

## AN ASSESSMENT OF THE DIFFERENCE BETWEEN WORK-LIFE BALANCE OF MALE AND FEMALE JOURNALIST

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### ABSTRACT

*The Indian media and entertainment industry is rapidly expanding, with print media increasing from Rs 1,473 billion to Rs 2032 billion between 2017 and 2021, according to the Audit Bureau of Circulation Report. They are anticipated to expand their sector through the usage of the internet, where digitization is vital. The media business employs almost 4 million people across the country. It has increased the number of chances for young people to enter this business. Journalists must be regarded and valued by their organisations for the work they accomplish. Long working hours, unexpected assignments, a demanding work environment, family commitments, and a personal lifestyle are all characteristics of the journalist. In this study, the researcher assesses the difference between work-life balance of male and female journalists of NCR region. As a result, the research of Work-Life Balance of Employees in Print Media aims to comprehend the equilibrium between Work and Life, quality of life, and its influence, as well as to provide the sector with a benchmark for progress.*

**Keywords:** *Print media employee, work life balance, male & female journalist, journalism, etc.*

### INTRODUCTION

Work-life balance is at the heart of critical human resource development issues. Work-life balance factors have been connected to strong employee commitment, job satisfaction, and organizational behavior. A lack of balance, particularly in relation to disputes at work and at home, has been linked to high turnover intention and high illness absence. Moreover, work-life balance has been connected with employee performance. This demonstrates, either implicitly or explicitly, that work-life balance is at the heart of human resource development and may be a powerful tool for championing individual and organisational strength. Clearly, according to a survey of Fortune 500 businesses, organisational initiatives that assist people in improving their work and family life are just great marketing.

The media is one of the tools used to shape society. For the public in society, the media as an industry portrays truths of life such as religion, politics, employment, health, education, entertainment, sports, crime, events, and so on. Formerly, there were just a few newspapers, radio stations, and Doordarshan in the sphere of print and electronic media. But, with the development of technology and the internet in the modern period, it has expanded to a bigger frame. The media operates 24 hours a day, seven days a week, broadcasting live, recorded, printed, or digitalized news to the public.

The plural version of the term "media" is a way of communication that disseminates news, entertainment, advertisements, health, education, and so on. It consists of physical or online newspapers, magazines, television, radio, telephone, Internet, fax, and billboards. The term media is defined as a medium of communication that disseminates everything from telephone calls to news on television channels. The media is defined by society as a communicator who disseminates information to the public. It is referred to as "Mass Media" when it reaches a large populace.

Print and electronic media are the two primary types of media (Broadcast). At the moment, the Internet has also been known as a major performer that is demonstrating rapid consumer development through online transmission of news, entertainment, movies, and so on. Print media is an earlier kind of media that includes a variety of publications such as journals, newspapers, newsletters, magazines, books, and reports. It still has a huge stake of people, but it is suffering as a result of the Internet's current arrival.

Another media known as Broadcast Media, sometimes known as Electronic media that comprises Television and Radio, is visible in the beginning and middle of the twentieth century. The bulk of the populace gets its news and entertainment through television and radio. Furthermore, during the last 20 years, television and cable have grown in prominence. Yet, experts believe that it will not exist long because the internet has surpassed it. The Internet is rapidly approaching, and it is expected to become a primary source of communication for a large population seeking news, entertainment, social connections, online education resources, and so on. The situation as we know it now did not exist until the 1990s. As compared to 1995, when only 1% of the world's population accessed the internet, now it is more than 49%.

The media sector is becoming increasingly dynamic, having emerged from a highly intrinsic coalition of persons and different entity workgroups. With such a design, there is a lack of understanding among employers and employees, with unions and other groups somewhat uncertain on pay bargaining and work regulations, with practically all recruiting and selection procedures conducted informally.

The primary objective of the media production business is more informal, regular, autonomous, and project-based labour, with the emergence of microenterprises and a rapid emphasis on creative entrepreneurship and telecommuting. Employees struggle to survive the high usage of media networks to enter the dangerous job market as a result of the rapid rise in the media sector. Nonetheless, the network is always portrayed positively as a viable, social, and dynamic alternative to market forces and corporate hierarchy.

