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40 Work life balance and job satisfaction of women working in post office

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Abstract: Postal services introduce particular problems to hinder female employees in post offices from attaining work-life balance. People encounter different obstacles when they work to fulfill commitments between their household responsibilities and work duties. Woman postal workers could achieve work-life balance through the provision of child care services with flexible hours and flexible rules. Opportunities for professional advancement, a supportive work environment, and acknowledgment of women's achievements all impact post office workers' job satisfaction. Work-life balance and job satisfaction in this industry improves when suitable work environments emerge simultaneously with ensuring adequate support for women and paying attention to their needs.

Keywords: Work, women, environment, challenges

1. Introduction

A balanced equilibrium between professional duties and private dedication remains essential for both workplace happiness and employee health in the workplace according to professional requirements. Employer systems and employee satisfaction levels strongly rely on the essential alignment between professional responsibilities and personal free time marked as work-life balance. Female postal workers encounter unique difficulties since strict operational guidelines make it difficult to achieve work-life balance at their jobs. This research examines female postal workers to build supportive workplaces which maintain employee loyalty and minimize turnover rates through studies on balance-related staff satisfaction. The research objective utilizes the assessment of work-life balance barriers to satisfaction growth to deliver actionable solutions for enhancement. The study focuses on demonstrating how creating suitable work-life boundaries ensures better job satisfaction and workplace well-being by directly studying on-the-job experiences of women postal staff members. This study aims to open the door for future research by highlighting the difficulties women encounter in juggling their home and work life.

2. Review of Literature

Amit Verma [1] Businesses across a variety of industries employ a wide range of tactics, policies, procedures, practices, and initiatives to support their employees in achieving a healthy work-life balance. Certain policies are imposed by legislation, while others are implemented at will. The industrial sector has witnessed a surge in the significance of work-life balance due to several factors, such as summary of the future work-life balance situation for women in the Indian business in light of technology developments, increased work pressure, remote work, and changing demographics (gender, experience, income, inflation, and living standards). Given the growing amount of household and professional duties that women are bearing, this investigation becomes even more important.

TarunaYadav, Sushma Rani [2] The topic of this study is 'Work life balance: opportunities and challenges.' This essay focuses on the opportunities and problems associated with work-life balance in Indian businesses. Employers are being forced to reconsider their people practices by a confluence of authoritative trends in the early 21st century. It is unquestionably appropriate that businesses and policymakers prioritize work-life excellence as a strategic aim. Employers now have new opportunities to meet employees' personal ambitions and achieve organizational performance goals in tandem with the obstacles posed by an aging workforce, an increasingly competitive labour market, information technology, and rising benefit expenses. Many workers are also feeling that their quality of worklife has been diminished. Job stress and an unbalanced work-life schedule are the two main

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indicators of this. The two halves of the same coin are the work and personal lives. Uneven work-life balance between job and family obligations has become a big problem in the workplace in this troubled globe.

Girija, Kalaivani [3] In their analysis, the authors evaluated the need for numeracy education for rural women, as well as the benefits of learning about compound interest, inflation, time value of money, and illusion. These topics would enhance the women's standard of living, encourage long-term savings, and lessen unconventional lending.

No job satisfaction and consistency in life, it can create a dilemma for working women. Work life balance requires attaining equilibrium between professional work and personal work, so that it reduces friction between official and domestic life. The ultimate performance of any organization depends on the performance of its employees, which in turn depends on numerous factors. These factors can be related to job satisfaction or family or both. A comparative study is conducted among the working women of some Govt. colleges and national institutes of Bhopal in education sector and nationalized banks, running their in Bhopal (M.P.) for banking sector. 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 banking and 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. Standard Deviation is applied in this paper to check the authenticity of data given by the respondents of both the sectors. Finding suggests that WLB can be achieved by the factors responsible for job satisfaction such as: supportive colleagues, supportive working conditions, mentally challenging work, equitable rewards and employee oriented policies etc.

