

SOCIAL AND FAMILY PROBLEMS: WOMEN EXECUTIVES WORKING IN NCR

ABSTRACT

In today's fast-paced busy life, every professional has to undertake more than one responsibility, which demands striking a balance between work life and social life. The present paper examines the problems related to women executives in their social and family life. The primary objective of this paper is to analyze the perception regarding various social and family problems faced by women executives of service sector and manufacturing sector. The primary data has been collected, from 120 working executives, through structured interview. The purposive sampling method has been used to conduct interview. Further the collected data analyzed with the help of statistical tools like frequency distribution, mean and standard deviation. To test the hypothesis, t-test and ANOVA have been used and to find out correlation between social and family problems, Karl Pearson coefficient of correlation has been applied. The study concluded that the women executives living in nuclear family, having children, without domestic help, experience less of work life balance as having dependents in their family has shown higher degree of agreement about mentioned social and family problems.

Keywords : Work life Policies, Women Executives, Social and Family Problems, Personal Support System, NCR.

* Associate Prof., DAV Institute of Management, India

** Assistant Prof., DAV Institute of Management, India

Today, with technology reaching its peak and competition in every sector, professionals have to always put extra efforts to strike a balance between personal and professional lives. A slightest imbalance, in any one of personal and professional lives, can instantly affect the other and may cause huge distress to the individual concerned. The composition of today's workforce constitutes a significant proportion of women professionals who are managing family, children and work. As a result, balancing work and profession has become an essential part of life for women executives. A significant percentage of women executives feel that taking care of day to day functioning of family is considered as women's responsibility, which affects their career decisions (Budhapriya 2009). As geographical mobility is risky for career progression and for family balance, many women managers choose to remain rooted at one place as tied-stayers (Bielby and Bielby, 1992). To lessen such type of problems women executives compromise with their jobs in favor of family (Joshi 1990).

The growing number of educated women in India who are now participating in the urban, organized, industrial sector in technical, professional, and managerial positions has been accompanied by a steady growth in dual career families (Komaraju 1997). Research conducted by Davidson and Cooper in 1983, found that as a rule, women managers experienced significantly more pressure and reported more stress manifestations than their male counterparts. Even though career demands may be equal for both the partners, married women executives do not receive the support they need from the organizations and society (Davidson and Cooper, 1986). A research on working women in India by (Sekran, 1992), shows that work and family dilemmas are often different from those reported by women in the west. Research conducted by Rout, Lewis and Kagan (1999) finds that women in India experience considerable pressure, in the morning before going out to work and after work have to do all that is necessary for the family.

Balancing work and family roles has become a key personal and family issue for many societies. Work and family are the two most important aspects in people's life and, contrary to the initial belief that they are distinct parts of life; these domains are closely related.



REVIEW OF LITERATURE

Several researchers have indicated different aspects of work-life balance with special reference to working women. A brief review of some studies are as follows:-

Rastogi and Bansal (2012), conducted a research to examine the impact of family responsibilities on Women Professionals after marriage on career decisions. The study was conducted with 140 women professionals working in public sector, private sector, government services and in NGOs across different levels through purposive random sample method. Results indicated that Indian Women's career decisions are considerably affected by their family responsibilities. Further

the study concluded that children's responsibility, lack of spousal support and structure of family hinder their ability to advance as women prioritize family over work.

Kumar and Sundar (Dec 2012), conducted a research to study factors that prevent women employees from aspiring for higher posts and further to study the impact of work-life of women employees on their social life. The study was conducted on the basis of a sample of 120 women executives working in public, private and new generation private sector banks in Puducherry. The factors for first objective were 'taking care of the family', 'combining domestic work and office work leaves no time for making us fit for higher posts', 'Physical strain necessitating longer hours of stay in the office', 'Strain of frequent tours and/ field visits' and 'Fear of transfer which disturbs family life and domestic peace'. Further factors taken to study the impact of work-life of women employees on their social life were 'satisfaction with contribution at home', 'Adverse effect on children's education', 'behavioral problems of children', 'hindrances of domestic responsibilities at career', 'work emergencies affecting domestic life' and 'ability to cope with work and career'. The analysis indicates that women employees from the nuclear family are more disturbed by the fear of transfer and consequent loss of peace of mind. Women professionals from nuclear family are found to be more under performing than those from joint family. As regards ambition for career growth, unmarried and single categories have moderate ambition.

Patwa (2011), carried out a research with a sample 110 working professionals of banking and insurance sector to study their level of work life balance. She discussed concern for employees on the basis of 'Care of Elders', 'Educating Children', 'House work', and 'Shopping'. The study found that involvement of women professionals for all the four factors is more than men professionals. The study also concluded that working professionals are not able to spend enough time with their family. And this problem is more faced by employees of Insurance sector than the employees of banking sector.

Budhapriya (2009) conducted a study with 121 women professionals working in government services, public sector, private sector, and in NGOs across different levels to analyze barriers in the way of women professionals' career advancement. Findings of the study indicated that factors 'commitment to family responsibility' and 'lack of gender sensitive policies by the employer' are considered as important barriers, which affect the career advancement of women professionals to senior positions. Women professionals agree that children's responsibility hinders their ability to advance and therefore they are not able to utilize their full potential and at times they have to make career trade-offs because of the family responsibilities.

