



Leisure and lifestyle of working women: A study of Janata bank limited, Khulna city, Bangladesh

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Abstract

It is important for the working women to balance their work and leisure activities for good life style no matter whether they are working. The leisure for working women is about taking a break from their routine activities. Doing leisure activities helps to reduces everyday working pressure, very specially in banking sector. Fifty female employees were selected using simple random sampling technique among the female employees from deferent branches of Janata Bank Limited (JBL) in Khulna city. A structured questionnaire was employed for collecting the data & study. The respondents were aware of sound health by having a good life-style. The major findings of the report are almost similar to other situations and findings published in other research study all over the world. The working women have less time for leisure activities for various reasons. A number of socio-economic factors make the situation more complicated. Relaxation, shopping, hanging out with friends, and most of all spending quality time with family are viewed as the most common forms of leisure activity for the female employees of JBL in Khulna city.

Keywords: working women, leisure, life style, Khulna city

1. Introduction

Leisure time is something that every human being needs. It is a part of a standard lifestyle. This report is based on only female employee of Janata Bank Limited (JBL) in Khulna city. This study has explored the leisure behavior and lifestyle of those female employees. After working all day a person needs a little time of her own to do things that she desires. Leisure has evolved into the time in which one is free, apart from others. The phrase “quality time” so often used in respect to the family implies that the time spent together isn’t as important as the amount of effort put into that time (James, 2000) [4]. Less leisure time largely affects on one’s lifestyle. Many data shows that women have less leisure time than men and which could create depression, stress and which effects on their work life. According to the Office for National Statistics (ONS), “Leisure time for women could be less than from men because although women are more frequently engaged in part time work than men, they spend more time completing unpaid work such as household chores and childcare (www.ons.gov.uk)”. A standard lifestyle means not only having a decent job or perfect family but also having some free time or quality time for her. And yes, there are some of these women who are very passionate about their job and love their job so much that they don’t requires any leisure time and there are also others who love to spend time with their family after work or in weekend.

Leisure time is doing something rather than that we promised to do. Every woman has their different taste of having leisure time. It could depend on their age or other circumstances. In general, elderly people and teenagers have much time to spare but adult people who has responsibilities and duties have to find leisure time from their working life. Psychological health is important as well as physical health. Maintaining the same old routine everyday could be really boring and its effects on both mental and physical health and could largely effect on women’s job performance,

create less courage and motivation. Researcher have reported that frequents experiences of daily stressors have powerful influences on physiological well-being (Almeida & Kessler, 1998, Stawski, Sliwinski, Almeida & Smyth, 2008) [1, 16]. Having proper leisure time can cope with this issue and leads to a standard lifestyle and can do their work without any problem. Many studies have shown that women are having less leisure time than men. Women born with some responsibility or our society expects more from them than men. They have to take care of their family and do their professional work. This is one of the reasons why women are outnumbered by men at work place. The question is, are women who have to do both household chores and working at office getting enough leisure time or any leisure time at all? The survey found that working women have to take care of their family and there are others who couldn’t give enough time to their children because of working pressure. Leisure time is like a dream to them. On the other hand, older women who are about to retire have enough leisure time. So, the women having leisure time is important cause its gives them to heal from all those daily boring work and could take some break from stress and do some stuff that pleases them.

2. Objectives of the Study

The purposes of this study are as follows:

- To understand the lifestyle of female employees at JBL, Khulna city
- To identify the leisure behavior of female employees at JBL, Khulna city

