

Milton Solomon Christopher, Dr. C. Sundar,

Turkish Online Journal of Qualitative Inquiry (TOJQI)  
Volume 12, Issue 5, July 2021: 2671-2680

Review Article

## **Worklife Balance In Covid-19: A Study On Women Employees In Janaushadi Stores**

**Milton Solomon Christopher,**

Email- [Mdsimpres@Gmail.Com](mailto:Mdsimpres@Gmail.Com),

Research Scholar, SRM University, Katangulathur, Chennai, Tamilnadu, India

**Dr. C. Sundar,**

Email- [Hod.Mba@Rmp.Srmuniv.Ac.In](mailto:Hod.Mba@Rmp.Srmuniv.Ac.In),

Research Supervisor, Professor And Head, School Of Management SRM University Ramapuram, Chennai, Tamilnadu, India.

### **Abstract**

Healthcare Sector Is One Of The Significant Sectors That Played Major Role In Coiv-19 Pandemic Situation In Indian. Healthcare Sector In India Is Experiencing Many Challenges Due To The Lock Down And Curfews At Many Places Of India. The Research Study Was Commenced Only Among Women Employees Of Jan Aushadhi Store Chennai City. The Study Conclusions Arrived On The Basis Of Data Received From Women Employees At Jan Aushadhi Store. To Collect The Data From The Women In Jan Aushadhi Store A Questionnaire Was Prepared. The Study Findings Clear That Women Employee Working In Jan Aushadhi Store Play A Crucial Role To Complete Their Day To Day Activity In Both Work And House. Apart From The Two Women Working In Jan Aushadhi Store Have Multifaceted Role To Manage Society, Friends And Etc. The Study Findings Clear That There Is A Need For Jan Aushadhi Store Management To Focus On Aspects Life Awards And Rewards For The Welfare Of Jan Aushadhi Store Women Employees.

Key Words: Jan Aushadhi, Women Work Life Balance, Health Care Professionals.

### **Introduction**

Healthcare Sector Is One Of The Significant Sectors That Played Major Role In Coiv-19 Pandemic Situation In Indian. Healthcare Sector In India Is Experiencing Many Challenges Due To The Lock Down And Curfews At Many Places Of India. The State And Central Government Of India Tries Its Level Best To Provide Service For Patients Through Government Hospitals And Private Party Run Hospitals. Healthcare Is Very Important For People To Lead A Healthy Day To Day Life. The Medicine Provided For The Public Is Supplied Through Government And Private Medical Stores. The Jan Aushadhi Medical Stores Were Established By The Central Government Of India In The Year Of

2008, At Shastri Bhawan, New Delhi. The Main Aim Of These Stores Was To Provide Quality Medicine For Public At Affordable Cost. Many State Authorized Medical Practitioners Were Given Opportunity To Open A Store. Hence More Than 3000 Stores Involved In Supplying The Medicines For Public. However There Were Many Hurdles For Public And Employees Of Jan Aushadhi Stores To Operation. The Present Research Focuses On The Work Life Balance Among The Women Employees Working At Jan Aushadhi Stores.

### **Literature Review**

Work-Life Balance (WLB) Is A Multifaceted Concept. In Recent Years, Psychologists And Academics Have Paid More Attention To It. There Are Several Critical Factors That Contribute To WLB, Such As Physical, Physiological, And Social Factors, But Focusing On A Few Minor But Critical Factors Can Result In A Complete Balance Between Work And Non-Work Life. Work-Life Balance Is A Critical Problem For Today's Government And Private Sector Employees. This Is Due To The Fact That If A Company Does Not Adequately Consider And Maintain Employee Work-Life Balance, Employee Satisfaction And Efficiency Will Suffer. As A Result, An Attempt Has Been Made To Study In This Research. Market Preferences For Other Medical And Ayurvedic Goods Are Said To Be Benefiting Jan Aushadhi. The Level Of Customer Satisfaction Varies By Customer. The Decision To Purchase Or Not Buy A Product Is Influenced By The Happiness Of The People. The Jan Aushadhi Initiative Aims To Make High-Quality Medicines More Affordable And To Safeguard Households From The Money They Spend For Medicine.