Eswari (2009) discussed 'Job Security', 'Unemployment' and 'Health Problems' as common problems faced by working women, whereas 'Dual responsibility', 'Working Women and Children', 'Control over Income' and 'Restriction on Movement' as problems related to the attitude of society and family.

Gunavathy and Suganya (2007) traced the causes, consequences and interventions for work life balance among married women executives of BPO sector. The authors have categorized causes for work life imbalance as organizational factors (work-related, time-related and relationship-related factors) and personal factors (lack of family support, marital conflicts and frequent change in sleeping patterns). Further consequences of work-life imbalance are stress, burnout, insufficient time for family, health problems, displacement of negative emotions on family members and on co-workers and poor work performance.

Beena C. (1999) conducted a research on a sample of 319 women executives from manufacturing, consultancy and service Industries to find out the difference and relationship between role conflict, role ambiguity and role overload experienced by the women executives in the Private and Public sector organizations and also tried to find out the association of family responsibilities with role conflict, role ambiguity and role overload experienced by women executives. According to the results of role overload is predominant due to their double role. 'Family responsibilities' is positively related with role conflict, and role overload. There is a significant positive relationship between role conflict and family responsibilities of women executives. Family environment and work environment are the two factors that contribute to the enhancement of complications or problems for employed women, and between the two, the non-job factors or family-related factors weigh more importantly for women (Joshi, 1990).

Summary of some important studies related to social and family problems

SR. No.	Social and Family Problems	Researchers
1.	Dual Responsibility	Kumar and Sunder (Dec 2012), Kumar and Sunder (July 2012), McKiney & Company (2012), Gunavathy and Suganya (2007), Siobhan E. Austen and Elisa R. Birch (2000), Beena C. (1999), Eswari (2009)
2.	Restriction on Movement	Kumar and Sunder (Dec 2012)
3.	Lack of time to maintain Social Networking (role of women)	Reeta Chakrabarti (Nov 2013)
4.	Lack of time for Family	Patwa P. (2011), Buddhapriya (2009), Beena C. (1999), Rawari (2009)
5.	No help from Family Members	Gunavathy and Suganya 2007, A Khetarpal, G Kochar (2005)
6.	Responsibility of Elders	Patwa P. (2011), Beena C. (1999).
7.	Priority to Career Advancement	Rastogi and Bansal (2012), Kumar and Sunder (Dec 2012), Buddhapriya (2009)
8.	Overburden at Workplace	G.Shiva (2013), Kumar and Sunder (Dec 2012)
9.	Professional Diseases	Kumar and Sunder (July 2012), Gunavathy and Suganya (2007), Rawari (2009)
10.	High Expectations of Family Members related to domestic Duties	Siobhan E. Austen and Elisa R. Birch (2000), Patwa P. (2011)

The above mentioned review of literature clearly states that various researchers have conducted research to dig out the various social and family problems. It has reflected that no study has included all the social and family problems listed in the table. Hence the present study is a step in this direction to analyse the perception of working women on various social and family problems. Further it is worthy to mention that the

social and family problems included in study are interrelated, so the present paper has also tried to establish correlation among various social and family problems.



ETHODOLOGY OF THE PRESENT STUDY

While much research has been conducted on the work life balance and workplace problems, a little research has examined the family and social problems faced by working women. The current study mainly aims at the various family and social problems faced by women executives.

Objectives and Hypotheses of the Study

1. The objective of the study is to analyze the perception on various social and family problems faced by women executives working in service and manufacturing sector in NCR region,
2. Further the study attempts to find out the difference of perception regarding various social and family problems faced by women executives on the basis of demographic variables such as marital status, education, family structure, dependents in family, domestic helper, sector of employment, having children, age, income level and total work experience.
3. To find out the inter correlation between the various social and family problems faced by working women in NCR.

On the basis of these objectives following hypotheses are formulated:

H_{01} : Social and family problems faced by women executives do not differ significantly on the basis of marital status of the respondents.

H_{02} : Social and family problems faced by women executives do not differ significantly on the basis of level of education of the respondents.

H_{03} : Social and family problems faced by women executives do not differ significantly on the basis of structure of family of the respondents.

H_{04} : Social and family problems faced by women executives do not differ significantly on the basis of having dependents in the family of the respondents.

H_{05} : Social and family problems faced by women executives do not differ significantly on the basis of having domestic helper in the family of the respondents.

H_{06} : Social and family problems faced by women executives do not differ significantly on the basis of sector of employment of the respondents.

H_{07} : Social and family problems faced by women executives do not differ significantly on the basis of having children of the respondents.

H_{08} : Social and family problems faced by women executives do not differ significantly on the basis of various age groups of the respondents.

H₀₉: Social and family problems faced by women executives do not differ significantly on the basis of various income groups of the respondents.

H₀₁₀: Social and family problems faced by women executives do not differ significantly on the basis of total work experience of the respondents.

H₀₁₁: There is no significant inter correlation among various social and family problems faced by women executives working in service and manufacturing sectors.



METHODS OF DATA COLLECTION

To achieve the objectives of the study a structured questionnaire has been used to collect primary data (structured interview) for the study. The various problems studied in the paper have been extracted from the various research papers mentioned in the review section. The respondents were asked to indicate their responses regarding various social and family problems on a five point Likert Scale (1 for strongly agree and 5 for strongly disagree). The sample for conducting the survey is confined to Delhi, Faridabad and Noida. The sample of 120 working women from service sector and manufacturing sector were interviewed with the help of purposive sampling method.

