

The Post Maternity Psychological Challenges With Reference To Work Life Balance Faced By Women Employee In Banking Sector Of Haryana

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Research Article

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ABSTRACT

The role of working women in banking sector is very important, as the banking sector both public as well as private is growing leaps and bounds since liberalization policy. The study reveals that working women participation in banking sector can not be ignored but the challenges faced by women employees in the sector are more due to multiple role of women as mother, wife and daughter-in-law. Working mothers in Indian society faces many hurdles and problems as the social structure of Indian society is very much different compared to the western culture. Role of working mother address many facets which includes handling family issues, social issues and justifying the work for the sake of helping the family in terms of economic needs. In this study an attempt has been made to find out the work life balance post maternity challenges faced by the women employees working in both public as well as private sector banks in Haryana.

INTRODUCTION

This study addresses the post maternity psychological challenges with reference to work life balance faced by women employee in banking sector with special reference to Haryana. Working women in Indian society faces many hurdles and problems because the social shape of Indian society may be very much exceptional in comparison to the western lifestyle. Role of working women in banking sector addresses many facets which includes managing family troubles, social troubles and family in terms of economic values. The observe addresses the working women from private and public sector banks of Haryana. The point of interest of examine addresses elements which incorporates occupational strain that's precipitated because of the twin role performed with the aid of the working women. The public and private quarter jobs provide a form of economic and destiny security in comparison to personal jobs but, the strain stage at work place is exceptional for both the sectors and it additionally depends on the role and designation. The social shape of family kind performs important function. The family adjustment issues are different for the working women residing in joint circle of relatives and nuclear family. This look at explores various hidden information faced by the working women living at both joint family or nuclear family, choice for public or private sectors and having schooling background of beneath-graduate, graduate or post graduate. The outcome of observe can be

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utilized at corporate ranges and through the government in procedure to work out on regulations for the welfare of working women, through imposing proper regulations the work performance can be improved the various working women whose troubles are special relying on their house, social, family types and economic condition. Because the examine covers the private and public sector banks, that is very tons useful by way of the future researchers for the similarly prospective research related to working women troubles.

RESEARCH METHODOLOGY

In this study the primary as well as secondary data has been used. The primary data have been collected from a 370 working women respondents of public and private region banks in Haryana. Random sampling technique have been used for primary data collection. This vicinity could be selected due to the fact this have a look at is specially awareness on post maternity mental challenges and work life balance confronted by working women in banking sector of Haryana. The study was confined to the selected banks and respondents were selected through simple random sampling from (private and public sector banks). A structured questionnaire has been advanced for working women after maternity and banking area of Haryana. In total there are 45 questions masking unique parameters. To gather the in-intensity facts approximately. The pre-testing visit cleared all the doubts related to the feasibility, time, fulfillment of objectives, and improves the quality of the tool. The interview schedule has been divided into four sections. First section contains the personal information of the respondents and household chores and work sphere. Initially the questionnaire has been addressed to 430 women employees of public and private sector banks, out of which 392 questionnaires received back. At the time of data entry and coding it 22 questionnaires were rejected as they were partially filled or wrongly filled so finally from the total samples 370 respondents were collected.

The secondary data were collected from, books, journals (*Journal of Business and Management, The Journal of Psychology, International Journal of Indian Psychology*) articles, magazines, newspaper, banks annual reports, bulletins and research related website etc.