3. Literature Review

Economic globalization has provided women more economic power in the 21st century than ever before. So, it has become more important for the women to balance their work and leisure activities for good life style (Maheshwari and Sodani, 2015) [10]. Lifestyle is the interests, opinions,

behaviors, and behavioral orientations of an individual, group, or culture (Lynn, 2011) [9]. The broader sense of lifestyle as a "way or style of living" (Spaargaren & Vliet, 2000) [15]. In a general term, lifestyle is a combination of determining intangible or tangible factors. Tangible factors relate specifically to demographic variables, i.e. an individual's demographic profile, whereas intangible factors concern the psychological aspects of an individual such as personal values, preferences, and outlooks (www.en.wikipedia.org). Watching TV, listening to music, reading, visiting friends are viewed as the most common forms of leisure activity for the working women (Huda and Akhter, 2006) [7]. Job-induced stress at every level of output. A character of an organization and its potential for progress can be judged from the way it handles its female employees (Vakta, 2013). A study gives information about the leisure time enjoyed by men and women in a European country in 2005. The leisure time enjoyed by men were higher than that of women on an average and unemployed and retired people had more free times than the employed people. Employed men had around 41 hours of leisure time compared to about 39 hours for women. The employed people had less leisure hours than that or retired and unemployed people. Part-time employee had bit more free time than full-time employee which was about 45 hours for male and 40 hours for female. Unemployed male enjoyed more than 80 free hours compared to 80 hours for female which were the largest amount of free hours enjoyed by the male and female of this category. Retired people enjoyed around 75-79 hours leisure time while housewives had more than 40 hours leisure time for themselves (www.ielts-adviser.com, 2005). Women now have less leisure time than they did 15 years ago, while men are taking more time for themselves. That's according to data released by the Office for National Statistics in the UK, which shows that British men average five more hours of leisure time per week than women and still shoulder less of the unpaid work (Charlotte, 2018) [3].

Leisure time was classed as "socializing, cultural activities, resting and taking time out, sports or outdoor pursuits, hobbies, computing and games, mass media, eating out and travel associated with these leisure activities (Charlotte, 2018) [3]." Work-life balance is a key issue in all types of employment as dual-career families have become common and high work demands with long working hours have become the norm. The importance of helping employees achieve a balance between the demands of their work and their home lives has been emphasized. Demographic changes as seen in the increasing number of women in the workplace and dual career families have generated an

increasingly diverse workforce and a greater need of employees to balance their work and non-work lives (Bharat, 2003; Komarraju, 1997; Rajadhyaksha & Bhatnagar, 2000; Sekharan, 1992) [2, 8, 13]. Leisure is temporary withdrawal from routine activity that is based on outwardly imposed social constraints and is not fully satisfying to the individual. Leisure involves the substitution of a preferred activity that provides diversion and pleasure by satisfying strongly internalized values and sentiments in a situation free of the everyday pressures. The way of spending leisure is conditioned to age, gender, occupation, income, education, cultural background etc. Lifestyle is the typical way of life of an individual, group, or culture. A lifestyle typically reflects an individual's attitudes, values. Therefore, a lifestyle is a means of forging a sense of self and to create cultural symbols that resonate with personal identity. Not all aspects of a lifestyle are voluntary. Surrounding social and technical systems can constrain the lifestyle choices available to the individual (Maheshwari & Sodani, 2015) [10].

4. Methodology

Survey research design was followed for the study and the research is descriptive in nature. The study was a mixture of both qualitative and quantitative analysis based on the collected information from both primary and secondary sources. A total of fifty (50) female employees were selected from six (6) branches of Janata Bank Limited (simple random sampling) in Khulna city for collecting the primary data. A structured, open and closed-ended questionnaire was given to respondents for collecting their leisure and life style of female employees of JBL, Khulna city. Their opinion regarding leisure and life style were identified by using a 5 points Likert scale which is denoted by 1 = Completely disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Completely agree. The respondents were also asked their age, position title, year of employment, marital status, children & elderly person in family.

5. Analysis and Discussion

The purpose of this survey is to know about the leisure and life-style of working women of Janata Bank Limited in Khulna city. A total fifty (50) female employees were asked question and interviewed personally. The collected data are presented in following a sequential manner.

5.1 Socio-Demographic Characteristics of Female Employees: Respondents are diverse in their socio-demographic profile. A total of fifty (50) female employees were interviewed. The information is presented in Table 5.1.