Statistical Tools

The collected primary data is ordinal in nature and has been analyzed by using descriptive statistics such as percentages, mean scores and standard deviation. To test reliability and validity of data, cronbach's alpha has been used and value was greater than .79. It indicates reliability of the data is high and the measure could be used for the study. To test the null hypotheses, t-test and F-test have been applied. The 'Structure-Direct Survey' method was used to design the survey as it is the most popular data collection method involves administering a questionnaire (Malhotra and Dash, 2011). There is a correlation among various social and family problems faced by working women (Nezhad, Goodarzi and Roushani, 2010). To find out the correlation among various factors related to social and family problems, Karl Pearson coefficient of correlation has been used. These statistical techniques are run through SPSS version 19. Following table shows distribution of demographic characteristics of respondents for the present study.



ANALYSIS AND FINDINGS

To find out the hierarchy of the various social and family problems mean values and their respective ranks are calculated (table 2). It is very much clear that 'Dual Responsibility' is the most intense family problem faced by the women executives, followed by 'Responsibility of Elders', 'Lack of time to maintain Social Networking' and 'Lack of time for Family Affairs'. One very important finding of the study revealed that women executives have reflect their disagreement towards the 'No help from Family Members', but here the value of standard deviation is also above 1, hence there is a wide variation of views regarding this issue among women executives under this

study.



DEMOGRAPHIC VARIABLES AND VARIOUS SOCIAL AND FAMILY PROBLEMS FACED BY WOMEN EXECUTIVES

This section of the paper will bring forth the analysis related to perception of women executives according to their demographic characteristics. Table 3 depicts variation of perception of women executives according to their marital status. The perception regarding the problem 'Responsibility of Elders' differs significantly at 1 percent level of significance. The unmarried women executives are almost neutral to this problem whereas married women executives consider this as a problem in balancing their responsibilities at family and workplace. Further the study indicates that the perception of both groups differ significantly in case of two problems namely 'Restriction on Movement' and 'Professional Diseases' at 5 percent level of significance. As suggested by mean values of the problem 'Restriction on Movement', married women executives consider it more problematic in comparison to single women executives.

Similar results have been found in the study of Kumar and Sunder (2012), he reveals that fear of transfer and restriction on movement are more problematic in case of married working women executives.

To find out the education wise difference of perception and testing the Hypothesis (H01), t-test has been applied. As depicted in table 4, 'Restriction on Movement' is significant at 1 percent level of significance, and mean value of graduate women executives reflects that they feel more restricted than postgraduate women executives. The perception regarding 'Dual Responsibility' differs significant at 95 percent level of confidence and mean values of this problem reflects that graduate women executives (mean = 1.75) and post graduate women executives (mean = 1.12) both agreed that dual responsibility is a problem in the way of achieving work-life balance, but the second group of respondents have higher degree of agreement. Remaining problems does not provide any evidence of significant difference in opinion of respondents on the basis of education level.

In Table 5 (structure of family), it is viable that the opinion related to social and family problems such as 'Dual Responsibility', 'Lack of time to maintain Social Networking', 'Lack of time for Family', 'Priority to Career Advancement', 'Professional Diseases' and High Expectations of Family Members related to Domestic Duties women executives have shown significant difference of perception at 99 percent level of confidence as structure of family is concerned. Whereas the problems, 'Restriction on Movement' and 'Overburden at Workplace', show significant difference of opinion at 5 percent level of significance. Hence the study concludes that there is a strong association of social and family problems and the type of family structure. The study support the results of the studies conducted by Rastogi and Bansal (2012), Buddhapriya (2009), Kumar and Sunder (2012).

To find the variation in the opinion of the women executives having dependents and not having dependents, t-test has been applied and results have been shown in Table 6. The perception of women executives differ significantly in case of 'Priority to Career Advancement' and 'Professional Diseases' at 1 percent level of significance as there is a extended difference in their mean values. Further 't' values indicate that both the issues are more intense for women executives having dependent in their family than those, who don't have dependents in their family. The problems 'Lack of time for Family' and 'Overburden at Workplace' show difference of opinion at 5 percent level of significance and found more problematic for the women executives having dependents.

To find out the variation in the opinion of the women executives having domestic helper and not having domestic helper, t-test has been applied and results have been shown in Table 7. It reflects significant difference in the perception of women executives, only for the problem 'No help from Family Members' at 5 percent level of significance. It concludes that there is no impact of domestic helper on the social and family life problems faced by women executives. Both the groups of respondents have shown almost similar perception, as the differences of mean values are not significant.

The women executives of different age groups have difference of opinion regarding the issues namely 'Dual Responsibility', 'No help from Family Members', 'Responsibility of Elders' at 1 percent level of significance and 'Restriction on Movement', 'Overburden at Workplace' and 'Professional Diseases' at 5 percent level of significance. Hence it can be concluded that age of the respondents has significant bearing on the problems faced by women executives in their social and family life. One interesting outcome from the table is that almost every issue mentioned in table 8 is perceived as less problematic by women executives who belong to the first age group (below 24 years).

Table 9, presents the acceptance or rejection of null hypothesis and accordingly 'F' values calculated on the basis of annual income of women executives surveyed under this study. Regarding the problem, 'Responsibility of Elders', women executives have shown significant difference of opinion at 5 percent level of significance. Remaining other issues has no significant difference in the opinion of women executives with varied income groups. Mean values from table 9 specify that the problem 'Responsibility of Elders' be considered less challenging by women executives of income group above 6 lakhs than the other two groups.