2.1. Statement of the problem

In order to achieve a satisfactory work-life balance, women employed in post offices encounter major obstacles. Women face substantial obstacles when trying to balance postal work with their personal needs because of the demanding work schedule at postal services that includes extended irregular shifts. Female employees struggle to reach work-family balance due to strict postal service working schedules and inadequate supportive infrastructure and policies. The inequality between job hours in postal services produces negative effects on women's professional growth and employment contentment that reduce their life satisfaction and operational effectiveness as workers. Resolving these matters constitutes a vital requirement for postal industry development of a better working environment.

2.2. Objective of the study

To evaluate the balance between women working in the postal service and their personal lives.

2.3. Scope of the study

The purpose behind this study is to analyze how postal industry women handle their professional commitments together with their personal responsibilities. The research examines shift-based operations alongside work area adaptability and job-related duties and personal responsibilities to determine their impact on female employees' ability to handle workplace and personal domains. The analysis based on surveys and interviews together with proper data evaluation provides understanding concerning the barriers women face in achieving work-life balance within postal services as well as potential solutions to address these obstacles.

2.4. Statistical tools used for the study

The research examined 129 of 130 collected responses using statistical computations of Simple Frequency along with factor analysis, ANOVA and Chi-Square and weighted average methods.

2.5. Limitation

Research studying work-life balance and job happiness of post office female employees requires understanding several research and treatment constraints. The ability to generalize study findings becomes limited because post offices have different organizational policies and structures. Jobs within the postal industry represent another problem because various positions require different qualifications and produce varying impacts on work-life equilibrium.

3. Factor Analysis

An approach to statistical analysis known as factor analysis helps to identify underlying latent variables, or factors, that underlie patterns of correlations among the observable variables and help interpret the relationships between the variables as they are observed. Finding the important components that explain the variance in the data set helps to simplify the data. In order to simplify the interpretation of data by identifying underlying dimensions that account for observed patterns, this technique is frequently employed in research to investigate the structure of interactions among variables.

4. Worklife Balance of Women Working in Post Office

4.1. Factor analysis

Factors the influence the work life balance of women working in post office.

The data may be somewhat sufficient for performing a factor analysis, according to the Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) score of 0.601. KMO values above 0.5 are generally regarded as acceptable, meaning

that factor analysis can move on because the variables in the dataset have a sufficient amount of shared variance (Table 40.1). Moreover, a statistically significant result (χ^2 = 114.905, df = 21, $p < 0.001$) from Bartlett's Test of Sphericity demonstrated that the correlation matrix is not an identity matrix, confirming the data's eligibility for factor analysis. All things considered, these findings imply that the dataset is quite appropriate for additional exploratory component analysis to find underlying structures or patterns within the variables being studied.

Two separate components pertaining to work-life balance in the context of post offices are shown by the rotational component matrix (Table 40.2). Component 1 variables include time flexibility for women's working hours, the efficacy of post office policies in supporting women, workload conducive to a healthy work-life balance, the availability of support services for women, equal opportunities for career development, and the provision of remote work options for work-life balance. These variables load significantly, indicating that they are interconnected and contribute to a comprehensive understanding of work-life balance initiatives. The second component strongly focuses on meeting the needs of female employees according to analysis. The eigenvalues demonstrate Component 1 assumes 30.632% of the variation and Component 2 captures 18.465% while their cumulative variance amounts to 49.097%.

5. Conclusion

The postal service faces substantial challenges regarding women's ability to maintain work-life equilibrium that requires detailed problem solving. While advances in gender equality and workplace flexibility have emerged in recent times several gender-based problems persist which include excessive work hours together with inflexible schedules and insufficient social support systems. Decisions about flexible schedules together with gender-inclusive workplace environments and proper childcare help and supportive leadership must be established to create the full solution needed to solve these problems. Promoting these activities will help the post office develop an environment where women gain control over both their personal life and professional success.

Table 40.1. KMO and Bartlett's test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.601
Bartlett's Test of Sphericity	Approx. Chi-Square	114.905
	Df	21
	Sig.	.000

Source: Author.

