

A Study on Perception of Construction Women Employees on Dimensions Implying Work Life Balance

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Abstract

In the recent times, the issue of work-life balance has gained more attention due to the reason that an individual's work life and personal life may present conflicting demands on one another while the demands from both the spheres are equally important. The construction industry is a demanding work environment in which a culture of long work hours prevails. Most construction sites operate on a six-day week, and professionals and managers work many hours of unpaid overtime. This problem is more for women employees because of the type of roles they play at home and the tumble over of personal life over work life and vice-versa. The study aims to examine work-life balance of women employees' unorganised sector in construction industry at Kanchipuram district the various factors affecting work-life balance. The women employees in kanchipuram city constitute universe for the study. The researcher has drawn 600 women employees working in construction industry in various taluk constituting 100 employees from each taluk for the purpose of the study. Data was collected with the help of a structured questionnaire and data was analyzed using statistical tools like ANOVA and Mean score. The study revealed that the levels of work-life balance of women employees in construction industry unorganised sectors of the study are significantly different.

Key Words: Work-Life Balance, women employees, construction industry.

1. Introduction

In the construction industry around one third of the workers are women and children. Women workers are illiterate and therefore face serious work-related problems, namely wages and gender discrimination, sexual harassment, unsafe working environment etc. Despite all this, the construction industry mainly attracts women workers. Women workers skills are almost at the same level but they are not considered as such and asked to help their male co-workers. Husbands of some woman workers consume alcohol and beat them. Some woman workers develop relations with co-workers and get trapped. Women are not able to strengthen their skills and economic position due to family and work related problems. employment of women in the construction industry is very high, although they only work as helpers or unskilled workers.

2. Review of Literature

There are many scholars who have done research on women working in different sectors. However, there are very few who have done research on problems of women workers in construction industry. Here is the gist of their work. Anthony P. D'souza (2013) focused the status and contribution of unorganized sector focused more on the challenges and problems faced by the youth in selecting job as self-employment. It is found that larger number of workers was getting their livelihood from this sector and entrepreneur plays a vital role in bringing up unorganized sector at the better position in the country. Anuradha, Mrinalini Pandey (2016) made an attempt study on "Impact of work-life balance on job satisfaction of women doctors". In the competitive era of today, women have to battle hard to establish their individuality in the society, as well as in professional life. Work-life balance is the major problem in the life of working women. The study covers work-life balance of women doctors of private hospitals of Jharkhand. This study helps to understand the impact of work-life balance on job satisfaction. Regression analysis and ANOVA Test have been used to test the relationship between the variables. The study has found that work-life balance has positive impact on job satisfaction.

Need for the Study;-In the present scenario, due to many changes happening in the work place and family systems, a vast majority of women are finding it difficult to achieve a desired Work-Life Balance. In comparison with men, women have more responsibilities at home. Though there are studies on Work Life Balance, relatively there are fewer studies on work-life balance of women employees. The studies were more confined to sectors like Unorganised Construction Industries. Therefore there is a need to study how women are balancing their work and family life in Construction Industries.

Statement of the Problem;-Nowadays more rural and urban women were going for construction works. The reason for such shift in occupation is reduced agricultural activities due to poor rainfall & cost hike. As the living cost in high

to make ends meet women choose alternative jobs. She has to overcome at home, workplace, health problem, family problems, sexual harassment and social issues. The researcher has noticed many construction workers in hotspots like, various taluks in Kanchipuram District, Tamilnadu. These women seem to be in pressure to identifying the availability of works, distance to be travelled to new workplace, insecurity about work and reaching home late in evening. This influenced the researcher to do research about such women working in construction field. So, the researcher wants to study the problems faced by the construction industry employees in areas of occupation, social, family and personal aspects.