In Table 10, problems faced by women executives in their social and family lives, namely 'Dual Responsibility', 'Lack of time to maintain Social Networking', 'No help from Family Members', 'Priority to Career Advancement', 'Overburden at Workplace', 'Professional Diseases' and High Expectations of Family Members related to Domestic Duties have significant difference of opinion at 1 percent level of significance on the basis of their length of work experience. The issues 'Restriction on Movement' and 'Responsibility of Elders' are significantly differs at 95 percent level of confidence. Hence, it can be

depicted that years of experience has significant bearing on the social and family problems. Mean scores of 'Restriction on Movement' indicate that with the increase in the length of employment, women executives became skilled to face the various problems in the way of their work-life balance. Further mean scores of the problem 'Responsibility of Elders' indicates that all groups of women executive other than having work experience above 10 years as a challenge to work-life balance.

As depicted by table 11, all the problems faced by women executive at their family and social front, there is an absence of significant association with respect to their sector of employment. It reflects that sector of employment has no significant relation with social and family problems.

Table 12, describes that the social and family problems faced by women executives have significant difference of opinion in case of 'Dual Responsibility', 'Responsibility of Elders' and 'Professional Diseases' at 1 percent level of significance on the basis of having or not having children. Mean scores related to the mentioned issues portray that, women executives having children think that all the mentioned problems are more challenging in the way of achieving work-life balance. Further women executives have different opinion regarding 'Restriction on Movement' at 5 percent level of significance on the basis of having children or not having children.



CORRELATION AMONG SOCIAL AND FAMILY PROBLEMS

Women executives have to face various social and family problems and these problems are not independent to each other (Nezhad, Goodarzi and Roushani, 2010). It has been found that there exists relationship among all these listed problems. Table 13 reflects that 'Dual Responsibility' has significant relation with 'Restriction on Movement', 'Lack of time to maintain Social Networking' and 'Professional Diseases' at 1 percent level of significance and 'Priority to Career Advancement' at 5 percent level of significance. It is also clear from table that 'Dual Responsibility' is positively correlated with all the listed problems. It indicates that as dual responsibility rises, all other problems also increase in same direction. According to coefficient of correlation the problem 'Restrictions on Movement' have shown negative correlation with 'Lack of time to maintain Social Networking' (significant), 'Lack of time for Family', 'Responsibility of Elders', 'Priority to Career Advancement' and 'Professional Diseases' (significant).

It is viable from table 13 that 'Lack of time to maintain Social Networking' has significant relation with 'Lack of time for Family', 'Priority to Career Advancement' and 'Professional Diseases' at 1 percent level of significance. From coefficient of correlation, it is evident that the problem 'Lack of time to maintain Social Networking' positively correlated with 'Lack of time for Family' and 'Professional Diseases', whereas it is negatively correlated with 'Priority to Career Advancement' (significant) and 'Responsibility of Elders' (insignificant).

Further Table represents significantly negative relation of

'Lack of time for Family' with 'Priority to Career Advancement' and significantly positive with 'Professional Diseases' at 5 percent level of significance. It is depicted from the study that 'No help from Family Members' has significant relation with 'Priority to Career Advancement' at 5 percent level of significance. Coefficient of correlation tells that the problem 'No help from Family Members' is negatively correlated with problem 'Priority to Career Advancement'.

Coefficient of correlation from the table 13 suggests that 'Responsibility of Elders' is positively and significantly (at 5 percent) related to 'Priority to Career Advancement'. It indicates that women executives, having responsibility of elders are not able to pursue any training programme or course work for their career advancement. On the other side, the same issue has negative but insignificant correlation with 'Restriction on Movement', 'Lack of time to maintain Social Networking', 'Lack of time for Family', 'No help from Family Members' and 'High Expectation of Family Members'.

Table 13 explains the significant relationship of 'Priority to Career Advancement' with 'Overburden at Workplace', 'Professional Diseases' and 'Lack of time to maintain Social Networking' at 1 percent level of significance. It further specify that women executives, who are feeling overburden at their workplace and suffering with professional diseases, are not able to give consideration to their career. Further table indicates that the problem 'Overburden at Workplace' has significant relation with 'Professional Diseases' and High Expectations of Family Members related to Domestic Duties at 1 percent level of significance. The coefficient of correlation also reveals that women executives, feeling overburden at their workplace, think that they are not able to meet the expectations of their family members and as a result they feel themselves under stress, which becomes a cause of professional diseases.