Table 40.2. Rotated component matrix

Work-life Balance	*Component*	
	1	*2*
Time flexibility for working hours for women	.800	
Effectiveness of post office policies in supporting women	.704	
Workload in the post office is conducive to healthy work-life	.640	
Support services available to Women	.625	
Providing equal opportunities for career Development		.698
Providing remote work option for work life balance		.692
Supporting in accommodating and needs of women employees		.673
Eigen Values	2.144	1.293
Percentage of Variance	30.632	18.465
Cumulative Percentage of Variance	30.632	49.097

Source: Author.

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42 Customer perception and problems towards solar energy products

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Abstract: Accessibility, cost, and dependability are some of the aspects that influence customer perception and issues with solar energy solutions. Some consumers may be worried about the expense of the initial investment, upkeep, and efficiency of solar energy, while others may view it as a sustainable and environmentally good option. Frequently encountered obstacles encompass insufficient comprehension of solar technology, sporadic energy provision, and deficient support infrastructure. To improve customer confidence and encourage the wider adoption of solar energy solutions, addressing these misconceptions and problems calls for thorough education, easily accessible financing choices, quality assurance, and strong after-sales service.

Keywords: Investment, eco-friendly, sustainable, technology

1. Introduction

Products that harness solar energy are a key component of the worldwide energy shift. These gadgets, which range from solar water heaters to solar panels, utilize the abundant and sustainable power of sunlight. Their importance stems from their ability to lessen environmental damage by decreasing dependency on fossil fuels, but also from their promise to democratize access to energy, especially in isolated or underdeveloped areas. In addition, solar energy products generate jobs in the renewable energy industry, lower long-term energy costs, and encourage clean technology innovation. Notwithstanding these benefits, problems like sporadic nature, initial expenses, and technology constraints still exist, requiring continuous study, governmental backing, and funding to maximize effectiveness, affordability, and scalability. The growing development and popular acceptance of solar energy products become essential elements of a sustainable future as society comes to understand the gravity of halting climate change and attaining energy security.

2. Review of Literature

Easwaran and Sudarvel [1]. Energy from the sun, either as heat or light, can be used to generate clean, green power. Solar energy can be sustained and is completely limitless, unless fossil fuels become scarce. When it creates electricity, it is also a clean energy source that emits no greenhouse gases. Energy suppliers and the government are pushing hard for solar product usage in order to fulfill growing demand and finish the shift to a sustainable economy. The different solar products need to be known to consumers in order to encourage them to buy them.

Shakeel, Juntunen, and Rajala [2]. Despite recent growth, the global distribution of solar energy, which is essential for meeting the world's sustainable energy needs, is uneven. Value-aligned solutions provided by solar photovoltaic (PV) firms are a key factor in boosting adoption. The business model that a company chooses to use dictates how well it can meet market demands. Numerous facets of business models are explored through research, including ownership, financing, the impact of regulations, industry practices, and models for distributed and utility-scale generating.

Agarwal, Bhadauria, Kaushik, Swami, and Rajwanshi [3]. India's rapidly growing energy needs, driven by both rapid economic and demographic growth, underscore the significant potential of solar energy in the nation's energy portfolio. The aim of this study is to identify and evaluate the factors that propel the adoption of solar renewable

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energy products in India. We found 19 significant parameters influencing the adoption of solar renewable energy goods by using a nominal group technique and analyzing 40 ABDC-indexed articles. We created a driving force-dependency quadrant graph using the cross-impact matrix multiplication (MICMAC) technique to clarify the relationships between these variables.

2.1. Statement of the problem

Numerous obstacles, such as the erratic nature of sunshine, the high initial cost of installation, the need for ongoing maintenance, grid integration problems, and the limited energy storage capacity of solar energy products, affect users' experiences and acceptance of these technologies. Investing in solar energy solutions may be discouraged by these difficulties, which provide major obstacles to its efficient application. Many factors influence consumer decisions while making purchases, such as product affordability, dependability, performance efficiency, financing alternatives available, government incentives, environmental awareness, and projected long-term cost savings. To overcome adoption hurdles and encourage the general uptake of solar energy products among consumers, it is imperative to recognize and address these concerns.