Scope of the Study: The study which relates to the Status of Women Workers in the Unorganized Sector in Kanchipuram District covers the major six taluks of entire district. A well prepared Interview Schedule has been prepared and administered among the women employee of the unorganized sectors in the district. Both primary and secondary data have been collected and used for the purpose of the study. The study has been restricted to Alandur, Sholinganallur, Sriperumbudur, Uthirmerur, Madurantakam and Cheyyur taluks lie within the Chennai Metropolitan area taluk where the maximum number of industries employing women is available.

Research Methodology;-The study of the objectives and testing of hypothesis is dependent primarily on the reliable measurement of the variables and secondly on the methods and procedures applied for deriving conclusions.

Sample Size;- The sample size considered for the study is 600 working women employees in construction industry of unorganised sectors selected from various six taluk of Kanchipuram district, Tamilnadu and each taluk is 100 working women employees in construction industry.

Sampling Method; -Simple random sampling method is used for the present study to ensure that different strata i.e. different sectors are adequately represented in the sample.

Data Collection;-Both primary and secondary data are collected for the purpose of the study. The survey method is used to gather primary information for the study. The required data is collected from the sample respondents with the help of a questionnaire designed for the purpose and through personal interviews also. The secondary data is collected from books, journals, magazines, websites, etc.

3. Objectives

1. To study the perception of women employees on work life balance.
2. To study the impact of work life balance on job satisfaction.

Hypothesis

H₀1(a): The perception level of women employed in unorganised sector towards job stress does not differ with the average score.

H₀1(b): Quality of work life does not differ with the average score.

H₀1(c): Supervisor support does not differ with the average score.

H₀1(d): Co-worker support does not differ with the average score.

H₀1(e): Emotional sustenance does not differ with the average score.

H₀1(f): Instrumental assistance does not differ with the average score.

H₀1(g): Work environment does not differ with the average score.

H₀1(h): Job description does not differ with the average score.

1. *Perception of Women Employees on Factors Implying Work Life Balance*

Seven factors implying Work Life Balance of women employed in unorganised sector in Kanchipuram have been taken to study the perception of the respondents. They are: (a) Job stress (b) Quality of work life (c) Supervisor support (d) Co-worker support (e) Family support (f) Work environment (g) Job description. Five point scale ranging from strongly agree to strongly disagree was developed to measure the perception of women employees on factors implying Work Life balance. One sample t-test was applied to analyze the mean responses on perception of the respondents.

2. *Perception towards Job Stress*

Job stress acts as an important factor that implies Work Life balance in any sector. Presence of Job stress might be a key aspect to many results and it also affects other factors. In this section, the perception of women employees towards Job stress in unorganised sector was studied. Fourteen variables, namely, (i) I have too much work and too little time to do it in, (ii) Working here leaves little time for other activities, (iii) I feel like I never have a day off, (iv) Too many employees at my level in the firm get burned out by job demands, (v) I have felt nervous as a consequence of my job, (vi) My job stresses me more than it should, (vii) There are lots of times when my job drives me crazy, (viii) Sometimes when I think about my job I feel constricted, (ix) I feel guilty when I take time off from job, (x) My job demands Long periods of intense concentration required, (xi) Tasks are often interrupted requiring attention at a later time, (xii) Your waiting for others slows me down, (xiii) Influence over amount of work and (xiv) My job affects me psychologically were taken to measure the perception of the respondents. To test the significant difference among the mean value of the variables measured against the test average response of 3 (mean score), the following null hypothesis is framed.