The media sector runs not only on the basis of network density, but also on the basis of fundamental social circumstances. The Indian Media and Entertainment (M&E) business includes the media. It is an important economic segment that is growing at a rapid rate. The Indian Media and Entertainment sector is on the route of a well-constructed stage of growth, supported by expanding client demand and progressing marketing income.

An organisational structure is a set of activities that are directed with the purpose of achieving an organization's goals. These activities include the norms, duties, and obligations of journalists, administrative employees, and management. The organisational structure establishes the flow of information inside the corporation by connecting layers. In the print medium, there is no formal framework. It is determined by the organization's size and management. This framework is the result of discussions with numerous print media organisations and journalists at various levels.

#### Editor/Editor-in-chief

1. Chief-Supplement
    - A. Special correspondent
    - B. Senior reporter
    - C. Reporter
  2. Resident editor
    - A. Assistant Resident editor
      - I. News editor
        - a) Assistant news editor
          - i. Chief sub-editor (city)
            - Senior sub-editor
              - Sub-editor
                - Stringer
                - Trainee/Apprentice
                - Reporter
                - Senior reporter
            - ii. Chief sub-editor (rural)
        - b) Principle designer
        - c) Graphic designer
      - B. Chief of News bureau
        - I. Assistant editor
        - II. Reporter
        - III. Senior reporter
3. City bureau
  - A. Political
    - I. Desk
      - a) Chief reporter
      - b) Senior special correspondent
      - c) Special correspondent
      - d) Principle correspondent
        - i. Senior correspondent
        - ii. Staff correspondent
          - Senior reporter
          - Reporter
          - Freelancer
  - B. Metro
  - C. Crime
  - D. Film

- E. Sports
- F. Chief photo/video
  - I. Senior photographer
  - II. Senior videographer
  - III. Photographer
  - IV. Videographer

### **OBJECTIVE OF THE STUDY**

- To assess the difference between work-life balance of male and female journalists of NCR region.

### **HYPOTHESIS OF THE STUDY**

**H01:** there is no significant difference in the work-life balance of the male and female journalist.

### **LITERATURE REVIEW**

Narayani Rajashree (2011) women are increasingly contributing to the development of news items, and women professionals are increasingly contributing to media firms, notably in decision making, according to. Within the organization, women journalists may find their voice. According to the poll, there is a lack of networking among female journalists since the majority are resistant to being classed as female professionals, and there is a lack of purposeful effort among female journalists to pay special attention to women's problems. Women journalists confront additional workplace hazards since they must manage home duties, such as childcare.

Tilak Wijesundara (2011) studied Indian media in terms of a variety of factors such as news coverage, identity, expansion, modernization, advertisements, technical know-how, programs, qualification, politics, sexual category, violence, female and children, and so on. According to the study, social variables impact the media environment and exhibit social inference in community initiatives in India. According to the research, Indian media is a social symbol that portrays the community. It is particularly various, different, and prominently playing a leading position in reporting in the contemporary scenario via electronic media, although print media is regarded as a standard of a cultured man in a metropolitan region.

Kanyika Shaw (2012) researched the views of male and female newspaper journalists in Thailand. Female journalists, according to a poll of journalists, do not need to be viewed as an isolated group since they adapt to their work environment. Gender origins are connected to power and position. Female correspondents are pleased with their employers and employment, according to the research. The job entails a job approach, job security, the ability to exhibit abilities, coworkers, and the possibility to aid the community. They were also largely satisfied with their pay, working conditions, and education. The majority of female journalists encountered discrimination in the form of source discontent and injustice.

Jenefa (2012) researched females' participation in news preparation; this research is important for understanding the link between female reporters' educational credentials and their assistance in reporting the news. According to the research, women outnumber males in the English-language press. It also revealed that the majority of female journalists work in electronic media (news channels), with print media (such as newspapers and magazines) coming in second. Due of the typical attitude of regional news organizations, the majority of female journalists choose to work in English newspapers, next magazines, and lastly television.

Arpita Sharma (2012) recognized psychological components such as ideas, feelings, and behavior as the source of professional stress in non-government and government sector organizations. It has been demonstrated that there is a considerable difference in stress levels between people in both industries. Female and married government employees are particularly stressed.