Achievement And Happiness Are Two Concepts That Support Work-Life Balance. Someone Has To Possess Both. This Is Why Those Who Are Seen As Good Do Not Seem To Be As Satisfied Or As Sad As They Should Be (Bataineh, K. Adnan. 2019). Employees' Personal And Work Life Disputes Serve As A Basis For Work-Life Balance. Work-Life Balance Is Described As The Proportion Of Time Spent Working Versus Time Spent On Personal Activities (Abioro, M. A., Oladejo, D. A., & Ashogbon, F. O. 2018). Work-Life Balance (WLB), Which Is A Modern-Day Problem In The Health-Care Sector, Since Workers Are Constantly Expected To Excel And Progress At Work While Still Having Time For Family And Leisure. Balancing These Two Boundaries Is The Cause Of Employee Burnout, So Employers See It As A Critical Necessity And Want To Implement Work-Life Balance Techniques And Plans (Ashwini A Yarnal. 2020). They Investigated The Effect Of Employee Happiness On Psychological Empowerment (I.E., Meaning, Competence, Self-Determination And Impact). It Has Been Attempted To Investigate The Importance Of Happiness In The Relationship Between Employee Well-Being And Empowerment. Information Was Analysed On 96 Samples From The Indian Service Sector Who Were Selected Randomly. The Study's Final Result Was Unexpected. The Findings Shows That Happiness Was Established To Be An Important Mediator Variable Among Employee Wellbeing And Empowerment (Pradhan, R.K., Hati, L. And Kumar, U. 2017). Work-Life Balance Is A Difficult Task For All Members Of The Working Community, But It Is Especially Difficult For Women, Since Managing Daily Responsibilities At Home And At Work Is Not An Easy Task. The Aim Of This Paper Is To Examine The Work-Life Balance Of Working Women Professionals In The Pandemic, As Well As The Issues And Challenges They Face. The Current Crisis Has Forced Many Families To Combine Their Work And Home Lives Under One Roof, And Their Struggle To Balance All Is Now Clear To Everyone. The Aim Of This Paper Is To Address The

Issues And Challenges That Working Women Professionals Face, As Well As Suggestions For Improving Working From Home In The Face Of The Pandemic (Swarnalatha.V, & Lalitha.P. 2020).

### **Objectives**

- To Understand The Stress Level Of Women Employees
- To Examine The Challenges Faced In Operations Of Jan Aushadhi Store
- To Find A Solution Reduce The Stress Level And Balance The Work Life

### **Research Problem**

In Health Care Sector There Are Plenty Of Women Involved For Assisting The Patients. In Managing The Present Crisis There Are Many Service Hearted Women Employed To Assist The People Of India. The Present Study Tries To Understand The Work Life Balance Of Women Employees Working At Jan Aushadhi Store. The Present Study Tried To Address The Problems And Provides A Solution To Overcome The Challenges. The Study Is Conducted At Metropolitan City To Know The Level Of Work Life Balance.

### **RESEARCH METHODOLOGY**

The Study's Research Design Is A "Descriptive" Form Of Research System. This Form Of Study Examines Respondents' Attitudes, Interests, Technological Skills, Experience, Mental, Beliefs And Values, Feelings, Personality, And Self-Concept, Among Other Things. To Collect The Data From The Women In Jan Aushadhi Store A Questionnaire Was Prepared. To Understand The Variables In The Work Life Balance A Detailed Review Was Conducted. The Secondary Data For This Research Was Collected From Journals And Research Articles.

### **PERIOD OF THE STUDY**

The Objectives Set For The Study Required Collection Of Primary Data From The Women Employees Working At Jan Aushadhi Stores. The Study Was Conducted Among The Employees At Jan Aushadhi Medical Stores. The Research Data Was Collected During The Period Of March 2021. The Prepared Questionnaire Was Distributed Among The Female Respondents At Jan Aushadhi Medical Stores.

### **LIMITATIONS**

The Research Study Was Commenced Only Among Women Employees Of Jan Aushadhi Store Chennai City. The Study Conclusions Arrived On The Basis Of Data Received From Women Employees At Jan Aushadhi Store. Another Limitation Is That Since The Sample Size Is Only 182. The Present Study Does Not Compare Any Variables Due To Time Factor. The Size Of Data Is Limited Due To The Time Unavailability Of Respondents. The Researcher Has Followed The Standard Operation Procedure Regulated By The Government Of Tamil Nadu.

**SCOPE FOR FUTURE RESEARCH**

The Present Research Can Be Conducted With The Same Variables Or Some More Variables Can Be Added According To Study Demography. The Current Research Has Administered Only The Women Employees Working At Jan Aushadhi Store. However A Similar Study Can Be Examined To Provide Solutions For Employees Working At Various Chains Of Medical Stores, Private Hospital Pharmacies And Government Hospital Pharmacy Stores.