Table 5.1: Socio-Demographic Characteristics of Female Employees

Variables	Frequency (Percentage)	Variables	Frequency (Percentage)
Age (years)		Position Title	
Below 30	15 (30%)	Jr. Officer/Officer	13 (26%)
31-40	22 (44%)	Senior Officer	21 (42%)
41-50	09 (18%)	PO/SPO	13 (26%)
51-60	04 (8%)	AGM & above	03 (6%)
Marital Status		Years of Employment	
Not married/Single	07 (14%)	1-5 years	08 (16%)
Married	43 (86%)	6 - 10 years	19 (38%)
		More than 10 years	23 (46%)
No. of Children		Elderly Person in Family	
0-1	28 (56%)	Yes	14 (28%)

2	18 (36%)	No	36 (72%)
More than 2	04 (8%)		

Source: Author’s compilation based on field survey, 2019

Table 5.1 reveals three-fourth of female employees working at JBL in Khulna city is aged within 40 years. This indicated that more & more female are coming in out for work than before due to social-cultural constraints. Women are working at various positions in JBL hierarchy level, however, very insignificant number at decision making level like AGM or above level. One of the many reasons might the years of employment. Employees usually move to the higher level of ladder with their years of experience and the study finds that more than half of the female employees have less than ten years of work experience. The majority of female employees (86%) in JBL, Khulna city are married with two children and slightly less than three-fourth (72%) female employees have no elderly person in their family.

5.2 Reasons for Employment

The respondents have mentioned various reasons for their employment. To have their own identity, own earning & economic solvency of family, independence, social value, mental satisfaction and economic security are the main reasons. Some of them work because they need it family support; some of them believe that the employment is the right justification of their education; some of them work because it gives various facilities and some of them think they don’t have any work at home.

5.3 Hobbies and Extra Activities

The female employees of JBL in Khulna city are very passionate about their hobbies and extra activities. They like to travel when they get vacation but some of them (though like travelling or used to travel), can’t travel at all because of either financial issue or time. The few respondents (14%) mentioned that they like to practice music (signing song various forms) and dancing in their leisure time as a hobby. The hobby of cooking really common among them (88%), they like to cook for their children and tried some experiment on cooking. Decorating and tidying their home is also one of them. Other hobbies like writing (poems, facebook, and blogs), gardening, reading novels, listening to music and using Facebook are common. Some of them said

that they don’t have enough time as hobbies; they are too busy working in bank to do extra-activities; social activities, donating poor children, sewing and online business are few of those activities.

5.4 Life Style of Female Employee

The attempts to identify the life style of female employees working at JBL, Khulna city by analyzing their few behavior and activities of their daily life.

5.4.1 Wake-up Behavior

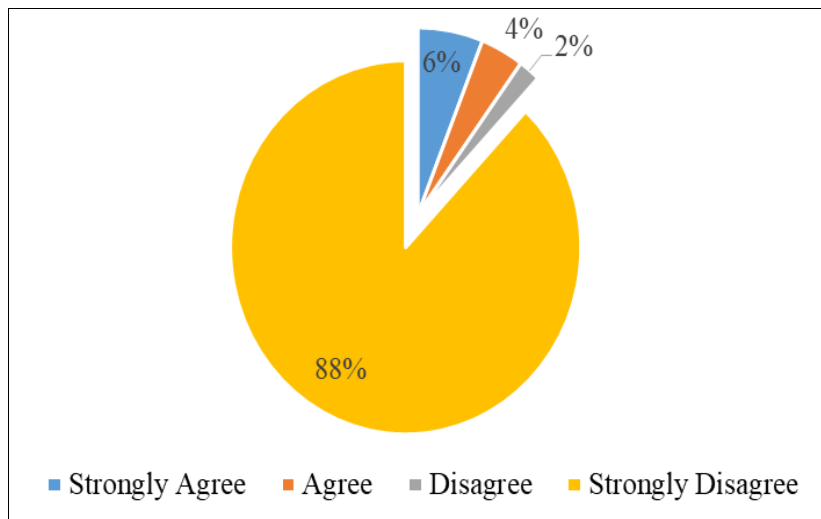
Out of fifty respondents, more than half respondents (58%) wake up around 6am-7am; very few of them (8%) wake up around 5am and the rest of the respondents wake up after 7am. The probable reasons behind the findings might the distance between sampling bank locations & respondent’s residence as well as the office time. Usually, the bank office hour starts at 10am.

