

A Study on MSRTC Women Conductor Work Life Balance in Pune Division

Mr. Swapnil Kharapkar

Research Scholar

Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur, Maharashtra, India

Abstract: *Work-Life Balance is expanding interest in scholarly writing, enactment, and the public sector. It is a significant everyday accomplishment and delight in life. Organizations have started presenting different plans to pull in and hold workers and productivity. The majority of employers support the work-life balance concept. Women have prepared themselves for careers. Since 2005 the MSRTC has begun the arrangement of women bus conductors. Women have performed their obligations as transport conductors and household work. To know the common supposition of the women transport conductor towards their individual and work life is the most objective of this study. The test estimate is 20 percent of add up to women bus conductors. The organized survey is utilized for an overview of women bus conductors. 89 percent of the women transport conductors' life partners are utilized. 57 percent of women bus conductors acknowledge that they can balance individual and work life. Accomplishing the balance between paid work and individual life is imperative to women bus conductors. Work-Life Adjust may be a joint duty of managers and employees. Women transport conductors ought to plan, prioritize and plan as proficiently as possible. Employers can encourage work-life to adjust with numerous plans that can attract employees and fulfill their needs.*

Keywords: Work-Life Balance, MSRTC Women Conductor, Personal life, Work Life Balance

I. INTRODUCTION

Work-Life Balance may be a subject, in which expanding in scholastic literature, legislation, and open discloser. Work-Life Balance is an overseas concept counting proper prioritizing between 'Work' such as career and desire, on the other hand, and 'Life' such as well-being, joy, relaxation, family, and otherworldly development. Work-Life Balance implies, important day-by-day accomplishment and delight in each of the four life quadrants work, family, companion, and self. The expression Work-Life Adjust was first utilized within the Joined together Kingdom in the late 1970s to depict the adjustment between an individual's Work and personal Life¹. In the United States, Work Life Adjust was, to begin with, utilized in 1986. Work-Life Adjust is an ancient concept. After the industrial transformation, the design of work and work put were changed. Achievement and satisfaction are the front and back of the coin of esteem in life. A person can't have one without the other. Concurring to different studies conducted on Work-Life Balance close to almost 60 percent of respondents said that they are not able to discover a balance between their Life and Work. Accomplishing Work-Life Adjust is simple. Work-Life Balance is around successfully overseeing the juggling act between paid work and other activities that are imperative to us, counting spending time with family, taking part in sports and entertainment, volunteering, or undertaking assisted study. Organizations have begun presenting different plans to pull in, hold workers and increase efficiency. Larger part of employers support the Work-Life Adjust concept.

II. OBJECTIVES OF THE STUDY

1. To know the source of support and variables that prevent the work-life balance of the women bus conductor.
2. To know the common conclusion of the women bus conductor towards their personal and Professional life.

III. LITERATURE REVIEW

Santosh Vilas Hasure. Milind Arun Peshave,[2021] The literature identifies its effect on various quality life conditions i.e. Job Satisfaction, Work Stress, Career Growth, Turnover, Absenteeism, Acceptance and competitive environment in context with Worklife Balance and its policies. An Efforts has been made to provide an overview of

various dimensions of Work-Life Balance through the review of existing literature. Work life balance has a argument on different parameters as demographic, social trends, economic goals, sharing of kids responsibilities, primary career responsibilities, individual interests.

Nilima S Patil and Sharad Patil, (2020) Ladies workforce is developing just as their promise to the affiliations is in addition, seen as enormous. The relationship must view ladies delegates by giving persistently fitting work-life balance activities for them. Striking a sound work-life balance is fundamental for all the agents paying little brain to the business to which they have a spot.

Urmila Vikas Patil Assistant (2018) In this research paper it is found that women bus conductors are 100% women bus conductors were happy with working hours of MSRTC. It proves that they are satisfied with working hours and their work. Maximum women bus conductor working in MSRTC i.e 52.5% are in age group of 26-35. Women were working in different department of MSRTC .

K.SINDHUJA, (2018)[4]The Work life balance is a very important phenomenon that is of great concern to various employees. It goes beyond prioritizing the work role and one's personal life. It also affects the social, psychological, economical and mental well being of the individual. All these is been reflected in the output of the individual, which affects his or her performance in the work place on the long run. Hence this study is aimed to find out the impact of work life balance on employees' performance.

Ghanshyam D. Giri, and Dilip Aher, (2017) A study of working conditions in Maharashtra State Road Transport Corporation and its effect on work Efficiency of bus drivers, Elk Asia Pacific Journal of Human Resource Management and Organizational Behaviour.