The study was conducted by Finocchiaro J. et al. (2013) with the purpose of exploring the association between mindfulness and levels of professional stress, as well as the use of various stress management strategies. The researcher used the Mindfulness Attention Awareness Scale (MAAS), the Perceived Stress Scale (PSS), and the Deakin Coping Scale to study the relationship between mindfulness, stress perception, and coping mechanisms (DCS). Males and females scored equally in the research. Mindfulness was also shown to be negatively connected to stress, although avoidance and management were positively related to demand assessment.

Devender Bhardwaj (2014) investigated the three aspects of employment that influence the careers of female journalists: familial and social circumstances, workplace milieu or ambiance, and legal protection. He observed that the primary hurdles for journalists are transportation and workplace communication; the reporting region where the events take place.

The author also noticed that females are frightened to pursue this industry; female journalists have obstacles at work and in the communities where they report due to the general public's indifferent attitude and the passing of unfriendly remarks. Working media companies do not give enough commuting facilities. Family and social responsibilities have been highlighted as significant hurdles to working women journalists maintaining their professions, and the working environment and legal protection have an influence on the motivation of working women journalists.

E. Mayor (2015) did a literature review on the disadvantages of women in terms of stress and health. Environmental, behavioral, and hereditary variables all contribute to female health issues. Individuals' levels of stress are influenced by gender variations, with females enduring higher unrelieved pressures than males. Additionally, stress levels will be unaffected by social positions or people. Females who work, according to the research, experience less stress than those who do not since they are the primary caregivers for their families. As the share of women in the labor force has grown, both men and women face equivalent levels of stress. Traditional socialization has been demonstrated to be beneficial to male health.

Passey S. et al. (2015) investigated if there was a gender difference in anxiety (Stress) and various physical tasks done by doctors at a health care facility. According to the study's findings, male doctors are more stressed than female doctors. Because they had family obligations in addition to professional ones, female doctors had a greater physical task level than male doctors. To reduce stress, the researchers advised developing separate training programs depending on gender needs.

KDV Prasad et al. (2016) investigate the influence of social support and coping techniques on professional stress and performance in CBSE teachers. Stressors found were student behavior, school atmosphere, role overload, role ambiguity, and workload. Social support includes coworkers, emotional and instrumental assistance, and coping skills. The experiment undertaken to investigate the relationship between professional stress and social support with coping strategy found no difference in tasks performed by male and female teachers. Instructors who got social support and adopted coping methods reported lower levels of stress as compared to others.

C.A.V. Doss et al. (2018) studied the level of professional stress and expert burnout among teachers. The level of stress and burnout differs dramatically between male and female professors. Teacher burnout was predicted by a reduced operational environment, time anxiety, people misbehavior, and a reduced operational situation.

A.Vasumati (2018) reviewed the research on women's health metrics and addressed the importance of expanding them with the ultimate goal of social achievement. The WLB is critical for women workers in the present environment because it affects both their productivity and the time they are expected to dedicate to their family. The researcher investigated the relevance of WLB, WLB concepts, WLB structures, WLB facilitators, WLB coping mechanisms, WLB and final performance, and WLB results for female employees. In this article, the researcher discusses various aspects of the worker's life balance through a review of existing literature.

Bhavna Pathak et al. (2018) study the challenges and opportunities for female journalists working in the media in the Bhopal region. The poll was designed in such a manner that respondents found it easy to share their opinions and thoughts, eliminating data bias. Atypical working hours, severe pressure, and a lack of maternity leave, according to the survey, are major factors impacting female journalists' work-life balance.

Kumar et al. (2018) conducted an extensive study on the work-life balance of female journalists in the media industry. A standardized questionnaire was completed by 48 women in the research. To evaluate study variables, descriptive statistics, bivariate analysis, and correlations were employed. According to the study's findings, media professionals have both positive and bad effects based on factors such as working hours, family responsibilities, and so on.