5.4.2 Sleep/Bed Time Behavior

Just more than half of respondents (52%) mentioned that they go bed after completing all their household works, specially taking care of their children for school and usual time for is between 10.30pm to 11.30pm. Working female almost has no stay night (stay late night) habit, however, their weekend nights might have little variance than usual (22%). However, the interesting findings of the study is that almost all female employees love to sleep/relaxation on bed no mater day or night whenever they have time.

5.4.3 Regular Physical Exercise

Figure 5.1 explores female employees’ behavior whether they have regular physical exercise. An insignificant number of respondents (6%) mentioned that they used to go “Yoga” center to make them physically fit & attractive. About 88% respondents agreed that they have no regular physical exercise; however, a few of them (26%) go home or shopping center on feet after the office. The majority of the respondents (92%) consider “walking” as the main form of their physical exercise.



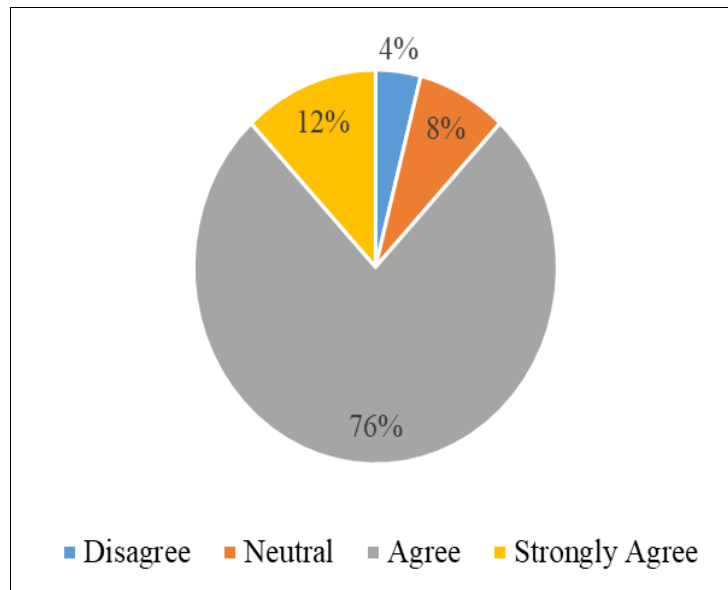
Source: Author’s compilation based on field survey, 2019

Fig 5.1: Regular Physical Exercise

5.4.4 Diet Behavior

Figure 5.2 views that 88% respondents (adding strongly agree and agree together) try to maintain and follow a balanced diet (rice, bread, vegetables, fish, meat & fruits) with almost a fixed time for breakfast and lunch. Surely, this behavior among the female employees of JBL is because of

office schedule, a fixed time to start from home and fixed lunch time at noon time (1.00pm – 2.00pm). The all almost all respondents (96%) mentioned that they have sorts of refreshment/snacks during office time, especially around 11.00am on various official occasions.



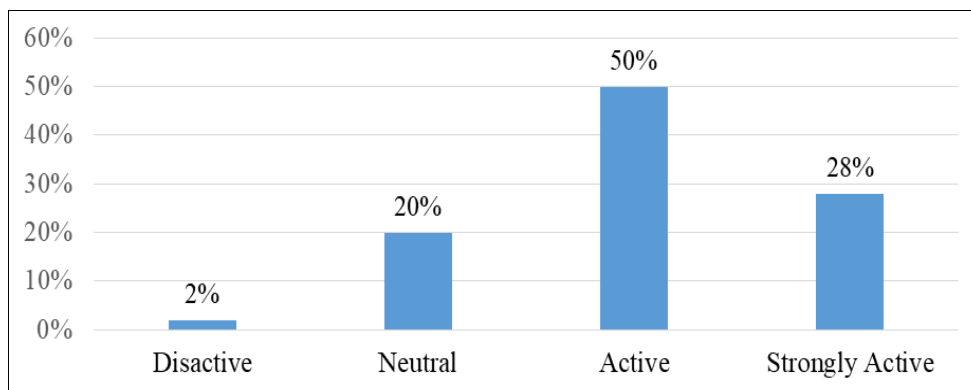
Source: Author’s compilation based on field survey, 2019

