METHODOLOGY OF THE STUDY

- **SAMPLE UNIVERSE** - The Universe of this study consists of Financial Services Firms from Mumbai.

- **SAMPLE POPULATION** - The population selected for this particular study is employees who are fathers, working in Financial Service firms in Mumbai.

- **RESEARCH DESIGN** - The study is exploratory as well as descriptive in nature.

- **SAMPLE DESIGN** - The particulars of sample design are-
  a) **SAMPLING UNIT**: Mumbai
  b) **SAMPLING TYPE**: Stratified Sampling Technique is used to pick samples from Financial Services Firms.
  c) **SIZE OF SAMPLE**: 460 working Fathers (General managers, branch managers, and department managers) proportionately to be selected from 4 Segments of Financial Service Sector comprising of commercial banks, insurance companies, non-banking financial companies and investment banking. Samples will be selected as shown below:

```
Financial Services
    /       \
   |       |
Investment Banks (100)   Insurance Firms (80)   NBFCs(80) Commercial Banks (200)
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- **SOURCES OF DATA COLLECTION** - The information will be collected from Financial Firms employees at Middle level. Well defined Self-Constructed questionnaire will be used for gathering information from Working Fathers in the Financial Services at Middle levels.
WORKPLAN

1. Collection and analysis of literature review of study.

2. Collection of data.

3. Operating the data using statistical tools.

4. Interpretation of data.

5. Findings and conclusion.

SIGNIFICANCE OF THE RESEARCH

Society is broadly divided into two groups, male and female, and each group has a different context in which the members function and attach different meanings to various things. Cultural practices vary and so do the role expectations from different genders. For example, expectations in many cultures indicate that men are, by nature, more aggressive than women. Although some issues at work are thought to be either of women or of men, the longstanding interest to look into the work-life concerns of female and male managers remains strong among researchers, academicians and HR professionals. A contemporary area that attracts attention is that work-life balance is not a problem to be solved, but it's an issue to manage. The purpose of this study is to explore employees use of tactics to manage their work life balance particularly the executive level fathers so as to provide suitable measures to the Working Fathers for improving their work-life balance, and also to find out the root cause for unbalancing work-life, At the end of the study, research will offer valuable remedies to the organization to help married male employees to overcome the unbalancing work-life situation.