Irene Snyder (2019) conducted research on work-life balance in newsrooms. A total of 50 in-depth face-to-face interviews were conducted with people working in different market sizes of US newsrooms, including small and medium market television stations like KCAU (Sioux City, IA), WHTM (Harrisburg, PA), WGAL (Lancaster County, PA), NBC12 (Richmond, VA), NY1 (New York, NY), and WNBC (New York, NY); regional newspapers like Lancaster Newspapers and the York Daily Record; and national news organizations. According to the data, males had more difficulty discriminating between work and life than females. Ladies, on the other hand, reported better work-to-family balance than males. Those working in print and television newsrooms said digital technology made balancing work and family life even more challenging.

Gargi Chaudhary and Dr. Ashok Kumar (2021) study the work-life balance of female journalists in the media industry. Female journalists work long hours with little downtime, making it difficult for them to strike a balance between their personal and professional lives. As a result, finding a work-life balance in the print media industry is critical for working

women who want to maintain a good standard of living. The study employed a structured questionnaire with 50 female respondents to get their thoughts on the work-health balance. The purpose of this study was to investigate the impact of women journalists' work-life balance on their personal and professional lives. It also discussed how managers might help female employees balance their personal and professional lives by creating specific goals. This study aims to analyze the complex challenges that working women face while managing their personal and professional lives. This study investigated a number of factors that impact work-life balance. The data also show that female journalists' work-life balance affects their overall quality of life.

## DATA ANALYSIS AND DATA INTERPRETATIONS

**TABLE 1: GENDER OF THE RESPONDENT**

GENDER	N	%
Male	272	75.56
Female	88	24.44
Total	360	100.0



**CHART 1: GENDER OF THE RESPONDENT**

The gender distribution of respondents in the print media is depicted in Chart 1. It demonstrates the segregation of male and female distribution, with the majority of 360 responses being male 272 (75.56%) and female 88 (24.44%).

To assess the relevance of male and female employees' work-life balance, descriptive statistics and an independent sample T-test are used. The objective "To study the insights of Employees' Work-Life Balance" is evaluated below, which illustrates the link of the work-life balance variables with gender to test the hypothesis acceptance or rejection.

**TABLE 2: JOURNALIST SHOWING THE RESPONSE ON SOCIAL SUPPORT (SS)**

GENDER		N	MEAN	SD	STD. ERRORMEAN
SS1- Personal Advice	Male	272	3.98	0.75	0.05
	Female	88	4.26	0.74	0.09
SS2- Encouragement	Male	272	3.78	0.56	0.03
	Female	88	3.95	0.71	0.09
SS3- Shared social activity	Male	272	3.44	0.86	0.05
	Female	88	3.69	0.82	0.10

**TABLE 3: INDEPENDENT SAMPLES T-TEST – SOCIAL SUPPORT (SS)**

VARIABLES		T-TEST FOR EQUALITY OF MEANS			
		T	DF	SIG. (2-TAILED)	MEAN DIFFERENCE
SS1- Personal advice	Equal variancesassumed	-2.6	358	0.01	-0.28
	Equal variancesnot assumed	-2.61	100.85	0.01	-0.28
SS2- Encouragement	Equal variancesassumed	-1.98	358	0.05	-0.17
	Equal variancesnot assumed	-1.75	85.12	0.08	-0.17
SS3- Shared social activity	Equal variancesassumed	-1.99	358	0.05	-0.24
	Equal variancesnot assumed	-2.05	104.17	0.04	-0.24

Table 2 displays the journalist responses on social support classified by male and female group, taking into account the key three factors of personal counsel, encouragement, and shared social activity. The male and female groups had a 7:2 ratio of responders. The study discovered that the female group had a higher mean value than the male group in all social support parameters, despite the fact that the male group has a greater proportion. Personal guidance was shown to be the most common social support element, followed by encouragement and a shared societal activity. The study found that the mean value of male and female group responses to social support was larger than 3 in all circumstances, indicating that the male and female groups agree that social support has an impact on employees' work-life balance.

The analysis of independent samples T-test on social support is shown in table 3. The factor personal counsel P-value is 0.01, which is less than 0.05; hence, the null hypothesis is rejected in this case. The factor encouragement P-value is 0.08, which is more than 0.05; hence, the null hypothesis is accepted here. The P-value for the factor shared social activity is 0.05, which is identical to 0.05; hence, the null hypothesis is rejected here. Consequently, it is concluded that there is a substantial difference in the work-life balance between male and female employees in terms of social support, changeable personal guidance, and shared social engagement, but not in terms of encouragement.