Fig 5.2: Practice of Balanced Diet among Female Employees

5.4.5 Socialization Behavior

Socialization is one of the important issues and expression of an individual’s lifestyle. Most importantly, socialization specially socialization is relatives, friends & colleagues (like family gathering or old friends get together), is a symbol of Bangladeshi culture. The work pressure along with modern technology for communication (social network & video chatting) has reduced the social gathering. Little more than

three-fourth (78%) respondents are active in socialization with relatives and colleagues. They usually do shopping together and dine together inviting each other on a rotation basis on holidays either in home or restaurants. On few issues (like celebrating various official days), female employees have more socialization with their colleagues than relatives & friends.



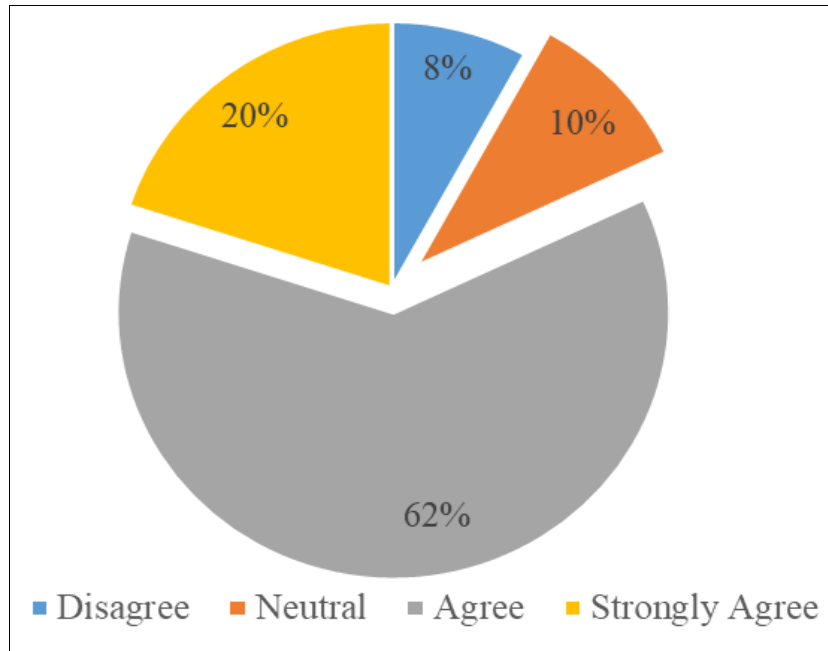
Source: Author’s compilation based on field survey, 2019

Fig 5.3: Socialization Behavior of Female Employees

5.4.6 Balance between Work Life and Personal Life

Figure 5.4 indicates the balance between work life and personal life of the female employees of JBL, Khulna city. More than fourth-fifth of respondents (82%) somehow were agreed that they have managed both of their work life and personal life. Janata Bank Limited is the 2nd largest public bank in Bangladesh and strongly follow the work hours, specially at branch level and for female employees. While

10% of respondents were neutral and only 8% of respondents were unable to manage both of their work life and personal life due work pressure. Working in a specific department of the banks (like cash department) could be the reason behind extra work pressure and unable to make the balance between work life and personal life; beside that travelling time (distance between office and residence) could be another reason.



