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**Antecedents of Work and Family Balance: Insights of Indian Women Employees in Hotel Industry**

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**Abstract**

Women employees play an important role in family, industry and other groups. In India today women hold a strong positions in corporation field when compared to past. Indian hotel industry also shows the same way. Hotel industry is known for its long working hours culture which leads to key issues in work life balance for women employees. Although many reviews had explained about work and family balance, there is an absence of systematic analyzing about work family balance (WFB) and it had not been effectively monitored in hotel industry. The article elaborates on antecedents of WFB of female employees employed in hotels. The study describes about implications of applying WFB strategies as a part of organization practices. The data is accumulated from 272 female employees working in different hotels across India. The objectives were measured with the help of descriptive statistics, factor analysis, correlation, and multi regression analysis by applying SPSS 21.0. Structure Evaluation Model (SEM) analysis is applied through AMOS to elaborate the relationship between the variables. The results showed that antecedents have a significant and strong relationship with WFB. Moreover, demographic variables are strongly related with WFB. Since the study is limited with the data collected in limited time and areas, the results may not be generalized.

**Keywords:**

Antecedents, Female/Women Employees, Hotel Industry, India, Work-Family Balance (WFB).

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