

ABSTRACT

As a change in the societal, political and economical background in India the method of work and its relevant process has drastically varied from the past years. The study is based on work life balance and its impact on professional couple which involves various responsibilities, duties, rearing and caring. First the role of men and women were discriminated in India as men were looked upon as economic support and women for child reproduction to household work. As the time has passed there are few things which have changed but the responsibilities are added to the previous roles of men and women. As to fulfill the economic requirement and to support financially the family it has become the necessity of female to go out and cross that extra mile to overcome those needs. As a result female are now given education, they build up their career as per the requirements and stand along with men. But in this woman still have to balance between the household and rearing responsibility at a stretch.

Now women are seen in every profession be it Doctors, Engineers, Technicians, Teachers, Corporate sectors as managers, military, Government sectors, as an entrepreneur and so on which make them professionally strong. In this the men and women have to always balance their professional life and family life.

The study highlights mainly on professional couple where both husband and wife are working as a professional. There comes a major role of maintaining a balance in the work life and family life. As a result of which the professional as a couple are always on their toes for each responsibility whether it would be task completion, project review or dropping children at their school or be social parties. The responsibilities on a couple are continuously on a rise and the adjustment process related to their traditional roles is undergoing some change. They should priority wise check the importance of each duty and then workout on the remaining tasks. The professional couple is a set of sample where in the relevant data has been collected which fulfills the objective of the study. The performance in both the fields is very important to keep a pace with the leading world. In which the comparison would be done for work with colleagues, for family with other relatives and for social with friends and peers.

In order to conduct a thorough research study, the professional couple residing and working from different parts of Pune city were selected for research work. A confined survey based questionnaire was prepared for couple from different profession for the

adequate research. The data collected to corresponding to the response of the questionnaire was analyzed with statistical tools. The hypothesis was derived, stated and proved. The findings and conclusions based upon the researched work were established. It is derived from the interpretations that work life balance as a broad concept should be introduced to professional couples. After an appropriate study the researcher has recommended that long working hours creates problem so flexi work schedule should be provided. As parents they should spend time with their children, for their family members and with their parents. As a result the couple should spend proper time for the family and for work. As a couple they should support each other in career enhancement. Socializing also helps in getting support from the community. There can be some sort of problems which can be limitations in maintaining work life balance. Thus employers give a helping hand to their employees to balance their professional life. The limitation which evolved leads to an inference that not all employers are providing conducive environment to ensure work life balance.

There is a wide scope for further research in this topic. The various issues which the couples face for the responsibilities sharing. More specialized study can be conducted in rearing and caring of children through work life balance. The topic has new avenues in which it will have several divisions for the problems faced by the couple. The new researcher can probe into various parameters to explore it for further study. Though there is a wide scope to study work life balance through different angles.