FINDINGS AND SUGGESTIONS

Life is discussed various multi-faceted for every working professional. Every individual is unique and each one is driven by a different need in life. Such a versatile life needs to continuously adjust its sail to emerge with flying colours. The present paper discusses family and social life problems faced by working women and impact of demographic variables on their social and family problems faced by them. Findings of study indicate that out of total 8 family and social problems (SF1, SF2, SF3, SF4, SF7, SF8, SF9, SF10) are more significant for women executives living in nuclear family. Our study support the finding of the study conducted by Kumar and Sunder (December 2012) and Buddhapriya (2009). Further the study finds out that children responsibility also affect the family and social life of women executives and it supports the results of Buddhapriya (2009). The study also highlights that the respondents group related to less years working experience have comparatively higher degree of agreement related to the family and social problems (SF1, SF2, SF3, SF5, SF6, SF7, SF8, SF9, SF10) and further the women's having dependents in their family admits that they face problems

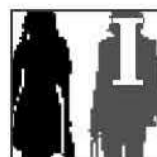
because they have to gave more time to family and social commitments in contrast to the women without dependents in their families. One viable finding of the study is that sector of employment does not have any impact on the perception of women executives regarding social and family problems. The value of coefficient of correlation value have shown that 'Dual Responsibility' has positive correlation with all the listed issues related to women executives, whereas the issues 'Restriction on Movement', 'Responsibility of Elders' and 'Priority to Career Advancement' have some negative correlation aspects. It is also clear the study that 'Dual Responsibility' has positive and meaningful association with all the social and family problems covered under study. It indicates that as dual responsibility rises, all other problems also increase in same direction. Further the study also reflects strong association of social and family problems with the type of family structure.

Present study also asked an open-ended question from the respondents. The answer of that question suggests some helping strategies such as flexible timings, work from home, posting at nearest branches and offices, transport facilities, attention to the mental and physical health of the women executives and counseling sessions to reduce their stress level.



CONCLUSIONS

The present study concluded that the respondents of different groups related to sector of employment, domestic helper, income, education and marital status have less difference of perception related to the mentioned problems in the study. Further, the study concludes that the variables namely age of the respondents, length of working experience, family structure, having children and dependents in the family have association with the various family and social problems studied in this paper.



IMPLICATIONS/RESEARCH DIRECTIONS

An awareness of such a study will help HR professionals to understand the social and family problems of women executives and design policies and procedures to facilitate employees to experience a work-life balance. The study may also help to male counterparts, in dual career families, in resolving these problems of women executives.

The present study is limited to service and manufacturing sectors in NCR. Future research can include other aspects related to women executives. Some suggested areas from our side are studying social and family problems faced by women executives in specific sector. Also it can be expanded to problems faced by women executives at workplace.

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Tables

Table 1: Distribution of Respondents on the basis of Demographic factors

DemographicVariables	Categories	No. of Respondents
Marital Status	Single	26(22%)
	Married	94 (78%)
Level of Education	Upto Graduation	58(48%)
	Upto post Graduate	62 (52%)
Structure of Family	Joint family	43 (36%)
	Nuclear	77 (64%)
Dependents in the Family	Yes	26(22%)
	No	94 (78%)
Domestic Helper	Yes	38 (32%)
	No	82 (68%)
Sector of Employment	Service Sector	77 (64%)
	Manufacturing sector	43 (36%)
Children	Yes	31 (26%)
	No	89 (74%)
Age	Below 25 years	15 (13%)
	26-35 years	69 (57%)
	34 – 43 years	36 (30%)
Income	Upto 3 Lakhs	36 (30%)
	3 – 6 Lakhs	45 (38%)
	Above 6 Lakhs	39 (32%)
Work Experience	Less than 1 Year	24 (20%)
	1 to 5 years	47 (39%)
	6 to 10 years	43 (36%)
	Above 10 Years	06 (5%)

Source: Primary Data

Table 2: Overall Mean Values and S.D. of Social and Family Problems Faced by Women Executives

Sr. No.	Problems Faced in Social and Family Life	Mean	Rank	Std. Deviation
1.	Dual Responsibility (SF1)	1.42	1	.992
2.	Restriction on Movement (SF2)	2.66	8	1.048
3.	Lack of time to maintain Social Networking (SF3)	1.98	3	.428
4.	Lack of time for Family (SF4)	2.00	4	.535
5.	No help from Family Members (SF5)	3.36	10	1.083
6.	Responsibility of Elders (SF6)	1.74	2	.853
7.	Priority to Career Advancement SF7)	2.18	5	1.024
8.	Overburden at Workplace (SF8)	2.24	6	.797
9.	Professional Diseases (SF9)	2.70	9	.909
10.	High Expectations of Family Members related to Domestic Duties (SF10)	2.52	7	.677

Compiled from Primary Data

Table 3: Perception of Women Executives Regarding Social and Family Problems According to Marital Status

Problems Faced in Social and Family Life	Single		Married		t-values (Sig.)	Hypothesis H ₀
	Mean	S.D.	Mean	S.D.		
Dual Responsibility (SF1)	1.55	1.214	1.38	0.935	.407 (.691)	Accepted
Restriction on Movement (SF2)	2.00	0.756	2.79 (0.26)*	1.056	-2.513	Rejected
Lack of time to maintain Social Networking (SF3)	1.82	0.405	2.03	0.428	-1.483 (.157)	Accepted
Lack of time for Family (SF4)	2.00	0.632	2.00	0.513	.000 (1.00)	Accepted
No help from Family Members (SF5)	2.82	0.982	3.51	1.073	-2.030 (.058)	Accepted
Responsibility of Elders (SF6)	2.55	1.036	1.51	0.644	3.41 (.008)**	Rejected
Priority to Career Advancement (SF7)	2.36	1.027	2.13	1.031	.671 (.521)	Accepted
Overburden at Workplace (SF8)	2.45	0.934	2.18	0.756	.897 (.385)	Accepted
Professional Diseases (SF9)	3.18	0.751	2.56	0.912	2.293 (0.33)*	Rejected
High Expectations of Family Members related to Domestic Duties (SF10)	2.36	0.505	2.56	0.718	-1.051 (.304)	Accepted

