

ASSESSMENT/ EVALUATION REPORT ON MAJOR RESEARCH PROJECT

Funded by

University Grants Commission

Bahadurshah Zafar Marg, New Delhi – 110002

A: DETAILS OF PROJECT

PARTICULARS	
Title of the Project	A Study on Work Life Balance among Married Women Employees in Chennai
Tenure of the Project	3 Years from 01-07-2015 to 31-06-2018
Project Status	Completed
Subject	Commerce
File Reference No.	F.No.5-16/2014 (HRP) dated 10-02-2016
Grants Approved	Rs. 7,79,600/-

B. EVALUATION REPORT OF EXPERT MEMBER

Sl.No.	Particulars	
1.	Name of the Principal Investigator	Dr.A.Pandu
2.	Designation	Assistant Professor of Commerce
3.	Address of the Principal Investigator	Department of Management Studies, Pondicherry University Community College, Lawspet, Puducherry - 605008.
4.	Whether the work is focused on the title of the sanctioned project.	Yes, the entire work is focused on the title of the project.
5.	Whether the original work is done.	Yes, the work is original.
6.	Whether the significant contribution is made.	Yes, the significant contribution is made in the perspective of work life balance among married women employees using different methodologies and statistical techniques.
7.	Whether the proposed work have relevance to the society/ scientific community	Yes, the work life balance of married women employees of the entire Chennai region has

		<p>been studied. Since, the sample area consists of immense married women workforce. It becomes quintessential to study about their work life balance. This study has formed as a base platform to have a clear basic idea towards the work life imbalance issues are faced by women employees. The findings and the suggestions of the study will be helpful for the married women laborers in improving their work life balance.</p>
8.	<p>What type of contribution found in the final report: theoretical/practical? If there are theoretical contribution given by the principal investigator whether real applications are given.</p>	<p>The research investigation provided both practical and theoretical results. As the study collected the data from the married women employees indulged in IT, school teaching and self-employment, this empirical investigation talks about their work life balance maintenance issues. The results of the study paved way for providing practical implications in improving the work life balance of these women employees by suggesting necessary measures to the employees, organization and ultimately to the government.</p>

9.	Whether the theoretical contribution and their results are published.	Yes, the theoretical results and the results of the study are published in the form of Journals, Chapter in edited volume book and conference proceedings. A total of five journal publication, one chapter in edited volume book, one paper in International Conference proceedings and three other papers are submitted for publication under various journals.
10.	Whether the results and findings are significant.	Yes, the results and findings of the study are significant and it could be considered by various stakeholders in improving the better work life balance among married women employees.
11.	Whether the significant publications made by the principal investigator in peer reviewed journals.	A total of 5 Journal publications are made and 3 are under progress. The Published articles are indexed in EBSCO, ProQuest, i-scholar and many other popular databases. The publications involve relevant and significant area of the study with practical implications of the results.
12.	Number of Publications made by PI in standard Journals	Five
13.	Whether the contributions made by the PI is Sufficient.	Yes, the contributions are significant.

14.	The findings and the results of the sanctioned Major Research Project are justifiable	Yes, the results and discussions made on the major research project are commendable. The Work life balance relationship with its predictors and outcomes model supported by the Structural Equation Modeling is the first of its kind.
15.	Whether the Completed project work meets the proposed objectives.	Yes, the results and the discussions that are made in the major research project are within the framework of the objectives of the present study.
16.	Give your brief comments on the overall work of the project.	Since, this is the only study which involves the influencing factors of work life balance namely work load and responsibilities, work environment, feelings about work, absence from job, work family conflict, family work conflict and family dependents, Apart from this, it also talks about the outcomes of the work life balance such as job satisfaction and Quitting of self-employment. In addition to this, the study has developed a model stating the relationship between the influencers and outcomes of the work life balance which is also a perfectly depicted new idea. Overall,

		the project work is good at its ideology and execution.
17.	Any other specific comments.	NIL
18.	Indicate your overall assessment of the project.	The project work is highly recommended and commendable.

Date: 29.10.2018

Place: Chennai

Name & Address of the Expert:

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Expert Member
(Dr. N. Ragavan)

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