**ANALYSIS AND DISCUSSION**

**Demographic Profile Of The Respondents**

Demographics	Category	Frequency	Percent
Marital Status	Married	98	54
	Unmarried	83	46
	Total	181	100
Types Of Family	Nuclear Family	134	74
	Joint Family	47	26
	Total	181	100
Members In The Family	1-3 Members	67	37
	4-6 Members	71	39
	7-9 Members	43	24
	Total	181	100
Age	Up To 20 Years	31	17
	21 To 30	52	29
	31 To 40	61	34
	41 To 50	24	13
	Above 50 Years	13	7
	Total	181	100
Educational Qualification	School Level	29	16
	Undergraduate	83	46
	Post Graduate	69	38
	Total	181	100

**Marital Status**

The Marital Status Of The Respondents Explains That The Majority Of Jan Aushadhi Store Employees Involved In The Study Are Married With 54 Percent And 46 Percent Of The Respondents Are Unmarried. This Can Be Attributed To The Fact That This Study Has Major Representation Of Married People In Jan Aushadhi Store. The Views Of The Study Can Be More Oriented To Married Population Of The Study.

**Types Of Family**

The Type Of The Family In Which The Respondents Lives Have Some Social Restriction To Involve In The Business Activity. The Respondents Of The Study Are Living Majorly In The Nuclear Family To The Limit Of 74 Percent. The Joint Family System Is Having Only 26 Percent Of The Respondents.

**Number Of Members In The Family**

The Members In The Family Contribute To The Flow Of Income Of The Family Which Helps Each Other In Maintaining The Family. The Majority Of The Members Are Living In The Family Size Of 4-6 Members With 39 Percent Of The Respondents Have Selected The Category. There Are 67 Percent Of The Members Living In The Family Size Of 1-3 Members. The 7-9 Members Category Has Got The Support Of 24 Percent.

**Age**

The Age Group Of Respondents’ Find That 34% Of The Respondents Were Belongs To 31 To 40 Years, 29% Of The Respondents Were Belongs To 21 To 30 Years, 17% Of The Respondents Were Belongs To Up To 20 Years Of Experience, 13% Of The Respondents Were Belongs To 41 To 50 Years And 7% Of The Respondents Were Belongs To Above 50 Years.

**A. Educational Qualification**

The Members Of The Shgs On The Majority Have An Educational Qualification Of School Level To The Extent Of 64.10 Percent Followed By The People Who Don’t Have Any Educational Qualification To The Tune Of 34.90 Percent And 1 Percent Of The Members Have Completed Under-Graduation.

**ANOVA**

**HYPOTHESIS**

H<sub>0</sub>: There Is Significant Difference Between Age And Work Life Balance Among Women Employees In Jan Aushadhi Store

H<sub>1</sub>: There Is No Significant Difference Between Age And Work Life Balance Among Women Employees In Jan Aushadhi Store

**TABLE SHOWING THE AGE AND WORKLIFE BALANCE AMONG WOMEN EMPLOYEES IN JAN AUSHADHI STORE**

Particular	Mean Value	F- Value	P- Value	Level Of Significance
Up To 20 Years	73.21	.799	.755	<b>Not Significant</b>
21 To 30	69.51			
31 To 40	72.36			

Worklife Balance In Covid-19: A Study On Women Employees In Janaushadi Stores

41 To 50	70.25			
Above 50 Years	67.23			

Source: Primary Data

\*\* Highly Significant At 1% Level. \* Significant At 5% Level.

**Inferences**

The Above Result Reveals That There Is No Significant Difference Between Age And Work Life Balance Among Women Employees In Jan Aushadhi Store. Therefore The Null Hypothesis Is Rejected. There Is No Significant Difference Between Age And Work Life Balance Among Women Employees In Jan Aushadhi Store.

**HYPOTHESIS**

H<sub>0</sub>: There Is Significant Difference Between Type Of Family And Work Life Balance Among Women Employees In Jan Aushadhi Store

H<sub>1</sub>: There Is No Significant Difference Between Type Of Family And Work Life Balance Among Women Employees In Jan Aushadhi Store

**TABLE SHOWING THE TYPE OF FAMILY AND FINANCIAL FACTOR INFLUENCING WOMEN EMPLOYEE**

Particular	Mean Value	T- Value	P- Value	Level Of Significance
Joint Family	54.1667	.079	.779	<b>Not Significant</b>
Nuclear Family	57.9890			

Source: Primary Data

\*\* Highly Significant At 1% Level. \* Significant At 5% Level.