Table 1: Women Employee's Perception on Job Stress

Statements	Mean	SD	t-value	p-value
I have too much work and too little time to do it in	3.84	1.311	15.197**	<.001
Working here leaves little time for other activities	3.46	1.101	9.852**	<.001
I feel like I never have a day off	3.23	1.179	4.548**	<.001
Too many employees at my level in the firm get burned out by job demands	2.86	1.281	2.725**	.004
I have felt nervous as a consequence of my job	3.16	1.288	3.180**	<.001
My job stresses me more than it should	2.83	1.285	3.216**	<.001
There are lots of times when my job drives me crazy	2.84	1.378	2.950**	.002
Sometimes when I think about my job I feel constricted	3.63	1.405	10.548**	<.001
I feel guilty when I take time off from job	3.20	1.141	4.219**	<.001
My job demands Long periods of intense concentration required	3.29	1.189	5.788**	<.001
Tasks are often interrupted requiring attention at a later time	3.15	1.251	2.712**	.003
Your waiting for others slows me down	3.14	1.324	2.519*	.011
Influence over amount of work	3.12	1.208	2.446*	.015
My job affects me psychologically	2.81	1.305	2.814**	.001

*Significant at 5% level ** Significant at 1% level

Table 1 shows the women employees' perception towards Job stress in unorganised sector in Kanchipuram. The t-values of the variables 15.197, 9.852, 4.548, 2.725, 3.180, 3.216, 2.950, 10.548, 4.219, 5.788, 2.712, 2.814 are significant at 1% level and 2.519, 2.446 are significant at 5% level. This shows that there is significant difference between the mean responses given by the respondents towards job stress, the null hypothesis is rejected. There are lots of times when my job drives me crazy (2.84) and My job affects me psychologically (2.81) are lower than the average mean score. This shows that the women employees working in unorganised sector in Kanchipuram are getting more job stress.

3. Perception towards Quality of Work Life

Quality of work life acts as an important factor that implies Work Life balance in any sector. Presence of Quality of work life might be a key aspect to many results and it also affects other factors. In this section, the perception of women employees towards Quality of work life in unorganised sector was studied. Fifteen variables, namely, (i) I feel physically safe at work, (ii) I am satisfied with my pay / salary, (iii) My job does well for my family, (iv) I have good friends at work, (v) I have enough time away from work to enjoy other things in life, (vi) I feel appreciated at work in this group, (vii) People in this group and/or within my profession respect me as a professional and as an expert in my field of work, (viii) I feel that my job allows me to realize my full potential, (ix) I feel that I am realizing my potential as an expert in my line of work, (x) I feel that I am always learning new things that help do my job better, (xi) This job allows me to sharpen my professional skills, (xii) There is a lot of creativity involved in my job, (xiii) My job helps me develop my creativity outside of work, (xiv) My job requires that I work very fast and (xv) There are no significant compromises or shortcuts taken when worker safety is at stake were taken to measure the perception of the respondents. To test the significant difference among the mean value of the variables measured against the test average response of 3 (mean score), the following null hypothesis is framed.

Table 2: Women Employee's Perception on Quality of Work Life

Statements	Mean	SD	t-value	p-value
I feel physically safe at work	3.41	1.218	7.590**	<.001
I am satisfied with my pay / salary	3.35	1.162	7.194**	<.001
My job does well for my family	3.48	1.156	9.863**	<.001
I have good friends at work	3.17	1.361	3.041**	.002
I have enough time away from work to enjoy other things in life	2.87	1.304	2.299*	.022
I feel appreciated at work in this group	3.26	1.268	4.793**	<.001
People in this group and/or within my profession respect me as a professional and as an expert in my field of work	3.40	1.223	7.661**	<.001
I feel that my job allows me to realize my full potential	3.40	1.217	7.809**	<.001
I feel that I am realizing my potential as an expert in my line of work	3.44	1.212	8.538**	<.001
I feel that I am always learning new things that help do my job better	2.56	1.237	8.467**	<.001
This job allows me to sharpen my professional skills	3.17	1.342	3.083**	.002
There is a lot of creativity involved in my job	2.87	1.140	2.213*	.038
My job helps me develop my creativity outside of work	3.40	1.112	8.467**	<.001
My job requires that I work very fast	3.43	1.172	8.751**	<.001
There are no significant compromises or shortcuts taken when worker safety is at stake	3.16	1.350	2.969**	.333

*Significant at 5% level ** Significant at 1% level

Table 2 shows the women employees' perception towards Quality of work life in unorganised sector in Kanchipuram. The t-values of the variables 7.590, 7.194, 9.863, 3.041, 4.793, 7.661, 7.809, 8.538, 8.467, 3.083, 8.467, 8.751 and 2.969 are significant at 1% level and 2.299, 2.213 are significant at 5% level. This shows that the women employees are more satisfied in Quality of work life in unorganised sector in Kanchipuram.