Note: ** Significant at 1 percent level of Significance * Significant at 5 percent level of Significance

Table 4: Perception of Women Executives regarding Social and Family Problems according to level of Education

Problems Faced in Social and Family Life	Graduate		Post Graduate		t-values (Sig.)	Hypothesis H ₀
	Mean	S.D.	Mean	S.D.		
Dual Responsibility (SF1)	1.75	1.225	1.12	0.588	2.305 (0.28)*	Rejected
Restriction on Movement (SF2)	2.09	1.019	3.16	0.800	-3.962 (0.000)**	Rejected
Lack of time to maintain Social Networking (SF3)	2.08	0.504	1.88	0.326	1.642 (.109)	Accepted
Lack of time for Family (SF4)	2.08	0.504	1.92	0.560	1.065 (.292)	Accepted
No help from Family Members (SF5)	3.21	0.977	3.50	1.175	-9.57 (.343)	Accepted
Responsibility of Elders (SF6)	1.83	0.868	1.65	0.846	.739 (.463)	Accepted
Priority to Career Advancement (SF7)	2.33	1.129	2.04	0.916	1.009 (.381)	Accepted
Overburden at Workplace (SF8)	2.17	0.816	2.31	0.788	-.620 (.538)	Accepted
Professional Diseases (SF9)	2.75	0.944	2.65	0.892	.369 (.713)	Accepted
High Expectations of Family Members related to Domestic Duties (SF10)	2.38	0.576	2.65	0.745	-1.487 (.144)	Accepted

Note: ** Significant at 1 percent level of Significance * Significant at 5 percent level of Significance

Table 5: Perception of Women Executives regarding Social and Family Problems according to Structure of Family

Problems Faced in Social and Family Life	Nuclear		Joint		t-values (Sig.)	Hypothesis H ₀
	Mean	S.D.	Mean	S.D.		
Dual Responsibility (SF1)	1.66	1.181	1.00	0.992	3.144 (.004)**	Rejected
Restriction on Movement (SF2)	2.38	1.063	3.11	1.048	-2.605 (.013)*	Rejected
Lack of time to maintain Social Networking (SF3)	2.13	0.336	1.72	0.428	3.253 (.003)**	Rejected
Lack of time for Family (SF4)	2.22	0.420	1.61	0.535	4.352 (.000)**	Rejected
No help from Family Members (SF5)	3.59	0.911	2.94	1.083	1.923 (.065)	Accepted
Responsibility of Elders (SF6)	1.66	0.902	1.89	0.853	-.971 (.337)	Accepted
Priority to Career Advancement (SF7)	1.91	0.995	2.67	1.024	-2.745 (.009)**	Rejected
Overburden at Workplace (SF8)	2.44	0.669	1.89	0.797	2.258 (.032)*	Rejected
Professional Diseases (SF9)	3.00	0.880	2.17	0.909	3.655 (.001)**	Rejected
High Expectations of Family Members related to Domestic Duties (SF10)	2.75	0.718	2.11	0.677	4.313 (.000)**	Rejected

Note: ** Significant at 1 percent level of Significance * Significant at 5 percent level of Significance

Table 6: Perception of Women Executives regarding Social and Family Problems according to Existence of Dependents

Problems Faced in Social and Family Life	Yes		No		t-values (Sig.)	Hypothesis H ₀
	Mean	S.D.	Mean	S.D.		
Dual Responsibility (SF1)	1.27	0.467	1.46	1.097	-.839 (.407)	Accepted
Restriction on Movement (SF2)	2.27	0.905	2.78	1.072	-1.549 (.138)	Accepted
Lack of time to maintain Social Networking (SF3)	2.00	0.000	1.97	0.486	0.33 (.744)	Accepted
Lack of time for Family (SF4)	1.90	0.674	2.36	0.447	-2.163 (.050)*	Rejected
No help from Family Members (SF5)	2.91	0.944	3.49	1.097	-1.728 (.101)	Accepted
Responsibility of Elders (SF6)	2.00	0.632	1.67	0.898	1.395 (.176)	Accepted
Priority to Career Advancement (SF7)	1.92	0.944	3.09	0.900	-3.661 (.002)**	Rejected
Overburden at Workplace (SF8)	2.00	0.000	2.31	0.893	-2.152 (.038)*	Rejected
Professional Diseases (SF9)	2.18	0.405	2.85	0.961	-3.384 (.002)**	Rejected
High Expectations of Family Members related to Domestic Duties (SF10)	2.36	0.809	2.56	0.641	-.758 (.462)	Accepted

Note: ** Significant at 1 percent level of Significance * Significant at 5 percent level of Significance

Table 7: Perception of Women Executives regarding Social and Family Problems according to Domestic Helper