Source: Author’s compilation based on field survey, 2019

Fig-5.4: Well Balanced between Work Life and Personal Life

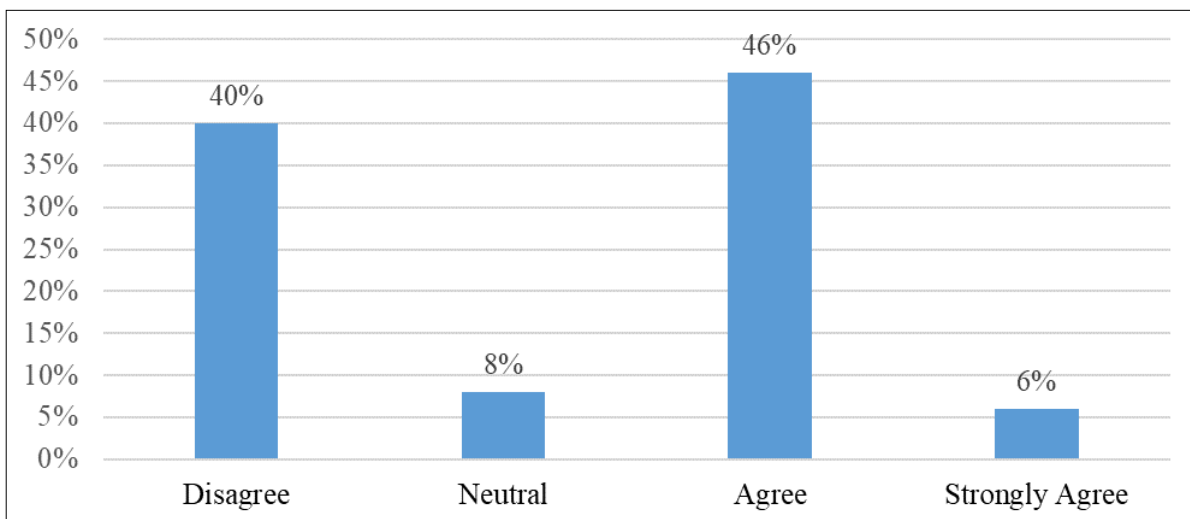
5.5 Leisure (free time) Behavior of Female Employees

Leisure is a valuable means for freedom and self-expression and vital to both physical and mental health. People could have various types of activities in their leisure. After office time (usually 6pm to 9pm) in weekdays and weekend (Friday & Saturday) are the leisure time for female working in banking section as mostly they are busy in morning for breakfast, child’s schooling and office preparation. However, quality leisure time can remove the monotonous of work as well as energize an individual for work. Relaxation, spending time with family members, time spend on social media/internet/TV, shopping, hanging out with family members/friends and travel were considered to

identify the leisure behavior of female employees working at JBL, Khulna city.

5.5.1 Relaxation for Self in Leisure Time

The female employees of JBL, Khulna city ranked relaxation for self as the 1st preferred activity in their leisure time. Surely the preference is supported by the tiredness and work pressure, working 8 hours in day & 5 days in a week. However, Figure 5.5 reveals that just little more half of the respondents (52%) have enough time to relax and rest while about 40% of the respondents disagree. The research indicates that female employees though preferred to do something, they are in a position for that to carry on.



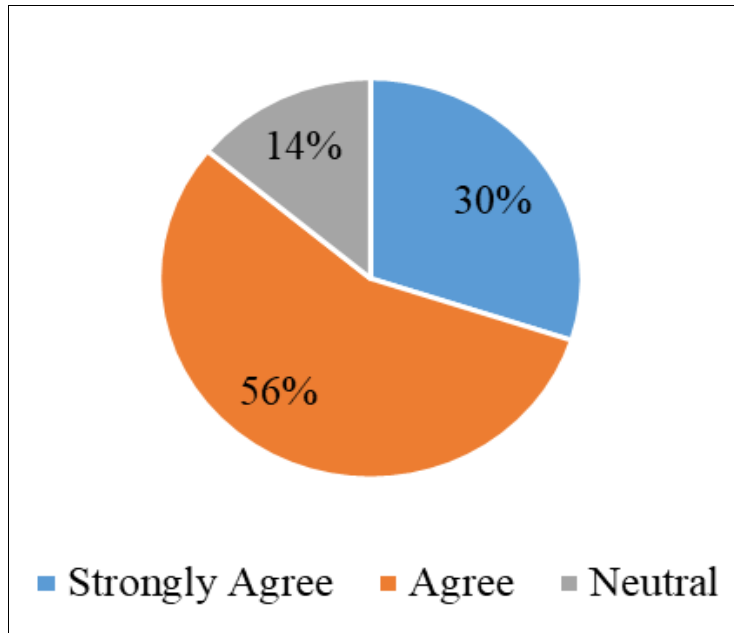
Source: Author’s compilation based on field survey, 2019