REVIEW OF EXISTING LITERATURE

Temitope (2015) in “Effect of stress and anxiety on general life satisfaction among working mothers in Ado-Ekiti, Ekiti State Nigeria” examined in the study relationship between stress, anxiety and life satisfaction among working mothers with the help of survey research. The results have been carried out with the help Perceived Stress Scale PSS, Hamilton Anxiety Rating Scale (HAM-A), The Satisfaction with Life Scale (SWLS) among one hundred working mothers working within Ado Ekiti, in Ekiti State. Results of the research revealed that there is a significant relationship between perceived stress and life satisfaction. The study concluded that due to dual roles working women have faced stress related issues. However, anxiety and life satisfaction among working women vary from individual to individual irrespective to their status. **Sultana et al. (2014)** examined the challenges women teachers are facing in balancing their profession and family responsibilities in the study titled as 'Women in the Teaching Profession: Impacts and Challenges'. Working women are contributing economically for improving the conditions of their families. Despite having a significant role towards the overall development of the family, women are facing number of challenges in balancing their professional and family life in Malaysia. Results revealed that working women are stressful due to imbalance among

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work, family and social life. Women teachers are facing the challenges as inability to spend quality time with family, heavy workload, stress, and work-family conflicts. The study recommended that workplace should implement family friendly policies that can supports working women in Malaysia.

Manisha and Singh (2016) in their study titled as “Problems faced by working women in banking sector” examined and compared the situations of working women in government and private banking sector. The empirical research on 71 respondents from Sonapat district revealed that unmarried working women are facing less number of problems as compared to married working women. More number of working women are working in the private banking sector as compared to government sector in the said district.

Kumar (2016) in his study “Health and Well Being of Working Women: A Socio- psychological Study” conducted a primary survey of 600-700 working women of organized sector and 600-700 working women of unorganized sector of Hyderabad-Karnataka region. The primary objectives of the study were to highlight the working conditions of working women that may create the ill health of working women. The awareness among working women for regular medical check-up, to find out the particular psychological and physical health problems of working women is lacking. The study discovered that even though working women are economically secured but they are negligent towards their own health due to lack of time for self at different ages.

OBJECTIVES OF THE STUDY

1. To understand the post maternity psychological challenges faced by working women in banking sector of Haryana.
2. To analyse the work life balance faced by women employee in banking sector of Haryana.

HYPOTHESES

H₀: There are no significant work life balance issues and challenges among women working in public as well as private sector banks in Haryana

H₀: There are no significant post maternity challenges among women working in public as well as private sector banks in Haryana

ANOVA TEST SECTOR WISE ANALYSIS (205)

OCTAPACE PROFILE ORGANIZATIONAL CULTURE AND MOTIVATION

To examine whether there exists any discrepancy among different groups of employees categorized by public, private and multinational organisation with respect to the various socio-psychological factors under study, one way ANOVA was conducted for each of the select factors. At the heart of ANOVA, is the notion of variance. The basic procedure is to derive two different estimates of population variance from the data, then calculate a statistic from the ratio of these two estimates (between groups and within groups variance). The F ratio is the ratio of ‘between-groups’ variance to ‘within-groups’ variance. A significant F value indicates that the population means are probably not equal. Before ANOVA was conducted, it was ensured that

the necessary assumptions were met. The ANOVA test was performed at 5 percent level of significance.

Decision rule for ANOVA: Significance value (Sig.) less than 0.05 shows that the P Value of the dependent variable is significantly different among the various Enterprise.

P =Sig=Significant Value

If $p < 0.05$ = There is significant relation in mean

If $p > 0.05$ = There is no significance difference in mean

Table: 1. Give more priority to my mental health.

	Public Sector Bank	Private Sector Bank	Total
Strongly Agree	55	58	113
Agree	77	72	149
Moderate	45	30	75
Disagree	18	3	21
Strongly Disagree	10	2	12
Total	205	165	370

ANOVA: Two-Factor Without Replication				
<i>SUMMARY</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
Strongly Agree	2	113	56.5	4.5
Agree	2	149	74.5	12.5
Moderate	2	75	37.5	112.5
Disagree	2	21	10.5	112.5
Strongly Disagree	2	12	6	32
Public Sector Bank	5	205	41	749.5
Private Sector Bank	5	165	33	1004

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Rows	6900	4	1725	60.52632	0.000784	6.388233
Columns	160	1	160	5.614035	0.076872	7.708647
Error	114	4	28.5			
Total	7174	9				