Problems Faced in Social and Family Life	Yes		No		t-values (Sig.)	Hypothesis H ₀
	Mean	S.D.	Mean	S.D.		
Dual Responsibility (SF1)	1.00	0.000	1.56	1.180	-.758 (.462)	Accepted
Restriction on Movement (SF2)	2.93	0.829	2.52	1.151	1.361 (.182)	Accepted
Lack of time to maintain Social Networking (SF3)	1.86	0.363	2.03	0.460	-1.378 (.178)	Accepted
Lack of time for Family (SF4)	1.86	0.363	2.00	0.550	-1.055 (.298)	Accepted
No help from Family Members (SF5)	2.71	0.994	3.59	1.048	-2.724 (.011)*	Rejected
Responsibility of Elders (SF6)	2.00	0.877	1.62	0.853	1.384 (.179)	Accepted
Priority to Career Advancement (SF7)	2.36	0.497	2.12	1.200	.978 (.333)	Accepted
Overburden at Workplace (SF8)	2.14	1.099	2.29	0.676	-.479 (.683)	Accepted
Professional Diseases (SF9)	2.64	0.497	2.76	1.046	-.546 (.588)	Accepted
High Expectations of Family Members related to Domestic Duties (SF10)	2.57	0.852	2.53	0.615	.168 (.869)	Accepted

Note: ** Significant at 1 percent level of Significance

* Significant at 5 percent level of Significance

Table 8: Perception of Women Executives regarding Social and Family Problems according to their Age

Problems Faced in Social and Family Life	Below 25 years		25-35 years		Above 35 years		F-values (Sig.)	Hypothesis H ₀
	Mean	S.D.	Mean	S.D.	Mean	S.D.		
Dual Responsibility (SF1)	4.00	0.012	1.45	1.003	1.00	0.992	11.682 (.000)**	Rejected
Restriction on Movement (SF2)	1.00	0.009	2.63	1.098	2.93	1.048	3.334 (.45)*	Rejected
Lack of time to maintain Social Networking (SF3)	2.00	0.020	1.97	0.529	2.00	0.428	.027 (.088)	Accepted
Lack of time for Family (SF4)	2.00	0.011	2.00	0.559	2.00	0.535	.000 (1.00)	Accepted
No help from Family Members (SF5)	4.00	0.031	3.64	1.113	3.36	1.083	5.279 (.009)**	Rejected
Responsibility of Elders (SF6)	4.00	0.021	1.58	0.751	1.74	0.853	10.721 (.000)**	Rejected
Priority to Career Advancement (SF7)	2.00	0.015	2.09	1.156	2.18	1.024	.492 (.615)	Accepted
Overburden at Workplace (SF8)	2.00	0.018	2.45	0.869	2.24	0.797	4.012 (.025)*	Rejected
Professional Diseases (SF9)	4.00	0.021	2.76	1.001	2.70	0.909	3.189 (.050)*	Rejected
High Expectations of Family Members related to Domestic Duties (SF10)	2.00	0.013	2.67	0.645	2.52	0.677	2.566 (.088)	Accepted

Note: ** Significant at 1 percent level of Significance

* Significant at 5 percent level of Significance

Table 9: Perception of Women Executives regarding Social and Family Problems according to their Annual Income

Problems Faced in Social and Family Life	Upto 3 lakhs		3-6 Lakhs		Above 6 Lakhs		F-values (Sig.)	Hypothesis H ₀
	Mean	S.D.	Mean	S.D.	Mean	S.D.		
Dual Responsibility (SF1)	1.71	1.189	1.17	0.707	1.27	0.905	1.679 (.198)	Accepted
Restriction on Movement (SF2)	2.30	1.129	2.94	0.966	2.90	0.876	2.156 (.128)	Accepted
Lack of time to maintain Social Networking (SF3)	1.95	0.590	2.00	0.343	2.00	0.000	0.073 (.93)	Accepted
Lack of time for Family (SF4)	2.00	0.632	2.11	0.471	1.82	0.405	1.026 (.366)	Accepted
No help from Family Members (SF5)	3.48	1.123	3.33	1.188	3.18	0.874	.267 (.767)	Accepted
Responsibility of Elders (SF6)	1.67	0.856	1.50	0.786	2.27	0.786	3.202 (.050)*	Rejected
Priority to Career Advancement (SF7)	2.38	1.203	1.94	1.056	2.18	0.405	.876 (.423)	Accepted
Overburden at Workplace (SF8)	2.14	0.910	2.44	0.784	2.09	0.539	.938 (.398)	Accepted
Professional Diseases (SF9)	2.67	1.111	2.78	0.808	2.64	0.674	.103 (.902)	Accepted
High Expectations of Family Members related to Domestic Duties (SF10)	2.43	0.598	2.72	0.669	2.36	0.809	1.303 (.281)	Accepted

Note: ** Significant at 1 percent level of Significance

* Significant at 5 percent level of Significance

Table 10: Perception of Women Executives regarding Social and Family Problems according to their Length of Work Experience

Problems Faced in Social and Family Life	Less than 1 year		1-5 years		6-10 years		6-10 years		F-values (Sig.)	Hypothesis H ₀
	Mean	S.D.	Mean	S.D.	Mean	S.D.	Mean	S.D.		
Dual Responsibility (SF1)	2.80	1.549	1.16	0.375	1.00	0.000	1.00	0.001	15.287 (.000)**	Rejected
Restriction on Movement (SF2)	1.80	1.033	2.84	1.119	2.93	0.799	3.00	0.003	3.314 (.029)*	Rejected
Lack of time to maintain Social Networking (SF3)	2.40	0.516	1.74	0.452	2.00	0.000	2.00	0.011	7.298 (.000)**	Rejected
Lack of time for Family (SF4)	2.00	0.000	2.00	0.745	2.00	0.485	2.00	0.007	0.000 (1.00)	Accepted
No help from Family Members (SF5)	4.00	0.000	3.53	1.429	2.72	0.669	4.00	0.003	4.554 (.007)**	Rejected
Responsibility of Elders (SF6)	1.60	1.265	1.53	0.697	1.83	0.618	3.00	0.009	3.096 (.036)*	Rejected
Priority to Career Advancement (SF7)	1.20	0.422	2.42	1.261	2.33	0.686	3.00	0.003	5.273 (.003)**	Rejected
Overburden at Workplace (SF8)	2.80	0.422	2.26	0.991	1.78	0.428	3.00	0.004	5.973 (.002)**	Rejected
Professional Diseases (SF9)	4.00	0.000	2.16	0.834	2.50	0.514	3.00	0.002	21.140 (.000)**	Rejected
High Expectations of Family Members related to Domestic Duties (SF10)	2.80	0.422	2.42	0.507	2.22	0.647	4.00	0.022	10.501 (.000)**	Rejected

