaire is to collect quantitative information on customer work life balance, preferences, and perceptions. The survey was approved, the data was gathered from the Suler taluk, and the questions were open-ended.

- **SECONDARY DATA**

Information that already exists and was gathered from many sources, such as books, and websites, is referred to as secondary source.

Sample size

For the study, a sample of 110 responders was selected.

STATISTICAL ANALYSIS

- + Simple percentage analysis
- + Chi square
- + Anova

DATA ANALYSIS AND INTERPRETATION

1.1 SIMPLE PERCENTAGE ANALYSIS:

TABLE 1.1.1: HOW MANY HOURS DO YOU WORK PER WEEK?

VALID	FREQUENCY	PERCENT
Less than 20 hours	2	1.8
21-30 hours	13	11.8
31-40 hours	17	15.5
More than 40 hours	78	70.9
Total	110	100.0

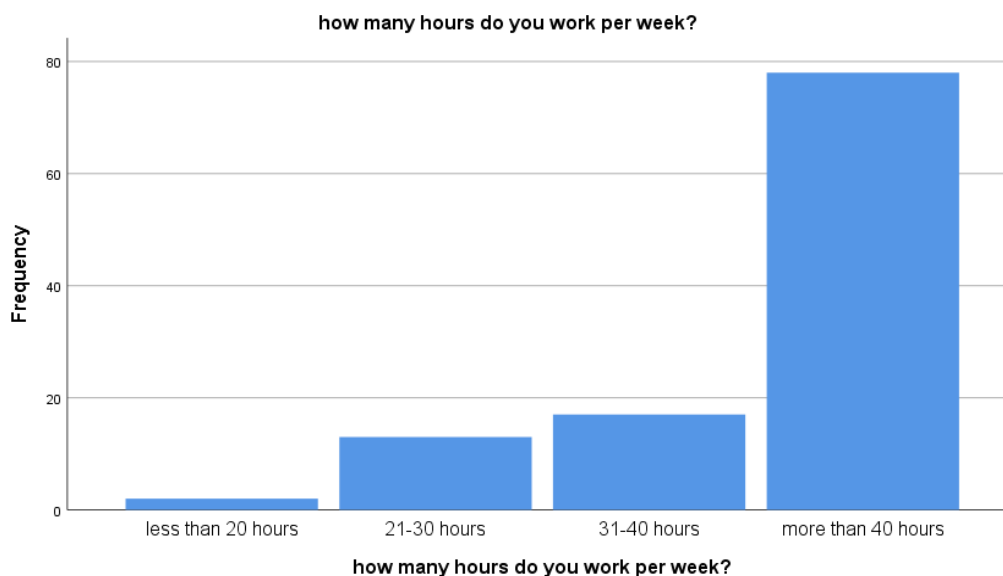
primary source

INTERPRETATION:

From the above table it is found that 70.9% of the respondents works More than 40 hours per week, 15.5% of the respondents works 31-40 hours per week, 11.8% of the respondents works 21-30 hours per week and 1.8 % of the respondents works Less than 20 hours per week.

Hence it was found that majority of the respondents are working More than 40 hours per week.

CHART 1.1.1:



1.2 CHI SQUARE:

H0: There is no significance of association between marital status and working hours of the respondent.

H1: There is an significance of association between marital status and working hours of the respondent.

TABLE 1.2.1: HYPOTHESIS BETWEEN MARITAL STATUS OF THE RESPONDENT AND WORKING HOURS OF THE RESPONDENT PER WEEK

	Value	df	Asymptotic significance (2-sided)
Pearson Chi-Square	17.621731	9	.040
Likelihood Ratio	14.934	9	.093
Linear-by-Linear Association	2.819	1	.093
No.of Valid Cases	110		

primary source

INTERPRETATION:

The significant value is 0.040, it is less than 0.050. Hence, we reject the null hypothesis. It was concluded that there is an association between marital status of the respondent and working hours of the respondent per week.

1.3 ANOVA:

H0: There is no significant difference between work-life and work-life balance affected your overall well-being.

H1: There is a significant difference between work-life and work-life balance affected your overall well-being.

TABLE 1.3.1: HYPOTHESIS BETWEEN WORK-LIFE AND work-life balance affected your overall well-being

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	49.437	3	16.479	2.888	.039
Within Groups	604.935	106	5.707		
Total	654.373	109			

primary source

INTERPRETATION:

The significant value is less than 0.050. So, we reject the null hypothesis. Hence it explains that there is a significant difference between work-life and work-life balance affected your overall well-being.

forward. By fostering these connections, you not only gain access to a diverse range of perspectives and experiences but also cultivate a strong support system that can help navigate the challenges and triumphs of your career journey.

FINDINGS:

- Majority 70.9% of the respondents works More than 40 hours per week.
- There is an association between marital status and working hours of the respondent.
- There is an association between work-life and work-life balance affected your overall well-being.

CONCLUSION

In conclusion, the study on work-life balance of women employees in the pharmacy sector within Sulur Taluk has revealed multifaceted insights into the challenges and opportunities faced by these professionals. The research underscores the critical importance of work-life balance for women in the pharmacy field, highlighting how it significantly influences their job satisfaction, productivity, and overall well-being. Key findings indicate that women employees in this sector grapple with balancing their professional responsibilities and personal duties, often leading to stress and work-life conflict. Despite these challenges, many respondents demonstrated resilience and a proactive approach to managing these demands through various strategies, such as flexible work schedules, prioritizing tasks, and seeking support from family and employers. Moreover, the study emphasizes the importance of individual strategies employed by women to manage their work-life balance. Time management, self-care, and setting boundaries between work and personal life were among the techniques that respondents found beneficial. The implications of this study extend beyond the pharmacy sector in Sulur

DISCUSSION

Many professionals today find themselves struggling to maintain a healthy work-life balance, often prioritizing their work commitments over personal needs. Introducing flexible work hours has emerged as a solution to this dilemma, allowing individuals to better manage their responsibilities both at work and in their personal lives. By advocating for flexible work arrangements, organizations can empower their employees to achieve a greater sense of equilibrium and fulfillment. Joining a community of like-minded women in similar professional roles offers a wealth of benefits, including the opportunity to connect on a deeper level, exchange valuable advice, receive much-needed support, and explore networking opportunities that can propel your career

Taluk, offering insights that could inform broader discussions on gender, work-life balance, and employment practices in various industries. As society continues to evolve, ongoing research and dialogue on these topics remain essential to address the changing needs and aspirations of the workforce, particularly for women seeking to balance their careers with personal life commitments.

Declaration by Authors

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