The output of ANOVA test resulted that the P value 0.000784 which is lesser than 0.05 and F value for (4,4) degrees of freedom at 5 percent level of significance is 60.52632 is greater than F crit value 6.388233 for level of agree or disagree. This implies that, in respect of rows (Strongly Agree, Agree, Moderate, Disagree, and Strongly Disagree) there is a significance difference between the statement on and level of agree

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Similarly, As P-value is 0.076872 which is greater than 0.05 and F value for (1,4) degrees of freedom at 5 percent level of significance is 5.614035 is greater than F crit value 7.708647 for type of organization. This implies that, in respect of columns (public and private sector) there on significance difference between public and private bank and the statement on is give more priority to my mental health.

It was noted that on the statement on that there is give more priority to my mental health. The respondents of public sector have responded to agree and strongly agree, the private sector bank have responded to the option agree and strongly agree respectively. This present study has found the opinion on my mental health supports me to work at bank because of cooperation, job satisfaction, health support, etc.

Table: 2: My mental health supports me to work comfortably

	Public Sector Bank	Private Sector Bank	Total
Strongly Agree	65	52	117
Agree	114	73	187
Moderate	18	35	53
Disagree	6	4	10
Strongly Disagree	2	1	3
Total	205	165	370

ANOVA: Two-Factor Without Replication				
<i>SUMMARY</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
Strongly Agree	2	117	58.5	84.5
Agree	2	187	93.5	840.5
Moderate	2	53	26.5	144.5
Disagree	2	10	5	2
Strongly Disagree	2	3	1.5	0.5
Public Sector Bank	5	205	41	2295
Private Sector Bank	5	165	33	957.5

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Rows	12098	4	3024.5	13.26535	0.014053	6.388233
Columns	160	1	160	0.701754	0.44933	7.708647
Error	912	4	225			
Total	13170	9				

The output of ANOVA test resulted that the P value 0.014053 which is lesser than 0.05 and F value for (4,4) degrees of freedom at 5 percent level of significance is 13.26535 is greater than F crit value 6.388233 for level of agree or disagree. This implies that, in respect of rows (Strongly Agree, Agree, Moderate, Disagree, and Strongly Disagree) there is a significance difference between the statement on and level of agree.

Similarly, as P-value is 0.44933 which is greater than 0.05 and F value for (1,4) degrees of freedom at 5 percent level of significance is 0.701754 is greater than F crit value 7.708647 for type of organization. This implies that, in respect of columns (public and private sector) there on significance difference between public and private bank and the statement on my mental health supports me to work comfortably.

It was noted that on the statement on that there is my mental health supports me to work comfortably the respondents of public Sector have responded to agree and strongly agree, the private sector bank have responded to the option agree and strongly agree respectively. This present study has found the opinion on my mental health supports me to work at bank because of cooperation, job satisfaction, health support, etc.

Table:3: My family helps to take care of my child/children in my absence.

	Public Sector Bank	Private Sector Bank	Total
Strongly Agree	57	18	75
Agree	73	36	109
Moderate	56	43	99
Disagree	13	40	53
Strongly Disagree	6	28	34
Total	205	165	370

ANOVA: Two-Factor Without Replication				
<i>SUMMARY</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
Strongly Agree	2	75	37.5	760.5
Agree	2	109	54.5	684.5
Moderate	2	99	49.5	84.5
Disagree	2	53	26.5	364.5
Strongly Disagree	2	34	17	242
Public Sector Bank	5	205	41	878.5
Private Sector Bank	5	165	33	102

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Rows	1946	4	486.5	0.984818	0.505737	6.388233
Columns	160	1	160	0.701754	0.44933	7.708647
Error	1978	4	494			
Total	4082	9				

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The output of ANOVA test resulted that the P value 0.505737 which is greater than 0.05 and F value for (4,4) degrees of freedom at 5 percent level of significance is 0.984818 is lesser than F crit value 6.388233 for level of agree or disagree. This implies that, in respect of rows (Strongly Agree, Agree, Moderate, Disagree, and Strongly Disagree) there is no significance difference between the statement on and level of agree.