Note: ** Significant at 1 percent level of Significance

* Significant at 5 percent level of Significance

Table 11: Perception of Women Executives regarding Social and Family Problems according to Sector of Employment

Problems Faced in Social and Family Life	Service		Manufacturing		t-values (Sig.)	Hypothesis H ₀
	Mean	S.D.	Mean	S.D.		
Dual Responsibility (SF1)	1.44	1.014	1.39	0.979	0.166 (.869)	Accepted
Restriction on Movement (SF2)	2.70	1.088	2.59	1.004	.356 (.724)	Accepted
Lack of time to maintain Social Networking (SF3)	2.03	0.474	1.89	0.323	1.257 (.215)	Accepted
Lack of time for Family (SF4)	2.03	0.474	1.94	0.639	.504 (.619)	Accepted
No help from Family Members (SF5)	3.41	1.043	3.28	1.179	.385 (.703)	Accepted
Responsibility of Elders (SF6)	1.56	0.716	2.06	0.998	-1.846 (.076)	Accepted
Priority to Career Advancement (SF7)	2.00	1.047	2.50	0.924	-1.75 (.088)	Accepted
Overburden at Workplace (SF8)	2.25	0.842	2.22	0.732	.122 (.904)	Accepted
Professional Diseases (SF9)	2.75	0.950	2.61	0.850	.531 (.598)	Accepted
High Expectations of Family Members related to Domestic Duties (SF10)	2.47	0.587	2.61	0.850	-0.636 (.531)	Accepted

Note: ** Significant at 1 percent level of Significance * Significant at 5 percent level of Significance

Table 12: Perception of Women Executives regarding Social and Family Problems according to having Children or not having Children

Problems Faced in Social and Family Life	No		Yes		t-values (Sig.)	Hypothesis H ₀
	Mean	S.D.	Mean	S.D.		
Dual Responsibility (SF1)	1.57	1.119	1.00	0.000	3.085 (.004)**	Rejected
Restriction on Movement (SF2)	3.08	0.260	2.50	1.108	-2.034 (.050)*	Rejected
Lack of time to maintain Social Networking (SF3)	1.97	0.499	2.00	0.000	-.329 (.744)	Accepted
Lack of time for Family (SF4)	2.00	0.527	2.00	0.577	0.000 (1.00)	Accepted
No help from Family Members (SF5)	3.41	0.956	3.23	1.423	.411 (.687)	Accepted
Responsibility of Elders (SF6)	1.89	0.906	1.31	0.480	2.923 (.006)**	Rejected
Priority to Career Advancement (SF7)	2.30	1.102	1.85	0.689	1.714 (.096)	Accepted
Overburden at Workplace (SF8)	2.30	0.812	2.08	0.760	.884 (.386)	Accepted
Professional Diseases (SF9)	2.89	0.966	2.15	0.376	3.887 (.000)**	Rejected
High Expectations of Family Members related to Domestic Duties (SF10)	2.49	0.651	2.62	0.768	-.541 (.595)	Accepted

Note: ** Significant at 1 percent level of Significance * Significant at 5 percent level of Significance

Table 13: Correlation between various Social and Family Problems faced by Women Executives (H₀₁₁)

Problems Faced in Social and Family Life	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10
Dual Responsibility (S1)	1									
Restriction on Movement (S2)	.588** .000	1								
Lack of time to maintain Social Networking (S3)	.597** .000	-.532* .000	1							
Lack of time for Family (S4)	.116 .424	-.188 .206	.446** .001	1						
No help from Family Members (S5)	.255 .074	.319* .029	.104 .473	-.106 .465	1					
Responsibility of Elders (S6)	.132 .362	-.152 .308	-.182 .205	-.134 .352	-.206 .151	1				
Priority to Career Advancement (S7)	.317* .025	-.018 .902	-.550** .000	-.298* .035	-2.99* .035	.405* .03	1			
Overburden at Workplace (S8)	.180** .212	.011 .941	.194 .177	.048 .741	.087 .548	.124 .392	-.379** .007	1		
Professional Diseases (S9)	.482** .000	-.357* .014	.509** .000	.294* .038	.033 .819	.082 .573	-.555** .000	.580** .000	1	
High Expectations of Family Members related to Domestic Duties (S10)	.033** .821	.086 .564	.177 .218	.255 .115	.129 .372	-.114 .429	-.197 .171	.671** .000	.457** .001	1

Note: ** Significant at 1 percent level of Significance * Significant at 5 percent level of Significance