4. Perception towards Supervisor Support

Supervisor support acts as an important factor that implies Work Life balance in any sector. Presence of Supervisor support might be a key aspect to many results and it also affects other factors. In this section, the perception of women employees towards Supervisor support in unorganised sector was studied. Eight variables, namely, (i) My supervisor is concerned about the welfare of those under him, (ii) My supervisor pays attention to what I say, (iii) I am exposed to hostility or conflict from my supervisor, (iv) My supervisor is helpful in getting the job done, (v) My supervisor is successful in getting people to work together, (vi) My supervisor is careful to assign work equally to all his/her subordinates, (vii) My supervisor checks on the progress of work at appropriate intervals, (viii) My supervisor is considerate of his/her subordinates' lives and families outside work were taken to measure the perception of the respondents. To test the significant difference among the mean value of the variables measured against the test average response of 3 (mean score), the following null hypothesis is framed.

Table 3: Women Employee's Perception on Supervisor Support

Statements	Mean	SD	t-value	p-value
My supervisor is concerned about the welfare of those under him	3.45	1.242	10.850**	<.001
My supervisor pays attention to what I say	2.72	1.115	7.786**	<.001
I am exposed to hostility or conflict from my supervisor	3.41	1.154	8.344**	<.001
My supervisor is helpful in getting the job done	3.21	1.253	3.944**	<.001
My supervisor is successful in getting people to work together	3.27	1.434	4.444**	<.001
My supervisor is careful to assign work equally to all his/her subordinates	3.12	1.290	2.292*	.022
My supervisor checks on the progress of work at appropriate intervals	3.31	1.190	6.245**	<.001
My supervisor is considerate of his/her subordinates' lives and families outside work	2.69	1.307	3.748**	<.001

*Significant at 5% level ** Significant at 1% level

Table 3 shows the women employees' perception towards Supervisor support in unorganised sector in Kanchipuram. The t-values of the variables 10.850, 7.786, 8.344, 3.944, 4.444, 6.245 and 3.748 are significant at 1% level and 2.292 is significant at 5% level. This shows that there is significant difference between the mean responses given by the respondents towards Supervisor support, the null hypothesis is rejected. This shows that the women employees are getting more support from their supervisor in unorganised sector in Kanchipuram.

5. Perception towards Co-worker Support

Co-worker support acts as an important factor that implies Work Life balance in any sector. Presence of Co-worker support might be a key aspect to many results and it also affects other factors. In this section, the perception of women employees towards Co-worker support in unorganised sector was studied. Five variables, namely, (i) People I work with are competent in doing their job, (ii) People I work with take a personal interest in me, (iii) People I work with are friendly, (iv) The people I work with encourage each other to work together, and (v) People I work with are helpful in getting the job done were taken to measure the perception of the respondents. To test the significant difference among the mean value of the variables measured against the test average response of 3 (mean score), the following null hypothesis is framed.

