

## **SUMMARY**

### **Introduction:**

The early history of India is intimately associated with the country's cultures, traditions, customs, values and ethics which often evolve along with the societal etiquette. As time has passed few things have now differed, but when we look towards Indian context of the above, they are still practiced in Indian minds. As a part of research there is a wide scope to study the behavior and its impact which makes on the day-to-day responsibilities of people. After overcoming many inherent disadvantages related to the deeply embedded traditional mindset and stringent etiquette, today we find different roles undertaken by the men and women. Due to time limitations and role overload the situation lead to the absence of work life balance and manifestation of many work life balance issues. The research consists of the concept of work life balance which is an important part of balancing one's life with his/her profession that is work and with the family responsibility. In the Indian society there is wide gap which make us think about the orthodox culture, family responsibility, gender biases, segregation between female and male practices which has influence on each individual's life and increases the issues of work / family balance.

### **Objectives of the study:**

1. To study the various issues related to work life balance.
2. To study its impact on professional couples.
3. To study the perspectives of professionals about work life balance.
4. To study the problems related to professionals work life.
5. To analyze the balance between couples personal life and career life.

### **Research Methodology:**

Type of Research : The research type used for the study is Descriptive research method.

Sampling: The sampling population area of the study is from the Pune city, from which the sample size used is 347 respondents.

Sampling Technique: The sampling technique used is Convenience sampling.

**Data collection** : Primary data consists of 56 questions designed for a survey questionnaire. Secondary data is collected by referring various research articles, journals and research work conducted by previous researchers.

**Hypothesis testing**: The following are the hypothesis used for the study. The study has undertaken 5 hypothesis which are depended on different parameters of the subject.

Hypothesis.1: *There is a relationship between Personal/Family and professional aspects on Work life balance.*

To test the hypothesis 1 the testing tools used are Pearson correlation, significance of coefficient.

Hypothesis.2: *Work life balance is related to personal and career life of professional couples.*

To test the hypothesis 2 the testing tools used are Chi square tests.

Hypothesis.3: *Work life balance has an impact on satisfaction.*

To test the hypothesis 3 the testing tools used are Chi square tests.

Hypothesis.4: *Flexible working hours improves work life balance.*

To test the hypothesis 4 the testing tools used are Chi square tests.

Hypothesis.5: *Family has more priority over money, career and prestige.*

To test the hypothesis 5 the testing tools used are compare means.

## **Conclusion:**

The following are some of the conclusion of the study:

The study shows that in today's world work life balance is important for working couples. The working hours play major role in work life balance. Most (64%) of the working couples have long working hours and very less of flexible working hours.

Most of the respondents (51%) are able to manage work and family life but due to fixed targets respondents have to work more to achieve them. Some respondents have long stressful days of work which make them tired at the end of the day and when they come back home they get angry on their kids due to the stress at work.

To feel satisfied with in their family life the respondents (85%) say that they take help of their spouse to do activities and divide them within themselves, some say that they have to prioritize to do their jobs, few do micro planning to give equal importance to their family and some say that it relaxes them when they are with their loved ones.

Most of the respondents (76%) say that they discuss their problems with the family members and take the families suggestions and few say they communicate in very good manner with their family members.

Most of the respondents (92%) say that socializing benefits them by building up relation with each other and it also helps them to share information.