**TABLE 4: JOURNALIST SHOWING THE RESPONSE ON ORGANIZATIONAL ISSUES (OI)**

GENDER		N	MEAN	STD. DEVIATION	STD. ERROR MEAN
OI1- Lack of awareness/knowledge	Male	272	3.78	0.67	0.04
	Female	88	4.04	0.52	0.06
OI2- Poor Communication	Male	272	3.68	0.98	0.06
	Female	88	4.25	0.44	0.05
OI3- Unclear directions	Male	272	3.93	0.91	0.06
	Female	88	4.16	0.83	0.10

**TABLE 5: INDEPENDENT SAMPLES T-TEST – ORGANISATIONAL ISSUES (OI)**

VARIABLES		T-TEST FOR EQUALITY OF MEANS			
		T	DF	SIG. (2-TAILED)	MEAN DIFFERENCE
OI1- Lack of awareness/knowledge	Equal variances assumed	-2.78	358	0.00	-0.25
	Equal variances not assumed	-3.18	126.95	0.00	-0.25
OI2- Poor communication	Equal variances assumed	-4.40	358	0	-0.57
	Equal variances not assumed	-6.44	229.23	0	-0.57
OI3- Unclear Directions	Equal variances assumed	-1.75	358	0.08	-0.22
	Equal variances not assumed	-1.85	109.05	0.07	-0.22

The table 4 displays the journalist responses to organisational challenges grouped by male and female group, while taking into account the most essential three variables: lack of awareness/knowledge, inadequate communication, and unclear directives. The male and female groups had a 7:2 ratio of responders. The study discovered that the female group had a higher mean score than the male group in all organisational criteria, despite the fact that the male group has a bigger proportion. The component mean average of unclear instructions is shown to be quite high among the three organisational difficulties, followed by poor communication and lack of awareness/knowledge. The study discovered that the mean score of male and female group responses to organisational challenges was more than 3 and 4 in all circumstances. Hence, the male group agrees and the female group significantly agrees on organisational factors impacting employees' work-life balance.

The study of independent samples T-test on organisational difficulties is shown in table 5. The P-value for the variable lack of awareness/knowledge is 0.00, which is less than 0.05, hence the null hypothesis is rejected here. The variable poor communication has a P-value of 0.00, which is less than 0.05, hence the null hypothesis is rejected in this case. The variable unclear directions P-value is 0.08, which is more than 0.05, indicating that the null hypothesis is accepted in this case. Consequently, except for unclear directions, there is a substantial difference in the work-life balance of male and female employees' responses to organisational challenges.

**TABLE 6: JOURNALIST SHOWING THE RESPONSE ON STRESS ISSUES (STI)**

GENDER	N	MEAN	SD	STD. ERROR MEAN
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STI1- Long working hours	Male	272	4.14	0.58	0.04
	Female	88	4.27	0.57	0.07
STI2- Tight Deadlines	Male	272	3.75	0.89	0.06
	Female	88	4.06	0.84	0.10
STI3- Lack of Autonomy	Male	272	3.55	0.87	0.06
	Female	88	4.27	0.72	0.09

**TABLE 7: INDEPENDENT SAMPLES T-TEST – STRESS ISSUES (STI)**

VARIABLES		T-TEST FOR EQUALITY OF MEANS			
		T	DF	SIG. (2-TAILED)	MEAN DIFFERENCE
STI1- Long working hours	Equal variances assumed	-1.48	258	0.13	-0.12
	Equal variances not assumed	-1.49	100.97	0.13	-0.12
STI2- Tight deadlines	Equal variances assumed	-2.46	358	0.01	-0.31
	Equal variances not assumed	-2.53	104.73	0.01	-0.31
STI3- Lack of autonomy	Equal variances assumed	-5.88	358	0	-0.71
	Equal variances not assumed	-6.48	117.92	0	-0.71

Table 6 depicts the journalist reaction to stress concerns classified by male and female group, taking into account the primary three variables of long working hours, tight deadlines, and lack of autonomy. The male and female groups had a 7:2 ratio of responders. The study discovered that the female group had a higher mean value than the male group in all stress issue categories, despite the fact that the male group has a bigger proportion. Long working hours are determined to be the most stressful of the three stress issue variables, followed by a lack of autonomy and lastly by tight deadlines. The study found that the mean value of male and female group responses to stress concerns was larger than 4 in all circumstances, indicating that the male and female groups strongly agree that stress is a factor impacting employees' work-life balance.