Fig-5.5: Enough Time to Relax and Rest in Leisure

5.5.2 Spending Leisure with Family Members

Spending leisure with family members is the 2nd preferred activity of the female employees of JBL, Khulna city. Figure 5.5 presents that the majority of the respondents (86%) spend their leisure time with their family members

and relatives in weekend while 14% of female employees were neutral. The implied justification being neutral could be their household chores pooled for weekend and probably no home-maid.



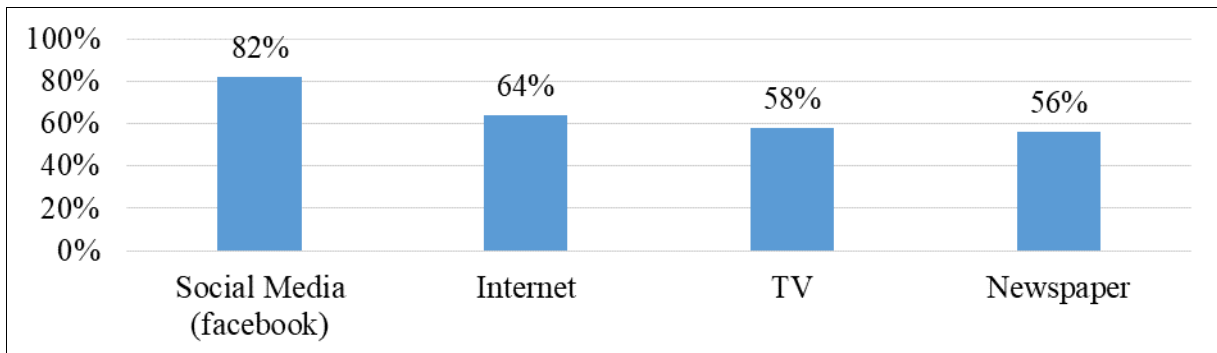
Source: Author’s compilation based on field survey, 2019

Fig 5.6: Spending Leisure with Family and Relatives

5.5.3 Time spend on Social Media/ Internet/ TV/ Newspaper

The 3rd activities that occupies female employees’ leisure are the use of social media (specially facebook), internet for Youtube, watching TV in home (specially in evening) and reading newspaper. During the survey, the respondents mentioned and the research observed as well that they read newspaper in office, not in home. Almost all (96%)

respondents admitted that they some of their leisure on social media, internet and TV. However, there was a clear difference of media used between the young (up to 40 years old) and mid-aged (41-60 years old) female. White young female use internet for social media, reading e-books, newspaper, song & video and even for their work; the mid-aged female mainly use internet for social media (facebook) and watching TV at home in their leisure.



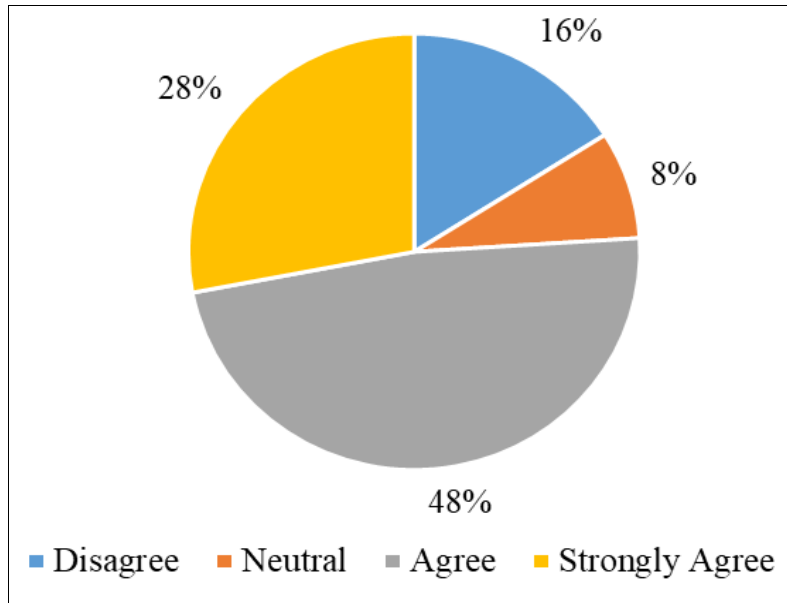
Source: Author’s compilation based on field survey, 2019