**Inferences**

The Above Results Find That There Is No Significant Difference Between Type Of Family And Work Life Balance Among Women Employees In Jan Aushadhi Store. Therefore The Null Hypothesis Is Rejected. There Is No Significant Difference Between Type Of Family And Work Life Balance Among Women Employees In Jan Aushadhi Store.

**HYPOTHESIS**

**H<sub>0</sub>:** There Is Significant Difference Between Marital Status And Work Life Balance Among Women Employees In Jan Aushadhi Store.

**H<sub>1</sub>:** There Is No Significant Difference Between Marital Status And Work Life Balance Among Women Employees In Jan Aushadhi Store.

**TABLE SHOWING THE MARITAL STATUS AND WORKLIFE BALANCE AMONG WOMEN EMPLOYEES IN JAN AUSHADI STORES**

Particular	Mean Value	T- Value	P- Value	Level Of Significance
Unmarried	55.0217	2.230	.000	<b>Significant</b>
Married	56.6851			

Source: Primary Data

\*\* Highly Significant At 1% Level. \* Significant At 5% Level.

**Inferences**

The Above Result Reveals That There Is Significant Difference Between Marital Status And Work Life Balance Among Women Employees In Jan Aushadhi Store. Therefore The Null Hypothesis Is Rejected. There Is Significant Difference Between Marital Status And Work Life Balance Among Women Employees In Jan Aushadhi Store.

**HYPOTHESIS**

**H<sub>0</sub>:** There Is Significant Difference Between Members In The Family And Work Life Balance Among Women Employees In Jan Aushadhi Store

**H<sub>1</sub>:** There Is No Significant Difference Between Members In The Family And Work Life Balance Among Women Employees In Jan Aushadhi Store

**TABLE SHOWING THE MEMBERS IN THE FAMILY AND WORKLIFE BALANCE AMONG WOMEN EMPLOYEES IN JAN AUSHADI STORES**

Particular	Mean Value	F- Value	P- Value	Level Of Significance
1-3 Members	51.60	2.179	.000	<b>Significant</b>

Worklife Balance In Covid-19: A Study On Women Employees In Janaushadi Stores

4-6 Members	53.58			
7-9 Members	57.98			

Source: Primary Data

\*\* Highly Significant At 1% Level. \* Significant At 5% Level.

**Inferences**

The Above Result Reveals That There Is No Significant Difference Between Position And Work Life Balance Among Women Employees In Jan Aushadhi Store. Therefore The Null Hypothesis Is Rejected. There Is Significant Difference Between Position And Work Life Balance Among Women Employees In Jan Aushadhi Store.

**HYPOTHESIS**

**H<sub>0</sub>:** There Is Significant Difference Between Educational Qualification And Work Life Balance Among Women Employees In Jan Aushadhi Store

**H<sub>1</sub>:** There Is No Significant Difference Between Educational Qualification And Work Life Balance Among Women Employees In Jan Aushadhi Store

**TABLE SHOWING THE EDUCATIONAL QUALIFICATION AND WORKLIFE BALANCE AMONG WOMEN EMPLOYEES IN JAN AUSHADHI STORE**

Particular	Mean Value	F- Value	P- Value	Level Of Significance
School Level	54.6071	.979	.497	<b>Not Significant</b>
Undergraduate	58.3158			
Post Graduate	65.0000			

Source: Primary Data

\*\* Highly Significant At 1% Level. \* Significant At 5% Level.

**Inferences**

The Above Result Reveals That There Is No Significant Difference Between Educational Qualification And Work Life Balance Among Women Employees In Jan Aushadhi Store. Therefore The Null Hypothesis Is Not



Rejected. There Is No Significant Difference Between Educational Qualification And Work Life Balance Among Women Employees In Jan Aushadhi Store.