Similarly, as P-value is 0.599715 which is greater than 0.05 and F value for (1,4) degrees of freedom at 5 percent level of significance is 0.323887 is greater than F crit value 7.708647 for type of organization. This implies that, in respect of columns (public and private sector) there is no significance difference between public and private bank. There is my family helps to take care of my child/children in my absence

It was noted that on the statement on that there is my mental health supports me to work comfortably the respondents of public sector have responded to agree, moderate and strongly agree, the private sector bank have responded to the option moderate, disagree, agree respectively. This present study has found the opinion on my family helps to take care of my child/children in my absence.

Table: 4: My family supported me much at the time of maternity

	Public Bank	Sector	Private Bank	Sector	Total
Strongly Agree	82		22		104
Agree	93		35		128
Moderate	22		56		78
Disagree	5		31		36
Strongly Disagree	3		21		24
Total	205		165		370

ANOVA: Two-Factor Without Replication				
<i>SUMMARY</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
Strongly Agree	2	104	52	1800
Agree	2	128	64	1682
Moderate	2	78	39	578
Disagree	2	36	18	338
Strongly Disagree	2	24	12	162
Public Sector Bank	5	205	41	1871.5
Private Sector Bank	5	165	33	200.5

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Rows	3888	4	972	0.883636	0.546273	6.388233

Columns	160	1	160	0.145455	0.722311	7.708647
Error	4400	4	1100			
Total	8448	9				

The output of ANOVA test resulted that the P value 0.546273 which is greater than 0.05 and F value for (4,4) degrees of freedom at 5 percent level of significance is 0.883636 is lesser than F crit value 6.388233 for level of agree or disagree. This implies that, in respect of rows (Strongly Agree, Agree, Moderate, Disagree, and Strongly Disagree) there is no significance difference between the statement on and level of agree.

Similarly, as P-value is 0.722311 which is greater than 0.05 and F value for (1,4) degrees of freedom at 5 percent level of significance is 0.145455 is greater than F crit value 7.708647 for type of organization. This implies that, in respect of columns (public and private sector) there is no significance difference between public and private bank and the statement on my family helps to take care of my child/children in my absence

It was noted that on the statement on that there is my family supported me much at the time of maternity the respondents of public Sector have responded to agree, strongly agree and moderate, the private sector bank have responded to the option moderate, agree, disagree, respectively. This present study has found the opinion on my family supported me much at the time of maternity

Table: 5: My good financial condition leads my good mental health.

	Public Sector Bank	Private Sector Bank	Total
Strongly Agree	53	44	97
Agree	79	52	131
Moderate	48	35	83
Disagree	17	20	37
Strongly Disagree	8	14	22
Total	205	165	370

ANOVA: Two-Factor Without Replication				
SUMMARY	Count	Sum	Average	Variance
Strongly Agree	2	97	48.5	40.5
Agree	2	131	65.5	364.5
Moderate	2	83	41.5	84.5
Disagree	2	37	18.5	4.5
Strongly Disagree	2	22	11	18
Public Sector Bank	5	205	41	825.5
Private Sector Bank	5	165	33	254

ANOVA

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Source of Variation	SS	df	MS	F	P-value	F crit
Rows	3966	4	991.5	11.26705	0.018853	6.388233
Columns	160	1	160	1.818182	0.248821	7.708647
Error	352	4	88			
Total	4478	9				

The output of ANOVA test resulted that the P value 0.018853 which is lesser than 0.05 and F value for (4,4) degrees of freedom at 5 percent level of significance is 11.26705 is greater than F crit value 6.388233 for level of agree or disagree. This implies that, in respect of rows (Strongly Agree, Agree, Moderate, Disagree, and Strongly Disagree) there is a significance difference between the statement on and level of agree (public and private sector respondent). Similarly, as P-value is 0.248821 which is greater than 0.05 and F value for (1,4) degrees of freedom at 5 percent level of significance is 1.818182 is lessor than F crit value 7.708647 for type of organization. This implies that, in respect of Columns (public and private sector) there on significance difference between public and private bank and the statement on my good financial condition leads my good mental health. It was noted that on the statement on that there is my good financial condition leads my good mental health, the respondents of public sector have responded to agree, strongly agree and moderate, the private sector bank have responded to the option agree, strongly agree and moderate respectively. This present study has found the opinion on my good financial condition leads my good mental health.