Table 4: Women Employee's Perception on Co-worker Support

Statements	Mean	SD	t-value	p-value
People I work with are competent in doing their job	3.91	1.224	17.555**	<.001
People I work with take a personal interest in me	3.28	1.211	5.474**	<.001
People I work with are friendly	3.89	1.149	18.452**	<.001
The people I work with encourage each other to work together	3.26	1.121	5.462**	<.001
People I work with are helpful in getting the job done	3.22	1.309	3.935**	<.001

** Significant at 1% level

Table 4 shows the women employees' perception towards Co-worker support in unorganised sector in Kanchipuram. The t-values of the variables 17.555, 5.474, 18.452, 5.462 and 3.935 are significant at 1% level. This shows that there is significant difference between the mean responses given by the respondents towards Co-worker support, the null hypothesis is rejected. Further the mean score of the variables; People I work with are competent in doing their job (3.91), People I work with take a personal interest in me (3.28), People I work with are friendly (3.89), The people I work with encourage each other to work together (3.26), People I work with are helpful in getting the job done (3.22) are higher than the average mean score. This shows that the women employees are getting more support from their Co-worker in unorganised sector in Kanchipuram.

6. Perception towards Emotional Sustenance

Emotional sustenance acts as an important factor that implies Work Life balance in any sector. Presence of Emotional sustenance might be a key aspect to many results and it also affects other factors. In this section, the perception of women employees towards Emotional sustenance in unorganised sector was studied.

Seven variables, namely, (i) When something at work is bothering me, members of my family show that they understand how I am feeling, (ii) When I have a tough day at work, family members try to cheer me up, (iii) Members of family are happy for me when I am successful at work, (iv) I usually find it useful to discuss my work problems with family members, (v) Members of my family want me to enjoy my job, (vi) My family members have a positive attitude toward my work, and (vii) If I have a problem at work, I usually share it with my family members were taken to measure the perception of the respondents. To test the significant difference among the mean value of the variables measured against the test average response of 3 (mean score), the following null hypothesis is framed.

Table 5: Women Employee's Perception on Emotional Sustenance

Statements	Mean	SD	t-value	p-value
When something at work is bothering me, members of my family show that they understand how I am feeling	3.78	1.240	15.273**	<.001
When I have a tough day at work, family members try to cheer me up	3.35	1.158	7.258**	<.001
Members of family are happy for me when I am successful at work	3.26	1.272	4.814**	<.001
I usually find it useful to discuss my work problems with family members	3.28	1.278	5.154**	<.001
Members of my family want me to enjoy my job	3.42	1.312	7.497**	<.001
My family members have a positive attitude toward my work	3.24	1.291	4.318**	<.001
If I have a problem at work, I usually share it with my family members	3.27	1.273	5.043**	<.001

** Significant at 1% level

Table 5 shows the women employees' perception towards Emotional sustenance in unorganised sector in Kanchipuram. The t-values of the variables 15.273, 7.258, 4.814, 5.154, 7.497, 4.318 and 5.043 are significant at 1% level. This shows that there is significant difference between the mean responses given by the respondents towards Emotional sustenance, the null hypothesis is rejected. My family members have a positive attitude toward my work (3.24), and If I have a problem at work, I usually share it with my family members (3.27) are higher than the average mean score. This shows that the women employees are getting more Emotional sustenance in unorganised sector in Kanchipuram.

7. Perception towards Instrumental Assistance

Instrumental assistance acts as an important factor that implies Work Life balance in any sector. Presence of Instrumental assistance might be a key aspect to many results and it also affects other factors. In this section, the perception of women employees towards Instrumental assistance in unorganised sector was studied. Seven variables, namely, (i) My family members do their fair share of household chores, (ii) Members of my family are willing to attend to household work, (iii) Someone in my family helps me out by running errands when necessary, (iv) If my job gets very demanding, someone in my family will take on extra household responsibilities, (v) Members of my family help me with routine household tasks, (vi) If I have to work extra / extended hours, I can count on someone in my family to take care of everything at home, and (vii) When I am having a difficult time at my job, my family members try to do more

of the work in the house were taken to measure the perception of the respondents. To test the significant difference among the mean value of the variables measured against the test average response of 3 (mean score), the following null hypothesis is framed.