### Conclusions

The Study Findings Clear That Women Employee Working In Jan Aushadhi Store Play A Crucial Role To Complete Their Day To Day Activity In Both Work And House. Apart From The Two Women Working In Jan Aushadhi Store Have Multifaceted Role To Manage Society, Friends And Etc. The Study Findings Clear That There Is A Need For Jan Aushadhi Store Management To Focus On Aspects Life Awards And Rewards For The Welfare Of Jan Aushadhi Store Women Employees. However During The Covid-19 Jan Aushadhi Store Management Has Paid SOP Directed By The Government Authorities To Have A Healthy Life. The Data Clears That Women Employees Of Jan Aushadhi Store Take Precautionary Methods To Maintain Their Health Condition. The Women Employees Is In Need Of More Assistance Due To Their Nature Of Job At Jan Aushadhi Store. The Support Is Expected From Family, Friends, Land Lords Of Rented House, And Etc. The Impact Of Family Problem May Influence In Work Life Balance Of Women Working At Jan Aushadhi Store.

### Reference

1. Abioro, M. A., Oladejo, D. A., & Ashogbon, F. O. (2018). Work Life Balance Practices And Employees Productivity In The Nigerian University System. *Crawford Journal Of Business & Social Sciences*, 8(2), 49–59.
2. Alegre, J. And Pasamar, S. (2018). —Firm Innovativeness And Work-Life Balance. *Technology Analysis & Strategic Management*, 30(4):421–433.
3. A.Rashida Banu, K. Duraipandian. (2014). Development Of An Instrument To Measure, Work Life Balance Of IT Professionals In Chennai. *International Journal Of Management (IJM)*, ISSN 0976 –6502(Print), ISSN 0976, Volume 5, Issue 11, November (2014), Pp. 21-33.
4. Bataineh, K. Adnan. (2019). Impact Of Work-Life Balance, Happiness At Work , On Employee Performance. *International Business Research*, 12(2). <https://doi.org/10.5539/ibr.v12n2p99>
5. Ashwini A Yarnal (2020). 'Worklife Balance Issues In Health Sector – A Case Study Of Vatsalya Hospital Vijayapur Karnataka', *International Journal Of Current Advanced Research*, 09(03), Pp. 21437-21443
6. Devappa Renuka Swamy, T S Nanjundeswaraswamy Srinivas Rashmi .(2015). Quality Of Work Life: Scale Development And Validation. *International Journal Of Caring Sciences*, Volume 8, Issue 2.
7. Ismail, A., Suh-Suh, Y., Ajis, M.N., And Dollah, N. F. (2009). Relationship Between Occupational Stress, Emotional Intelligence And Job Performance: An Empirical Study In Malaysia. *Theoretical & Applied Economics*,16(10).
8. Jacob, J. (2008). —Work, Family, And Individual Factors Associated With Mothers Attaining Their Preferred Work Situations. *Family And Consumer Sciences Research Journal*, 36(3):208–228.
9. K. Ward And L. Wolf-Wendel Dec. (2004). Academic Motherhood: Managing Complex Roles In Research Universities. *Review Of Higher Education*, Vol. 27, No. 2, Pp. 233-257.

10. Mehtha, V. R. (2012). —A Study Of Work Life Balance WLB Among Women Employees In Service Sector With Special Reference To Pune City. Shodhganga, [Http://Hdl.Handle.Net/10603/5663](http://hdl.handle.net/10603/5663).
11. Mathew, R. V. And Panchanatham, N. (2011). An Exploratory Study On The Work-Life Balance Of Womenentrepreneurs In South India. *Asian Academy Of Management Journal*, 16(2).
12. S. H. Lease Jun. (1999). —Occupational Role Stressors, Coping, Support, And Hardiness As Predictors Of Strain In Academic Faculty: An Emphasis On New And Female Faculty. *Research In Higher Education*, Vol. 40, No. 3, Pp. 285-307.
13. Pradhan, R.K., Hati, L. And Kumar, U. (2017). Impact Of Employee Wellbeing On Psychological Empowerment: Mediating Role Of Happiness', *Int. J. Manufacturing Technology And Management*, Vol. 31, No. 6, Pp.581–595.  
Swarnalatha.V, & Lalitha.P. (2020).Work-Life Balance In Pandemic: A Conceptual Study Of Problems And Challenges Faced By Working Women Professionals.  
<https://www.researchgate.net/publication/342158681>
14. Tiwari, M. (2017). Work Life Balance Of Female Employees In Private Institutions, Gwalior: An Investigation. *IOSR Journals*, Volume 19, Issue 5. Ver. V. (May. 2017), PP 35-38.
15. U. Byrnemar. (2005). Work-Life Balance: Why Are We Talking About It At All. *Business Information Review*, Vol. 22, No. 1, Pp. 53-59,