The analysis of independent samples T-test on Stress Problems is shown in table 7. Because the factor lengthy working hours has a P-value greater than 0.05, the null hypothesis is accepted. The factor tight deadlines P-value is 0.01, which is less than 0.05, hence the null hypothesis is rejected in this case. The P-value for the factor lack of autonomy is 0.00, which is less than 0.05, hence the null hypothesis is rejected here. Consequently, there is a substantial difference in the work-life balance of male and female employees in reaction to Stress Problems, changeable tight deadlines, and a lack of autonomy, but no significant difference in response to extended working hours.

**TABLE 8: JOURNALIST SHOWING THE RESPONSE TO INFORMATION TECHNOLOGY (IT)**

GENDER		N	MEAN	STD. DEVIATION	STD. ERROR MEAN
IT1- Provision of Internet enabled gadgets	Male	272	3.61	0.89	0.06
	Female	88	3.74	1.02	0.12
IT2- Fully equipped data hardware and software	Male	272	3.63	0.83	0.05
	Female	88	3.60	0.86	0.10
IT3- Training skills in IT and Web applications	Male	272	3.46	1.36	0.09
	Female	88	3.45	1.46	0.18

**TABLE 9: INDEPENDENT SAMPLES T-TEST – INFORMATION TECHNOLOGY (IT)**

VARIABLES		T-TEST FOR EQUALITY OF MEANS			
		T	DF	SIG. (2-TAILED)	MEAN DIFFERENCE
IT1- Provision of internet- enabled gadgets	Equal variances assumed	-0.98	358	0.32	-0.13
	Equal variances not assumed	-0.91	90.538	0.36	-0.13
IT2- Fully equipped data hardware and software	Equal variances assumed	0.31	358	0.76	0.03
	Equal variances not assumed	0.30	97.965	0.76	0.03
IT3- Training skills in IT and web applications	Equal variances assumed	0.04	358	0.96	0.00
	Equal variances not assumed	0.04	94.668	0.96	0.00

The table 8 shows the journalist answer on information technology categorised by male and female group while taking into consideration the most essential three variables: supply of internet-enabled devices, completely equipped data hardware and software, and training skills in IT and online applications. The male and female groups had a 7:2 ratio of responders. The study discovered that the mean score of both the male and female groups is reasonably equal in all information technology parameters, despite the fact that the male group has a greater proportion than the female group. Out of three information technology factors, the provision of internet-enabled gadgets is determined to be on the high side, followed by completely equipped data hardware and software, and finally with training abilities in IT and web applications. The study discovered that the mean score of the male and female groups' responses to information technology was more than 3 in all circumstances. Hence, both the male and female groups believe that information technology has an impact on employees' work-life balance.

The analysis of independent samples T-test on information technology is shown in table 9. The variable provision of internet-enabled gadgets P-value is 0.32, which is more than 0.05, indicating that the null hypothesis is accepted in this case. The variable P-value for fully equipped data hardware and software is 0.76, which is more than 0.05, indicating that the null hypothesis is accepted in this case. The P-value for variable training skills in IT and web an application is 0.96, which is more than 0.05, indicating that the null hypothesis is accepted in this case. Hence, there is no substantial difference in the work-life balance of male and female employees' responses to information technology.