Table 6: Women Employee's Perception on Instrumental Assistance

Statements	Mean	SD	t-value	p-value
My family members do their fair share of household chores	3.25	1.107	5.417**	<.001
Members of my family are willing to attend to household work	3.20	1.238	3.854**	<.001
Someone in my family helps me out by running errands when necessary	3.39	1.346	6.774**	<.001
If my job gets very demanding, someone in my family will take on extra household responsibilities	3.40	1.175	8.122**	<.001
Members of my family help me with routine household tasks	3.35	1.269	6.522**	<.001
If I have to work extra / extended hours, I can count on someone in my family to take care of everything at home	3.15	1.370	2.558*	.011
When I am having a difficult time at my job, my family members try to do more of the work in the house	3.82	1.206	16.950**	<.001

*Significant at 5% level ** Significant at 1% level

Table 6 shows the women employees' perception towards Instrumental assistance in unorganised sector in Kanchipuram. The t-values of the variables 5.417, 3.854, 6.774, 8.122, 6.522, 16.950 are significant at 1% level and 2.558 are significant at 5% level. This shows that there is significant difference between the mean responses given by the respondents towards Instrumental assistance, the null hypothesis is rejected. If I have to work extra/extended hours, I can count on someone in my family to take care of everything at home (3.15), and When I am having a difficult time at my job, my family members try to do more of the work in the house (3.82) are higher than the average mean score. This shows that the women employees are getting more Instrumental assistance in unorganised sector in Kanchipuram.

8. Perception towards Work Environment

Work environment acts as an important factor that implies Work Life balance in any sector. Presence of Work environment might be a key aspect to many results and it also affects other factors. In this section, the perception of women employees towards Work environment in unorganised sector was studied. Ten variables, namely, (i) Overcrowding or cramped work areas, (ii) Untidy or unclean working areas, (iii) Poor facilities, (iv) Badly designed, unsuitable or uncomfortable equipment, (v) Time pressure, (vi) Heavy workload, (vii) Lack support from the architects, (viii) Work / job security, (ix) Have an inadequate income, and (x) I feel that I really stressed out were taken to measure the perception of the respondents. To test the significant difference among the mean value of the variables measured against the test average response of 3 (mean score), the following null hypothesis is framed.

Table 7: Women Employee's Perception on Work Environment

Statements	Mean	SD	t-value	p-value
Overcrowding or cramped work areas	3.96	1.334	17.031**	<.001
Untidy or unclean working areas	3.20	1.199	4.015**	<.001
Poor facilities	3.13	1.297	2.377*	.018
Badly designed, unsuitable or uncomfortable equipment	3.18	1.252	2.405*	.014
Time pressure	3.19	1.394	2.165*	.019
Heavy workload	2.83	1.284	3.223**	.001
Lack support from the architects	2.85	1.087	2.878**	.009
Work / job security	2.81	1.249	3.101**	.002
Have an inadequate income	3.20	1.315	3.597**	<.001
I feel that I really stressed out	3.23	1.347	3.533**	<.001

*Significant at 5% level ** Significant at 1% level

Table 7 shows the women employees' perception towards work environment in unorganised sector in Kanchipuram. The t-values of the variables 17.031, 4.015, 3.223, 2.878, 3.101, 3.597, 3.533 are significant at 1% level. 2.377, 2.405, 2.165 are significant at 5% level. This shows that there is significant difference between the mean responses given by the respondents towards work environment, the null hypothesis is rejected. This shows that the women employees are more satisfied towards work environment in unorganised sector in Kanchipuram.

9. Perception towards Job Description

Job description acts as an important factor that implies Work Life balance in any sector. Presence of Job description might be a key aspect to many results and it also affects other factors. In this section, the perception of women employees towards Job description in unorganised sector was studied. Ten variables, namely, (i) Labourer Performance, (ii) Variety of task, (iii) Required skill, (iv) Tasks of experience, (v) Work outside in all kinds of weather, (vi) Dangerous task like removing lead, asbestos or chemical, (vii) Lifting the bricks tasks, (viii) Load and unload the materials, (ix) Clean around the construction sites, (x) Erect the barriers were taken to measure the perception of the respondents. To test the significant difference among the mean value of the variables measured against the test average response of 3 (mean score), the following null hypothesis is framed.

