

A review of factors influencing job-home balance of Indian women employees in service sectors

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Abstract: Women employees are playing a major role in Indian service sectors since they find their career more suitable there. But in the present dynamic organisational environment women employees face difficulty in keeping their job and home domains equal and stable. Therefore, the present study looks into the factors that influence job-home balance (JHB) of women employees working in India. The sample considered for the study composes of 360 women employees in India working in different service sectors such as banking, education, insurance, medical and BPO. Using a structured questionnaire, the data is collected and analysed through factor analysis, correlation, and multiple regression analysis. The results showed that JHB is influenced by the factors such as demographic variables, job environment, nature of job, personal relationship, personal wellbeing and stress management. Also, these factors have showed a significant and strong relationship with JHB.

Keywords: demographic variables; DVs; India; job-home balance; JHB; factors; job environment; JE; nature of job; NJ; personal relationship; PR; personal wellbeing; PWB; service sectors; stress management; SM; women employees.

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Biographical notes: K. Thriveni Kumari is having 19 years of teaching experience. She completed her post-doc at the IIM Calcutta. She published 36 research papers, one book and 13 book chapters. She presented 18 papers in national and international conferences. In her service she guided two PhD scholars and worked with two funded projects. Her area of interests is organisational behaviour, human resource management, work family conflict, career advancement, job-home balance, emotional intelligence and psychological capital.