**TABLE 10: JOURNALIST SHOWING THE RESPONSE ON WORK ISSUES (WI)**

GENDER		N	MEAN	STD. DEVIATION	STD. ERROR MEAN
WI1- Task complexity	Male	272	3.56	0.79	0.05
	Female	88	3.79	0.68	0.08
WI2- Poor job design	Male	272	3.39	0.74	0.05
	Female	88	3.72	0.48	0.06
WI3- Poor occupational safety	Male	272	3.60	0.79	0.05
	Female	88	3.88	0.65	0.08
WI4- Low-performance appraisal	Male	272	3.83	0.94	0.06
	Female	88	4.08	0.55	0.07
WI5- Lack of workplace policies	Male	272	3.80	0.70	0.04
	Female	88	3.96	0.65	0.08
WI6- Inadequate training	Male	272	3.72	0.78	0.05
	Female	88	3.83	0.79	0.10
WI7- Work Place harassment	Male	272	3.26	0.80	0.05
	Female	88	3.77	0.66	0.08

**TABLE 11: INDEPENDENT SAMPLES TEST – WORK ISSUES (WI)**

Variables		T-test for Equality of Means			
		T	df	Sig. (2-tailed)	Mean Difference
WI1- Task complexity	Equal variances assumed	-2.05	358	0.04	-0.22
	Equal variances not assumed	-2.22	114.36	0.03	-0.22
WI2- Poor job design	Equal variances assumed	-3.31	358	0.00	-0.33
	Equal variances not assumed	-4.13	153.58	0.00	-0.33
WI3- Poor occupational safety	Equal variances assumed	-2.54	358	0.01	-0.28
	Equal variances not assumed	-2.82	118.92	0.01	-0.28
WI4- Low- performance appraisal	Equal variances assumed	-1.97	358	0.05	-0.24
	Equal variances not assumed	-2.59	174.90	0.01	-0.24
WI5- Lack of workplace policies	Equal variances assumed	-1.59	358	0.11	-0.16
	Equal variances not assumed	-1.66	106.81	0.10	-0.16
WI6- Inadequate training	Equal variances assumed	-0.99	358	0.32	-0.11

	Equal variances not assumed	-0.98	99.25	0.32	-0.11
WI7- Workplace harassment	Equal variances assumed	-4.49	358	0.00	-0.50
	Equal variances not assumed	-4.99	119.87	0.00	-0.50

Table 10 depicts the journalist response on work issues (Work Interference on Family) classified by male and female group, taking into account the major 7 variables of task complexity, poor job design, poor occupational safety, low-performance appraisal, lack of workplace policies, inadequate training, and workplace harassment. The male and female groups had a 7:2 ratio of responders. Despite the fact that the male group has a greater proportion than the female group, the study discovered that the mean value of both groups is virtually the same in all work issue aspects except low-performance assessment. Out of seven work concerns, the factor mean average was found to be particularly high in low-performance appraisal, followed by a lack of workplace policies, poor occupational safety, bad job design, inadequate training, task complexity, and workplace harassment. The study discovered that the mean value of male and female group responses to work concerns was larger than 3 in all circumstances except for low-performance appraisal, when female responses were greater than 4. As a result, both the male and female groups agree on work concerns as a factor impacting employees' work-life balance.

The analysis of independent samples T-test on Work Problems is shown in table 11. (Work Interference on Family). The factor task difficulty P-value is 0.04, which is less than 0.05, hence the null hypothesis is rejected in this case. The factor bad job design has a P-value of 0.00, which is less than 0.05, therefore the null hypothesis is rejected here. The factor low occupational safety has a P-value of 0.01, which is less than 0.05, hence the null hypothesis is rejected here. The factor lowperformance assessment P-value is 0.05, which is identical to 0.05, therefore the null hypothesis is rejected in this case. Because the factor absence of workplace policies has a P-value greater than 0.05, the null hypothesis is accepted. Because the factor inadequate training P-value is greater than 0.05, the null hypothesis is accepted. Because the factor workplace harassment has a P-value of 0.00, which is less than 0.05, the null hypothesis is rejected. Consequently, it is concluded that there is a considerable difference between male and female journalist responses to work difficulties factors, with the exception of poor training, where there is no significant difference between the genders.