Table 8: Women Employee's Perception on Job Description

Statements	Mean	SD	t-value	p-value
Labourer Performance	3.84	1.369	14.561**	<.001
Variety of task	3.23	1.122	4.817**	<.001
Required skill	3.24	1.176	4.847**	<.001
Tasks of experience	3.16	1.228	2.134*	.025
Work outside in all kinds of weather	3.19	1.346	3.262**	.001
Dangerous task like removing lead, asbestos or chemical	3.16	1.350	3.094**	.003
Lifting the bricks tasks	2.81	1.301	3.655**	.001
Load and unload the materials	3.13	1.277	2.480*	.013
Clean around the construction sites	2.85	1.317	2.930**	.005
Erect the barriers	2.82	1.339	3.122**	.002

*Significant at 5% level ** Significant at 1% level

Table 8 shows the women employees' perception towards Job description in unorganised sector in Kanchipuram. The t-values of the variables 14.561, 4.817, 4.847, 3.262, 3.094, 3.655, 2.930 and 3.122 are significant at 1% level. 2.134, 2.480 are significant at 5% level. This shows that there is significant difference between the mean responses given by the respondents towards Job description, the null hypothesis is rejected. This shows that the women employees are more satisfied towards Job description in unorganised sector in Kanchipuram.

4. Finding

- Significant influence of age on co-worker support, working environment and job description in unorganised sector is observed, whereas such significance is not observed with job stress, quality of work life, supervisor support and family support. Women employees in the age group of 30-39 years are getting more support from co-workers in unorganised sector and the women employees in the age group of above 50 years are getting minimal support from their co-workers. Women employees in the age group of 18-29 years are contented with the job description in unorganised sector and the women employees in the age group of 40-49 years are less pleased with the job description.
- Significant influence of experience on job stress, quality of work life, supervisor support, coworker support and family support in unorganised sector is observed, however such significance is not observed with working environment and job description. Women employees with 11 to 15 years of experience are facing more stress and the women employees with 6-10 years of experience are facing less stress through job. Women employees with below 5 years of experience are getting more support from supervisor and the women employees with more than 15 years of experience are getting lesser support from supervisor in unorganised sector.
- Significant influence of experience on job stress, quality of work life, supervisor support, coworker support and family support in unorganised sector is observed, however such significance is not observed with working environment and job description. Women employees earning monthly salary of Rs.8,000 - 10,000 are getting more support from their family and the women employees earning more than Rs.12,000 per month are getting less support from their family in unorganised sector.
- Significant influence of marital status on any of the dimensions in unorganised sector is not observed except working environment. Unmarried women employees are more pleased with the working environment than the married women employees in unorganized sector.
- Significant influence of family type on job stress, family support and working environment in unorganised sector is observed, whereas such significance is not observed with quality of work life, supervisor support, co-worker support and job description. Women employees

living in joint family are pleased with their working environment in unorganised sector than the women employees living in nuclear family.

- Significant influence of family size on all the dimensions except job stress in unorganised sector is not observed. Women employees living in family of size 6 and above are facing more stress through job than the women employees living in family of size up to 3 members.

5. Conclusion

Construction sector falls under unorganized sector of an economy. Unorganized labourers refer to those workers who have not been able to organize themselves in pursuit of their common interest owing to certain constraints like casual and uncertain nature of employment, ignorance and illiteracy, small and scattered size of establishment. They are working under unsecured environment or work culture. The scenario only can be changed with the government intervention, by implementing the policies strictly. Strict action has to be taken against all those who harass the employees. It is very necessary to all workers to know about Government Schemes. The status of the women only can be improved when major transition in the society occurs and that can be achieved by mind set transition.

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