2.2. Objective of the study

To study the various problems encountered by the solar energy product users.

2.3. Scope of the study

Solar energy is useful for many things, such as heating, lighting, and power generating. diminishing reliance on fossil fuels. The government may lessen its reliance on fossil fuels by utilizing solar energy more frequently. Which will only get more costly over the next few years; technological advancements will guarantee that solar power stays even more affordable. It's possible that throughout a significant portion of the world, solar energy will have supplanted other energy sources as the primary method for producing power by 2030. Climate change and the environment will benefit from this as well.

2.4. Statistical tools used for the study

106 of the 110 respondents submitted data, which were thereafter thoroughly reviewed, tallied, and analysed using statistical techniques such factor analysis, weighted average, chi square test, Simple Frequency, and so on.

2.5. Limitation

Due to sample size and demographic limitations, potential biases in survey responses, reliance on self-reported data, inability to account for regional variations in solar energy adoption, and difficulties capturing nuanced aspects of customer perceptions and experiences are some of the limitations of this study.

2.6. Weighted average

Using a weighted average analysis technique, various data are given varying weights in order to generate a more representative average. Usually, the weights are determined by how significant or important each value is.

Table 42.1 displays participant rankings of solar product challenges as evaluated by survey average responses. Survey results indicate that people primarily fear solar products are unaffordable thus presenting a significant barrier to adoption. Real-life space restrictions and solar resource-interrupting

Table 42.1. Problems of solar products

S.No	*Problems of solar products*	*7*	*6*	*5*	*4*	*3*	*2*	*1*	*Total*	*Mean score*	*Rank*
1	Takes up a lot of space	33	27	21	10	6	6	3	106	5.3867	2
		231	162	105	40	18	12	3	571		
2	Works only when the sun shines	17	41	22	11	9	0	6	106	5.2075	3
		119	246	110	44	27	0	6	552		
3	Too Expensive	9	30	26	10	5	2	4	106	5.4339	1
		203	180	130	40	15	4	4	576		
4	Least energy at night	22	23	31	11	7	5	4	106	4.9905	5
		154	138	155	44	21	10	7	529		
5	More batteries are needed to save solar power	18	28	22	14	9	8	7	106	4.8113	7
		126	168	110	56	27	16	7	510		
6	After Sales Service	20	34	17	7	5	6	7	106	4.9150	6
		140	204	85	28	45	12	7	521		
7	Leakage, Glass breakage or physical damage	20	37	17	13	6	6	7	106	5.0566	4
		140	222	85	52	18	12	7	536		

Source: Author.

factors emerge as the second most significant concerns with solar energy solutions according to survey respondents. The rating of 'leakage, glass breakage, or physical damage' at position four points to customer worries about product endurance and reliability. Two important concerns expressed by customers relate to nighttime power storage capacity as well as post-sale service support. The assessment of solar power battery storage options as a challenge for effectiveness appears despite being the designated bottom-ranking statement. The listed customer difficulties while buying solar energy goods serve as important data points for both enhancing satisfaction and expanding adoption levels. The evaluation determines essential improvement zones that should focus on product design alongside lowering costs and guaranteeing dependability and quality of after-sales assistance.

3. Conclusion

The adoption and application of solar energy products mainly depend on how customers perceive them as well as technical obstacles associated with these products. Various tests demonstrate that consumers view solar products through the lens of price and space concerns as well as reliability of solar power and post-sale assistance. Improved acceptance rates for solar energy solutions require effective solutions to the detected problems. The solar energy sector requires players to develop research and development priorities which address these issues and enhance product affordability and prevent negative reliability incidents. The solar energy sector can meet customer requirements and serve the energy transition by resolving the identified issues and maintaining high standards of product performance.

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