**TABLE 12: JOURNALIST SHOWING THE RESPONSE ON FAMILY ISSUES (FI)**

Gender		N	Mean	Std. Deviation	Std. ErrorMean
FI1- Negative emotions	Male	272	3.64	0.72	0.04
	Female	88	3.82	0.64	0.08
FI2- Lack of trust/respect in the relationship	Male	272	3.21	0.80	0.05
	Female	88	3.24	1.09	0.13
FI3- Change in familycircumstance	Male	272	3.54	0.82	0.05
	Female	88	3.20	1.08	0.13
FI4- Breakdown in communication	Male	272	3.68	0.73	0.05
	Female	88	3.25	1.12	0.14
FI5- Angry outbursts	Male	272	3.50	0.94	0.06
	Female	88	3.40	1.23	0.15

**TABLE 13: INDEPENDENT SAMPLES TEST – FAMILY ISSUES (FI)**

VARIABLES		T-TEST FOR EQUALITY OF MEANS			
		T	DF	SIG. (2-TAILED)	MEAN DIFFERENCE
FI1- Negativeemotions	Equal variancassumed	-1.706	358	0.089	-0.17354
	Equal variancassumed	-1.818	110.953	0.072	-0.17354
FI2- Lack of trust/respect in the relationship	Equal variancassumed	-0.201	358	0.841	-0.02559
	Equal variancassumed	-0.171	81.406	0.865	-0.02559
FI3- Change in family circumstance	Equal variancassumed	2.618	358	0.009	0.3384
	Equal variancassumed	2.261	83.064	0.026	0.3384
FI4- Breakdown in communication	Equal variancassumed	3.495	358	0.001	0.42463
	Equal variancassumed	2.79	76.885	0.007	0.42463
FI5- Angry outbursts	Equal variancassumed	0.721	358	0.472	0.10639
	Equal variancassumed	0.626	83.573	0.533	0.10639

The table 12 depicts the journalist response on family issues (Family Interference on Work) categorised by male and female group, taking into account primarily 5 variables including negative emotions, lack of trust/respect in the relationship, change in family circumstance, breakdown in communication, and angry outbursts. The male and female groups had a 7:2 ratio of responders. The study discovered that the male group had a higher mean score than the female group in all family issue aspects, despite the fact that the male group has a higher proportion. Out of the five family issue factors, the mean average of negative emotions is found to be high, followed by a change in family circumstance, a breakdown in communication, furious outbursts, and a lack of trust/respect in the relationship. The study discovered that the mean score of the male and female groups' responses to family concerns was more than 3 in all circumstances. Hence, both the male and female groups believe that the family issue has an impact on employees' work-life balance.

The analysis of independent samples T-test on family difficulties is shown in table 13. (Family Interference on Work). The variable negative emotions P-value is 0.08, which is more than 0.05, indicating that the null hypothesis is accepted in this case. The P-value for the variable lack of trust/respect in relationship is 0.84, which is more than 0.05; hence, the null hypothesis is accepted in this case. The P-value for the variable change in family circumstance is 0.00, which is less than 0.05; hence, the null hypothesis is rejected in this case. The P-value for variable breakdown in communication is 0.00, which is less than 0.05; hence, the null hypothesis is rejected in this case. The variable furious outbursts P-value is 0.47, which is more than 0.05, indicating that the null hypothesis is accepted in this case. So, except for negative emotions, loss of trust/respect in the relationship, and furious outbursts, there is a substantial difference between genders in the work-life balance of male and female employees' responses to work concerns (change in family condition and breakdown in communication).

## CONCLUSIONS

Consequently, it is concluded that there is a substantial difference in the work-life balance between male and female employees in terms of social support, changeable personal guidance, and shared social engagement, but not in terms of encouragement. Except for unclear directions, there is a substantial difference in the work-life balance of male and female employees' responses to organisational challenges. There is a substantial difference in the work-life balance of male and female employees in reaction to Stress Problems, changeable tight deadlines, and a lack of autonomy, but no significant difference in response to extended working hours. There is no substantial difference in the work-life balance of male and female employees' responses to information technology. It is also concluded that there is a considerable difference between male and female journalist responses to work difficulties factors, with the exception of poor training, where there is no significant difference between the genders. So, except for negative emotions, loss of trust/respect in the relationship, and furious outbursts, there is a substantial difference between genders in the work-life balance of male and female employees' responses to work concerns (change in family condition and breakdown in communication).

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