Renu parek, Nimmi Singh (2016) A study is conducted among the working women of some Govt. colleges and Private institute in education sector Aligarh the objective of this research is to study the working environment and women's perception about the work life balance and job satisfaction, who are working in education sector. Apart from it, another significant objective is to study effects of work life balance on job satisfaction and initiatives taken by the organizations for effective work life balance and its relation with the job satisfaction.

Reshma Ramnath Kabugade (2016) This Research focused on facilitators and inhibitors of work life balance of lady bus conductors. Hence, Organization should emphasis on following facilitating factors and try to overcome on hindering factors.

S.Saranya and A.Gokulakrishnan (2013) This study contributes in two ways. First, it also provides insight into the importance of work life Balance, Imbalance, Depression, Psychological stress among female Academician in Chennai. Second, this study provides evidence of the relationship between work-life Balance, Imbalance, Depression, Psychological stress.

B. S. KADAM, (2012) From this research the Women bus conductors' work is full time work. When they work at their work place they carry more of the responsibilities and commitments at home. Work life balance does not mean an equal balance. The best work life balance is different for each one because all have different priorities and different lives.

IV. RESEARCH METHODOLOGY

1. **Sources of Data Collection:** Primary and secondary source in Pune Region.
2. **Type of Research:** In the study the analytical type of research will be focused.
3. **Research Instrument:** Questionnaires will be used as a research instrument for Woman conductors in Pune Region only.
4. **Sampling Frame:** Woman conductors
5. **Sampling Population :** Total 500 conductors
6. **Sample size:** 10% Sample size is considered from total 5000 in Pune Region
7. **Period of Study:** Period of study is taken from 2020 to 2022
8. **Sample selection Methods:** Random sampling technique will be used for this study.



V. DATA ANALYSIS AND RESULTS

Data has been collected from the ten Depots of Pune region for the measuring the satisfaction level of woman conductors.

5.1 Parameters

ABB	Parameter
SM	Safety Measures
WH	Working hours
SH	Sexual Harassment
MPC	Misbehavior by passengers/ colleague
GD	Gender discrimination in Salary and other benefits

Table 1.1: Measurement Of Satisfaction Level Of Woman Conductors

Sr. No.	Taluka	SM (10)	WH (10)	SH (10)	MPC (10)	GD (10)	Total Score Obtained	TOTAL
1	Baramati	8	6	9	8	9	40	50
2	Daund	7	7	8	9	8	39	50
3	Bhor	8	7	7	8	9	39	50
4	Indapur	9	8	6	7	6	36	50
5	Maval	8	9	7	7	8	39	50
6	Shirur	9	8	9	8	7	41	50
7	Mulashi	9	9	8	9	7	42	50
8	Junnar	7	7	8	8	8	38	50
9	Saswad	9	9	8	7	9	42	50
10	Haveli	7	8	8	6	7	36	50
TOTAL SAMPLE		100	100	100	100	100	392	500
SATISFACTION LEVEL $393/500 = 78.4$								

From the above table 1.1 it is indicated that the satisfaction level of woman conductors in Pune region of ten Depots are as under

- Baramati [$40/50 = 80.0\%$]
- Daund [$39/50 = 78.0\%$]
- Bhor [$39/50 = 78.0\%$]
- Indapur [$36/50 = 72.0\%$]
- Maval [$39/50 = 78.0\%$]
- Shirur [$41/50 = 82.0\%$]
- Mulashi [$42/50 = 84.0\%$]
- Junnar [$38/50 = 76.0\%$]
- Saswad [$42/50 = 84.0\%$]
- Haveli [$36/50 = 72.0\%$]

VI. FINDINGS

From the above analysis and results it is cleared that the highest score obtained by these two talukas in Pune region. i.e. Mulashi [$42/50 = 84.0\%$] Saswad [$42/50 = 84.0\%$]

VII. CONCLUSION

From the above examining the work-life balance of women bus conductors within the Pune region in Maharashtra State Road Transport Organization it was found that among the respondents that it is important to realize a balance between paid work and personal life. From an expectation among staff and manager should be thoughtful toward employees' needs by providing work-life balance arrangements and adaptable working courses of action during the working hours.



Work-life balance empowers them towards work superior. It has been recommended that the women bus conductors ought to arrange, prioritize and plan as effectively as conceivable. It has been suggested that the bosses can encourage work life to adjust with numerous plans that can pull in representatives and fulfill their needs in Pune region.

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