Table: 6: My family helped me to get proper mental and physical health care during maternity.

	Public Sector Bank	Private Sector Bank	Total
Strongly Agree	53	28	81
Agree	66	39	105
Moderate	75	52	127
Disagree	9	31	40
Strongly Disagree	2	15	17
Total	205	165	370

ANOVA: Two-Factor Without Replication				
<i>SUMMARY</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
Strongly Agree	2	81	40.5	312.5
Agree	2	105	52.5	364.5
Moderate	2	127	63.5	264.5
Disagree	2	40	20	242
Strongly Disagree	2	17	8.5	84.5

Public Sector Bank	5	205	41	1117.5
Private Sector Bank	5	165	33	187.5

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Rows	4112	4	1028	3.711191	0.116037	6.388233
Columns	160	1	160	0.577617	0.489578	7.708647
Error	1108	4	277			
Total	5380	9				

The output of ANOVA test resulted that the P value 0.116037 which is greater than 0.05 and F value for (4,4) degrees of freedom at 5 percent level of significance is 3.711191 is lesser than F crit value 6.388233 for level of agree or disagree. This implies that, in respect of rows (Strongly Agree, Agree, Moderate, Disagree, and Strongly Disagree) there is no significance difference between the statement on my family helped me to get proper mental and physical health care during maternity and level of agree (public and private sector respondent).

Similarly, as P-value is 0.489578 which is greater than 0.05 and F value for (1,4) degrees of freedom at 5 percent level of significance is 0.577617 is lesser than F crit value 7.708647 for type of organization. This implies that, in respect of columns (public and private sector) there no significance difference between public and private bank and the statement on my family helped me to get proper mental and physical health care during maternity.

It was noted that on the statement on that there is my good financial condition leads my good mental health, the respondents of public sector have responded to moderate, agree, and strongly agree, and the private sector bank have responded to the option moderate, agree, and strongly agree respectively. This present study has found the opinion on my family helped me to get proper mental and physical health care during maternity.

CONCLUSION

At the outset, the focus of this study was out reach for prenatal care. The committee's charge was to determine which outreach techniques most effectively draw women into care early in pregnancy and maintain their participation until delivery. This study instrumental support plays a significant role in meeting women's basic needs during the postpartum period. In addition, women's expectations surrounding support can have an impact on their ability to mobilize support among their social networks. The results of this study suggest that identifying support needs and expectations of new mothers is important for mother's recovery after childbirth. Future postpartum depression prevention efforts should integrate a strong focus on social support. Women experience a range of psychological stressors in the postpartum period. Social support has been shown to be effective in helping women cope with these stressors. Moreover,

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low levels or inconsistent social support have been found to be a strong predictor of postpartum depression and dissatisfaction with social support may increase the risk for clinical and sub-clinical depression during the postpartum period. Although some depression prevention efforts have focused on social support, little attention has been paid to how social support is perceived and mobilized by mothers during the postpartum period, particularly in underserved communities. Through survey and anecdotal data collected during a randomized controlled study that followed mothers for six-months after childbirth, we noted differences with how mothers viewed and mobilized support after childbirth. The primary objective in this study was to conduct focus groups to explore barriers and facilitators to receipt of social support among a diverse group of mothers. That banking sector growth has also created new windows of opportunity for women to find employment in the banking sector working women has to fulfil the demand at work followed by various demands at home. In today's scenario the husband and wife both work towards creating a balance with their work life as well as at home with their children.

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