Fig 5.7: Time Spend on Social Media/Internet/TV/Newspaper

5.5.4 Shopping in Leisure

Undoubtedly, female like shopping all over the world and female employees of JBL, Khulna city are not out this trend. Figure 5.8 points out that little more than three-fourth of the respondents (76%) like to do shopping in their leisure time either in weekend or monthly basis or on occasion both for

herself and for the family members. Usually female, surely married female, are responsible for family shopping in Bangladeshi cultural context. While 8% respondents were neutral, the rest were not interested in shopping in their leisure.



Source: Author’s compilation based on field survey, 2019

Fig 5.8: Shopping in Leisure

5.5.5 Hanging out with Family Members/ Relatives/ Colleagues & Friends

The female employees also prefer to hang out in their leisure near-by or around Khulna city with family member or relatives, friend and colleague. The analysis shows that more than half of the respondents (58%) mostly hang out with their family members & relatives only; about 26% respondents occasionally (specially in holidays like Eid, Pujas and school vacation) hang out with colleagues and friends. Some of the hang outs (18% respondents mentioned) are planned based on their children’s requirements specially in parks and restaurants.

5.5.6 Travel in Leisure

Travel in Bangladesh and out of the country are preferred but not frequent/common by female employees of JBL, Khulna city. However, only less than one-fifth of the respondents (18%) try to travel once in a year, while more than half of the respondents (58%) travels in every 2 or3 years, mostly in Bangladesh. In contrast, just more than one-fifth of the respondents (22%) were not interested to travel at all. It is also worth mentioning here that the schedule/approval of recreational leave for female employees in JBL, Khulna city doesn’t match with the other family situations of female employees to go for travel.

6. Research Findings

Based on the analysis of survey data collected from the female employees of JBL, Khulna city regarding their leisure and life style, the major findings are:

More than half of the female employees maintain almost a fixed schedule regarding their sleeping and wake up time. Their schedule is mostly planned based on their office time. Majority of the respondents follow a balanced diet with fixed time for breakfast and lunch. Almost all respondents have refreshment/snacks in office every day. Female employees (regardless of their position and age) do not engage in a sufficient amount of physical exercise to maintain their health. A few number of the respondents return home on feet after their office. More than three-fourth respondents are active in

socialization with relatives and colleagues; they do shopping together and dine together either in home or restaurants. Majority of the respondents somehow are able to manage & balance between work life and personal life. Majority of respondents rank the self-relaxation as the 1st preferred activity, followed by spending time with family members, then on social media/internet/TV and shopping in their leisure time. More than half of the respondents are able to travel within the country in every 2-3 years.

7. Conclusion

An adequate leisure and well organized life style can help to achieving a good balance between work and family commitments is a growing concern for contemporary employees and organizations. As female are mainly responsible for family management, balance between work and life is utmost important. There are various evidence-linking work– life imbalance to reduced health and wellbeing among individuals and families. It can be concluded that leisure and life-style of working women is different from the typical house-wives. Therefore, organization should support female employees in terms of combining work life and personal life. The respondents are found practicing good life style while almost no physical exercise. Regular exercise is a big part of a healthy lifestyle and women should commit to it for a longer life. Women working in JBL have leisure time hobbies and many respondents were found traditional as well as modern in outlook

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